

Evolution
MINING

SOURCE

The Northparkes Community Newsletter



A message from our General Manager

Welcome to the first edition of Source for 2026. It's hard to believe we are already half way through the year. Time certainly moves quickly when there's so much happening across the business.

As I near my first 12 months at Northparkes, I've had the opportunity to experience firsthand what makes this place so special. It's the strong culture, the sense of pride in the work we do, and the way our people consistently live our values every day. That foundation continues to shape who we are and where we are heading.

This year, we are proud to continue celebrating 30-year milestones across our workforce. Reaching three decades with Northparkes is an incredible achievement and a true reflection of the strong sense of community that exists here. To those marking this milestone – thank you. Your dedication, knowledge and contribution over the years has helped build the operation we know today.

We recently received recognition at the NSW Women in Mining Awards, taking home wins in two categories. Congratulations to Tilly Everingham-Potts and everyone involved in making our FlexCrew Program what it is today. These achievements

reflect Northparkes' ongoing commitment to creating a more inclusive and diverse workforce.

Finally, you may have already heard the almost \$800 million investment announcements for our next block cave, the Coarse Particle Flotation circuit, and studies into the future of Northparkes. The E22 block cave will sustain our production and secure our future into the next decade. Surface works have commenced to allow twin access between our current E48 block cave and E22.

The studies that are now underway will look at Northparkes' future even further beyond that so we can remain an important part of the Central West community.

All of this work contributes to a very promising future for Northparkes, one built on strong foundations, innovation, and the continued commitment of our people and community.

Thank you for your ongoing support, and I hope you enjoy the updates on our business and people in this edition of Source.

Thomas Lethbridge

Northparkes FY2026 Q3 results



Gold produced
year to date

**22,000
ounces**



Copper produced
year to date

**21,000
tonnes**

Celebrating 30 years of service

This year, nine employees celebrate 30 years of service at Northparkes. They are the epitome of loyalty and dedication, and we congratulate them on this milestone.

When asked what's kept him here, Marcus Morrison, Project Supervisor, said "there's nowhere else I'd rather be."

Andrew Hubbard, Senior Project Engineer, said "I may have a few more wrinkles than I did 30 years ago, but I still enjoy getting up and working alongside so many great people each day."



Pictured left to right: Doug Marks, Brendan Cavallaro, Marcus Morrison, Noel Huggett, Andrew Hubbard and Steve Moon. Not pictured: Luke Jones, Ray Taylor and Brian Melhuish.

Repatriation of cultural heritage artefacts



On Thursday 23 April, Northparkes and the Traditional Owners from the Peak Hill Local Aboriginal Land Council came together for a very special event. It was the first time in Northparkes' history that we completed a repatriation of cultural heritage artefacts found on the mine site.

Artefacts either needing to be removed for mining operations or stored onsite, were returned to Country to a place chosen by the Traditional Owners.

The event was deeply emotional for everyone in attendance and consisted of a smoking ceremony, cultural dancing and final smoking of the artefacts before they were placed in their chosen location.

Our General Manager, Thomas Lethbridge said as a mining operation, we are acutely aware that the ground we work on holds far more than resources. "It holds stories, history, and deep cultural significance that stretches back tens of thousands of years. That is something we actively respect.

The artefacts we repatriated are part of a living culture. They carry meaning, identity, and connection – to people, to Country, and to generations past, present and future.

This repatriation reflects our commitment to working in genuine partnership with the Traditional Owners. Not just in words, but in actions. It is about listening, learning, and ensuring that respect for cultural heritage is embedded in everything we do," he said.



Northparkes investing into a longer future in our region

It is an exciting time in the project and approval space as we look to secure Northparkes' long-term future. Earlier this year, Evolution Mining announced an investment of nearly \$800 million (on a 100% basis) for the E22 block cave, a Coarse Particle Flotation circuit and studies into future operations.

The E22 block cave will be constructed 500m directly under the mined E22 open pit. It is estimated to take around four years to build, which includes all development mining activities and the construction of a new conveying system, before providing 10 years of production. We are known for our block caves, being the first in

Australia to use the mining method, and we're proud to continue to lead the way.

E22 construction has already begun with local contractors starting the surface works on the box cut (the entrance to the underground mine). The Project team is growing every day, with tendering for the works beginning and mobilisation of the mining contractor expected in September. As work continues on the project, we will share updates on our Facebook page – so keep your eye on that!

We are also progressing studies to assess future development options including Modification 13

as well as the E44 Project and the Continuation Project – both in the very early stages of design.

Modification 13 is a modification to our current mining consent. This will involve minor changes to processing and mine ventilation operations, use of existing mining voids for water storage and improved tailings deposition. Improvements to dust management practices will also be included following successful trials approved under recent modifications.

The E44 Project will look to unlock the potential to develop a gold-rich, near surface orebody. The project is in the preliminary design stage,



with a Scoping Report expected to be submitted to the Department of Planning, Housing and Infrastructure in late 2026.

The Continuation Project is a proposed extension to the Northparkes life of mine beyond the current approval of 2032. This approval will seek the continued extraction and processing of already approved mining areas, approval to mine additional ore bodies at

Northparkes and process ore from the E44 Project.

In line with the E44 Project, this project is currently in the preliminary design phase, with the scoping/ design studies expected to be submitted to the Department of Planning, Housing and Infrastructure in late 2026.

The regulatory approval process is detailed, thorough and includes

several important milestones. It will take time for us to step through each stage and, given the appropriate rigor of the process, it's reasonable to expect it will take several years to reach the determination stage. We are currently in the scoping phase for our projects.

Consultation with our community is one of our highest priorities and we will be engaging with our stakeholders over the coming months to inform the studies and consideration of potential options. We look forward to your input and keeping you informed of our progress.



“Working as part of the FlexCrew has made such a big difference in my life as a parent. Having the flexibility to change shifts or do longer or shorter days allows me to work while still being there for my children when they need me.”

- Natalie Kelly, FlexCrew team member.

FlewCrew team members Carling Henderson, Natalie Kelly, Lisa Ellsmore and Lauren Spicer.

Breaking barriers

Northparkes recognised for women in mining excellence

Northparkes has been recognised as champions in gender diversity at the 2026 Women in Mining Awards, hosted annually by the NSW Minerals Council.

At the event, held in May, Northparkes received two awards, taking out the categories for Exceptional Tradeswoman/Operator/Technician and Excellence in Diversity Programs and Performance.

Taleigha Everingham-Potts was named the 2026 Exceptional Tradeswoman/Operator/Technician for her work as an auto electrician on our Mobile Equipment Maintenance (MEM) team. With more than six years' experience in the mining industry, Tilly, as she's better known, has shown her expertise and passion as an auto electrician and an advocate for women in trades. She continues to make an impact through her technical expertise, leadership,

commitment to mentoring and contributing to industry-wide advocacy for women in trades.

“Receiving this award means so much to me. It's validation that the huge risk I took all those years ago was worth it and the challenges I faced throughout this journey were all leading towards something bigger,” she said.

Our FlexCrew Program has been recognised for Excellence in Diversity Programs and Performance, highlighting a growing industry trend towards flexible work arrangements.

The FlexCrew Program, aimed at attracting and retaining diverse talent and improving work-life balance in the resources sector, was piloted in our Ore Processing team in 2025. The program is the first of

its kind at Northparkes and allows employees to work hours that fit around their personal commitments and availability.

By rethinking traditional workforce models, the FlexCrew Program has created meaningful pathways for people to enter and thrive in operational mining roles, proving that flexibility and strong operational performance can go hand in hand.

Carling Henderson, part of the FlexCrew, said “I've struck gold with my career at Northparkes! As someone with family and farming commitments, I thought a mining career was out of reach.”

She says she is now part of a supportive crew, enjoys all the hands-on training she is receiving, and feels encouraged to develop further in her role.

Lisa Ellsmore worked at Northparkes before having her children. Once becoming a mum, she worried she couldn't commit to a traditional 7:7 roster, but says the FlexCrew Program allows her to continue working in an operational role while being a new parent.

“I feel really supported by Northparkes. Being able to choose my hours makes me more reliable for work and I still have balance for my family,” she said.



I Taleigha (Tilly) Everingham-Potts.



| Some of the 2026 apprentice cohort.

Unearthing **local talent**

A talented local workforce is the most valuable asset we're fostering at Northparkes and this year we are boasting our largest group of apprentices in Northparkes' history.

2026 sees seven first-year apprentices, with a total of 20 in the apprentice cohort. Since the Northparkes Apprenticeship Program began 2005, 51 apprentices have completed their programs across a range of trades.

Our program is designed to build highly skilled and capable tradespeople by offering hands-on training and real-world experience across a range of trade and operational roles. Apprentices complete a formal training pathway that blends practical, on-the-job learning with classroom-based instruction.

4th year Light Vehicle Apprentice, Savannah Bevan, says joining the Northparkes Apprenticeship Program is the best career decision she could've made.

"I love how much I get to learn from those around me, and that no two days are ever the same," she said.

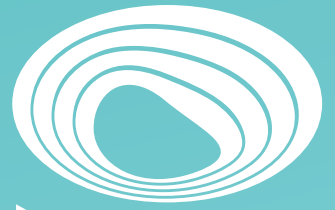
"Receiving the Lester Plummer Apprentice of the Year Award has been the cherry on top. To be recognised in this way is really

meaningful, and I feel lucky to work alongside so many other amazing tradespeople".

The award is now in its 10th year and is named in honour of the late Lester Plummer, who spent many years dedicating his time to mentoring apprentices. This recognition celebrates the incredible talent here at Northparkes, as well as the immense value our apprentices bring to our operation.



| Savannah Bevan, 2025 Apprentice of the Year.



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Northparkes Operations **OPEN DAY**

Saturday 24 October 2026

Fun for the whole family!

**heavy vehicle displays • mining simulators • site tours
department displays • career information • food stalls
kids corner • rides • fun activities**

FREE EVENT • EVERYONE WELCOME

More info to come



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