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SUSTAINABILITY REPORT



20
25

Acknowledgement of Country

We acknowledge the Traditional Custodians of the land upon which Novo operates. We recognise their continuing connection to lands, waters, and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders past and present.



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FY25 Highlights

Operating with Integrity

Highlights

 Undertook a comprehensive assessment of the skills and experience of the Board, developing a Board skills matrix.

 Updated Board Committee Charters.

 Established a new asset acquisition due diligence process.

Ambition

To embed sustainability into our decision making, including new acquisitions.

Focus

- Review and update Novo's IT Policy to include data security.
- Undertake a review of our supply chain process to ensure alignment with our risk tolerance.

Valuing our People and Communities

Highlights

 Sponsored the WA Mining Club Scholarship for a regional geological student.



Contributed towards the Ieramugadu Store Maya (Roebourne General Store) Christmas Food Supply.



Developed Cultural Heritage Inductions.

Ambition

To work collaboratively with our communities to support their ability to thrive.

Focus

- Create a policy to guide our engagement and investment in the communities in which we operate.
- Enhance communications, engagement and relationships with communities through a variety of activities.

Respecting the Environment

Highlights

 Conducted a thorough rehabilitation audit and rehabilitated 4.73 ha of land.



Achieved zero environmental incidents.

Ambition

To operate in a responsible and sustainable manner by minimising our environmental footprint, protecting biodiversity and integrating climate resilience into our activities.

Focus

- Develop a Water Management Standard applicable across our operations.
- Undertake a Physical Climate Risk and Opportunity Assessment.
- Progressively monitor and rehabilitate tenure in line with the rehabilitation schedule.



Novo remains in a strong financial position and continues to pursue opportunities that enhance shareholder value while supporting our sustainability objectives



Mike Spreadborough
Executive Co-Chairman

Executive Co-Chairman Message

Dear Stakeholders,

It is with great pleasure that I present the Novo Resources Corp (Novo) Sustainability Report for 2025, reflecting our continued commitment to responsible growth and environmental stewardship.

Over the past year, we have taken steps to embed sustainability deeper into our operations, in line with our core values. This has included strengthening our acquisition due diligence process, placing greater emphasis on climate-related risks and sustainability performance. We have also reviewed and updated our Board Committee Charters to reflect the current state of our business and ensure sustainability considerations are integrated into strategic decision making at every level.

Novo remains in a strong financial position and continues to pursue opportunities that enhance shareholder value while supporting our sustainability objectives. This year, we expanded our portfolio with three new projects – two in New South Wales (John Bull and Tibooburra) and one in Western Australia (Toolunga). We also continue to manage our joint ventures, working collaboratively with partners SQM and Northern Star.

This report outlines our progress and sets out our commitments for the year ahead, including how we intend to evolve our approach to managing climate-related risks, community engagement and land management with a view to contribute to more sustainable outcomes.

I would like to thank the Novo team, our partners and our stakeholders for their ongoing support and engagement. Together, we are building a resilient and responsible business that delivers long-term value for all.

We hope you enjoy the report.

About this Report



This Sustainability Report provides an overview of our approach to sustainability and our environmental, social and governance performance across the business from 1 July 2024 to 30 June 2025 ("FY25").

The preparation of this Report was guided by the Global Reporting Initiative (GRI) Standards. The reporting boundary for Novo's sustainability performance in FY25 includes all exploration projects, as outlined on pages 13 to 16 of this Report. Joint Ventures (JVs) where Novo is a non-operator have been excluded. All relevant facts and figures are from FY25, unless stated otherwise. Where data is not reported, we have explained why this is not relevant to Novo or stated if we expect to report on it in the future.

This Report does not include financial data and should be read in conjunction with Novo's quarterly Consolidated Financial Statements and Management's Discussion and Analysis documents. It has been tailored to meet the needs of Novo's many stakeholder groups and outlines sustainability topics identified as material to Novo, our stakeholders and our investors. This Report has been approved by the Novo Resources Board.

We welcome your feedback on our Sustainability Report or any other aspects of our sustainability performance. Please send comments to info@novoresources.com.

Our Approach to Sustainability

Our approach to sustainability is built around three key pillars, which are integrated into all aspects of our business.

Our aim is to deliver value for our stakeholders, now and in the future.

At Novo, we believe a robust approach to sustainability is essential to the long-term success of our activities.

Our approach to sustainability is guided by industry standards, such as the International Council of Mining and Metals Principles, and sustainability reporting frameworks, such as the GRI Standard.

Novo is committed to delivering value to our stakeholders by operating in a responsible manner.



We believe strong corporate governance is essential to the success of our business. We honour our commitments, and act in an ethical and transparent manner.

We seek to create an inclusive environment and a culture that supports the health, safety and wellbeing of our employees. We respect culture and heritage, and aim to make a positive contribution to the communities in which we operate.

We recognise the importance of environmental stewardship and seek to understand and manage our impact on the environment.

Material Topics

Material topics are topics that represent a company's most significant impacts on the economy, environment and people. They form the basis of this Report and are used to inform Novo's business planning and strategy development.

This year, Novo conducted a Materiality Review, guided by the GRI Standards (2021). This process involved a review of Novo's business, an external assessment of the sustainability landscape, and a comparison to peers, which was done to establish a material universe. The resulting identified topics were then ranked based on their influence on stakeholders and where the company has an impact. The material topics were validated by the Sustainability Committee of the Board prior to finalisation.

The majority of our material topics remained consistent with 2024.

However, our review has highlighted the importance of risk management within the context of new acquisitions, specifically the importance of sustainability related due diligence. How we use and manage digital technology, data security, and manage our supply chain have also come to the fore this year. As such, we have outlined how we assess and manage these potential aspects of our business in this Report.

All material topics in this Report fall within the three pillars that collectively form our approach to sustainability— Operating with Integrity, Valuing our People and Communities, and Respecting the Environment.

It is noted that there are several other topics of importance to Novo that have been included in this Report, although they are not considered material.

Topics identified as material to Novo

Material Topic	Read More
● Operating with Integrity	17
Governance	18
Risk Management	24
● Valuing our People and Communities	26
Indigenous Relations and Communities	27
Health, Safety and Wellbeing	30
● Respecting the Environment	32
Biodiversity and Land Management	33
Climate Change and Energy	35
Water Management	36

Material Topic	Description
Operating with Integrity	
Governance	This encompasses the systems by which entities are directed and controlled, and the structures and processes that facilitate decision making.
Risk Management	This refers to the identification and management of risks, including crisis/ emergency management.
Valuing our People and Communities	
Indigenous Relations and Communities	This refers to the people who live in the communities in and around Novo's operations. This includes Indigenous and non-Indigenous communities and how Novo interacts with these communities.
Health, Safety and Wellbeing	This encompasses both Novo's workforce and the health and safety risks Novo presents to the communities in which we operate. This incorporates topics such as mental health and wellbeing.
Respecting the Environment	
Biodiversity and Land Management	This refers to the variety of plant and animal life that exist, and the ecosystems in which they live. With the introduction of the Taskforce for Nature Related Financial Disclosure (TNFD), there is a growing shift in moving away from nature-negative outcomes and toward nature-positive outcomes. Land management encompasses securing and maintaining land access, as well as rehabilitation, closure and relinquishment of land at the point of cessation of operations.
Climate Change and Energy	This encompasses the understanding and management of physical and transitional risks and opportunities, as well as reporting on and reducing greenhouse gas emissions. This includes Scope 1, 2 and 3 emissions.
Water Management	This refers to the responsible use of water resources. It includes capitalising on water efficiency and recycling opportunities, as well as managing potential releases that may impact downstream or other water users.

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OVERVIEW



About Novo

Novo
Economy
Solutions
Sustainable
Development



Novo is a leading minerals explorer with offices in Australia (Perth) and Canada (Vancouver). We are dual listed on the Australian and Toronto Stock Exchanges, with a tertiary listing on the OTC (ASX: NVO / TSX: NVO / OTCQB: NSRPF). In January 2025, we transitioned our trading platform from the OTCQX to the OTCQB market in the United States (U.S.). This transition reflects our evolving strategic priorities and provides opportunities for increased engagement with the U.S. investment community.

We hold significant tenure covering areas of the Pilbara Region of Western Australia, the Castlemaine Region of Victoria, and New South Wales, Australia. Our current exploration portfolio is gold focused, however we have recently included copper as a commodity we would consider as part of our portfolio.

We continue to focus on growing our exploration and development portfolio through our disciplined project generation program. Key sustainability criteria have been established to assist the Novo team in measuring potential future development opportunities in both gold and copper. Projects of interest to us are high grade, drill ready projects that build a strategic position in districts where prospectivity for intrusion related systems is high.

This year, we added three new projects to our portfolio, the Toolunga, John Bull and Tibooburra Gold Projects. These are all highly prospective and will help broaden our geographic diversity. The transaction structure for each project allows a balance between risk, expenditure and exploration potential.

We have also established JVs and earn-in agreements, enabling partners to fund and explore significant parts of our portfolio. This approach helps us balance risk, identify valuable opportunities and concentrate on advancing our gold-copper focused growth strategy.

Looking ahead, we will continue with our long-term growth strategy and pursue opportunities through prospective exploration tenements to support our ambitions. Within the context of our growth plans, we recognise the importance of being a responsible operator and embedding sustainability into our decision making.

Our Vision, Purpose and Values

At Novo, our vision, purpose and values underpin our approach to sustainability and demonstrate our commitment to operating in a responsible and sustainable manner whilst delivering value to our stakeholders.

AUTHENTIC



We are genuine and honest in our dealings

DILIGENT



We tenaciously pursue our goals

ENERGETIC



We are passionate and committed about achieving our goals

RESOURCEFUL



We are nimble and adaptive to our situation, logically identifying and utilising resources available to us

Our Vision

We are committed to delivering value to our stakeholders by operating in a responsible and sustainable manner.

Our Purpose

We embrace innovation to responsibly transform minerals for the benefit of our stakeholders.

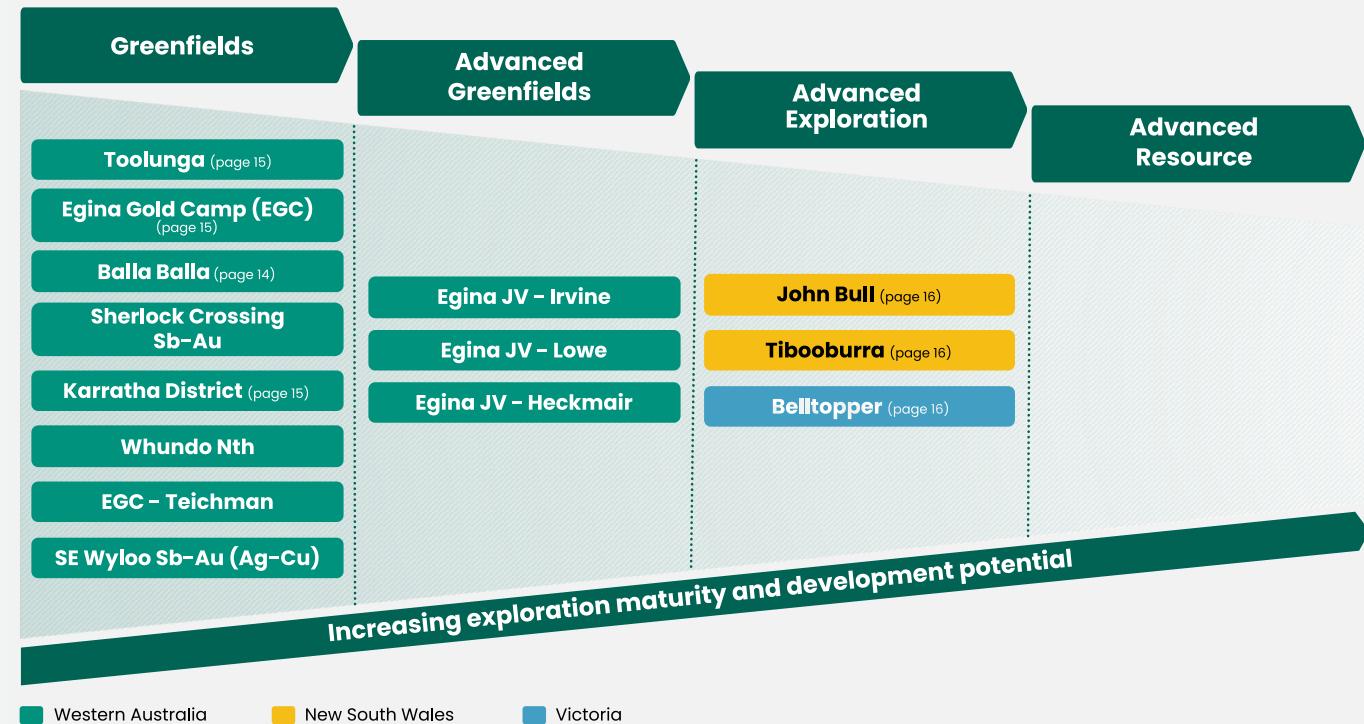
Company Portfolio

Exploration focused delivery driven

Novo has built a diversified gold exploration and development portfolio located across leading mining provinces in Australia and has a mix of greenfields, advanced greenfields, and advanced exploration projects.

We have planned detailed drill programs across all key projects, positioning ourselves to deliver a robust pipeline of exploration results and operational milestones.

Our dedicated project generation program continues to focus on identifying advanced gold and copper assets to further enhance Novo's portfolio.



Egina Gold Camp – Becher Project and Nunyerry North Project, Western Australia

The Egina Gold Camp is Novo's highly prospective gold belt in the Pilbara Region of Western Australia. It includes the priority Becher and Nunyerry Projects.

Novo's tenure forms a contiguous package of approximately 80 km strike length directly along this trend and has been one of the main focus areas for Novo's exploration and JV programs.



Nunyerry North Project, Western Australia (Creasy JV)

The Nunyerry North Project, is a 70% Novo / 30% Creasy Group JV, situated in the southern part of the Egina Gold Camp. The Project consists of complex, fertile structural corridors that trend for over 60 km, and strike towards the Becher Project in the northeast. Follow up reverse circulation (RC) drilling was completed in Quarter 4 (Q4) 2024, though numerous intercepts have been reported and results from the drilling program have not delineated extensive nor continuous gold mineralisation at depth.

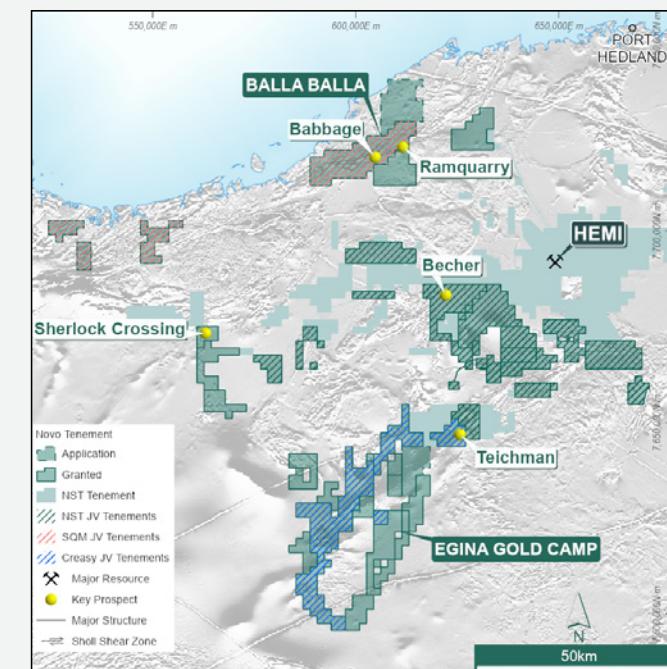
Becher Project – Egina, Western Australia (Northern Star Resources Ltd. JV)

The Becher Project is located in the northern section of the Egina Gold Camp and covers a priority area of approximately 20 km². The Project is comprised of four high-priority prospects - Heckmair, Irvine, Whillans and Lowe, all of which will be the subject of further drilling in connection with the Egina JV.

In June 2023, Novo entered into an earn-in agreement with ASX-listed Western Australian gold developer De Grey Mining (ASX: DEG) for the advancement of exploration at the Becher Project and surrounding tenements.

On 6 May 2025, Northen Star Resources Limited (ASX: NST) completed the acquisition of De Grey Mining. They are committed to the Egina JV. Under the earn-in agreement, Northen Star is required to spend A\$18 million by 30 June 2027 to earn a 50% joint venture interest.

Northern Star has commenced reviewing key data for future exploration programs in the Becher and surrounding area.





Balla Balla Gold Project, Western Australia

Balla Balla is an early-stage exploration project in the Pilbara Region of Western Australia, covering an area over 1,200 km². The Project is focused on the Sholl shear, where Novo has identified several prospects over a 10 km trend. Novo undertook a ~6,000 m air core (AC) drill program in late March 2025 targeting these prospects. The results delineated broad zones of low-level gold anomalism along the Sholl Shear.

Karratha Project, Western Australia

The Karratha District in Western Australia is an advanced exploration area with multiple drill ready targets testing copper-gold (Cu-Au) and base metal mineralisation.

The wider tenement package comprises over 190 km², located adjacent to well-known base metal and platinum group element (PGE) targets including the Munni Munni platinum deposit and Azure's Andover lithium discovery.

Current exploration targets are located approximately 35 km south of Karratha covering an area of 30 km² and include the North Whundo copper-lead-gold (Cu-Pb-Au), Railway Bore (Cu-Au) and East Well gold-lead-silver (Au-Pb-Ag) prospects.

Toolunga Project, Western Australia

Novo has secured a strategic position in the Onslow district of Western Australia consisting of approximately 1,520 km². This includes:

The Cane River Project: Potential JV on four Exploration Licence Applications (once granted) totalling 890 km² held by OD4 Rocklea.

A 100% Novo owned area of six Exploration Licence Applications totalling 634 km² on vacant ground in the nearby area, under shallow cover of the Edmund Basin.

Onslow is a highly prospective under-explored landholding across the junction of major tectonic boundaries where prospectivity for intrusion-related systems is deemed high.

Belltopper Gold Project, Victoria

Novo's Belltopper Gold Project, which also comprises the adjacent Malmsbury and Queens Projects, is situated in the Bendigo zone approximately 50 km south-southwest of the high-grade world-class Fosterville Gold Mine.

The Project is located in the Central Victorian Goldfields, approximately 120 km northwest of Melbourne, Australia. The Project is now 100% Novo owned.

A detailed review of historic data associated with Missing Link Reef at Belltopper was completed. This assessed mining activities on the Reef from as early as 1880, including geological and production information, which will be utilised to support future aspects of the exploration target at Belltopper.

Tibooburra Project, New South Wales (Manhattan Corporation JV)

The Tibooburra Gold Project is an advanced, high-grade exploration opportunity located in northwestern NSW and covering the historical Albert Goldfield.

The agreement with Manhattan Corporation grants Novo an option to acquire a 70% interest in the tenements comprising the Tibooburra Project. The Tibooburra Gold Project includes

six granted Exploration Licences over 630 km², including more than 200 historic workings and 34 km of mineralised trends on multiple lines of workings, with two advanced drill-ready target areas (New Bendigo and Clone) already defined.

In May 2025, Novo undertook its maiden drill program at the Clone prospect as part of the Tibooburra Gold Project producing significant high-grade gold intercepts. A follow up campaign is currently being designed.

John Bull Project, New South Wales (TechGen JV)

John Bull is located approximately 49 km from Grafton in the emerging New England district of NSW. It is a high-grade exploration opportunity that covers an area of 32 km² and includes two tenements, EL8389 (John Bull) and EL9121 (Micks Bull) owned by TechGen Metals Limited (ASX: TG1).

The option agreement with TechGen grants Novo an option to acquire an 80% interest in the Micks Bull tenement and a 70% interest in the John Bull tenement.

Based on historical workings, soil sampling and drilling, there is the potential to extend the strike of the system by > 500 m with open pit

grade mineralisation extending from surface, discovered from limited drilling. Induced Polarisation geophysics on three lines over part of the target produced anomalies over known mineralisation, with four untested conductivity targets remaining.

Novo has analysed previous RC drill results and identified targets for immediate drill testing. This is planned to commence in the second half of 2025, once all compliance approvals have been received.



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**OPERATING
WITH
INTEGRITY**



Operating with Integrity

Novo is committed to strong corporate governance as this is essential to managing risk, fostering ethical conduct, building trust and creating long-term value for our stakeholders.

Governance

At Novo we are committed to fostering a culture that values integrity, transparency, accountability and behaving in a safe, ethical and respectful manner. We believe these values and behaviours are the responsibility of all employees and underpin all our activities and business dealings.

Our governance framework of policies and processes are designed to guide effective and responsible decision making at all levels of our organisation. We have embedded the principles and recommendations for effective corporate governance as set out by the ASX Corporate Governance Council (4th Edition.) in our governance framework.

Over the past three years we have worked hard to build out our Environmental and Social Management System (ESMS) and developed a suite of policies, standards and supporting documents to guide our business activities. Novo's ESMS framework is shown on page 22. This year, we have strengthened our ESMS by updating our Audit, Risk & Corporate Committee Charter, Compensation & Nomination Committee Charter, Sustainability Committee Charter, and Board Charter to reflect the current state of our business. We have also established an acquisition due diligence process to ensure assessment of key sustainability related topics

align with Novo's values and risk tolerance prior to acquisition of any potential assets. This process is outlined on page 21.

As part of our commitment to operating in an ethical, transparent, sustainable and responsible manner, we seek to partner with suppliers who share the same values and who apply responsible and sustainable business practices in their own organisations. In FY26 we will focus on the review and update of our supply chain process to better align with Novo's values and risk tolerance.

For a list of our corporate governance policies and committee charters or for more detail please see the [Corporate Governance](#) section of our website.



Our Board of Directors



Mr. Michael Spreadborough
Executive Co-Chairman
Perth, WA, Australia

Mr Spreadborough has a mining engineer background with over 20 years of experience in the mining industry. During his career he has held Chief Executive Officer (CEO) positions for several companies in addition to many executive leadership roles across the scope of the industry.

Mr Spreadborough holds a Bachelor of Mining Engineering from the University of Queensland, a Master of Business Administration (MBA) from Deakin University, and a WA First Class Mine Manager's Certificate of Competency.



Dr Quinton Hennigh
Non-Executive Co-Chairman & Sustainability Chair
Denver, CO, USA

Dr Hennigh is an economic geologist with 25 years of exploration experience, mainly gold related. Early in his career, he explored for major mining firms and in 2007 he joined the junior mining sector where he was involved with a number of Canadian listed gold companies. In 2010 Dr Hennigh helped start Novo Resources and began assembling its Australian exploration portfolio.

Dr Hennigh obtained a Ph.D. in Geology/Geochemistry from the Colorado School of Mines.



Mr. Greg Jones
Independent Director & Compensation and Nomination Committee Chair
Sydney, NSW, Australia

Mr Jones is a mineral geologist with more than 40 years of exploration and operational experience within Australia and overseas. Mr Jones has served on the boards of a number of ASX listed resource companies.



Mrs. Karen O'Neill
Independent Director & Audit, Risk and Corporate Governance Committee Chair
Perth, WA, Australia

Mrs O'Neill is an experienced mining executive and finance professional with international operational experience across a variety of industries including resources, investment banking and professional services. Mrs O'Neill has held diverse roles in the resources sector including executive leadership, commercial project management and business development.

Mrs O'Neill holds an MBA.

Board of Directors

Novo's Board of Directors (the Board) is responsible for providing governance, strategic direction and oversight of the business. The Board has four members, two of which are Independent Directors. The Board meets ten times during the year.

The composition of the Board is structured to ensure it has the skills and expertise needed to guide Novo's strategic direction. This year a [Board Skills Matrix](#) was created to reflect the collective background, knowledge and experience of its members. The Matrix will be updated annually to ensure the Board retains the relevant skills to achieve Novo's strategic and operational objectives.

During the reporting period we also updated Novo's Audit, Risk & Corporate Committee Charter, Compensation & Nomination Committee Charter, Sustainability Committee Charter, and Board Charter to reflect the current state of the business being an exploration company.

In line with our Diversity and Inclusion Policy, we aim to demonstrate diversity at a Board level. At end FY25 reporting period, 25% of Novo's Board identified as female.

For more information about Novo's Board members' skills, qualifications and experience, and the Board and Committee Charters, please see the [Our Company](#) section of our website.

Board Committees

The Board has three committees – the Audit, Risk and Corporate Governance Committee, the Compensation and Nomination Committee, and the Sustainability Committee – all of which are an important element of effective company management. These committees support the Board with strategic planning and oversight, while allowing the Board to concentrate on the “big picture”. The day-to-day management of the business is delegated to the CEO and senior management.



Sustainability Committee

The Sustainability Committee consists of four committee members and is tasked with overseeing implementation of our sustainability commitments and monitoring our sustainability performance.

The Sustainability Committee is responsible for ensuring appropriate policies, strategies and programs are in place on sustainability matters and reporting to the Board on progress and performance. This includes monitoring and reviewing our practices relating to health and safety, environment, communities and social performance, cultural heritage, and human rights.

In addition to this, the Sustainability Committee provides updates to the Board on external factors that have the potential to impact Novo such as geopolitical risks, changes to government policy and regulatory requirements, and the implications of such changes to industry.

The Sustainability Committee meets twice a year to review and consider sustainability matters.



Acquisition Due Diligence

Novo places an emphasis on climate-related risks and sustainability performance when undertaking due diligence assessments of potential acquisitions. The following aspects are reviewed during the due diligence process.

Impacts linked to climate change, including the effects on:

- Exploration timing
- Access
- Planning of mining infrastructure
- Water sources
- Extreme weather events.

Presence of Indigenous Peoples, including:

- The status of the relationship
- The views held regarding mining (including exploration)
- Regulatory requirements
- Agreement expectations.

Stakeholders, including:

- Community view of mining (including exploration)
- Government policies of mining activities, including potential changes.

Regulatory frameworks and government policies regarding:

- Mining and exploration
- Sustainability
- Environmental approvals (including timeframes)
- Climate change impacts on project designs.

Novo's Environmental and Social Management Framework

Policies

Manuals / Standards

Procedures

Guidance Notes / Work instructions

Tools
(Forms, Checklists, Templates)

Environmental and Social Management System



Image: AMEC function – Work Life Balance for Women

Diversity and Inclusion

At Novo we are committed to diversity and inclusion across our workforce and providing a work environment where our employees are empowered to meet their full potential.

Our approach to diversity, and inclusion is outlined in the Diversity and Inclusion Policy. We are proud of our diverse workforce and believe this is an important element of our continued growth and performance. We recognise the value contributed to the Company by employing people with varying skills, gender, cultural backgrounds, ethnicity and experience.

We seek to demonstrate diversity at the Board and senior management levels. At the end of FY25, 25% of the Board and 75% of our senior leadership identified as female.

In FY24 we made a commitment to work with the local communities where we operate to identify employment opportunities and to develop a strategy to guide our approach. Given the change in our business, we are still progressing this.

During FY25 we engaged with the Yindjibarndi people of the Pilbara Region to scope out an approach to achieve this commitment within the local community.

We continue to celebrate the diversity of our people by actively participating in events such as the Women in Mining and Resources Western Australia (WIMWA) Annual Summit, NAIDOC week, and Wear it Purple Day.

Novo's [Diversity and Inclusion Policy](#) can be found in the Corporate Governance section of our website.

Employee type	Male	Female	Other
Workforce			
Full Time	9	4	0
Part Time	1	4	0
Casual	0	0	0
Contractor	1	1	0
Indigenous			
Indigenous Employees	0	0	0
Management			
Management Team	1	3	0
TOTAL (24)	12	12	0

Risk Management

We have a company-wide Risk Management Framework, which is reviewed by the Board each year to ensure that it is reflective of the current state of the business. This Framework supports the achievement of our strategic objectives through the systematic identification, analysis, evaluation, monitoring, and management of risks and opportunities in an organised and open manner.

The Audit, Risk and Corporate Governance Committee oversees our risk management practice. The Committee meets quarterly to ensure Novo is equipped to navigate uncertainties, manage potential risks, and protect the Company's long-term success. It is also mandatory for all Novo employees and contractors to undertake training to ensure risks are identified and managed efficiently within the business.

Through our Materiality Assessment process, this year we identified technology, data security and supply chain management as emerging risks for the business, and plans are underway to establish stronger management structures around each of these risks.

Technology and Data Security

We recognise the opportunities that the rapid growth of digital technologies presents to further increase efficiency and productivity. At the same time, given the data risks expected to stem from its use, we acknowledge the importance of using it in a responsible and sustainable manner.

We remain vigilant to the risks posed by cyber threats and have in place digital security systems to monitor and report threats. We also provide ongoing training for our employees to ensure that they are aware of and equipped to recognise, report and prevent cyber threats.

During this reporting period, we provided our staff with training on the use of digital technology in our exploration activities and the importance of protecting intellectual property (IP) and data privacy. In FY26 we are committed to undertaking a risk assessment and updating Novo's Information Technology (IT) Policy to reflect the outcomes of the risk assessment.

Supply Chain Management

We aim to build strong relationships with suppliers who align with our values. When selecting suppliers, we prioritise local businesses with robust sustainability and ethical practices.

We collaborate closely with our suppliers to mitigate risks, support safe and efficient operations to ensure everyone returns home safely, promote positive social and environmental outcomes, and drive continual improvement.

This year, supply chain risks have emerged as a key concern because of escalating geopolitical uncertainty, trade tensions, adverse weather events, labour disputes and increased regulations. To manage potential risks and ensure our supply chain is resilient, Novo will undertake a review of our supply chain processes during the FY26 period.





Industry and Government Engagement



Novo is an active member of the Association of Mining and Exploration Companies (AMEC). AMEC represents over 500 companies from across Australia, and advocates to the Commonwealth and State and Territory governments on behalf of the industry.



Novo is an active member of the Gold Industry Group (GIG). GIG is an Australian not-for-profit association representing gold producers, explorers, prospectors, fabricators, and service providers.

Stakeholder Engagement

Our stakeholders continue to be a critical part of our sustainability journey. We are committed to open, transparent communications and timely responses to our stakeholders and are committed to including our stakeholders in all aspects of our decision making.

Novo endeavours to develop strong, effective, and long-lasting relationships with all our stakeholders. Stakeholder engagement is important to us as it helps develop relationships that in turn help inform our strategies, mitigate risk, and develop positive outcomes for the Company.

As we engage with a diverse range of stakeholders, our engagement approach is tailored to each individual stakeholder group and is guided by our Stakeholder Engagement Procedure.

In New South Wales we adhere to the 'Exploration Code of Practice for Community Consultation' as set out by the NSW Government. This is a risk-based assessment process to determine what interactions are required in addition to a set of mandatory requirements, enabling transparency and meaningful community consultation.

Our Focus on Delivering Stakeholder Value



Embrace innovation

Rapid adoption of innovative solutions to maximise opportunities and increase effectiveness and efficiency.



Transform minerals

Monetising mineral inventory through exploration, development, production or commercial arrangements, either wholly or in partnership with others.



Stakeholders

Those that we work with to assist us in achieving our strategy and goals: Shareholders/Investors, Employees, Traditional Custodians, Communities, Suppliers and Government and Regulatory Bodies.



Delivering value to our stakeholders

Enabling our stakeholders to succeed economically, socially, and sustainably.

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3

VALUING OUR PEOPLE AND COMMUNITIES



Valuing our People and Communities

Our people and communities are at the heart of everything we do. We are committed to creating a safe, respectful and inclusive environment, building relationships with our communities based on mutual understanding and respect, and working in partnership with Traditional Custodians in the areas we operate.

Indigenous Relations and Communities

Novo recognises and respects the peoples, cultures and connections to Country held by Indigenous peoples in the areas in which we operate. We understand the importance of building strong relationships and actively engaging with Traditional Custodians (TCs) to

enhance our understanding of their concerns and priorities. We liaise with TCs on a regular basis, by providing updates on all our planned activities and actively seeking feedback.

Novo has a dedicated Heritage Officer who is responsible for engaging with all TC groups. Novo also has formal agreements with the TCs in the areas where we operate. These agreements set out the framework for how we engage and the manner in which activities can be carried out. These agreements extend beyond duties and obligations to deliver shared value in the form of financial and non-financial benefits.

Cultural Heritage

Novo is committed to respecting and protecting the tangible and intangible cultural heritage within the areas where we operate. We recognise the rights of Indigenous Peoples, and acknowledge their ongoing connections to lands, waters and culture. Our commitments to Indigenous Peoples are outlined in our [Cultural Heritage Policy](#), and our Cultural Heritage Procedure guides our activities.



During this reporting period we developed a Cultural Heritage Induction for our Pilbara operations with the support of Elders from the Yindjibarndi and Ngarluma Nations. Project-specific Cultural Heritage Inductions were also developed for the Tibooburra and John Bull projects. These provide a guideline for all persons onsite to recognise and protect cultural heritage and a process to follow in the likelihood any items of significance are found. We also empower our team to voice any potential concerns with regards to cultural heritage. We require all employees, contractors, and visitors on-site to undertake the appropriate induction.

Due to the addition of three new projects to our portfolio, we will update our Cultural Heritage Policy and Cultural Heritage Inductions in FY26 to broaden the definition of cultural heritage in line with global good practice.

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- 1** Thalanyji
- 2** Yaburara and Mardudhunera People
- 3** Ngarluma/Yindjibarndi
- 4** Kariyarra
- 5** Nyamal People #10
- 6** Nyamal People #1
- 7** Nyamal Palyku Proceeding
- 8** Yinhawangka People Part A and B
- 9** Puutu Kunti Kurrama People and Pinikura People #1 and #2
- 10** Wongkumara People - NSW Part A
- 11** Dja Dja Wurrung Settlement Agreement ILUA

Supporting our Communities

At Novo we are proud of the work we do within our communities. In FY25 we continued to engage and support our communities, by focusing on programs that enhance health and education services. Our support comes in the form of financial and in-kind contributions.

To formalise our commitment to the communities in which we operate, we will create a Community Policy in FY26 with a focus on developing thriving, sustainable communities through collaboration, investment and support. We will work collaboratively with each community to identify their unique needs and aspirations to ensure we focus on initiatives that will have a lasting impact. The Policy will also outline our commitment to operating in a responsible and sustainable manner to minimise any impacts to water, the environment, and climate from our activities.

Christmas Donations

Novo continues to support the Ieramugadu Store Maya (Roebourne General Store). The store was established using a ‘social supermarket’ model to address food insecurity in the town. The store is a not-for-profit charitable organisation that provides significantly discounted, and in some circumstances, free food items for those in Roebourne and surrounding communities. During FY25 Novo contributed to this community-led solution by donating food for the Christmas season.

This year we also gifted toys to children living in the Yindjibarndi community.

WA Mining Club – Scholarship for Regional Student Studying Geology

Every year the WA Mining Club, in conjunction with industry sponsors, offers a number of scholarships designed to encourage and foster the development of the next generation of leaders within the Western Australian mining sector.

The Scholarship Program is offered to students who intend to study a mining-related course at an Australian university. The aim is to support students who experience financial hardship or whose cultural, geographic or personal circumstances may affect their capacity to pursue a tertiary education.

The Scholarship Program provides students with access to mentorship by the WA Mining Industries C-suite, a financial contribution towards fees and cost of living, internship and vacation work opportunities, a complimentary WA Mining Club Student Membership, and interstate conference and panel presentation opportunities.

In 2025, Novo sponsored the Regional Student Studying Geology Scholarship, with the recipient being Mr Goldsmith.



Image: Mr Goldsmith accepting the WA Mining Club Scholarship for Regional Student Studying Geology with Ms Fiona Lealiifano (Novo's Human Resources Advisor), and Ms Justine Hodgins (Manager ESG and Corporate Services, Novo).

Health, Safety and Wellbeing

The health, safety and wellbeing of our workforce and the communities in which we operate is a key priority.

Our Safety Management System is comprised of our Health and Safety Policy, Injury Management Policy, Fitness for Work Policy, and Mental Health and Wellbeing Policy, which outline our commitment to employees and contractors and their safe return home after each shift.

We prioritise the wellbeing of our workforce by making a range of initiatives available to support their mental health and wellbeing, including Novo's Employee Assistance Program, which we actively promote and encourage our employees to use.

During FY25 Novo staff undertook company-wide crisis management training focused on a vehicle impact and fatality scenario. This was chosen due to the number of head-on vehicle collisions in the Pilbara area recently. We have included more details on this training in the case study provided on page 31 of this Report.

This year, the Pilbara Region experienced a prolonged summer period with elevated temperatures, resulting in one of our contractors suffering heat stroke at our Balla Balla site. The contractor spent 24 hours in hospital receiving treatment. This led us to temporarily suspend operations to safeguard other workers from heat-related stress. It also triggered a review and update of Novo's inductions, Fitness for

Work Policy, and interview process to ensure future events are minimised and managed appropriately.

On the east coast of Australia our New South Wales and Victorian operations experienced a period of extreme rainfall and flooding, which also led us to temporarily suspend activities to ensure workforce safety. This also prompted a review of Novo's Health and Safety Policy to ensure workers do not drive during heavy rainfall events.

Safety Performance

During FY25 our Total Recordable Injury Frequency Rate (TRIFR) was 17.3, which is an increase from 15.9 in FY24. This result was due to workers suffering dehydration and one of our contractors being hospitalised as a result of heat stroke. Novo has taken immediate action to prevent these incidents from occurring in the future, as outlined in the Health, Safety and Wellbeing section of this Report. We will continue to focus on the importance of health and safety across the whole business, along with hazard identification and risk management. In the coming year we will assess climate-related risks to our workforce and implement mitigation and management actions to ensure we continue to provide safe working conditions.

Health and Safety Metrics

Metric	FY22	FY23	FY24	FY25
Serious Potential Incidents (SPI)	3	3	2	2
Lost Time Injury (LTI)	1	0	0	1
Fatalities	0	0	0	0
Wellness	0	1	0	0
Occupational Illness Rates (per million-man hours)	1.3	6.15	7.96	0
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)	10.8	27.7	15.9	17.3

At Novo, we have a fundamental belief that safety comes before productivity. All employees and contractors have the right to stop or refuse to carry out work when they see a potential hazard or risk that may cause harm to themselves, their co-workers, the environment, or equipment by executing a Stop Work Authority (SWA).

CASE STUDY

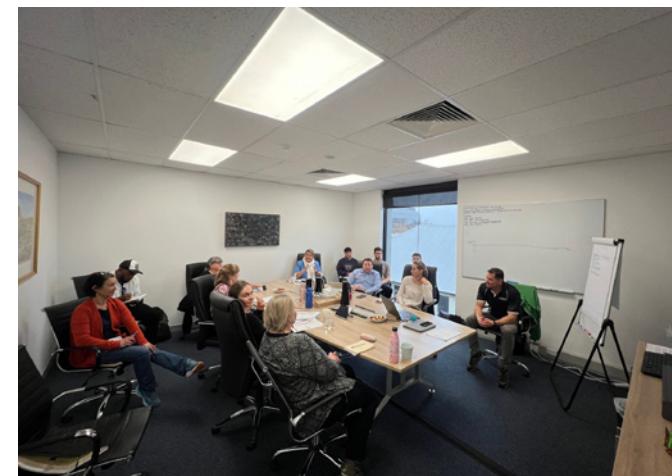
Crisis Management Training



In August 2024, Novo conducted annual crisis response training in collaboration with Hindsight Leadership and Resilience, reinforcing our commitment to safety, preparedness and operational resilience. The training focused on a hypothetical emergency scenario in remote Western Australia, simulating a serious vehicle incident involving multiple casualties, including both adults and children.

The exercise was structured to test Novo's emergency response systems. During the exercise:

- Perth office personnel were tasked with managing media relations and external communications and coordinating with field teams.
- Exploration personnel acted as first responders, providing immediate assistance and liaising with emergency services on the ground.



The simulation was designed to challenge the team's ability to manage incident response and information flow under pressure.

The scenario was particularly timely and relevant given a recent increase in head-on vehicle collisions in the Pilbara Region. By replicating a realistic critical incident, the exercise provided valuable insights and practical experience for all participants. Personnel gained confidence and clarity in their roles during a crisis, and communication protocols and emergency coordination systems were tested and refined.

Novo's annual crisis training continues to be a cornerstone of our health and safety strategy. By investing in realistic, scenario-based exercises, we ensure our teams are equipped to respond swiftly and responsibly in the event of an actual emergency.



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RESPECTING THE ENVIRONMENT



Respecting the Environment

We recognise the importance of environmental stewardship and we are committed to managing our impact on the environment today and in the future.

Biodiversity and Land Management

Novo has an ongoing commitment to operating in a safe, responsible and environmentally sustainable manner across our activities from exploration to closure. The nature of our exploration activities, mean we have a responsibility to actively manage the land on which we operate to ensure we minimise our impact.

During this reporting year, new projects have expanded our portfolio across a diverse range of natural environments.

Our tenements span the:

- rugged Pilbara Region of Western Australia
- arid desert plains of far northwestern New South Wales
- native eucalypt forests and grasslands of central Victoria
- temperate landscapes of the New England Tablelands.

Each region presents distinct ecological characteristics and landforms, necessitating tailored environmental management strategies to ensure responsible exploration and stewardship.

We have Environmental Management Plans (EMPs) appropriate to each region which guide our on-site activities. This approach ensures Novo remains fully compliant with all relevant regulatory requirements and tenement conditions, as well as our overarching Environmental Policy. The EMPs establish clear environmental management measures to minimise the impact of our activities, support

the ongoing monitoring, measurement and reporting of environmental performance, and facilitate the progressive and effective rehabilitation of disturbed areas.

Prior to any ground disturbance, a desktop flora and fauna study is undertaken to identify the potential presence of any species within the area. If any species are identified, the area will be removed from the permit to work (POW) to ensure the habitat is protected. In line with our commitment to cultural heritage (page 27) collaboration and engagement with all relevant TC groups and communities is undertaken prior to any ground disturbance to ensure accurate identification and protection of areas of significant cultural heritage and ecological value.

In terms of performance, Novo had no environmental incidents during this reporting period. However, we did receive one non-compliance for failing to rehabilitate Comet Well in a timely manner. This is discussed further under the Rehabilitation section of page 34.



Rehabilitation

Land rehabilitation forms a key part of our approach to land management. Our land holdings in Western Australia cover an area of approximately 6,000 km², while in New South Wales we hold approximately 660 km², and around 118 km² in Victoria.

Our rehabilitation obligations are associated with our exploration activities. We manage exploration rehabilitation via an internal tracking system to guide our staged rehabilitation approach, meaning we rehabilitate once we have completed our drilling activities and no further drilling is required. We aim to rehabilitate such areas no later than three months after completion of our exploration activities.

In FY24 we committed to rehabilitating approximately 90% of our 14ha historical mining lease at Station Peak in the Pilbara Region of Western Australia during the FY25 period.

We successfully rehabilitated 50% of the area and the remaining 40% was not achieved during this time due to extreme heat.

For the safety of our workforce, we temporarily suspended our rehabilitation activities, sending all personnel offsite. We are committed to completing the remaining 40% during the FY26 reporting period.

During the reporting period Novo received a non-compliance for failing to complete rehabilitation of an area of Comet Well in the Pilbara Region. This rehabilitation has now been completed. It also triggered an extensive audit of our tenements, which identified further sites requiring rehabilitation, some of which were legacy sites while others were due to illegal mining activities on our tenements. All sites identified during the audit were fully rehabilitated during the FY25 reporting period.

Mining Rehabilitation Fund

The Department of Mines, Petroleum, and Exploration (DMPE) Mining Rehabilitation Fund (MRF) is a pooled fund to which Western Australian mining operators contribute. Money in the fund is used to rehabilitate abandoned mines across the State in circumstances where the tenement holder / operator has failed to meet rehabilitation obligations and when efforts to recover funds from the holder / operator have been unsuccessful.

As a tenement holder, Novo is required to report disturbance data and contribute annually to the MRF. Novo's contributions are shown in the table below.

This fund does not apply to our New South Wales or Victorian sites, which use a security deposit system calculated using a rehabilitation cost estimate. Novo is required to pay the full cost of rehabilitation in the form of a bond, which is refunded once rehabilitation has been completed and accepted by the relevant authority.

Entity	Amount (\$) FY21/22	Amount (\$) FY22/23	Amount (\$) FY23/24	Amount (\$) FY24/25
Millenium Minerals	248,449	295,065	0	N/A
Nullagine Gold Project	32,851	50,903	0	N/A
Farno-McMahon	3,420	4,139	10,121	10,121
TOTALS	284,720	350,107	10,121	10,121

Climate Change

Novo's Climate Change Statement (released in 2024) acknowledges our commitment to reducing emissions and the role we play in helping to mitigate the risks that climate change presents to the world.

Due to the nature of our business as an exploration company, our emissions levels do not meet the reporting threshold. As such we have chosen not to report this year. However, we will continue to be mindful of our footprint and minimise energy use where possible.

Physical climate risks such as extreme weather events (e.g. increased number and intensity of cyclones and severe bushfires) have been experienced in many regions around the world this year, including within our own operational areas. On the west coast we experienced extreme heat and an extended summer, while on the east coast we experienced extreme rainfall and flooding. Both resulted in the suspension of operations for the safety of our workforce.

We are also aware that because of the flooding experienced on the east coast, it is expected there will be an increase in fuel for fires in the area, posing a potential fire risk to our operations during the upcoming summer. This has reinforced the need for us to undertake a physical Climate Risk and Opportunities Assessment which we are committed to undertaking in FY26.

As we continue to investigate potential acquisitions, both physical and transitional climate risk and greenhouse gas emissions remain key topics we investigate through our due diligence process.

"We acknowledge that climate change is a critical challenge facing the world today and recognise the importance of supporting the global transition to a clean energy future. As a Company, we are mindful of our footprint and will continue to investigate ways to reduce emissions intensity and manage climate related risk".





Water Management

Novo recognises water is a vital resource for many. While it is important to our activities, there are numerous other water users, including Traditional Custodians, local communities and the environment.

We are committed to the responsible and sustainable management of water, as reflected in our Environmental Policy and Cultural Heritage Policy, which collectively guide our use of water. Through these policies, Novo has committed to ensuring water management planning is undertaken in collaboration and consultation with all relevant stakeholders.

We have committed to the development of a Water Management Standard in FY26. This is to ensure abstraction, use and discharge of water is done efficiently, and potential flooding is managed appropriately in order to minimise any potential impact from or to our operations.

Water Abstraction	FY22	FY23	FY24	FY25
Surface water Dam (ML)	110	0	0	0
Pit Water (ML)	755	109	0	0
Groundwater (ML)	1,052	233*	0	0
Total Abstraction ML & GL	1,917 ML or 1.9 GL	402 ML or 0.4 GL	0 ML/GL**	0 ML/GL***

*June 2023 data was estimated for groundwater.

** FY24 data is zero abstraction due to the cessation of operations and new focus on exploration activities.

*** FY25 data is zero abstraction due to exploration activities.

Looking Forward

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As we look forward to FY26 and beyond, our approach to sustainability will continue to be guided by our long-term growth strategy. As reflected in our sustainability roadmap, over the next year our focus will include the following:

- ✓ Continue to assess and manage our obligations.
- ✓ Continue to invest in and support the communities in which we operate.
- ✓ Undertake a review of our supply chain process.
- ✓ Undertake an assessment of our physical climate risks and opportunities.
- ✓ Continue to evolve our Environmental and Social Management System to ensure we have robust procedures in place to support the delivery of our goals as we bring on any new investment or operations.

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are the qualified persons, as defined in NI 43-101, who have reviewed, approved and verified the technical content of this presentation. They have sufficient experience, which is relevant to the style of mineralisation and activities being undertaken to qualify as a Competent Person as described by the JORC Code, 2012. They consent to the inclusion in this presentation of the matters based on their information in the form and context in which it appears. Dr. Hennigh is the Company's Non-Executive Co-Chairman and a director. Mrs. De Luca is the Company's General Manager – Exploration. Dr. Doyle is the Company's Exploration Manager – Victoria. Mr. Groves is the Company's Principal Geologist - Technical & Generative. Dr Dominy is a Technical Advisor to Novo. **Disclaimer:** No representation or warranty, express or implied, is made by the Company that the material contained in this presentation will be achieved or prove to be correct. Except for statutory liability which cannot be excluded, each of the Company, its directors, officers, employees, advisers and agents expressly disclaims any responsibility for the accuracy, fairness, sufficiency or completeness of the material contained in this presentation, or any opinions or beliefs contained in this document, and excludes all liability whatsoever (including in negligence) for any loss or damage which may be suffered by any person as a consequence of any information in this presentation or any error or omission there from. The Company is under no obligation to update or keep current the information contained in this presentation or to correct any inaccuracy or omission which may become apparent, or to furnish any person with any further information. Any opinions expressed in the presentation are subject to change without notice. **Reference to market announcements:** Novo confirms that it is not aware of any new information or data that materially affects the information included in the relevant market announcements referenced in this corporate presentation. **Unverified information:** This presentation may contain information (including information derived from publicly available sources) that has not been independently verified by the Company.

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