

Employee Share Plan | Generic Tax Summary - Australian Employees

This is not tax advice and we recommend you to obtain your own tax advice

Australian Employees

Employees who accept an Employee Share Plan Offer (**the offer**) to receive Northern Star Resources Ltd (**Northern Star** or **the Company**) shares (**the Shares**) and are a tax resident of Australia with reportable income¹ of:

- less than \$180,000, should not be taxed upon receipt of the Shares to the extent the Shares are worth \$1,000 or less at this time. To the extent the Shares are worth more than \$1,000 upon receipt, you will be subject to income tax on the amount that exceeds \$1,000; or
- greater than \$180,000, will incur a tax liability upon receipt of the Shares. Broadly, your tax will equate to the market value of the Shares upon receipt, multiplied by your marginal tax rate.

No tax will be withheld from your pay and therefore any tax that arises will become payable in your tax return.

The Shares will be reported in your employee share scheme statement which is uploaded by Automatic Group to your *myGov* account and reported to the Australian Taxation Office.

Australian Employees Working in the US

Certain employees may be faced with both Australian and US income tax on the Shares. Where this is the case, foreign income tax offsets or credits may be available to reduce any double taxation. The Company will assist you in this regard, and in-line with the Pogo Tax Policy.

Other Tax Information

Any dividends received in relation to the Shares will generally be taxable income².

Future sales of the Shares (after the relevant disposal restriction³ is released) may give rise to capital gains tax. Typically, capital gains will be taxable and capital losses will either reduce current year capital gains or be carried-forward and offset against future capital gains.

Employees living outside of Australia should seek personalised tax advice regarding any potential tax obligations in their country of residence.

We recommend you obtain your own tax advice.

¹ Includes the total of: taxable income; reportable fringe benefits; superannuation contributions; net investment losses

² Dividends may also have franking credits attached, which may be able to utilised

³ Unless your employment ceases earlier, the Shares are restricted from being sold, transferred, or disposed of for a period of 3 years as required by Australian taxation law in order for concessional Australian income tax treatment to be available