

2025 GENDER PAY GAP

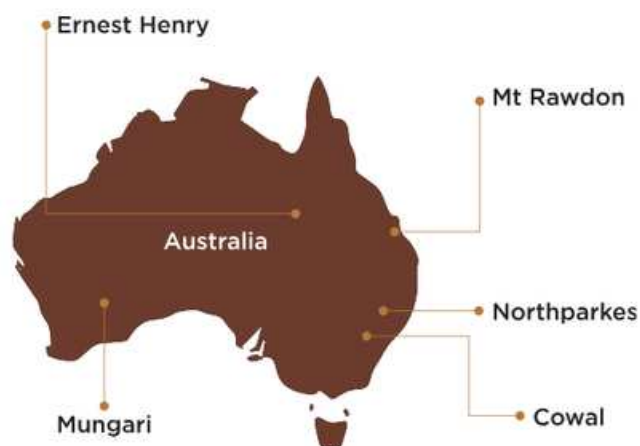


Statement



About Evolution Mining

Evolution Mining is a leading, globally relevant gold miner. Evolution operates six mines, comprising five wholly-owned mines – Cowal in New South Wales, Ernest Henry and Mt Rawdon in Queensland, Mungari in Western Australia, and Red Lake in Ontario, Canada, and an 80% share in Northparkes in New South Wales.



Our purpose

To deliver long-term stakeholder value through safe, reliable, low-cost gold production in an environmentally and socially responsible way.

Our vision

Inspired people creating a premier global gold company.

Our values



Safety

Think before we act,
every job, every day



Excellence

We take pride in our work,
deliver our best and always
strive to improve



Accountability

It is my responsibility.
I own it – good or bad



Respect

We trust each other,
act honestly and consider
each other's opinions

Our Gender Pay Gap Report

We aspire for Evolution to be a career highlight for our people. Our success is underpinned by our people being safe and healthy, feeling included, having a voice and living our values of safety, excellence, accountability and respect.

We focus on attracting and retaining talent, supporting our people's career development goals whilst providing skills growth for the future, and fostering a dynamic workplace with a culture of inclusion and listening.

As an equal opportunity employer, we do not discriminate on the grounds of gender, race, age, ethnicity, nationality, disability, sexual orientation, relationship status, religion and/or other attributes, and we are committed to respecting differences.

Gender pay gap

Our average gender pay gap (GPG) has decreased year-on-year. Our median GPG is marginally lower over the past two years. This difference is driven by larger representation of males in more senior and technical roles that have higher pay brackets. Increasing the representation of women in senior and technical roles is a focus that will help address this difference.

The total remuneration calculation for WGEA reporting includes the three-year long term incentive plan (LTIP), therefore workforce tenure impacts total remuneration. Currently women in senior roles at Evolution have less tenure than male counterparts, which contributes to the GPG in the short term.

*As per our Annual Report, available at www.evolutionmining.com

Gender mix participation

In June 2023, Evolution announced a female workforce participation target aligned to the Australian mining industry average at the time. Since then, we have steadily increased our female representation and are continuing to work towards greater gender diversity.

Each operation has developed and implemented targeted action plans to achieve this, taking into consideration our workforce composition and geographic locations.

By May 2026, we will establish and communicate three gender diversity targets aligned to the WGEA framework, reinforcing our commitment to transparency, accountability and meaningful change.

Female representation in the workforce*



Females in leadership positions*



Average total remuneration GPG



Median total remuneration GPG



Gender Pay Gap comparisons

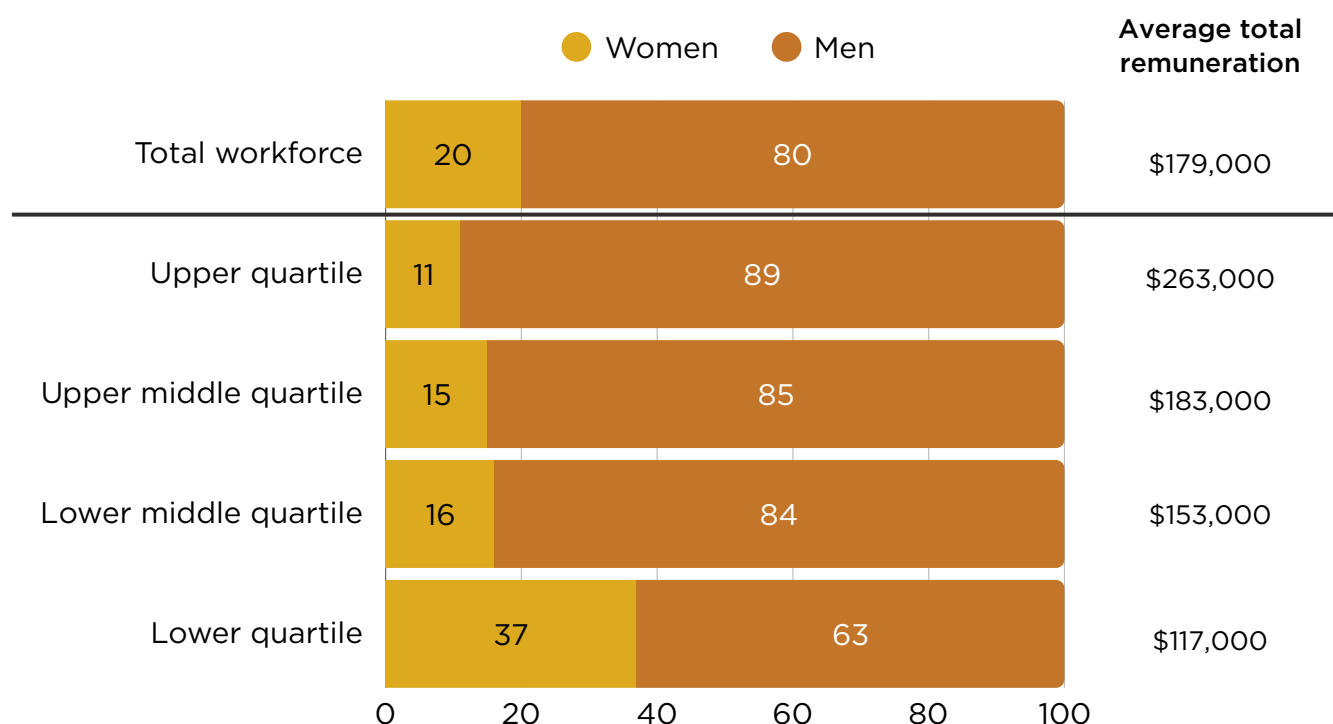
	Evolution Mining	Industry comparison*	National
Median total remuneration	17.5%	22.6%	16.4%
Median base salary	17.8%	23.5%	11.9%
Average total remuneration	15.9%	17.8%	21.1%
Average base salary	16.0%	18.8%	15.7%

*Industry comparison to 0804 – Gold Ore Mining (ALL) Source: [Industry Data Explorer](#) | [WGEA Gender Equality Data](#)

Note: Part-time/casuals/part-year employees are annualised to full-time equivalent.

Gender composition by pay quartile

Evolution's gender composition by pay quartile reflects the representation of women in our workforce, in particular a lower representation of women at more senior levels.



Note: The average total remuneration is rounded to the nearest \$1,000.

Remuneration at Evolution

Given current market and industry competitiveness and our desire to attract high-performing individuals, remuneration (including total remuneration) is benchmarked against external role-specific market data on a biannual basis.

A formal GPG analysis is also conducted biannually. Any identified gaps are assessed and, where required, adjusted accordingly to achieve gender-based pay parity by role.

At Evolution, we want our people to be safe, treated fairly, be respectful and feel included.



Inclusion and diversity – a key enabler of change

We are committed to fostering a workplace that is inclusive and representative of the diverse communities in which we operate, and this, in turn, supports the sustainable reduction of our GPG.

Some of the ways in which we continue to drive inclusion and diversity include:

 Conducting annual audits of our operations', inclusive practices, facilities and symbols. FY25 included the implementation of initiatives following a third-party audit to assess our compliance with Respect@Work.

 Ensuring all employees undertake mandatory Respect@Evolution training.

 Conducting annual Living our Values conversations to check in on culture, values and inclusion, with these led by managers once removed.



Implementing the nine-month rolling Your Voice engagement survey, which includes specific questions to understand our people's perceptions of inclusion. The data provides valuable insights to support improvements in inclusion and diversity.



Enforcement of our policies outlining expected standards of behaviour, creating the basis for an inclusive and diverse workforce. This includes our Code of Conduct, Inclusion and Diversity Policy, flexible working principles and a range of employee support networks, including the Whistleblower Policy, Employee Assistance Program (EAP), Manager Assistance Program (MAP) and Workplace Support Officers.

Inclusive development and succession practices:

-  Female participation in leadership programs and mentoring programs (mentor/mentee opportunities).
-  Embedding inclusion in all our leadership programs, including a people leader induction framework.
-  In 2025, unconscious bias online training was rolled out to all people leaders.
-  Application of Evolution-wide internal (succession) talent pool processes that promote consistency, inclusivity and fairness into internal role appointments.

Attractive benefits to attract and retain diverse talent:

-  Review of Parental Leave benefits and the announcement of revised Parental Leave benefits which were implemented from July 2025. This includes increased paid parental leave for primary carers from 12 to 18 weeks, and our secondary carer leave from two to three weeks for Australian based employees.

Increasing female workforce participation:

-  Focusing on achieving greater gender diversity through attraction and retention of females in the workforce.
-  Implementing consistent inclusive recruitment processes and practices across the organisation.
-  Recruitment practices, including requiring a gender diverse recruitment panel and at least one female on each recruitment shortlist, where practicable, and hiring manager training.

-  Continuing to act on gender equality within our workforce, including the matching of superannuation payments for our people on the unpaid portion of parental leave in Australia, provision of domestic or family violence leave and the provision of parental leave for secondary carers, as reported to WGEA.



Inspired people
creating a premier
global gold company



Level 24, 175 Liverpool Street
Sydney NSW 2000
P: +61 2 9696 2900
F: +61 2 9696 2901
evolutionmining.com

