



15th September 2024

Suspension on Operations

Dear Colleagues,

Over the past twenty-four hours a significant escalation in tribal fighting has impacted many of our local employees. Homes have been destroyed, family and friends injured or killed, and people have been unable to sleep while living in fear. I am incredibly saddened by these devastating events and sincerely hope that the government will soon restore peace to the valley.

As a consequence of these events NPL today no longer had adequate manning to continue safely operating. Open pit mining has been stopped for most of the day, underground mining is operating at a minimum, and the processing plant ramped down, eventually stopping late afternoon.

In light of these events NPL management have made the decision to suspend the majority of our operations for the next three days (16th, 17th & 18th of September). This will be managed as follows:

- Local employees who need time off work to relocate family and seek alternative accommodation will be granted three (3) days leave-without-pay (LWOP).
- Any local employee who chooses to take LWOP must return to work on Thursday the 19th September (or their next rostered shift), or it will be deemed that they have abandoned their employment.
- Any local employee who wishes to continue to come to work, can do so, and will be paid accordingly for the shifts worked.
- All non-local employees must continue to come to work as per their scheduled roster.

It is the intention that New Porgera Limited will resume full operations on Thursday the 19th of September.

Regards

A handwritten signature in black ink, appearing to read 'James McTiernan', with a long, sweeping underline.

James McTiernan
General Manager
New Porgera Limited