

NORTHERN STAR RESOURCES WORKPLACE GENDER EQUALITY REPORTING OUTCOMES

Northern Star Resources Limited (**Northern Star**) has participated in the Workplace Gender Equality Agency's (**WGEA**) Annual Gender Pay Gap reporting since 2017.

What is the WGEA Gender Pay Gap?

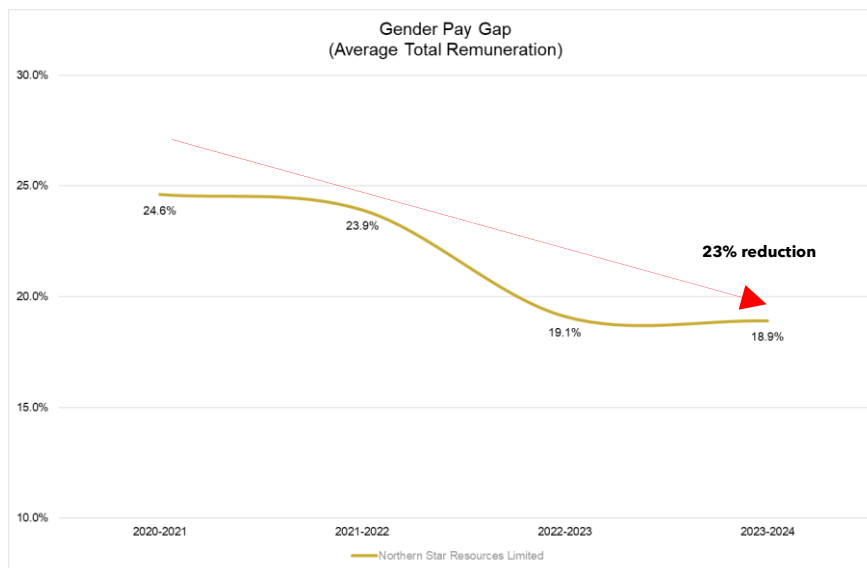
The gender pay gap figures published by WGEA is based on the average salary for females compared to the average salary for males. In addition, WGEA also publishes a gender pay gap based on the median which is the middle number in a sorted dataset.

Gender Pay Gap should not be confused with Equal Pay, which is women and men being paid the same for the same role or comparable job.

Northern Star has always structured its remuneration based on role responsibility. There is no gender difference in how this is applied and ensuring that we pay people fairly and without bias is managed rigorously and reviewed annually.

What is Northern Star's Gender Pay Gap for 2023-2024 as defined by WGEA?

The WGEA Gender Pay Gap result for Northern Star in average total remuneration is **18.9%¹ (GPG)** and is 0.6 percentage points lower than the Gold Ore Mining Industry average of 19.5% (**Industry Comparison Group**). Our GPG is trending in a positive direction and has continued to reduce from the 2022-2023 (**19.1%**) and 2021-2022 (**23.9%**) reporting periods with a total reduction of 23% from the 2020-2021(**24.6%**) result.



Gender pay gaps are influenced by:

- Workforce composition - Northern Star's workforce composition for the 2023-2024 period consisted of 26% female and 74% male representation. Northern Star's female representation is 37% higher than the Industry Comparison Group average of 19%.
- Experience, seniority levels and time in role - Northern Star has more females in less senior roles. This disproportionate representation can drive a higher gender pay gap.

What is Northern Star doing to address the GPG?

WGEA has identified six gender equality indicators for companies to address.

¹ This value represents Northern Star's Corporate Group Gender Pay Gap for Northern Star Resources Limited and its Australian employing subsidiaries including Northern Star (Carosue Dam) Pty Ltd, Kalgoorlie Consolidated Gold Mines Pty Ltd and Northern Star Mining Services Pty Ltd.

These are being addressed by Northern Star as follows.

1. Gender composition of the workforce

Northern Star recognises that investing in our future talent to increase diverse representation in the Mining Industry will positively impact the gender pay gap in the long term. Our future talent roles include trainee, apprentice, vacation student, and graduate positions, which may create a gender pay gap in the short term.

2. Gender composition of governing bodies

Northern Star is governed by its Board of Directors and we are committed to having a gender diverse Board with a set target to meet or exceed 30% female representation. In 2023-2024, female representation within the Board was 38% with 3 female Directors holding positions on our Board.

3. Equal remuneration between women and men

Northern Star conducts an annual internal Gender Pay Equity Review which includes a review of the average base salary for females and males in like-for-like or comparable roles. Northern Star's internal gender pay equity result remained unchanged between 2024 and 2025. The 2025 review completed in January showed a 1% variation in favour of males which will continue to be monitored to ensure Pay Equity. Individual variances greater than 5% will be further reviewed and unjustifiable differences will be rectified.

4. Availability and utility of employment terms, flexible working arrangements and support for family and caring responsibilities

In 2025 Northern Star introduced a Flexible Work Policy which provides all employees the ability to request flexible work options over and above the National Employment Standards for eligibility.

5. Consultation with employees on gender equality in the workplace

Northern Star consults with our workforce about gendered experiences of inclusion through our Culture Survey and psychosocial risk reviews. We also recently partnered with Edith Cowan University (ECU) to complete focus groups with employees to understand their experience and validate ECU's Diversity and Inclusion Capability Maturity Model.

6. Sexual harassment, harassment on the grounds of sex or discrimination

Northern Star is committed to ensuring employees have access to a work environment that is free from harassment or discrimination.

Our Code of Conduct and our STARR Core Values (Safety, Teamwork, Accountability, Respect and Results) are central to our culture, behaviour expectations and support a respectful and inclusive workplace.

If you have further questions about the WGEA report or any aspect of how it applies to Northern Star, please email us at info@nsrltd.com.

You can also make direct comments to WGEA. Further details about this process are available at <https://www.wgea.gov.au/>.



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