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

Aspirations

What we will do

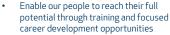
We are a safe and sustainable business



- 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



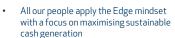
We have the best people



- 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



We are outstanding operators



- 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



We are a leader in innovation and creativity



We grow profitably

- 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

- 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

- Zero fatalities or life-changing injuries
- Top decile TRIFR
- No repeat SPIs
- Achieving our Greenhouse Gas emission intensity reduction and water efficiency targets
- Top decile performance for Metals & Mining in the Dow Jones Sustainability Index

- 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
- 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

- No major unexpected geotechnical events
- 15 Moz eg of innovation driven Reserve growth
- 20% improvement in operational efficiency and sustainability measures
- \$1 Bn of incremental NPV added through breakthroughs
- Add to our portfolio of Tier 1 and Tier 2 orebodies
- 2-3 greenfield discoveries
- Havieron in production
- Red Chris block cave nearing production
- Golpu project approved and in development

:----- Our Values



Caring about people



Integrity and honesty



Working together



problem solving



performance



Employee

involvement



ownership



Shared vision



Operational discipline

Our Practices



Bottom-up innovation



Inspirational leaders



development