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ASX Announcement: NST
26 November 2026

Executive Leadership Appointments

Northern Star Resources Ltd (ASX: NST) is pleased to announce appointments to its Executive Leadership Team, including Chief Financial Officer.

Chief Financial Officer

The Company is pleased to announce the appointment of Ms Lee-Anne de Bruin as Chief Financial Officer, effective 1 April 2027.

Ms de Bruin has more than 25 years' experience in senior financial, operational and strategic management roles in the resources sector across multiple industries and jurisdictions. She has held senior positions with BHP, Newmont and Resolute Mining and, most recently, Perseus Mining Limited, where she has held the role of Chief Financial Officer since September 2020.

Ms de Bruin is a Qualified Chartered Accountant and holds a Bachelor of Commerce (Honours) in Accounting from the University of Witwatersrand, Johannesburg.

As previously announced, current Chief Financial Officer Ryan Gurner will leave the Company on 30 November 2026.

Phillip Coetzer will act as Interim Chief Financial Officer, effective 1 December 2026 until Ms de Bruin commences on 1 April 2027. Mr Coetzer previously served in the role in 2026 and has been Northern Star's General Manager – Finance since joining the Company in 2022.

Chief Operating Officer

Simon Jessop has resigned as Chief Operating Officer and will depart the Company on 5 February 2027, after more than nine years across Northern Star and Saracen Minerals Holdings. During this time, he has made a significant contribution to the growth and development of the business.

Philip Stephenson has been appointed Interim Chief Operating Officer, effective 31 December 2026, and will work alongside Mr Jessop during the transition period. Mr Stephenson has more than 30 years' experience across operational and executive leadership roles in the global resources sector, including with gold miners Placer Dome, Barrick and Newmont. Most recently, he served as Chief Operating Officer of Newcrest Mining.

Mr Stephenson will remain in the role while the Company conducts a global search for a permanent Chief Operating Officer.

Chief People & Legal Officer

Northern Star is also pleased to welcome Nicole Duncan, who will serve as Chief People & Legal Officer, supporting the business through its current transition and next phase.

Ms Duncan is a senior executive with broad experience across people, culture, legal, governance and organisational transformation. She has held senior roles at South32, including Chief Legal Officer & Company Secretary and Chief People Officer, as well as senior positions at BHP.

Commenting on the appointments, Northern Star Managing Director & CEO Suresh Vadnagra said:

"These appointments are an important part of building the executive team to lead Northern Star through its next phase. Our priorities are clear – maintaining a strong focus on safety, improving operational performance, unlocking the full potential of our assets and adopting strong capital discipline. These priorities underpin our focus on delivering sustainable returns for shareholders.

"Lee-Anne de Bruin brings significant financial and resources experience, together with a strong operational background. I look forward to working with her as we maintain a disciplined approach to financial management and capital allocation.

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"I also welcome Philip Stephenson and Nicole Duncan to the leadership team, where they will play an important role in supporting the business and its priorities.

"I would like to acknowledge Ryan Gurner as he concludes his time with Northern Star. I would also like to recognise Simon Jessop for his significant contribution and leadership over more than nine years. I thank them both for their dedication to the Company and wish them every success for the future."

Authorised for release to the ASX by Suresh Vadnagra, Managing Director & CEO.

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