



Compass Graduate Development Program



What is COMPASS?

Compass is New Porgera Limited's Graduate Development Program (GDP) aimed at helping employees navigate their professional development, networking and career progression. Compass focuses on employees in the operational and technical areas of:

- Mine engineering
- Geology
- Geotechnical engineering
- Metallurgy
- Mechanical engineering
- Electrical engineering

The Compass GDP has been in existence since 1990 and has had 70 employees go through and progress onto the Barrick COMPASS program.

Graduates under the GDP enter the workforce upon completion of their tertiary education where they work and learn at the same time. These employees come under the Compass Level 1 program for new employees who have been in the industry for less than three years. Compass enables graduates and professionals to learn and acquire necessary skills, knowledge and tools to become experts and business leaders of the future.

Employees learn on the job interacting with site experts, global networks and resources.

Mentoring – a personal and professional relationship focused on sharing experiences, expertise, failures and successes:

- Develops skills
- Establishes realistic career goals
- Creates network opportunities
- Improves performance
- Increases job satisfaction
- Increases confidence



Each participant has a mentor on site that assists in providing and sharing experiences and advice on professional and personal development. The Compass program consists of:

- Orientation sessions for newcomers
- Participant presentation for employees to share learning and demonstrate competency
- In-house sessions for Subject Matter Expert (SME) presentations and networking with fellow participants
- Internal and external formal training sessions.

2025 Compass GDP Demographic Overview

The current intake reflects NPL's commitment to inclusive growth and local representation, with 42% of participants from Porgera, 21% from the wider Enga Province, and 38% from other regions across Papua New Guinea. Of these, 25% are female and 75% male, highlighting ongoing efforts to strengthen gender diversity in technical fields.



NPL General Manager, James McTiernan presents a graduate pack to Graduate Mechanical Engineer, Lishar Casper, a participant in the NPL Compass GDP, during the launch of the program in May 2025



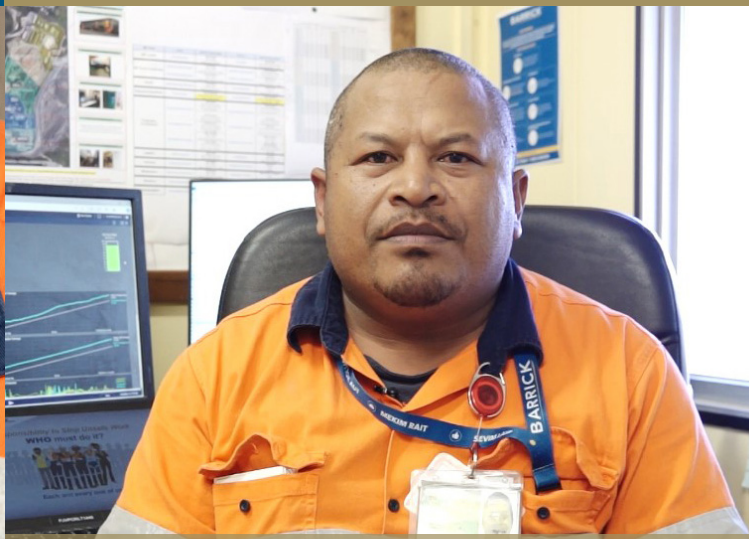
Participants of the Compass GDP with NPL General Manager, James McTiernan and other Heads of Departments at the launching of the program in May 2025

How has the Compass Development Program helped you in your career development?



"With the background that Compass has provided for both Underground and Open Pit, I can confidently perform in this role"
Norma Siki - Superintendent, Production Geology

How has the Compass Development Program helped you in your career development?



"I give credit to the graduate program. It's tedious but the payoff allows you to build confidence in your decision making."
David Ava - Superintendent, Processing



"The graduate development program is a roadmap that guides you through your professional career path"
Ian Kaisom - Superintendent, Fixed Plant Maintenance



"COMPASS instilled confidence in me to communicate freely and effectively in a team environment."
Immanuel Puri - Geologist, Underground Project

About Porgera Mine:

The Porgera Gold Mine is operated by Barrick (Niugini) Limited (through an equal partnership between Barrick Gold Corporation and Zijin Mining Group Company Limited) which owns 49 per cent of New Porgera Limited (NPL). The majority 51% is owned by PNG parties which includes Mineral Resource Enga (MRE) Limited, a consortium consisting of the Enga Provincial Government and the Porgera landowners. Over the life of mine, it has produced over 21 million ounces of gold and contributed approximately 10% of Papua New Guinea's total annual exports.