ASX Announcement: NST
31 August 2026

Executive Leadership Changes

Northern Star Resources Ltd (ASX: NST) announces the following changes to its Executive Leadership Team.

Managing Director & CEO

As announced on 2 July 2026, Suresh Vadnagra has been appointed to succeed Stuart Tonkin as Managing Director & CEO with effect on 5 October 2026. Ryan Gurner was appointed Northern Star's Deputy CEO with effect from 2 July 2026, working alongside Stuart Tonkin until his departure. Stuart Tonkin stepped down as Northern Star's Managing Director & CEO on 28 August 2026.

As previously advised, during the period between Stuart Tonkin's departure on 28 August 2026 and Suresh Vadnagra's commencement on 5 October 2026, Ryan Gurner will serve as Interim CEO.

A summary of the material variation to the terms of employment agreed between Northern Star and Mr Gurner as Interim CEO is provided in the Appendix.

In view of Mr Gurner's appointment as Interim CEO effective 29 August 2026, Northern Star has appointed Mr Phillip Coetzer as Acting Chief Financial Officer effective 29 August 2026 until Mr Vadnagra commences on 5 October 2026. Mr Coetzer has held the position of General Manager – Finance since joining Northern Star in 2022.

Chief Financial Officer

Following the commencement of Suresh Vadnagra on 5 October 2026, Mr Gurner will resume his role as Chief Financial Officer. Mr Gurner has advised the Board that, following a two-month transition period with Mr Vadnagra, he will leave the Company on 30 November 2026, after more than 11 years with Northern Star.

The Company will commence a recruitment process to appoint a new Chief Financial Officer and will provide an update to the market as appropriate.

Mr Michael Chaney AO, Chairman of Northern Star said:

"Through his financial acumen, integrity and leadership, Ryan has made a significant contribution to Northern Star's growth and success over his eleven years with the Company, a period marked by substantial value creation.

On behalf of the Board and the broader Northern Star team, we sincerely thank Ryan for his dedicated service and wish him every success in his future endeavours."

Authorised for release to the ASX by the Board of Directors.

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Appendix:
Summary of variation to Ryan Gurner's employment agreement as Interim CEO

The Board has agreed to the following additional remuneration arrangements with Mr Gurner for the period of time he is in the Interim CEO role on a pro rata basis.

Term	Description
Name & Position	Ryan Gurner, Interim Chief Executive Officer and Chief Financial Officer.
Commencement Date as Interim CEO	29 August 2026.
Term	No fixed term. The additional remuneration arrangements for Mr Gurner will continue until Suresh Vadnagra commences in the role of Managing Director & CEO on 5 October 2026.
Additional Fixed Annual Remuneration (FAR)	An additional allowance of $157,800 (inclusive of compulsory superannuation contributions) in respect of the Deputy CEO role from 2 July 2026 to 28 August 2026 and in respect of the Interim CEO role from 29 August 2026 to 5 October 2026. This is in addition to Mr Gurner's current FAR of $900,000 per annum (inclusive of compulsory superannuation contributions).
FY27 Short-Term Incentive (STI)	There will be no changes to Mr Gurner's FY27 STI maximum opportunity, which remains at 125% of FAR.
FY27 Long-Term Incentive (LTI)	There will be no changes to Mr Gurner's FY27 LTI maximum opportunity, which remains at 125% of FAR.
Other Terms	Mr Gurner's Employment Agreement remains unchanged in all other respects.