

Waihi Social Impact Management Plan 2025 Monitoring Report

OceanaGold (New Zealand) Limited

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PHOENIX RESEARCH

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1 INTRODUCTION

OceanaGold (New Zealand) Limited operates the Waihi mining operations located within the Hauraki region of the North Island of New Zealand.

OceanaGold (New Zealand) Limited (abbreviated to **OGNZL** throughout this report, also sometimes more simply as "**OceanaGold**" or where unambiguous "**the company**") is required to have a Social Impact Management Plan (**SIMP**) in place for their Waihi mining operations. This requirement was specified in the consent conditions associated with the operations that have been consented and undertaken starting in 2014 with the Correnso Underground Mine and followed by Project Martha which was consented in 2018. The requirement for a SIMP has been carried forward into the conditions for the Waihi North Project (**WNP**) which was consented in December 2025.

As stated in the Consent Conditions for the Waihi North Project (condition 106): "The objective of the Social Impact Management Plan is to provide a framework to identify, assess, monitor, and manage the social effects (positive and negative) of activities authorised by this consent, together with the mining projects undertaken by the Consent Holder in the area on the community."

That requirement led to WSP being engaged by the company to prepare a Social Impact Assessment (SIA)[1] and on that basis a "SIMP Framework" report[2], which sets out the plan for the required monitoring and management of the social impacts associated with the Waihi mining operations. This framework was subsequently agreed with Hauraki District Council (**HDC**), the regulator stipulated by the Consent Conditions to monitor OGNZL's social impact performance. This new "SIMP Framework" was finalised in January 2026.

The SIMP serves as an internal management and reporting tool as well as a mechanism to report externally on OGNZL's performance. The plan includes an individual management plan for each of five key thematic areas, which reflect the potential social impacts (identified in earlier Social Impact Assessment studies) in relation to the Waihi mining operations. These five themes are:

- Economy
- Employment, skills and training
- Property, housing and workforce accommodation
- Community
- Health and wellbeing

Within each of these five key thematic areas the SIMP states:

- The overall objective, potential impacts and performance goals

[1] Social Impact Assessment: Waihi North Project, Version 3 (WSP, 2025).
[2] Social Impact Management Plan Framework 2026 (WSP, 2026).

- Indicators for tracking, measuring and communicating performance
- Management activities on that theme

The chapters on the five themes which form the basis of this SIMP Monitoring Report document the social impacts of OGNZL's mining activities in the Waihi area on the community, including OGNZL's existing mining operations and the Waihi North Project (both its current and potential impacts).

The report is designed specifically for monitoring social impacts: any other uses of the report could be inappropriate. In particular this report is not designed to be used as a basis for any financial or investment decisions and should not be relied on for such purposes.

The report is essentially concerned with data up to the end of the 2025 calendar year, although naturally the report includes analysis and observations about that year that have been made early in 2026.

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 the information in this report from OGNZL, beyond basic reasonableness checks, and review and discussion with OceanaGold employees.

In parts of this report data on community perceptions are presented that come from annual Waihi Community Perceptions Surveys that have been conducted by Phoenix for OGNZL since 2016. These have been conducted as telephone surveys, covering both residents and business leaders in and around Waihi. The sample sizes for these surveys are documented in the tables of results.

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 participation rates among direct and contractor employees.

The fieldwork for these surveys is typically conducted in November and December each year.

All data shown in the indicators is for the 2025 calendar year, although where appropriate written commentary is provided referring also to results from earlier years. The 2025 calendar year has been identified as the appropriate focus of this report, and is expected to stand as a "baseline" measurement through the life of the Waihi North Project, against which future measurements will be compared.

The Nature of This Report

This report is based closely on the "SIMP Framework 2026" described above. That in turn was developed based not only on previous SIMP reporting but also the recently conducted Social Impact Assessment (SIA) conducted by WSP.

The report also broadly follows a template for SIMP annual reporting established for the Correnso mine, for a previous owner of the Waihi operation (Newmont Waihi Gold or NWG), which in turn drew on the 2014 SIA report undertaken by Australian consulting firm Banarra (Pty) Ltd. The template was subsequently updated in the 2015 and 2016 SIMP Annual Monitoring Reports by KPMG Banarra, and in the subsequent SIMP Monitoring Reports by Phoenix, up until the last of the SIMP reports in that format, covering 2023 - 2024. This template was approved by the regulator HDC as meeting the requirements of the Correnso and Martha Consent Conditions.

Findings in the current report are occasionally quoted from earlier annual SIMP reports. The last SIMP report in this series is available from both OceanaGold and HDC on their respective websites. The SIMP Framework 2026 report (WSP, 2026) is available on the OceanaGold website.

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. A wide range of still-relevant waivers, disclaimers and limitations were included in earlier reports in the series, which, while summarised above, are fully documented in the 2016 SIMP report.

In the Indicator section of each chapter, each "Indicator" is presented in turn, under the headings of Data and Comment for that Indicator. Both Indicators and Management actions, are referenced by abbreviations following the formula of: theme (e.g. Ec for Economy), type (I for Indicator or M for Management action), and number (1, 2, 3, etc). This gives rise to references of the form Ec-I-1, Ec-M-1, etc.

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".

Presentation of Indicator Data

The indicator data forms a substantial part of this report. This is presented as tabulations that provide the data specified in each indicator.

A few technical notes about these tabulations are in order. First, it is anticipated that the indicators in this report will serve as a baseline or benchmark against which future results can be compared. That is based on 2025 being the year when the Waihi North Project was beginning, making 2025 an appropriate "baseline" or "start point" for future SIMP monitoring.

In future years the indicator tables will compare and contrast data over time. Accordingly, the report has been set out in landscape orientation to enable accommodating that future data, including analysis of changes over time.

Much of the tabulated data consists of numbers (either actuals or estimates), and/or the corresponding/equivalent percentages where appropriate. The percentages are typically column-based (i.e. rather than row-based) except where noted. Each percentage result is presented to full accuracy once rounded. That rounding of

percentages sometimes results in totals that are different from those shown. (When those apparent discrepancies occur, they are typically no more than 1%). Similar comments apply to numeric data that are estimates, where rounding can again result in small discrepancies between the total shown and the total of the items in a table when they are added.

Columns that show numeric data are typically headed either "N" or "n". Following style writing guidelines for technical reports, "N" is used for results that apply to the whole company or whole workforce etc, whereas "n" refers to numbers based on subgroups of the whole.

2 OVERVIEW OF 2025

The major mining activities by OceanaGold in and around Waihi that have been relevant to the social impacts of mining in Waihi during 2025 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 2025. Further details about these projects are available on the company's website: https://www.waihigold.co.nz/.

During 2025 OceanaGold continued its underground operations in the Correnso and Martha Underground mines, with Martha Underground by far the main producer during 2025. At the same time major progress was made with the new project, the Waihi North Project, one of the most significant developments in the recent history of mining in and around Waihi. The existing mining and the new Waihi North Project are the main themes in the summary that follows.

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. Backfilling is typically done with cement-bonded aggregate, providing a high level of ground stability.

OceanaGold had earlier anticipated that the mining in Correnso would have been completed as early as 2022. However, further gold was identified that could be economically mined using modern narrow vein mining methods. That led to mining there continuing through to the end of 2025. Further reasons for continuing to mine at Correnso beyond 2022, and in 2025 specifically, included 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.

Only narrow vein mining was used in Correnso during 2025. This has a different pattern from the more standard mining methods used previously in Correnso and continuing to be used in Martha Underground, with narrow vein mining 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 consent authorising mining in Correnso was due to expire at the end of 2025. However, on 10 December 2025 the Government passed the Resource Management Duration of Consents Amendment Act under urgency as part of its broader resource management reform programme. The Act extended by two years all land use consents that were due to expire before the end of 2025, including the consent for mining in Correnso.

The mining at **Martha Underground** (sometimes also referred to as **Project Martha**) is mainly below the Martha Open Pit, and 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. Martha Underground has been the main focus of OceanaGold's mining operations during 2025.

The company's current estimate is that mining at Martha Underground will continue until approximately 2032. Planning for the remaining life of Martha Underground has now been merged with the company's integrated underground planning, now extending well into the next decade. Underground mining of the Rex orebody was planned to occur during approximately three of the years of mining at Martha Underground: some of that planned mining of the Rex orebody occurred during 2025.

The **Waihi North Project** is the result of extensive exploration 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, focussed on the Wharekirauponga Underground Mine, approximately 10 km north of Waihi.

As at the end of 2024, the Waihi North Project had been widely communicated to the community, over some years since its initial announcement in 2021. Major progress was made during 2025 with this project, when it progressed further and faster than in any previous year. This followed the Government announcing the first list of 149 projects in October 2024, that would be included in a schedule of the Fast-track Approvals Bill: this list included the Waihi North Project. The Fast-track Approvals Act came into force in December 2024. Following and building on detailed planning for the project over several previous years, and development of the documentation needed for the project, OceanaGold submitted applications in the first quarter of 2025, leading to the application being accepted as complete in May 2025. After detailed examination by the Fast-track Expert Panel, a draft approval was issued in November, followed by final approval granted in December 2025.

With the Fast-track Act approval in December 2025, the company ended the year fully set to proceed with the Waihi North Project in 2026.

One of the consent conditions of the approval of the Waihi North Project is the requirement for the company to prepare an annual SIMP report, as noted above in Chapter 1: Introduction. This is that report. While SIMP reporting has been done (mostly annually) in a similar format since the beginning of the mining at Correnso in 2014, the consent for the Waihi North Project resulted in expanded requirements for this SIMP reporting. The current report is the first in the series of annual SIMP reports that are anticipated, in the new and expanded format and scope.

One further development during 2025 related to the **Martha Open Pit**. Exploration and drilling had identified additional economically viable gold resources within and adjacent to the existing pit, creating the potential for a future pit expansion. However, any such expansion would first require a change to the Hauraki District Plan to extend the boundary of the **Martha Mineral Zone** (MMZ) to include all land necessary to support the expansion, including areas required for rehabilitation.

The existing MMZ, as defined in the Hauraki District Plan, provides for surface mining within its boundaries, subject to the granting of other necessary approvals, including resource consents. To preserve the option of a future pit expansion, OceanaGold sought a private plan change to extend the MMZ to include additional company-owned land surrounding the Martha Open Pit. The proposed plan change did not itself authorise any new mining activity, with any future expansion remaining subject to further approvals, including resource consent processes.

The community had been informed of the proposal over several years as planning for the project progressed. OceanaGold lodged the plan change application in 2022, with the proposal publicly notified in 2024 and hearings held in December 2024 and February 2025. In March 2025, the independent hearing panel appointed by Hauraki District Council issued its decision, granting only a partial approval of the plan change. The approved area was significantly smaller than that sought and did not include all the land required to support a future expansion of the Martha Open Pit.

As at the end of 2025, OceanaGold was still considering its position in response to the decision. Since that time, and at the time of writing this report, the company has withdrawn the application. While there are currently no plans to progress an expansion of the Martha Open Pit, OceanaGold may choose to revisit the opportunity in the future.

Two other early works projects deserve particular mention, as they both involved significant use of contractor labour forces during 2025, with staff necessarily often living outside the local area. Both these projects had separate approvals ahead of WNP being approved in December 2025:

- The raising of one of the Tailings Storage Facilities (**TSF1A**)
- Preparatory works at **Willows Road** (the portal for the tunnels related to WNP), and the associated **services trench**

Throughout the year other main activities included ongoing investment in environmental management and stewardship, water treatment, monitoring the tailings storage facilities (TSFs), education, biodiversity (especially in the Wharekirauponga area), and community engagement.

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
- "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

These publications continued to be produced and circulated throughout 2025, including keeping the community well informed about progress with getting the Waihi North Project approved.

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.

Over several years leading up to 2025 the price of gold on world markets had increased significantly. During 2025 the price of gold increased more markedly, reaching successive record highs. The company's reported average realised gold price in the fourth quarter of 2025 was just under 50% higher than in the first quarter. Those increases added to the stability and confidence in the mining sector.

In summary, during the 2025 year the company focused on preparing for a major new phase of mining while continuing to operate the existing mines and related infrastructure responsibly. The year was characterised less by production changes than by major regulatory advancement on the WNP project and related infrastructure planning, and by community engagement about the significant changes and developments over the course of the year.

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 actions specified by the SIMP. These specific indicators and management actions are the focus of the balance of this report.

As it has consistently in recent years, OceanaGold has done well to collect virtually all the data now required for SIMP reporting, especially given the new and extended scope of reporting required for the Waihi North Project in the SIMP Framework. This report fully documents that achievement. The only significant gaps in fully meeting the new SIMP reporting requirements arise from the fact that the SIMP Framework triggered by the Waihi North Project was only finalised in January 2026, which did not enable the data for a small number of the new SIMP indicators to be captured. Wherever possible, these data gaps are expected to be addressed in future reporting periods.

The SIMP indicators and management actions provide an objective and well-rounded assessment and monitoring of the company's performance of its social impact responsibilities. The SIMP monitoring framework, including the January 2026 update, has remained effective 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 now to the major new planned and now consented Waihi North Project.

Continual review of SIMP indicators and management actions has been an integral part of the SIMP process from the outset. This report being the first in response to the new extended SIMP reporting requirements continues that approach.

3 ECONOMY

3.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

Objective	Continue to contribute to economic growth and provide opportunities to local businesses, whilst ensuring potential economic dependency of businesses on OGNZL is minimised.
Potential impacts	• Continued contribution to the economy by OGNZL • Changes in business activity relating to mining
Performance goals	1. Understand and measure the economic impact of OGNZL 2. Provide local business opportunity 3. Support local business sustainability by managing potential economic dependencies on OGNZL

3.2 INDICATORS

In each of the following chapters of this report the Indicator sections start by setting out the themes into which the indicators are grouped.

The Economy indicator themes are:

- Contribution to the economy (Ec-I-1 and 2)
- Business activity related to mining (Ec-I-3 to 6)

CONTRIBUTION TO THE ECONOMY

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

Data

Table 1: Contribution to the economy (Ec-I-1 and Ec-I-2)

	Value of expenditure (NZ$)	Proportion of total expenditure (%)
Total expenditure[3] including payroll		
Local[4]	96,644,355	23%
Regional	79,901,706	19%
National	162,962,141	39%
International	73,128,725	18%
Total	**412,636,926**	**100%**
Total expenditure excluding payroll		
Local	30,994,880	9%
Regional	67,481,535	21%
National	157,892,683	48%
International	71,776,869	22%
Total	**328,145,967**	**100%**
Payments to government		
Royalties	3,740,059	
Rates	**July 2024 – June 2025**	
HDC	1,585,484	
WRC	227,247	
Total royalties and rates	**5,552,790**	

Source: OGNZL Commercial Department.

[3] 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 National figure excludes local and regional spend. The data is based on accrual (not cash) accounting methods.

[4] OGNZL defines "local" as including the townships of Waihi, Paeroa, Whangamatā, Te Aroha, Waihi Beach, Katikati, and the intervening rural areas. This corresponds to a radius up to approximately 30km or 30 minutes' drive time from Waihi. This definition of "Local" is used throughout this report, except where the rare exceptions are noted. "Regional" refers to all areas within the Waikato and Bay of Plenty regions, not including "local".

Note to Table 1: 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.

Comment

The highest proportion of the company's expenditure is with businesses in parts of New Zealand other than the Waikato or Western Bay of Plenty regional council areas. The next highest area of expenditure is the local area. However, once payroll costs are removed, expenditure in the local area becomes a markedly smaller proportion of total expenditure.

The expenditure in 2025 is markedly up since 2024, when it was approximately $278m. That is a 48% increase, mostly attributable to the Waihi North Project, but also arising from infrastructure upgrades including at the mill, combined with the ongoing mining at Project Martha. Royalty payments to government have also increased markedly since 2024, more than doubling in that time.

BUSINESS ACTIVITY RELATED TO MINING

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

Data

During 2025 it became increasingly apparent/likely that the Waihi North Project would be approved, as in fact it was in December 2025. In order to gear up for the project a large number of tenders were prepared then taken to market during the year, specific to WNP. Because these tenders were quite different from the tenders during a more normal year focused on ongoing mining operations and because there were many more of them, the tenders data is presented below separately for operational tenders (i.e. focused on ongoing operations in Correnso and Project Martha) and WNP tenders. It is only the operational tenders that can meaningfully be compared with tendering in previous recent years.

Table 2: **Operational Tenders 2025**

	LOCAL		REGIONAL		NATIONAL		INTERNATIONAL		TOTAL
	n	%	n	%	n	%	n	%	N[5]
Number of tenders[6]	-	-	-	-	-	-	-	-	**2**
Number of tender participants	1	7%	0	0%	7	47%	7	47%	**15**
Number of tenders won	0	0%	0	0%	0	0%	1	100%	**1**

Source: OGNZL Commercial Department.

[5] This is the first table in this report to apply the convention described in the Introduction, whereby the headings over columns of numeric data are shown as "n" when the data concerns a sub-group of the whole, or "N" when it covers the totality. This convention for technical reports is recommended in style writing guides.

[6] Tenders are not restricted to businesses from any particular locality: hence only the total on this line is relevant.

Table 3: WNP Tenders 2025

2025 WAIHI NORTH PROJECT TENDER DATA	LOCAL		REGIONAL		NATIONAL *		INTERNATIONAL *		TOTAL
	n	%	n	%	n	%	n	%	N
Number of tenders[7]									**31**
Number of tender participants	3	3%	8	8%	68	70%	18	19%	**97**
Number of tenders won	2	5%	3	8%	26	70%	6	16%	**37**

Source: OGNZL Waihi North Project (WNP) Department.

Table notes: The number of tenders won is greater than the number of tenders released, as some tenders were split awards.

The number of tenders won includes some businesses that won more than one tender: such businesses contribute to the number of tenders won based on the number of tenders they won. Similarly the number of tender participants includes counting a business more than once if they tendered for more than one tender.

The number of tenders won is higher than the number of tenders released, as some tenders were split awards.

Comment

The number of operational tenders during 2025 was markedly less than over recent years, when between four and eight tenders were let each year since 2022. That reduced number in 2025 reflects the relatively "steady state" of the underground mining operations (i.e. in the Martha Underground and Correnso mines). It also reflects that some large tenders that had been awarded previously were simply extended, continued or rolled over, where the work was ongoing. One of the tenders that was released in 2025 was awarded in 2026.

The number of tenders let and won for WNP in 2025 (37) is much greater than the number of operational tenders won in 2025. This reflects the major increase in new work related to the development of the Waihi North Project, and the range of skills, expertise and capability required that needed to be sourced externally to the company. These tenders anticipated the consenting of WNP, with confidence the project would be approved, as it was in December 2025.

The number of WNP tender participants, and tenders won, featured national tenderers much more strongly than those from other areas. This relates to where relevant skill sets could be obtained. Several major packages (such as the services trench and bulk earthworks, and a large number of key components for the Water Treatment Plant upgrade) required skills and capability only available through specialist national vendors.

OGNZL is unable to provide information about the value of tenders as it is commercially sensitive and confidential.

[7] Tenders are not restricted to businesses from any particular locality: hence only the total on this line is relevant.

Ec-I-5: Proportion of suppliers for whom OGNZL contributes >50% of revenue, reported at local, regional, national and international scales

This indicator has been reported on starting with the 2018 SIMP report. The methodology is 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 are made for each supplier of the proportion of their revenue that OGNZL contributes. The methodology 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 the relevant year. This threshold level of $60,000 has been 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 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. That is 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. This effect makes the Ec-I-5 calculations if anything conservative, i.e. erring towards overstating the proportion of suppliers for whom their income from OGNZL is greater than 50%. That is because larger businesses that supply goods and services to OGNZL of less than $60,000 are excluded from this analysis.

A minor development of this indicator was to run a "sensitivity" analysis of the model in 2020, first replicating the standard 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. That finding empirically confirms that 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 2025 there were 254 suppliers to OGNZL that sold $60,000 or more of supplies to OGNZL. That compares with 233 equivalent suppliers in 2024.

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

The total expenditure by OGNZL with these suppliers during 2025 was just over $279m (GST exclusive). (This figure is broken down by the locality of the suppliers in Ec-I-6.) That compares with the total expenditure of OGNZL excluding payroll, as shown in Ec-I-1, of just over $328m in 2025 (GST inclusive), for which the pre-GST equivalent is $295m (that figure takes account of the component of that expenditure with overseas suppliers, not subject to GST). That is, approximately 95% ($279m/$295m) of all expenditure by OGNZL is with suppliers with whom OGNZL spends $60,000 or more (GST exclusive).

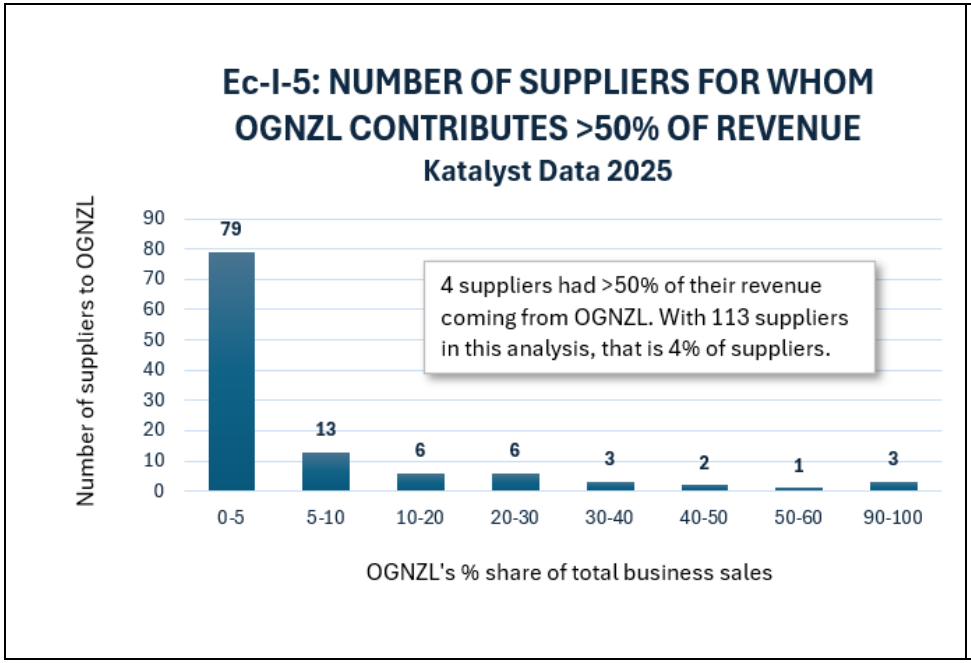
Hence the source file for the analysis presented for this indicator is representative of virtually all of OGNZL’s expenditure with suppliers.

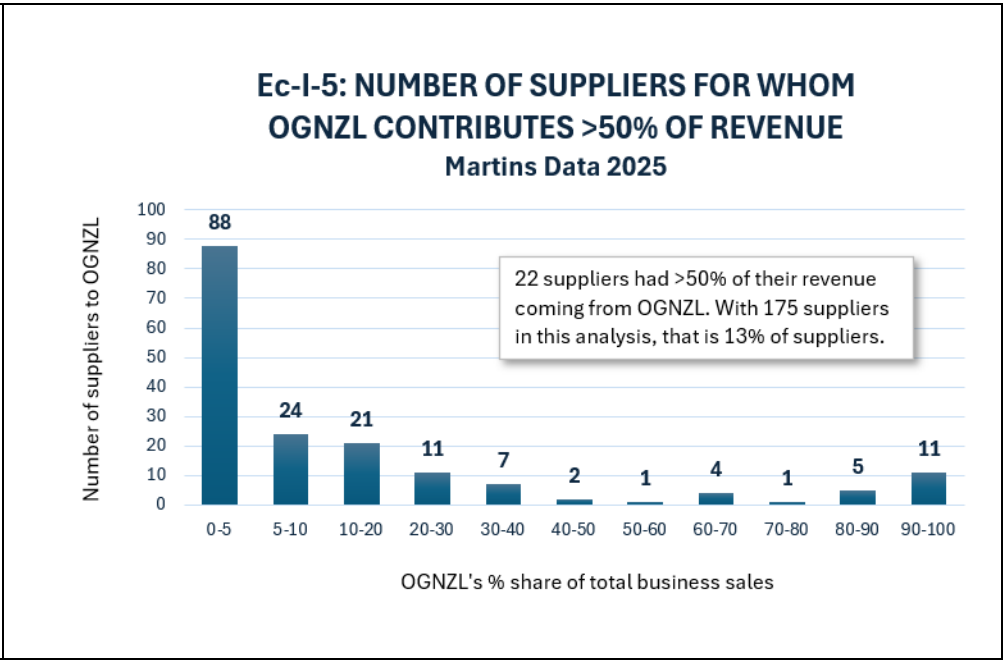
Of the 254 suppliers to OGNZL that sold $60,000 or more of supplies to OGNZL in 2025, 201 were based in New Zealand. It was deemed inappropriate for the purposes of this indicator to include international suppliers. (In addition, obtaining revenue estimates for such businesses would introduce a further level of complexity to the analysis that was not deemed appropriate.) This exclusion also makes the following analysis conservative, i.e. erring towards overstating the reliance of all suppliers on their income from OGNZL.

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 and Martins, two leading suppliers of this type of information about businesses[8]. As an indication of the validity of data from these suppliers of business lists, it may be useful 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 the 201 supplier businesses within New Zealand, Katalyst was able to provide turnover estimates for 113 businesses and Martins for 175 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.

[8] 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.





Note that among the 11 suppliers where Martins' estimate of business turnover resulted in showing that 90% or more of those businesses' turnover was from OGNZL, Katalyst was able to provide independent estimates of the turnover of four of these suppliers. While the turnover estimates from Martins and Katalyst were close for two of those four suppliers, for the other two suppliers the Katalyst estimate of turnover was markedly higher than the Martins estimate. The estimate of the proportion of the revenue for those two suppliers coming from OGNZL then reduced to under 50%.

A similar analysis was undertaken of the three suppliers where the Katalyst estimate of turnover showed that 90% or more of their turnover came from OGNZL. Martins were able to provide turnover estimates for each of these three suppliers. Using the Martins estimate of turnover for these three suppliers the proportion of their revenue coming from OGNZL also exceeded 50%. That is, for those three suppliers, the analysis based on the Katalyst and Martins estimates of business turnover gave equivalent results.

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 4: Suppliers for whom OGNZL contributes >50% of revenue

	2025	
	Katalyst	Martins
Number of businesses for which turnover estimates available	113	175
Number of businesses for which >50% of turnover is sales to OGNZL	4	22
Percentage of businesses for which >50% of turnover is sales to OGNZL	4%	13%

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 small. In 2025 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 22 out of 175 supplier businesses. That equates to 4% and 13% of suppliers respectively.

The difference between the two estimates may be in part due to the Martins database being able to provide turnover estimates for a larger number of suppliers than Katalyst. The total expenditure by OGNZL with the suppliers for whom turnover estimates could be provided was $149m for Katalyst and $202m for Martins. (That equates to an average of $1.3m expenditure with each supplier Katalyst could match and an average of $1.2m for each supplier Martins could match, so expenditure does not account for the difference between 4% and 13%). On balance, the difference between the estimates of 4% and 13% is best viewed as an indication of the error bounds of this type of analysis.

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, including in 2025.

Comment

That indication of low reliance by supplier businesses on OGNZL is consistent with findings from the Phoenix survey of businesses in 2015, that were documented in the SIMP report by KPMG on the 2016 year[9]. This survey indicated that just 2% of local businesses had 50% of more of their revenue from OGNZL. The 2015 survey

[9] Waihi Social Impact Management Plan 2016 Annual Monitoring Report (KPMG, 2017).

also found that businesses were very uncomfortable about disclosing this aspect of their turnover in the survey, so this question was not continued in the annual survey of businesses.

In their SIMP report on the 2016 year KPMG also drew on the analysis by economics consulting firm Eaqub and Eaqub[10] to conclude that "Economic analysis of input-output links do not suggest high likelihood of many firms with greater than 50% revenue exposure to WGO. The current data that is available suggests that there is a low number of businesses that are dependent on WGO for more than 50% of their revenue."

Although those findings and observations are from some years ago, they are broadly consistent with the findings about Ec-I-5 from the 2025 analysis 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 firm conclusions to be made about changes, increases or decreases in reliance of businesses on their billings to OGNZL over time. Even so, it is of some interest that the analysis based on the Katalyst estimates of supplier turnover in 2024 showed the same 4% having >50% of their revenue coming from OGNZL. The equivalent figure based on the Martins estimates in 2024 was 6%. If there was a marginal increase in reliance by suppliers on income from OGNZL, that would likely relate to the large increase in expenditure by the company in 2025 compared with 2024, as documented in Ec-I-1.

[10] The Waihi Economy; Size, Importance of Mine & Significance of Closure (Eaqub & Eaqub, 2015).

Ec-I-6: Locations of suppliers to OGNZL with annual billings to OGNZL of $60,000 or more

Data

Table 5: The locations of suppliers to OGNZL with annual billings to OGNZL of $60,000 or more

	2025			
	Suppliers		Value of supplies purchased	
	N	%	NZD	%
Local	40	16%	$18,129,139	6%
Regional	53	21%	$67,190,280	24%
National	108	42%	$155,499,311	56%
International	53	21%	$38,329,877	14%
Total	**254**	**100%**	**$279,148,607**	**100%**

Source: OGNZL Commercial Department, analysis by Phoenix Research.

Comment

In 2025 it can be seen that just under 80% of these suppliers were local, regional or national businesses, i.e. located in New Zealand rather than overseas. International suppliers accounted for a smaller proportion of expenditure, with over half this expenditure going to New Zealand/national suppliers (i.e. not including suppliers within the Waikato or Bay of Plenty regions).

3.3 MANAGEMENT ACTIONS

Ref.	Action
Ec-M-1	If there is evidence of a change in local procurement opportunities or an increased dependency of local businesses on OGNZL, then: — Review OGNZL's procurement processes to identify opportunities to support local business sustainability while managing potential dependencies. — Assess opportunities to improve how local businesses are notified of tenders.

4 EMPLOYMENT, SKILLS AND TRAINING

4.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

Objective	Provide local employment and maximise local workforce participation through the provision of skills development and training opportunities
Potential impacts	• Continued provision of employment • Continued provision of training programmes • Maximise local workforce participation
Performance goals	1. Promote the local employment and workforce diversity 2. Promote training and development opportunities for existing employees and contractors[11] 3. Maximise local workforce participation through the provision of skills development and training

[11] Contractors refers to those employed by contractors to OGNZL and includes local civil contractors and offshore drilling contractors (Fly in – Fly out) staff.

4.2 INDICATORS

The themes into which these indicators are grouped are:

- Employment provision (Em-I-1 and 2)
- Local employment (Em-I-3 to 6)
- Workforce diversity (Em-I-7 to 9)
- Staff training (Em-I-10 and 11)
- Local workforce participation (Em-I-12 to 23)

Throughout the presentation and discussion of employment indicators, data is typically presented distinguishing people employed directly by the company ("**Direct Employees**") from people employed by contractors to OGNZL ("**Contractor Employees**")[12].

The wording of the actual indicators has been shown throughout this report exactly as set out in the SIMP Framework (with very occasional minor exceptions). That terminology often refers to the above groups using the shorthand terms "employees" and "contractors".

Where data is provided from all employees combined, this is identified as the "Total Workforce", i.e. the sum of Direct Employees and Contractor Employees. When such combined percentage results are shown, because there are more than twice as many Direct Employees as Contractor Employees, the combined percentage results (i.e. for the Total Workforce) are typically much closer to those for the Direct Employees rather than the Contractor Employees. (I.e. the Total Workforce percentage results are not the simple average of the results for the two groups of employees.)

[12] Local civil contractors and offshore drilling contractors (Fly in – Fly out) staff are included within "Contractor Employees".

EMPLOYMENT PROVISION

Em-I-1: Number of OGNZL employees

Em-I-2: Number of OGNZL contractor employees

Data

Table 6: Numbers of employees

	2025
Number of Direct Employees[13]	458
Number of Contractor Employees*	212
Total Workforce	**670**

Sources: Direct Employees: OGNZL People and Culture Department; Contractor Employees: External Affairs and Social Performance Department.
Table note: There is modest variation in the numbers of Direct Employees each month through the year. The figures reported are averaged over the year, as the best measure representative of the full calendar year.
* The count of Contractor Employees is based on FTE (Full Time Equivalent) calculations using total hours data held by the company. One FTE is taken to equate to 40 hours work.

Comment

The total OceanaGold workforce remained virtually static between 2022 (458) and 2023 (459), but climbed markedly in 2024 (533), followed by an even greater increase in the Total Workforce in 2025, to 670. That is an increase of just over 25% and parallels the large increase in the overall scope and scale of the mining works in 2025, represented by the 48% increase in expenditure noted in Ec-I-1 compared with 2024.

That increase has been proportionately greater among Contractor Employees than among Direct Employees, reflecting the company's need to bring in specialist skills and expertise not available among Direct Employees. It is envisaged that the number and/or proportion of Contractor Employees will reduce over the next few years as the workflows for the Waihi North Project settle into more operations rather than project/developmental work. (The company maintains detailed internal workforce planning schedules which plot expected workforce numbers over at least the next eight years of the Waihi North Project: that is the basis for those observations.[14])

The initial high use of contractors at the beginning of projects is typical during the early stages of new mining projects. The use of contractors also typically tails off towards a higher proportion being directly employed by the company once a project has moved into the operations stage.

[13] The terms Direct Employees, Contractor Employees and Total Workforce are used widely throughout this chapter. Refer definition on the page above.
[14] WNP Incremental Labour Data (OGNZL, 2026); quoted in Workforce Accommodation Assessment (WSP, 2026).

The mix of employees being weighted to those employed directly by the company rather than employed by contractors (as was more widespread when mining at Correnso was starting in 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 and 2025 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 and even more so in 2025, because of the Waihi North Project.

LOCAL EMPLOYMENT

Em-I-3: Percentage of employees living locally[15], tracking against a 70% local employment goal and reported on by local area and by each township within the local area

Em-I-4: Percentage of OGNZL contractor employees living locally, reported on by local area and by each township within the local area

Compared with measurements of "living locally" used in previous SIMP reports, the data presented in this section is now based on more comprehensive questions in the Employee Survey that define where people "live" more accurately, taking account of those who live other than in Waihi when they are not working there:

a. When you're working in Waihi, where do you reside?
b. When you're not working in Waihi, do you reside elsewhere? *(If so, also answer the next question)*
c. When you're not working in Waihi, where do you reside?

For the purposes of this indicator (and throughout the employment indicators), "living locally" is defined in two ways, based on the answers to the questions above.

The primary definition is **permanently living locally**: employees who reside within the local area while working in Waihi and do not have a separate primary residence elsewhere when not working. This is the definition used to track performance against the 70% local employment goal.

The secondary definition is **living locally while working in Waihi**: employees who reside within the local area during working shifts, regardless of where they live when not on shift. This broader measure includes workers who maintain a local residence for work purposes but live elsewhere permanently.

[15] As noted at Ec-I-1, OGNZL defines "local" as including the townships of Waihi, Paeroa, Whangamatā, Te Aroha, Waihi Beach, Katikati, and the intervening rural areas. This corresponds to a radius up to approximately 30km or 30 minutes' drive time from Waihi.

Data

Table 7: Total Workforce living locally[16]

	2025
Percentage of Total Workforce permanently living locally	**66%**
Percentage of Total Workforce living locally while working in Waihi	**84%**

Source: Employee Survey (OGNZL and Phoenix Research).

Comment

The goal of 70% local employment is not met among the Total Workforce (66%, when those who live elsewhere when not working in Waihi are treated as non-local). Although a different measure of local employment, living locally while working in Waihi is markedly higher, at 84%. (As set out above, this includes those who live elsewhere but stay in Waihi while working there.)

Data

Table 8: Direct Employees and Contractor Employees living locally

PERCENTAGE OF WORKFORCE LIVING LOCALLY	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Number and percentage of employees permanently living locally	351	77%	94	44%	**445**	**66%**
Number and percentage of employees living locally while working in Waihi	412	90%	148	70%	**561**	**84%**

Source: Employee Survey (OGNZL and Phoenix Research).

[16] 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".

Comment

The percentage of local employment (permanently living locally) among Direct Employees (77%) is well above the 70% target. However, it is much lower among Contractor Employees (44%). Those percentages are much higher if those who live in Waihi while working there (though essentially living elsewhere), are included: the measure of "living locally while working in Waihi".

That lower rate of local employment among Contractor Employees is largely attributable to the temporary contractor workforce engaged in early construction works for the Waihi North Project. This includes a higher proportion of non-local workers, because of the particular skill sets required for that work. Those skills are not available among local people. (This higher proportion of non-local employees among the Contractor Employees also correlates with the relatively high proportion of tenders let to National businesses during 2025 – refer Ec-I-3 and 4).

A further factor that influences the higher proportion of non-local workers among Contractor Employees relates to construction workforce logistics and contract durations. The short-term nature of this work makes it impractical to recruit and maintain a large local workforce for the duration of the construction phase. This results in engaging established contracting firms operating from larger urban centres. Two particular examples are early works commenced during 2025 ahead of WNP being consented in December, and which were each separately approved: preparatory works at Willows Road and construction of the services trench, and the TSF1A lift (these were also mentioned in Chapter 2). A yet further related factor is that some works (these and others) need to be done during dry weather, which is more prevalent during summer, again leading to or necessitating short-term or limited-term engagements.

As the WNP construction phase progresses and the temporary contractor workforce reduces, along with the proportion and number of Direct Employees increasing, it is anticipated that the percentage of the Total Workforce living locally will increase toward the 70% target over time, or exceed that target. The pattern of new mining projects requiring a higher proportion of temporary contractors as the new projects get started (when highly specialised skills are required for a limited time), followed by higher proportions of the workforce being employed directly by the mine, is a useful strategy and typical of new mining projects, before transitioning to more use of the Direct Employee workforce. This pattern was also evident over the early years of the Correnso mine, although other factors were then also at play.

Data

Table 9: Workforce living locally*: specific local townships

WORKFORCE LIVING IN LOCAL TOWNSHIPS	Permanently living locally			Living locally while working in Waihi		
	Direct Employees	Contractor Employees	Total Workforce	Direct Employees	Contractor Employees	Total Workforce
Waihi	43%	25%	37%	51%	43%	49%
Waihi Beach/Athenree/Bowentown	19%	6%	15%	22%	13%	19%
Paeroa	4%	3%	4%	5%	3%	4%
Whangamatā	1%	4%	2%	2%	4%	2%
Katikati	8%	5%	7%	10%	5%	8%
Te Aroha	0%	2%	1%	0%	2%	1%
Total (corresponds to proportions in tables above) **	**77%****	**44%**	**66%**	**90%**	**70%**	**84%**

Source: Employee Survey (OGNZL and Phoenix Research).

* This data is based on "living locally" as defined above, i.e. not including those who live elsewhere except while working in Waihi.

** This is the total of the percentages above. The calculations for each line of data use fuller decimal places than are shown after rounding, which is why the totals shown may differ slightly from the total of the percentages above. This approach to rounding is used from time to time throughout this report.

Comment

More than half the employees who live locally in fact live in the town of Waihi[17]. The coastal strip from Waihi Beach to Bowentown accounts for most of the other Direct Employees who live "locally", although Contractor Employees are marginally more spread around the local areas in terms of where they live.

The additional three columns on the right of this table have been added because the Waihi operation has typically required a proportion of "FIFO" (fly in, fly out) employees that is unusually low compared with most mining operations. The Waihi operation has been unusual in having a large proportion of the workforce living in the local area. The mix of skills required for the current early stage of the development of WNP has resulted in more temporary employees, making the above additional analysis relevant, at least during the initial stages of WNP.

When the definition of living locally is expanded to include those living locally while on shift in Waihi, the increase of employees arising from that expanded definition of living locally very largely live in Waihi itself, with most of the rest living in Waihi Beach/Athenree/Bowentown. That is especially true for Contractor Employees. (Although not separately identified in the above table, this data suggests that FIFO employees – a subset of Contactor Employees – would also tend to live in the close-by areas while on shift. That is born out clearly in the following indicator.)

[17] This is self-reported in the Employee Survey. Anecdotally the classifications people use to distinguish living in Waihi compared with close local areas are sometimes blurry. For example an employee living in Waikino or in that direction from the town, may consider themselves to be “more or less” living in “Waihi”.

Em-I-5: Percentage of OGNZL offshore contractors (temporary workforce) living locally whilst working on shift on Waihi mining operations, reported on by local area and by each township within the local area

Data

Table 10: Offshore Contractor Employees living locally while working in Waihi

OFFSHORE CONTRACTOR EMPLOYEES LIVING IN LOCAL AREA AND LOCAL TOWNSHIPS	2025 Contractor Employees who normally live offshore	
	n	%
Waihi	9	4.4%
Waihi Beach/Athenree/Bowentown	2	0.7%
Contractor Employees who normally live offshore: all live in the local area while working in Waihi	**11**	**5.1%**

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: The percentages shown are percentages of all Contractor Employees. For example just among Contractor Employees who normally live offshore, 82% of those people live in Waihi while working there (9 divided by 11).

Comment

The very large majority of Contractor Employees who normally live offshore, live in Waihi while working for OGNZL.

Em-I-6: Location of residence of non-local employees and contractors, reported by regional, national, international

Data

Table 11: Location of residence of Direct Employees and Contractor Employees who do not live locally

LOCATION OF RESIDENCE OF DIRECT EMPLOYEES AND CONTRACTOR EMPLOYEES NOT LIVING LOCALLY	2025					
	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Regional	70	15%	95	45%	165	25%
National	26	6%	9	4%	35	5%
International	7	2%	11	5%	18	3%
Total living in the above areas	**103**	**23%**	**115**	**53%**	**218**	**34%**

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: The percentages shown are percentages of the whole Direct Employee and Contractor Employee workforces respectively. When the totals in this table are added to the percentages of employees who live locally (shown in Em-I-3 and 4) this covers all employees so that total is 100% - allowing for rounding.

Comment

Most employees who do not live locally live in the relatively close-by "regions" rather than further afield, whether elsewhere in New Zealand or overseas.

Consistent with the earlier observations about the currently large proportion of Contractor Employees, often with specialist skills, a particularly high proportion of these live in the regions. That could be partly attributable to the timing of the Employee Survey, when an unusually large contingent of Contractor Employees from a Hamilton based contractor, happened to be onsite. However, the trend for Contractor Employees relatively often to live in the regions is thought to be part of a trend that is more widespread than just for that group of employees. The short-term or limited-term nature of construction works, better suited to being done by Contractor Employees rather than by Direct Employees, as discussed under Em-I-3 and 4, is a significant contributor to this trend.

The 45% of Contractor Employees living in the regions is up from 24% in 2024, consistent with the company employing more employees on a temporary basis, for the specialist skills and expertise needed for the current work at the Waihi North Project.

WORKFORCE DIVERSITY

Em-I-7: Number and percentage of employees and contractors by gender, tracking an increase in representation of women in the workforce against the current gender diversity of 15%[18]

Data

Table 12: Gender

GENDER	2025					
	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Male	392	86%	190	90%	582	87%
Female	66	14%	22	10%	88	13%
Total	**458**	**100%**	**212**	**100%**	**670**	**100%**

Source: Direct Employees: OGNZL People and Culture Department. Contractor Employees: Employee Survey (OGNZL and Phoenix Research).

Table note: This is the first table in the report to show results from the Employee Survey as numbers of employees. (Previously shown results are shown only as percentages, where the following comment does not apply.) When results from the Employee Survey are shown as numbers of employees, those numbers have been extrapolated from the survey results, to take into account that not all employees participated in this survey. That extrapolation is done by factoring up the numbers in the survey by "weights" so that the survey in effect contains the actual total number of employees, not just those who took part in the survey. This approach to presenting numbers of employees based on the Employee Survey is used throughout all following tables in this report that show actual numbers of employees.

Comment

It has been widely acknowledged that the mining workforce in general is strongly weighted towards men rather than women. While the company's own direct workforce is approaching the 15% target (based on previous years, as noted below), representation of women among Contractor Employees is lower (10%), taking the overall representation down to 13%. Over time with Direct Employees becoming a larger proportion of the total workforce and a reduced need for Contractor Employees because of the changing nature of upcoming work, it is anticipated that the overall workforce will move towards a stronger representation of women.

[18] Target of 15% representation of women calculated based on the diversity of OGNZL employees and contractors in 2023 (13%) and 2024 (16%).

Em-I-8: Number and percentage of employees and contractors who identify as being of Māori ethnicity, including iwi representation (with particular focus on affiliations to local mana whenua)

Data

Table 13: Direct Employees and Contractor Employees who identify as being of Māori ethnicity, and affiliations to local mana whenua

EMPLOYEES WHO IDENTIFY AS BEING OF MĀORI ETHNICITY, INCLUDING IWI REPRESENTATION (MANA WHENUA)	2025					
	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Māori	121	26%	64	30%	185	28%
Iwi affiliation:						
Total who affilliate to mana whenua	23	5%	15	7%	38	6%
Affiliate to local mana whenua only	16	3.5%*	9	4%	25	4%
Affiliate to local mana whenua and other iwi	7	1.5%*	6	3%	13	2%
Affiliate to other iwi only	68	15%	35	17%	103	15%
Did not disclose iwi affiliation	30	7%	14	7%	44	7%

Source: Employee Survey (OGNZL and Phoenix Research).

* Shown to more accuracy than normal to show components of the total who affiliate to mana whenua.

Comment

Representation of Māori among the Total Workforce at 28% is higher than among the New Zealand population as a whole. (That is 15%[19] among people of working age, typically taken to be 15 years or older.) Māori are slightly more represented among Contractor Employees (30%) than among Direct Employees (26%).

More employees who identify as Māori affiliate with non-local iwi than with mana whenua.

[19] This estimate is based on estimates by Stats NZ based on the 2023 Census including the age structure of the Māori and total populations. Because the Māori population is younger than the total population, the 15% quoted is lower than the figure sometimes quoted that close to 17.5% of the total population identify as Māori.

Table 14: Iwi affiliations of Direct Employees and Contractor Employees who identify as being of Māori ethnicity: local mana whenua iwi

LOCAL MANA WHENUA IWI AFFILIATED TO BY EMPLOYEES WHO IDENTIFY AS BEING OF MĀORI ETHNICITY	2025					
	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Ngāti Hako	9	1.9%	5	2.2%	13*	2.0%
Ngāti Maru	10	2.1%	6	2.9%	16	2.4%
Ngāti Porou ki Hauraki / Ngāti Porou ki Harataunga ki Mataora	13	2.8%	8	3.7%	21	3.1%
Ngāti Pū	0	0	0	0	0	0
Ngāti Tamaterā	11	2.5%	5	2.2%	16	2.4%
Ngāti Tara Tokanui / Ngāti Koi	1	0.3%	2	0.7%	3	0.4%
Ngaati Whanaunga	0	0	0	0	0	0

Source: Employee Survey (OGNZL and Phoenix Research).

Table notes: Importantly, since employees can (and some do) affiliate with more than one iwi, the data in this table is **not** additive.

The percentages affiliating to specific mana whenua iwi are shown to fuller decimal place accuracy than most other percentage results in this report because they are under 10%, making fuller accuracy relevant.

* This is the sum of the 9 and 5 in the two columns to the left. Because this data is weighted so it applies to all employees, not just those who participated in the survey, these three figures have been calculated to more accuracy than shown, then rounded. That accounts for the apparent discrepancy. Similar points would underlie any other apparent discrepancies throughout this report where results are presented from the Employee Survey. For further details on this point about rounding see discussion in chapter 1: Introduction.

Comment

Four mana whenua stand out as the iwi more employees affiliate to:

- Ngāti Hako
- Ngāti Maru
- Ngāti Porou ki Hauraki / Ngāti Porou ki Harataunga ki Mataora
- Ngāti Tamaterā

Table 15: Iwi affiliations (other iwi – not mana whenua) of employees who identify as being of Māori ethnicity

OTHER IWI AFFILIATED TO BY EMPLOYEES WHO IDENTIFY AS BEING OF MĀORI ETHNICITY
Hauraki
Ngāi Tahu
Ngāi Te Rangi
Ngāpuhi
Ngāti Apa
Ngāti Awa
Ngāti Hauā
Ngāti Hei
Ngāti Hine
Ngāti Kahu
Ngāti Kahungunu
Ngāti Maniapoto
Ngāti Nūhore
Ngāti Pikiao
Ngāti Porou
Ngāti Pukenga
Ngāti Rangiwewehi
Ngāti Raukawa
Ngāti Ruanui
Ngāti Toa
Ngāti Tūwharetoa
Ngāti Whātua
Ngaitai
Rongowhakaata
Tainui
Te Arawa
Te Āti Haunui-a-Pāpārangi
Te Whanau-a-Apanui
Tūhoe
Waikato

The other iwi listed above represent affiliations as recorded by survey respondents in their own words. While the majority are recognised iwi, the list also includes some hapū and regional groupings. Where respondents have self-identified an affiliation, we have chosen to include it as recorded rather than aggregate it upward to an overarching iwi, on the basis that self-identification is the most respectful and accurate reflection of how individuals understand their own whakapapa connections. The purpose of this indicator is to understand iwi affiliation across the workforce, and that purpose is still meaningfully achieved by this approach.

Em-I-9: Number and percentage of Māori staff in leadership positions

Data

Table 16: Percentages of leadership positions held by Māori

	Direct Employees		Contractor Employees		Total Workforce	
	n	Percent	n	Percent	N	Percent
Percentage of all **managers** who identify as Māori	1	10%	5	38%	6	23%
Percentage of all **superintendents** who identify as Māori	0	0%	0	0%	0	0%
Percentage of all **supervisors** who identify as Māori	11	15%	8	31%	19	19%

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: The percentages shown are percentages of all managers, superintendents and supervisors. That departs from most presentations of percentages throughout this report, that are column-based: the percentages in this table are row-based.

Comment

Representation of Māori in leadership positions in the Total Workforce is less than representation of Māori in the workforce as a whole (28%, see Em-I-8). That lower representation of Māori is more marked among Direct Employees.

Representation of Māori among Contractor Employees in leadership positions is higher than among Direct Employees and is commensurate with (in fact somewhat exceeds) Māori representation among all Contractor Employees (30%, see Em-I-8).

However, this data needs to be read in the context of the limitations of the survey, especially when looking at results from very small numbers of people. The weighting method used to make estimates from the findings taken directly from the survey produces reliable results for the whole workforce and any large subgroups within it. For smaller subgroups (and estimated numbers of employees as in the table above, of 10 or below) the estimates are subject to wider error margins.

STAFF TRAINING

Em-I-10: Number of employees and contractors who participated in OGNZL or external training programmes, reported on by topic area, number of training events, trainee hours and total training hours

Data

Table 17: Staff training

TOPIC AREA	2025			
	Number of training events	Number of courses provided through LMS *	Trainees	Total training hours
Health & Safety	65	5	303	2410
Emergency Response	29	0	794	2699
Cultural Awareness	0	0	0	0
Technical	94	7	569	5625
Company Policy/Standards	12	5	494	498
Management/Leadership/ Professional Development	30	5	147	2888
SOP/Procedure	36	0	261	261
Inductions/On boarding	298	12	3713	8178
Totals	**564**	**34**	**6,281**	**22,559**
Average number of training events/courses done by each employee			9.4	
Average number of hours in training per employee				33.7

Source: OGNZL Training Department.

* Learning Management System, an online training system.

Comment

Inductions and on-boarding stand out as the topic area with the most training events and the highest number of trainees. This topic accounts for over a third of all training hours.

Technical training has the next highest number of training events and a high number of trainees. It accounts for close to a quarter of all training hours.

Emergency Response training has somewhat more trainees than Technical Training, though markedly less training events. Emergency Response training is spread throughout the year.

Other prominent and/or widely attended training topics and events are Health and Safety, Company Policy/Standards and SOP/Procedure.

An enhancement to the management of training in 2025 was to extend the capture of training information for Contractor Employees. Previously their training had not been fully or systematically recorded or available to OGNZL. That may account for what otherwise appears to be significant increases in the average number of training events/courses by employees (4.5 in 2024, rising to 9.4 in 2025), and the average number of hours spent in training (28 hours in 2024, rising to 33.7 hours in 2025).

Em-I-11: Level of satisfaction of employees and contractors regarding access to training or development opportunities that are relevant, increase skills, and support long term career growth

Data

Table 18: Had access to training or development opportunities that strengthened their skills and supported their long-term career growth

ACCESS TO TRAINING OR DEVELOPMENT OPPORTUNITIES	2025		
	Direct Employees	Contractor Employees	Total Workforce
Strongly agree	16%	18%	17%
Agree	44%	37%	42%
Neutral	22%	32%	25%
Disagree	8%	10%	9%
Strongly disagree	9%	1%	7%
Not rated	1%	2%	1%

Source: Employee Survey (OGNZL and Phoenix Research).

Table 19: Satisfaction with the quality and relevance of the training or development opportunities received

LEVELS OF SATISFACTION WITH TRAINING OR DEVELOPMENT OPPORTUNITIES	2025		
	Direct Employees	Contractor Employees	Total Workforce
Very satisfied	13%	15%	14%
Satisfied	42%	43%	42%
Neutral	29%	38%	32%
Dissatisfied	9%	3%	7%
Very dissatisfied	6%	0%	4%
Not rated	1%	1%	1%

Source: Employee Survey (OGNZL and Phoenix Research).

Comment

Over half of the employees agreed they had access within the last 12 months to training or development opportunities that strengthened their skills and supported their long-term career growth. (In fact those proportions for the different employee groups are closer to 60% than 50%.) Most other employees were neutral on that point, with small proportions (of the order of one in six) disagreeing.

Similar proportions expressed satisfaction with the quality and relevance of the training or development opportunities they had received, with over half satisfied, close to a third neutral and smaller proportions dissatisfied.

The specifications for the SIMP report on the 2025 year had not been prepared/finalised when the Employee Survey was undertaken, in late 2025. The Employee Survey was designed with a view to meeting the requirements of the 2025 SIMP as known and best estimated at that time: these timings explain why there are small differences between the survey questions and exactly what the indicator specifies. It is planned to adapt the Employee Survey in 2026 to align with the requirements of this indicator more closely.

LOCAL WORKFORCE PARTICIPATION[20]

Em-I-12: Skills profile of OGNZL employees and contractors defined by the ANZSCO skills classification, reported on by local, regional, national and international

Data

Table 20: Skills profiles defined by ANZSCO skills classification

SKILLS PROFILES DEFINED BY ANZSCO SKILLS CLASSIFICATION	2025		
	Direct Employees %	Contractor Employees %	Total Workforce %
1. Managers	**6%**	**6%**	**6%**
Local	4.1%	3.1%	3.7%
Regional	0.6%	3.1%	1.4%
National	0.6%	0	0.4%
International	0.6%	0	0.4%
2. Professionals	**23%**	**13%**	**20%**
Local	17.2%	6.1%	13.5%
Regional	3.1%	3.8%	3.3%
National	1.9%	1.5%	1.7%
International	0.6%	1.5%	0.9%
3. Technicians and Trades Workers	**20%**	**33%**	**24%**
Local	14.7%	12.2%	13.7%
Regional	4.7%	18.3%	8.8%
National	0.6%	0	0.4%
International	0	1.5%	0.5%
Table continued overleaf			

[20] Local workforce participation indicators will be reviewed, and additional indicators may be identified, following the finalisation of the Waihi Training Skills Development Plan.

SKILLS PROFILES DEFINED BY ANZSCO SKILLS CLASSIFICATION	2025		
	Direct Employees %	Contractor Employees %	Total Workforce %
5. Clerical and Administration Workers	**4%**	**8%**	**5%**
Local	3.1%	6.9%	4.4%
Regional	0.3%	0.8%	0.4%
National	0.3%	0	0.2%
International	0	0	0
7. Machinery Operators and Drivers/8. Labourers*	**47%**	**41%**	**45%**
Local	37.8%	14.5%	30.1%
Regional	6.3%	19.8%	10.3%
National	2.2%	3.1%	2.4%
International	0.3%	2.3%	0.9%

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: The percentages shown are percentages of all Direct Employees and all Contractor Employees. The percentages **within** each ANZSCO category are shown to fuller decimal place accuracy than for most other percentage results in this report, because these are mostly under 10%: the decimal place accuracy is only because many of these percentages are so small. The percentages of employees' roles that come into each of the main ANZSCO categories are shown without decimal places, because that is the more appropriate way to show this data. All lines in the table are shown to full accuracy, which can have the effect of subtotals not adding: that is purely a consequence of rounding to show each result accurately. The level of granularity requested for this indicator is probably too fine for local/regional/etc results to represent all employees accurately.

Two ANZSCO classifications are not represented in this table. The company does not currently employ anyone whose roles clearly fall into ANZSCO categories 4. Community and Personal Service Workers, or 6. Sales Workers.

* Up until this SIMP report it had not been necessary for the Employee Survey to capture enough information about each employee so that their roles could be accurately allocated to either of ANZSCO categories 7 or 8. The data captured in this survey in 2025 did not provide a reliable way to distinguish between these two categories, which is why they are grouped in this table. The 2026 Employee Survey will be updated to enable that distinction to be made.

Comment

The tendency for Contractor Employees to relatively often live in the nearby regions that was previously noted, can be seen here to be particularly prominent among Contractor Employees working in Technicians and Trades or Machinery Operator and Driver/Labourer roles.

Em-I-13: Percentage of local employees and contractors, measured against the Waihi unemployment rate and the local and Waihi youth NEET rate[21]

The 2026 SIMP Framework sets out this indicator as a new measure to be included in SIMP reports: no equivalent or similar indicator has been used in the previous SIMP reports for OGNZL.

The table below sets out the closest available data matching the intent of this indicator, including the sources of data used.

The unemployment and youth NEET tables below have each row documented as to source of the data and comment. Apart from data directly from official sources, all data in the tables in this section show estimates, derived as described in the notes beside each row in the table.

Data

Table 21: OGNZL local workforce participation compared with unemployment and youth NEET numbers of people and rates

	Waihi Town	"Local" as defined for the SIMP	Source
OGNZL local workforce participation rates			
Total OGNZL workforce (N)	670	670	
OGNZL workforce living in Waihi Town/locally (n)	249	445	See earlier sections of this report: Em-I-3 and 4. Based on normal place of residence, not including those staying in Waihi only while on shift.
OGNZL workforce living in Waihi Town/locally (%)	37.2%	66.4%	
Unemployment (contextual)			
Unemployment rate (estimated)	5.7%	5.7%	Infometrics, Hauraki District estimate, average of four quarters 2025.
Estimated number of unemployed persons (n)	197	1,378	Estimated by combining Stats NZ 2025 population projections (of people in the respective areas aged 15 years and over, which is the definition of "working age" that is used as the basis for defining the unemployment rate), and Infometrics unemployment rate.
Youth NEET (contextual)			
Youth NEET rate (estimated, for ages 15–24)	17.0%	17.0%	Infometrics, Hauraki District estimate, year to December 2025.
Estimated number of youth NEETs (n)	93	594	Estimated from Stats NZ 2025 population projections of people aged 15 – 24 years in the respective areas, and Infometrics NEET rate.

Table notes: Unemployment and NEET rates are modelled estimates produced by Infometrics at Hauraki District level. Official sources (Stats NZ HLFS) do not publish unemployment or NEET rates below regional council level. Population figures used to estimate absolute numbers are Stats NZ 2025 projections based on the 2023 Census.

[21] Youth 'Not in Employment, Education or Training' (NEET) rate refers to measuring the status of people aged 15-24 years in relation to employment, education and training.

Comment

The table above provides a view of the numbers of people unemployed and numbers of youth NEET, in the context of the numbers of employees of OGNZL, whether permanently living in the town of Waihi, or in the wider local area as defined throughout the SIMP.

In 2025, 66% of the total OGNZL workforce resided permanently within the local area as defined by the SIMP, representing 445 of 670 employees and contractors. This figure is the primary measure for this indicator and is consistent with the local workforce participation data reported under Em-I-3 and Em-I-4.

The unemployment and youth NEET rates provide points of comparison for interpreting OGNZL's local workforce participation. The estimated unemployment rate for Hauraki District in 2025 was 5.7%, which is the basis for estimating the number of unemployed persons across the local area at 1,378, and 197 within Waihi town. The estimated youth NEET rate for the same period was 17.0%, equating to approximately 594 young people aged 15 to 24 across the local area and 93 within Waihi town.

Both the unemployment rate and youth NEET rate are modelled estimates produced by Infometrics at Hauraki District level. Official sources, specifically the Stats NZ Household Labour Force Survey, do not publish unemployment or NEET estimates below regional council level due to sample size constraints. Absolute numbers are estimated by applying these rates to Stats NZ 2025 population projections based on the 2023 Census[22]. The estimated numbers of unemployed people and NEET youth in the table should be read as indicative rather than precise measures.

[22] The full explanation about use of the Census for these purposes is a little more complex, and can be confusing. The unemployment rate can be calculated from the Census for small geographic areas (but not the youth NEET rate), but of course that is only available every five years, when the Census is undertaken. Census based data – except where Stats NZ provides estimates for interim years, not applicable in this case – is almost certainly not useful for monitoring trends that require annual reporting.

Em-I-14: Location of residence of employees and contractors prior to working for OGNZL

Data

Table 22: Location of residence prior to working for OGNZL

LOCATION OF RESIDENCE PRIOR TO WORKING FOR OGNZL	2025		
	Direct Employees	Contractor Employees	Total Workforce
Local	46%	38%	43%
Regional	22%	44%	29%
National	16%	9%	14%
International	16%	8%	13%

Source: Employee Survey (OGNZL and Phoenix Research).

Comment

OGNZL has a policy of employing locally when it can. However, this table makes clear that more than half the current Direct Employees at the Waihi operation were living elsewhere before they began working in Waihi.

That result bears comparison with Em-I-3, showing that a significantly greater proportion of Direct Employees now live permanently in the local area (77%) compared with the 46% who lived there before working in Waihi. That represents a net increase of 31% in the proportion of Direct Employees living locally, comparing before and after joining OGNZL.

Em-I-4 shows that 44% of Contractor Employees now permanently live locally. With 38% having lived locally before working for OGNZL (as shown in the table above) that represents a net increase of 6% in the proportion of Contractor Employees living locally, comparing before and after working at OGNZL's mining operation in Waihi.

Contractor Employees are more likely than Direct Employees to have lived Regionally (44%) before working in Waihi. Em-I-6 shows that 44% of Contractor Employees now normally live in the Region. These trends for Contractor Employees, of little or no net change in where they live following taking up work at Waihi in contrast to Direct Employees, are consistent with the temporary nature of contracting work.

Em-I-15: Number and percentage of local residents, and their demographic profile, who have received OGNZL offered skills development and training, as well as the training received reported on by topic area, number of training events, trainee hours and total training hours

Data: Section 1, training programmes

Table 23: OGNZL-supported skills development and training delivered during 2025

TRAINING PROGRAMME/MODULE	Number of training events	Total participants	Total training hours
Underground Operations Exposure	2	23	115
Manual Driving	2	23	46
First Aid	2	11	176
Working at Heights	2	12	192
Jumpstart Driver Training	380	65	380
Total	**388**	**-**	**909**

Source: OGNZL External Affairs and Social Performance Department.

Table notes: Participants may have attended more than one training type. Totals by training type are therefore not additive. Total training hours represent the total duration of training delivered for each activity during 2025.

Table 24: Demographic profile of participants in OGNZL-supported skills development and training

CATEGORY	SUB-CATEGORY	Number of participants	Percentage
Total participants	**All participants**	**84**	**100%**
Participant type	College students	74	88%
	Community participants	10	12%
Age	15 & under	0	0%
	16-21	75	89%
	21 & Over	0	0%
	Not disclosed	9	11%
Gender	Female	44	52%
	Male	40	48%
Ethnicity	Māori	20	24%
	NZ European / Pākehā	46	55%
	Pasifika	1	1%
	Asian	10	12%
	Other	2	2%
	Not disclosed	5	6%
Place of residence	Waihi	52	62%
	Waihi Beach/Athenree/Bowentown	19	23%
	Waikino	3	4%
	Rural Waihi	3	4%
	Paeroa	1	1%
	Not disclosed	6	7%

Source: OGNZL External Affairs and Social Performance Department.

Table note: Demographic information is self-reported by participants at the time of participation. Percentages are calculated based on total participants (n = 84). Totals may not equal 100% due to rounding. "Not disclosed" reflects participants who chose not to provide demographic information. The five participants who did not disclose ethnicity may include individuals who identify as Māori.

Data: Section 2, scholarship support programmes

Table 25: Demographic profile of recipients of OGNZL scholarship support programmes

CATEGORY	SUB-CATEGORY	Martha Education Trust Academic Scholarship	Trades scholarship	Total
Total recipients	**All recipients**	**5**	**4**	**9**
Gender	Female	4	0	4
	Male	1	4	5
	Not disclosed	0	0	0
Age	15 & under	0	0	0
	16-21	5	4	9
	21 & Over	0	0	0
	Not disclosed	0	0	0
Ethnicity	Māori	2	0	2
	NZ European / Pākehā	2	3	5
	Asian	0	1	1
	Other European	0	1	1
	Not disclosed	0	0	0
Place of residence	Waihi	2	3	5
	Waihi Beach/Athenree/Bowentown	2	1	3
	Rural Waihi	1	0	1
	Not disclosed	0	0	0

Source: OGNZL External Affairs and Social Performance Department.

Table notes: The Martha Education Trust Academic Scholarship and Trades Scholarship are financial support mechanisms enabling recipients to access education and training delivered by external providers. Training hours and topic area data are not applicable for these programmes. Seven of the nine scholarship recipients also participated in at least one OGNZL training programme and are therefore already counted within the 84 unique participants in Table 24. Scholarship recipients should not be aggregated with training programme participants.

Apprenticeship Programme: There were no apprenticeship participants in the 2025 reporting period. This programme will be reported in future years as participants are enrolled.

Work Experience (Interns): Internship participants are reported under Em-I-18 (Work Experience Opportunities). Internships are work experience placements rather than structured training programmes and are therefore excluded from Em-I-15 reporting.

Comment

In 2025, OGNZL supported skills development and training through two programmes: the Mining Skills Development Programme and the JumpStart Driver Training Programme. Across these two programmes, 84 unique local residents participated in OGNZL-supported training during the reporting period.

The Mining Skills Development Programme comprised four modules: Underground Operations Exposure, Manual Driving, First Aid, and Working at Heights. All 23 participants completed the first two modules; the remaining cohort was split across First Aid (11 participants) and Working at Heights (12 participants). A total of 529 training hours were delivered across the four modules. As participants may have attended more than one module, participant counts across modules are not additive.

The JumpStart Driver Training Programme was delivered in collaboration with Waihi College, the New Zealand Police, and community volunteer navigators. The programme supported 65 participants through 380 driving sessions, totalling 380 training hours. Community participants were referred through the New Zealand Police partnership, which connects local residents who would benefit from driver licensing support.

In addition to the two training programmes, OGNZL provided financial support to nine local residents through the Martha Education Trust Academic Scholarship (five recipients) and the Trades Scholarship (four recipients). These are financial support mechanisms enabling recipients to access externally delivered education and training, and are reported separately in Section 2 above. Seven of the nine scholarship recipients also participated in at least one OGNZL training programme during the reporting period.

There were no apprenticeship participants in the 2025 reporting period. Internship participants are reported under Em-I-18.

Em-I-16: Number and percentage of Māori participants, including iwi representation, that participated in skills development and training initiatives offered by OGNZL, reported on by topic area, number of training events, trainee hours and total training hours

Data

Table 26: Māori participation in OGNZL-supported skills development and training

CATEGORY	Number of participants	Percentage
Total participants	**84**	**100%**
Māori participants	20	24%

Source: OGNZL External Affairs and Social Performance Department.

Table note: Five participants did not disclose ethnicity and may include individuals who identify as Māori.

Comment

The proportion of participants in OGNZL-supported skills development and training who identify as Māori (24%) may be useful to compare with the 26% of Direct Employees identifying as Māori (see Em-I-8).

Table 27: Iwi representation of Māori participants in OGNZL-supported skills development and training

IWI	Mana Whenua	Number of participants reporting affiliation
Ngāti Porou ki Hauraki	Yes	1
Ngāti Maru	Yes	1
Ngāi Tahu	No	3
Ngāpuhi	No	4
Ngāti Awa	No	1
Ngāti Hauiti	No	1
Ngāti Kahunguno ki Wairoa	No	1
Ngāti Maniapoto	No	1
Ngāti Ranginui	No	1
Ngāti Ruakawa	No	1
Ngāti Tūheke	No	1
Ngāti Tūwharetoa	No	1
Tapuika	No	2
Te Rarawa	No	1
Not disclosed		4
Total iwi affiliations reported		**24**

Source: OGNZL External Affairs and Social Performance Department.
Table note: Participants were able to report more than one iwi affiliation. As a result, the total number of iwi affiliations reported exceeds the number of unique Māori participants.
Ngāti Porou ki Hauraki and Ngāti Maru are recognised as mana whenua within the project area.

Comment

While there is some representation of mana whenua among the participants, more affiliate to Ngāpuhi and Ngāi Tahu.

Because the requirements for the SIMP reporting on the 2025 year only became known when the SIMP Framework (2026) was completed, other data for this indicator was not collected, though will be in future years.

Table 28: Māori recipients of OGNZL financial support programmes

CATEGORY	SUB-CATEGORY	Martha Education Trust Academic Scholarship	Trades scholarship	Total
Total Māori recipients	**All Māori recipients**	**2**	**0**	**2**
Māori as % of programme recipients		**40%**	**0%**	**22%**
Iwi affiliation	Ngāi Tahu	1	0	1
	Tapuika	1	0	1
	Ngāti Tūheke	1	0	1
	Te Rarawa	1	0	1
	Not disclosed	0	0	0

Source: OGNZL External Affairs and Social Performance Department.

Table note: Iwi affiliations are listed individually consistent with Table 27. One Māori recipient reported affiliation to multiple iwi (Tapuika, Ngāti Tūheke, and Te Rarawa); the total number of iwi affiliations reported therefore exceeds the number of unique Māori recipients. Of the two Māori scholarship recipients, one also participated in OGNZL-supported training during the 2025 reporting period and is therefore included in the Māori participant count in Table 27 above. One Māori scholarship recipient participated in OGNZL training in a prior reporting period and is not captured in the 2025 training participant count, but is included here for completeness. The two Māori scholarship recipients should not be aggregated with the 20 Māori training participants when calculating total unique Māori individuals supported by OGNZL in 2025.

Comment

In 2025, 20 of the 84 unique participants in OGNZL-supported training programmes identified as Māori, representing 24% of the total training participant cohort. Of the 20 Māori participants, 16 provided iwi affiliation. A total of 15 distinct iwi were represented, including two mana whenua iwi with recognised connections to the Hauraki region: Ngāti Porou ki Hauraki and Ngāti Maru (one participant each). Some participants reported affiliation to more than one iwi; the total number of iwi affiliations reported therefore exceeds the number of unique Māori participants. Five participants did not disclose ethnicity and may include individuals who identify as Māori; the Māori participant count should therefore be understood as a minimum figure.

Two Māori recipients received financial support through the Martha Education Trust Academic Scholarship (40% of Academic Scholarship recipients). One of these recipients also participated in OGNZL-supported training during the 2025 reporting period and is included in the training participant count above. The second recipient participated in OGNZL training in a prior reporting period and is not captured in the 2025 training participant cohort. Iwi affiliations reported across the two Māori scholarship recipients were Ngāi Tahu, Tapuika, Ngāti Tūheke, and Te Rarawa; one recipient reported affiliation to multiple iwi. No Māori recipients were recorded for the Trades Scholarship in the 2025 reporting period.

There were no Māori apprenticeship participants in the 2025 reporting period. Māori internship participants are reported under Em-I-18.

Em-I-17: Training evaluation feedback received from trainees including quality of the training received; improvement in confidence, knowledge and skills; and level of satisfaction with training provided

Because the SIMP Framework was finalised in January 2026, after the commencement of the 2025 reporting period, the data required for this indicator was not collected during 2025. A mechanism has since been established to capture this information, and results will be reported in subsequent reporting years.

Em-I-18: Number and percentage of local residents, including those of Māori ethnicity, provided with work experience opportunities

Data

Table 29: Local residents[23], including those of Māori ethnicity, provided with work experience[24] opportunities

	Number provided with work experience	Percentage of total participants	Percentage of local participants
Local residents of Māori ethnicity	2	13%	33%
Other local residents (non-Māori)	4	25%	67%
Total local residents	**6**	38%	**100%**
Non-local residents	10	63%	
Total participants	**16**	**100%**	

Source: OGNZL External Affairs and Social Performance Department.

Comment

Six local residents were provided with work experience opportunities during 2025. A third of those were Māori.

More non-local residents (than locals) were provided with work experience opportunities.

[23] For the purposes of this indicator, "local" is taken to mean those permanently living locally. See Em-I-3 and 4 for clarifications about "living locally".

[24] "Work Experience" in this context was fulfilled 100% by OGNZL's internship programme.

Em-I-19: Number of local residents that gain employment at the Waihi mining operations either as an OGNZL employee or contractor following participation in skills development and training initiatives offered by OGNZL, reported by ANZSCO job code and category

Data

Table 30: Current OGNZL employees and contractors who have participated in an OGNZL skills development or training programme, by ANZSCO major group and locality (2025 baseline)

ANZSCO MAJOR GROUP	ANZSCO DESRIPTION	Direct Employees n	Contractor Employees n	Total Workforce N
2	Professionals	5	0	5
3	Technicians and Trades Workers	3	0	3
5	Clerical and Administrative Workers	1	0	1
7	Machinery Operators and Drivers	1	0	1
N/R	Not reported	0	1	1
Total		**10**	**1**	**11**

Source: Employee Survey (OGNZL and Phoenix Research).

Table notes: Data reflects current OGNZL employees and contractors who self-reported participation in an OGNZL skills development or training programme prior to or during their current employment. As the survey is anonymous, not all participants provide complete responses; one contractor did not provide an ANZSCO occupation classification and is recorded as 'Not reported' (N/R). Current interns are excluded. This is the first year this indicator has been reported under the 2026 SIMP Framework.

Comment

Data for this indicator is drawn from the 2025 OGNZL Employee Survey. In 2025, 11 employees at the Waihi mining operations who were local residents at the time of undertaking an OGNZL skills development or training programme reported having participated in that programme, of whom 10 are OGNZL Direct Employees and one is a Contractor Employee. Professionals (ANZSCO major group 2) represent the largest occupational group at five of the 11 participants.

The indicator is designed to measure the number of local residents who complete OGNZL training and subsequently enter the OGNZL workforce. In practice, OGNZL has no mechanism to track individuals once they have completed a training programme and exited OGNZL systems, nor any automated trigger to identify when a former training participant later joins the workforce as a Direct or Contractor Employee. The Employee Survey is therefore the most practicable available method for capturing this cohort: by asking current Direct and Contractor Employees whether they previously participated in OGNZL training, it provides a reasonable proxy for

the intent of the indicator. While this approach does not constitute a true training-to-employment pipeline measure, it is considered the best available methodology under current systems and will be applied consistently year on year to build a comparable trend over time.

As the survey is conducted on an anonymous basis, year-on-year comparisons will reflect changes at a workforce population level rather than tracking individuals over time. Staff turnover means the cohort composition will change from year to year, and increases or decreases in the reported number should be interpreted in that context. Reporting is at ANZSCO major group level as the survey does not capture unit group codes.

Note that as the Employee Survey is not able to capture answers from all employees, as noted elsewhere, most results from the employee survey have been shown in this report weighted up to account for the participation rate (of the order of 70%, varying slightly between Direct and Contractor Employees). On that basis the numbers quoted above likely represent approximately 50% more employees than tabulated. However, the method of weighting up Employee Survey results, while generally applicable, is much less reliable for small sub-groups of the full workforce, which is why this data is presented unweighted. Reasonable though very approximate estimates would be that to represent the total workforce (i.e. not just those who took part in the survey) the numbers of employees in the table above would need to be factored up by about 50%.

Em-I-20: Number and percentage of Māori participants, including iwi representation, that gained employment at the Waihi Operations either as an OGNZL employee or contractor following participation in skills development and training initiatives offered by OGNZL, reported by ANZSCO job code and category

Data

Table 31: Current OGNZL employees and contractors who identify as Māori and have participated in an OGNZL skills development or training programme, by ANZSCO major group (2025 baseline)

ANZSCO MAJOR GROUP	ANZSCO DESRIPTION	Direct Employees n	Contractor Employees n	Total Workforce N
3	Technicians and Trades Workers	1	0	1
7	Machinery Operators and Drivers	1	0	1
Total		**2**	**0**	**2**
Māori participants as % of Em-I-19 total		**20%**	**N/A**	**18%**

Source: Employee Survey (OGNZL and Phoenix Research).

Table notes: Data reflects current OGNZL employees and contractors who self-identified as Māori and reported participation in an OGNZL skills development or training programme. As the survey is anonymous, not all participants provide complete responses; one Māori participant did not provide iwi affiliation and is recorded as 'Not answered' in the iwi table below. Current interns are excluded. This is the first year this indicator has been reported under the 2026 SIMP Framework.

Table 32: Iwi affiliation of Māori participants who have participated in an OGNZL skills development or training programme (2025 baseline)

IWI	Number of participants	Percent of Māori participants
Ngāpuhi	1	50%
Not answered	1	**50%**
Total	**2**	**100%**

Source: Employee Survey (OGNZL and Phoenix Research).

Comment

In 2025, two direct OGNZL employees identified as Māori and reported participation in an OGNZL skills development or training programme, representing 18% of the total Em-I-19 cohort of 11. These participants are employed in the Technicians and Trades Workers (ANZSCO major group 3) and Machinery Operators and Drivers (ANZSCO major group 7) categories respectively.

Of the two Māori participants, one affiliated to Ngāpuhi. One participant did not provide iwi affiliation; this reflects the anonymous nature of the Employee Survey, through which not all participants answer every question. No participants affiliating to local mana whenua were recorded in the 2025 baseline.

Given the small cohort size and the methodological limitations noted under Em-I-19 regarding post-training tracking, results should be interpreted with caution and are best understood as a baseline for monitoring future trends. As noted regarding Em-I-19, this data is also presented unweighted. Given the small cohort size, weighting would not provide reliable estimates so has not been applied to this data.

Em-I-21: Location of job applicants and number and percentage of successful applicants reported locally, regionally, nationally, and internationally

Data

Table 33: Location of job applicants and successful applicants reported locally, regionally, nationally, and internationally

JOB APPLICANT LOCATION	Total applications		Hired applicants		
	N	Percent of total	N	Percent of total	Percent of applications
Local	635	11.1%	70	51.1%	11.0%
Regional	820	14.4%	29	21.2%	3.5%
National	1317	23.1%	21	15.3%	1.6%
International	2377	41.7%	17	12.4%	0.7%
Location not provided on application	554	9.7%	0	0.0%	0.0%
Total	**5703**	**100.0%**	**137**	**100.0%**	-

Source: OGNZL People and Culture Department.

Comment

A very high proportion of job applicants during 2025 were from overseas, although only a small proportion of those applicants were hired.

This table also bears out the company's commitment to hiring locally when it can, with local applicants making up over half of all those hired in 2025. The next most hired group of applicants are those from the "regions", i.e. Bay of Plenty or Waikato (excluding Local).

Em-I-22: Applicant data by type of job reported by ANZSCO job code and category

Data

Table 34: Applicant numbers by type of job reported by ANZSCO job code and category

ANZSCO CODE AND JOB CATEGORY	Job applicant location					
	Local	Regional	National	International	Location not provided	Total
1 Managers	13	40	83	126	47	**309**
2 Professionals	171	376	787	1455	312	**3101**
3 Technicians and Trades Workers	174	176	255	381	63	**1049**
5 Clerical and Administrative Workers	71	56	55	152	8	**342**
7 Machinery Operators and Drivers	113	108	81	230	113	**645**
8 Labourers	93	64	56	33	11	**257**
Total	**635**	**820**	**1317**	**2377**	**554**	**5703**

Source: OGNZL People and Culture Department.

Comment

Professionals made up the highest proportion of all applicants during 2025, followed by Technicians and Trades Workers. These applicants were relatively likely to be from overseas.

Local applicants included more Labourers than from any other area. However local applicants also included substantially more Professionals or Technicians and Trades Workers than Labourers.

Em-I-23: Performance against the objectives and key performance indicators identified in the Waihi Skills Development and Training Action Plan

The Waihi Skills Development and Training Action Plan was finalised in 2026. As a result, the data required for this indicator was not collected during the 2025 reporting period and is therefore unavailable. Processes have now been established to capture the relevant information, and reporting against this indicator will commence in subsequent reporting years.

4.3 MANAGEMENT ACTIONS

Ref.	Action
Em-M-1	If there is a decrease in the percentage of employees living locally below the 70% local employment goal, then: • Assess the reasons for reduced local workforce involvement in the Waihi mining operations; • Review and improve the effectiveness of local recruitment and skills development and training initiatives in collaboration with the groups listed under Condition 96c[25]; • Review contractors' procurement approach; and • Evaluate annually, tracking a year-on-year improvement of 10% from the lowest recorded local employment rate.

[25] Secondary and tertiary education providers, relevant transitional industry training organisations, local employers and suppliers, iwi/hapu entities, Hauraki District Council, and relevant government agencies.

5 PROPERTY, HOUSING AND WORKFORCE ACCOMMODATION

5.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

Objective	Manage property programmes in a way that builds community confidence and monitor the availability of housing to support workforce demands.
Potential impacts	• Changes in the property market • Distribution of financial compensation • Housing and accommodation availability
Performance goals	1. Understand and measure OGNZL's impact on the Waihi property market 2. Ensure fair compensation for property related effects of mining 3. Understand and assess the availability of housing and accommodation to support workforce demands

5.2 INDICATORS

The themes into which these indicators are grouped are:

- Property market (P-I-1 to 5)
- Financial compensation (P-I-6 to 8)
- Housing and accommodation (P-I-9 to 15)

PROPERTY MARKET

P-I-1: Number of OGNZL-owned properties in total and broken down by residential, land, commercial, subsidence zone and other categories

P-I-2: Proportion of Waihi's total residential properties owned by OGNZL

P-I-3: Number of OGNZL-owned rental residential properties Waihi town and the local area

P-I-4: Proportion of OGNZL-owned properties rented by employees and contractors

Data

Table 35: OGNZL property rentals and ownership

OGNZL property rentals and ownership	2025
OGNZL rental properties in Waihi Town	116
OGNZL rental properties in the rural area centred on Waihi	12
Total OGNZL rental properties in the local area (as per standard SIMP definition of "local": 30 mins or 30kms)	128
Total residential properties in Waihi owned by OGNZL	128
Sections of land owned by OGNZL	60
Commercial properties owned by OGNZL	8
Unusable properties (in the subsidence zone) owned by OGNZL	66
Other properties (mill, tailings storage facility, underground portal, open pit, farms) owned by OGNZL	12
Total assets rented/owned by OGNZL*	**274**

Source: OGNZL Commercial Department.

* 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.

Table 36: Residential properties in Waihi owned by OGNZL

	2025
Residential properties in Waihi owned by OGNZL as a proportion of the total number of private dwellings in Waihi[26]	4%
Number of residential properties that are owned by OGNZL and rented by Direct Employees	42
Proportion of OGNZL-owned residential properties that are rented by Direct Employees	33%

Source: OGNZL External Affairs and Social Performance and Commercial Departments.

Comment

The 116 rental properties OGNZL owned in 2025 compares with 122 owned in 2024 and relatively steady levels of property ownership by the company over recent years. The company sold a few properties within project areas during 2025.

The sections of land, commercial properties and unusable properties owned by the company have remained constant since 2021, with little variation over at least the four years before that. The number of other properties owned by the company had remained the same since at least 2014, before increasing by one to 12 in 2022 with the purchase of the Willows Road farm, bought for the Waihi North Project to host surface infrastructure required for the construction and maintenance of the proposed Wharekirauponga access tunnels.

[26] 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 "Occupied and unoccupied dwellings", which is the nearest equivalent to the SIMP specification.

The 2023 Census reported that there were 2,652 "Occupied and unoccupied dwellings" in Waihi at that time. That count is based on amalgamating the areas of Waihi North, Waihi East and Waihi South, so called "SA2" areas as defined by Statistics New Zealand

In years between Census years Phoenix has calculated the number of "Occupied and unoccupied dwellings" based on the annual growth rates in Waihi between the most recent Census years, using standard linear extrapolation methods. That leads to an estimate of 2730 "Occupied and unoccupied dwellings" in Waihi in 2025.

P-I-5: Results of Waihi property market review in relation to OGNZL mining operations including:

(a) Number of sales, and breakdown by Waihi town, and Waihi East, Waihi North, and Waihi South;

(b) Average sale prices, and average for Waihi town, and Waihi East, Waihi North and Waihi South;

(c) Waihi property sales and average sale prices reported on 6 monthly and annually;

(d) Number of residential sales (6-monthly and annually) in a comparable market[27];

(e) Average rental prices reported on 6-monthly and annually in a comparable market; and

(f) Others as relevant.

Data

The data that addresses parts (a) – (d) of this indicator has been collected and reported to OGNZL covering all years since 2008. Throughout that period this analysis has included residential properties that are homes suited to residential use by owner occupiers or as rented accommodation, and limited to homes on sections of under 1300sqm. The data excludes residential rental property such as blocks of flats where the value is underpinned or motivated by rental return. Properties purchased by the mining company have also been excluded. This data has been collected, analysed and reported to OGNZL by CBRE[28], a firm that provides valuation and property advisory services.

In the commentary on P-I-1 it was noted that the company sold six residential properties in Waihi during 2025. That had not been done for many years previously. Unlike sales where the company is the purchaser, where it is the seller it is appropriate to include those sales in this analysis, on the grounds that the sale price struck is determined by the market and therefore would not distort the average sale prices shown. (It is noted that with just six residential properties sold by the company in the year, that is not enough to impact prices. If a markedly larger number of properties were to be sold at some future point in time that could impact activity and prices. This will be examined in future SIMP reporting if applicable.)

The indicator specifies breaking down the data for parts (a) to (c) within Waihi to the three Statistical Area 2 (SA2) areas defined by Statistics NZ: Waihi East, Waihi North and Waihi South. The annual independent property market studies described above (conducted by CBRE and its forerunner Telfer Young) since 2008, provide comprehensive long-term data about the property market, in both Waihi and the comparator towns of Paeroa and Te Aroha. These studies have divided the town of Waihi for those reporting purposes slightly differently from the way Statistics NZ divides the town, with their definitions in 2018 of SA2 areas. Because of the value of the long history of the property market data OGNZL already holds, with the marginally different definition of sub-areas within Waihi, this report uses the definitions of the sub-areas within Waihi that have been used as the basis for this property analysis since 2008.

The approximate matching of these sub-areas is as follows:

[27] Comparative market refers to Waihi compared with Paeroa and Te Aroha.

[28] The predecessor to CBRE was Telfer Young, as acknowledged in early SIMP reports when they provided this data.

Table 37: Waihi sub-area names

Sub-area names used in long-running property data series held by OGNZL	Statistics NZ SA2 (Statistical Area) names that approximately match the OGNZL areas
Waihi East	Waihi East
Waihi West	Waihi North
Waihi Other	Waihi South

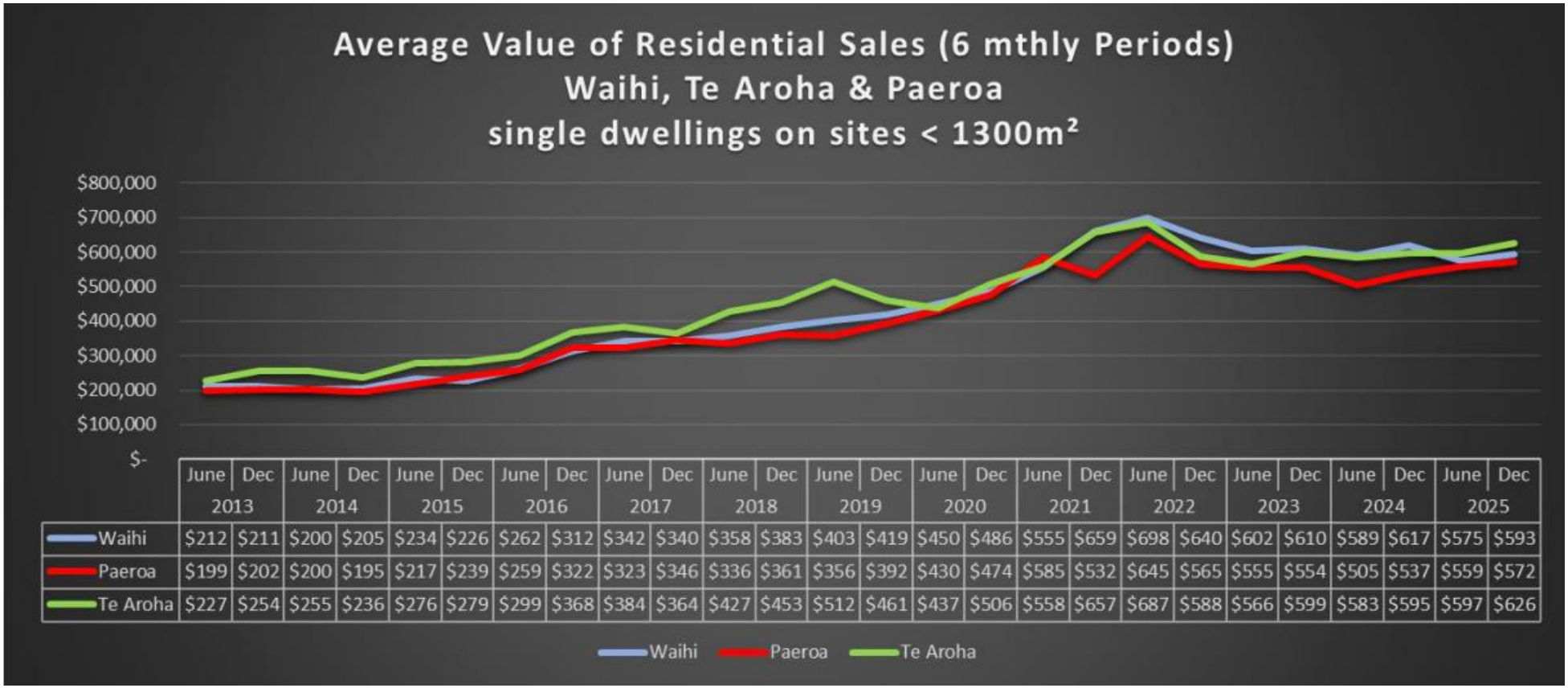
The following tables and data use the Stats NZ names for these sub-areas, while acknowledging that the match is only approximate.

Table 38: Waihi property sales and average sale prices

	Jan 2025 to Jun 2025	Jul 2025 to Dec 2025	Full 2025 year
Waihi overall			
Number of sales	63	74	137
Average sale price	$575,746	$593,092	$585,115
Waihi East			
Number of sales	14	12	26
Average sale price	$579,964	$592,941	$585,953
Waihi North			
Number of sales	17	19	36
Average sale price	$584,719	$623,892	$605,394
Waihi South			
Number of sales	32	43	75
Average sale price	$569,134	$579,525	$575,091

Source: CBRE.

Activity in comparable markets



	June 2013	Dec 2013	June 2014	Dec 2014	June 2015	Dec 2015	June 2016	Dec 2016	June 2017	Dec 2017	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	June 2025	Dec 2025
Waihi	$212	$211	$200	$205	$234	$226	$262	$312	$342	$340	$358	$383	$403	$419	$450	$486	$555	$659	$698	$640	$602	$610	$589	$617	$575	$593
Paeroa	$199	$202	$200	$195	$217	$239	$259	$322	$323	$346	$336	$361	$356	$392	$430	$474	$585	$532	$645	$565	$555	$554	$505	$537	$559	$572
Te Aroha	$227	$254	$255	$236	$276	$279	$299	$368	$384	$364	$427	$453	$512	$461	$437	$506	$558	$657	$687	$588	$566	$599	$583	$595	$597	$626

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

Table 39: Numbers of residential sales in comparable areas

	Period	Paeroa	Te Aroha	Waihi*
Number of sales		N	N	N
	January to June	53	54	63
	July to December	44	43	74
	All of 2025	97	97	137

Source: CBRE.

* The data for Waihi has also been shown above. It is repeated here to facilitate comparison.

Comment

There were slightly more sales of residential properties in Waihi in the second half of 2025 than in the first half, a trend consistent across the sub-areas within Waihi. The average sale price of $585,115 is down marginally from 2024 and 2023 (when those averages were just over $600,000).

The total number of sales in Waihi in 2025 (at 137) is down but only marginally from 2024 (144), though markedly higher than in 2022 and 2023 (87 and 114 respectively).

Consistently with recent years there were more sales in parts of Waihi other than Waihi East and Waihi North (i.e. Waihi South accounts for more sales than the other sub-areas). Also consistently with recent years, average sale prices are slightly higher in Waihi North than in other parts of Waihi, though not by a large margin.

The number of sales for residential properties in Waihi is higher than in the comparator towns of Paeroa and Te Aroha. Fluctuations in the value of residential sales in Waihi over time have generally matched the fluctuations in the comparator towns of Paeroa and Te Aroha.

The following table provides data for part e of this indicator: average residential rent prices. Two methodological points affect the interpretation of the data. First, rental prices are also reported in P-I-13, where the indicator specifies prices based on active rental bonds. To keep the annual figures consistent with P-I-13, the 2025 annual averages below are based on all active rental bonds.

Second, for the six-month periods required by P-I-5, the more useful measure is the average rent for tenancies that started during each period. This better reflects current market entry prices, but it is not directly comparable with the full-year active-bond average. The distinction is explained below the table and is evident, for example, in the Te Aroha figures.

Table 40: Residential rents in comparable areas

	Period	Basis for calculating averages*	Paeroa	Te Aroha	Waihi*
Average weekly rent price**			NZD	NZD	NZD
	All of 2025	All current active bonds	526	526	561
	January to June	Bonds that started within this period	537	557	546
	July to December	Bonds that started within this period	516	540	569

Source and methodology: Ministry of Business, Innovation and Employment/Tenancy Services. Rental bond data, detailed quarterly report, January 2020 to 2025. https://www.tenancy.govt.nz/about-tenancy-services/data-and-statistics/rental-bond-data

Tenancy Services reports the geometric mean rent for each Statistical Area 2 (SA2) as defined by Statistics NZ. Geometric means are appropriate for describing individual SA2s, but they cannot be validly aggregated across SA2s. Because each study area in this indicator comprises multiple SA2s, the arithmetic mean rent was estimated for each SA2 from the geometric mean and the log standard deviation, using the standard formula for skewed financial data. The resulting arithmetic means were then amalgamated to produce the study-area averages. Arithmetic means can be aggregated across SA2s; geometric means cannot.

* The All of 2025 data is also reported in P-I-13 and repeated here to enable comparison.

** See discussion below.

Comment

Average rent prices can be calculated in two relevant ways for SIMP reporting, each answering a different question.

1. Average based on all active rental bonds

This measure includes all rentals with a current active bond, regardless of when the tenancy began. It therefore provides the best basis for comparing the overall rent being paid across Waihi and the comparator towns. In the table above, the active-bond averages for 2025 are $526 per week in both Paeroa and Te Aroha, and $561 per week in Waihi.

However, because this measure includes long-running tenancies that may have started years earlier at lower rents, it is relatively insensitive to short-term changes in market prices. It is therefore likely to show only modest year-to-year movement.

2. Average based on new bonds within each six-month period

This measure includes only tenancies that commenced during the relevant six-month period. It is therefore a better indicator of the current cost of entering the rental market. Tenancy Services uses this approach to monitor market rent trends within defined periods.

The limitation is that the number of new bonds in small towns over a six-month period is often low. In 2025, for example, Paeroa and Te Aroha each recorded only between 30 and 51 new bonds per half-year. With small counts, a few unusually high or low rents can materially affect the average. These half-yearly figures are therefore useful indicators of current market prices, but they should be interpreted cautiously and assessed over time rather than treated as precise evidence of short-term change.

For example, Te Aroha recorded average rents for new bonds of $557 in the first half of 2025 and $540 in the second half. Both are above the full-year active-bond average of $526 because the active-bond figure includes older tenancies as well as rentals that commenced during 2025.

Stock and flow interpretation

The distinction can also be described as a stock-versus-flow measure. The active-bond average is a stock measure: it describes the rent currently being paid across the whole existing rental pool. It is influenced by legacy tenancies and does not reprice simply because market conditions have changed.

The new-bond average is a flow measure: it describes the rent agreed for new tenancies during the reporting period. In a rising market, new-bond averages would normally be expected to exceed the blended average across all active tenancies.

In short, active-bond averages show what the existing rental stock is paying, while new-bond half-year averages show what it cost to enter a new rental during that period. Using active bonds for the half-year split would show little movement, because most bonds in the active pool would be unchanged from one half-year to the next.

Interpretation of the 2025 results

On the active-bond measure, average rents in Waihi were slightly higher than in both Paeroa and Te Aroha, while Paeroa and Te Aroha were effectively identical.

The new-bond half-year figures show lower average rents in the second half of 2025 than in the first half for both Paeroa and Te Aroha, while Waihi showed the opposite pattern. Given the small number of new bonds and the potential influence of outliers, these apparent short-term movements should be treated with caution. Their main value will be in future reporting, if the same method is applied consistently and longer-term trends become visible.

FINANCIAL COMPENSATION

P-I-6: Number of OGNZL fixed point vibration monitors

Data

Table 41: Number of OGNZL fixed point vibration monitors

	2025
Total fixed point vibration monitors	19
Number located in the Correnso area	5
Number located in the Project Martha area	12
Number that monitor both Correnso and Project Martha	2

Source: OGNZL Environment Department.

Comment

These monitors 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.)

Of these 19 monitors, 18 are compliance monitors. OGNZL has added one extra monitor to help calculate AEP qualification and payments.

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

P-I-7: Amenity Effect Programme (AEP):
a) Number of recipients
b) Total spend for the payment period

Data

Table 42: AEP payments

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$)	Annual number of payments	Average amount paid per payment (NZ$)
2025	Jan – June 2025	$67,342	127	$530.25	$178,681	432	$413.61
	July – Dec 2025	$111,339	305	$365.05			

Source: OGNZL Property Department.
Table note: Recipients of the payments are not unique: the same person could have received AEP payments in both halves of 2025.

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. (For details of the monitoring sites, see P-I-6.)

After a steady number of AEP payments (within the range 120 - 160) being made per six months since 2023, the number of AEP payments jumped up markedly in the second half of 2025. This was as a result of more frequent blasting, although with smaller blasts. (The latter point is implicit in the table, from the lesser average amount of AEP payments paid in the second half of 2025: the amount paid is calculated based on the number of blasts and levels of vibration measured by the monitors, an indication of "smaller" [29] blasts.)

The lower average amount paid per payment in the second half of 2025 was lower than in any six month period since 2014. This is a result of smaller measured effects from mining, though spread over a larger number of properties. A related factor is that the company adjusts the AEP payments to keep pace with inflation, so the contrast with the earlier years is marginally stronger than the simple dollar amounts indicate.

[29] Measuring the "size" of a blast is technical and very specific. It is measured in terms of mm/second. To qualify for AEP payments measurements need to show a minimum of two blasts a month of 1.5 mm/second.

P-I-8: Top up programme data:
a) Number of applications received;
b) Number of applications approved; and
C) Number of properties settled

Data

Table 43: Summary of Top Up programme

NUMBER OF…	2025
Applications received	0
Applications approved	0
Properties settled	0

Source: OGNZL External Affairs and Social Performance Department.

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"[30] (previously "The East Ender").

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. The programme clearly had much narrower applicability over those three years than earlier, essentially because Martha Underground has many fewer privately owned houses over it than Correnso.

There was clearly no need for the Top Up programme during 2025. The small number of privately owned houses over Project Martha contributed to that.

OceanaGold acknowledges that its 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 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.

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

The Top Up policy remains available for areas associated with the Waihi North Project, including properties above the proposed tunnel alignment and those adjacent to the Gladstone Open Pit. However, despite the progression of the WNP project during 2025, no requests for Top-Up assistance on this basis were received (i.e. on the basis of a project that had been announced, not necessarily commenced). The policy nevertheless remains in place for eligible properties should it be required in the future.

HOUSING AND ACCOMMODATION

P-I-9: OGNZL employee and contractor (including fly in - fly out contractors) housing including owner occupied, rental (private, from OGNZL, or employer provided), new builds and existing houses

P-I-10: Location of and accommodation type for offshore contractors whilst working on shift on Waihi mining operations

Data

The following table provides the closest approximation available to the data requested for P-I-9. When the 2025 Employee Survey was being designed (the best source for this data) this SIMP indicator had not been established, so it is not possible to identify the extent to which employees rented from their employer. It is not known if any such arrangements exist between contractors and their employees. The survey did not ask about employees living in new builds compared with existing houses. These points will be addressed in future SIMP reports.

Table 44: Employee and contractor housing while working in Waihi

EMPLOYEE AND CONTRACTOR HOUSING WHILE WORKING IN WAIHI	2025		
	Direct Employees	Contractor Employees	Contractor Employees who fly in – fly out*
Own home	52%	28%	0
Rent or board	40%	34%	0
Workplace provides accommodation	2%	23%	100%
Temporary accommodation	5%	4%	0
Work remotely	0	1%	0
Other	0	2%	0
Not answered	1%	7%	0

Source: Employee Survey (OGNZL and Phoenix Research).

* 7 Contractor Employees who met the criteria as "fly in – fly out" participated in the 2025 Employee Survey. As the table shows, they all stayed in accommodation provided by their employer while working in Waihi.

The seven offshore Contractor Employees noted in the footnote to the table above, while working in Waihi, resided in either Waihi (6 employees) or Waihi Beach/Athenree/Bowentown (one employee).

P-I-11: Number and percentage of OGNZL staff (employee and contractors) that live within 30-minute, 60-minute, and +60-minute commute from work

Data

Table 45: Direct Employee and Contractor Employee commute time bands[31]

EMPLOYEE COMMUTE TIME BANDS	2025					
	Direct Employees		Contractor Employees		Total Workforce	
	n	%	n	%	N	%
Within 30 minutes	407	89%	137	65%	545	81%
30 – 60 minutes	37	8%	47	22%	84	12%
More than 60 minutes	11	2%	26	13%	38	6%
Not able to be determined from answers given	3	1%	2	1%	5	1%

Source: Employee Survey (OGNZL and Phoenix Research).

Comment

This is a new indicator, introduced in response to the large increases happening now, and anticipated, in the workforce required for the Waihi North Project. It is anticipated that this could or will result in larger proportions of the workforce commuting over longer distances to work in Waihi.

This measure is therefore a benchmark against which future indicator data will be compared.

One noteworthy trend in this data is the longer commute times for Contractor Employees than for Direct Employees. This relates to the company's need for staff with specialised expertise and skills during the current phases of the Waihi North Project, which will settle into more standard mining operations once the development phase is completed. It is anticipated that future results on this indicator will be influenced by there being a greater proportion of Direct Employees than at present, with their inclination to more often live locally, with pressure on local housing potentially leading to more employees commuting over longer distances.

[31] Commute time bands have been calculated and documented in the Workforce Accommodation Assessment Report (WSP, 2025). This report is available on the OGNZL website.

P-I-12: Housing stock within the local area and the townships within the local area, and within the 60-minute commute area, reported on by type of housing, number of bedrooms and ownership status

The housing stock data shown for this indicator has been estimated from data published by Stats NZ at the level of Statistical Area 2 (SA2). Each SA2 area that contained areas both within and outside the 60-minute commute and local areas[32], had fractions of the housing stock data allocated to either inside or outside the area based on population spread within the SA2 (that population spread was derived from SA1 population counts). The relevant SA2 or part-SA2 housing stock data was then amalgamated to show totals for the 60-minute commute area and the local area.

Because this data is based on 2023 Census results, and because a key assumption is needed to make the following estimates (i.e. that the housing stock data falls within each SA2 in the same proportions as the population is spread within the SA2), it will not be feasible or appropriate to track trends in this data annually. It is likely the that next appropriate time to update the information for this indicator will follow the release of the results from the next Census, which is scheduled to be undertaken in 2028. These points also apply to Census-based estimates for the 60-minute commute area and local area in P-I-13 and P-I-14.

Data

Table 46: Housing type

AREAS	Housing type							
	Separate house		Joined dwelling		Other private dwelling		Total	
	n	%	n	%	n	%	N	%
60-minute commute area	62550	86%	9631	13%	816	1%	72997	100%
Local area*	12061	87%	1632	12%	93	1%	13786	100%
Waihi	1656	90%	165	9%	12	1%	1833	100%
Paeroa	1323	80%	318	19%	6	0%	1647	100%
Whangamata	1326	91%	111	8%	21	1%	1458	100%
Te Aroha	1320	91%	123	8%	6	0%	1449	100%
Waihi Beach	1035	86%	156	13%	9	1%	1200	100%
Katikati	1905	87%	282	13%	12	1%	2199	100%

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.

Table note: The percentages in this table (as in the other tables for just this indicator) are row-based percentages, i.e. add to 100% **across** the rows. Most other percentages in this report are column-based.

* See discussion above of the source of housing stock data shown throughout this indicator.

[32] See definition of this area at Ec-I-1.

Table 47: Number of rooms in dwellings (part 1)

AREAS	Number of rooms in dwelling (part 1)*											
	One room		Two rooms		Three rooms		Four rooms		Five rooms		Six rooms	
	n	%			n	%			n	%	n	%
60-minute commute area	105	0%	291	0%	1399	2%	4066	6%	9300	13%	20767	29%
Local area	18	0%	51	0%	288	2%	723	5%	1737	13%	4018	29%
Waihi	3	0%	0	0%	15	1%	72	4%	204	11%	489	27%
Paeroa	0	0%	15	1%	54	3%	111	7%	246	15%	456	27%
Whangamata	6	0%	0	0%	27	2%	54	4%	120	8%	288	20%
Te Aroha	0	0%	9	1%	33	2%	48	3%	129	9%	387	27%
Waihi Beach	3	0%	9	1%	39	3%	57	5%	171	14%	348	29%
Katikati	3	0%	3	0%	57	3%	156	7%	324	15%	912	41%

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.
'* See discussion of this data under "Comment".

Table 48: Number of rooms in dwellings (part 2)

AREAS	Number of rooms in dwelling (part 2)										Median number of rooms
	Seven rooms		Eight rooms		Nine rooms		Ten or more rooms		Total		
	n	%			n	%			N	%	
60-minute commute area	15770	22%	10614	15%	5763	8%	4717	6%	72792	100%	6.0
Local area	3050	22%	2039	15%	1097	8%	864	6%	13885	100%	6.0
Waihi	471	26%	312	17%	159	9%	117	6%	1842	100%	6.3
Paeroa	357	21%	216	13%	135	8%	90	5%	1680	100%	5.9
Whangamata	333	23%	270	19%	183	13%	174	12%	1455	100%	6.7
Te Aroha	330	23%	255	18%	144	10%	114	8%	1449	100%	6.4
Waihi Beach	276	23%	165	14%	81	7%	60	5%	1209	100%	5.9
Katikati	444	20%	195	9%	72	3%	51	2%	2217	100%	5.6

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.

Table 49: Dwelling ownership status

AREAS	Dwelling* ownership status							
	Dwelling owned or partly owned		Dwelling not owned and not held in a family trust		Dwelling held in a family trust		Total	
	n	%	n	%	n	%	N	%
60-minute commute area	43885	58%	21673	29%	9978	13%	75536	100%
Local area	9617	64%	3676	24%	1814	12%	15108	100%
Waihi	1572	67%	672	29%	111	5%	2355	100%
Paeroa	1164	66%	483	27%	126	7%	1773	100%
Whangamata	1110	61%	336	19%	366	20%	1812	100%
Te Aroha	1233	66%	483	26%	162	9%	1878	100%
Waihi Beach	639	58%	237	22%	225	20%	1101	100%
Katikati	1503	65%	597	26%	222	10%	2322	100%

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.

* Note that Stats NZ use slightly varying definitions of housing and dwellings as the basis for the data shown in the tables for this indicator. That is why the totals in the last of these tables are slightly more than the totals in the earlier tables.

Comment

Regarding Tables 47 and 48 it is noted that the SIMP Framework specifies reporting by number of bedrooms. However, Stats NZ Census reports by number of rooms at this geography level. Number of rooms is shown as the closest available proxy.

Key points from the above tables are:

- Close to 90% of all residential dwellings within the areas listed are separate houses, with almost all the balance being joined dwellings. Paeroa stands out as the exception to that generalisation, with just 80% of its housing being separate houses
- The median number of rooms per house across the areas listed is close to six rooms, though slightly higher in Whangamatā, Te Aroha and Waihi
- The levels of dwellings being owned or partly owned are of the order of 60% within the areas listed, though highest of any area in Waihi (67%). Paeroa, Te Aroha and Katikati also have above average levels of dwellings being owned or part owned. Whangamata and Waihi Beach stand out for their relatively high rates of dwellings being held in a family trust

P-I-13: Number and percentage of owner-occupied and rented properties, active rental bonds and mean rent within the local area (reported on by township and local area) and within the 60-minute commute area

Data

Table 50: Dwelling ownership status

AREAS	Dwelling ownership status							
	Dwelling owned or partly owned		Dwelling not owned and not held in a family trust		Dwelling held in a family trust		Total	
	n	%	n	%	n	%	N	%
60-minute commute area	43885	58%	21673	29%	9978	13%	75536	100%
Local area	9617	64%	3676	24%	1814	12%	15108	100%
Waihi	1572	67%	672	29%	111	5%	2355	100%
Paeroa	1164	66%	483	27%	126	7%	1773	100%
Whangamata	1110	61%	336	19%	366	20%	1812	100%
Te Aroha	1233	66%	483	26%	162	9%	1878	100%
Waihi Beach	639	58%	237	22%	225	20%	1101	100%
Katikati	1503	65%	597	26%	222	10%	2322	100%

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.

Table note: This table is the same as the one included for Indicator P-I-12. The Census does not specifically report the number of dwellings that are rented, but the category "Dwelling not owned and not held in a family trust" generally comprises rentals.

Table 51: Active rental bonds and mean rent

	Active rental bonds N	Mean weekly rent (NZD)
60-minute commute area	20095	$640
Local area	3200	$581
Waihi	690	$561
Paeroa	411	$526
Whangamata	276	$790
Te Aroha	479	$526
Waihi Beach	267	$565
Katikati	538	$607

Source: Ministry of Business, Innovation and Employment/Tenancy Services. Rental bond data, detailed quarterly report, January 2020 to 2025. https://www.tenancy.govt.nz/about-tenancy-services/data-and-statistics/rental-bond-data

Table note: Tenancy Services provides the geometric mean rent cost for each Statistical Area 2 (SA2). The data at SA2 level then needs to be amalgamated into the areas shown in the table above. The methodology for doing this amalgamation was described for the mean weekly rent indicator data shown at P-I-5.

Comment

The category of the dwelling being not owned and not held in a family trust provides an indication of the extent of rented properties, typically of the order of 25% in the areas listed. With Waihi having a low incidence of dwellings held in a family trust, as well as relatively low owner-occupiers, Waihi has an above average level of dwellings being rented.

Mean weekly rents in Waihi are in the middle of the range of rents in the areas of interest. Given that Paeroa and Te Aroha are sometimes viewed as comparator areas to Waihi, it is notable that mean weekly rents in Waihi are somewhat higher than in those two comparator towns.

Mean weekly rents in the whole of the 60-minute commute area are higher than most of the specific areas listed, with the exception of Whangamata. Clearly the higher cost of renting in Whangamata pulls up the average for the whole of the 60-minute commute area.

P-I-14: Residential housing occupancy rates, number of rental listings, and occupancy rates of hotels and short-term accommodation in the local area based on publicly available information

Data

Table 52: Dwelling occupancy

AREAS	Dwelling occupancy											
	Occupied dwelling		Unoccupied dwelling		Residents away		Empty dwelling		Dwelling under construction		Total	
	n	%	n	%	n	%	n	%	n	%	N	%
Local area	13800	85%	1124	7%	632	4%	540	3%	105	1%	16200	100%
Waihi	1845	91%	90	4%	57	3%	33	2%	6	0%	2031	100%
Paeroa	1656	85%	126	6%	51	3%	72	4%	39	2%	1944	100%
Whangamata	1434	85%	126	7%	84	5%	36	2%	3	0%	1683	100%
Te Aroha	1446	87%	105	6%	57	3%	45	3%	9	1%	1662	100%
Waihi Beach	1200	84%	105	7%	54	4%	57	4%	12	1%	1428	100%
Katikati	2217	84%	192	7%	114	4%	102	4%	3	0%	2628	100%

Source: Stats NZ 2023 Census, dwellings and households datasets at Statistical Area1 (SA1) level.

Table 53: Hotel and short-term accommodation occupancy

	Local area
Estimated total daily stay units	407
Estimated available daily stay units	99
Occupancy rate	76%

Source: MBIE (2025). Accommodation Data Programme. https://freshinfo.shinyapps.io/ADPReporting

Table note: This data fluctuates markedly through the year. The data presented is for January 2025.

Stay units refers to the number of daily short-term accommodation units in hotels, motels, and apartments with >5 units. The total estimate was calculated by applying the proportion of the population within three relevant Regional Tourism Organisations (RTO) (Waikato, Coromandel, and Bay of Plenty) overlapping with the Local Area to MBIE's Accommodation Data Programme stay unit figures for hotels, motels, and apartments with more than 5 stay units.

The available estimate was calculated by applying the percentage of stay unit capacity available within each RTO to the underlying figures. Hotel stay units for Coromandel and Bay of Plenty were estimated based on the number of establishments multiplied by the average stay units per establishment figure from Waikato, as the Coromandel and Bay of Plenty hotel stay unit figures were withheld. Likewise, the percentage of stay unit capacity available for hotels in Waikato was applied to hotels in Coromandel and Bay of Plenty.

Comment

At the time of the 2023 Census (the best available data source for this indicator data) Waihi stood out from the rest of the study area as having the highest rate of dwellings being occupied. It was also notable for a low incidence of dwellings under construction.

Data presented for P-I-12 and 13 indicated that Waihi had a relatively high rate of dwellings being rented. That is consistent with it also having a markedly higher level of rental listings than most other towns in the local area (i.e. except Katikati), as shown above. That is despite the three-year time lag between the two data points and the significant changes taking place in mining in Waihi during 2025.

The occupancy rate for hotel and short-term accommodation in the local area of 76%, is importantly a figure for the month of January 2025. It is notable that occupancy rates for this type of accommodation vary strongly by month through the year, particularly in areas frequented by holiday makers. January typically has relatively high occupancy rates, making it a useful month for examining peak or "stress" times for availability of short-term accommodation.

Data on the number of rental listings in 2025 is not available. Current data is available at any time on a "point in time" basis but no historic record or archive of this data is available.

P-I-15: Number of new dwelling consents issued per year as an indicator of potential future housing stock

Data

Table 54: Estimated number of new dwellings consented in 2025

	Local area
Dwellings consented during 2025	166

Source: Amalgamation of counts in table below.

This estimate was calculated by amalgamating data from the four Territorial Local Authorities that contained parts of the Local Area for the purposes of SIMP reporting. These are shown in the following table, whose total count is shown in the summary table above. The basis of the calculations of "Count within local area overlap" are shown below this table:

Table 55: Number of new dwellings consented in 2025 in Territorial Local Authorities that include the Local Area

BREAKDOWN BY TA*	Thames-Coromandel	Hauraki	Matamata-Piako	Western Bay of Plenty
Count within Local Area overlap	28	32	37	68
Percentage of Local Area count	15.0%	68.2%	14.6%	22.7%

Source: Stats NZ. (2025). *Building consents issued: December 2025.* https://www.stats.govt.nz/information-releases/building-consents-issued-december-2025

Table notes: The estimate of the number of new dwellings consented within the Local Area was calculated using the population-weighted proportion of the four Territorial Authorities overlapping the Local Area boundary (Thames-Coromandel District, Hauraki District, Matamata-Piako District, and Western Bay of Plenty District).

Number of new dwelling consents is from January 2025 to December 2025.
* Breakdown by TA shows the number of consents issued in 2025 within each TA area (overlapping the Local Area). Percentage of Local Area count is the population-weighted proportion of each TA that is within the Local Area (not land area).

Comment

The Western Bay of Plenty accounts for a high proportion of the new builds in the local area, of the order of twice as many as in the other Territorial Authorities in the local area. With Waihi being located in Hauraki District Council and the anticipated new builds which could potentially be required to accommodate additional mining staff, it will be particularly useful to track how this data changes in coming years.

5.3 MANAGEMENT ACTIONS

Ref.	Action
P-M-1	If there is evidence that OGNZL Waihi mining operations are having a negative impact on the Waihi property market, then: — Assess the reasons for the negative impact on the Waihi property market; and — Identify and implement measures to mitigate OGNZL's impact on the property market.
P-M-2	If there is a significant change (increase or decrease) in financial compensation for property related effects, then: — Review the effectiveness of property programmes.

6 COMMUNITY

6.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

Objective	Contribute positively to a sustainable Waihi community and continue to invest in relationships with the community and key stakeholders.
Potential impacts	• Continued investment in the community • Continued participation of Direct Employees and Contractor Employees in community life • Accessibility of community facilities and services • Continued investment into relationships with community and stakeholders
Performance goals	1. Contribute to the community through investment initiatives 2. Measure and monitor community cohesion and stability 3. Engage with the community and key stakeholders

6.2 INDICATORS

These indicators are grouped into the following themes:

- Community investment (C-I-1 to 5)
- Community cohesion and stability (C-I-6 to 7)
- Access to community facilities (C-I-8 to 11)
- Community engagement (C-I-12 and 13)

COMMUNITY INVESTMENT

C-I-1: Expenditure on community investment activities, including in-kind contributions

Data

Table 56: Expenditure on community investment activities including in-kind contributions

	2025 (NZ$)
Community investment expenditure	406,979.60

Source: OGNZL External Affairs and Social Performance Department.

Comment

Community investment expenditure has fluctuated over recent years from a low of $162,000 in 2020 (affected by COVID), up to $446,000 in 2023. One source of those fluctuations has been occasional one-off contributions, such as to the Waihi Community Forum for the construction of a pump track, as part of their outdoor recreation hub in 2023. Other fluctuations have arisen from time to time as funds are allocated but project grants not actually made until a later year, or because of requests needing to meet the company's criteria (also see comment on C-I-2 and 3).

The expenditure in 2025 is on the high side within the range over the last few years.

C-I-2: Number of sponsorships and donations by organisation type

Data

Table 57: Number of sponsorships and donations by organisation type

ORGANISATION TYPE	2025
	Number of sponsorships and donations
Sporting and Recreation	16
Education	10
Arts and Culture	5
Health and Welfare	9
Environment and Conservation	2
Community and Civic	6
Māori and Iwi Organisations	2
Total	**50**

Source: OGNZL External Affairs and Social Performance Department.

Comment

Sporting organisations followed by the education sector are the types of organisations most often receiving sponsorships and donations, a pattern that has been consistent over many years. The spread of types of organisations receiving sponsorships and donations has been broadly similar over the last decade (COVID years excepted).

Organisation types are classified according to the primary function of the recipient organisation. Each transaction is counted separately. Where a single organisation received more than one donation or sponsorship during the reporting year, each is recorded separately. Categories have been updated in 2025 to align with the refreshed SIMP Framework. The seven categories and their definitions are as follows:

Sporting and Recreation: Organisations whose primary purpose is the organisation or facilitation of sport, physical recreation, or leisure activities, including clubs, associations, and recreational facilities.

Education: Organisations whose primary purpose is the delivery of education or learning outcomes, including schools, kura kaupapa, tertiary providers, and trusts with an explicit educational mandate.

Arts and Culture: Organisations whose primary purpose is the creation, promotion, or preservation of arts, culture, or heritage, including performance groups, museums, and cultural events bodies.

Health and Welfare: Organisations whose primary purpose is the delivery of health services, or the provision of welfare, social support, or emergency assistance to individuals or families in need.

Environment and Conservation: Organisations whose primary purpose is the protection, restoration, or sustainable management of natural environments, waterways, or ecosystems.

Community and Civic: Organisations whose primary purpose is the general benefit of the local community or the facilitation of civic life, including community events, advocacy, and social organisations not captured by the above categories.

Māori and Iwi Organisations: Iwi, hapu, and marae whose primary identity and mandate is grounded in tikanga Māori and the collective wellbeing of their whanau, hapu, and iwi. Where a Māori organisation has a clear functional equivalent in another category, such as a kura kaupapa or a Māori health provider, it is classified by that function instead.

The organisation types defined above are also the basis of the following table.

C-I-3: Number of community investment recipients, by organisation type

Data

Table 58: Number of community investment recipients, by organisation type

ORGANISATION TYPE	2025
	Number of community investment recipients
Sporting and Recreation	16
Education	10
Arts and Culture	5
Health and Welfare	9
Environment and Conservation	2
Community and Civic	5
Māori and Iwi Organisations	2
Total	**49**

Source: OGNZL External Affairs and Social Performance Department.

Comment

The data presented for this indicator is very similar to that in the previous indicator. The only difference is that one of the Community and Civic organisations received two donations or sponsorships during the year, each being recorded separately (as anticipated in the explanation under Table 57).

C-I-4: Expenditure on local schools, as a total by school

Data

Table 59: Expenditure on local schools as a total and by school

SCHOOL	2025 (NZ$)
Primary schools	
St Josephs	14,000
Te Waitangi-O-Hinemuri	14,000
Waihi Beach	14,000
Waihi Central	35,500
Waihi East	14,000
Waikino	14,000
Waimata	14,000
Sub-total	**119,500**
Secondary schools	
Waihi College Trust	58,000
Sub-total	**58,000**
Total expenditure	**177,500**

Source: OGNZL External Affairs and Social Performance Department.
Table note: This expenditure is a sub-set of the Community investment expenditure reported in C-I-1.

Comment

Donations to schools have remained relatively constant over recent years, based on the standard $14,000 per school apart from in exceptional circumstances. Plans for a possible expansion of the mine perimeter were announced in 2022, which would have affected Waihi Central and Waihi College, so the donations to those two schools were increased from the baseline in 2022. That decision was also influenced by the location of mining within Project Martha, closer to those schools than any other schools. With the development of the Waihi North Project overtaking the pit expansion project that had been mooted, and because of the location of Project Martha mining, donations to Waihi Central have been incremented down towards the norm for schools, starting with a reduction of close to $10,000 in 2024. That reduction was applied again in 2025, though still leaving Waihi Central receiving substantially more than other primary schools.

The arrangements for donations to Waihi Central School have been similar to what was agreed with Waihi East School during Correnso.

It is worth noting, that as part of their engagement activities in 2025, OceanaGold advised schools of changes to its Corporate Sponsorships and Donations Standard, including updates to its funding model and allocation criteria. Under the revised approach, applications submitted from the 2026 year onward will be considered by OceanaGold's Sponsorships and Donations Committee and assessed on their individual merits, including alignment with the company's funding priorities and allocation criteria, rather than through the provision of a consistent donation amount to each school. Schools will also be required to submit an application demonstrating how the funding supports rangatahi and contributes to high-quality learning experiences, along with evidence of expenditure, including receipts, to confirm that funds have been used for their intended purpose. As a result, school donation amounts are expected to vary from the 2026 reporting year onwards.

C-I-5: Number of mine tours and education sessions conducted at the Education Centre for schools and other institutions, including those provided at no cost

Data

Table 60: Number of mine tours and education sessions conducted at site

	2025
Number of mine tours run by OGNZL's Education Centre	96
Number of mine tours run by Gold Discovery Centre*	230
Total mine tours	**326**
Number of education sessions run by OGNZL's Education Centre	113
Total number of mine tours and education sessions	**439**

Source: OGNZL External Affairs and Social Performance Department.

* Mine tours run by the Gold Discovery Centre are shown 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. 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.

Comment

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 of hours available for a tour. Significant benefits for schools of these tours include the quality of the experience for students, 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.

Feedback from participants in these sessions is shown at H-I-8. As shown there, feedback from participants is extremely positive.

The current focus in education on "back to basics" has also contributed to the challenges for increasing the 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. With these mine tours being largely targeted at tourists, the reduced numbers of tours reflected 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. Pleasingly, the number of these tours in 2025 was up marginally on 2024, when there were 223 Gold Discovery Centre tours.

The number of education sessions run by the OGNZL Education Centre at 113 in 2025 is virtually identical to the 2024 figure (114 sessions).

COMMUNITY COHESION AND STABILITY

C-I-6: Number of OGNZL employees and contractors who participate in or volunteer for local community groups and emergency services

C-I-7: Number of OGNZL employees and contractors who participate in, or volunteer for, local sports and recreational groups

Data

Table 61: Number of employees participating in community life

Question: *"Are you involved in any community or volunteer activities in the local area?[33] If yes, tick any that apply."*

COMMUNITY AND VOLUNTEER ACTIVITIES	2025
Involved in any of the following	147
Sports club or organisation	108
Service organisation (e.g. Lions, Rotary)	6
Community volunteering (e.g. Meals on Wheels, local events)	16
Arts or cultural group	6
Education (e.g. school board, PTA, mentoring)	7
Church or faith-based group	13
Emergency or rescue services (e.g. Fire, St John, Surf Life Saving)	37
Other	6

Source: Employee Surveys (OGNZL and Phoenix Research).

Table note: Employees could answer more than one of the activities, which is why the total of the numbers participating in each activity is greater than the number who participate at all.

[33] The questionnaire provided the following definition, for the purposes of this question: "The local area can be defined as: Waihi, Waihi Beach/Athenree/Bowentown, Paeroa, Katikati, Whangamata, Te Aroha or a rural area centered on Waihi". Note this is virtually identical to the standard definition of "Local" in SIMP reporting, as shown at Ec-I-1.

Comment

There are 147 employees who participate in at least one form of community or volunteer activity.

As in previous years, sports clubs and organisations are the focus for employees participating in community life. The next most common form of participation is in emergency and rescue services, followed by community volunteering then church and faith-based groups.

ACCESS TO COMMUNITY FACILITIES

C-I-8: Number of children of OGNZL employees and contractors who attend local schools

Data

Table 62: Type of local school/education facility[34] attended by children of OGNZL and contractor employees

TYPE OF SCHOOL/ EDUCATION FACILITY	Numbers of children 2025
Early childhood (daycare, kindergarten)	108
Primary and intermediate school	155
College / Secondary school	71
Total	**334**

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: The analysis of the data for this table takes into account that some households in Waihi have two or more adults working in mining. Children in such households are naturally only counted once in this analysis.

Comment

Close to half of the children from employee households that attend an education facility, go to primary or intermediate schools. The next biggest proportion are in early childhood facilities, with the balance in college or secondary schools.

The total number of children attending local educational facilities in 2025 is up close to 25% on the number reported in the 2024 SIMP report. That increase approximately matches the percentage increase in the number of employees from 2024 to 2025. The data suggests a particular increase in the number of children in early childhood facilities. However that could be an artefact of the questioning and analysis methods used to derive this data, which were markedly refined in the 2025 Employee Survey compared with earlier, as had been flagged in the 2024 SIMP report. (This measure has proven over time to be challenging to collect accurately. In the 2025 survey a new feature was added to the data assessing the completeness of information provided by each employee: along with simplifying the questionnaire that has almost certainly resulted in the 2025 data being more accurate than in previous SIMP reports.)

[34] In order to ensure sufficiently simple questions in the Employee Survey on this topic, facilities were defined as "local" if in these areas: "Waihi town", Waihi Beach, Athenree or Bowentown. Note that this is a more restrictive definition of "local" than the standard definition of "local" otherwise used throughout this report. It is also marginally more restrictive than in previous SIMP reports, which included schools in Waimata and Waikino.

C-I-9: School roll per year within the local area, tracking changes in enrolment numbers year on year

Data

Table 63: School rolls within the local area

School Name	Type	Regional Council	Education Region	Local Board	2025 School Roll Total
Elstow-Waihou Combined School	Full Primary	Waikato Region	Waikato	Matamata-Piako District	169
Goldfields School (Paeroa)	Specialist School	Waikato Region	Waikato	Hauraki District	93
Hikutaia School	Full Primary	Waikato Region	Waikato	Thames-Coromandel District	122
Karangahake School	Full Primary	Waikato Region	Waikato	Hauraki District	61
Katikati College	Secondary (Year 7-15)	Bay of Plenty Region	Bay of Plenty, Waiariki	Western Bay of Plenty District	816
Katikati Primary School	Contributing	Bay of Plenty Region	Bay of Plenty, Waiariki	Western Bay of Plenty District	482
Miller Avenue School	Full Primary	Waikato Region	Waikato	Hauraki District	88
Netherton School	Full Primary	Waikato Region	Waikato	Hauraki District	140
Ōpoutere School	Full Primary	Waikato Region	Waikato	Thames-Coromandel District	116
Paeroa Central School	Full Primary	Waikato Region	Waikato	Hauraki District	66
Paeroa Christian School	Full Primary	Waikato Region	Waikato	Hauraki District	51
Paeroa College	Secondary (Year 9-15)	Waikato Region	Waikato	Hauraki District	356
St Joseph's Catholic School (Paeroa)	Full Primary	Waikato Region	Waikato	Hauraki District	58
St Joseph's Catholic School (Te Aroha)	Full Primary	Waikato Region	Waikato	Matamata-Piako District	56
St Joseph's Catholic School (Waihi)	Full Primary	Waikato Region	Waikato	Hauraki District	52
Te Aroha College	Secondary (Year 9-15)	Waikato Region	Waikato	Matamata-Piako District	391
Te Aroha Primary School	Full Primary	Waikato Region	Waikato	Matamata-Piako District	231
Te Wharekura o Te Waitangi o Ohinemuri	Contributing	Waikato Region	Waikato	Hauraki District	35
Tirohia School	Full Primary	Waikato Region	Waikato	Hauraki District	43
Waihi Beach School	Contributing	Bay of Plenty Region	Waikato	Western Bay of Plenty District	266
Waihi Central School	Contributing	Waikato Region	Waikato	Hauraki District	86
Waihi College	Secondary (Year 7-15)	Waikato Region	Waikato	Hauraki District	572
Waihi East School	Contributing	Waikato Region	Waikato	Hauraki District	215
Waikino School	Contributing	Waikato Region	Waikato	Hauraki District	95
Waimata School	Contributing	Waikato Region	Waikato	Hauraki District	62
Whangamata Area School	Composite (Year 1-15)	Waikato Region	Waikato	Thames-Coromandel District	547

Source: https://www.educationcounts.govt.nz/statistics/school-rolls

C-I-10: Availability of local healthcare services to OGNZL employees and contractors

Data

This indicator was assessed by the following question in the Employee Survey: "In the last 12 months, have you or your immediate family used any of the following services in Waihi?" The 2026 Employee Survey will be updated to examine this topic more directly.

Table 64: Local healthcare services used by employees and their families

HEALTHCARE SERVICES USED	2025		
	Direct Employees %	Contractor Employees %	Total Workforce %
GP or medical clinic	56	29	47
Pharmacy	59	33	51
Dentist	29	14	24
Physiotherapist or health support	22	6	17
Gym or fitness centre	51	15	39
Counselling or mental health support	4	3	4
Other	2	1	1
None of the above	19	54	30

Source: Employee Survey (OGNZL and Phoenix Research).

Table note: Naturally employees and their families may have used more than one of these healthcare services, which is why the totals can exceed 100%.

Comment

The mainstream healthcare services most used by employees and their families over the last year were the GP or medical clinic and pharmacy. These were both used by close to half of all employee households, although this usage is markedly higher among Direct Employees than among Contractor Employees.

Gyms/fitness centres were also used by close to half of the Direct Employees, a markedly higher proportion than among Contractor Employees.

These differences in usage by Direct compared with Contractor Employees almost certainly relate to the different extents of their living locally (see Em-I-4). It is likely that Contractor Employees and their families use healthcare services close to where these employees normally live.

C-I-11: Number of times emergency services were called upon by OGNZL

Data

Table 65: Calls to emergency services

	2025
Number of times emergency services (police, ambulance and fire brigade) were called upon by OGNZL	7

Source: OGNZL External Affairs and Social Performance Department.

Comment

The number of these callouts at seven in 2025 is higher than in recent years (four in 2024 and just one in 2023). As in previous years some of these calls were not mine or work related.

COMMUNITY ENGAGEMENT

C-I-12: Number of Waihi Community Forum (WCF) meetings held and attended by OGNZL employees/representatives

Data

Table 66: Number of WCF meetings held and attended by Direct Employees/representatives

	2025
Number of WCF meetings held	12
Number of WCF meetings attended by any Direct Employees or representatives	12
Average total number of attendees at WCF meetings	6
Average number of OGNZL attendees at WCF meetings	2

Source: OGNZL External Affairs and Social Performance Department.

Comment

With 10 WCF meetings held in 2023 and 11 in 2024, the number in 2025 continues that increase.

OGNZL staff attended all these meetings in 2025, as they have done in most years since the start of SIMP monitoring in 2014.

Though not shown in the table, the average number of attendees at these meetings, at six in 2025, continues a steady downwards trend since 2021, when the average was just under 10. Considering that two of the attendees at the WCF meetings are typically from OGNZL, the number of others attending these meetings is very small.

C-I-13: Number of interactions (meetings/engagements) with community and key stakeholders reported on by topic

Data

Table 67: Interactions by topic in 2025

TOPIC	Number of interactions
Accidental discoveries protocols	49
Air quality	3
Approvals processes	89
Community behaviour	1
Contribution to sustainable development	139
Cultural awareness training	7
Cultural balance plan	2
Cultural impact assessment	11
Employment	8
Exploration	7
General support	1
Helicopter activity	5
Heritage	10
Iwi Advisory Group	8
Land access	51
Media enquiry	1
Noise	13
Pest control	6
Project development information and consultation	138
Property agreement	32
Property damage	7
Property due diligence	30
Property purchase	34
Relationships	59
Resourcing	15
Roading and traffic	7

Roaming cattle	1
Site visit	11
The Biodiversity Project	26
Top Up	1
Vegetation removal	4
Vibration	6
Visual amenity	2
Water	31
Total interactions	**815**

Source: OGNZL External Affairs and Social Performance Department.

Comment

Three topics stand out as those by far most often the subject of interactions with community and key stakeholders during 2025:

- Contribution to Sustainable Development* (139 interactions)
- Project Development Information and Consultation (138 interactions)
- Approvals Processes (89 interactions)

* United Nations describe Sustainable Development as "an approach to economic growth that meets present needs without compromising the ability of future generations to meet theirs. It relies on a balance between three core pillars: environmental protection, social inclusion, and economic growth". As applied in the OGNZL context, this involves partnerships with external parties and the programme of sponsorships and donations.

Data

Table 68: Engagement type summary in 2025

Engagement type	Number of interactions
Agreement	4
Commitment	1
Community support	3
Compliment	20
Consultation	277
Donation	82
Enquiry	72
Feedback	31
Follow up	296
InKind support	5
Media	1
Meeting	23
Total interactions	**815**

Source: OGNZL External Affairs and Social Performance Department.

Comment

Two types of engagement stand out as by far most often used in interactions with community and key stakeholders during 2025:

- "Follow Ups" on previous interactions (296 interactions)
- Consultation (277 interactions)

Data

Table 69: Summary of engagement topics by stakeholder type

Topic X Stakeholder	Business/ Industry	Community Group	Community Member	Education/ Training	Iwi	Local Council/ Government	NGO/ Non-profit	Totals
Accidental discoveries protocols					48	2	1	51
Air quality			3					3
Approvals processes	6		30	1	61		5	103
Community behaviour			1					1
Contribution to sustainable development	1	1	9	19	3	5	102	140
Cultural awareness training					7			7
Cultural balance plan					3			3
Cultural impact assessment					11			11
Employment					8			8
Exploration			6		6			12
General Support			1					1
Helicopter activity			5					5
Heritage					2		8	10
Iwi Advisory Group					24	1		25
Land access			44		6		3	53
Media enquiry	1							1
Noise			13					13
Pest control					6			6
Project development information and consultation	1		139		6			146
Property agreement			31				1	32
Property damage			2		1		4	7
Property due diligence			30					30
Property purchase	8		42					50
Relationships	3				59			62
Resourcing					15			15
Roading and traffic			7					7
Roaming cattle			1					1
Site visit			2		17			19

The Biodiversity Project					70			70
Top Up			1					1
Vegetation removal			5					5
Vibration			6					6
Visual amenity			2					2
Water			11		22	1		34
Total	**20**	**1**	**391**	**20**	**375**	**9**	**124**	**940**

Source: OGNZL External Affairs and Social Performance Department.

Table note: Interactions about one topic sometimes involved more than one stakeholder group. That is why the totals in the right-most column of this table can be larger than the number of interactions shown in the tables above.

Comment

Interactions about one topic sometimes involve more than one stakeholder group: some interactions involve a number of different participants. That is why the totals in the right-most column of the table above can be larger than the number of interactions shown in the preceding tables. Interactions about The Biodiversity Project are a good example of those differences, with 26 interactions during 2025 (Table 67) yet this topic was canvassed in engagements with 70 iwi (Table 69). The nature of these interactions typically involve multiple iwi representatives attending or participating in a single interaction.

Also some interactions range across several topics, although there are limitations on reporting topics. Interactions that have covered several topics tend to be recorded focusing on specific identifiable "headline" topics, while broad ranging discussions and topics tend to be under-reported. These points have arisen in interactions with iwi as well as other stakeholders. OGNZL is reviewing the methods for recording interactions to determine whether there is scope to expand on the current limitations for recording details about stakeholder engagements.

The **stakeholder types** most often engaging with the company in 2025 were:

- Community member (391 engagements with stakeholders)
- Iwi (375 engagements)
- NGO/non-profit (124 engagements)

The **topics** most often covered in engagement with stakeholders in 2025, when broken down by stakeholder type, were:

- Project development information and consultation (this was the subject of engagements with 146 stakeholders)
- Contribution to sustainable development (engagements with 140 stakeholders)
- Approvals processes (engagements with 103 stakeholders)

6.3 MANAGEMENT ACTIONS

Ref.	Action
C-M-1	If OGNZL workforce participation in community life decreases significantly, then: • Assess the reasons for reduced workforce participation in community life and identify opportunities to improve and encourage this.
C-M-2	If there is a decrease in engagement with the community and key stakeholders, then: • Review effectiveness of community and stakeholder engagement initiatives; and • Review and update the Stakeholder Engagement Plan, as required.

7 HEALTH AND WELLBEING

7.1 OBJECTIVE, POTENTIAL IMPACTS AND PERFORMANCE GOALS

Objective	Support the health and wellbeing of employees and the community and acknowledge and respond to perceptions and grievances associated with OGNZL operations.
Potential impacts	• Direct Employee health and wellbeing • Uncertainty and anxiety regarding current and future mining activities
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.

7.2 INDICATORS

These indicators are grouped into the following themes:

- Employee health and wellbeing (H-I-1 and 2)
- Community perceptions (H-I-3)
- Stakeholder feedback and grievances (H-I-4 to 8)

EMPLOYEE HEALTH AND WELLBEING

H-I-1: Number of lost time injuries on site

H-I-2: Number of site referrals to local health services

OceanaGold distinguishes 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. As in 2023 and 2024, in 2025 all MTI and RWI cases received follow-up appointments via local or online health services as per standard policy.

Data

Table 70: Number of recordable injuries on site

	2025
Medically treated injury (MTI) referrals	4
Restricted work injury (RWI)	3
Lost time injury (LTI)	2
Total recordable injuries	**9**

Source: OGNZL Health and Safety Department.

Comment

The number of medically treated injuries remains very low. Total recordable injuries numbered eight in 2024 compared with the nine in 2025.

However, the profile of injury types was quite different in the two years: the two more serious Lost Time Injuries in 2025 compare with five of these in 2024. Offsetting that trend, there was an increase to four of the least serious injuries, simply medically treated referrals in 2025, compared with one in 2024.

Those numbers also bear comparison with the growth in employee numbers from 2024 to 2025, 25% as noted at Em-I-1 and 2.

The classification of injuries has been reviewed over time, which partly explains the different mix of injury types in 2025, 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 may also relate to the mix of work being done at the mine. The current strong focus on development of the Waihi North Project is likely to result in a different injury profile from the ongoing operations at Martha Underground.

The increase in employee numbers also indicates an increase in those recently employed who could be less familiar with the work and therefore possibly less able to work safely, despite the induction and training given to all employees. (Data is not available to test whether newer employees are more injury prone.)

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

COMMUNITY PERCEPTIONS

H-I-3: Summary results of knowledge, attitude and perceptions survey in relation to:

- **OGNZL's contribution to the economy**
- **Local employment and training**
- **Property related issues**
- **Community related issues**
- **Health-related (and wellbeing) issues**
- **Continued environmental impact, including delay in rehabilitation and closure**

Table 71: Community perceptions of OGNZL contributions to the economy

Question: "How do you rate the impact of the current mining in the Waihi area, on the economy of Waihi?"[35]

	2025	
	Residents (n=300) %	Businesses (n=50) %
Very positive	46	42
Positive	39	44
Neutral	11	10
Negative	3	2
Very negative	0	0
Don't know	1	2

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

[35] Before people were asked to rate the first of the 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.

Table 72: Community perceptions of OGNZL's approach to local employment

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

	2025	
	Residents (n=300) %	Businesses (n=50) %
Very positive	43	50
Positive	45	38
Neutral	9	10
Negative	2	2
Very negative	1	0
Don't know	0	0

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

Table 73: Community perceptions of OGNZL's approach to property

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

	2025	
	Residents (n=300) %	Businesses (n=50) %
Very confident	32	22
Quite confident	22	32
Moderately confident	21	22
Slightly confident	10	12
Not at all confident	8	6
Don't know	7	6

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

Table 74: Community perceptions of OGNZL's approach to community-related issues

	2025	
	Residents (n=300) %	Businesses (n=50) %
Question: "How do you rate OceanaGold for how it manages its relationship with the community of Waihi?"		
Very well	52	42
Well	26	30
Neutral	17	22
Poorly	2	4
Very poorly	1	0
Don't know	2	2
Question: "How would you summarise your opinion about mining in Waihi?"		
Strongly in favour	52	62
Moderately in favour	16	24
A little in favour	0	2
Neutral	28	12
A little not in favour	0	0
Moderately not in favour	1	0
Strongly not in favour	2	0
Don't know	1	0

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

Table 75: Community perceptions of OGNZL's approach to health and wellbeing

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

	2025	
	Residents (n=300) %	Businesses (n=50) %
Very positive	22	14
Positive	33	20
Neutral	40	64
Negative	3	0
Very negative	1	0
Don't know	1	2

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

Table 76: Community perceptions of OGNZL's legacy

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

	2025	
	Residents (n=300) %	Businesses (n=50) %
Very well	38	42
Well	27	24
Neutral	22	28
Poorly	7	2
Very poorly	2	4
Don't know	4	0

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

When the 2025 Community Perceptions Survey was being designed it was not known that perceptions of the continued environmental impact of mining, including delay in rehabilitation and closure would be included in the SIMP framework. The closest measurement available is that reported in the last of the tables above, showing that around two-thirds of residents and business people think the company does well (or very well) at assisting with planning for the long-term future of Waihi. Questions that address this indicator more directly (as specified in the indicator) will be included in the 2026 Community Perceptions Survey.

Comment

The results shown above from the Community Perceptions Survey have been tracked since 2015 as part of SIMP monitoring instigated for the Correnso mine. The results have been consistently positive about mining, across all the dimensions covered as part of SIMP monitoring.

The overall measure of how favourably residents in the community view the mining by OGNZL in Waihi has remained very high throughout the period of this monitoring, with the 2024 and 2025 results among the most positive since that annual measurement began in 2015.

Prior to 2015, the survey was conducted periodically rather than annually, including in 1992, 1996, 2008 and 2011. Annual monitoring began in 2015 as part of the SIMP framework established for Correnso. The 2025 results also show community favourability as equal to or higher than on the four previous occasions when this was assessed.

As well as residents in Waihi and the wider local area being included in this survey, local business owners and managers are also covered. Their opinions about mining are typically more favourable overall than residents, although business opinion typically trails the opinions of residents in areas of social impact that may affect businesses differently from residents. (An example in the tables above is that business people are more inclined to be neutral about how mining impacts health and wellbeing, compared with residents.)

STAKEHOLDER FEEDBACK AND GRIEVANCES

OGNZL maintains a detailed log of all contact with stakeholders when they express concerns or complaints. That log is the basis for the data shown in the following indicators.

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 **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
- A **complaint** is when the stakeholder chooses to have the matter referred to management within the company and responded to in writing;

OGNZL uses this distinction in its logging and analysis of concerns and complaints.

H-I-4: Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL, including number of complaints and OGNZL's average response rate, regarding:

- **Economy-related issues**
- **Employment-related issues**
- **Property-related issues**
- **Community-related issues**
- **Health-related issues**
- **Continued environmental impact, including delay in rehabilitation and closure**

With data for the current report being captured and collated before the release of the 2026 SIMP Framework, the indicator data for H-I-4 through to H-I-7 has been provided where available, but is necessarily not complete. OGNZL plans to capture any indicator data that has not been available for the current SIMP report, in future years.

Examples of that are the following stakeholder feedback topics from the above list, where relevant indicator data is not available for the 2025 year:

- Local employment and training (although see Em-I-11 for feedback from participants in OGNZL training)
- Continued environmental impact, including delay in rehabilitation and closure

As can be seen in the tables below, comprehensive data on the other categories for this indicator has been collected. For the same reasons, comment on trends over time is limited for this and following indicators to where relevant comparable data is available for previous years.

Data

Table 77: Stakeholder feedback – total concerns and complaints received by OGNZL by category (2025)

CATEGORY	Concerns	Complaints	Total (N)	% of all contacts
Health-related (amenity / environment)	10	47	57	74%
Property-related	11	5	16	21%
Community-related	1	2	3	4%
Economy-related	1	0	1	1%
Total	**23**	**54**	**77**	**100%**

Source: OGNZL External Affairs and Social Performance Department.

Table 78: Stakeholder feedback – concerns and complaints by operational area (2025)

OPERATIONAL AREA	Concerns	Complaints	Total (N)
Proposed Projects (incl. WNP / Services Trench)	7	26	33
Project Martha	7	20	27
Correnso	4	8	12
Mine / Environmental / Exploration	4	0	4
Unassigned	1	0	1
Total	**23**	**54**	**77**

Source: OGNZL External Affairs and Social Performance Department.

Table 79: OGNZL average response rate to concerns and complaints (2025)

OPERATIONAL AREA	N	% of responded records
Same day (0 days)	48	66%
Next day (1 day)	12	16%
2-3 days	5	7%
4-7 days	5	7%
Over 7 days	3	4%
No response date recorded	4	-
Total records	**77**	**-**
Average response time	**1.4 days**	**-**

Source: OGNZL External Affairs and Social Performance Department.

Table note: Response time calculated from date received to response date. Records without a valid response date are excluded from the average calculation.

Comment

A total of 77 contacts were received and recorded in OGNZL's concerns and complaints register during 2025, comprising 23 concerns and 54 complaints. This is the first year of reporting under the 2026 SIMP Framework and therefore no prior year comparison is available for this indicator as structured.

The majority of contacts related to health and amenity matters (74%), primarily vibration from blasting and noise from helicopter activity associated with exploration works for the Waihi North Project. Property-related contacts were the second most common category and were predominantly concerns (11 of 16) rather than formal complaints.

Proposed projects (including the Waihi North Project and services trench construction on SH25) generated the highest volume of contacts in 2025 (33), reflecting the increased level of construction and exploration activity associated with new operational areas. Project Martha generated 27 contacts, with vibration from blasting the predominant issue.

OGNZL's response performance was strong. Of the 77 records, 73 (95%) had a recorded response date. The average response time was 1.4 days, with 82% of responded contacts receiving a response within one day. The three contacts with a response time exceeding seven days all related to complex property investigations requiring third-party building or geotechnical inspections before a response could be provided.

H-I-5: Number and percentage of property complaints where it is determined that the cause of the damage is attributable to Waihi mining operations

Data

Table 80: Property complaints – determination of attributability to Waihi mining operations during 2025

CATEGORY	Concerns	Complaints	Total (N)	% of all contacts
Determined attributable to Waihi mining operations	0	1	1	6%
Determined not attributable to Waihi mining operations	11	4	15	94%
Total property-related contacts received	**11**	**5**	**16**	**100%**

Source: OGNZL External Affairs and Social Performance Department.

Table note: Attribution determination is based on OGNZL investigation outcomes including independent building surveyor and geotechnical assessments where applicable.

Comment

Of the 16 property-related contacts recorded in 2025, one complaint was determined attributable to Waihi mining operations. This related to a property on Barry Road, where an independent Registered Building Inspector could not conclusively rule out a development blast in the Correnso area as the cause of a cracked French door glass panel, while also noting the door was tight-fitting, which may have been a contributing factor. While the evidence did not conclusively establish attribution, OGNZL determined the complaint as attributable and proceeded with the remedy in good faith, consistent with the company's approach of acting on the balance of available evidence rather than requiring definitive proof in individual cases. OGNZL replaced the glass panel accordingly.

The remaining 15 property contacts were determined not to be mining-related or related to matters outside direct mining activity, including services trench construction works conducted by the contractor on SH25, leaseholder fencing issues on OGNZL-owned farmland, traffic management concerns, and natural structural deterioration such as concrete shrinkage. All property contacts received during the 2025 reporting period were fully resolved by year end.

As has been the case throughout the history of SIMP reporting, the number of property contacts determined to be attributable to mining operations remains very low relative to total contacts received.

H-I-6: Number and percentage of property complaints dealt with under Waihi mining related consent conditions whereby disputes are referred for arbitration and the result of this process

Data

Table 81: Property complaints referred to arbitration

MEASURE	2025
Number of property complaints referred to arbitration	0
Percentage of total property complaints referred to arbitration	0%

Source: OGNZL External Affairs and Social Performance Department.

Comment

No property complaints were referred for arbitration under Waihi mining related consent conditions during 2025. All property-related complaints received during the reporting period were resolved through OGNZL's standard investigation and response process, including independent property inspections and direct engagement with affected residents. This is consistent with the previous SIMP reporting history, where no arbitration referrals have been recorded since SIMP monitoring commenced in 2014.

H-I-7: Summary results of analysis of stakeholder feedback, concerns and complaints received by OGNZL regarding blasting, vibration and noise (unrelated to property damage), specifically noting:

- **Percentage of complaints where the blast/noise was not compliant with operating conditions**
- **Number and percentage of complaints from repeat locations (i.e. multiple complaints in a given period)**

Data

Table 82: Number of vibration and noise concerns and complaints (2025)

YEAR	QUARTER	PROJECT MARTHA / CORRENSO				PROPOSED PROJECTS (INCLUDING WNP)				TOTAL			
		Vibration		Noise		Vibration		Noise		Vibration		Noise	
		Concerns	Complaints	Concerns	Complaints	Concerns	Complaints	Concerns	Complaints	Concerns	Complaints	Concerns	Complaints
2025	Q1	1	2	0	0	0	0	1	15	1	2	1	15
	Q2	1	6	0	1	0	0	2	2	1	6	2	3
	Q3	3	8	0	0	0	0	0	0	3	8	0	0
	Q4	1	8	0	1	0	0	0	3	1	8	0	4
Total 2025		**6**	**24**	**0**	**2**	**0**	0	**3**	**20**	**6**	**24**	**3**	**22**

Source: OGNZL External Affairs and Social Performance Department.

Table notes: Proposed Projects (including WNP) includes helicopter noise complaints associated with WNP exploration activity and noise from services trench construction works on SH25, including one further noise concern originally recorded under an Exploration departmental area..

Vibration includes all records categorised as Vibration and Felt and Heard. Noise includes all records categorised as Noise and Noise from Blasting.

Table 83: Compliance with operating conditions for blasting and vibration events (2025)

MEASURE	Vibration	Noise	TOTAL
Total contacts	**30**	**25**	**55**
Compliant with operating conditions	26	0	26
Not compliant with operating conditions	0	0	0
No compliance reading available (no compliance limits applied to this contact type)*	0	25	25
Compliance monitoring not applicable (general or ongoing concern, not linked to one specific event)**	4	0	4

Source: OGNZL External Affairs and Social Performance Department.

* Twenty four of these 25 contacts related to helicopter noise or general construction noise, for which no formal compliance monitoring obligation existed during the 2025 reporting period. The remaining contact related to a specific blast event where the nearest vibration monitor was not triggered, indicating the event was below the compliance threshold, though no monitor was within range of that property to provide a specific reading.

** These four vibration and felt and heard contacts related to general or ongoing concerns, such as a pattern of feeling blasts over a period of weeks, rather than a report tied to one specific, identifiable event, and could not be matched to a monitor reading for compliance assessment.

Table 84: Number and percentage of complaints from repeat locations (2025)

YEAR	Quarter	Total complaints N	Complaints from repeat locations/streets	
			n	% of quarterly complaints
2025	Q1	17	14	82%
	Q2	9	2	22%
	Q3	8	5	62%
	Q4	12	2	17%
Total 2025		**46**	**23**	**50%**

Source: OGNZL External Affairs and Social Performance Department.

Table note: Repeat location defined as an address or street from which more than one complaint was received within the same quarter.

Table 85: Repeat complaint locations by quarter (2025)

QUARTER	Repeat Location(s)	No. of Complaints from Location	Primary Issue
Q1	Wharry Road	12	Helicopter noise (Proposed Projects)
Q1	Corbett Road	2	Helicopter noise (Proposed Projects)
Q2	Corbett Road	2	Helicopter noise (Proposed Projects)
Q3	Kenny Street	3	Blast vibration (Project Martha)
Q3	Dobson Street	2	Blast vibration (Correnso)
Q4	Banks Street	2	Blast vibration (Correnso)

Source: OGNZL External Affairs and Social Performance Department.

Comment

A total of 55 blasting, vibration and noise contacts were received in 2025 (9 concerns, 46 complaints). This is the first year of reporting under the 2026 SIMP Framework and therefore no prior year comparison is available for this indicator as structured. However, the data is broadly comparable with the nature of contacts recorded under the previous framework.

Of the 55 blasting, vibration and noise contacts received in 2025, 30 related to vibration (felt or heard blasting) and 25 related to noise, primarily helicopter and general construction activity. All 30 vibration contacts were assessed for compliance with operating conditions where a specific event and monitor reading could be identified, and of these, 26 were confirmed compliant with no exceedances of consent conditions recorded during the reporting period. The remaining four vibration contacts related to general or ongoing concerns raised over a period of weeks rather than a single identifiable blast event, and could not be matched to a monitor reading for compliance assessment.

None of the 25 noise contacts had an associated compliance reading. Twenty-four of these related to helicopter noise or general construction noise, for which no formal compliance monitoring obligation existed during the 2025 reporting period. The remaining noise contact related to a specific blast event where the nearest vibration monitor was not triggered, consistent with the event being below the compliance threshold, though no monitor was within range of that property to provide a specific reading. New noise related consent conditions came into effect from 2026 covering these activity types; these conditions were not in place during the 2025 reporting period covered by this report.

Five addresses accounted for multiple contacts across the year, representing 50% of all complaints. The highest concentration of repeat contacts came from Wharry Road (12 complaints in Q1), all relating to helicopter noise associated with exploration activity for the Waihi North Project. Corbett Road also generated repeat complaints in Q1 and Q2 for the same reason. OGNZL took active steps to mitigate helicopter noise including reviewing flight paths, raising aircraft altitude, and holding a workshop with the Exploration Supervisor to revise flight schedules and helipad use. Kenny Street, Dobson Street and Banks Street recorded repeat vibration complaints in Q3 and Q4, driven by development blasting in the Rex and Correnso areas. All blasting events associated with these complaints were within compliance limits.

It is noted that a number of development blast related vibration complaints arose partly from residents not being pre-notified, as OGNZL's notification practice covers production blasts only. OGNZL staff took the opportunity to explain this distinction to residents and offer placement on the blast notification list where appropriate.

H-I-8: Summary results of feedback mechanism for community investment programmes, including the Education Centre

Data

Recipient organisations were invited to provide feedback on their experience of OGNZL's sponsorship and donation process via a feedback form. Not all recipient organisations provided feedback. The results of this feedback are summarised in the tables below.

Table 86: Summary results from community investment feedback mechanism – Part 1

Question: How did you find out that OGNZL provides assistance?

SOURCES OF INFORMATION	2025	
	No.	% *
Base number of people who answered this question	*24*	
Website	1	5%
Had received previous sponsorships	9	37%
Local knowledge	4	17%
Word of mouth	3	12%
Newspaper advertising	4	16%
Not indicated	2	8%
Social media	1	5%
Total answers*	**24**	**100%**

Source: OGNZL External Affairs and Social Performance Department.

* Recipients of sponsorships and donations each answered with the main way the heard about this assistance being provided. None gave more than one answer.

Table 87: Summary results from community investment feedback mechanism – Part 2

Question: How do you acknowledge the assistance from OceanaGold?

HOW ACKNOWLEDGE OGNZL'S ASSISTANCE	2025	
	No.	% *
Base number of people who answered this question	*24*	
Public notice in newspaper	3	6%
Letter of thanks to the company	12	20%
Use of OceanaGold promotional material	7	11%
Newspaper article/article in newsletter	8	13%
Signage	13	22%
Printed media (posters, banners, flyers, etc)	4	7%
Website	2	4%
Clothing merch Logo	1	1%
Email thank you	1	1%
Public thank you at event	4	7%
Social media	5	8%
Total answers	**60**	**100%**

Source: OGNZL External Affairs and Social Performance Department.

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

Table 88: Summary results from community investment feedback mechanism – Part 3

ASSESSMENT QUESTIONS (see key to means below)	2025 Means
Base number of people who answered the following group of rating questions	*24*
Advertising of OceanaGold's community investment programme is adequate	8.3
OceanaGold's evaluation criteria have been communicated adequately	9.5
The time taken to process my application for assistance was reasonable	9.7
Is the amount of money donated adequate?	9.6
Is the evaluation fair and equitable?	10.0
Have you received help before?	Yes = 19 No = 5

Source: OGNZL External Affairs and Social Performance Department.

Key to means: (1) = Poor, (3) = Below average, (5) = Average, (7) = Above average, (10) = Excellent.

Comment

Rather than finding out that OGNZL provides assistance from media, for many recipients their source of information was effectively that they had received previous sponsorships. That is also supported by a later question that asked directly if they had received help before, when the large majority answered that they had done so.

Recipients anticipated that they would acknowledge the assistance from OGNZL most often using signage and/or a letter of thanks to the company.

Recipients assessed the community investment programme very favourably across a range of criteria. They were unanimous in their view that the evaluation was fair and equitable.

Table 89: Summary results from participants in Education Centre programmes

ASSESSMENT QUESTIONS (see key to means below)	2025 Means
Base number for following group of questions	(n=13)
Pre-visit information was adequate	9.8
Education Officer's presentation was appropriate	10.0
Activities were age appropriate for students	10.0
Activities were linked to the curriculum	9.8
Time spent on activities was appropriate	10.0
Scope was allowed for follow-up activities	9.8
I would recommend the Education Centre to other teachers	10.0

Source: OGNZL External Affairs and Social Performance Department.

Key to means: (1) = Poor, (3) = Below average, (5) = Average, (7) = Above average, (10) = Excellent.

Comment

Teachers and others responsible for students participating in Education Centre programmes assessed the programmes extremely favourably across a range of criteria. All but one of them gave the programmes the maximum rating of 10 out of 10, Excellent, on all criteria. (Just one of them rated three of the seven criteria as a seven out of 10.) These are exceptionally positive ratings for any programme.

7.3 MANAGEMENT ACTIONS

Ref.	Action
H-M-1	If there is a significant increase in negative community perceptions relating to OGNZL and their Waihi mining operations, then: — Assess the reasons for the change in perceptions, and develop a response strategy; and — Review and update the Stakeholder Engagement Plan, as required.
H-M-2	If there is a significant increase in stakeholder grievances, then: — Investigate the likely cause of this and develop a response strategy; and — Review and update the Stakeholder Engagement Plan, as required.