

LETTER OF UNDERSTANDING

BETWEEN:

Newcrest Red Chris Mining Limited
(the "Company")

AND:

United Steelworkers Local 1-1937
(the "Union")

Subject: Training

Replaces article 13.05 with:

Employees who have been specifically instructed to train other employees shall be paid a premium of one (1) hour at double time rate daily for such training. Employees used as trainers must have a minimum of one (1) years' experience at the job they are training other employees on.

Signed this 22nd day of August 2023

SIGNED ON BEHALF OF:

NEWCREST RED CHRIS MINING LTD

Shannon Winters

Shannon Winters

Labour Relations Advisor

SIGNED ON BEHALF OF:

UNITED STEELWORKERS LOCAL 1-1937

Richard Arnason

Richard Arnason

2nd Vice President