Waihi Social Impact Management Plan 2023 – 2024 Monitoring Report

OceanaGold (New Zealand)

September 2025

PHOENIX RESEARCH

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1 INTRODUCTION

In February 2019, OceanaGold (New Zealand) Limited ("**OGNZL**" or simply "**OceanaGold**") obtained consent to develop Project Martha ("**Martha**"), a proposed underground mine and cutback of the Martha Pit, including subdivision to enable re-alignment of Cambridge and Bulltown Roads (to facilitate the proposed cut back). The development is subject to a set of conditions to control and manage the environmental and social impacts of the development, known as the Project Martha consent conditions. Conditions 77 to 83 detail the requirements for a Social Impact Management Plan ("**SIMP**"), including condition 78 that requires:

1. *"An updateable framework to identify, assess, monitor, manage and re-assess the social effects (positive and negative) of the Martha Underground Mine*[1] *in combination with the other mining projects undertaken by the consent holder in the area, on the community, and to also…*

2. *Provide a biennial report on the outcomes of this work."*

The Project Martha consent conditions also provided the following advice note:

> *"The SIMP referred to in the above conditions can be an extension of that required under the Correnso consent conditions…"*

Newmont Waihi Gold (OGNZL's predecessors, sometimes also referred to as "**NWG**") received consent to develop the Correnso Underground Mine ("**Correnso**") in Waihi in October 2013. The consent conditions also included a requirement for a SIMP to be developed to provide a framework for the identification, assessment, monitoring and management of social effects (Condition 38 and 39). A SIMP Framework (2015) was approved by the Hauraki District Council ("**HDC**") based on the 2014 Social Impact Assessment ("**SIA**") undertaken by Banarra (Pty) Ltd and through a process of consultation. Subsequently, SIMP annual monitoring has been undertaken for the years 2015-2018, after which the consent conditions were changed to allow for biennial reporting. The first biennial SIMP monitoring report was produced in 2021, covering the 2019 and 2020 years.

OGNZL acquired the operation from NWG in October 2015. Because this report covers the period from 2014 onwards, during which time there have been two owners of the Waihi gold mine and operations, the single term **OGNZL** (or simply the "**operation**"[2]) is most often used in this report when differentiation of the owners at the time is unnecessary for the purposes of this report. Note that the term "**WGO**" (short for Waihi Gold Operation) was used in SIMP monitoring reports up until 2018, and has now been replaced by "OGNZL". Similarly, a few departments within OGNZL have been renamed over time. The current names of departments are used in this report to refer also to the departments as they were previously named.

[1] The terms "Project Martha" and "Martha Underground" are used more or less interchangeably throughout this report. The latter term can be useful to distinguish that project from a new project, the "Martha Open Pit" project, announced in June 2021.

[2] Also referred to sometimes, for added readability, and where unambiguous, simply as "the company".

The current SIMP Monitoring Report has been compiled during the first half of 2025, for the 2023 and 2024 calendar years. As with previous SIMP Monitoring Reports, the 2023 – 2024 report serves as an internal management and reporting tool as well as a mechanism to report externally on OceanaGold's performance, encompassing both Project Martha and the Correnso Underground Mine.

The SIMP Monitoring Report includes an individual management plan for six thematic areas, which reflect the social impacts identified in the Social Impact Assessment undertaken in 2014. For each of the six themes, the individual management plan includes an overall objective, performance goals, mitigation and management activities and indicators for tracking, measuring and communicating performance.

The SIMP Framework was developed and revised through an iterative process involving OceanaGold, the local regulator (Hauraki District Council, HDC) and consultation with stakeholders, including Waihi residents, community representatives, local business owners and the operation's workforce. It contains management plans for six themes, which form the structure of the SIMP Monitoring Reports:

- Economy
- Employment
- Property
- Community
- Health and wellbeing
- Future of Waihi and the OGNZL legacy

Further details about the potential impacts and issues related to these six themes can be found in the Social Impact Assessment ("**SIA**") conducted in 2014. The SIA and SIMP Framework are available from both OceanaGold and HDC.

The SIMP Framework requires OGNZL to prepare Monitoring Reports that track performance against the SIMP indicators for the life of the Correnso and Martha Underground developments. As with the SIMP Monitoring Reports since 2015, this report ("**report**") captures and communicates OGNZL's progress in relation to its objectives and goals for the current years (2023 and 2024). This report shows not just the SIMP indicator results for 2023 and 2024 but also, for context, results from:

- 2022 (the last year previous SIMP results were reported)
- 2014 (because that year is something of a baseline year, being the first year in this series of SIMP monitoring reports)

The presentation of previous year indicator results (in this case 2022) is in line with the established format of showing in each SIMP report the indicator results for the current year(s) in the context of previous SIMP indicator results including the baseline year. (The indicator results from the intervening years, 2015 to 2022, have been fully reported in the SIMP Annual Monitoring Reports on those years.)

The report also documents OceanaGold's self-assessment of its progress against the required mitigation and management activities.

Data Sources

The data quoted in this report has been obtained from a number of sources. Unless otherwise specified, all data has been provided by OceanaGold and its management and personnel. Phoenix Research Limited ("**Phoenix**") has collated and assembled this information into this report, though does not give any warranties of completeness, accuracy or reliability in relation to any of the statements or data provided in this report: Phoenix has not sought to independently verify information in this report, beyond basic reasonableness checks, and review and discussion with OceanaGold employees.

The findings in this report have been formed on the above basis.

In parts of this report data on community perceptions are presented that come from two different data sources: the Correnso SIA Engagement (conducted by Banarra (Pty) Ltd in 2014) and the annual Waihi Community Perceptions Surveys (conducted by Phoenix since 2016). Although there are close parallels in the data these two data sources produce, results from these data sources are not directly comparable due to the different samples and sometimes also different question wording, the first being a Social Impact Assessment (SIA) and the later annual Community Perceptions Surveys being part of the Social Impact Monitoring Plan (SIMP). Hence 2014 community perception results are presented separately from the community perception results from later years.

The Community Perceptions Surveys since 2016 have been conducted as telephone surveys, covering both residents and business leaders in and around Waihi. The residents component of the surveys have used similar though slightly different sample sizes over time, which are fully documented in the tables of results. The sample sizes for the surveys of businesses have remained the same each year.

Some of the Employment indicator data (for example Em-I-3 and Em-I-4) comes from the Employee Surveys, conducted jointly by OceanaGold and Phoenix, each year since 2015. This is a self-completion survey which covers both those employed by OGNZL directly and those employed by contractors to OGNZL. Since not all employees are able to participate, results from this survey are weighted up to take into account the response rates among direct and contractor employees.

The Nature of This Report

This report follows a template for SIMP annual reporting established for NWG essentially in the 2014 SIA report undertaken by Australian consulting firm Banarra (Pty) Ltd. This was subsequently updated in the 2015 and 2016 SIMP Annual Monitoring Reports by KPMG Banarra, and in the subsequent SIMP Monitoring Reports by Phoenix. This template has been approved by the regulator HDC as meeting the requirements of the Correnso and Martha Consent Conditions. Where findings are quoted from earlier Annual Monitoring Reports, all reasonable efforts have been made to quote the earlier reports accurately and not be misleading in any way about these reports. Copies of previous reports in this series are available from both OceanaGold and HDC, for example at this url:

https://www.waihigold.co.nz/uploads/documents/reports-and-plans/Waihi-Social-Impact-Management-Plan-2021-2022-Monitoring-Report.pdf?_cchid=cbb6e354728e8dfddfbaf483da8790b7

The current report has been prepared by Phoenix for OceanaGold based on an approach, methodology and template agreed and subject to a contract between the two companies. This approach and methodology are modelled closely on those used for the earlier reports in this series, and use the template specified for this reporting. Minor variations from that template are as agreed between Phoenix and OceanaGold. The template includes a wide range of waivers, disclaimers and limitations that, while summarised above, are fully documented in the 2016 report. The report is designed specifically for monitoring social impacts: any other uses of the report could be inappropriate.

The report is essentially concerned with data up to the end of the 2024 calendar year, although naturally the report includes analysis and observations about that year that have been made early in 2025.

The chapters on the six themes which form the basis of this SIMP Monitoring Report cover potential impacts of the Correnso and Martha Underground developments in combination with other OGNZL operations, and OGNZL's performance goals for each of these themes in turn. This is followed by Mitigation and management activities, Indicators, and a Summary of that chapter. In the Indicator section of each chapter, each "Indicator" is presented in turn, under the headings of Data, Changes, and Comment for that Indicator. (Where Indicator data is particularly sparse, e.g. with most counts 10 or less, the extent of any Changes can be completely apparent from the Data. For these Indicators, calculating and showing Changes would be superfluous so they are not always shown.)

Both Mitigation and management activities, and Indicators, are referenced by abbreviations following the formula of: theme (e.g. Ec for Economy), type (M for Mitigation and management activities or I for Indicator), and number (1, 2, 3, etc). This gives rise to references of the form Ec-M-1, Ec-I-1, etc.

To summarise the above, the prime purpose of this report is to document OGNZL's performance on the management plans for the six main themes identified by the 2014 Social Impact Assessment and subsequently agreed with HDC, in the format specified by the SIMP template, so that the local regulator, HDC, can check and satisfy itself that OGNZL is complying with these conditions.

The report has been prepared on the basis that it will be made available, as with earlier reports in this series, in the public domain once it has been reviewed and approved by HDC. Responsibility for the security of any electronic distribution of this report rests with OceanaGold and Phoenix accepts no liability if this report is or has been altered in any way by any person.

This report and the previous reports in the same series, covering the years since 2014, are formally the "Social Impact Management Plan Monitoring Reports". As a shorthand these reports are sometimes referred to as the "SIMP Monitoring Reports" or even more succinctly, the "SIMP Reports".

2 OVERVIEW OF 2023 AND 2024

The major mining activities by OceanaGold in and around Waihi that have been relevant to the social impacts of mining in Waihi during 2023 and 2024 have been as follows, in brief summary. The descriptions of these activities are followed by a summary of the work and progress on each during 2023 and 2024. Further details about these projects are available on the company's website: https://www.waihigold.co.nz/.

The **Correnso** Underground Mine is situated between 150 and 300 metres below residential properties in Waihi's east end. Access to Correnso is via the existing Favona portal. The project began in November 2013, with all mined-out areas (stopes) and drives backfilled.

Modern mechanised mining operates from the bottom up. Backfilling the stopes provides access upwards to the next level of the ore, as well as providing lasting stability with no large voids left behind – as was common in the historic Martha underground mine.

OceanaGold had earlier anticipated that the mining in Correnso would have been completed before the current reporting period. However with further reserves of gold being found that have proved economic to mine with modern narrow vein mining, mining there has continued in 2023 – 2024. Only narrow vein mining has been used during this period. This has a different pattern from the more standard "bulk" mining used previously in Correnso, and in Martha Underground, being more difficult and technically challenging. In terms of potential social impacts, it also has different patterns of blasting, typically with more frequent though smaller blasts.

The consents for Correnso expire in Q4 2025. That has been a further driver for the company to optimise working this mine within that consented period. Further reasons for continuing to mine at Correnso include scheduling work to optimise continuity in co-ordination with other mining activities, affecting processing plant operations, productive use of resources and continuity of employment for staff.

Project Martha has two parts:

1. A layback of the Martha north wall, removal of the slip material and construction of a new haul road.
2. An underground mine mainly below the Martha Open Pit which is accessed (like Correnso) from the existing Favona portal. A small orebody called Rex, is located below residential properties around Mueller Street and Gilmour Streets, north of Kenny Street.

The estimated project life of Project Martha was around 10 years from its commencement in 2021. Underground mining of the Rex orebody was planned to occur during approximately three of those years: some of the planned mining of the Rex orebody has occurred during 2023 – 2024.

The underground component of Project Martha is also sometimes referred to as Martha Underground, to distinguish it readily from earlier mining in the Martha pit, and in particular from the new and upcoming proposed Martha Open Pit Project. Martha Underground has been the main focus of OceanaGold's mining activities during 2023 – 2024.

The **Waihi North Project** is the result of extensive exploration in the Waihi area by OceanaGold following its acquisition of the Waihi mining operations in 2015. In 2019 the company announced gold and silver deposits beneath Wharekirauponga and at the location of the proposed Gladstone Open Pit. Since then, the viability of an underground mine at Wharekirauponga and the related infrastructure to support this have been confirmed. Further technical and exploration studies have been successfully completed, to refine and optimise the project. The project has five main components, including the Wharekirauponga Underground Mine and Gladstone Open Pit.

As at the end of the current reporting period, the end of 2024, the Waihi North Project had been widely communicated to the community, over some years. The company was holding off progressing with the applications for the project, pending the Government's release of details of its proposed "Fast-Track Approvals" regime (which was done in February 2025).

The **Martha Open Pit** was successfully operated between 1987 and 2015, when a slip on the North Wall halted production. OceanaGold's exploration activities have since identified additional ore reserves in and below the pit, which may provide an opportunity for mining to return to the Martha Open Pit. However, before any approval for physical mining works can be applied for, a change to the District Plan is required to expand the **Martha Mineral Zone**; the zone that defines where surface mining can occur (subject to the necessary other approvals being granted).

Since 2021, the company has communicated its intention to make a private plan change application to extend the zone boundary to include all land parcels necessary to support a potential future expansion of the pit. (All these land parcels are owned by the company). This application was publicly notified within the reporting period, and a hearing took place between 10 and 12 December.

A decision was subsequently notified in April 2025, providing partial approval of the expanded zone. However, as this occurred outside the reporting period, it has no bearing on the data contained in this report.

The company is committed to engaging with the community through meaningful dialogue, respecting local cultures, and acting in good faith ensuring transparency to create a positive legacy beyond the life of the mine. In doing so, the company strives to be a good neighbour and leave a positive legacy.

Fulfilling those commitments extends to a detailed programme of communications with the Waihi community, also required to meet consent conditions. Much of the communication with the Waihi community is done via two publications:

- "Mining Matters", which is published at the start of each month and distributed to all households in the Waihi area, as required by the consent conditions for Correnso and Martha
- "OceanaGold Update", a one-page insert published in the Hauraki Coromandel Post in the last week of each month, and also available from a range of other sources including Hauraki District Council offices

Other forms of communication with the community that the company uses include a wide range of community meetings, and "Ask the expert" sessions. The latter are held from time to time on a variety of topics related to mining and are notified in the above communications.

DISCUSSION

The themes and points noted above provide context for reviewing OceanaGold's performance on the indicators specified as part of the SIMP requirements, and its performance in carrying out the management and mitigation activities specified by the SIMP. These specific indicators and management and mitigation activities are the focus of the balance of this report.

As it has consistently in recent years, OceanaGold has done well to collect all the data now required for SIMP reporting, and to complete virtually all of the management actions included in the SIMP Framework. This report fully documents both those achievements.

The SIMP indicators and mitigation measures provide an objective and well-rounded assessment and monitoring of the company's performance of its social impact responsibilities. The SIMP monitoring framework has remained effective during 2023 and 2024 notwithstanding the differences in the focus of mining operations compared with previous years, with the focus of mining operations continuing to switch from Correnso to Project Martha, and the planned Waihi North Project and Martha Open Pit Project.

Even so, continual review of SIMP indicators and mitigation measures has been an integral part of the SIMP process from the outset, and has been included in this report.

3 ECONOMY

Objective	Manage OGNZL's contribution to the economy in order to maximise mutual benefits while minimising negative social impacts, including dependency.
Potential impacts	• Continued contribution to the economy by OGNZL; and • Continued financial reliance on OGNZL.
Performance goals	1. Build an in-depth understanding of the local economic impacts and opportunities of OGNZL, and the Correnso and Project Martha developments in particular, including reliance on this contribution. 2. Ensure proactive steps are in place to identify and provide business opportunities to local stakeholders thereby ensuring their inclusion wherever possible in opportunities that can deliver mutual benefits to local stakeholders and OGNZL. 3. Support government and business stakeholders in their work to manage economic dependencies.

3.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the economy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2019/2020	External Affairs and Social Performance Department	Ongoing	All SIMP indicators are being tracked and reviewed biennially. In August 2019 a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly.

[3] Actions as identified in the 2014 SIMP.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-2	Review OGNZL's regional and local procurement initiative, in particular: Identify whether it delivers relevant data on local procurement and indirect economic impact; and Update, analyse and report the data it provides or collect new data if necessary.	January 2015 then annual review	Commercial Department	Complete	A review was completed in 2016 as part of the transition of the site to OceanaGold to determine how best to capture and report this data systematically. OGNZL continues to monitor action through the indicators located within this report. The review will be conducted on a biennial basis.
Ec-M-3	Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies.	Annual	Commercial Department	Ongoing	Community Perceptions survey data continues to be used to monitor and inform mitigation actions. The results suggest that dependency on OGNZL for local business is not a current issue. OGNZL's current plans and intentions to extend the life of the mine reduce the significance of potential dependencies. Even so, OGNZL treats the sustainability of local businesses as an ongoing process, and in 2022 committed to investigating the development of business and supply chain strategy that (where appropriate) prioritises local business (followed by regional, national, and then international), and builds local capacity and capabilities. These investigations are ongoing.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-4	Incorporate the collection of business data into SIAs (e.g. percentages of goods and services required by OGNZL that are procured from local businesses and the indirect impact of this on the local economy).	Biennially	External Affairs and Social Performance Department	Ongoing	The annual Community Perceptions Survey is ongoing and will continue, as this supplies as much data as can be collected using this method. OGNZL has reviewed this indicator and determined that more exact quantitative data is hard to obtain through any other avenue. New methods for providing reasonable estimates of the EC-I-5 indicator are now available. This method does not require businesses to provide sensitive data and was first implemented in 2018. The data on tenders won (Ec-I-4) provides some indicators of the extent to which OGNZL is procuring from local businesses.
Ec-M-5	Assess opportunities to improve how local businesses are notified of tenders.	Biennially	Commercial Department	Ongoing	In 2022 OceanaGold committed to investigating the development of business and supply chain strategy that (where appropriate) prioritises local business (followed by regional, national, and then international), and builds local capacity and capabilities. These investigations are ongoing.
Ec-M-6	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso and Martha developments have on the economy.	January 2015	External Affairs and Social Performance Department	Complete	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
Ec-M-7	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to the positive and negative economic impacts the Correnso and Martha developments have on the economy.	January 2015	External Affairs and Social Performance Department	Ongoing	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.

Ref.	Action[3]	Completion date/ timeframe	Owner	Status	OGNZL self-reported progress summary
Ec-M-8	Review use of the words "local"[4] and "regional"[5] when describing economic activities and impacts so that definitions are clear and unambiguous, sensitive to the range of stakeholder interpretation.	December 2014	External Affairs and Social Performance Department and Business Department	Complete	The definition of "local" and "regional" has continued as documented. Refer to Em-M-5.
Ec-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the economy. Short term – Cintellate entries to be monitored. Post – local economic analysis will identify other opportunities.	January 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

3.2 INDICATORS

Ec-I-1 and Ec-I-2: DIRECT FINANCIAL CONTRIBUTIONS (Commercial Department)

- **Ec-I-1:** Total OGNZL expenditure including and excluding payroll at local, regional, national and international scales
- **Ec-I-2:** Royalty and rate payments to government

4 OGNZL defines "local" as including Waihi, Waihi Beach, Paeroa, Katikati and Whangamata, and the surrounding rural areas.

5 OGNZL defines "regional" as including the Waikato and Bay of Plenty regions, other than the area defined as "local". This definition applies throughout the SIMP for all uses of the term.

Data

Table 1: Direct financial contributions (Ec-I-1 and Ec-I-2): data

	DATA							
	2014 (baseline)		2022		2023		2024	
	Value of expenditure (NZ$)	Proportion of total expenditure (%)	Value of expenditure (NZ$)	Proportion of total expenditure (%)	Value of expenditure (NZ$)	Proportion of total expenditure (%)	Value of expenditure (NZ$)	Proportion of total expenditure (%)
Total expenditure[6] including payroll								
Local	46,249,183	30%	53,370,183	29%	60,614,123	30%	74,739,146	27%
Regional	39,646,373	26%	33,760,041	19%	42,176,221	21%	61,303,262	22%
New Zealand	45,599,546	30%	76,982,272	43%	72,758,624	36%	112,274,425	40%
Overseas	21,111,579	14%	16,868,728	9%	24,965,586	12%	30,150,699	11%
Total	**152,606,681**	**100%**	**180,981,223**	**100%**	**200,514,554**	**100%**	**278,467,531**	**100%**
Total expenditure expressed in 2014 dollars[7]	**152,606,681**		**150,482,302**		**157,715,412**		**212,683,396**	
Total expenditure excluding payroll								
Local	31,878,183	23%	20,078,911	14%	19,974,683	13%	25,841,437	12%
Regional	39,646,373	29%	30,925,836	21%	35,056,903	23%	50,165,110	23%
New Zealand	45,599,546	33%	76,444,168	53%	71,374,312	47%	111,295,247	51%
Overseas	21,111,579	15%	16,442,309	11%	24,668,947	16%	29,967,103	14%
Total	**138,235,680**	**100%**	**143,891,224**	**100%**	**151,074,846**	**100%**	**217,268,896**	**100%**
Payments to government								
Royalties	2,560,000	-	973,572	-	1,530,404		1,656,156	
Rates	July 2013 – June 2014		July 2021 – June 2022		July 2022 – June 2023		July 2023 – June 2024	
HDC	575,700	N/A	997,852	N/A	1,319,951	N/A	1,794,232	N/A
WRC	41,635	N/A	168,114	N/A	176,071	N/A	189,744	N/A
Total royalties and rates*	**3,177,335**	N/A	**2,139,539**	N/A	**3,026,426**	N/A	**3,640,132**	N/A

Sources: Waihi SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Commercial Department (2022 – 2024).

* This line of data was reported in earlier reports in this series showing actually just the total rates paid. In the current report this line shows the total of both royalties and rates.

6 Total expenditure figures in this table include all expenditures including procurement, capital expenses, payroll (if applicable), tax and royalties at all applicable scales. The regional figure excludes local spend, and New Zealand figure excludes local and regional spend. The data is based on accrual (not cash) accounting methods.

7 See detailed discussion of the inflation-adjusted expenditure in the Comment on this data.

Table note: The percentages in each cell are shown rounded to full accuracy. This can result in percentages in a column adding to 99% or 101%, which is solely due to rounding. This approach to rounding percentages is used throughout this report with other similar columns of percentage results.

Changes

Table 2: Direct financial contributions (Ec-I-1 and Ec-I-2): changes

	CHANGES					
	2014 – 2024		2022 – 2024		2023 – 2024	
	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)	Value of expenditure (%)	Proportion of total expenditure (%)
Total expenditure including payroll						
Local	62%	-3%	40%	-3%	23%	-1%
Regional	55%	-4%	82%	3%	45%	3%
New Zealand	146%	10%	46%	-2%	54%	-1%
Overseas	43%	-3%	79%	2%	21%	0%
Total	**82%**		**54%**		**39%**	
Total expenditure expressed in 2014 dollars	**39%**		**41%**		**35%**	
Total expenditure excluding payroll						
Local	-19%	-11%	29%	-2%	29%	0%
Regional	27%	-6%	62%	2%	43%	2%
New Zealand	144%	18%	46%	-2%	56%	-2%
Overseas	42%	-1%	82%	2%	21%	-1%
Total	**57%**		**51%**		**44%**	
Payments to government						
Royalties	-35%		70%		8%	
Rates	July to June years					
HDC	212%		80%		36%	
WRC	356%		13%		8%	
Total royalties and rates	**15%**		**70%**		**20%**	

Comment

Total expenditure increased markedly in 2024. 2024 total expenditure is 54% higher than in 2022, and gained 39% in the last year. This is commensurate with a number of other indicators in this report, particularly employment indicators. Collectively these changes represent simply significant increases over the period in the levels of mining activity and production.

Those trends remain when the total expenditure data is examined including adjustment for inflation.

The upwards trends are also evident when total expenditure is examined excluding payroll. In other words, the increase in expenditure is across the company's expenses, and for example, is not notably driven by higher payroll costs. These are simply commensurate with other increases in expenditure.

The largest drivers of the increased expenditure in 2024 have been:

- Increased exploration spend with the company's drilling contractor
- Increased spend with one of the company's mining equipment suppliers, including heavy vehicles, spare parts and support services

The large increase in regional expenditure in 2024 is attributable to significant work being done on the TSF/Tailings Storage Facilities, by a Hamilton based company with relevant specialised expertise and equipment, contracted to OGNZL. (That has also impacted the Em-I-4 results, showing the numbers of employees living locally, as commented on in more detail in that chapter of this report.)

In the years since the baseline for the SIMP reporting in 2014, up until 2020, inflation in New Zealand was well below 2% each year. It averaged only 1.3% over those years. Inflation started to increase in 2021, when in the December quarter inflation was 3.9% compared with the December quarter a year earlier. That rate jumped to 7.2% averaged over the year to December 2022, although then reduced again following that high point. Inflation averaged 5.7% and 3.0% in the calendar years 2023 and 2024.

The consequence of this is that it had been entirely appropriate for SIMP monitoring reports up until the report on the 2019 – 2020 years to not show expenditure adjusted for inflation. However given the levels of inflation that New Zealand experienced starting in 2021, it became appropriate to examine the expenditure data shown in Ec-I-1 and 2 taking account of inflation. That is despite the reduction in inflation in 2023 and 2024 from its earlier high point.

This raises the question of what measure of inflation is appropriate to apply to this data. That point was discussed in the 2021 – 2022 SIMP report, with the conclusion after considering the cautions and reservations set out in that report, that using the Consumer Price Index (CPI) was the most appropriate way to take inflation into account when viewing this expenditure data.

Consequently Table 1 includes a line reported only in SIMP reports starting with the 2021 – 2022 report, showing inflation-adjusted total expenditure. This has been done by expressing expenditure in later years in terms of the equivalent "2014 dollars".

On that basis, it is clear that total expenditure in 2022 was comparable (i.e. after inflation adjustment) to the baseline year of 2014. It was during 2022 that Project Martha moved into full production (after the first gold was produced there in March 2021): the increases in expenditure since 2022 are a result of the subsequent increases of Project Martha's production, though also two other factors: the need to maximise the mining at Correnso before its consent expires in Q4 2025, and intensive work on developing the Waihi North project.

While it would be quite cumbersome to present all the data in Table 1 also inflation-adjusted, key trends are apparent without that refinement. In addition, changes in the proportions of expenditure locally through to overseas are not affected by inflation.

On that basis, it is notable that the mix of expenditure across the categories of local, regional, other New Zealand and overseas has remained very close to constant. In particular local expenditure continues to account for well over 25% of the total expenditure of the company. When amalgamated to include expenditure with regional suppliers, that is also constant over the three years 2022 – 2024 at very close to 50%. That is all the more striking when taking into account the wide mix of types of expenditure during that period, including updating the processing plant, purchase of new mining equipment for Project Martha, and professional expertise.

The relative constancy of that mix is also all the more striking given that there has been substantial expenditure during 2023 and 2024 on the development of the Waihi North and Martha Open Pit projects. There has also been expenditure particularly during 2023 and 2024 on preparing plans and the application for the expansion of the Martha Mineral Zone. Those stages of project development have different components of expenditure, from drilling and exploration to professional expertise in fields such as engineering and geology. Although the SIMP reports are designed to focus on Correnso and Project Martha, it would not be practical or feasible to differentiate expenditure on those specific existing projects from total expenditure. As well as practical constraints on doing so, there are also good arguments that development of future projects is an integral part of any mining operation. The Waihi North and Martha Open Pit projects are also increasingly a significant part of the company's "presence" in the town.

A factor increasingly influencing the company's expenditure is the company buying goods and services jointly with the Macraes mine in Otago, OGNZL's main other mine in New Zealand. This provides benefits from joint buying power. Note that care has been taken in the preparation of this data to identify the proportions of any joint expenditure specifically for the Waihi operation.

The marked increases in royalties over 2022 to 2024 reflect increasing levels of gold production, correlating with the increases in total expenditure.

The increased expenditure with HDC during the years ended June 2023 and June 2024 resulted from higher than usual levels of engagement, consultation and reporting, and engagement of their experts and planning advisors, particularly concerning the proposed Martha Mineral Zone Plan Change.

Ec-I-3 and Ec-I-4: PROCUREMENT OPPORTUNITIES (Commercial Department)

- **Ec-I-3:** Percentage and number of local, regional, national and international companies participating in tenders (i.e. participants).
- **Ec-I-4:** Percentage and value of tenders won by local, regional, national and international businesses.

Note that the value of awarded tenders is not shown in the following tables. OGNZL is unable to provide this information due to the small numbers involved and because this information is commercially confidential. The value of awarded tenders has not been shown in any previous SIMP reports.

Data

Table 3: Procurement opportunities (2014 baseline calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders[8]	-	-	-	-	-	-	-	-	**7**
Number of tender participants	2	9.1%	3	13.6%	8	36.4%	9	40.9%	**22**
Number of tenders won	2	28.6%	1	14.3%	2	28.6%	2	28.6%	**7**

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

Table 4: Procurement opportunities (2022 calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	**12**
Number of tender participants	5	9%	8	15%	19	36%	21*	40%	**53***
Number of tenders won	2	33%	0	0%	2	33%	2	33%	**6**

* Previously reported as 31 and 63 respectively. Correction identified while preparing the 2023 SIMP data. This also changes the percentages shown.

Table 5: Procurement opportunities (2023 calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	**9**
Number of tender participants	2	6%	1	3%	2	6%	29	85%	**34**
Number of tenders won	0	0%	3	38%	2	25%	3	38%	**8**

8 Naturally the number of tenders offered cannot be split by area, with only the total number of tenders being relevant for this table. The same comment also applies to the tables for later years.

Table 6: Procurement opportunities (2024 calendar year)

TENDERS	LOCAL		REGIONAL		NATIONAL *		INTERNATIONAL *		TOTAL
	No.	%	No.	%	No.	%	No.	%	No.
Number of tenders	-	-	-	-	-	-	-	-	**7**
Number of tender participants	0	0%	2	4%	22	47%	23	49%	**47**
Number of tenders won	0	0%	1	25%	1	25%	2	50%	**4**

Sources for 2022, 2023 and 2024 data: OGNZL Commercial Department (2024).
* Starting in 2022 new challenges arose with classifying tenders won and to whom, as some had split awards to National and International branches of the same company/organisation. Case by case judgement calls in these scenarios were made, more often treated on balance as International.

Changes

Table 7: Changes in procurement opportunities

	CHANGES		
	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of tender participants			
Local	-100%	-100%	-100%
Regional	-33%	-75%	-75%
National	175%	16%	16%
International	156%	-26%	-26%
Total	**114%**	**-25%**	**-25%**
Number of tenders won			
Local	-100%	-100%	0%
Regional	0%	100% *	-67%
National	-50%	-50%	-50%
International	0%	0%	-33%
Total	**-43%**	**-33%**	**-50%**

* This is an increase up from a zero base, so mathematically cannot be calculated as a percentage. As per convention, it is shown as a 100% increase, a somewhat "vernacular" indication of the increase.
The same treatment of any percentage increase up from a zero base may be found occasionally throughout this report.
This is similar to the treatment of numbers that have reduced from a base of one or more in a previous year, to zero in the current year, which show as a "-100%" change.

Comment

Tendering during 2023 and 2024 has focused on specialised areas outside the capabilities of local suppliers, in particular on the TSFs/Tailings Storage Facilities, and diamond drilling. These require technical expertise and substantial equipment, with high capital costs. It is anticipated that tenders to be let in 2025 will attract more local tenderers.

Procurement practices for the Waihi operation have continued to be influenced in 2023 and 2024 by the opportunities provided by group procurement and strategies, i.e. across OGNZL operations in New Zealand. This trend towards increased group procurement has been happening since at least 2021, though is now more fully embedded. Even so, as with expenditure data, care is taken to identify and distinguish whether tenders are appropriate to record as Waihi focussed.

The number of tenders let clearly fluctuates substantially year by year, as does the number of tender participants. There is also significant variation in the nature of tenders let each year, depending on the company's requirements, and as a consequence, also in the number of tender participants each year, and the extent of local through to international interest in tendering.

Martha Underground's relatively "steady though growing state" since 2022, and relative certainty about its Life of Mine, is well suited to longer contracts, which in turn reduces the number of tenders let in any one year. Better rates can also be obtained with longer tenders. The certainty and continuity of work offered by Project Martha has made for longer period tendering. With Project Martha now three years into its anticipated 10 year Life of Mine, that also adds to the ability to offer longer term tenders. As longer tenders are let, that reduces the number of tenders available within any one year.

The letting of tenders has also been influenced during 2023 and 2024 by occasional delays in specific phases of mining activities.

One consequence of the new projects (particularly Waihi North and Martha Open Pit) being developed is new and evolving understandings of the Life of Mine, which in turn affects the duration of some of the tenders that can be let. Where project planning identifies from Life of Mine considerations that a tender can be let for a longer duration, that can be attractive to both the company and suppliers.

One of the more extreme year-to-year variations in the number of tender participants was the change in the number of "National" tender participants in 2022, 2023 and 2024 (19, 2 and 22 respectively). Although quite extreme variations, this highly variable situation is attributable to the factors identified above.

A point of detail about this data is worth noting. The company has a number of tenders with suppliers that it simply rolls over, rather than putting out tenders for that work. Contracts that may be simply renewed at some roll-over periods are likely to be put to tender at least from time to time to keep the company abreast of offerings in the marketplace. This indicator focuses on the extent of *opportunity* the mine provides for supplier businesses, so its focus on tenders (and not including contract roll-overs or extensions) is appropriate. A related point is that rolled over contracts are of course included in the expenditure data shown in Ec-I-1 and 2.

Conversely developing some of the currently planned mining projects (particularly Waihi North and Martha Open Pit) requires specialist expertise, and especially when this is *project* as opposed to ongoing *operations* work, it can be more appropriate to bring in contractors and consultants with the relevant specialist expertise. These factors all contribute to the variations in tendering over the period 2022 – 2024.

Ec-I-5: PROPORTION OF SUPPLIERS FOR WHOM OGNZL CONTRIBUTES >50% OF REVENUE, … AT LOCAL, REGIONAL, NATIONAL AND INTERNATIONAL SCALES (Commercial Department)

This indicator was reported on for the first time in the 2018 SIMP report, using a methodology based on procuring turnover estimates from companies providing business listings, and comparing those turnover estimates with OGNZL's expenditure with each of their suppliers. On that basis estimates were made for each supplier of the proportion of their revenue that OGNZL contributes.

This methodology has been applied again in subsequent SIMP reports. The methodology used is summarised below, and the findings presented.

OGNZL provides to Phoenix listings of the amounts spent with all suppliers with whom $60,000 (exclusive of GST) or more has been spent during each year when this analysis is done. This threshold level of $60,000 was set in order to remove the suppliers that provided only the smallest value of goods and services to OGNZL. Use of this threshold also ensures that all suppliers are GST registered, since the Inland Revenue Department requires every business with an annual turnover of $60,000 or more to be GST registered.

As acknowledged in the 2018 SIMP report when this methodology was first used, a business could have total revenues greater than $60,000 in one year but bill OGNZL less than $60,000, i.e. because some or most of its revenue came from other customers. Such a business would be excluded from this analysis. For the purposes of the 2018 report that was not deemed to detract significantly from the value of this analysis, because a business in that position would be unlikely to be reliant on its revenue from OGNZL. It was noted that this effect was anticipated to make the 2018 Ec-I-5 calculations if anything conservative. In other words, larger businesses that supplied goods and services to OGNZL of less than $60,000 would be excluded from this analysis.

A minor development of this indicator was to run a "sensitivity" analysis of the model in 2020, first replicating the 2018 approach, then reducing the threshold of purchases by OGNZL from $60,000 to $30,000. (The latter figure was necessarily somewhat arbitrary, but appropriate for the sensitivity analysis.) That showed that lowering the turnover criterion for inclusion in this analysis had the anticipated effect of showing that a smaller proportion of businesses had OGNZL contributing more than 50% of their revenue. Thus using the $60,000 threshold figure for inclusion in this analysis provides conservative estimates of the proportion of businesses reliant on revenue from OGNZL. On that basis, the sensitivity analysis done in 2020 was taken as definitive, making it unnecessary to repeat the sensitivity analysis in later years.

In 2024 there were 233 suppliers to OGNZL that sold $60,000 or more of supplies to OGNZL. That compares with the following numbers of suppliers in the previous years this analysis has been undertake: 171 in 2022, 165 in 2020 and 158 in 2018.

OGNZL identified for each supplier whether they are a local, regional, national or international business, using the standard SIMP area definitions.

Total OGNZL expenditure during 2024 with these 233 suppliers was over $181m, as shown in Table 8 below. It may be useful to note that this figure, and its components of local, regional, national and international expenditure, would be comparable with the 2024 expenditure figures quoted in Table 1 (excluding payroll), if the following adjustments were made: Table 1 expenditure includes GST whereas the expenditures in Table 8 do not; the Table 8 expenditures are based only on businesses with billings of $60,000 or more to OGNZL (whereas Table 1 covers all suppliers regardless of their billings).

Comparing Tables 1 and 8 shows that the analysis of suppliers for Ec-I-5 purposes covers the very large majority of the purchasing expenditure by OGNZL.

The spread of these suppliers over their locations is shown below, along with the value of supplies OGNZL purchased from suppliers located in each area.

Table 8: The locations of suppliers to OGNZL with annual billings to OGNZL of $60,000 or more

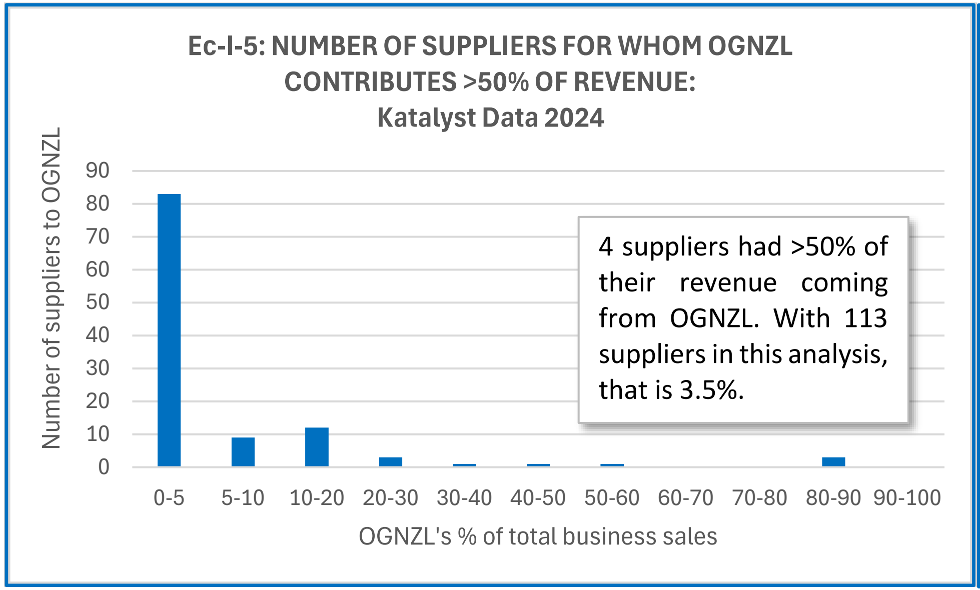
	2020				2022				2024			
	Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased		Suppliers		Value of supplies purchased	
	No.	%	%	%	No.	%	NZD	%	No.	%	NZD	%
Local	27	16%	13%	20%	37	22%	$15,367,063	13%	35	15%	$18,198,768	10%
Regional	31	19%	21%	28%	36	21%	$25,946,905	21%	55	24%	$43,409,291	24%
National	68	41%	53%	30%	72	42%	$64,541,700	53%	90	39%	$89,303,541	49%
International	39	24%	13%	22%	26	15%	$15,249,767	13%	53	23%	$30,681,454	17%
Total	**165**	**100%**	**100%**	**100%**	**171**	**100%**	**$121,105,436**	**100%**	**233**	**100%**	**$181,593,053**	**100%**

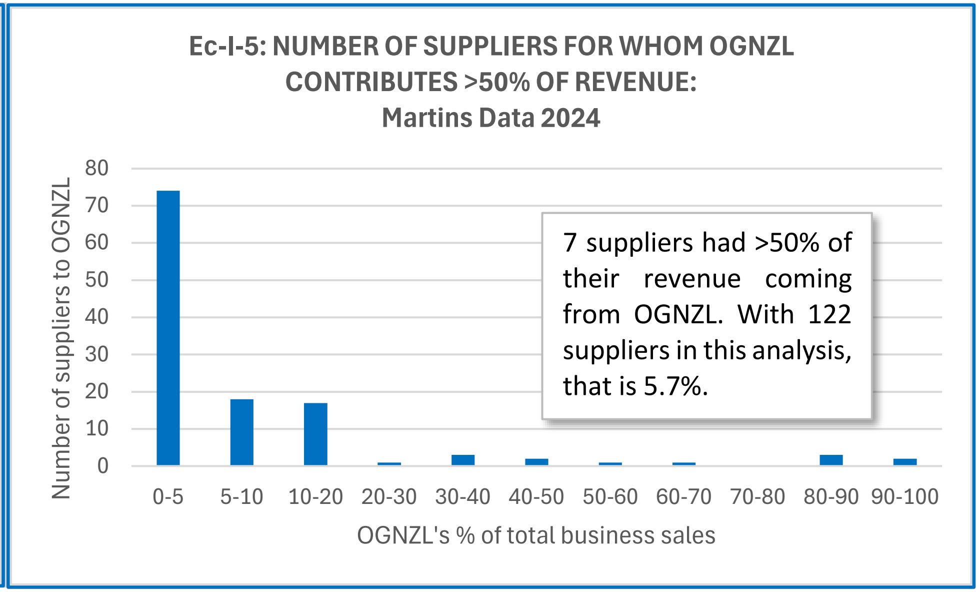
Data source: OGNZL Business Department, analysis by Phoenix Research.

In 2024 it can be seen that 180 of these suppliers were local, regional or national businesses, i.e. located in New Zealand rather than overseas. Total business turnover estimates for the businesses that are located in New Zealand were purchased independently from two companies that provide estimates of annual turnover for a wide range of New Zealand businesses: Katalyst[9] and Martins, two leading suppliers of this type of information about businesses. As an indication of the validity of data from these suppliers of business lists, it may be of interest to note that their clients (i.e. users of this type of information) include banks, insurance companies, real estate agents, car dealerships, council and university libraries, central and local government agencies, accounting, research organisations and other business and economic consultancies.

Among these 180 businesses within New Zealand, Katalyst was able to provide turnover estimates for 113 businesses and Martins for 122 businesses. This data was provided in different forms from these two database companies so it was not appropriate to merge the turnover estimates. Instead, independent analyses were done using the turnover estimates from each database company. These analyses gave rise to the following two graphs, which show the numbers of businesses for whom their sales to OGNZL constituted differing proportions of their total revenue, the focus of Ec-I-5.

[9] In 2018 these estimates were provided by Equifax and Martins. Equifax had discontinued providing that data by 2020, which is why Katalyst was used in 2020 and again in 2022 and 2024. Like Equifax, Katalyst is also an acknowledged leading provider of such business information. These companies use a range of sources of information to model and calculate their turnover estimates. Examples include published data from annual reports (where applicable), and data from Statistics New Zealand economic surveys that determine turnover per employee in different industries.





When the data presented above graphically is simplified down to select just what the Ec-I-5 indicator specifies, this gives rise to the following table.

Table 9: Suppliers for whom OGNZL contributes >50% of revenue

	2020		2022		2024	
	Katalyst	Martins	Katalyst	Martins	Katalyst	Martins
Number of businesses for which turnover estimates available	87	95	79	111	113	122
Number of businesses for which >50% of turnover is sales to OGNZL	4	8	3	10	4	7
Percentage of businesses for which >50% of turnover is sales to OGNZL	4.6%	8.5%	3.8%	9.0%	3.5%	5.7%

The key point related to Ec-I-5 that is immediately apparent from the graphs and the table above is that the proportions of suppliers to OGNZL for whom OGNZL contributes more than 50% of their revenue is very small. In 2024 four out of the 113 supplier businesses for which Katalyst could provide turnover estimates had

50% or more of their revenue contributed by OGNZL, while based on the Martins turnover estimates that number was seven out of 122 supplier businesses. Those proportions, for all local, regional and national businesses combined, round to 4% and 6% respectively.

This data is so granular that there is little to be gained by examining how these proportions vary for local, regional and national businesses. Furthermore, disclosure of this data split into local, regional and national businesses could make this parameter publicly known for businesses that people with local knowledge could very likely identify. Such businesses could deem that to be inappropriate or commercially sensitive. However it is appropriate to note that the few businesses that could be argued to be "reliant" on their billings to OGNZL by having more than 50% of their billings to OGNZL, have included local, regional and national businesses each time this analysis has been undertaken.

Note that no attempt was made to apply this type of analysis to overseas businesses, for whom it seems extremely reasonable to assume that OGNZL would contribute even smaller proportions of their revenue than New Zealand businesses.

Comment

That indication of low reliance by supplier businesses on OGNZL is consistent with the findings from the Phoenix survey of businesses in 2015, reported in the SIMP report on that year, along with commentary by the consulting economics firm Equab and Equab (now Sense Partners). The 2015 survey indicated that just 2% of local businesses had 50% of more of their revenue from OGNZL, and this low reliance was confirmed by analysis of other economic indicators. (The 2015 survey found that businesses were very uncomfortable about disclosing this aspect of their turnover in the survey, so this question has not been continued in the annual survey of businesses.) These findings from 2015 are very consistent with the findings about Ec-I-5 from the new analyses discussed above.

It is also appropriate to comment that the methods used for this indicator rely on estimates that are inherently subject to relatively wide confidence bands. Consequently this data does not enable any conclusions to be made about changes, increases or decreases in reliance of businesses on their billings to OGNZL over time.

Ec-I-6: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO THE ECONOMY, INCLUDING OGNZL'S APPROACH TO MANAGING ECONOMY-RELATED ISSUES (External Affairs and Social Performance Department)

As set out in Chapter 1, results about community perceptions at the time of the baseline SIA measurement in 2014 and in later years (the SIMP Community Perceptions Surveys) are presented separately throughout this report.

Data

Table 10: Community perceptions of OGNZL contributions to the economy (2014 baseline)

Question: *"How do you rate Newmont's understanding of its local economic impacts?"*

	2014	
	No.	Total (n=58) %
Very good	20	34%
Good	18	31%
Adequate	14	24%
Poor	4	7%
Very poor	2	3%
No response	0	0%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).
Note: Each of the percentages in the second column is presented rounded with full accuracy. As with other similar columns of percentage results throughout this report, that approach to presentation of results that are percentages can result in columns of percentages not adding to exactly 100%: that is due only to rounding and the presentation of each result with full accuracy.

The SIA engagement undertaken in 2014 identified a range of perceptions regarding continued contribution to the economy by Newmont Waihi Gold (NWG). Key points (still at least somewhat relevant in 2024) are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- NWG contributed to the economy through the use of local suppliers and contractors, payment of rates, the expenditure of wages by NWG's employees and contractors, the support the company provides to schools and community organisations, and through the contribution mining-based tourism has on the economy.
- The majority of those consulted felt that NWG had a positive impact on the Waihi economy. Participants, however, qualified positive comments on NWG's overall economic benefits to Waihi by discussing factors limiting these benefits. This was more common amongst residents who had been negatively affected by NWG's operations, particularly those living in Waihi East. [That has become less relevant now that mining at Correnso is now almost completed.]
- NWG's long association with Waihi was viewed by some as having led to a reliance on the company by local businesses, service providers and community groups. However, many participants felt certain that mining would continue for the foreseeable future and were therefore unconcerned by any perceived dependence of Waihi on the mining industry.

Data and Changes

Table 11: Community perceptions of OGNZL contributions to the economy (2022 – 2024)

Question: *"How do you rate the impact of the current mining in the Waihi area, on the economy of Waihi?"*[10]

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=301) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	36	40	37	40	34	54	-2	14	-3	14
Positive	44	48	48	52	49	38	5	-10	1	-14
Neutral	16	4	12	8	11	6	-5	2	-1	-2
Negative	3	2	0	0	2	2	-1	0	2	2
Very negative	0	0	1	0	1	0	1	0	0	0
Don't know	1	6	2	0	3	0	2	-6	1	0

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

Comment

The Community Perceptions data above shows that residents' perceptions about the impacts of mining on the economy of Waihi are generally very positive, with business owners and managers even more inclined to that opinion. The overall strongly positive ratings about economic impact are a continuation of trends found in previous years.

The last SIMP report noted consistent but small decreases in how positively mining is rated for its impact on the economy of Waihi, over several years until 2022, among both residents and business leaders. Those trends were noted to be too small to be statistically significant. That is, those trends were not large enough so that they could be generalised with confidence to apply to all residents and businesses in the study area: they were well within the margins of sampling error.

The results from these surveys in 2023 and 2024 show that the minor attrition in positive regard about the impacts of mining on the economy of Waihi, has now flattened out, i.e. showing that the strongly positive overall community opinions about mining are continuing without further reductions. In 2024 business leaders

[10] Before people were asked to rate the first of the six main themes covered in this survey, the following explanation was also read: "Please think about how well or not you believe OceanaGold is doing for each of the following themes. These are wide-ranging themes, but we'd appreciate your giving a general rating for each one. Up until 2018 this question – and the other related questions in the Community Perceptions Surveys – also included specific mention of Correnso, which was dropped from 2019 onwards because of Project Martha. The wording "the current mining in the Waihi area" has been used for all these questions since 2019, replacing wording such as "and Correnso in particular". That change is not considered to impact significantly on comparisons of the survey results that can be made over time.

showed a particularly positive opinion of the impacts of mining on the economy, probably because of their increased awareness of the Waihi North and Martha Open Pit projects.

Previous analysis of the announcements of new mining projects and lodgement of consents etc, has shown the community can be marginally unsettled when new projects are announced or become evident, depending on the nature of the projects. That could relate to the marginally lower results in 2022. Previous analysis has also shown that after that initial small drop in positivity about mining, the added certainty provided by new projects can then consolidate community positivity about the impacts of mining on the economy of Waihi. That factor will almost certainly also have been at play in these results.

Ec-I-7 SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING ECONOMY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

No stakeholder feedback, concerns or complaints were received by OGNZL regarding economy-related issues over the period 2014 to 2022.

In 2023 one concern and one complaint were received. One of these residents expressed a concern that in his opinion OceanaGold has not done anything for the local community. The other resident had concerns relating to Beach Hop and OceanaGold's claim to "have been the proud major sponsor of the Beach Hop Warm Up Party in Waihi for over a decade". The company upgraded its internal response to this second concern to treat it as a complaint. Both were responded to on the same day. No further concerns or complaints followed either incident.

No stakeholder feedback, concerns or complaints were received during 2024 regarding economy-related issues.

OTHER

N/A

3.3 SUMMARY – ECONOMY

Discussion	The economic indicator data presented in this chapter shows that OceanaGold continues to support the local, regional and national economy, through procurement, payroll, taxes, royalties and rates. OGNZL's continued contribution to the local economy is also evident in its ongoing commitment to using local suppliers. This is consistent with the findings from the Community Perceptions Surveys showing that both residents and businesses view the mining in Waihi as contributing positively to the local economy. The company's plans to markedly extend the life of the mine have been strongly evidenced over recent years, with the announcement and consenting of Project Martha followed by its commencement in 2020 (providing 10 or more years future mining), followed by the announcements of Project Quattro then the Waihi North and Martha Open Pit projects (the latter two in June 2021). The announcement of the Martha Mineral Zone plan change in March 2024 followed by the public hearings late in 2024 further demonstrate and confirm the company's long-term commitment to mining in Waihi, with ongoing input to the local economy accordingly. The data available now for the fourth time in this report on Ec-I-5, concerning the proportion of businesses dependent on OceanaGold to the extent of more than half their revenue coming from the company, provides further insights into the issue of potential reliance of businesses on OGNZL as a source of revenue and business sustainability. This analysis shows that the very large majority of suppliers to OGNZL derive less than 10% of their revenue from OGNZL, with only very small percentages deriving more than 50% of their revenue from OGNZL. This indicates very low levels of reliance. The consistency of this finding from the 2024 data with the results from the previous years when this analysis has been undertaken, scrutinised and sensitivity tested, confirms the validity of the conclusion that there is limited business reliance on mining (technical provisos and limitations aside – these are discussed in more detail in the section on Ec-I-5).
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

4 EMPLOYMENT

Objective	Manage direct and indirect local employment and training opportunities as well as associated benefits within the context of OGNZL's operating and commercial requirements.
Potential impacts	• Continued provision of employment; • Continued contribution to the economy by OGNZL employees and contractor employees; and • Continued provision of training programmes.
Performance goals	1. Promote the local sourcing of employees and contractors, and associated training and development opportunities. 2. Build an understanding of the local employment and training impacts and opportunities of OGNZL, and Correnso and Project Martha in particular, including reliance on this contribution.

4.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-1	Review current monitoring and evaluation activities and identify gaps in relation to employment in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Ongoing	In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly. Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-2	Review the recruitment procedure for completeness and usefulness in relation to supporting the sourcing of local employees and contractors.	September 2015	People and Culture Department	Complete	Anecdotally, preference is given to local candidates/contractors if they have the relevant skills and experience for the role (as is demonstrated by the high percentage of local employees). In 2022 OceanaGold committed to formalise a recruitment hierarchy that (where appropriate) prioritises recruitment of workers who live locally, then recruitment of workers who live regionally, then nationally and lastly internationally. As a result through the recruitment process, applicants from the local area are weighted higher through the screening process. However, recruitment remains dependent on a number of factors including prior experience and relevant skills.
Em-M-3	Review and improve current level of responsiveness to job applicants. Local ad hoc applications – a letter is sent or phone call made within one week. Advertised positions are managed through Taleo with auto response acknowledgement letter generated on application. Once the position is filled and the successful applicant has started work unsuccessful applicants receive an auto generated letter within two weeks.	December 2014 Success Factors implemented October 2016	People and Culture Department	Complete	The same processes are followed as in previous years. The Taleo system was replaced by SuccessFactors late in 2016. This system manages all recruitment and includes features such as automated notification to applicants at various stages of the recruitment process, and the notification to unsuccessful applicants noted as an Action point. OGNZL is constantly reviewing its response times to applicants.
Em-M-4	Review and improve effectiveness of employment advertising mechanisms (if local employment goal is not achieved).	As required	People and Culture Department	Complete	Local employment goal has been achieved/ exceeded.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-5	Clarify and communicate the OGNZL definition of "local" and "regional" internally and externally as appropriate when describing employment activities and impacts, sensitive to the range of stakeholder interpretation. OGNZL defines "local" as including the vicinities of Waihi, Paeroa, Waihi Beach, Katikati and Whangamata. This corresponds to a radius up to approximately 30 kilometres or 30 minutes driving time from Waihi. "Regional" includes the Waikato and Bay of Plenty regions.	December 2014	External Affairs and Social Performance Department and People and Culture Department	Complete	Local and regional area boundaries remain the same. The definitions of "local" and "regional" have been communicated. This action is complete and ongoing.
Em-M-6	Review business needs with a view to identifying local employment and training opportunities, including with a specific focus on youth employment and training.	June 2015	People and Culture Department	Complete	The Summer Student Programme saw nine interns participate in 2023, and four in 2024. In 2022 OceanaGold initiated its "JumpStart Programme". This programme is in partnership with Waihi College, Bluelight and Waihi Police, supports local people (mostly students) with obtaining their driver licence. 79 students obtained their restricted licence through the programme in 2023/2024.
Em-M-7	Review and improve current data collection practices and reporting in relation to employee hiring and local employment goal. This should be with a view to distinguishing between employees that were originally hired locally and those that were hired from other locations but now reside in the local area.	June 2015	People and Culture Department	Complete	This was implemented through the SuccessFactors recruitment module. This action is now complete.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-8	Review predictions of economic impacts of the Correnso and Martha developments on local employment to identify relevant indicators for tracking over time including consideration of the "multiplier" effect.	September 2015	People and Culture Department	Complete	Ec-I-5 provides an insight into the proportion of businesses that have a high percentage of turnover related directly to the Waihi Gold Mine. The annual business perceptions survey, and contractor employee survey (and corresponding data) also provide insights related to this action.
Em-M-9	Review and update OGNZL's Stakeholder Engagement Plan in consideration of employment, training and associated benefits.	January 2015	External Affairs and Social Performance Department	Complete	The OceanaGold Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan, annual Community Perceptions Survey and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-10	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to employment, training and associated benefits.	January 2015	External Affairs and Social Performance Department	Ongoing	OceanaGold continues to engage with the local college, and other stakeholders, on what barriers to employment might be. From this engagement it was discovered that for young people in Waihi not having a driver licence is a significant hindrance to employment and / or further training. (To be employed at OceanaGold for example a prerequisite is having a driver licence.) In 2022 OceanaGold initiated its "JumpStart Programme". This programme is in partnership with Waihi College, Bluelight and Waihi Police, and supports local people (mostly students) with obtaining their driver licence. 79 students obtained their restricted licence through the programme in 2023/2024. Further to this in 2023, in partnership with Waihi College, OGNZL has created a skills development and training programme that builds confidence and skills for students through mine visits, manual driving training, and First Aid certification. This programme prepares them for future employment opportunities in both the mining sector and other industries. During 2023/2024 33 students from Waihi College completed this programme.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Em-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning employment. Short term – Cintellate entries will be monitored. Post – socio-economic analysis will identify additional indicators.	January 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The Inform system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

4.2 INDICATORS

Em-I-1 and Em-I-2: WORKFORCE SIZE AND DISTRIBUTION (People and Culture Department)

- **Em-I-1:** Number of OGNZL employees
- **Em-I-2:** Number of OGNZL contractor employees (i.e. workforce employed by OGNZL key contractors that are working at OGNZL sites)

Data and Changes

Table 12: Numbers of employees

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of OGNZL employees	112	354	357	395	253%	12%	11%
Number of contractor employees*	263	104	102	138	-48%	33%	35%
Total	**375**	**458**	**459**	**533**	**42%**	**16%**	**16%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL People and Culture Department (2022 – 2024).

The figures reported since 2018 are monthly employee numbers averaged over each year.

* As a result of a new system put into effect from 2023 for logging the engagement of contractors, the basis of the count of contractors was changed from the previous "head count" basis to being based on FTE (Full Time Equivalent) calculations from data held by the company. This definition was worked over closely in 2023, to include refinements such as that to be included, a contractor employee needed to have visited the site two or more times in any period of three months.

Comment

The total OceanaGold workforce remained virtually static between 2022 and 2023, but climbed markedly in 2024. Those trends also apply to the numbers of employees both of the company directly and those employed by contractors. The increased size of the workforce corresponds to the increased levels of mining activity in 2024 compared with the last two years, as reflected also in the Ec-I-1 and 2 economic indicators.

The mix of employees now being weighted to those employed directly by the company rather than employed by contractors (as in the baseline year 2014) is consistent with the company's preference for direct employment: the company "onboarded" employees particularly over the period 2014 to 2016. However the increase in the number of contractor employees in 2024 takes that number back up to the highest it has been since 2015, and is related to the changing mix of capabilities and expertise required for the mining done in 2024.

Defining the range of contractors and their employees to be included in this analysis has been reviewed over the period 2023 to 2024, with more systematic and objective definitions and criteria being developed. An example is treatment of one-off and occasional contractors. This may have contributed to more contractor employees being included in this indicator in 2024 than have been up to 2023, in addition to other likely sources of the increase in the number of contractor employees.

Em-I-3 and Em-I-4: WORKFORCE LIVING LOCALLY[11] (People and Culture Department)

- **Em-I-3:** Percentage of OGNZL employees living locally, tracking against 70% local employment goal
- **Em-I-4:** Percentage of OGNZL contractors (i.e. contractor employees) living locally

Data and Changes

Table 13: OGNZL workforce and size and distribution

NUMBER AND PERCENTAGE OF WORKFORCE LIVING LOCALLY [12]	DATA				CHANGES		
	2014 (Baseline)	2022*	2023	2024	2014 – 2024**	2022 – 2024	2023 – 2024
Number of OGNZL employees living locally	99	315	297	315	216	0	18
Number of contractor employees living locally[13]	210	89	75	93	-117	4	18
Number of total workforce living locally	**309**	**404**	**372**	**408**	**99**	**4**	**36**
					Movements in Percentages		
Proportion (%) of OGNZL employees living locally	89%	89%	83%	80%	-9%	-9%	-3%
Proportion (%) of contractor employees living locally	80%	86%	74%	67%	-13%	-19%	-7%
Proportion of total workforce living locally (%)	**83%**	**88%**	**81%**	**77%**	**-6%**	**-11%**	**-4%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (OGNZL and Phoenix Research, 2022 onwards).

* The data for OGNZL employees in this column was reported in the 2021 – 2022 SIMP report based on OGNZL People and Culture records. The 2022 data for OGNZL employees reported above is based on the Employee Survey, which after internal review has been deemed a more reliable source of this data. This change also has the benefit that the data for OGNZL employees and contractor employees is collected on the same basis, so is more directly comparable.

** The changes in numbers and percentages of employees from 2014 to 2024 are reported only with the strong proviso that the different methods of collecting this data (OGNZL data compared with Employee Survey data for those employed directly by OGNZL, and the slightly different definition of "Local" for contractor employees), make these comparisons indicative at best.

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11 The labelling of this indicator previously included reference to the contribution to the economy of employees living locally, which is a main reason for the significance of this indicator, although it does not directly measure economic impact.

12 The data in this table is the first in this report to be sourced from the Employee Survey. This is described in the Introduction chapter of this report, under the heading "Data Sources". As a result of the weighting noted there, the numbers shown in this table as numbers of employees are **estimates** based on the proportions of employees for whom where they live is known. The numbers of employees living in the locations shown in the next two tables have also been estimated on that basis.

13 Inclusive of contractor employees living in the following locations in 2014: Waihi, Waihi Beach/Athenree, Katikati and Paeroa. For the 2022 – 2024 figures the definition of "Local" is as per the standard SIMP definition (see footnote to Ec-M-8), the main difference being that the standard definition of "Local" includes Whangamata.

Comment

The proportion of total employees living locally has remained well above the 70% local employment goal, despite declining over the three years shown in this table. However if the rate of decline of the last two years in the proportion living locally were to continue, that employment goal would be unlikely to be met in another two years, i.e. by 2026.

Those employed directly by the company are particularly likely to live locally, while the proportion of contractor employees living locally has dropped below the local employment goal of 70%. That result for contractor employees has been identified as a quirk of the timing of capturing the data for the Employee Survey in 2024, when there happened to be a number of contractor employees onsite from a contractor based in Hamilton, for a relatively short-term project that required specific expertise and capability. The Employee Survey is inevitably liable to encounter such anomalies, perhaps even more so when firmly objective criteria have been established as to what contractor employees to include in the survey. To the extent that the proportion of contractor employees appearing to have dropped in 2024 is due to this anomaly, the drop in the proportion of contractor employees living locally is much less a concern than it could have been if that anomaly had not been present and identified.

(An approach was developed in 2023 about exactly what contractor employees to include in this survey, to exclude contractor employees who visit the site relatively rarely: objective definitions covering that situation have been developed. See note below Table 12.)

As a general principle, a drop (or change) in the proportion of employees living locally (among those employed by OGNZL or by a contractor) could be related to a changing mix of the skills required for the current mining and mine development projects. That has clearly occurred with this measurement being significantly affected by the influx of temporary contractor employees from Hamilton.

Em-I-5: LOCATION OF RESIDENCE OF NON-LOCAL EMPLOYEES AND CONTRACTORS, REPORTED BY REGIONAL, NATIONAL, INTERNATIONAL (People and Culture Department)

Data and Changes

Table 14: OGNZL workforce size and distribution – OGNZL employees not living locally

NUMBER AND PROPORTION OF OGNZL EMPLOYEES NOT LIVING LOCALLY	DATA								CHANGES		
	2014 (Baseline)		2022*		2023		2024		In proportions of employees		
	No.	%	No.	%	No.	%	No.	%	2014 – 2024** %	2022 – 2024 %	2023 – 2024 %
Regional	10	9%	33	9%	50	14%	72	18%	9%	9%	4%
New Zealand	1	1%	3	1%	8	2%	7	2%	1%	1%	0%
Overseas	1	1%	0	0%	2	0%	1	0%	-1%	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (OGNZL and Phoenix Research, 2022 onwards).

* The data for OGNZL employees in this column was reported in the 2021 – 2022 SIMP report based on OGNZL People and Culture records. The 2022 data for OGNZL employees reported above is based on the Employee Survey, which after internal review has been deemed a more reliable source of this data.

** The changes in numbers and percentages of employees from 2014 to 2024 are reported only with the strong proviso that the different methods of collecting this data (OGNZL data compared with Employee Survey data), make these comparisons indicative at best.

Table 15: OGNZL workforce size and distribution – contractor employees not living locally

NUMBER AND PROPORTION OF CONTRACTOR EMPLOYEES NOT LIVING LOCALLY	DATA								CHANGES		
	2014 (Baseline)		2022*		2023		2024		In proportions of employees		
	No.	%	No.	%	No.	%	No.	%	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Regional	Not reported		8	8%	16	16%	33	24%	-	16%	8%
New Zealand	Not reported		7	7%	8	8%	9	7%	-	0%	-1%
Overseas	Not reported		0	0%	3	3%	3	2%	-	2%	-1%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); Employee Survey (OGNZL and Phoenix Research, 2022 – 2024).

Refer to notes about the source of this data (the Employee Survey) with the table for Em-I-3 and 4.

Comment

Clearly the declines in the proportions of employees living locally noted in Em-I-3 and 4 have been offset by significant increases in the proportions of the workforce living within the region (i.e. elsewhere within the Western Bay of Plenty or Waikato regional council areas). The proportions of the workforce living elsewhere in New Zealand or overseas remain very small and with very little impact on the overall picture. Those trends apply to both those employed directly by the company and those employed by contractors.

Em-I-6: LOCATION OF JOB APPLICANTS – NUMBERS/PERCENTAGE REPORTED LOCALLY, REGIONALLY, NATIONALLY, AND INTERNATIONALLY (People and Culture Department)

Data and Changes

Note that all data reported for this indicator concern job applicants for positions with OGNZL only. This information is not available for applicants for positions with contractors.

Table 16: Total job applicant numbers analysed by location: data

JOB APPLICANT LOCATION	DATA							
	2014 (baseline)		2022		2023		2024	
	No.	%	No.	%	No.	%	No.	%
Local	71	17%	156	15%	412	13%	629	15%
Regional [14]	151	37%	180	17%	525	17%	739	17%
New Zealand			251	24%	576	19%	924	22%
Overseas	187	46%	477	45%	1555	51%	1938	46%
Total	**409**	**100%**	**1064**	**100%**	**3068**	**100%**	**4230**	**100%**

Source: OGNZL People and Culture Department.

[14] The "Regional" applicant location was only separated from "New Zealand" in SIMP reports from 2017 onwards. (This also applies in the table below.)

Table 17: Total job applicant numbers analysed by location: changes

<table>
<tr><th rowspan="3">JOB APPLICANT LOCATION</th><th colspan="6">CHANGES</th></tr>
<tr><th colspan="2">2014 – 2024</th><th colspan="2">2022 – 2024</th><th colspan="2">2023 – 2024</th></tr>
<tr><th>No.</th><th>Change in percentage points %</th><th>No.</th><th>Change in percentage points %</th><th>No.</th><th>Change in percentage points %</th></tr>
<tr><td>Local</td><td>558</td><td>-2%</td><td>473</td><td>0%</td><td>217</td><td>2%</td></tr>
<tr><td>Regional</td><td rowspan="2">1512</td><td rowspan="2">2%</td><td>559</td><td>0%</td><td>214</td><td>0%</td></tr>
<tr><td>New Zealand</td><td>673</td><td>-2%</td><td>348</td><td>3%</td></tr>
<tr><td>Overseas</td><td>1751</td><td>0%</td><td>1461</td><td>1%</td><td>383</td><td>-5%</td></tr>
<tr><td>Total</td><td>3821</td><td></td><td>3166</td><td></td><td>1162</td><td></td></tr>
</table>

Comment

A striking trend in this data is the very large and steady increase in the total number of applicants for positions with OGNZL over the period 2022 to 2024. That corresponds to the increase in the number of employees noted in Em-I-1. Those increases have occurred in applicants from the four areas distinguished in this data: local, regional, New Zealand and overseas.

The spread of locations of job applicants is clearly very different from the spread of those actually employed. In particular local applicants are a relatively small proportion of all applicants, yet comprise over 70% of the workforce, with the company committed to achieving and retaining that 70% local employment.

The number of job applicants per year have varied markedly over time. However the increases from 2022 to 2023 and 2024 are larger year-to-year increases than in any years since 2014, the baseline year for the SIMP series of measurements. The average number of job applicants over the five years up and including 2022 was 1354, close to one third as many as in 2024. The number of job applicants in 2024 being approximately three times the average number during those prior years also applies to the number of job applicants from each location. This relates to many more new positions becoming available in 2023 and 2024 than in recent years.

The company has markedly increased its recruitment during these years in anticipation of the requirements of the Waihi North project, for more staff for both operational and specialist roles. The internal People and Culture team has also grown with new roles dedicated to recruitment.

The increase in recruitment activity by the company over these years is in marked contrast to national employment statistics. For example, the Seek Employment Index (a reliable indicator of job-ad activity) shows a drop of 17% in job-ad activity in 2023 compared with 2022, and that job-ad activity in 2024 was 27% down on 2022. In contrast to that national picture, although somewhat different metrics, the Em-I-6 table above shows that the company received close to three times as many applications in 2023 as it did in 2022, and four times as many applications in 2024 as it did in 2022.

The proportion of job applicants from overseas peaked in 2023, at a higher proportion than in any other year since the 2014 baseline (that data is not all shown in the table). It climbed steadily since 2020 (the year COVID-19 had most impact on employment – that data is also not shown in the table presented).

The increasing numbers of applicants from overseas was also impacted by the company's internal advertising of positions. In particular, in 2021 many applications were received from people working at the company's mining operation at Didipio in the Philippines, where mining had been stopped for nearly two years by a local dispute. Mining resumed there late in 2021, which is likely to have contributed to a reduction in numbers of overseas applicants in 2022.

While internal advertising of positions is significant, most recruitment advertising is on Seek. LinkedIn and the careers page on the company's website are also used to advertise or notify positions.

The proportions of job applicants who live locally has fluctuated over time most often from 15% to 20% of applicants. The company's recruitment policies contain a specific local focus in communication of positions available (not just actual employees, as covered in Em-I-3): it seeks to make sure locals **know** of jobs that are available.

The variations in the proportions of applicants who are local have typically been the result of fluctuations in the proportions of applicants from overseas: when high proportions of applicants are from overseas, as in 2022 – 2024, the proportions of applicants who live locally are typically smaller. Even so, the 2023 result of just 13% of applicants living locally is lower than in most recent years.

A notable trend not formally reported is that positions that have become available in 2023 and especially 2024 have included increased proportions of entry and mid level jobs.

A further factor influencing the marked increases in numbers of applicants is a trend noted by employment specialists for applicants increasingly to use internet searches and related tools to put in applications for many more jobs than previously, with some internet tools automating such applications. This trend is a likely further contributor to the marked increase in the number of applicants for positions with OGNZL.

Applicant Data by Type of Job

Applicant data in previous SIMP monitoring reports has included listings of positions vacant, as well as the numbers of applicants for each of these positions. The following table shows this data as reported in the 2014 SIMP report, the baseline year.

Table 18: 2014 OGNZL job applicant numbers analysed by location (2014 baseline) *

DEPARTMENT	JOB TITLE	Local	National	Overseas
Geology/ Exploration	Vacation Student – Geologist – NZ Applications Only*	11	33	33
People and Culture	People and Culture Advisor	11	5	7
Mine Operations	Vacation Student – Metallurgist	1	0	0
Mine Operations	Vacation Student – Mining Engineer	1	0	0
Process Maintenance	Mill Operator	0	61	16
HSLP	HSLP Superintendent	3	3	8
Mine Operations	Graduate Surveyor – NZ Applications Only*	2	3	3
Mine Operations	Graduate Geotechnical Engineer – NZ Applications Only*	0	8	5
Mine Operations	Graduate Mining Engineer – NZ Applications Only*	0	7	29
Geology/Exploration	Geological Technician Under Ground (UG)	16	8	29
ESR	Senior Environmental Advisor – Monitoring	0	1	1
Geology/Exploration	Geological Technician	14	12	50
Information Technology	Regional Senior End-User Computing (EUC) Technician	12	10	6
	Total	**60**	**148**	**187**

Source: 2016 SIMP Annual Monitoring Report (KPMG, 2016).
* Note: Overseas applicants are not considered for positions that are advertised as being for "NZ Applicants Only".

As an enhancement to SIMP reporting, starting with applicant data in 2019, a new classification was added for each position/job title OceanaGold has sought applications for in each year. This new classification is the "Australian and New Zealand Standard Classification of Occupations (ANZSCO)", as used by Statistics New Zealand to classify occupations nationwide. The categories of occupations are defined precisely by Statistics NZ[15], and are summarised as follows:

[15] For precise definitions of the occupational groupings, see http://aria.stats.govt.nz/aria/?_ga=2.87420376.1128051642.1614549831-1191282112.1611355439&_gac=1.81955172.1614549831.CjwKCAiAm-2BBhANEiwAe7eyFB-gD_g-gKPNs_C5GgI1AJkVsJEs4kCtZY9RUWYTm-EaFWpNGnIXzxoCHtAQAvD_BwE#ClassificationView:uri=http://stats.govt.nz/cms/ClassificationVersion/Z9DujoqhMVdksKZG

Table 19: ANSCO Job Classifications

ANZSCO CODE	ANZSCO JOB CATEGORY
1	Managers
2	Professionals
3	Technicians and Trades Workers
4	Community and Personal Service Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers

Classifying jobs using the ANZSCO classifications provides a useful summary of the positions applicants have been able to apply for at OGNZL.

In the SIMP monitoring report for the 2019 – 2020 years, full lists of all positions applicants applied for were shown, including with the ANZSCO code for each position. That generated tables of data similar to that shown above for the baseline 2014 year, but very much more extensive, because there were many more positions available to apply for, in those years. This large volume of tabulated data was far in excess of the requirements of Em-I-6, and arguably not particularly relevant to, or informative about, Em-I-6. In both 2021 and 2022 there were even more positions applicants applied for, resulting in even larger volumes of tabulated data.[16] In this report, instead, the data shown about applicants has been focused on meeting the requirements of Em-I-6 (as set out above), while retaining the useful summary overview provided by use of the ANZSCO job classifications that was first presented in the 2019 – 2020 SIMP report. The update of this information, covering the years 2022 – 2024, is provided below.

[16] In 2014 there were 13 positions applicants applied for: those shown in Table 18. Indicative of the growth over time in the number of positions applicants applied for, by comparison in 2020 – 2022 those numbers of positions were 54, 107 and 63 respectively.

Table 20: Analysis of applicants by ANZSCO job code and category

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
1 Managers	2022	N	4	3	14	55	**76**
		%	5%	4%	18%	72%	**100%**
	2023	N	12	17	20	45	**94**
		%	13%	18%	21%	48%	**100%**
	2024	N	8	12	14	155	**189**
		%	4%	6%	7%	82%	**100%**
Change in percentages 2022 – 2024			-1%	2%	-11%	10%	
Change in percentages 2023 – 2024			-9%	-12%	-14%	34%	
2 Professionals	2022	N	53	81	137	285	**556**
		%	10%	15%	25%	51%	**100%**
	2023	N	138	137	222	652	**1149**
		%	12%	12%	19%	57%	**100%**
	2024	N	147	209	375	994	**1725**
		%	9%	12%	22%	58%	**100%**
Change in percentages 2022 – 2024			-6%	-8%	-1%	16%	
Change in percentages 2023 – 2024			-3%	0%	3%	1%	
3 Technicians and Trades Workers	2022	N	32	44	50	92	**218**
		%	15%	20%	23%	42%	**100%**
	2023	N	54	100	96	401	**651**
		%	8%	15%	15%	62%	**100%**
	2024	N	152	185	223	322	**882**
		%	17%	21%	25%	37%	**100%**
Change in percentages 2022 – 2024			2%	1%	2%	-5%	
Change in percentages 2023 – 2024			9%	6%	10%	-25%	
4 Community and Personal Service Workers	2022	N	0	0	0	0	**0**
		%	-	-	-	-	**-**
	2023	N	0	0	0	0	**0**
		%	-	-	-	-	**-**
	2024	N	0	0	0	0	**0**

ANZSCO CODE AND JOB CATEGORY	Year		Local	Regional	National	International	Total
		%	-	-	-	-	-
Change in percentages 2022 – 2024			-	-	-	-	
Change in percentages 2023 – 2024			-	-	-	-	
5 Clerical and Administrative Workers	2022	N	15	12	9	6	**42**
		%	36%	29%	21%	14%	**100%**
	2023	N	22	5	13	45	**85**
		%	26%	6%	15%	53%	**100%**
	2024	N	68	15	5	27	**115**
		%	59%	13%	4%	23%	**100%**
Change in percentages 2022 – 2024			23%	-16%	-17%	9%	
Change in percentages 2023 – 2024			33%	7%	-11%	-30%	
7 Machinery Operators and Drivers	2022	N	52	40	41	39	**172**
		%	30%	23%	24%	23%	**100%**
	2023	N	186	266	225	412	**1089**
		%	17%	24%	21%	38%	**100%**
	2024	N	254	318	307	440	**1319**
		%	19%	24%	23%	33%	**100%**
Change in percentages 2022 – 2024			-11%	1%	-1%	10%	
Change in percentages 2023 – 2024			2%	0%	2%	-5%	
8 Labourers	2022	N	0	0	0	0	**0**
		%	-	-	-	-	-
	2023	N	0	0	0	0	**0**
		%	-	-	-	-	-
	2024	N	0	0	0	0	**0**
		%	-	-	-	-	-
Change in percentages 2022 – 2024			-	-	-	-	
Change in percentages 2023 – 2024			-	-	-	-	

Notes: See next page.

Table notes continued from the previous page: The percentages in each cell are shown rounded to full accuracy. This can result in the sum of the percentages across a row adding to 99% or 101%, which is solely due to rounding.

The application of ANZSCO codes to applicants' positions can be challenging for positions at OGNZL. There are two particular pairs of positions where distinguishing the positions can be uncertain and can vary between the people deciding on the most appropriate ANZSCO code:

- Managers compared with professionals
- Machinery operators or drivers compared with labourers

This table accordingly requires careful interpretation.

Comment

The key useful points from the table above concern where applicants for the different kinds of jobs come from. Applicants for manager and professional positions have skewed strongly over time towards coming from overseas, a trend that remains strong in 2023 and 2024. Applicants for technical and trades positions are also skewed towards coming from overseas, with a peak in 2023 when this group had the highest proportion of international applicants.

Applicants for positions doing clerical and administrative work, and machinery operators and drivers are the most likely to live locally.

Em-I-8[17] and Em-I-9: WORKFORCE DIVERSITY (People and Culture Department)

A recommendation was made by KPMG Banarra in 2015 and agreed by HDC, to merge the following two indicators, in recognition that they both refer to the common theme of "workforce diversity". These indicators have been merged in subsequent SIMP Monitoring Reports:

- **Em-I-8:** Number and percentage of employees by gender; and who identify as being of Māori descent[18]
- **Em-I-9:** Number and percentage of contractor employees by gender; and who identify as being of Māori descent

Data and Changes

Table 21: OGNZL workforce diversity: data

	DATA							
	JUNE 2014 (Baseline)		2022		2023		2024	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
OGNZL Employees								
Male	89	78%	301	85%	307	86%	326	83%
Female	25	22%	53	15%	47	13%	65	16%
LGBTQIA+ *	nm	nm	nm	nm	3	1%	4	1%
Māori descent/ethnicity	16	14%	94	27%	105	29%	88	22%
Contractor Employees								
Male	167	96%	91	87%	95	93%	118	85%
Female	7	4%	13	13%	6	6%	19	14%
LGBTQIA+ *	nm	nm	nm	nm	1	1%	1	1%
Māori ethnicity	61	35%	33	32%	29	28%	32	24%

Sources: All 2014 data: Correnso SIA Engagement (KPMG Banarra, 2014); [sources and table notes continued on following page]

OGNZL Employees:

2022 Gender: OGNZL People and Culture.

2023 and 2024 Gender: Employee Survey.

17 As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-7 has been removed from subsequent SIMP Monitoring Reports. Mitigating action Em-M-3 addresses concerns around processes with regard to response times for job applicants.

18 The term "Māori descent" has been used in defining this indicator. That is in contrast to cultural affiliation to the Māori ethnic group, or for short, "Māori ethnicity". See discussion of this point in the Comment section.

Sources continued for OGNZL employees:

2022 – 2024 source for Māori descent/ethnicity: Employee Survey.

Contractor Employees:

All 2022 – 2024 diversity data: Employee Survey.

Refer to notes about the Employee Survey with the table for Em-I-3 and 4.

* The gender category "LGBTQIA+" is shown for the first time with the 2023 data, in keeping with recent trends that seek to acknowledge people who identify as other than Male or Female, and as a broader indication of "diversity".

The gender question in the Employee Survey is open-ended (or "write-in"), aiming to allow people to identify their gender as they choose.

Up until 2022 small numbers of employees did not answer the gender question each year in the Employee Survey. While not wanting to ignore that some employees may have viewed that as an intentional statement about their gender, the approach taken in analysis up until 2022 was to use the proportions where Male or Female gender was specified, as applying to all employees.

While occasional flippant answers to this question have also been provided over the years this survey has been running, in 2023 for the first time most of the answers that were not clearly "Male" or "Female" appeared to represent people sincerely seeking to identify their gender. None used the term "LGBTQIA+" although that has been used in the table to represent these people. (That term is also used so as to avoid terms that could identify individuals if their more verbatim answers were shown.)

Table 22: OGNZL workforce diversity: changes

	CHANGES		
	Movements in percentages		
	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
OGNZL Employees			
Male	5%	-2%	-3%
Female	-6%	1%	3%
Māori ethnicity	*	-5%	-7%
Contractor Employees			
Male	-11%	0%	-10%
Female	10%	1%	10%
Māori ethnicity	-3%	18%	-4%

* Measured as Māori descent in 2014 (as opposed to ethnicity), also sourced from OGNZL records so not compared with later years: see Comment section in text.

Comment

Gender diversity is low in the OceanaGold workforce and remains so. However as has also been observed previously[19], these gender proportions are not uncommon in the mining sector. The proportions of women in the workforce have fluctuated year by year in the years shown in this table, with higher proportions of women among those employed directly by OceanaGold than among those employed by contractors. There are some indications that the extent of these fluctuations in recent years are bigger than previously.

There have been modest increases from 2023 to 2024 in the proportions of women employed directly by OceanaGold and particularly by contractors.

For those employed directly by the company, the proportion of "Māori descent" had previously been sourced from the company's internal People and Culture records. In contrast, for employees of contractors, this data had been obtained from the Employee Surveys. For the first time in the series of SIMP monitoring reports, in the 2021 – 2022 report, the data sources for those two groups of employees were standardised, using just results from the Employee Surveys for both groups of employees.

There is some discussion in the social science literature about the distinctions between "Māori descent" and "Māori ethnicity". The latter "is commonly used in social … research to classify individuals or populations."[20] The questions in the Employee Survey about ethnicity have been changed over the last few years to more clearly align with the way ethnicity is measured in the Census. Based on internal review, the conclusion was reached that the Māori representation among those directly employed by OGNZL is more appropriately based on ethnicity rather than descent. That is a further reason to draw on results from the Employee Survey for those directly employed by OGNZL, because of its relatively detailed questions about ethnicity.

The proportions of the workforce identifying as of Māori ethnicity declined somewhat in 2024 compared with 2023.

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19 For example, see the Waihi 2018 SIMP Annual Monitoring Report.

20 https://vhin.co.nz/guides/what-information-is-available-about-maori-descent-in-the-idi/

Em-I-10: NUMBER OF EMPLOYEES AND CONTRACTORS WHO PARTICIPATED IN OGNZL OR EXTERNAL TRAINING PROGRAMMES, BY TOPIC AREA (e.g. workplace health and safety, technical skills) (People and Culture Department)

Data and Changes

The company introduced a new system for recording training in 2021. This logs more data about training than previously, and also uses a new classification of training subjects. One result of the latter point is that it is not possible to align the training subjects from 2021 onwards with the categories of training subjects that were used previously (i.e. at the level of detail shown in Table 23 below). Consequently this data is shown in two blocks: the baseline 2014 data, and separately, the training data for 2022 – 2024.

One further point about current training data is that it includes all training provided by OGNLZ of both those employed directly by the company and those employed by contractors. Training provided to employees of contractors was not comprehensively recorded before 2021.

Table 23: OGNZL workforce training participation: 2014 baseline

	DATA
	Number of training participants
	2014 (Baseline)
Total training participants (No.)	**744**
Total training subjects (No.)	**24**
Health and safety	
General and Site Specific Inductions *	320
Move at Work (known as Manual Handling/Back Care in 2014) *	19
Fatigue Management	54
Fall Arrest (Working at Height) *	36
4WD Driving Training	13
Risk Management	19
Establish Risk Management System	0
Incident Investigation and Management	0
Confined Space *	0
Fire Extinguisher	0
Drug and Alcohol Screening	0

	DATA Number of training participants 2014 (Baseline)
Task Observations (known in 2014 as Safedrill, a Newmont module)	35
Emergency response	
Muster Warden Training (integrated into Evacuation Familiarisation in 2018)	13
Evacuation Familiarisation Session (equivalent training run internally in 2017, so attendance not shown in SIMP report)	-
CIMS (previously called Rapid Response)	14
Cyanide Awareness (previously called Cyanide Emergency Response)	17
First Aid *	64
Remote First Aid	na
Spill Response	2
Develop Emergency Response Management Plan	0
Community	
Cultural Awareness Training	34
Media Training	9
Equal Opportunities	10
Technical	
B Grade Quarry Workshop	6
Computer Training	6
Contract Management	28
Forklift Operation	12
HSNO Approved Handler	4
HT Licence	2
Electrical Competence	0
HV Switching	18
MAF Accredited Person / Transitional Facility Operator	2
Rock Breaker Operation (was part of another qualification that no longer exists)	7
Regulatory Requirements	0
Operate a Telehandler (new equipment, not standard training)	-
In-house Auditor Training	0
Radiation Safety Awareness	na

	DATA
	Number of training participants
	2014 (Baseline)
Radiation Safety Officer	na
Lifting Using Gantry Crane	na
Truck Mounted Crane	na

Sources: Correnso SIA Engagement (KPMG Banarra, 2014).

Note: Table covers training provided to OGNZL employees where attendance records are kept.

* Training subjects marked with an asterisk indicate that the numbers shown include employees of contractors.

Table 24: OGNZL workforce training participation: 2022 – 2024 data

Topic Area	DATA											
	2022				2023				2024			
	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours
Health & Safety	21	0	100	1726	29	0	144	4074	68	1	185	5220
Emergency Response	21	0	147	745	15	0	118	567	20	0	208	548
Cultural Awareness	4	0	37	222	0	0	0	0	11	0	69	414
Technical	96	0	1048	4404	63	0	232	2121	98	17	551	3943
Company Policy/Standards	3	4	490	256	4	4	161	115	4	0	4	64
Management/Leadership/ Professional Development	11	3	92	2382	54	4	430	2352	16	0	16	224
SOP/Procedure	0	0	0	0	0	0	0	0	34	0	34	38
Inductions/On boarding	89	5	1256	4048.75	157	12	1294	3236.25	180	23	1318	4268
Totals	**245**	**12**	**3170**	**13,783.75**	**322**	**20**	**2379**	**12,465.25**	**431**	**41**	**2385**	**14,719**
Average number of training events/courses done by each employee **			6.9				5.2				4.5	
Average number of hours in training per employee **				30				27				28

Data source: OGNZL Training Department.
* Learning Management System, an online training system.
** Based on numbers of employees each year reported at Em-I-1.

Note to link to Comment

Table 25: OGNZL workforce training participation: 2022 – 2024 changes

	CHANGES					
	2022 – 2024			2023 – 2024		
Topic Area	Number of training events	Trainees	Total training hours	Number of training events	Trainees	Total training hours
Health & Safety	176%	85%	202%	100%	28%	28%
Emergency Response	-5%	41%	-26%	33%	76%	-3%
Cultural Awareness	175%	86%	86%	100%	100%	100%
Technical	2%	-47%	-10%	56%	138%	86%
Company Policy/Standards	667%	-99%	-75%	475%	-98%	-44%
Management/Leadership/Professional Development	45%	-83%	-91%	-70%	-96%	-90%
SOP/Procedure	100%	100%	100%	100%	100%	100%
Inductions/On boarding	88%	5%	5%	6%	2%	32%
Totals	**76%**	**-25%**	**7%**	**34%**	**0%**	**18%**
Average number of training events/courses done by each employee **		-35%			-13%	
Average number of hours in training per employee **			-7%			4%

Comment

After the total hours in training reduced in 2023 compared with 2022 (by under 10%), total training hours then climbed again in 2024 to a level above the 2022 level (7% higher). The latter increase reflects the increase in employee numbers in 2024 compared with 2023, compared with almost no change in employee numbers from 2022 to 2023.

Those results flow through to an average number of hours in training per employee, which has remained consistently at close to 30 hours per year or just under that. A corresponding metric is the number of training events and courses done by each employee, at an average of 4.5 in 2024. This figure being lower than in the last two years suggests that each course or event in 2024 must have been somewhat longer than in the two previous years.

There have also been significant changes in the extent of different types of training. Training hours on Health and Safety increased very strongly in 2023 compared with 2022, and increased further in 2024. International events within the company (two unrelated deaths were recorded at the company's mine at Didipio in the Philippines in 2023) influenced the need for this increase.

Hours spent on Technical training (the focus of most training hours in 2022) was halved in 2023 then rebounded strongly in 2024. Hours spent on Inductions and On boarding followed a similar trend with a dip in 2023 and rebound in 2024, both these trends reflecting the strong growth of employee numbers in 2024 compared with the stable size of the workforce from 2022 to 2023.

Time spent on Technical training is markedly impacted when the company buys new mining equipment, which in turn requires training. As noted under Ec-I-1, there was significant new capital expenditure on new mining equipment during 2024, which has clearly contributed to the increase in time spent on Technical training in 2024.

There was a marked drop in Management/Leadership/Professional Development training in 2024 compared with previous years, reflecting the company's focus on other areas of training.

Several other factors influenced the training done over the years to 2024:

- A new system was put into effect from 2021 to measure training, and for the first time enabled OGNZL to log training provided to employees of contractors, which was not previously recorded. Even so, some training provided by contractors is not recorded in this system, so it continues to be in addition to what these indicator tables can show. Examples of this training include in trades where specific levels of training can be required by regulations, e.g. electrical;
- The LMS or Learning Management System, a system of online training, had just started in 2020 and was still quite new in 2021. Use of LMS training has been growing in subsequent years, with the number of courses provided having doubled in each of the last two years. That growth had been anticipated when the system was adopted. This has been found to be a much more efficient way to provide training than through provision of in-person courses. With the added efficiencies LMS training offers, use of LMS training tends to result in more people doing training, though less hours being spent in training. That trend is anticipated to also apply in the future;
- One aspect of LMS training is that it has been challenging to capture hours spent in training for inclusion in the above results, making the "Total training hours" in the above table conservative;
- The company has a policy of providing training and qualifications above the bare minimums, and this is reflected in the high number of training hours per employee;
- A notable trend in this data is the resumption of SOP/Procedures training in 2024, after no training in this category in the previous two years. This is a result of a trial that was run in 2021 to formally capture people's review of SOP's. The trial of SOP training was further refined in 2022 with the intention of being able to implement people's review of SOPs/Procedures from 2023 onwards. The focus during 2022 and 2023 was on **department** SOP's, which were not recorded as trainings.

More generally, it is useful to note that most training is provided by external providers, although some training has moved from being externally to internally provided. The company is also investigating how to make more use of local external trainers, consistently with its drive for local employment.

Training generally reflects the needs of the site and its employees in a specific year, and thus changes from year to year. Some training modules are required for regulatory or legislative compliance, which can be on annual, biannual or less frequent cycles. Onboarding of new staff can also impact on the provision of training, for example if a trained employee leaves and is replaced by someone needing training for that specific role or equipment, this generates a demand for more training.

Note that this data does not show a number of other types of training, for example small group on-the-job training, or training on specialist subjects. In particular some other forms of Continuing Professional Development (CPD) such as attending seminars and conferences, are not recorded or shown in this data.

Em-I-13[21]: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO LOCAL EMPLOYMENT AND TRAINING, INCLUDING OGNZL'S APPROACH TO MANAGING EMPLOYMENT- AND TRAINING-RELATED ISSUES (External Affairs and Social Performance Department)

Data

Table 26: Community perceptions of OGNZL's approach to local employment (2014 baseline)

Question: *"How do you rate the impact of Correnso on local employment opportunities?"*

	2014 (Baseline) Total (n=58) %
Very positive	22%
Positive	31%
Neutral	28%
Negative	14%
Very negative	2%
Don't know	3%

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2018 are included below (a fuller list of these perceptions was provided in the 2016 SIMP report):

- OGNZL is considered to be a significant employer in Waihi, and therefore continued employment was frequently discussed throughout consultation as a positive outcome from the Correnso development, as was the associated avoidance of potential loss of Waihi residents associated with job losses if mining was to cease in Waihi;
- Stakeholders raised the positive economic impacts of this employment on the local and district economy. A proportion of wages paid to OGNZL's employees and contractors is spent in Waihi, thus contributing to its economy, regardless of whether the employee or contractor lives in Waihi.

[21] As documented in the 2016 SIMP Annual Monitoring Report and as approved by HDC, Em-I-11 and Em-I-12 have been removed from subsequent SIMP Monitoring Reports.

Data and Changes

Table 27: Community perceptions of OGNZL's approach to local employment (2022 – 2024)

Question: *"How do you rate the impact of the current mining in the Waihi area[22] on employment opportunities in Waihi?"*

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=301) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	35	34	34	46	41	54	6	20	7	8
Positive	47	54	57 ↑	48	42 ↓	40	-5	-14	-15	-8
Neutral	12	10	5 ↓	6	12 ↑	2	0	-8	7	-4
Negative	5	0	2	0	3	4	-2	4	1	4
Very negative	0	0	1	0	0	0	0	0	-1	0
Don't know	1	2	1	0	1	0	0	-2	0	0

Source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

The symbols ↑ and ↓ are used to identify changes from the year before that are statistically significant (at the 95% level of confidence).

Table 28: Employees' perceptions of OGNZL's approach to training

Question: *"In general, how satisfied are you with the training you have received over the last 12 months?"*

	DATA			CHANGES	
				Movements in percentages	
	2022 (n=204)* %	2023 (n=220)* %	2024 (n=408)* %	2022 – 2024 %	2023 – 2024 %
Very satisfied	16	20	21	5	1
Satisfied	52	46	47	-5	1
Neutral	25	24	27	2	3
Dissatisfied	5	6	3	-2	-3
Very dissatisfied	1	3	2	1	-1
Not answered	1	1	-	-1	-1

Data source: Employee Survey (OGNZL and Phoenix Research).

* Bases reduced each year to show only those who had received training in the 12 months prior to the survey. These bases are actual numbers of employees, i.e. not weighted.

[22] See footnote to Table 11 for explanation about minor changes to the wording of this and related questions in the Community Perceptions Survey, from 2019 onwards, to generalize to mining in the Waihi area as a whole, because of the commencement of Project Martha.

Comment

The community perceptions data (from residents and businesses) indicates that overall the community continues to be very positive about the impact of mining on employment in Waihi. In 2023 residents were particularly positive about this, perhaps related to the extent of then-recent coverage of the Waihi North Project. That positivity in 2024, though still high, reduced to levels more comparable with 2022, though was marginally more positive than in 2022.

Business leaders show steadily increasing positivity about the impact of mining on employment in Waihi over the period 2022 – 2024. However the smaller sample size of the business survey means that those trends evident in the table need to be interpreted with caution, since they are not large enough to be statistically significant (i.e. cannot be generalised to all businesses in the Waihi area with confidence).

Among the employees who received training from the company during 2023 and 2024 (the large majority of employees), most remain very positive about it. The levels of dissatisfaction are very low.

Em-I-14: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING EMPLOYMENT-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

No stakeholder feedback, concerns or complaints were received by OceanaGold regarding employment-related issues over the period 2014 to 2024.

OTHER

N/A

4.3 SUMMARY – EMPLOYMENT

Discussion	The major factors affecting employment in mining in Waihi over the 2023 and 2024 years have been: • The reduction in underground mining at Correnso, as this mine has approached its end-of-life; • More significantly, increases in the mining and production from Project Martha, with the corresponding marked increase in numbers employed in 2024; • The proportion of the total workforce living locally continues to exceed the company's goal of 70% living locally, although that proportion dropped below the 70% target for contractor employees in 2024 (due to an influx of temporary contractor employees from Hamilton); • Continuing work on developing new mining opportunities: the Waihi North Project and Project Martha Open Pit, all requiring the employment of additional mining specialists in management and professional roles, and often with project as opposed to operational focuses; • A major influx of applicants from overseas for positions over the years 2022 – 2024; • Increased levels of training across a wide spectrum of topics. Gender diversity in the workforce remains a challenge. This remains a workforce where men far outnumber women. A new trend in the data is that the proportions of women among employees of both OGNZL and contractors have fluctuated markedly over the period 2022 – 2024. Diversity in terms of Māori representation has also fluctuated in both parts of the workforce, and shows signs of having reduced in 2024. The company continues to provide extensive training of its employees, across a wide range of subjects, and they rate this training positively. The Community Perceptions Surveys show that the company is also seen by the community, both residents and businesses, as making a positive impact on employment in Waihi.
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

5 PROPERTY

Objective	Manage property programmes in a way that builds community confidence and minimises stress related to local property.
Potential impacts	• Structural property damage and reduced amenity; • Changes in property values and market activity; and • Distribution of financial compensation.
Performance goals	1. Monitor the Waihi property market to understand what effect OGNZL's operations may be having. 2. Manage and minimise OGNZL's negative impacts on property and the property market. 3. Promote a high level of community understanding of OGNZL's approach to managing its impacts on property.

5.1 MITIGATION AND MANAGEMENT ACTIVITIES

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-1	Review current property monitoring and evaluation activities and identify gaps in relation to property in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	In August 2019 a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly. Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-2	Review the effectiveness of property programmes with a view to ensuring that compensation is being directed fairly, and is commensurate with the effects experienced.	Annual	External Affairs and Social Performance Department	Ongoing	The Amenity Effect Programme (AEP), property purchase, and ex-gratia payments are still being used, as per their relevant consent conditions. After a review of the housing market data which indicated that the market had returned to normal, the Top Up Programme was discontinued for the Correnso area in 2016, then reinstated during 2017 to include properties above and adjacent to the Project Martha underground mine and the Rex vein. The Top Up programme was extended again in 2020 to include properties that may have been affected by the announcement of what was at the time Project Quattro (now superseded by the Waihi North Project, and the Martha Open Pit Project) – the Top Up initiative continues to be in place for these areas.
P-M-3	Investigate concerns about the quality of OGNZL's own vibration monitoring and opportunities for HDC's role in independent monitoring and develop an appropriate response, in co-ordination with HDC.	May 2015	External Affairs and Social Performance Department	Complete	The same process was followed as per previous years. HDC undertakes independent monitoring using its own sound and vibration monitoring equipment. HDC equipment is of a similar standard to OGNZL equipment, but they have less of it. To get a representative number of readings to develop an understanding of vibration effects on a property, with the relatively few blast events and wide-ranging blast locations, a monitor ideally needs to be at a property for a month. Because of this, the HDC monitor is often employed elsewhere when a new request is made. The potential for OGNZL to undertake vibration monitoring at a property when the HDC equipment is utilised elsewhere has been discussed, but it is agreed that such a practice would only be undertaken at the request of the resident (i.e. HDC would advise that their monitor was unavailable and that the resident could approach OGNZL through the normal channels). A report is provided to HDC for review.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-4	Review and revise OGNZL's complaints management system, including:	July 2015	External Affairs and Social Performance Department	Complete	The same process was followed as per previous years.
	• Consideration of communication with regard to blasting;				Blasting is communicated via email, text, phone calls and website the morning of blasting, with blast notification devices also available to advise residents one minute prior to each blast.
	• Consideration of handling of concerns; and				Concerns are documented and reported. All complaints and concerns are reported at the twice weekly management meetings and included in monthly reports; and any trends are discussed at management review meetings.
	• Consideration of the complaints monitoring and evaluation process.				A change, made in 2014, is that an answering machine is now used. People who call are asked to leave a message unless the matter they are calling about requires immediate attention in which case they will be connected to someone who can assist. The new option still provides 24 hour coverage and those who leave a message are responded to on the next business day.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
					In 2016, two blast vibration workshops were held for members of the community to help them better understand vibration, how it works, and its effects. In 2017 two Correnso/SUPA meetings were held, which included gathering feedback on OGNZL's complaints management system. This feedback was used to monitor and manage the procedure. The 2024 Community Perceptions Survey included questions to assess the community's responses to the formal procedures the company has in place to manage community feedback including concerns and complaints. Just over half of both residents and business leaders in the Waihi area knew the company had such procedures, although very few (5% or less) had ever expressed any form of formal feedback to OceanaGold. The majority of those who had done so were satisfied with their experience of this with the company.
P-M-5	Review and update Independent Review Panel (IRP) and the Waihi Community Forum (WCF) roles, responsibilities and terms of reference in relation to property issues and in line with the Correnso Consent Conditions.	June 2018	External Affairs and Social Performance Department	Complete	IRP & WCF roles were reviewed in 2018 given that Correnso mining was scheduled to end in 2022. Since the announcement of Project Martha, WCF, with support from Hauraki District Council and OGNZL, will represent residents in the wider Waihi area.
P-M-6	Develop appropriate monitoring and evaluation activities with the WCF and the IRP to improve performance.	June 2015	External Affairs and Social Performance Department	Complete	Indicators for WCF and IRP are being monitored. This action is now complete.
P-M-7	Develop and implement a property divestment strategy.	March 2015	Commercial Department	Ongoing	The development of an updated property divestment strategy has been put on hold. This is due to OGNZL not planning to close, and actively looking to extend the life of mine (LOM), as exemplified by Project Martha and the proposed Waihi North Project.

REF.	ACTION	COMPLETION DATE / TIMEFRAME	OWNER	STATUS	OGNZL SELF-REPORTED PROGRESS SUMMARY
P-M-8	Review and update OGNZL's Stakeholder Engagement Plan in consideration of the positive and negative impacts the Correnso development has on property.	January 2015	External Affairs and Social Performance Department	Complete	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan and Annual Community Perceptions Survey are updated annually, and together with the SIMP biennial monitoring report, inform this action point, and continue to be used for this purpose.
P-M-9	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to property.	Quarterly	External Affairs and Social Performance Department	Ongoing	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. All SIMP indicators related to property are now reported on within the biennial monitoring report.
P-M-10	Respond to all concerns and complaints in relation to property-related issues in line with the existing Standard Operation Procedure (SOP).	Ongoing	External Affairs and Social Performance Department	Ongoing	All property related issues including complaints are responded to in line with the SOP.
P-M-11	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning property. Monitor Cintellate entries.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

5.2 INDICATORS

P-I-1: AMENITY EFFECT PROGRAMME (AEP) NUMBER OF RECIPIENTS; AND TOTAL SPEND FOR THE PAYMENT PERIOD (External Affairs and Social Performance Department)

Data

Table 29: AEP Payments[23]

AEP PAYMENTS		Six-monthly data			Data amalgamated to annual		
		Amount paid (NZ$)	Number of payments	Average amount paid per payment (NZ$)	Annual amount paid (NZ$)	Annual number of payments	Average amount paid per payment (NZ$)
2014 (Baseline)	2014 Jan-Jun	$152,000	310	$490.32	$236,500	513	$461.01
	2014 Jul-Dec	$84,500	203	$416.26			
2022	Jan – June 2022	$195,805	356	$550.01	$378,441	674	$561.48
	July – Dec 2022	$182,636	318	$574.33			
2023	Jan – June 2023	$70,500	172	$409.88	$126,045	294	$428.73
	July – Dec 2023	$55,545	122	$455.29			
2024	Jan – June 2024	$102,911	156	$659.69	$164,889	278	$593.13
	July – Dec 2024	$61,978	122	$503.88			

Sources: Six-monthly data: SIMP Annual Monitoring Report (KPMG, 2016); OGNZL Property Department (2022 – 2024); Annual data: calculated by Phoenix Research, OGNZL.

Changes

Table 30: Changes in annual AEP payments

AEP PAYMENTS	CHANGES		
	2014 – 2024	2022 – 2024	2023 – 2024
Amount paid (NZ$)	-30%	-56%	31%
Number of payments	-46%	-59%	-5%
Average amount paid per payment (NZ$)	29%	6%	38%

23 All data shown in this table relating to amalgamating AEP payments over time is subject to the proviso that recipients of the payments are not unique, with the same person being able to receive AEP payments in more than one period. For example, while the total number of payments shown in the table is 1,481, this is the total number of payments in each six-monthly period, and for the avoidance of doubt, does not represent 1,481 different people. The average number of recipients per six months over the last two years shown in this table is 242. That compares with an average of 257 recipients in 2014.

Comment

The AEP provides payments each six months to residents who qualify for payments. The payments are calculated based on the measured effects of mining operations at specific monitoring sites, relevant to both Correnso and Martha operations. (For further details of the monitoring sites, see P-I-8.)

2023 saw a marked drop in both the frequency of blasting and the size of effects from blasting, related to the changes in mining operations. The reduced blasting in 2023 compared with earlier years continued into 2024. In 2023 all AEP payments were related to blasting at Martha Underground. There was no blasting at Correnso during 2023 or the first half of 2024, though small amounts of narrow vein mining (with its corresponding small blasts) began again from mid 2024.

The number of AEP payments made in 2023 dropped to less than half of those made in 2022, and continued at slightly below the 2023 level in 2024. The size of the average payment also dropped in 2023, though not as markedly, to around three-quarters of the average payment in 2022. One reason for this difference is that the company increased the minimum AEP payment during 2023 compared with earlier years, so that whereas a resident might have received a payment as low as $30 or $75 in previous years, if a resident qualified for a payment at all from 2023 onwards, the minimum payment was lifted to $250.

Despite less AEP payments being made in 2024 than in 2023, the average payment amount increased markedly in 2024, by 38%. That is attributable to the changed mix of types of blasts, with less frequent but bigger blasts occurring in 2024 compared with 2023, and more larger blasts occurring within shorter time periods. The formula for calculating AEP payments is particularly sensitive to the size of blasts, while also taking account of further metrics such as frequency and recurrence of blasting. Thus for example several large blasts within one month increases the AEP payment more than if those blasts were spread over several months.

As noted in the commentary on Ec-I-1, with the very low inflation in New Zealand over the years up until 2020, it had been appropriate for the SIMP reports up until then to ignore inflation[24]. However the higher rates of inflation starting in 2021 (quoted in relation to Ec-I-1) mean that it could now be appropriate to consider the impact of inflation on the AEP results. However the drops in both the annual total of AEP payments and the average payment are much larger than inflation over the relevant years (for example, from 2022 to 2023 inflation was 5.7%), so it is reasonable to ignore inflation for these purposes. (The total amount of AEP payments in 2023 compared with 2022 was down to 33.3% of the total AEP payments in 2022. If that drop is adjusted for inflation the 33.3% changes only to 31.5%.)

Inflation from 2023 to 2024 was markedly lower (3.0%), making inflation an even smaller contributor to the changes in payments from 2023 to 2024.

It is also useful to note that the company adjusts the AEP payments each year by the rate of inflation.

[24] As also noted in the more detailed discussion of inflation at Ec-I-1, the CPI (Consumer Price Index) has been used in this report as the best available measure of inflation.

P-I-2, P-I-3, P-I-4 and P-I-5: OGNZL PROPERTY OWNERSHIP AND RENTALS (Commercial Department)

- **P-I-2:** Number of OGNZL rental residential properties in the Project Martha and Correnso project areas
- **P-I-3:** Number of OGNZL-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories
- **P-I-4:** Proportion of Waihi's total residential properties owned by OGNZL
- **P-I-5:** Proportion of OGNZL-owned properties in the Project Martha Area and Correnso Extended Project Area (CEPA) rented by OGNZL employees

Data and Changes

Table 31: OGNZL property rentals and ownership

OGNZL PROPERTY RENTALS AND OWNERSHIP	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
OGNZL rental properties in the CEPA (Correnso Extended Project Area)*	22	52	54	54	145%	4%	0%
OGNZL rental properties in the Rex (Project Martha) Area	N/A	11	11	9	-	-18%	-18%
Total residential properties in Waihi owned by OGNZL**	78	124	125	122	56%	-2%	-2%
Sections of land owned by OGNZL	56	60	60	60	7%	0%	0%
Commercial properties owned by OGNZL	5	8	8	8	60%	0%	0%
Unusable properties (in the subsidence zone) owned by OGNZL	66	66	66	66	0%	0%	0%
Other properties (mill, tailings storage facility, underground portal, open pit, farms) owned by OGNZL	11	12***	12	12	9%	0%	0%
Total property assets rented/owned by OGNZL**	**216**	**270**	**271**	**268**	**24%**	**-1%**	**-1%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Property Department and Commercial Department (2022 – 2024).

* Note that there have recently been small changes in the boundary definitions of the CEPA, giving rise to small changes in the number of properties within the CEPA.

** The third line in this table includes properties that are also shown in the first two lines. The total therefore is the total from the third line down only.

*** An increase of one "other" property owned by OGNZL occurred in 2022 compared with 2021, and reflected the purchase of the farm on Willows Road, bought for the Waihi North Project. This is one of a number of instances where an impact of mining more widely than just Correnso and Project Martha is reflected in the SIMP monitoring indicators.

Table 32: Residential properties in Waihi owned by OGNZL

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
Residential properties in Waihi owned by OGNZL as a proportion of the total number of private dwellings in Waihi [25]	3%	5%	5%	5%	2% points	0% points*	0% points*
Number of residential properties in the CEPA that are owned by OGNZL and rented by OGNZL employees	0	20	22	23	-	15%	5%
Proportion of OGNZL-owned residential properties in the CEPA that are rented by OGNZL employees	0%	38%	41%	43%	-	5% points	4% points
Number of residential properties in the Rex that are owned by OGNZL and rented by OGNZL employees	N/A	4	5	5	-	25%	0%
Proportion of OGNZL-owned residential properties in the Rex that are rented by OGNZL employees	N/A	36%	45%	56%	-	20% points	11% points

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance and Commercial Departments (2022 – 2024).

Comment

Correnso Consent Condition Number 46 and Martha Consent Condition Number 84 require OGNZL to make an offer to purchase properties when active mining is occurring under legal title.

The number of properties owned and rented by OGNZL in the CEPA, as well as the total number of residential properties in Waihi owned by OGNZL, all increased from the baseline in 2014 up to a peak of 62 in 2020, a result of the expansion of the Correnso mine (located under a residential area) over that period, and the CEPA operations in particular, which led to further property purchases by OGNZL. In contrast, during 2021 and 2022, with the focus of mining switching to Martha

[25] The SIMP specification of "Waihi's total residential properties" as the divisor for P-I-4 cannot be exactly matched by data published by Statistics NZ from the 2023 Census. Statistics NZ publish a count of "households in occupied private dwellings", which is the nearest equivalent to the SIMP specification, the main difference being the treatment of unoccupied dwellings (estimated at 5% of all dwellings in Waihi). That difference is immaterial for the purposes of calculating P-I-4.

The 2023 Census reported that there were 2,358 households in occupied private dwellings in Waihi at that time. That count is based on amalgamating the areas of Waihi North, Waihi East and Waihi South: these "SA2" areas were newly defined in the 2018 Census, and differ marginally from earlier definitions of "Waihi", giving rise to counting 1.6% more dwellings than using the definition of Waihi used in SIMP reports before the 2018 Census results were available. That difference is also immaterial for the purposes of calculating P-I-4, and examining trends over time.

In years between Census years Phoenix has calculated the number of "households in occupied private dwellings" based on the annual growth rates in numbers of households in Waihi between the most recent Census years, using standard extrapolation methods.

Underground, the company divested itself of a number of rental properties in the CEPA area. That is consistent with its preference and policy to avoid owning more property than it needs to. No further divestment in this area was needed during 2023 and 2024. During 2023 and 2024 the company continued renting less than half of those it still owned in this area to employees (43% as of 2024).

The number of rental properties owned by the company in the Rex or Project Martha area has naturally increased from when mining started there in 2020 (4 properties were owned there during that year). However the number of rental properties owned by the company related to Project Martha (9 in 2024) is markedly less than the number in the Correnso or CEPA area, a reflection of the fact that Martha Underground is located under less property owned by others, than Correnso: a significant part of Martha Underground is located under the Martha pit, not under residential or commercial land. A visual inspection of the mine development plan issued by the company at the start of each month would suggest that well over 50% of the land above the Martha Underground mine is in fact the Martha pit, rather than land with or without buildings. The company being required to offer to purchase land above Project Martha thus affects many less properties than was the case with Correnso.

The relatively small number of residential properties owned by OGNZL in the Rex (Project Martha) area also reflect that this area (i) is small and (ii) is mostly commercial rather than residential. Even so, the proportion of residential properties owned by OGNZL in the Rex area that are rented to employees is broadly similar to the proportion in the CEPA area.

Of all the residential properties in Waihi owned by OGNZL (122 in 2024), a consistent proportion close to 50% (63 in 2024), have been in the Correnso/CEPA/Project Martha areas over the period 2022 – 2024.

There has been no change in the numbers of properties other than residential ones, owned by OGNZL in Waihi, over the period 2022 – 2024.

One property purchase in 2022 is worth special note. This was the purchase of a farm on Willows Road, Waihi, to host surface infrastructure required for the construction and maintenance of the proposed Wharekirauponga access tunnels.

P-I-6: RESULTS OF WAIHI PROPERTY MARKET REVIEW INCLUDING NUMBER OF SALES AND BREAKDOWN BY WAIHI EAST, WAIHI WEST; AVERAGE SALE PRICES, AND AVERAGE FOR WAIHI EAST AND WAIHI WEST; ACTIVITY IN COMPARABLE MARKETS (TO ACCOUNT FOR CONFOUNDING FACTORS SUCH AS BANKS INCREASING MINIMUM DEPOSIT LEVELS); AND OTHERS AS RELEVANT (External Affairs and Social Performance Department)

This indicator was developed because of its applicability to Project Correnso, for which identifying Waihi East was a natural area of focus. Waihi West was deemed to be an appropriate comparator for those purposes.

Six Monthly Data

Table 33: Waihi property sales and average sale prices

	SALES PERIOD								
	Jan 2014 to Jun 2014	Jul 2014 to Dec 2014	Jan 2022 to Jun 2022	Jul 2022 to Dec 2022	Jan 2023 to Jun 2023	Jul 2023 to Dec 2023	Jan 2024 to Jun 2024	Jul 2024 to Dec 2024	Average 2022 – 2024
Waihi (overall) [26]									
Number of sales	43	72	54	33	53	61	72	72	
Average sale price	$200,384	$205,540	$698,384	$640,642	$602,587	$610,259	$589,408	$617,841	$623,011
Waihi West									
Number of sales	12	26	16	10	24	29	22	25	
Average sale price	$196,917	$227,212	$767,578	$669,020	$635,692	$652,500	$601,318	$641,840	$654,171
Waihi East									
Number of sales	5	7	12	7	7	8	11	9	
Average sale price	$237,300	$180,357	$690,833	$657,286	$614,143	$601,318	$774,364	$618,250	$668,390

Source: Telfer Young (2014); Telfer Young/CBRE (2022); CBRE (2023 and 2024).

[26] All the property sales data in this table and the following one refer to sales of single residential properties with land area less than 1,300m^2. The 2014 data includes properties sold with Top Up: of the years shown in this table the Top Up programme was in operation only during 2014. The data does not include outright purchases of properties by OGNZL.

Annual Data and Changes

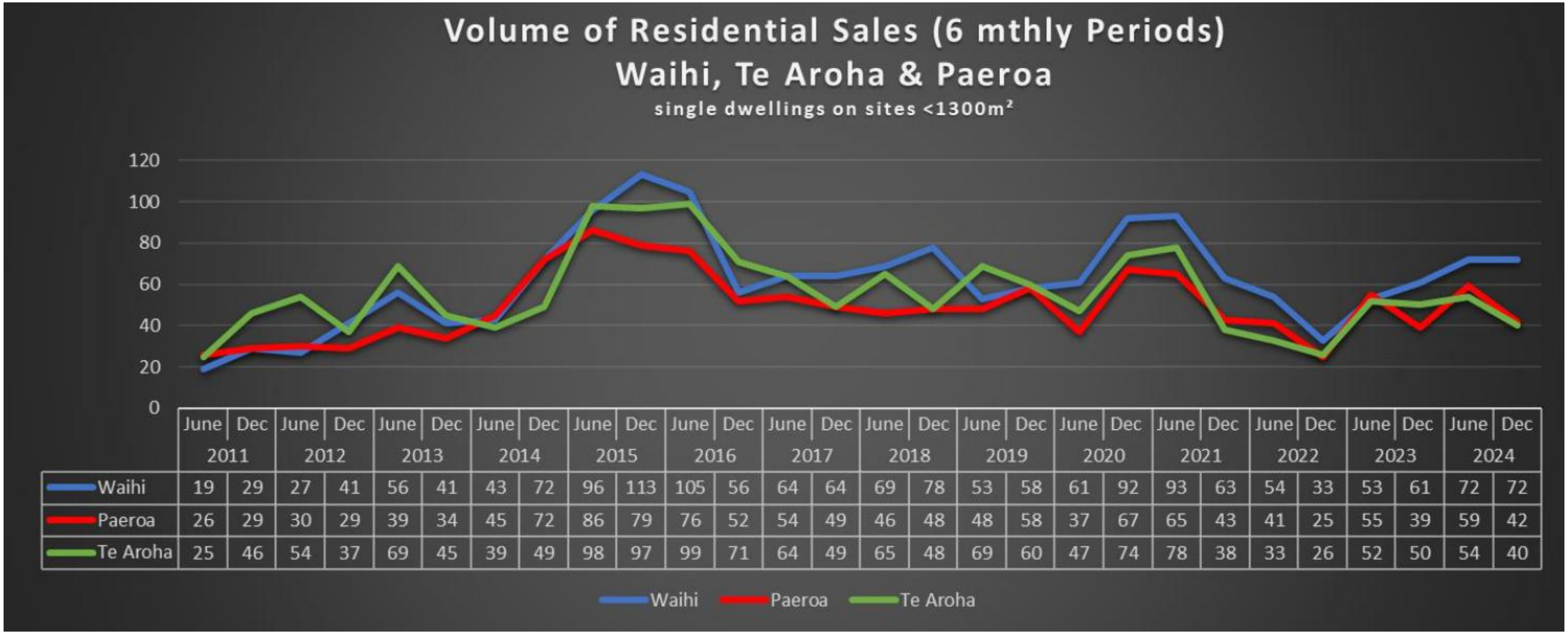
Table 34: Waihi property sales and average sale prices

	ANNUAL DATA				CHANGES		
	Overall 2014 (Baseline)	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
Waihi (overall) [27]							
Number of sales	115	87	114	144	25%	66%	26%
Average sale price	$202,962	$676,482	$606,692	$603,625	197%	-11%	-1%
Waihi West							
Number of sales	38	26	53	47	24%	81%	-11%
Average sale price	$212,065	$729,671	$644,889	$622,872	194%	-15%	-3%
Waihi East							
Number of sales	12	19	15	20	67%	5%	33%
Average sale price	$208,829	$678,474	$607,986	$704,113	237%	4%	16%

Data sources: 2014: SIMP Annual Monitoring Report (KPMG Banarra, 2016);
2022 – 2024: Telfer Young/CBRE six-monthly data annualised by Phoenix Research.

[27] All the property sales data in this table refer to sales of single residential properties with land area less 1,300m². The 2014 data includes properties sold with top up: of the years shown in this table the top up programme was in operation only during 2014. The data does not include outright purchases of properties by OGNZL. These descriptions of the property sales data also apply to the following graph.

Data for activity in comparable markets (number of sales)



	June 2011	Dec 2011	June 2012	Dec 2012	June 2013	Dec 2013	June 2014	Dec 2014	June 2015	Dec 2015	June 2016	Dec 2016	June 2017	Dec 2017
Waihi	19	29	27	41	56	41	43	72	96	113	105	56	64	64
Paeroa	26	29	30	29	39	34	45	72	86	79	76	52	54	49
Te Aroha	25	46	54	37	69	45	39	49	98	97	99	71	64	49

	June 2018	Dec 2018	June 2019	Dec 2019	June 2020	Dec 2020	June 2021	Dec 2021	June 2022	Dec 2022	June 2023	Dec 2023	June 2024	Dec 2024
Waihi	69	78	53	58	61	92	93	63	54	33	53	61	72	72
Paeroa	46	48	48	58	37	67	65	43	41	25	55	39	59	42
Te Aroha	65	48	69	60	47	74	78	38	33	26	52	50	54	40

Source: Review of Market Activity – Waihi, CBRE report for OGNZL External Affairs and Social Performance Department.

Comment

The total number of residential property sales in Waihi was more or less steady during the four years up to the first half of 2020. Over the year from July 2020 to June 2021 sales peaked compared to most previous years, except in 2015 and the first half of 2016, when the number of sales was higher than during any other period since 2014. Sales then fell away markedly starting in the second half of 2021, and were particularly low in the second half of 2022. The graph above shows that the marked decrease in property sales in Waihi starting in the second half of 2021 (as shown in Table 32) also occurred in other towns in the area approximately similarly. That is, this is a trend not specific to Waihi. Similarly it is clear that the decline in sales in 2022 was Waihi-wide, and not specific to any particular area within Waihi, including not specific to Waihi East.

Sales rebounded during 2024, though not as far up as the high peaks in 2020 and 2021.

Average property sales prices in Waihi during 2023 and 2024 were below those of 2022, mirroring national trends in sales prices. Those trends generally applied within Waihi West and Waihi East, although there is some indication of a one-off pickup in Waihi East prices in the first half of 2024. (Note that this type of data can be subject to marked variations by occasional high/"outlier" sales prices, which could easily have happened in Waihi East in the first half of 2024.)

In the 2018 and 2020 SIMP reports particular note was made of the trends in long-term average sale prices in Waihi East compared with Waihi West, as an indication of the appropriateness of the cessation of the Top Up programme in the Correnso area, that the company had run for some years, though brought to a conclusion in 2016. This programme was designed to "top up" the price a vendor could get for their property, to the extent that being in an area above the Correnso mine had detracted from the resale value of their house. The decision to cease the Top Up programme in 2016 was based on solid property sales data at the time.

The data presented in Table 33 showing the average sales prices during the three years up to 2024 provide a further indication that sales prices in Waihi East are now higher than those in Waihi West, just as they were in 2014, the baseline before Correnso started. (Averaging this data over three years has the advantage of smoothing out the significant variations that can occur when six monthly periods are used for those comparisons.) That is, the sales price data averaged over the three most recent years adds further support to the Top Up programme having been stopped some years ago.

Apart from the sales **price** data, there are no contra indications of that trend in the data on **numbers** of property sales comparing Waihi West with Waihi East.

P-I-7: TOP UP PROGRAMME DATA: A) NUMBER OF APPLICATIONS RECEIVED; B) NUMBER OF APPLICATIONS APPROVED; AND NUMBER OF PROPERTIES SETTLED (External Affairs and Social Performance Department)

Data

Table 35: Summary of Top Up programme

NUMBER OF…	2014 (Baseline)	2022	2023	2024
Applications received	23	1*	4 **	0
Applications approved	14	1	0	0
Properties settled	9	0	0	0

Sources: Correnso SIA Engagement, KPMG Banarra (2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* The single Top Up application recorded in this column related to a sale and purchase that was conditional on the purchaser selling their property. This was not settled in 2022. This application related to the Waihi North Project.

** These Top Up applications all relate to properties adjacent to elements of the OceanaGold Waihi's proposed Waihi North Project. As with a small number of other indicators, this is an example of indicator data being provided that goes beyond Correnso and Martha Underground, the two parts of the mine whose consent conditions require the preparation of this SIMP report.

Comment

The Correnso Top Up programme was ended in 2016 following OceanaGold management review of the initiative, which found that the volume and number of sales taking place without a "Top Up" had increased significantly. As a result, no applications for the Top Up programme were received in 2016 or 2017. OGNZL communicated the conclusion of the Top Up Programme to the public through a range of mechanisms, such as OGNZL's regular community newsletter, "Mining Matters"[28] (previously "The East Ender").

However as part of the announcement of Project Martha in 2018, OGNZL reintroduced the Top Up programme, resulting in one application being received each year from 2020 to 2022, including the one shown in the table above. The programme clearly had much narrower applicability over those last three years than earlier, essentially because Martha Underground has many fewer privately owned houses over it than Correnso.

One Top Up application was received and approved in 2020, as reported in the 2019 – 2020 SIMP report. This was in relation to the proposed Project Quattro. (That was a project that after initial development was split into components including the Waihi North Project and Martha Open Pit.) OceanaGold acknowledges that their proposed activities have the potential to cause a minor short-term impact on the values of adjacent property. In recognition of this, OceanaGold applies its Top Up

[28] Available at: https://www.hauraki-dc.govt.nz/community/mining-in-hauraki/monitoring-reports

management measure from the point of project announcement (i.e. before any other later stages in project development such as when consent is applied for or approved). The Top Up initiative is designed to avoid distortions in the property market due to any perceptions of adverse mining effects, and encourages ongoing private ownership of property. That application is also of note as a further example of SIMP indicators identifying social impacts beyond those of Correnso and Project Martha: on balance it has been concluded that such social impacts are better included in the SIMP reporting than not, as indicators of the wider social impacts of mining in Waihi as a whole, not just Correnso and Project Martha. That observation also applies to the single Top Up application received and approved in 2022: that was also unrelated to either Correnso or Project Martha.

It is notable that no Top Up applications were received in 2024.

P-I-8: NUMBER OF OGNZL FIXED POINT VIBRATION MONITORS (Environment Department)

Data

Table 36: Number of OGNZL fixed point vibration monitors

	2014 (Baseline)	2022	2023	2024
Total fixed point vibration monitors	18	18	18	18
Number in the Correnso area	10	5*	5	5
Number in the Project Martha area	NA	11	11	11
Number that monitor both Correnso and Project Martha	NA	2*	2	2

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).
* Reduced from 10 to 7 on 18th July 2022.

Comment

There were 21 fixed point vibration monitors in the Waihi area over several years up until 2021. These were reduced by three during 2022 to 18, as a result of the lesser need to monitor vibration in the Correnso area, with the mining there winding down. Eleven remain located in the Martha area. They are located in strategic positions based on the location of the Correnso and Martha ore bodies, and the mining of them. (Hence the two monitors noted in the table above that monitor vibration in both the Correnso and Martha areas.)

Any change in the location of these monitors must first be approved by HDC.

This indicator was not originally identified as a key impact area for monitoring within the SIMP. Data has been reported against this indicator in the SIMP monitoring reports since 2016 in response to community concerns relating to the quality and independence of OceanaGold's noise and vibration monitoring equipment.

P-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO PROPERTY, INCLUDING OGNZL'S APPROACH TO MANAGING PROPERTY-RELATED ISSUES (External Affairs and Social Performance Department)

Data

Table 37: Community perceptions of OGNZL's approach to property (2014 baseline)

Questions: *"How confident are you that Newmont is managing any impacts of Correnso on local property?"; "How confident are you in Newmont's management of blasting noise and vibration?"; "How confident are you that Newmont is managing any impacts of Correnso on land stability?"*

HOW CONFIDENT IN NEWMONT'S MANAGEMENT OF:	2014 (Baseline) (n=58) %
Any of impacts of Correnso on local property	
Very confident	29
Quite confident	28
Moderately confident	16
Slightly confident	10
Not at all confident	16
No response	2
Blasting noise and vibration	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0
Any of impacts of Correnso on land stability	
Very confident	19
Quite confident	40
Moderately confident	24
Slightly confident	3
Not at all confident	14
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified further detailed perceptions on this point that are documented in the 2016 SIMP Annual Monitoring Report.

Data and Changes

Table 38: Community perceptions of OGNZL's approach to property (2022 – 2024)

Question: *"How confident are you that OceanaGold is managing any impacts of the current mining in the Waihi area[29] on local property?"*

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=301) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very confident	21	24	23	20	23	26	2	2	0	6
Quite confident	26	30	31	32	30	34	4	4	-1	2
Moderately confident	24	24	22	22	21	22	-3	-2	-1	0
Slightly confident	17	10	11	4	12	10	-5	0	1	6
Not at all confident	7	2	6	4	6	0	-1	-2	0	-4
Don't know	5	10	7	18	8	8	3	-2	1	-10

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

Comment

The confidence of residents and businesses in Waihi in 2023 and 2024 about how OceanaGold manages any impacts of mining on local property remains high. This confidence mirrors their being very positive about economic and employment impacts of mining.

The steady and high ongoing confidence by the community in how OGNZL manages impacts on local property is notable in view of the announcements and developments in mining during 2023 and 2024 that might have been thought likely to impact local property. These include:

- A progress update on the Waihi North Project in May 2023;
- Maintenance work starting at the bottom of the Martha pit in July 2023, and in September announced as extending into the night;
- Announcement of requesting permission for Rex Orebody additional works in August 2023;
- Announcement in March 2024 that the company would pause the application process for the Waihi North Project and instead investigate the "Fast-Track" provisions announced by government;
- Proposed changes to the Martha Mineral Zone and related plans communicated (March 2024);
- Provision of an overview of Waihi North Project including maps, links and clarifications (April 2024);

[29] See earlier discussion of minor changes to the wording of this and similar questions: footnote 10 to Table 11.

- Martha Pit Portal works announced (May 2024);
- Resumption of Correnso narrow vein mining announced (June 2024);
- Info released across multiple media about the Waihi North Project being eligible for Fast-Track (October 2024);
- Waihi North Project Information Day (November 2024);
- Public hearing on the Martha Mineral Zone (November and December 2024).

Even though these might all be thought likely or possible to impacting on property, these announcements have clearly not reduced the community's confidence in how OGNZL manages any impacts of mining on local property. The steadiness of this confidence in the company's management of impacts on property suggests effective communications about the new projects, and may also relate to the wind-down at Correnso, combined with the fact that the majority of mining at Martha Underground is under the Martha pit, not local properties.

P-I-10: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING PROPERTY-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

When a stakeholder contacts the company with a concern or complaint, these options are explained to them and they choose how their feedback is to be classified and treated:

- A complaint is when the stakeholder chooses to have the matter referred to management within the company, and responded to in writing;
- A concern is when the stakeholder wishes the company to know of their concern but does not ask to have it referred to management, or to receive a response about it.

The following table presents data that are the first in this report to make this distinction. This same definition also applies to distinguishing concerns and complaints from stakeholders in the later sections of this report.

The company's system for logging complaints was updated to give fuller information starting in 2019. The time of day, not just the date, of a complaint and the company's first response, were logged from 2019 onwards. For the purposes of this Indicator, the "Days to respond" in each case were assigned as follows:

0 zero days – same day
1 day – next day
2 days – the day after that
Etc

Note that while this calculation of days to respond is fully objective, it also contains some oddities. For example, a complaint received at say 4 pm one day and responded to at 9 am the next day is treated as taking one day to respond, just as is a complaint received at say 8 am one day and responded to at 4 pm the following day.

The complaints logging system is under continual review, seeking to improve the accuracy of recording the date and time of the company's first response for all concerns and complaints. Situations where that can be a challenge include relatively informal contacts such as someone coming into the company's office or the Gold Discovery Centre and commenting informally. In such situations the date and time of response that is recorded may not refer specifically to the first response. The data presented for this indicator needs to be interpreted in the light of that proviso. Assessment of "average response rate" as specified in the indicator would seem best taken as time to first response, a conservative approach that the company has chosen to use for reporting on this indicator.

Data and Changes

Table 39: Stakeholder feedback, concerns and complaints received by OGNZL regarding property-related issues

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of complaints and concerns							
Complaints regarding perceived property damage[30]	*	7	3	2	*	-71%	-33%
Concerns regarding perceived property damage		6	4	8		33%	100%
Total	**23**	**13**	**7**	**10**	**-57%**	**-23%**	**43%**
Average number of days to first response **	4	1.2	1.1	1.1	-73%	-8%	0%
Number of contacts/enquiries by nature of communication							
House available for rent	1	1	10	1	0%	100%	-90%
Information request for due diligence	9	24	23	44	389%	83%	91%
Information request – general	5	4	0	7	40%	75%	100%
Loss of equity/potential for proposed projects to impact property value	3	12	6	2	-33%	-83%	-67%
Request for OGNZL to purchase property	5	1	2	2	-60%	100%	0%
Top Up Programme	12	6	1	17	42%	183%	1600%
Inability to sell property	3	0	2	0	-100%	0%	-100%
AEP enquiries	9	21	13	9	0%	-57%	-31%
Other property related enquiries (most of these are about property agreements: examples of other enquiries are about anomalies related to fencing, wandering/grazing,stock, and drone use)	-	35	32	46	-	31%	44%

Data source: OGNZL External Affairs and Social Performance Department.

* Complaints and concerns not differentiated in the 2014 SIMP monitoring report.

** See note about this metric on the page above. The way this was measured in 2014 has been tightened since then.

[30] The count of the number of complaints for this category is mostly made up of what could generally be described as complaints about mining. Some complaints are marginal as to whether they are appropriate to include in this indicator data, although a conservative approach has been taken in making these classifications. For example, in 2020 a complaint was made about cattle wandering from OGNZL land – in this case the cattle caused damage so this complaint ***was*** included in this data. The data also includes somewhat anomalous cases, for example about fencing where the resident's property is bounded by an OGNZL-owned property, and another by a property owner concerning a tenant in a property rented from OGNZL The last line in the table above was not provided in SIMP reports before 2019, and shows the extent of the contacts and enquiries that are less directly related to mining, and do not qualify as "complaints".

Comment

The number of complaints and concerns about perceived property damage had remained low over the period 2020 to 2022, and was lower still in 2023 to 2024. In 2024 there was a marked shift towards concerns rather than complaints.

The low average number of days to first response also shows that complaints and concerns continue to be responded to promptly.

The relatively high number of enquiries related to due diligence in 2022 carried through to 2023 and increased sharply in 2024. This has been noted to fluctuate with fluctuations in the property market. The P-I-6 indicator shows that property sales were relatively high in 2024, correlating with the increased number of enquiries related to due diligence. Local knowledge suggests that there was a general increase in activity in the property market: while the property sales data at P-I-6 shows an increase in sales in 2024, there was other property-related activity as people considered property purchases but did not necessarily proceed with them. Note that enquiries about impacts of historic mining on a property are referred to HDC.

The large increase in Top Up applications was discussed above at P-I-7. As set out there, most of these enquiries resulted instead in property sales, the company purchasing the properties or entering into purchase agreements. None of the 17 Top Up applications in 2024 in the table above were approved.

The increases in numbers in 2024 of both due diligence enquiries and enquiries about the Top Up programme may also relate to the company proactively encouraging people to pop into the project office in the main street to discuss the implications of mining for their property (more than has been done previously), especially any implications of the Waihi North Project. Another example of the company proactively encouraging dialogue about property was a big meeting the company initiated with all real estate agents in the area to inform them about the Waihi North Project and its implications for properties in the area.

The increase in concerns about possible property damage in 2024 is thought to be attributable to more blasting that year.

In 2023 there was a marked increase in the number of inquiries about houses available to rent. That is thought to be related to the increased scarcity throughout the country of houses available to rent, plus possibly people struggling to pay their rent so seeking cheaper accommodation. Inquiries about houses available to rent was also high (11) in 2020 (not shown in table): this was thought to be triggered by people seeking to relocate because of Covid.

A moderately large and increasing number of "other" enquiries have been recorded over the period 2022 – 2024. Case-by-case examination of these enquiries shows that they almost all were only marginally connected with mining, or less directly so. Use of this category for classifying enquiries is being reviewed, seeking the most appropriate ways to distinguish enquiries that are more directly related to mining, versus less so, or barely at all. The next SIMP report is likely to contain some clarification about this category of enquiry, and distinctions within it.

P-I-11 and P-I-12: DAMAGE-RELATED COMPLAINTS AND RESOLUTIONS (External Affairs and Social Performance Department)

- **P-I-11:** Number and percentage of property complaints where it is determined that the cause of damage is attributable to Project Martha or Correnso activity, as per Project Martha Consent Condition 56 and Correnso Consent Condition 21b
- **P-I-12:** Number of instances of property complaints dealt with under Project Martha Consent Condition 56 and Correnso Consent Condition 21b whereby disputes are referred for arbitration with the IRP, and the results of this process

No complaints of this nature have been received over the period 2014 (when the SIMP monitoring reporting was implemented) to 2024.

P-I-13: EMPLOYEES' HOUSING (External Affairs and Social Performance Department)

This is a new indicator, introduced for the first time in the 2020 report.

Note that this data is presented in terms of numbers of employees. Small proportions of employees live in households where two or more people work in mining. A consequence of that is that the following data cannot be directly read as reflecting the number of properties in Waihi: that would be over-stated to the extent of households containing more than one person working in mining. (That proportion ranged between 5% and 9% over the period 2017 – 2024, and was 8% in 2024.)

Table 40: Employees' housing situations

HOUSING SITUATION	DATA						CHANGES	
	2022		2023		2024		Changes in percentages	
	N	%	N	%	N	%	2022 – 2024	2023 – 2024
All employees	**458**		**459**		**533**			
Own current home	267	58%	272	59%	302	57%	-1%	-2%
Rent on private market	91	20%	92	20%	116	22%	2%	2%
Rent from OceanaGold	48	11%	52	11%	44	8%	-3%	-3%
Board/Rent a room *	38	8%	33	8%	55	10%	2%	2%
Company provides accommodation *	6	1%	3	1%	9	2%	1%	1%
Other	8	2%	7	2%	7	1%	-1%	-1%
Own a house don't live in * **	85	19%	96	21%	99	19%	0%	-2%
OGNZL employees	**354**		**357**		**395**			
Own current home	211	60%	220	61%	240	61%	1%	0%
Rent on private market	66	19%	63	18%	71	18%	-1%	0%
Rent from OceanaGold	39	11%	45	13%	39	10%	-1%	-3%
Board/Rent a room	30	8%	22	6%	39	10%	2%	4%
Company provides accommodation	2	0%	0	0%	1	0%	0%	0%
Other	6	2%	7	2%	5	1%	-1%	-1%
Own a house don't live in **	69	19%	81	23%	77	19%	0%	-4%
Contractor employees	**104**		**89**		**138**			
Own current home	56	54%	52	51%	62	45%	-9%	-6%
Rent on private market	25	24%	29	28%	45	32%	8%	4%
Rent from OceanaGold	9	8%	7	7%	5	4%	-4%	-3%
Board/Rent a room	9	9%	11	11%	16	12%	3%	1%
Company provides accommodation	4	4%	3	3%	8	6%	2%	3%
Other	1	1%	0	0%	2	1%	0%	1%
Own a house don't live in **	16	15%	15	15%	22	16%	1%	1%

Data source: Employee Survey (OGNZL and Phoenix Research).
Note: This data is not available from the 2014 Employee Survey.
* Asked of everyone since 2020 (i.e. each year in this table though not in previous years).
** A separate answer category from those above. The lines above add to the total people in each year, i.e. not including the ** line of results.

Comment

The results on this indicator have remained very stable over 2020 to 2022, a natural consequence of people in general changing their housing situations infrequently.

Against that background of overall stability, it is notable that contractor employees have shown an increase in the proportions living in accommodation rented on the private market in 2024. This is consistent with the increased numbers of contractor employees in 2024 reported earlier (Em-I-1).

The largest proportion of employees live in homes they own. This holds for those employed directly by OceanaGold and those employed by a contractor. However that proportion declined markedly over 2022 to 2024 for contractor employees, clearly offset by the increased numbers of these employees living in accommodation rented on the private market.

The next largest proportion of all employees live in accommodation they rent on the private market, which is about twice as common as renting from OceanaGold, although that has varied somewhat over the years.

This data bears some comparison with the data presented at P-I-2, 3, 4 and 5. That data is a "company" view of the properties it rents. The data in this section about employees renting from OceanaGold is a "tenant" view. P-I-2 shows that OceanaGold owned 122 residential properties in Waihi in 2024. The table above shows that 44 employees rented from OceanaGold in 2024, 38% of the number of OceanaGold properties. P-I-2 to P-I-5 show that in the CEPA and Rex areas, 28 out of 63 properties there owned by OceanaGold were rented by employees in 2024, 44%. That proportion is not too dissimilar from the 38% overall. Allowing that there could be differences in the proportion of properties rented by employees in different parts of Waihi, the closeness of those two percentages suggests reasonable consistency of the "company" compared with "tenant" view of renting. (Note that this analysis does not take into account the factor described above about households where two people work in mining, which has only a small effect on these comparisons.)

(The use of cross-checking or "triangulation" is a standard and recommended approach in social research. As identified in a review on the internet, "By combining diverse viewpoints, researchers can overcome limitations of a single perspective, cross-verify data, identify inconsistencies, and build a more comprehensive understanding of complex issues, thereby increasing confidence in their conclusions". That is the rationale for the previous paragraph, which adds to the confidence that can be attached to both the P-I-2, 3 ,4 and 5 data, and that shown in this indicator (P-I-13).)

Analysis of the Employee Survey shows that within the 19% of employees in 2024 who owned a house they do not live in, 11% are living in a home they also own, i.e. these 11% of employees own both the house they currently live in and one or more other houses. The exact same pattern was found in 2022, and a similar one in 2020.

There are several possible reasons for this, although it is important to acknowledge that owning one or more other houses applies only to a small proportion of employees:

- For some employees this could be a simple case of a holiday home or a form of investment that they have chosen;
- Although there is limited specific evidence on this point, ownership of more than one house may relate to a small proportion of mining employees retaining two households (e.g. one parent lives in a house they own in Waihi while working at the mine, e.g. visiting family at weekends, while the other parent continues to live

in the "family" home to provide continuity of schooling for children – there is some evidence of this pattern in results from the Employee Survey about where employees' children go to school);

- Retaining a house previously owned in some other location may also indicate a lack of certainty that the employee intends to live and work long-term in Waihi, e.g. providing an easy housing option if they later return to somewhere they lived before. (That is supported by analysis not reported elsewhere of the 2024 Employee Survey, that shows that those who own a house that they do **not** live in as well as their house in Waihi, are more likely to leave Waihi when the mining there finishes than other employees.)

OTHER

N/A

5.3 SUMMARY – PROPERTY

Discussion	The potential for the Correnso development to have a negative impact on property in Waihi East was raised as a key concern in the Correnso SIA Engagement (2014). This is reflected in the number and scope of the property-related mitigation actions contained within the SIMP. The results and trends on property in the 2019 – 2020 SIMP report indicated clearly that the impacts of Correnso on property prices there had fallen away, building on similar trends noted in 2018. That appeared to fully support the decision the company had taken earlier to end the "Top Up" programme. The results through to 2024 have continued that pattern. The numbers of property sales in Waihi have fluctuated markedly over the years since the mining at Correnso was overtaken by Project Martha, in approximately 2021. Over that time, and for some years before that too, the number of sales in Waihi have fluctuated largely in parallel with the numbers of sales in the comparator towns of Paeroa and Te Aroha. Average sale prices in Waihi East have also mirrored the averages for the whole of Waihi, typically higher than the whole of Waihi over the period 2022 to 2024, though sometimes only by a small margin. That too confirms that there has been no need for the "Top Up" programme to have continued. To summarise these trends, there is no clear or consistent difference in the numbers of sales or the average sale price, comparing Waihi East with Waihi West. There are no firm indications that the presence (or reduction) of mining at Correnso at Waihi East has impacted property sales. Mining at Correnso has been scaling down since at least 2020, though still continuing on a reduced scale, with only narrow vein mining during 2023 and 2024. The mining at Martha Underground, which has taken over from Correnso as by far the main focus of current mining, seems likely to have much less impact on property, if only because most of this mining is under the Martha pit, not other properties. Consequently the SIMP reporting on property will now do best to reduce emphasis on Waihi East: the other indicators tracking the impacts of mining on property will be more relevant to future mining activity. Residents' and business owners' and managers' views on how the mine is managing any impacts on local property have remained predominantly positive, as they have been for some years. The newly introduced indicator about employees' housing situations may provide a useful benchmark against future measurements, when the increase in the workforce brought on by new projects may put pressure on housing.

Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Mitigation action P-M-7 is on hold, as OGNZL is not planning to close and is actively looking to extend LOM.

6 COMMUNITY

Objective	Contribute positively to the Waihi community through sustainable community investment and supporting employee participation in community life.
Potential impacts	• Continued investment in the community; • Increased community division and dissention; and • Continued participation of OGNZL's employees and contractors in community life.
Performance goals	1. Provide for continued and sustainable investment in the community. 2. Support community cohesion. 3. Support employee participation in community life.

6.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-1	Review current monitoring and evaluation activities and identify gaps in relation to community in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP community indicators are now being tracked.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-2	Monitor community sentiment towards OGNZL, particularly that of residents in East Waihi and the Project Martha area, and maintain involvement with WCF.	Annual	External Affairs and Social Performance Department	Ongoing	Monitor sentiment through the Waihi Annual Community Perceptions Survey(s), local newspaper, social media and feedback through the Community Engagement Phone Line. Personal visits are also regularly conducted to help monitor community perception (all of which are recorded in InForm), in addition to the facilitation of six monthly community meetings. Continued involvement with WCF with OceanaGold representatives consistently attending the monthly meetings. In 2023/2024 OceanaGold representatives were present at 21 meetings.
C-M-3	Regularly update the community about OGNZL's operational plans through community meetings, local radio and newspapers.	Ongoing	External Affairs and Social Performance Department	Ongoing	Community updated through regular community meetings; regular updates in the Hauraki-Coromandel Post (local newspaper); regular OceanaGold Waihi Facebook Posts, regular updates in Mining Matters newsletter to Waihi residents to advise monthly mining schedule. The OceanaGold Waihi Project Information Office was opened in 2019 as another way stakeholders can approach the Company for up-to-date information.
C-M-4	Review and revise (as needed) the community investment strategy to reflect community priorities and needs.	Ongoing	External Affairs and Social Performance Department	Ongoing	OGNZL's community investment strategy is monitored by a sponsorship and donation committee. In 2019, OceanaGold adopted the External Affairs & Social Performance Manual, which outlines the minimum requirements for the sponsorship and donations program.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-5	Review Education Centre programme to assess opportunities with local schools.	June 2016	External Affairs and Social Performance Department	Complete	Schools programme implemented to take school groups (pre-school and up) through the "Underground Experience". Visits are conducted with Waihi East School to teach children about blasting and vibration. The "Khaki Miners" display was established during 2017 as a new area of the Education Centre and has attracted high visitor numbers and positive acclaim. This was established largely by volunteers, working closely with OGNZL, and tells the story of the significant contribution of Waihi miners to the WW1 war effort, on the Western Front, that has had little other exposure. As of 2022, OceanaGold's "JumpStart Programme" is also facilitated through the Education Centre by the Company's Education Officer. Further to this in 2023, in partnership with Waihi College, OGNZL has created a skills development and training programme that builds confidence and skills for students through mine visits, manual driving training, and First Aid certification. This programme prepares them for future employment opportunities in both the mining sector and other industries.
C-M-6	Review and update OGNZL's Stakeholder Engagement Plan in consideration of community impacts.	January 2016	External Affairs and Social Performance Department	Complete	The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually. The Stakeholder Engagement Plan, Communications Plan and Waihi Annual Community Perceptions Survey(s) are updated annually, and together with the SIMP biennial monitoring report, inform this action point, and continue to be used for this purpose.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
C-M-7	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to community impacts.	January 2016	External Affairs and Social Performance Department	Ongoing	The OGNZL Stakeholder Engagement Plan was reviewed and updated in 2021 and 2022. This pairs with the Communications Plan that was reviewed as part of the Waihi North Project preparations. The Stakeholder Engagement Plan, Communications Plan, Waihi Community Perceptions Survey(s) and SIMP biennial monitoring reports inform this action point and continue to be used for this purpose.
C-M-8	Develop a feedback mechanism for recipients of community investment and in-kind donations, including the Education Centre, to assess intended and unintended impacts and identify opportunities for improvement.	June 2015	External Affairs and Social Performance Department	Complete	The feedback mechanism is implemented through the site standard operating procedure (SOP) – "Local Community Investment". Community feedback is reported in C-I-10.
C-M-9	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning community investment issues. Cintellate entries monitored.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

6.2 INDICATORS

C-I-1 and C-I-2: PARTICIPATION IN COMMUNITY LIFE (External Affairs and Social Performance Department)

- **C-I-1:** Number of OGNZL employees and contractors who participate in or volunteer for local community groups (e.g. affiliated with schools, religious groups) and emergency services
- **C-I-2:** Number of OGNZL employees and contractors who participate in, or volunteer for, local sports and recreational groups

Data

Table 41: Number of OGNZL and contractor employees participating in community life (2014 baseline)

Question: *"How do you get involved in the Waihi community?"*
[Note that employees could answer this question by indicating that they participated in none, one or several of these community life activities.]

PARTICIPATION TYPE[31]	2014 (Baseline) (n=112)	
	No.	%
Community group	13	12%
Emergency services	12	11%
Religious group	7	6%
School	19	17%

Source: Correnso SIA Engagement, Employee Survey (KPMG Banarra, 2014).

31 As noted in the 2016 SIMP report, the Employee Survey understated estimated numbers of employees to the extent that not all employees participated in the survey. That proviso makes it inappropriate to compare these 2014 results with those from later years.

Table 42: Number of OGNZL and contractor employees participating in community life: data

Question: *"To what extent are you involved with any of the following voluntary community activities in Waihi?"*

PARTICIPATION TYPE *	DATA [32]					
	2022 (n=458 employees, 298 in survey)		2023 (n=459 employees, 321 in survey)		2024 (n=533 employees, 421 in survey)	
	No.	Percent of total %	No.	Percent of total %	No.	Percent of total %
Community sports organisation	148	32%	132	29%	157	29%
Service organisation (e.g. Lions, Rotary)	29	6%	15	3%	25	5%
Community volunteer (e.g. meals on wheels)	24	5%	20	4%	23	4%
Arts/cultural group	37	8%	28	6%	28	5%
Education (e.g. BOT, PTA, other volunteer)	27	6%	24	5%	35	7%
Church group	28	6%	42	9%	40	7%
Rescue volunteer group	34	7%	36	8%	67	12%
Other	13	3%	7	2%	9	2%

Source: Employee Surveys (OGNZL and Phoenix Research).
* The numbers and percentages shown combine those answering "Active", "Regular" and "Irregular" for participation in each type of activity.

[32] The numbers of employees ("No.") quoted in this table are estimates based on extrapolating from the Employee Surveys to estimate the total number of employees participating in each type of voluntary community activity (not just the community life participation of those who completed the survey). The extrapolations factor up results from the surveys to take account of the response rates in the surveys. This method also makes comparisons between the years much more accurate than they would otherwise be. (That is because the method stops the factor of survey response rates from disrupting comparisons of numbers of employees between years.)

The columns of results presented as percentages are unaffected by this distinction, although the bases for the percentages are the numbers of employees that year, not the number in each survey.

The estimated numbers of employees participating are based on fuller accuracy percentages carried forward in the calculations, than are shown in this table. That is why the estimated "No's" may differ by one or two from the employee numbers that could be calculated from the percentages shown in the table.

This is the same treatment of non-response in the Employee Surveys as presented in the earlier Employment section.

Changes

Table 43: Number of OGNZL and contractor employees participating in community life: changes

PARTICIPATION TYPE	CHANGES					
	2022 – 2024			2023 – 2024		
	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees[33]	Changes in numbers of employees	Percentage change in numbers of employees	Change in percentage of employees
Community sports organisation	9	6%	-3%	25	19%	0%
Service organisation (e.g. Lions, Rotary)	-4	-12%	-1%	10	69%	2%
Community volunteer (e.g. meals on wheels)	-1	-3%	-1%	3	17%	0%
Arts/cultural group	-9	-23%	-3%	0	1%	-1%
Education (e.g. BOT, PTA, other volunteer)	8	29%	1%	11	45%	2%
Church group	12	41%	1%	-2	-6%	-2%
Rescue volunteer group	33	96%	5%	31	85%	4%
Other	-4	-31%	-1%	2	29%	0%

Comment

The widespread participation by OceanaGold employees in voluntary community activities appears to have dipped marginally in 2023 from a higher level in 2022, then increased markedly in 2024. The increase in the number of employees participating in voluntary community activities in 2024 is partly a consequence of the higher number of employees.

The main variations in participation in specific voluntary community activities within those overall trends over the period 2022 to 2024 have been:

- An increase in the number of employees engaged in community sports organisations (although this increase more than others appears likely to be a simple consequence of the growth in employee numbers)
- An increase in the number of employees participating in church groups
- A marked increase in the number of employees participating in rescue volunteer groups

[33] It is unusual to show two change columns with different bases for calculating percentages. This second column is more sensitive to changes in the ***mix*** of community activities employees participate in, and is not affected by changes in the numbers of employees, as is the first of the two columns of percentage change.

C-I-3: NUMBER OF CHILDREN OF OGNZL EMPLOYEES AND CONTRACTORS WHO ATTEND LOCAL SCHOOLS (People and Culture Department)

Data and Changes

Table 44: Type of local school/education facility attended by children of OGNZL and contractor employees

TYPE OF SCHOOL/ EDUCATION FACILITY	DATA[34]			CHANGES			
	ESTIMATED NUMBER OF CHILDREN			2022 – 2024		2023 – 2024	
	2022	2023	2024	Numbers of children	Percentage change	Numbers of children	Percentage change
Daycare centre[35]	89	64	52	-37	-42%	-12	-19%
Kindergarten	22	13	9	-13	-59%	-4	-31%
[Daycare and kindergarten combined][36]	[111]	[77]	[61]	[-50]	[-45%]	[-16]	[-21%]
Primary school[37]	120	103	136	16	13%	33	32%
College	72	72	81	9	13%	9	13%
Total	**303**	**252**	**278**	**-25**	**-8%**	**26**	**10%**

Data source: Employee Surveys (OGNZL and Phoenix Research).

Notes: Data not collected in 2014 baseline.

Starting in 2021 a refinement was added to this analysis to take into account households where two parents both work in mining. (Those numbers are shown with the P-I-13 indicator.) This refinement to the analysis removes the double-counting of children from such households: this had been done up until 2020. The estimates starting in 2021 are therefore fractionally more accurate than before. The SIMP report on the 2021-2022 years documents the effects of this change, which "are small enough not to detract significantly from the validity of comparisons with previous years".

Comment

The total number of children from mining households attending schools and other local education facilities grew from 2023 to 2024 by 10%, somewhat less than the growth over that period in the total number of employees (16%, as reported in Em-I-1 and 2). Over the two years up to 2024 there also appears to have been a trend for there to now be less children in daycare centres and kindergarten. That is somewhat offset by more children in schools in 2024 compared with 2023.

A trend not evident in this table is that 2022 was shown by this indicator to be a year with unusually high numbers of children reported.

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34 The data numbers in this table are estimates of the numbers of children of all employees that take account of the response rates in the surveys.

35 Inclusive of the number of children enrolled in the following daycares and kindergartens: Waihi Kindergarten, First Steps Waihi, Somerset Early Learning Centre, KiwiKidz Educare, ABC Waihi, Footprints Preschool and Te Kōhanga Reo o Pukewa. Starting in 2021, this list of facilities was extended to include Best Start Waihi East, Elite ECE, and Montessori in Athenree. Note that this is a more restricted meaning of "local" than that used throughout the rest of this report.

36 It seems likely that the reason for changes in the numbers of children attending daycares compared with kindergartens could be the result more of the way parents classify the facility, than real change. That is evident in how some parents identified the name of the facility their child/children attend in the Employee Survey, and is why this total is also shown. The total is likely to be the more reliable indicator. The numbers of children attending Waihi Playcentre are not included in this table, since this facility falls outside the scope of this SIMP indicator.

37 Inclusive of the number of children enrolled in the following schools: Waihi East, Waihi Central, Waimata, St Josephs, Waikino and Waihi Beach. As for daycares and kindergartens as noted above, note that this is a more restricted meaning of "local" than that used throughout the rest of this report.

Collecting consistently reliable data about the numbers of children from mining households attending local schools has proven to be challenging because of the nature of this survey. It is recommended accordingly that the data shown for this indicator is treated cautiously. This specific topic within the Employee Survey has been fine-tuned over time, and will be further developed in the 2025 survey.

C-I-4: EXPENDITURE ON "COMMUNITY INVESTMENT" ACTIVITIES, INCLUDING IN-KIND CONTRIBUTIONS (External Affairs and Social Performance Department)

Data and Changes

Table 45: Expenditure on community investment activities including in-kind contributions

	DATA (NZ$)				CHANGES (%)		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Community investment expenditure	314,646	368,945	445,776	344,444	9%	-7%	-23%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

Comment

As noted and documented in some detail in the 2021 – 2022 SIMP report, there was a sharp increase in community investment expenditure in 2022 compared with previous recent years. That was partly because of the impact of Covid in the previous years, when for example some funding that had been allocated had not been taken up because of not being spent. (An example was funding a rugby trip that could not proceed due to Covid.) It had been anticipated in the 2022 report that with that expenditure having included several "one-off" expenditures, it was likely that this expenditure would not continue at the high 2022 levels in later years.

However that has not proven to be the case, with community investment expenditure having climbed yet again in 2023 compared with 2022, in fact by a larger increment than 2021 to 2022. The unusually high expenditure in 2023 was largely the result of a one-off contribution to the Waihi Community Forum (WCF) for their outdoor recreation hub project. That being a one-off contribution also explains the community investment expenditure falling back in 2024 to levels more similar to 2022.

Two other contributors to increased community investment expenditure in 2023 compared with 2022 have been:

- The funding now provided by the company to Te Waitangi-O-Hinemuri, a new primary school that was established during 2023 on the marae in Waihi East;

- The inclusion in this data, for the first time, of a category of in-kind expenditure not previously shown in this data: the provision of firewood to residents meeting particular criteria (elderly and/or infirm). There were 63 residents meeting those criteria in 2023 who each received 2 cubic meters of firewood, valued at $230 per resident (i.e. a total of $14,490).

One further change made to the basis for this data is that in 2023 the company discontinued donations for cash prizes and/or payments to individuals. (The provision of firewood to residents is not treated as payments to individuals.)

After the high level in 2023, community investment in 2024 returned to a level more comparable with 2022. The next indicator points to a further likely contributor to this reduction: simply less applications being received (and therefore less granted).

C-I-5: NUMBER OF COMMUNITY INVESTMENT RECIPIENTS, BY ORGANISATION TYPE (External Affairs and Social Performance Department)

Data and Changes

Table 46: Number of community investment recipients by organisation type

Organisation type	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
Sporting	17	20	14	18	6%	-10%	29%
Environmental	1	2	4	3	200%	50%	-25%
Education/Youth*	16	11	13	10	-38%	-9%	-23%
Arts/culture	9	5	6	4	-56%	-20%	-33%
Health	4	2	6	2	-50%	0%	-67%
Community	12	9	10	8	-33%	-11%	-20%
Elderly	1	2	1	0	-100%	-100%	-100%
Total	**60**	**51**	**54**	**45**	**-25%**	**-12%**	**-17%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* Education and Youth community recipients were identified separately in 2014 and have been merged from 2017 onwards.

Comment

The spread of types of organisations receiving community investments has been similar over the period 2022 to 2024, though with considerable variations, for example with the total number of organisations receiving community investments in 2024 down 17% from the high in 2023. Sporting organisations followed by the education/youth sector are the most common recipients of community investment.

Changes in the mix of recipients of community investment is a function not just of OceanaGold's community investment criteria, but also changes in the mix of the applications the company receives. Less applications were received from sporting organisations in 2023 than in 2022, although the number of sporting organisation recipients rebounded in 2024. The numbers of each type of recipient of community investment have also fluctuated markedly over time for most types of community organisations.

Although a minor point, the donations of firewood to the elderly were done through a single organisation in 2023 (as indicated in the table), even though the firewood went to a large number of recipients.

C-I-6: EXPENDITURE ON LOCAL SCHOOLS, AS A TOTAL AND BY SCHOOL (External Affairs and Social Performance Department)

Data and Changes

Table 47: Expenditure on local schools as a total and by school

SCHOOL / EDUCATION FACILITY	DATA (NZ$)				CHANGES (%)		
	2014 (Baseline)	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
Total expenditure	**240,000**	**182,000**	**199,797**	**186,500**	-22%	2%	-7%
Primary schools							
St Josephs	10,000	14,000	14,000	14,000	40%	0%	0%
Te Waitangi-O-Hinemuri*			14,000	14,000	na	na	0%
Waihi Beach	10,000	14,000	14,000	14,000	40%	0%	0%
Waihi Central	10,000	54,000	54,000	44,500	345%	-18%	-18%
Waihi East	90,000	14,000	14,000	14,000	-84%	0%	0%
Waikino	10,000	14,000	14,000	14,000	40%	0%	0%
Waimata	10,000	14,000	14,000	14,000	40%	0%	0%
Total	**140,000**	**124,000**	**138,000**	**128,500**	-8%	4%	-7%
Pre-schools, early learning and childcare service providers**							
Waihi Kindergarten	30,000	0	3797	0	-100%	0%	-100%
Total	**60,000**	**0**	**3,797**	**0**	**-100%**	**0%**	**-100%**
Secondary schools							
Waihi College Trust	40,000	58,000	58,000	58,000	45%	0%	0%
Total	**40,000**	**58,000**	**58,000**	**58,000**	**45%**	**0%**	**0%**

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

Notes: This expenditure is a sub-set of the Community investment expenditure reported in C-I-4.

Rows in this table were re-ordered in 2023 to simple alphabetic ordering, reflecting the reduced significance of Correnso.

* New school in the Waihi area as of 2023.

** First Steps Day Care and Somerset Day Care were shown in this table in previous SIMP reports and received donations up until 2019, which were then discontinued. This was because both were located in Waihi East, where contributions to the Waihi East Primary School were also strongly reduced from 2020, on the basis that mining at Correnso had then scaled down markedly. A further reason to discontinue donations to the two day care centres was that they are businesses, not schools, the subject of this indicator. For those reasons those two day cares are no longer shown in this table.

Comment

As noted in the 2021-2022 SIMP report, the company conducted a full review in 2022 of its sponsorship and donations procedures to align with corporate standards. This identified that it was appropriate to increase the levels of donations to schools, which had remained static for some years. That was the basis for a marked increase in 2022 compared with previous years. That increased level of support has been continued in 2023 and 2024.

In 2022 a marked increase in expenditure at Waihi Central School was applied, linked to the start of operations at Martha Underground, which is much closer to this school than to any other schools. This was continued in 2023. An arrangement similar to what was agreed with Waihi East School during Correnso (as described in detail in the 2017 SIMP Report) was used to establish the appropriate level of support for Waihi Central School. However as the location of mining at Martha Underground in 2024 focussed less on areas close to the school, it was appropriate to reduce the expenditure at that school in 2024.

Te Waitangi O-Hinemuri is a new school established in Waihi in 2023 adjacent to the Waihi Marae. It was appropriate to provide the same contribution to this school as the company provides to other schools, once this new school was established. The $14,000 contributed to that school (the same amount as contributed to other schools in the area) in this case helped the school to purchase a mini van for school use.

The company distinguishes early learning and day care centres, which are run as businesses, from the kindergarten, which like schools is state funded. That is the basis the company supporting the kindergarten. The Waihi Kindergarten received a one-off grant during 2023, for a tunnel house for its forest area, and balance bikes.

C-I-7: NUMBER OF MINE TOURS CONDUCTED AT SITE (External Affairs and Social Performance Department)

Data and Changes

Table 48: Number of mine tours conducted at site

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of mine tours run by OGNZL's Education Centre	215	82	106	98	-54%	20%	-8%
Number of mine tours run by Gold Discovery Centre*	435	203	177	223	-49%	10%	26%
Total	**650**	**285**	**283**	**321**	**-51%**	**13%**	**13%**
Number of Education Sessions run by OGNZL's Education Centre **	N/A	76	101	114		50%	13%

Data sources:
First row: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).
Second and third rows: OGNZL External Affairs and Social Performance Department (2014, 2022 – 2024).

* Mine tours run by the Gold Discovery Centre are included in addition to those run by OGNZL's Education Centre, on the grounds that this provides a fuller measure to reflect this indicator, than counting only the tours run by OGNZL's Education Centre. The tours run by the Gold Discovery Centre involve considerable input from OGNZL, though have more a tourism focus in contrast to the educational focus of the tours run by OGNZL's Education Centre. (These mine tours were not included in SIMP reporting until 2017.) Including these mine tours provides a robust indicator of total exposure of mining to the community and to the wider public achieved by mine tours.

** Included for the first time in 2021, as a further indicator of the total exposure of mining to the community and to the wider public achieved by OGNZL's Education Centre.

Comment

The number of OGNZL's mine tours experienced a major drop in 2020 (to 47 from 130 the year before) as a consequence of COVID-19 and the related lockdowns. The numbers have built since then, though not to pre-Covid levels. The company is committed to fostering these tours and returning to the previous high utilisation.

The number of tours depends directly on schools taking up the opportunity. There are a number of pressures on schools that make organising a tour challenging, including the rapid increase in the cost of hiring a bus for the day, and a reduction in the number hours available for a tour. Significant benefits for schools of these tours include the quality of the experience for students (see the extremely positive ratings in C-I-10), the relevance of a "contemporary geographic issue" (part of the curriculum for Year 12 students) and relevance to a range of other school subjects including economics and chemistry as well as geography. The tours also have the significant advantage for schools that the company provides the tours at no charge, a relatively unique offer to schools.

The current focus in education on "back to basics" has also contributed to the currently lower numbers of OGNZL Education Centre tours.

The number of Gold Discovery Centre mine tours was also reduced markedly by COVID-19, though with a markedly different pattern to these reductions compared with the tours run by OGNZL's Education Centre. These mine tours are largely targeted at tourists, and the reduced numbers of tours reflect reduced tourism following COVID-19. The reduction in tourism includes tourists from cruise ships that frequently include a stop-over at Tauranga: the reduction in such cruise ships has been a further factor affecting the Gold Discovery Centre's numbers of mine tours. The number of these tours in the three most recent years shown in the table above is close to one third of the numbers of these tours in the three years before COVID-19, indicating that these tour numbers have not rebuilt as strongly following COVID-19 as has the number of OGNZL's Education Centre tours.

C-I-8: NUMBER OF WCF[38] MEETINGS ATTENDED BY OGNZL EMPLOYEES/REPRESENTATIVES (External Affairs and Social Performance Department)

Data and Changes

Table 49: Number of, and OGNZL attendance at Waihi Community Forum meetings

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of WCF meetings held	20	7	10	11	-45%	57%	10%
Number of WCF meetings attended by any OGNZL employees or representatives	20	7	9	11	-45%	57%	22%
Average total number of attendees at WCF meetings*	-	8.8	6.0	6.1	-	-31%	2%
Average number of OGNZL attendees at WCF meetings**	-	2.0	2.0	1.6	-	-20%	-20%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* New metric introduced from 2019.

** New metric introduced from 2021.

Comment

With 10 WCF meetings held in 2023 and 11 in 2024, that is an increase from 2022. However that is essentially because the number of WCF meetings in 2022 was unusually low. The numbers of these meetings in 2023 and 2024 are similar to the numbers of these meetings over the period 2018 – 2021 (not shown in the table). However the average number of attendees fell off in 2023 compared with 2022 (and the typical attendance over the years 2018 – 2021 as well: also not shown in the table).

OGNZL staff have attended virtually all of these meeting since the start of SIMP monitoring in 2014, the only exceptions being the one meeting shown in the table above in 2023, and one earlier meeting (in 2021). The high levels of attendance by OGNZL staff are a measure of OGNZL's commitment to the WCF.

As a now somewhat historic note, in 2018 a new WCF member was sought from the Rex mining area, part of Project Martha. (The Rex underground vein is beneath the Baptist Church and other houses.) Following the wind-down of mining at Correnso and the commencement of mining at Project Martha in 2020, the WCF has continued to function in a similar capacity as it has done in the past but with more emphasis on the wider Waihi area and not just Waihi East, its original focus.

[38] Waihi Community Forum.

C-I-9: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO COMMUNITY, INCLUDING OGNZL'S RESPONSE TO COMMUNITY-RELATED ISSUES (External Affairs and Social Performance Department)

Data (2014 baseline)

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2024 are noted below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- OGNZL provides ongoing investment in the community which is broadly welcomed by the Waihi community. Local primary schools and Waihi College, and community groups are key recipients of funding. OGNZL has also funded community assets.
- In addition to maintaining an existing workforce, OGNZL employees are expected to remain involved in community life, such as through sports and clubs, contributing to the maintenance of the vibrant Waihi community.

Data and Changes

Table 50: Community perceptions of OGNZL's approach to community-related issues (2022 – 2024)

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=301) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Responses to the question "How do you rate OceanaGold for how it manages its relationship with the community of Waihi?"										
Very well	42	38	46	44	43	42	1	4	-3	-2
Well	35	30	27	38	33	42	-2	12	6	4
Neutral	12	22	17	8	16	14	4	-8	-1	6
Poorly	9	2	5 ↓	4	4	2	-5	0	-1	-2
Very poorly	1	0	2	2	1	0	0	0	-1	-2
Don't know	1	8	3	4	3	0	2	-8	0	-4
Responses to the question "How would you summarise your opinion about mining in Waihi?"										
Strongly in favour	45	50	54 ↑	56	51	62	6	12	-3	6
Moderately in favour	23	26	18	18	15	20	-8	-6	-3	2
A little in favour	0	2	0	2	2	2	2	0	2	0
Neutral	21	18	22	22	26	10	5	-8	4	-12
A little not in favour	0	0	0	0	0	0	0	0	0	0
Moderately not in favour	3	0	1	0	2	2	-1	2	1	2
Strongly not in favour	8	4	3	2	2	2	-6	-2	-1	0
Don't know	0	0	2	0	2	2	2	2	0	2

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

The symbols ↑ and ↓ are used to identify changes from the year before that are statistically significant (at the 95% level of confidence).

Comment

Although the large majority of residents remained very positive about how OGNZL manages its relation to the community, this positivity reduced markedly in 2021, then nudged back up in 2022, and continued high in 2023 and 2024. This is a pattern that has been evident many times over the years Phoenix has been conducting Community Perceptions Surveys for OGNZL: the announcements of new projects in 2021 – the proposed Waihi North and Martha Open Pit projects, announced in

June 2021 – will almost certainly have resulted in that dip in 2021. The rebound from that dip over the following years also closely mirrors the community's responses to previous announcements of new projects.

The Community Perceptions Surveys also ask respondents about their opinions of mining in Waihi in general, when taking into account all the benefits and disadvantages of mining that they can identify. These survey results also show a generally very positive view. Although not a significant change, there was an indication of a drop for residents in 2021 in favourability, that also nudged back up in 2022. There was a strong increase in residents' favourability in 2023.

Those patterns of a drop in overall favourability following announcement of major projects, and rebound over the year or two following that, are similar to the patterns of residents' opinions about how OceanaGold manages its relationship with the community.

Businesses tend to be somewhat less effusive than residents in their views about how well OGNZL manages its relationship with the community, which most likely reflects that they interpret "community" as referring largely to residents, not themselves/businesses. However businesses tend to be more favourable about mining overall than residents, with that gap becoming particularly pronounced in 2024. That is consistent with the finding shown in Ec-I-6 that showed businesses becoming particularly positive about the economic benefits of Waihi mining in 2024.

The relative complexity of the Waihi North Project, with its five key components, and its emerging, along with Project Martha Open Pit from the more complex project Quattro that these projects replaced, most likely further explains the divergence in responses of residents compared with businesses. It would be reasonable to anticipate that business owners and managers would be more able to "see beyond" the complexity of these projects and see the benefits to their businesses.

More of historical interest, further perspective on these points is added by the observation from the first Community Perceptions Survey following the announcement of Project Martha/Martha Underground, that this project, being simpler and with less proximity to existing housing, was largely accepted by the community as a whole as simply "business as usual". Again, businesses tended to respond to that announcement more favourably than residents, reassured by the company's commitment to about a further decade of mining.

C-I-10: SUMMARY RESULTS OF FEEDBACK MECHANISM FOR COMMUNITY INVESTMENT PROGRAMMES, INCLUDING THE EDUCATION CENTRE (External Affairs and Social Performance Department)

Data and Changes

Table 51: Summary results from community investment feedback mechanism – Part 1

SOURCES OF INFORMATION	DATA								CHANGES		
	2014 (Baseline)		2022		2023		2024		Movements in percentages		
	No.	% *	No.	%	No.	%	No.	%	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
*Base number of people who answered these questions***			18		17		13				
How did you find out that OGNZL provides assistance?[39]											
Website	4	14%	1	5%	3	10%	1	7%	-7%	2%	-3%
Had received previous sponsorships	5	18%	6	32%	11	37%	4	29%	11%	-3%	-8%
Local knowledge	10	36%	2	11%	7	23%	5	36%	0%	25%	13%
Word of mouth	2	7%	4	21%	6	20%	1	7%	0%	-14%	-13%
Newspaper advertising	4	14%	3	16%	2	7%	2	14%	0%	-2%	7%
Not indicated	3	11%	3	16%	1	3%	0	0%	-11%	-16%	-3%
Social media							1	7%	-7%	2%	-3%
Total answers	**28**	**100%**	**19**	**100%**	**30**	**100%**	**14**	**100%**			

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* All percentages shown in this table are percentages of total answers given (i.e. not percentages of people answering that question). Some people gave more than one answer.

** Data not available before 2021.

[39] The wording of the questions shown in this table and the next one were marginally changed in 2018 compared with previous years, though not enough to impact on the results. (See SIMP report 2017 for the previous questions.)

Table 52: Summary results from community investment feedback mechanism – Part 2

HOW ACKNOWLEDGE OGNZL'S ASSISTANCE	DATA								CHANGES		
	2014 (Baseline)		2022		2023		2024		Movements in percentages		
	No.	% *	No.	%	No.	%	No.	%	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
*Base number of people who answered these questions***			18		17		13				
How do you acknowledge OGNZL's assistance?***											
Public notice in newspaper	5	8%	1	2%	9	16%	1	3%	-5%	1%	-13%
Letter of thanks	21	34%	11	26%	8	14%	6	16%	-18%	-10%	2%
Use of OGNZL promotional material	8	13%	4	9%	8	14%	7	19%	6%	10%	5%
Newspaper article	8	13%	10	23%	11	20%	4	11%	-2%	-12%	-9%
Signage	11	18%	3	7%	11	20%	4	11%	-7%	4%	-9%
Other	9	15%							****		
Following added to questionnaire from 2021 and 2024:											
Printed media (posters, banners, flyers, etc)			4	9%	1	2%	2	5%	****	-4%	3%
Social media			10	23%	8	14%	4	11%		-12%	-3%
Website							1	3%			
Clothing merch logo							1	3%			
Email thank you							1	3%			
Public thank you at event							6	16%			
Total answers	**62**	**100%**	**43**	**100%**	**56**	**100%**	**37**	**100%**			

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* All percentages shown in this table are percentages of total answers given (i.e. not percentages of people answering that question). Some people gave more than one answer.

** Data not available before 2021.

*** Minor wording changes over time, to both questions and answer options (and the ordering of the answer options), not enough to impact comparability of results over time. Wordings shown are those in most recent iteration of this survey.

**** Changes only shown in lower part of table where year-to-year results are comparable.

Table 53: Summary results from community investment feedback mechanism – Part 3

ASSESSMENT QUESTIONS (see key below)	MEANS (based on key below)				CHANGES IN MEANS		
	2014	2022	2023	2024	2014 – 2024	2022 – 2024	2023 – 2024
Base number for following group of questions	(n=25)	(n=18)	(n=17)	(n=13)			
Is community investment advertising adequate?	7.8	7.2	7.9	8.3	0.5	1.1	0.4
Is the evaluation criteria communicated adequately?	7.8	9.3	9.4	9.8	2	0.5	0.4
Is the time taken to process applications reasonable?	9.4	9.7	9.8	10.0	0.6	0.3	0.2
Base number for following group of questions	(n=25)	(N=18)	(n=17)	(n=13)			
Is the amount of money donated adequate?	9.3	9.2	9.8	9.8	0.5	0.6	0.0
Is the evaluation fair and equitable?	9.3	9.2	9.6	10.0	0.7	0.8	0.4
Have you received help before?	Yes = 22; No = 3	Yes = 11; No = 7	Yes = 13; No = 4	Yes = 9; No = 4			
Base number for following group of questions	(n=25)	(n=10)	(n=13)	(n=11)			
Pre-visit information was adequate	9.1	9.4	9.2	10.0	0.9	0.6	0.8
Education Officer's presentation was appropriate	9.9	10.0	10.0	10.0	0.1	0.0	0.0
Activities were age appropriate for students	9.9	10.0	10.0	10.0	0.1	0.0	0.0
Activities were linked to the curriculum	9.9	9.4	9.4	10.0	0.1	0.6	0.6
Time spent on activities was appropriate	9.5	9.7	10.0	10.0	0.5	0.3	0.0
Scope was allowed for follow-up activities	9.6	9.6	9.8	10.0	0.4	0.4	0.2
I would recommend the Education Centre to other teachers	9.8	10.0	10.0	10.0	0.2	0.0	0.0

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).
Key: (1) = Poor, (3) = Below average, (5) = Average, (7) = Above average, (10) = Excellent
Means were first shown for this data in the 2018 SIMP report, as a way of providing an appropriate summary of these ratings.

Comment

Having received previous sponsorships remains one of the most common way recipients of sponsorships found out that OceanaGold provides assistance. Other recipients most often say they found out about OceanaGold assistance from "local knowledge", particularly often cited in 2024.

The ways recipients most often acknowledge the assistance they have received from OGNZL have become spread over a number of channels in 2023 and 2024, compared with being more concentrated on letters of thanks closely followed by newspaper articles in 2022. There was a marked increase in 2023 compared with 2022 in recipients using both public notice and signage to acknowledge the assistance they have received from OGNZL. In 2024 the ways recipients acknowledged the assistance they had received from OGNZL became even more widely spread, including public thank yous at events.

Ratings of community investment by recipients across a wide range of criteria are all very positive and have remained so over the years for which this data is presented. That pattern has also been evident in previous years. The aspect of community investment rated lowest is about whether the level of advertising about community investment is adequate, although even that criteria is rated quite favourably, with ratings improving steadily in 2023 and 2024. This may be related to the inclusion in newsletters the company provides to the community of a general increase in disclosure about the community investments the company has made. The findings also suggests that the community could find a higher level of this advertising appropriate.

The ratings of the Education Centre's information and activities were outstanding in 2024, with every criterion rated 10 out of 10 by all recipients.

(Note that despite the continuing very high positivity of these ratings – generally close to the maximum of 10 – there is value in continuing these measurements as a mechanism to monitor and ensure the continuation of high standards.)

C-I-11: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING COMMUNITY INVESTMENT OR PARTICIPATION-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

Data

Table 54: Stakeholder feedback received by OGNZL regarding community investment or participation-related issues

	2014 (Baseline)	2022	2023	2024
Letter of thanks received	24	10	24	4

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 – 2023).

No concerns or complaints were received by OGNZL regarding community investment or participation-related issues during the years shown in this table.

Comment

There was no obvious reason for the drop in the number of letters of thanks received in 2024: all the same mechanisms for encouraging and receiving feedback were in place. The company noted informally that a number of thank you emails had also been received. Recording of forms of letters of thanks such as emails is being investigated for possible future reporting. However it has also become apparent that many different forms of positive feedback are now being received, often less formal than letters, including texts, in person comments, facebook, e newsletters and more. The diversity of these channels, and their varying levels of formality, make it unlikely that these positive interactions could be usefully or accurately counted and reported.It is also somewhat helpful to compare the numbers of letters of thanks received (shown above in C-I-11), with a somewhat comparable figure shown under C-I-10, Table 52, which shows that six of the people (in 2024) who answered that survey either had or planned to send letters of thanks. A limitation on that comparison is that only a relatively small proportion of the total recipients of community investments participate in the survey that this information is based on.

A further point of comparison is the table under C-I-5, showing 54 and 45 recipients of community investments (in 2023 and 2024 respectively). On that basis only relatively small proportions of recipients of community investments are either completing the feedback forms that are the basis of the table in C-I-10 and/or sending letters of thanks. The company is reviewing how best to address those shortfalls.

C-I-12: THE NUMBER OF TIMES EMERGENCY SERVICES WERE CALLED UPON BY OGNZL

This indicator was introduced in the 2020 report for the first time in the SIMP series of reports.

Data

Table 55: Calls to emergency services

	2022	2023	2024
Number of times emergency services (police, ambulance and fire brigade) were called upon by OGNZL	0	2	4

Source: OGNZL External Affairs and Social Performance Department.

Comment

Emergency services were not called upon by OGNZL during 2018 to 2022.

In 2023 details of the two call outs were:

- OGNZL called for an ambulance and the call out escalated into a helicopter call out for a medical event. However the event was not mine-related
- A backstrain at Wharekirauponga which required an ambulance call out

The increased number of calls to emergency services in 2024 is related to Waihi now having just one medical General Practice following the closure of a second medical practice. Those four call outs all involved 111 calls for a St John Ambulance, for the following emergencies:

- A queried leg fracture by a driller working for Altons (like the first 2023 call out noted above, this call out was also escalated to require the Westpac rescue helicopter)
- Two calls for non-work related cardiac symptoms
- One call for non-work related respiratory symptoms

These ambulance call outs would not have been needed if the employees could have been taken to a local medical centre.

OTHER

N/A.

6.3 SUMMARY – COMMUNITY

Discussion	The data presented in the Community section indicate that OceanaGold continues to support the community through community investment, and continues to be well regarded by the community for doing so. The biggest change in community investment over the period was the very large increase in community investment expenditure in 2023 compared with the years before and after. COVID-19 and associated lockdowns impacted severely on mine tours, from both the Education Centre and the Gold Discovery Centre. While tour numbers from the Education Centre bounced back up somewhat in the years following with 2020, those numbers are still well below pre-COVID levels. The company is committed to redeveloping this area of activity. The number of tours the Gold Discovery Centre has been able to run since COVID-19 has not rebuilt as strongly as the Education Centre tours following COVID-19. The data also indicates that the company has maintained a commitment to working with the community, e.g. as seen in its ongoing attendance at Waihi Community Forum meetings, the very positive ratings by recipients of community investment, and the ongoing positive ratings of community relationships in the annual Community Perceptions Surveys. The ongoing high levels of participation by company and contractor employees in voluntary community activities are further measures of the company's engagement with the community.

Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Mitigation action C-M-4 is ongoing, as it requires OGNZL to review and revise (as needed) the community investment strategy to reflect community priorities and needs.

7 HEALTH AND WELLBEING

Objective	Respond to community anxiety and uncertainty regarding OGNZL's operations and future plans, and respond to negative experiences of mining noise and vibration.
Potential impacts	• Uncertainty over future mining plans and financial stress relating to property; and • Anxiety regarding mining noise and vibration.
Performance goals	1. Build OGNZL's understanding of its role in relation to health and wellbeing impacts. 2. Promote community understanding of OGNZL's operations, including mining noise, vibration and future plans. 3. Build confidence in OGNZL's approach to managing its health and wellbeing impacts. 4. Develop management responses where appropriate, such as the blast notification programme.

7.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
H-M-1	Review current monitoring and evaluation activities and identify gaps in relation to health and wellbeing in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP health and wellbeing indicators are now being tracked and reviewed biennially. In August 2019, a detailed analysis was undertaken by WSP on the performance measures (potential impacts and indicators) contained within the SIMP Framework, and the Framework updated accordingly.

<table>
<tr><th>Ref.</th><th>Action</th><th>Completion date / timeframe</th><th>Owner</th><th>Status</th><th>OGNZL self-reported progress summary</th></tr>
<tr><td></td><td></td><td></td><td></td><td></td><td>Further reviews are conducted on a biennial basis as part of the process for collating this monitoring report.</td></tr>
<tr><td>H-M-2</td><td>Review and implement, where appropriate, the remedial and mitigating actions proposed by the consultant clinical psychologist[40] incorporating findings from the SIA, as detailed below:
<table>
<tr><th>Suggested mitigation</th><th>OGNZL response</th><th>Timeframe</th></tr>
<tr><td rowspan="2">Predictability in process and outcome</td><td>Blasting windows as per Consent Conditions</td><td>In place</td></tr>
<tr><td>Blast notification</td><td>May 2015</td></tr>
<tr><td>Predictability in noise and blasting effects</td><td>Blast notification</td><td>May 2015</td></tr>
<tr><td rowspan="2">Increased sense of control, decreased sense of helplessness, decreased levels of unexpectedness</td><td>Blast notification</td><td>May 2015</td></tr>
<tr><td>Blasting windows as per Consent Conditions</td><td>In place</td></tr>
<tr><td>Increased education regarding actual effects as</td><td>Vibration workshop</td><td>March 2015</td></tr>
</table></td><td></td><td>External Affairs and Social Performance Department</td><td>Complete</td><td>All remedial and mitigating actions set out in the Action column have been implemented. In particular, automated blast notification devices are in place.</td></tr>
</table>

40 Dunne, Leanne 2012, Potential Psycho-Social Impact Brief, Newmont Waihi Gold, Golden Links Project. Tauranga Psychological Services.

Ref.	Action			Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
	opposed to feared or perceived effects	Education sessions with East school children	February 2015 onwards				
	Increased opportunities to express concerns and receive feedback as to risk of harm from stable base	Complaints management procedure	In place				
		Community meetings	Quarterly in 2014; and				
			6-monthly from March 2015				
	Different pathways for different people	Independent Review Panel (IRP)	In place				
		CR personnel first point of contact	In place				
	Specialised pathway for people with a specific vulnerability	CR personnel first point of contact	In place				
		Independent Review Panel (IRP)	In place				
	Decreased levels of feeling trapped	Property Programme	In place				
		Independent Review Panel (IRP)	In place				
	Increased opportunities for people who are feeling	Independent Review Panel (IRP)	In place				

<table>
<tr><th>Ref.</th><th colspan="3">Action</th><th>Completion date / timeframe</th><th>Owner</th><th>Status</th><th>OGNZL self-reported progress summary</th></tr>
<tr><td rowspan="3"></td><td>trapped to apply for assistance</td><td>Top up on property sales</td><td>In place</td><td rowspan="3"></td><td rowspan="3"></td><td rowspan="3"></td><td rowspan="3"></td></tr>
<tr><td rowspan="2">Increased opportunities for activities such as blasting to be predictable</td><td>Blasting windows as per Consent Conditions</td><td>In place</td></tr>
<tr><td>Blast notification system</td><td>May 2015</td></tr>
<tr><th>Ref.</th><th colspan="3">Action</th><th>Completion date / timeframe</th><th>Owner</th><th>Status</th><th>OGNZL self-reported progress summary</th></tr>
<tr><td>H-M-3</td><td colspan="3">Continue to monitor and review employee wellbeing through OGNZL employee surveys.</td><td>Annual</td><td>People and Culture Department</td><td>Ongoing</td><td>Employee surveys are carried out annually, which either focus exclusively on health and wellbeing issues, or include these topics in more general surveys of employees.</td></tr>
<tr><td>H-M-4</td><td colspan="3">Monitor complaint register to identify and investigate blasting periods where the level of complaints increases significantly in comparison to comparable blasting periods with similar vibration levels.</td><td>Monthly</td><td>External Affairs and Social Performance Department</td><td>Ongoing</td><td>Complaints are monitored and reported at the weekly management meetings and included in monthly reports. Trends are discussed at half-yearly management review meetings.</td></tr>
<tr><td>H-M-5</td><td colspan="3">Review and update OGNZL's Communications Plan to support the SIMP and respond to the SIA findings in relation to health and wellbeing. Include proactive education; an assessment of communications for psychological prevention and impact; consideration of impacts specific to people who are vulnerable such as the elderly, pre-existing medical or psychological conditions; provision of reports in an appropriate format for the public to understand and; the blasting notification programme.</td><td>June 2015</td><td>External Affairs and Social Performance Department</td><td>Ongoing</td><td>The OGNZL Stakeholder Engagement Plan and Communications Plan are updated annually.

The Stakeholder Engagement Plan, Communications Plan and Annual Community Perceptions Survey are updated annually, and together with the SIMP biennial monitoring report, inform this action point, and continue to be used for this purpose.</td></tr>
</table>

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
H-M-6	Report on progress and performance of actions contained within OGNZL's Stakeholder Engagement Plan in relation to health and wellbeing.	January 2015	External Affairs and Social Performance Department	Ongoing	All communications, complaints, concerns and feedback received from the community (including those related to Health and Wellbeing) are recorded in InForm. These are then reported to the site management team at twice weekly meetings for review, with any mitigating actions considered for implementation alongside business requirements.
H-M-7	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning health and wellbeing. Short term – Cintellate entries to be monitored. Post – perception survey will identify additional indicators.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
Other	See self-reported progress summary.	Ongoing	Health Safety and Environment	Ongoing	A nurse is employed fulltime on site and a health programme initiative has been implemented. The site went smoke free at the end of 2016. OGNZL continues to provide medical check-ups for all staff including contractor employees on a bi-annual basis. OGNZL also continues to provide voluntary alcohol breath testing at the mine gate. The company increased its attention to fitness to work initiatives for employees during 2019-2020, as part of a more holistic approach to health and safety. This included implementing corporate standards and offers to employees of personal trainer and counselling services.

7.2 INDICATORS

H-I-1: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY IN RELATION TO HEALTH, INCLUDING OGNZL'S APPROACH TO MANAGING HEALTH-RELATED ISSUES (External Affairs and Social Performance Department)

Data

Table 56: Community perceptions of OGNZL's approach to health and wellbeing (2014 baseline)

Question: *"How do you rate the impact of Correnso on your health and wellbeing?"*

	2014 (Baseline) Total (n=48) %
Very positive	17
Positive	16
Neutral	40
Negative	12
Very negative	9
No response	7

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant in 2017 are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- Participants raised concerns due to the uncertainty they feel regarding the Correnso development, particularly when and if mining (as opposed to exploration development) will start; the project design; and the timeframes including the overall life of the development.
- A number of Waihi residents stated during consultation that they have experienced stress and lifestyle impacts from OGNZL's operations. Such impacts were often in relation to personal health and property damage from the vibration that has come from the Trio mine and residents are therefore anxious about future blasting and vibration effects with Correnso. Of this group, those who are older or unwell, and those who stay home during the day (including shift workers) reported feeling greater personal impact from blasting, and therefore are potentially more susceptible to impacts from Correnso.
- These impacts may worsen once Correnso begins, or may lessen as the effect becomes predictable and normalised.

Data and Changes

Table 57: Community perceptions of OGNZL's approach to health and wellbeing (2022 – 2024)

Question: *"How do you rate the impact of the mining in the Waihi area[41], on your health and wellbeing?"*

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=301) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very positive	15	16	17	14	15	22	0	6	-2	8
Positive	32	30	33	34	31	20	-1	-10	-2	-14
Neutral	48	50	42	50	47	54	-1	4	5	4
Negative	4	2	3	2	2	4	-2	2	-1	2
Very negative	1	0	4	0	1	0	0	0	-3	0
Don't know	0	2	1	0	4	0	4	-2	3	0

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).

Comment

While residents and businesses tend strongly towards clearly positive ratings on the other main social impact factors covered by the SIMP, for impact on health and wellbeing the ratings are most often neutral, although the combined positive and very positive ratings typically are almost as high as the neutrals.

The results generally show that the community rates the impacts of mining on their health and wellbeing as remaining very similar over the period 2022 to 2024, for both residents and businesses. The increase in positivity among businesses in 2024 is too small to be statistically significant, but may relate to the increased positivity of businesses about the impacts of mining across a number of criteria in 2024. For example as business people their being more positive about the economy is likely to spill over into their also being more positive about health and wellbeing.

The psychologist contracted by the company to report on mitigation actions (see H-M-2) identified and listed a range of mitigation actions. It may be that some small minority of residents were particularly sensitive to whether those mitigation actions were undertaken, or able to be undertaken, when projects as comprehensive as Waihi North and Martha Open Pit were announced, for example addressing senses of control, helplessness or unexpectedness. The company's extensive communications over time with the community about these projects has presumably averted those concerns for most residents.

[41] See earlier discussion of the update to the wording of this question, and others like it, in 2019: footnote 10 to Table 11.

H-I-2: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING HEALTH-RELATED ISSUES, INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE (External Affairs and Social Performance Department)

Data and Changes

Table 58: Stakeholder feedback – concerns and complaints received by OGNZL regarding health and wellbeing-related issues

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Number of times that residents indicated they were frightened or stressed by the effects of OGNZL operations (based on assessment and review of concerns/complaints)	33	6	4	5	-85%	-17%	25%
Number of residents that made these concerns/complaints	11	6	4	5	-91%	-83%	-75%
Details of repeat locations	64% of all concerns/ comments (21 concerns/ complaints) arose from 3 residents.	Each resident called once	Each resident called once	Each resident called once			
Response time	Within one day	Within one day	Within one day	Within one day			
Average number of concerns and complaints per resident	3.0	1.0	1.0	1.0			

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

Comment

In several years up to 2021 when mining began in Martha Underground and started to reduce in Correnso, the number of times residents indicated being frightened or stressed by the effects of OGNZL operations were around 15 per year (not shown in the table above). The four of these times reported in 2023 and five in 2024 are marked drops from those earlier years, as was the count of six in 2022. This is thought to be a consequence of residents in the areas above Project Martha simply getting more used to the blasting needed for mining, bearing in mind also that Project Martha was new to this area of Waihi in 2021. The relatively new blast notifications in this area are thought to have also contributed to that reduction. Personal visits by mine staff to residents who have reported feeling frightened or stressed are likely also to have contributed to the reductions in these concerns.

For context, it is important to note that the mining at Martha Underground is largely under the Martha pit, rather than under residents' properties. However Martha Underground is below enough residential properties for these comments to apply even so.

As per OGNZL's SOP, the procedural requirement for responding to these complaints is within one day, a target which the SIMP data shows has been met consistently over the full period of SIMP reporting (i.e. since 2014, not just for the years shown in the table above), with one exception in 2021 which was fully documented in the 2021 – 2022 SIMP report.

H-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL REGARDING BLASTING, VIBRATION AND NOISE (UNRELATED TO PROPERTY DAMAGE), INCLUDING PERCENTAGE OF COMPLAINTS WHERE THE BLAST/NOISE WAS NOT COMPLIANT WITH OPERATING CONDITIONS; AND NUMBER AND PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS (I.E. MULTIPLE COMPLAINTS IN A GIVEN PERIOD) (External Affairs and Social Performance Department)

Data and Changes

Table 59: Number of concerns and complaints relating to vibrations

	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Vibration events [42]	2	9	2	5	150%	-44%	150%
Vibration complaints	4	4	3	24	500%	500%	700%
Vibration concerns *		1	1	4		300%	300%
Exceedance of conditions [43]	2	0	0	0	-100%	0%	0%

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).
* Concerns have only been shown separately from complaints in the vibrations data from 2020 onwards.

The following tables show complaints relating to blasting and noise. The framework for collecting this data was established when it was important to distinguish complaints from:

- Any underground operation, which over time has included Favona, Trio, Correnso and Martha Underground/Project Martha
- Martha Open Pit (operations there ceased some years ago following the slip on the north wall of the mine, although mining could resume there in the future)

That two-way split of the following complaints data has been retained.

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[42] Defined as a blast that is greater than 5.0mm/sec.

[43] The Correnso Underground Consent Condition 14c) and Project Martha Consent Condition 33b) state that conditions are exceeded when the peak particle velocity (vector sum) is more than:
(i) For development blasts: 5mm/s for 95% of the monitored events; and 2mm/s on average.
(ii) For production blasts: 5mm/s for 95% of the monitored events; and 3mm/s on average.

Table 60: Number of complaints relating to blasting

YEAR	QUARTER	NUMBER OF COMPLAINTS		NUMBER OF COMPLAINANTS		PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS/STREETS	
		Underground	Martha Open Pit	Underground	Martha Open Pit	U/G	Martha
2014 (Baseline)	Q1	97	36	32	5	57% from George/Clarke St	69% Seddon/Gilmour St
	Q2	70	21	25	8	52% from George/Clarke St	62% Seddon/Gilmour St
	Q3	39	25	19	11	38% from George/Clarke St	64% Seddon/Gilmour St
	Q4	28	25	23	4	47% Gladstone/Mataura Rd	92% Seddon/Gilmour St
2022	Q1	18	0	6	0	39% Union Street 22% Islington Tce 22% Johnston Street	-
	Q2	4	0	4	0	No repeat location	-
	Q3	3	0	3	0	No repeat location	-
	Q4	7	0	5	0	71% Johnston Street 29% Kenny Street	-
2023	Q1	3	0	3	0	No repeat location	-
	Q2	0	0	0	0	-	-
	Q3	2	0	2	0	No repeat location	-
	Q4	2	0	2	0	No repeat location	-
2024	Q1	9	0	9	0	22% Gilmour Street 33% Kenny Street	-
	Q2	10	0	9	0	30% Johnston Street 20% Kenny Street	-
	Q3	4	0	4	0	No repeat location	-
	Q4	3	0	3	0	No repeat location	-

Data sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2020 – 2024).

Table 61: Number of complaints relating to noise

YEAR	QUARTER	NUMBER OF COMPLAINTS		NUMBER OF COMPLAINANTS		PERCENTAGE OF COMPLAINTS FROM REPEAT LOCATIONS/STREETS	
		Underground	Martha Open Pit	Underground	Martha Open Pit	U/G	Martha
2014 (Baseline)	Q1	0	20	0	11	-	41% Russell St/Moresby Av
	Q2	0	7	0	7	-	No repeat location
	Q3	0	8	0	5	-	37% received via HDC
	Q4	0	1	0	1	-	No repeat location
2022	Q1	1	0	1	0	No repeat location	-
	Q2	0	0	0	0	-	-
	Q3	0	0	0	0	-	-
	Q4	0[44]	0	0	0	-	-
2023	Q1	0	0	0	0	-	
	Q2	0	0	0	0	-	
	Q3	1	0	1	0	No repeat location	
	Q4	0	0	0	0	-	
2024	Q1	1	0	1	0	No repeat location	-
	Q2	0	0	0	0	-	-
	Q3	0	0	0	0	-	-
	Q4	1	0	1	0	No repeat location	-

Source: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

Comment

The data in the latter two tables above has been shown in previous SIMP reports for "U/G" and "Martha". Because of the changes in mining since the SIMP reports started in 2014, it has become useful to rename the column headings in these tables, in particular so that "Martha" is clearly differentiated as referring to the mining in the open pit (discontinued in 2016 after the slip on the northern face of the pit). What is now shown in these tables as "Underground" referred earlier in SIMP reporting to Correnso, but with that mining now winding down and nearing completion, "Underground" now refers almost entirely to Project Martha (also sometimes known as Martha Underground to distinguish it from the earlier Martha Open Pit).

[44] In Q4 2022 there was also one complaint about helicopter noise, arising from site visits to Wharekirauponga/Waihi North. As with two similar complaints in 2020, the complaint in 2022 has not been included in this table, on the grounds that this is not related to either Correnso or Martha. All have come from the same complainant.

With the mining in the Martha Open Pit stopping some years ago after the slip, it has zero counts for complaints in the years of current interest. Complaints data for Martha Open Pit is shown essentially to provide a "baseline" point of comparison for the more recent mining in Martha Underground. Clearly the numbers of complaints about blasting and noise over the last three years have been much smaller than the numbers of complaints when Martha Open Pit was operating. It may seem self-evident that open pit mining would attract many more complaints about blasting and noise than underground mining: generalisations aside, this data substantiates that point.

Further reasons to continue to show the Martha Open Pit data in this way are (i) to show that this data continues to be monitored and (ii) it is conceivable that the recent opening of portals connecting Martha Open Pit with the tunnelling at Martha Underground could give rise to the community believing that impacts they had noticed came from Martha Open Pit, and (iii) because mining is likely to resume in Martha Open Pit in the foreseeable future.

Commensurate with the marked drop in the number of vibration events in 2023 (2) compared with 2022 (9), the numbers of complaints about vibration and blasting dropped markedly in 2023 compared with 2022. This is also consistent with the marked drop in both the number and size of AEP payments in 2023 (see P-I-1).

However there was a marked increase in vibration and blasting complaints in 2024. AEP payments also increased in average amounts paid in 2024 (as noted at P-I-1). The increase in complaints about vibration and blasting in 2024 is thought most likely to relate to more frequent blasting. There has also been a changing mix of blast types within Project Martha, including details such as the exact location of the blasting including more blasting closer to or under residential areas. A compounding effect is that as the location of the blasting changes more new people are more exposed to its effects than when it remains in a similar area. There can also be variations in the depth and nature of the blasts. The company has considered in the past undertaking studies seeking to correlate the strength of blasts with community responses to them, but the many extraneous effects such as those mentioned have made any such connections unlikely to be straightforward.

Very few complaints are received about noise from Martha Underground.

H-I-4: NUMBER OF LOST TIME INJURIES ON SITE (Health and Safety Department)
H-I-5: NUMBER OF SITE REFERRALS TO LOCAL HEALTH SERVICES (Health and Safety Department)

- **H-I-4:** Number of lost time injuries on site
- **H-I-5:** Number of site referrals to local health services

OceanaGold classifies three kinds of injuries within what it refers to as "Total recordable injuries" on site. In order from lower to higher impact these are:

- Medically treated injury (MTI) referrals
- Restricted work injuries (RWI)
- Lost time injuries (LTI)

Injuries in each of these categories result in referrals to external health services. In 2023 and 2024 all MTI and RWI cases received follow-up appointments via local or online services as per standard policy.

Data

Table 62: Number of recordable injuries on site

	2014 (Baseline)	2022	2023	2024
Medically treated injury (MTI) referrals	6	4	1	1
Restricted work injury (RWI)	N/A	1	6	2
Lost time injury (LTI)	1	0	1	5
Total recordable injuries		**5**	**8**	**8**

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL Health and Safety Department (2022 – 2024).
Note: In 2022 all MTI and RWI had follow up appointments with local health services.

Comment

The number of medically treated injuries remains very low. Total recordable injuries had been steady up until 2022 then increased in 2023 though remained at the same level in 2024. Between 2023 and 2024 there was a large increase in the number of LTI, offset by an equivalent decrease in RWI. The classification of injuries has been revised, which partly explains that difference, but at the same time as wanting to "get the statistics right" the company has a strong focus on simply looking after anyone who is injured on the job.

The variations also relate to increases in total employee numbers, and in the mix of work being done at the mine. The increase in employee numbers also indicates an increase in those recently employed who would be less familiar with the work, and therefore possibly less able to work safely, despite the induction and training given to all employees. (This data is not able to test whether newer employees are more injury prone.)

Restricted work injuries is a classification that was introduced in 2017, so there is no comparable data for the baseline in 2014.

"TRIFR" or "Total Recordable Injury Frequency Rate" is a widely used workplace safety metric that measures the rate of all injuries that require medical treatment beyond first aid, relative to hours worked. The company also retains measures of this index, which has in fact reduced in 2024 compared with 2023 (to 1.47 from 1.76). That supports the interpretation of the H-I-5 data that the increase in lost time injuries that the H-I-5 data shows is in part related to the increase in workload from 2023 to 2024.

Note there has also been increased use of online medical referrals over time.

OTHER

N/A

7.3 SUMMARY – HEALTH AND WELLBEING

Discussion	Residents' responses to the Community Perceptions Survey indicate that the community on balance remains moderately positive about any impacts of mining on their health and wellbeing. As had been found consistently in the past, this is the one area of social impact where the community tends to have neutral opinions, rather than positive as for the other social impact factors the SIMP addresses. Even so, people other than neutral about any impacts of mining on their health and wellbeing, weight strongly to positive opinions, with only very small minorities expressing negative opinions (most often just 4-5% among residents, and less among businesses). Changes on other health and wellbeing indicators all clearly related to the changes then increased activity in the Martha Underground mine. After a peak of complaints about blasting during 2021 when production blasting started there (that has higher permissible blast particle velocities than development blasting, which had been the focus of blasting in Martha Underground during 2020), 2022 and 2023 had lower levels of complaints and concerns about blasting, though these levels rose sharply in 2024, correlating with changes in the mining in Martha Underground. In 2024 there was also a related sharp increase in complaints about vibration. There were very few complaints about noise from Martha Underground during 2022 to 2024. The lack of activity in the Martha Open Pit has resulted in no complaints about blasting or noise from there during over recent years up to 2024. The number of onsite injuries had remained low for several years up until 2022, though increased in 2023 and 2024. That increase relates to several factors including how injuries are classified, the increase in the number of employees, and the mix of work being done in the mine.
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC.

8 FUTURE OF WAIHI AND OGNZL LEGACY

Objective	Understand and manage the impact of closure of OGNZL's operations including consideration of community, the economy, environmental impacts and rehabilitation.
Potential impacts	• Continued environmental impacts including delay of the Martha pit rehabilitation; and • Delayed realisation of future economic opportunities as a result of reliance on mining.
Performance goals	1. Take measures to promote a high level of community understanding in relation to the physical environment and rehabilitation and confidence in OGNZL's approach, in the short and long-term. 2. Engage with iwi to ensure their interests in environmental impacts and rehabilitation, during mining and in relation to closure are responded to. 3. Proactively support employees and contractors in employment transitions resulting from eventual OGNZL mine closure. 4. Identify opportunities for OGNZL to contribute to the transition to a post-mine economy.

8.1 MITIGATION AND MANAGEMENT ACTIVITIES

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-1	Review current monitoring and evaluation activities and identify gaps in relation to the future of Waihi and WGC legacy in order to develop and implement an overarching monitoring and evaluation framework for the SIMP.	June 2015	External Affairs and Social Performance Department	Complete	All SIMP indicators are now being tracked.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-2	Complete iwi consultation report and submit to HDC and relevant iwi stakeholders.	July 2015	External Affairs and Social Performance Department	Complete	Completed in 2015.
F-M-3	Continue iwi engagement as appropriate, particularly in relation to the environment and rehabilitation.	Ongoing	External Affairs and Social Performance Department	Ongoing	This is ongoing and generally through the Iwi Advisory Group. Cultural awareness training is now being provided at least twice a year. In 2024, significant effort was made to ensure staff participated in cultural awareness training, resulting in 10 different sessions and 69 staff members trained. In 2023 and 2024, OGNZL continued its engagement with individual iwi, resulting in 516 interactions.
F-M-4	Review Memorandum of Agreements (MOUs).	Annual	External Affairs and Social Performance Department	Ongoing	OceanaGold has established Memoranda of Understanding with four iwi groups, with two additional agreements currently under active negotiation.
F-M-5	Review and revise WGC's two closure plans (Rehabilitation and Closure Plan and Waihi Closure and Reclamation Plan) to include as necessary, management of economic impacts; employment transitions; rehabilitation.	January 2015	External Affairs and Social Performance Department	Ongoing	Reviewed annually and submitted as required.
F-M-6	Investigate opportunities to support business sustainability in a post-mine economy.	Annual	External Affairs and Social Performance Department	Ongoing	With OceanaGold now focused on continued mining, this action point is to be revisited and is under investigation. In 2023 and 2024, the company continued engagement with business stakeholders on initiatives where OceanaGold could potentially contribute to the area's sustainable development.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-7	Ensure the issue of sustainability in a post-mine economy is included as an agenda item in all six-monthly contractor meetings.	January 2015	Commercial Department	Ongoing	Contractors have been communicated with through other usual channels: Update, Mining Matters, and Goings On. There are no plans to close, and there is increased company emphasis on extending the Life of Mine (LOM), thus minimal discussion of a post mine economy.
F-M-8	Work with HDC to investigate issues regarding a post-mine economy including identification of opportunities.	December 2015	External Affairs and Social Performance Department	Ongoing	With the consents approved for Project Martha OGNZL mine life has been extended for an estimated 10 years. OGNZL is also actively seeking to extend the LOM through the recent announcement of other significant projects. As part of this announcement, OGNZL has committed to making positive contributions to the sustainable development of the region. Consultation on how OGNZL may be able to contribute to the communities' values and aspirations will continue with HDC.
F-M-9	Review and update the WGC Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs and Social Performance Department	Complete	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-10	Report on progress and performance of actions contained within WGC's Stakeholder Engagement Plan in relation to the future of Waihi and WGC legacy.	January 2015	External Affairs and Social Performance Department	Ongoing	Mine closure not a current issue or concern: see F-M-7 and 8.
F-M-11	In collaboration with HDC, identify and develop additional SIMP indicator(s) in relation to the future of Waihi and WGC legacy.	January 2016	External Affairs and Social Performance Department	Ongoing	Mine closure not a current issue or concern: see F-M-7 and 8.

Ref.	Action	Completion date / timeframe	Owner	Status	OGNZL self-reported progress summary
F-M-12	Develop low-maintenance methods to capture and formalise current informal tracking and review processes for stakeholder feedback and community relations concerning the future of Waihi and WGC legacy. Short term – Cintellate entries to be monitored. Post – perception survey will identify additional indicators.	June 2015	External Affairs and Social Performance Department	Complete	The InForm stakeholder engagement database is now used to record and track stakeholder feedback and addresses this mitigation action. The InForm system replaced Inviron during 2018, which in turn replaced the Cintellate system used earlier, each serving the same or similar functions.
Other	None.	N/A	N/A	N/A	N/A

8.2 INDICATORS

F-I-1: NUMBER OF IWI ADVISORY GROUP MEETINGS CONDUCTED (External Affairs and Social Performance Department)

Data

Table 63: Number of Iwi Advisory Group meetings conducted

	DATA			
	2014 (Baseline)	2022	2023	2024
Number of formal meetings conducted	4	0*	0	0
Timing of formal meetings conducted	March, July, August and September			

Sources: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).
* No iwi advisory group meetings have been held since 2020. See comment in the text.

Comment

The switch from Iwi Advisory Group meetings to meetings with individual iwi was made in consultation with iwi, with their agreement, in 2021 and 2022, following the last Iwi Advisory Group meeting that was held in 2020.

This change was made largely because iwi identified their need to consider their individual iwi perspectives related to the newly proposed projects. Iwi continued to want to consult individually up until late in 2024, when iwi expressed their desire to reinstate the Iwi Advisory Group meetings for consulting on large scale projects such as the Waihi North Project. (The table format of presenting this data has been retained in anticipation of reporting numbers of Iwi Advisory Group meetings in the future.)

Large numbers of consultation meetings with individual iwi, and engagements including exchanges of information, have continued since 2022, when over 500 such exchanges were recorded. The comparable number of engagements in 2024 was over 600.

Put informally, during 2022 – 2024 it was not that the conversations with iwi were not happening (as the results above could be taken to indicate), it's just that the conversations have been happening during these two years in a different form.

F-I-2: SUMMARY RESULTS OF KNOWLEDGE, ATTITUDE AND PERCEPTIONS SURVEY INCLUDING OGNZL'S APPROACH TO CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs and Social Performance Department)

Data

Table 64: Community perceptions of OGNZL's environmental legacy (2014 baseline)

Question: *"How do you rate the impact of Correnso on the environment?"*

	2014 (Baseline) Total (n=58) %
Very positive	10
Positive	34
Neutral	29
Negative	16
Very negative	10
No response	0

Source: Correnso SIA Engagement (KPMG Banarra, 2014).

The SIA engagement undertaken in 2014 identified a range of perceptions. Key points relevant at the time are included below. A fuller list of these perceptions was provided in the 2016 SIMP report:

- In general, stakeholders were happy with OGNZL's approach to environmental management, although several concerns were raised.
- As the Correnso development is mined, the tailings dams will continue to operate and grow, which some participants feel is an unwelcome environmental impact.
- In the past, iwi groups have expressed concerns regarding effects on the mauri (life force) of the water, land, and well-established trees; changes in topography and visual impacts; effects of dewatering and the quality of the regional groundwater system and; the filling of the Martha pit. Iwi groups consulted still held concerns, but felt that Correnso did not raise any new or considerable environmental concerns not already expressed about OGNZL's existing operations.

Data and Changes

Table 65: Community perceptions of OGNZL's economic legacy (2022 – 2024)

Question: *"How do you rate OceanaGold for how it assists with planning for the [long term[45]] future of Waihi?"*

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages			
							2022 – 2024		2023 – 2024	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents (n=300) %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Very well	28	22 ↓	28	24	30	26	2	4	2	2
Well	29	34	30	38	32	40	3	6	2	2
Neutral	28	12	29	26	22	26	-6	14	-7	0
Poorly	8	10	2	6	7 ↑	0	-1	-10	5	-6
Very poorly	4	2	5	0	3	0	-1	-2	-2	0
Don't know	3	20	6	6	6	8	3	-12	0	2

Data source: Waihi Annual Community Perceptions Surveys (Phoenix Research).
The symbols ↑ and ↓ are used to identify changes from the year before that are statistically significant (at the 95% level of confidence).

After consultation with Phoenix Research, and with a view to more fully meeting the scope intended by this indicator, OceanaGold decided to include a new question in the 2017 Community Perceptions Survey, which has been continued since then. Results are shown in the following table. Responses to this topic were collected on a scale ranging from 10 meaning "does this extremely well", down to zero meaning "does not do this at all".

[45] The additional wording "long term" was added to this question in 2020, after an investigation in the 2019 Community Perceptions Survey showed this would be an improvement.

Table 66: Community perceptions of how well OGNZL manages environmental impacts of mining

Question: *"How well does OGNZL handle environmental impacts of mining?"*

	DATA						CHANGES			
	2022		2023		2024		Movements in percentages[46]			
							2022 – 2024		2023 – 2024	
	Residents (n=300) %	Businesses (n=50) %	Residents (n=143)* %	Businesses (n=50) %	Residents (n=152)* %	Businesses (n=50) %	Residents %	Businesses %	Residents %	Businesses %
Summary measures:										
Percent rating 8 to 10	33% ↓	50%	58% ↑	50%	41% ↓	56%	8%	6%	-17%	6%
Percent No opinion/don't know	18%	16%	3% ↓	24%	21% ↑	18%	3%	2%	18%	-6%
Average rating out of 10 (This row shows numeric results, not percentages, which is the format for all other results in this table. Hence this row is italicised to emphasise that distinction.)	*7.1*	*7.3*	*7.5*	*7.9*	*7.0*	*8.2*	*-0.1*	*0.9*	*-0.5*	*0.3*
Full distribution of answers on scale:										
0 – Does not do this at all well	1%	0%	3%	0%	2%	0%	1%	0%	-1%	0%
1	0%	2%	0%	0%	0%	0%	0%	-2%	0%	0%
2	1%	0%	1%	0%	1%	0%	0%	0%	0%	0%
3	1%	2%	0%	2%	2%	0%	1%	-2%	2%	-2%
4	4%	2%	2%	4%	5%	2%	1%	0%	3%	-2%
5	8%	14%	6%	4%	12%	2%	4%	-12%	6%	-2%
6	9%	4%	6%	8%	2%	4%	-7%	0%	-4%	-4%
7	25%	10%	21%	8%	15%	18%	-10%	8%	-6%	10%
8	13%	30%	25%	16%	23%	24%	10%	-6%	-2%	8%
9	7%	8%	19%	14%	8%	16%	1%	8%	-11%	2%
10 – Does this extremely well	13%	12%	14%	20%	11%	16%	-2%	4%	-3%	-4%
No opinion/Don't know	18%	16%	3%	24%	21%	18%	3%	2%	18%	-6%

Data source: Waihi Annual Community Perceptions Survey (Phoenix Research).

* Base reduced to approximately half the sample in 2023 and 2024, because of timing constraints in the survey.

[46] The third row of data in this table shows means, not percentages: the change column naturally shows the changes in the means between the two years.

Comment

Residents' opinions about how well the company assists with planning for the long term future of Waihi are clearly weighted towards positive opinions. The levels of those opinions have been steadily positive during 2022 – 2024 (as they have also been for some years before 2022). (A minor point is that the table includes an up-arrow beside the results for residents in 2024, showing the percentage rating this poorly. That is an anomalous point that is barely notable. Phoenix has applied the standard deliberately without exception, of showing differences from one year to the next that are "statistically significant". This is a clear case where "statistically significant" is different from "actually significant" in everyday non-technical language.)

Business opinions on this aspect of the company's performance have changed markedly over time. (The following points include drawing on longer term trends not shown in the table above, but relevant to current data for context.) Business opinions up until 2019 had been very similar on this point to the opinions of residents. Then in 2020 and especially in 2021, business opinions became even more positive on this point, making them markedly more positive than residents during those two years. The 2022 results shown for businesses in the table above show a marked drop compared with 2021 in how positively businesses regarded the company for assisting with planning for the long term future of Waihi. That is indicated in the table above by the down-arrow, showing that was a statistically significant drop from 2021. Business opinions over the period 2022 to 2024, though still positive on balance, have remained somewhat less positive than residents' opinions.

There are at least three possible explanations for this pattern among businesses:

- One is that with the increased focus of the company from 2022 onwards on the Waihi North Project and Martha Open Pit, pushing the closure of mining at Waihi many years out into the future, businesses may be concluding (more than residents) that the company's focus on these new developments has resulted in the company having less focus relatively on planning for the long term future of Waihi;
- There are indications throughout the surveying of businesses for the Community Perceptions Survey that many business operators in and around Waihi (as is also true throughout New Zealand) do not plan their businesses far into the future, so that the durations of the new mining projects being proposed are likely beyond the time-horizons of many businesses in the area, leading them to be relatively disinterested in "planning for the long term future of Waihi";
- Businesses may also have been more sensitive than residents to the change in the wording of this survey question, which in 2020 for the first time added the words "long term", so the question asks about OGNZL assisting with planning for the "long term" future of Waihi (rather than simply its "future" as previously asked about).

The opinions of both residents and businesses about how well OGNZL handles the environmental impacts of mining weight towards the "well" end of this scale. Businesses are more favourable than residents.

However there is a marked trend for residents to view the company less favourably in this respect in 2024 compared with 2023. (The up and down arrows in the table emphasize this point.) It is possible that change results at least in part from the event in August 2024 (shortly before the interviewing for the Community Perceptions Survey) when the Ohinemuri River went orange due to old gold mine workings in the Karangahake Gorge, even though that was completely unrelated to OGNZL's operations.

While results on the rating of OGNZL's handling of environmental impacts of mining are very positive overall, it is also important to note the persistent minority of residents who rate OGNZL below the midpoint on this scale, i.e. expressing dissatisfaction (to varying degrees) with the company in this way. This has ranged consistently between 6% and 10% over recent years, including 2022 to 2024, with no clear indications of trends of either an increase or decrease over time.

F-I-3: SUMMARY RESULTS OF ANALYSIS OF STAKEHOLDER FEEDBACK, CONCERNS AND COMPLAINTS RECEIVED BY OGNZL INCLUDING NUMBER OF COMPLAINTS, AND OGNZL'S AVERAGE RESPONSE RATE REGARDING CONTINUED ENVIRONMENTAL IMPACTS; AND DELAYED REALISATION OF FUTURE ECONOMIC OPPORTUNITIES AS A RESULT OF RELIANCE ON MINING (External Affairs and Social Performance Department)

Data

Up until the 2021 – 2022 SIMP report the data for this indicator was presented in a table that showed both Concerns and Complaints, on alternating lines. From 2023 onwards this data has been separated into one table showing just Concerns followed by a second table showing just Complaints.

Table 67: Stakeholder feedback – CONCERNS received by OGNZL regarding environmental impacts

CONCERNS	DATA			
	2014 (Baseline)	2022	2023	2024
Noise	0	1	1	1
Vibration	2	7	2	8
Noise from Blasting	0	0	0	0
Felt and Heard	0	0	1	1
Air Quality (Dust)	0	0	1	0
Water	0	0	0	0
Communications	-	-	-	1
Staff behaviour	-	-	-	1
Total concerns	**2**	**8**	**5**	**12**

Data source: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

Data and Changes

Table 68: Stakeholder feedback – COMPLAINTS received by OGNZL regarding environmental impacts

COMPLAINTS	DATA				CHANGES		
	2014 (Baseline)	2022	2023	2024	2014 – 2024 %	2022 – 2024 %	2023 – 2024 %
Noise	31	2	12	97	213%	4750%	708%
Vibration	317	21	3	24	-92%	14%	700%
Noise from Blasting	30	0	0	1	-97%	100%	100%
Felt and Heard	82	11	3	2	-98%	-82%	-33%
Air Quality (Dust)	6	2*	0	1	-83%	-50%	100%
Communications	0	0	2	0	0%	0%	-100%
Staff Behaviour	0	0	3	2	0%	0%	-33%
Traffic	0	0	1**	0	0%	0%	-100%
Total complaints	**466**	**36**	**24**	**127**	**-73%**	**253%**	**429%**

Data source: Correnso SIA Engagement (KPMG Banarra, 2014); OGNZL External Affairs and Social Performance Department (2022 – 2024).

* One of these complaints related to weed spraying; one to dust. Investigations did not find that there were dust exceedances.

** This indicator seeks data on "continued environmental impacts". The "Traffic" concern/complaint line introduced to this table in 2023 does not fit that criterion well, but is included here "for the benefit of the doubt" and for transparency. This resident had concerns about the heavy traffic movements on Moore St as he had noticed an underground truck, crusher and digger in the last week or so and he said that the consents don't allow this movement, only in in an emergency. He said the road is not made to take the heavy weights and it will break down the surface of the road. He was not worried enough to make a complaint but just wanted to know why OGNZL is using Moore St. He was concerned that it would be used frequently. It was explained to the resident that OGNZL does use Moore St from time to time as this has better access for heavy machines, the same reason it has been used in the past. Note this "concern" as expressed by the resident has been classified here as a "complaint" because of the over-riding principle to treat such feedback as a complaint, not concern, if in doubt.

Comment

Complaints about vibration had accounted for the largest number of the complaints regarding environmental impacts of mining up until 2022. However like most other types of complaints, complaints about vibration have diminished markedly over time (including over years prior to those shown in this table), and dropped markedly in 2023. The one exception to that trend is complaints about noise, which showed a sharp upturn in 2023 and particularly in 2024.

For each of the two more common types of complaints, i.e. about noise and about vibration, it is notable that complaints per se are much more common than simple "concerns". (See the definitions of complaints compared with concerns set out under P-I-10.) That is, on these topics people contacting the company are typically opting to have their complaint reported to management, and to have a written reply, rather than the alternative they are offered, to have their concern simply noted, with no undertaking of any follow-up.

Of the 97 complaints about noise in 2024, 94 were from one complainant, about noise from helicopters. This all related to the Waihi North Project.

For the patterns of complaints about vibration that are shown in this table, not showing the levels of these complaints before 2022 misses an important point, that complaints of this nature had typically been much higher earlier than in either 2022 or 2024 during almost every year since the baseline in 2014. In that context, the even lower number of vibration complaints in 2023 is particularly striking. That is thought to be a consequence of the lesser amount of mining activity in 2023, combined with the nature of the mining done that year.

That marked drop in complaints about vibration in 2023 was matched by the marked drop in AEP payments in 2023, that was noted under P-I-1.

It is also thought likely that the marked increase in complaints about vibration in 2024 is related to the location of the mining at Martha Underground, which moved during that time to new locations closer to residential areas where residents had not previously had as much exposure to mining. The company has found that when residents are first exposed to the noise and vibration from mining they are more sensitive to it, with that sensitivity reducing over time with continued exposure. The mining may have also moved close to the surface in Martha Underground during 2024, that also contributing to its effects becoming more noticeable.

The increase in complaints about vibration in 2024 also corresponds to the large increase in concerns regarding perceived property damage at P-i-10.

Similar increases in complaints about blasting and noise were reported at H-I-3, which includes the location of complainants, reported in the context of health impacts, separately from the more environmental emphasis of this indicator.

(Note that these complaints and concerns are also distinguished from those reported under H-I-2 where residents were frightened or stressed, making those also health and wellbeing issues, as opposed to the environmental basis for the complaints reported in this indicator.)

Data is not available on OGNZL's actual average response rate for these complaints, although this is known to be one working day or less: the process for responding to complaints at the mine requires a maximum response time of within one working day, and this maximum has been consistently applied since 2014.

OTHER

N/A

8.3 SUMMARY – FUTURE OF WAIHI AND OGNZL LEGACY

Discussion	Up until 2020, the sale of the Waihi mine to OceanaGold in 2015, and OceanaGold's commitment in principle to continued exploration and mining in and around Waihi, had been a prominent signal to the community in Waihi of the lesser need for concern about planning for the long term future of the town. (OceanaGold's approach was in contrast to the previous owner, NWG, whose approach had led to an expectation of closing the mine once the mining in Correnso was completed.) OceanaGold's initiatives to further develop the mine, starting with Martha Underground, with its 10 year extension to mining, reduced the interest, concerns and relevance of planning for the long term future of the town, among both residents and businesses. Since starting Martha Underground, OceanaGold developed plans for Project Quattro (announced in July 2020), then transformed those plans into two projects announced in 2021, the Waihi North and Martha Open Pit projects. Those have been clear signals of an even longer future, a significantly longer future, for mining in and around Waihi. That has further reduced the interest among the community (as a whole), and the perceived relevance, of planning for the long term, post mining, future of the town. For all the benefits of mining, the community remains alert to how well the company is managing any environmental impacts of mining. Only small proportions of residents and business people do not have opinions about that.
Compliance with other Project Martha and Correnso Consent Conditions	All management plans and monitoring reports required by the Project Martha and Correnso Underground Mine Consent Conditions have been submitted and reviewed by HDC. Closure and legacy planning have not occurred in depth over recent years due to the extended life of mine with OceanaGold ownership. This has entailed the consenting then commencement of work on Project Martha, the announcement of Project Quattro followed by the announcements of it devolving into the Waihi North and Martha Open Pit projects, then the lodging of the consent applications for Project Waihi North. Mitigation actions F-M-4 and F-M-7 have accordingly been delayed for future implementation.