

Forging an even stronger Newcrest

Our Aspirations 2021 - 2025



Our Purpose Creating a brighter future for people through safe and responsible mining

Our Vision To be the Miner of Choice:

- Valued by our people and communities
- Respected by our partners, customers, suppliers and peers
- Celebrated by our owners

Our Edge Collaboration, innovation and an owner's mindset

Our Aspirations	 <p>We are a safe and sustainable business</p> <p>Everyone goes home safe and healthy every day. Communities trust us because of our environmental and social performance</p>	 <p>We have the best people</p> <p>We have a high- performance, inclusive culture where everyone can thrive and excel</p>	 <p>We are outstanding operators</p> <p>We safely operate our assets to their full potential</p>	 <p>We are a leader in innovation and creativity</p> <p>We create lasting value through audacious breakthroughs</p>	 <p>We grow profitably</p> <p>We have an industry leading portfolio that delivers superior returns and growth</p>
What we will do	<ul style="list-style-type: none"> Sustain and build on the NewSafe, CCM and Process Safety programs Accelerate the roll out of our health and wellbeing programs Deliver our Social Performance program in partnership with host communities to leave a positive legacy Deliver on our public environmental commitments and policies 	<ul style="list-style-type: none"> Enable our people to reach their full potential through training and focused career development opportunities Embed performance management and recognition programs Build an inclusive and diverse workforce by implementing our D&I plans Strengthen Inclusive Leadership at all levels in the organisation 	<ul style="list-style-type: none"> All our people apply the Edge mindset with a focus on maximising sustainable cash generation Deliver on our full potential targets under the Edge program Deliver on robust value-focused budgets and business plans Deliver on MOS, Asset Management and Process Control & Analytics plans Actively manage and reduce our material risks 	<ul style="list-style-type: none"> Further improve operational safety and sustainability through technology Extend our caving leadership position Apply digital, big data, automation and other future of mining technologies to realise step change improvements in operating efficiencies Make technology breakthroughs to release the full value of our orebodies Rapid experimentation and adoption through collaboration with others 	<ul style="list-style-type: none"> Disciplined capital allocation Maximise exploration success through technology and Newcrest know how Execute Projects in a capital efficient way on budget and on schedule Execute value accretive M&A
Measures	<ul style="list-style-type: none"> Zero fatalities or life-changing injuries Top decile TRIFR No repeat SPLs Achieving our Greenhouse Gas emission intensity reduction and water efficiency targets Top decile performance for Metals & Mining in the Dow Jones Sustainability Index 	<ul style="list-style-type: none"> Top decile Organisational Health Top half of industry diversity metrics Year on year improvement in Organisational Health inclusion measures At least 50% of our appointments are internal candidates 	<ul style="list-style-type: none"> Consistently meet or exceed Budget Performance v industry benchmarks and technical limits Top quartile Overall Equipment Effectiveness (OEE) Lowest quartile AISC per ounce No major unplanned operational interruptions 	<ul style="list-style-type: none"> No major unexpected geotechnical events 15 Moz eq of innovation driven Reserve growth 20% improvement in operational efficiency and sustainability measures \$1 Bn of incremental NPV added through breakthroughs 	<ul style="list-style-type: none"> Add to our portfolio of Tier 1 and Tier 2 orebodies 2- 3 greenfield discoveries Haviron in production Red Chris block cave nearing production Golpu project approved and in development

Our Values



Caring about people



Integrity and honesty



Working together



Innovation and problem solving



High-performance



Employee involvement



Personal ownership



Shared vision



Operational discipline



Bottom-up innovation



Inspirational leaders



Talent development

Our Practices