

## NORTHERN STAR RESOURCES WORKPLACE GENDER EQUALITY REPORTING OUTCOMES

Northern Star Resources Ltd (**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 total remuneration for females compared to the average for males. WGEA also publishes a median Gender Pay Gap analysis.

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 2024-2025 as defined by WGEA?

The WGEA Gender Pay Gap (**GPG**) result for Northern Star in average (mean) total remuneration is **18.2%**<sup>1</sup> and median total remuneration is **19.2%**<sup>1</sup> which is 3.4 percentage points lower than the Gold Ore Mining Industry median of 22.6% (**Industry Comparison Group**). Our GPG for both mean and median is trending in a positive direction and has continued to reduce from the 2020-2021 reporting periods with a total reduction of 34% for the median (29.2%) and 26% for the mean (24.6%) result.

Gender pay gaps are influenced by:

- Workforce composition - Northern Star's workforce composition for the 2024-2025 period consisted of 25% female and 75% male representation. Northern Star's female representation is equal to the Industry Comparison Group average of 25%.
- 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.

## De Grey Mining

Northern Star acquired De Grey Mining Limited (**De Grey**) in May 2025. Due to the timing of the acquisition and reporting period, a separate submission was required. De Grey's 2024-2025 gender pay gap for average total remuneration is **20.3%** and the median is **12.3%** which is an increase from the 2023-2024 gap of 16.4% (mean) and 10.3% (median).

### What is Northern Star doing to address the GPG?

WGEA has identified six Gender Equality Indicators (**GEI**) for companies to address. 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.

#### 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 2024-2025, female representation within the Board was 43% with 3 female Directors holding positions on our Board.

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<sup>1</sup> This value represents Northern Star's Corporate Group Gender Pay Gap for Northern Star Resources Ltd 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.

### **3. Equal remuneration between women and men**

Northern Star conducts an annual internal Gender Pay Equity Review comparing the average base salary for females and males in like-for-like or comparable salaried positions.

The 2026 review completed in January identified a 1.59% variation in favour of males. The 2025 result showed a 1.04% variation. Individual variances greater than 5% will be further reviewed and unjustified differences will be rectified.

Northern Star will introduce a pay equity policy in 2026 as part of the WGEA GEI compliance requirements to further strengthen our commitment to Pay Equity.

### **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 opportunity to request flexible work options regardless of gender. Since the introduction of the Flexible Work Policy, 66% of flexible work arrangements are undertaken by female employees and 34% by male employees.

### **5. Consultation with employees on gender equality in the workplace**

Our Culture Survey, undertaken on average annually (including pulse checks), offers insights into how different genders experience our culture, and highlights where/if inequality is experienced at work.

Further, employee consultation is a critical component of our approach to psychosocial risk management and providing a psychologically and physically healthy and safe workplace. Through our interactive risk assessments, outcomes from investigations, and employee feedback channels we continue to understand and further improve how people experience inclusion in the workplace

### **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, underpinned by our Equal Employment Opportunity Policy.

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](mailto: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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