
15 September 2023

2023 Annual Report

The 2023 Annual Report for St Barbara Limited (ASX: SBM) (“**Company**”) is attached, as distributed to shareholders today.

The Annual Report complements, and should be read in conjunction with, information contained in the Company’s corresponding Corporate Governance Statement released today and available at www.stbarbara.com.au.

Authorised by

Board of Directors

For more information

Investor Relations

David Cotterell
*General Manager Business Development &
Investor Relations*

info@stbarbara.com.au

T: +61 3 8660 1959

M: +61 447 644 648

Media Relations

Paul Ryan / Michael Weir

Citadel-MAGNUS

M: +61 409 296 511 / +61 402 347 032



Annual Report 2023



We are St Barbara

An Australian based, ASX listed company with gold mining operations in Canada and Papua New Guinea.

We are driven by our values-led culture and adhere to our five commitments.

Our commitments



Safety Always



Empowered People, Diverse Teams



Stronger Communities



Growing Sustainably



Respecting the Environment

Our values

We act with honesty and integrity

We treat people with respect

We value working together

We deliver to promise

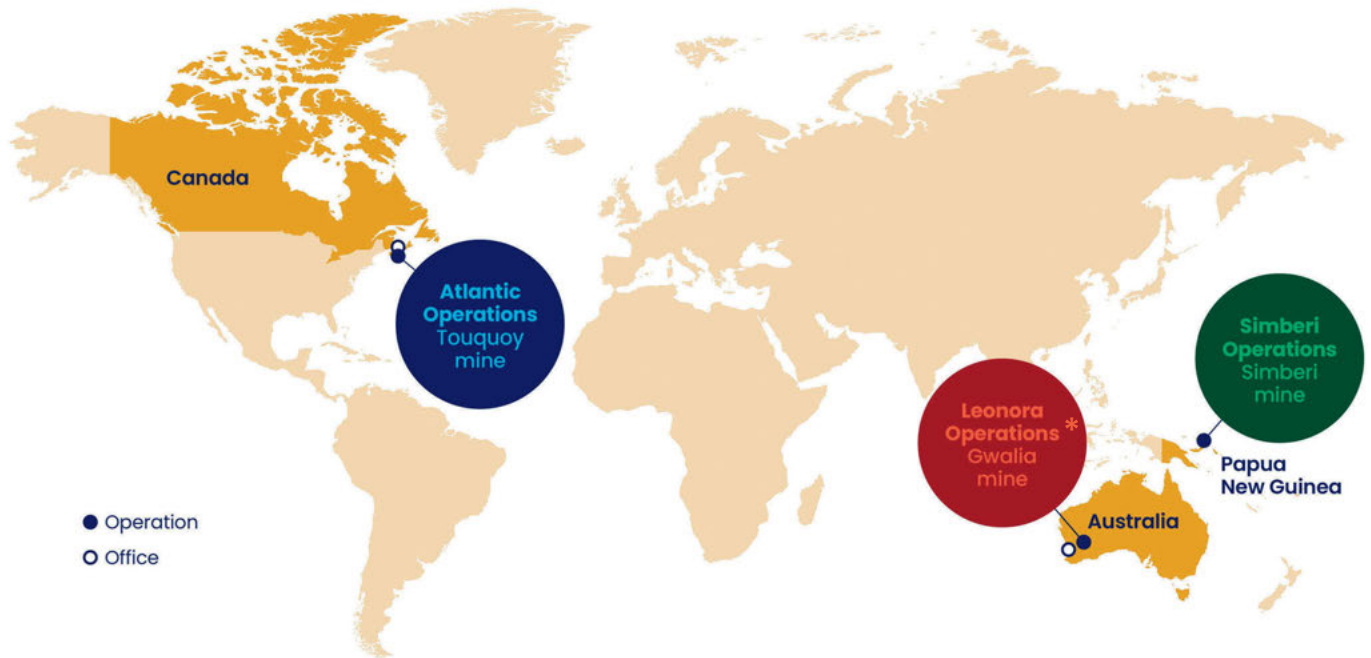
We strive to do better

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Our assets



* The sale of Leonora Operations was completed 30 June 2023

Leonora Operations	Simberi Operations	Atlantic Operations
Gwalia underground mine	Simberi open pit mine	Touquoy open pit mine
FY23 production	FY23 production	FY23 production
138 koz	78 koz	44 koz
The Leonora assets were sold to Genesis Minerals Limited on 30 June 2023 for total consideration of \$638 million	Achieved upper end of production guidance	Met production guidance
	Oxide mine life extended into FY26	Focused on Fifteen Mile stream as next production centre
	Sulphide drilling and updated studies to inform investment decision ahead of renewal of Mining Lease in FY28	Exploration potential at Cochrane Hill, Mooseland, Southwest and Coldboro East

Letter to our shareholders



We enter the new financial year focused on delivering value from our Simberi and Fifteen Mile Stream projects and the wider investment and exploration portfolio.

Dear shareholder

The 2023 financial year (FY23) was challenging and transformational, culminating in the sale of our Leonora Operations and delivering a significant capital return of \$268 million to St Barbara shareholders through Genesis Minerals shares.

Group performance for the year delivered solid results with production at the top end of guidance at 260,368 ounces and our All-in sustaining cost (AISC) below the bottom end of guidance at \$2,443 per ounce. We started FY24 in a strong financial position with \$294 million cash at bank^[1] and no debt.

Financial performance

We reported a statutory loss after tax of \$429 million for the year, including non-cash after tax impairments totaling \$376 million for Atlantic Operations and \$74 million for Simberi Operations.

The impairments for Atlantic were as a result of the delays in permitting approvals for our planned Beaver Dam mine and of in-pit tailings storage that would have extended production from the Touquoy processing facility, as well as an increase in anticipated reclamation costs. The impairment for Simberi relates to delayed development timing for the Simberi Sulphide Expansion Project.

Underlying loss after tax for the year was \$13 million with EBITDA (excluding significant items) of \$114 million. While Simberi and Atlantic Operations performed within the upper end of expectations for the year, the underlying performance for the Group reflects the performance at Leonora Operations which failed to recover during the year to the level of improvement in underground ore extraction rates required to offset the declining mine grade at Gwalia.

On 30 June 2023 we completed the sale of our Leonora Operations, repaid our debt facilities and ended the year with \$294 million cash at bank and no debt. Whilst tax on the profit of the sale and a portion of the transaction costs remained to be paid at year end, we are now well positioned to deliver on our plans to realise the development potential at both our Atlantic and Simberi Operations.

Operational performance

Operational challenges at Gwalia in the first half of the year impacted performance and altered the outlook for the financial year, with a downgrade in guidance issued in October 2022. The underground performance stabilised in the second half of the year and Leonora Operations finished the financial year with production above revised guidance at 138,050 ounces and AISC within guidance at \$2,521 per ounce. Delivery of the inaugural Mineral Resources and Ore Reserves Statement for Tower Hill also added 560koz to Ore Reserves.

Atlantic Operations delivered to guidance producing 43,998 ounces at an AISC of \$2,244 per ounce. During the first quarter, production at Atlantic was impacted by Post-Tropical Storm Fiona; the strongest storm recorded in Canadian history. While the site lost power, which impacted production, the site's advanced storm preparations resulted in no major damage to infrastructure and no environmental breaches.

Simberi Operations achieved the upper end of guidance with production of 78,320 ounces at an AISC of \$2,419 per ounce. In particular, Q4 delivered the best production in three years as a result of high grades from the Sorowar pit.

People and safety performance

Throughout the uncertainty of the year we maintained our focus on Safety Always. Zero harm is always our target.

We have robust health and safety system standards and training, and our Safety Always program continues to drive cultural change across the Group. Now in its third year, the program focuses on personal safety and empowers every employee to share personal stories about why safety is important to them.

[1] Cash includes \$47 million in relation to the Touquoy reclamation security bond and before tax payments on the sale of the Leonora Assets and transaction costs

Despite this continued focus on safety, our Total Recordable Injury Frequency Rate (TRIFR) increased from 3.4 in FY22 to 4.1 in FY23, with a number of injuries in the first four months of the year (including two lost time injuries). Encouragingly across the remainder of FY23 there were multiple months without a recordable injury. This is reflected in the TRIFR three month moving average of 3.7 to June 2023.

Our global exploration team continued their excellent safety performance and are now three years reportable injury free. At Atlantic, in recognition for their safety achievements, the team won the 2023 John T Ryan Regional East Safety Trophy for the Best Performance in Health and Safety in the Select Mines category from the Canadian Institute of Mining, Metallurgy and Petroleum.

As part of our continued commitment to diversity and inclusion we are an Employer of Choice for Gender Equality from Workplace Gender Equality Agency (WGEA) and remain focused on providing a safe and inclusive workplace for all employees.

FY24 priorities

Looking ahead, there are a number of priority areas for St Barbara: at both Atlantic and Simberi and also at a corporate level.

At Atlantic, the delays in permitting approval have resulted in early completion of low grade stockpile processing at Touquoy and that plant will be placed on care and maintenance. The priority is the standalone development of Fifteen Mile Stream with the relocation of the Touquoy processing plant confirmed as an attractive development option. As a result the Company has withdrawn existing permit applications relating to in-pit tailings at Touquoy and the previous development plans for Beaver Dam and Fifteen Mile Stream.

At Fifteen Mile Stream the Company plans to complete a Prefeasibility Study by November 2023, along with submission of new permitting applications once the revised project design is sufficiently advanced. Another area of focus is exploration drilling which is planned at Cochrane Hill, Goldboro East, Mooseland and Southwest.

An outcome of the Strategic Review of Simberi Operations was confirmation that the oxide mine life could extend to FY26. Focus areas for Simberi are the extension drilling to confirm mineralisation below the current pit outlines as well as conversion of mineralisation to be included in an update to our Mineral Resource and Ore Reserve in Q4 FY24. This information will be used to update the study work on the Sulphide Expansion Project and help inform the investment decision ahead of the Mining Lease renewal in FY28.

At a corporate level, the focus is on managing expenditure and a disciplined approach to capital management. Following the change in our operational footprint, we dramatically reduced our corporate function and undertook an organisational restructure. We now have a small, nimble leadership team focused on bringing our development projects to decision points as rapidly as possible.

New Leadership

During this transformational year there have been a number of Board and management changes. In November 2022 Mr Craig Jetson resigned as Managing Director and Chief Executive Officer and the Company moved quickly to appoint Mr Dan Lougher to the role to focus on stabilising the performance from Gwalia underground following the downgrade in production announced in October 2022. We thank Craig for his efforts particularly through the impacts of the global pandemic.

Mr Dan Lougher retired at the end of the financial year, following the completion of the sale of Leonora Operations, and we thank Dan for his leadership in the second half of the year with Gwalia meeting revised guidance and the successful conclusion of the Leonora transaction. Mr Andrew Strelein was appointed as Managing Director and CEO on 1 July 2023.

Ms Kerry Gleeson was appointed as Non-Executive Chair following the retirement of Mr Tim Netscher in April 2023. Tim served as Director and Chairman over multiple terms overseeing significant changes and challenges in that time and on behalf of the Board we thank Tim for his dedicated years of service.

In line with the Board's renewal process announced in April 2023, with a view to refreshing the Board while retaining some continuity to support the Group post the sale of Leonora, and following a review of the skills matrix, we appointed three new independent non-executive directors, Mr Mark Hine, Ms Joanne Palmer and Mr Warren Hallam, on 7 September 2023.

Mark, Joanne and Warren bring appropriate skills and complementary experience to the Board, particularly in project development and international operations.

In addition, as part of the Board renewal process, Mr David Moroney has indicated he will retire from the Board with effect on 31 December 2023. We take this opportunity to welcome Mark, Joanne and Warren to the Board and thank David for his contribution to St Barbara over the last eight years, including as Chair of Audit and Risk Committee.

Mr Mark Hine, Ms Joanne Palmer and Mr Warren Hallam will stand for election at the Company's Annual General Meeting on 25 October 2023. With these changes, we will continue to review the composition of the Board and maintain our commitment to best practice corporate governance

This financial year has been one of significant change for St Barbara. However, with a change of leadership and a new operational footprint we enter the new financial year ready to focus on delivering positive outcomes for our people, shareholders and communities.

On behalf of the Board, the leadership team and everyone at St Barbara, we would like to thank shareholders for your continued support. To St Barbara employees we thank you for all your hard work and commitment throughout this challenging year.



Kerry Gleeson
Independent Non-Executive Chair



Andrew Strelein
Managing Director & CEO

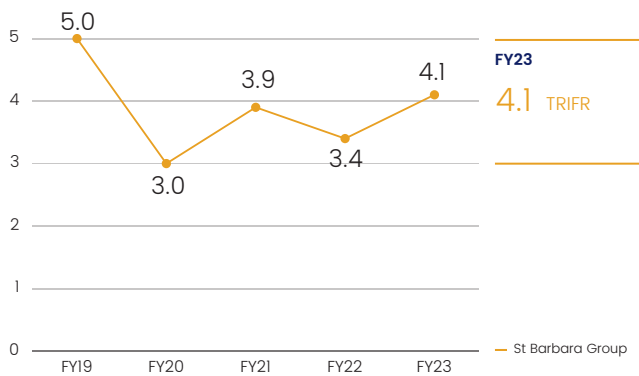


FY23 overview

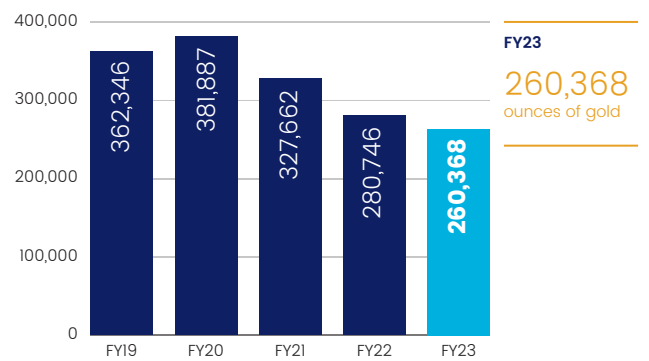
A year of transformation:

- Full year gold production of 260,368 ounces and AISC of \$2,443 per ounce
- Total Recordable Injury Frequency Rate of 4.1
- Sale of our Leonora Operations for a consideration of approximately \$638 million
- Cash of \$294 million and no debt as at 30 June 2023

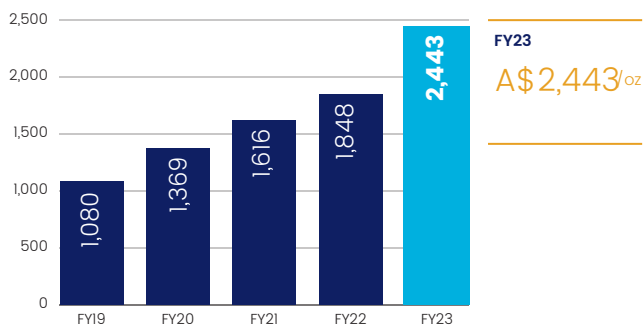
Total recordable injury frequency rate



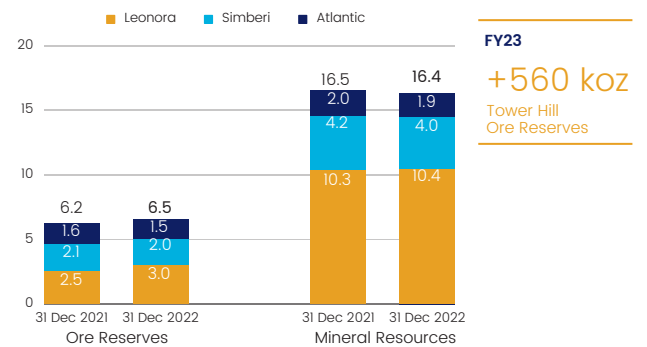
Gold production (ounces)



All-In Sustaining Cost (A\$/oz)



Ore Reserves and Mineral Resources (Moz)



Atlantic Operations

The Atlantic Operations are located approximately 80 kilometres northeast of Halifax in Nova Scotia, Canada. Open cut mining of the Touquoy open pit commenced in 2017, with commercial production commencing in March 2018.

The Fifteen Mile Stream Project, ~40 kilometres east-northeast of Touquoy, is being designed as a standalone operation and the next stage of development for the Atlantic Operations.



FY23 highlights

Safety performance: TRIFR

3.5

Gold production

44 koz

All-In Sustaining Cost

\$2,244 /oz

Mineral Resources

1.9 Moz

Ore Reserves

1.5 Moz

Leonora Operations

The Gwalia underground mine is located outside Leonora, 235 kilometres from Kalgoorlie-Boulder, Western Australia.

The Leonora Operations include the Gwalia 1.4mtpa processing plant and underground mine, as well as nearby development opportunities.



FY23 highlights

Safety performance: TRIFR

9.0

Gold production

138 koz

All-In Sustaining Cost

\$2,521 /oz

Mineral Resources

10.4 Moz

Ore Reserves

3.0 Moz

Simberi Operations

Simberi is an open cut mining operation situated on the northern most island of the Tabar Group, in New Ireland Province of Papua New Guinea.

The Sulphide Expansion Project is expected to extend Simberi's life by more than ten years. More than 90 percent of the workforce are from Simberi Island, the nearby Tabar Islands, and other parts of Papua New Guinea, meaning sustainable economic opportunities for local families.



FY23 highlights

Safety performance: TRIFR

1.2

Gold production

78 koz

All-In Sustaining Cost

\$2,419 /oz

Mineral Resources

4.0 Moz

Ore Reserves

2.0 Moz

Building a culturally diverse and inclusive St Barbara

Our goal is to provide an equitable workplace. We achieved in three critical areas during the year and continued making progress towards our other objectives during a year of transformation.

As we move into the new financial year, we will review and update our diversity objectives in line with our new strategic focus and operational footprint.

Objective	As at 30 June 2020	As at 30 June 2021	As at 30 June 2022	Target	By	As at 30 June 2023
1 Maintain the percentage of women on the board (including MD & CEO)	33%	33%	40%	33%	Ongoing	50%
2 Maintain nil gender pay gap for like-for-like roles	0%	0%	0%	0%	Ongoing	0%
3 Increase the proportion of women in the Australia workforce	26%	28%	26%	35%	30 June 2024	22%
4 Reduce the overall gender pay gap at Leonora Operations	12%	8%	7%	5%	30 June 2024	4%
5 Increase the proportion of Aboriginal employees in the Leonora Operations	3%	2%	1%	5%	30 June 2024	2%
6 Increase the proportion of women in the Leonora Operations	-	-	16%	20%	30 June 2024	13%
7 Increase the proportion of women in the Simberi Operations	15%	16%	16%	18%	30 June 2024	16%
8 Increase the proportion of women in the Atlantic Operations	19%	23%	21%	30%	30 June 2024	25%
9 Increase the proportion of First Nations employees in the Atlantic Operations	3%	2%	2%	5%	30 June 2024	2%

Our sustainability framework

The framework supports St Barbara's purpose, vision and business strategy which collectively focus on value creation for our stakeholders.

Environmental, social and corporate governance are central to our framework. We measure and report on our environmental, social, and economic performance, we govern our business via approved charters, policies and standards, and our code of conduct ensure we do the right thing - always.

Our purpose

We're here to create value in everything we do, for our people, our communities and our shareholders.

Our values

Our values guide us in our decision-making every day.

We act with honesty and integrity

We treat people with respect

We value working together

We deliver to promise

We strive to do better

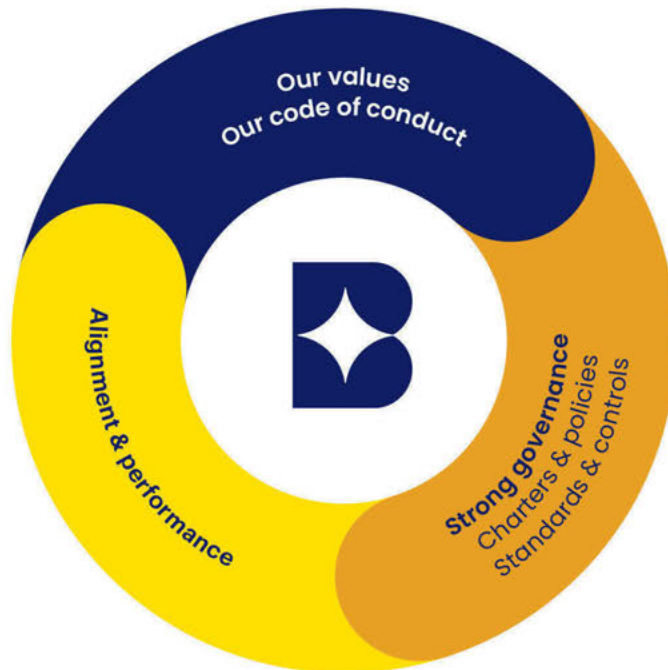
Our code of conduct

Sets out our purpose and vision, outlines how we work together, and sets expectations for our behaviour.

It explains the importance of our five values and commitments as we operate our business and care for and interact with each other, our suppliers, communities and third parties.

Alignment & performance

We optimise our alignment and performance to our governance settings, industry standards, and internal commitments, targets and goals. We regularly report our performance to our stakeholders.



Strong governance

A cascading set of charters, policies, standards, and controls ensures appropriate governance. Endorsed by the Board, these lay out our Group-wide requirements and expectations and explain what we must do in practice. This approach is supported at an operational level with local procedures specific to risks and our business in those areas.

Our commitments

Our approach to sustainability is guided by our five Group-wide commitments



**Safety
Always**



**Empowered People
Diverse Teams**



**Stronger
Communities**



**Respecting the
Environment**



**Growing
Sustainably**

Our sustainability and climate change targets will be reviewed and updated to reflect the change in our operational footprint.

Directors and Financial Report

30 JUNE 2023





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Directors' Report

Directors

The Directors present their report on the "St Barbara Group", consisting of St Barbara Limited and the entities it controlled at the end of, or during, the financial year ended 30 June 2023.

The following persons were Directors of St Barbara Limited at any time during the year and up to the date of this report:

- T C Netscher (retired 28 April 2023)
Non-Executive Chair
- K J Gleeson
Non-Executive Chair (appointed 28 April 2023)
Non-Executive Director
- D Lougher (appointed 28 November 2022)
(retired 30 June 2023)
Managing Director & CEO
- A Strelein (appointed 1 July 2023)
Managing Director & CEO
- C A Jetson (resigned 28 November 2022)
Managing Director & CEO
- S E Loader
Non-Executive Director
- D E J Moroney
Non-Executive Director

The qualifications, experience and special responsibilities of the Directors in office are presented on page 15.

Principal activities

During the year the principal activities of the Group were mining and the sale of gold, mineral exploration and development. There were no significant changes in the nature of activities of the Group during the year.



Overview of group results

The consolidated results for the year are summarised as follows:

	2023 \$'000	2022 \$'000
EBITDA ⁽³⁾⁽⁶⁾	(416,933)	(32,427)
EBIT ⁽²⁾⁽⁶⁾	(523,792)	(192,226)
Loss before tax ⁽⁴⁾	(534,736)	(196,626)
Statutory loss⁽¹⁾ after tax	(429,199)	(160,821)
Total net significant items after tax ⁽⁷⁾	(416,447)	(184,919)
EBITDA ⁽⁶⁾ (excluding significant items)	113,779	197,244
EBIT ⁽⁶⁾ (excluding significant items)	6,920	37,445
(Loss)/profit before tax (excluding significant items)	(4,024)	33,045
Underlying net profit/(loss) after tax⁽⁵⁾⁽⁶⁾	(12,752)	24,098

Details of significant items (excluding the operating profit after tax from discontinued operations) included in the statutory profit/(loss) for the year are reported in the table below. Descriptions of each item are provided in Note 3 to the Financial Report.

	2023 \$'000	2022 \$'000
Call option fair value movements	-	(2,488)
Building Brilliance transformation	-	(3,641)
Expected Credit Loss	(26,262)	-
Impairment loss on assets	(588,534)	(223,542)
Corporate redundancies	(2,649)	-
Profit on sale of Leonora assets	86,733	-
Significant items before tax	(530,712)	(229,671)
Tax effect of impairment	138,045	64,827
Tax effect of profit on sale of Leonora	(26,020)	-
Tax effect of other items	8,674	1,814
Tax losses de-recognised	(6,434)	(21,889)
Significant items after tax	(416,447)	(184,919)

(1) Statutory loss is net loss after tax attributable to owners of the parent.

(2) EBIT is earnings before interest revenue, finance costs and income tax expense.

(3) EBITDA is EBIT before depreciation and amortisation.

(4) Profit/(loss) before tax is earnings before income tax expense.

(5) Underlying net profit after income tax is net profit after income tax ("statutory profit") excluding significant items as described in Note 3 to the consolidated financial statements.

(6) EBIT, EBITDA and underlying net profit after tax are non-IFRS financial measures, which have not been subject to review or audit by the Group's external auditors. These measures are presented to enable understanding of the underlying performance of the Group by users.

(7) Total significant items after tax exclude the after tax operating profit from discontinuing operations

The Group's underlying net loss after tax of \$12,752,000 reflects the results from all three operations during the year (Leonora, Simberi and Atlantic). While Simberi returned a gross profit in the 2023 financial year (compared with a gross loss generated in 2022 as a result of only operating for the last six months following the shutdown arising from the deep sea tailings placement (DSTP) pipeline failure in May 2021), the decline in the underlying loss compared with the prior year is largely driven by lower operating profit from Atlantic and Leonora operations as a result of lower production at both operations, together with higher mine operating costs such as diesel and reagents.

The asset sale of the Leonora operation to Genesis Minerals Limited was completed on the 30 June 2023 resulting in a pre-tax \$86,733,000 profit on sale.

Atlantic Operations announced in July 2023 that due to the inability to obtain permits for in-pit tailings deposition within a reasonable time, the operations will move to care and maintenance by the end of September 2023.

The key results for the year were:

- Statutory net loss after tax of \$429,199,000 (2022: loss of \$160,821,000) after recognising an after-tax impairment write off in relation to the Atlantic and Simberi cash generating units of \$450,489,000 partially offset by an after-tax profit on sale of Leonora of \$60,713,000;
- Production for the Group totalled 260,368 ounces (2022: 280,746 ounces);
- EBITDA loss of \$416,933,000 (2022: \$32,427,000 loss) reflecting the significant impact of the impairment write off in Atlantic and Simberi and lower operating results at Leonora and Atlantic;
- Cash contribution from operations (including discontinued operations) of \$75,437,000 (2022: \$77,180,000) after sustaining and growth capital totalling \$87,102,000 (2022: \$129,485,000). Lower cash contribution at Leonora and Atlantic was due to reduced production, and higher operating costs. This was offset by Simberi's return to positive cash contribution compared with the prior corresponding period when the DSTP pipeline was being rebuilt, and a higher gold price realised across the group in the current year;
- No dividends were declared or paid in relation to the 2023 or 2022 financial years.

The material increase in cash to a closing balance of \$247,037,000 was due to the cash contribution from operations of \$75,437,000 plus the receipt of cash proceeds of \$371,596,000 from the sale of the Leonora asset. These inflows were offset by cash payments of \$159,196,000 to close out the syndicated debt facilities and \$4,495,000 to repay lease liabilities relating to equipment used at Leonora. Other cash outflows included corporate and exploration activities, as well as payments for financing, tax, and royalties.

The closing cash balance excludes cash on deposit for restricted funds of \$46,907,000 provided as security for letters of credit issued for the Atlantic reclamation bond. These restricted funds are classified under "trade and other receivables" in the Balance Sheet.

Total interest-bearing liabilities at 30 June 2023 were \$12,875,000 (2022: \$171,638,000), including leases associated with 'right-of-use' assets of \$3,938,000 (2022: \$8,537,000) and finance leases of \$7,497,000 (2022: \$18,627,000). The decrease against the prior year is a result of the repayment of syndicated debt facility (2022: balance of \$140,083,000) and the repayment of the Australian finance leases.



Impact of COVID-19

The business has transitioned to a “COVID-19 normal” approach to management of identified cases within the operations or waves of illness. At all sites, the business promoted uptake in vaccination programs and application of key controls, including the use of masks, physical distancing, good hygiene practices, testing for illness and self-isolation. These controls are now standard in our response to an escalation of risk.

At Simberi, a new COVID-19 wave in November 2022 prompted the reintroduction of testing and the reintroduction of masks to help protect the community and personnel working at the site. The sites remain vigilant of the risk and the approach now implemented demonstrates the flexibility and agility of the sites to respond to local impacts of COVID-19. All sites are well positioned to respond at a local level, with plans in place to support and manage the impacts of COVID-19.

Overview of operating results

The table below provides a summary of the profit before tax from St Barbara Group operations.

\$'000	Simberi		Atlantic		Continuing operations		Leonora (discontinued operations)	
	2023	2022	2023	2022	2023	2022	2023	2022
Revenue	205,569	59,367	118,283	141,905	323,852	201,272	373,570	479,073
Mine operating costs	(171,871)	(87,573)	(93,590)	(84,618)	(265,461)	(172,191)	(269,886)	(242,368)
Gross profit	33,698	(28,206)	24,693	57,287	58,391	29,081	103,684	236,705
Royalties	(5,047)	(1,632)	(2,363)	(2,834)	(7,410)	(4,466)	(13,566)	(21,023)
EBITDA	28,651	(29,838)	22,330	54,453	50,981	24,615	90,118	215,682
Depreciation and amortisation	(13,519)	(13,068)	(32,653)	(68,717)	(46,172)	(81,785)	(58,942)	(73,547)
Profit from operations⁽¹⁾	15,132	(42,906)	(10,323)	(14,264)	4,809	(57,170)	31,176	142,135

(1) Excludes impairment and other write offs, corporate costs, exploration expenses, interest and tax and is non-IFRS financial information, which has not been subject to review or audit by the Group's external auditors.

The table below provides a summary of the cash contribution from St Barbara Group cash generating units.

\$'000	Simberi		Atlantic		Continuing operations		Leonora (discontinued operations)	
	2023	2022	2023	2022	2023	2022	2023	2022
Operating cash contribution	23,971	(70,532)	37,485	48,534	61,456	(21,998)	101,083	228,663
Capital - sustaining	(5,156)	(10,810)	(6,475)	(8,142)	(11,631)	(18,952)	(50,351)	(49,588)
Cash Contribution ⁽¹⁾	18,815	(81,342)	31,010	40,392	49,825	(40,950)	50,732	179,075
Growth capital ⁽²⁾	(2,187)	(43,732)	(10,845)	(10,316)	(13,032)	(54,048)	(12,088)	(6,897)
Cash contribution after growth capital	16,628	(125,074)	20,165	30,076	36,793	(94,998)	38,644	172,178

(1) Cash contribution is non-IFRS financial information, which has not been subject to review or audit by the Group's external auditors. This measure is provided to enable an understanding of the cash generating performance of the operations. This amount excludes corporate royalties paid, taxation and growth capital.

(2) Growth capital at Simberi represents expenditure associated with the sulphides project. At Atlantic growth capital represents expenditure associated with capitalised exploration, permitting costs and near mine studies projects in the Moose River Corridor. Growth capital at Gwalia represents mainly projects with the Leonora province Plan and Bardoc.

Operating profit before tax

Profit from operations (including discontinued operations) of \$35,985,000 (2022: \$84,965,000) was impacted by a lower contribution from Leonora and Atlantic, partially offset by a higher contribution from Simberi and the average gold price.

Total production for the Group in the 2023 financial year was 260,368 ounces of gold (2022: 280,746 ounces), and gold sales amounted to 259,416 ounces (2022: 276,412 ounces) at an average gold price of \$2,683 per ounce (2022: \$2,457 per ounce). The lower production compared to the prior period was attributable to lower production at Leonora and Atlantic partially offset by Simberi.

In the comparative period, Simberi was not producing while the DSTP pipeline was being re-established impacting production, costs and capital expenditure required.

Consolidated All-In Sustaining Cost (AISC) for the Group was \$2,443 per ounce in 2023 (2022: \$1,848 per ounce), reflecting the impact of lower Group production, rising input costs, and the high fixed cost profile of expenditure at the operations.

The decrease in the depreciation and amortisation for the Group is due to lower production at Leonora and Atlantic.

Operating cash contribution

Total net cash contribution from the operations (including discontinued operations) after growth capital of \$75,437,000 (2022: \$77,180,000).

The lower cash contribution from the operations was due to reduced production and higher costs, offset by the higher average gold price realised and lower Simberi capital expenditure. Capital expenditure at Simberi in the period was lower than the comparative period due to the construction and commissioning of the DSTP pipeline, waste movement, and mining fleet improvements which occurred in the prior corresponding period.



Analysis of Leonora Operations (discontinued operations)

Total sales revenue from the Leonora Operations of \$373,570,000 (2022: \$479,073,000) was generated from sales of 137,736 ounces (2022: 192,471 ounces) in the year at an average achieved gold price of \$2,708 per ounce (2022: \$2,486 per ounce).

During the year 18,000 ounces were delivered to gold forward contracts, with revenue realised at the forward strike price of A\$2,863 per ounce.

A summary of production performance for the year ended 30 June 2023 is provided in the table below.

Details of 2023 production performance

	Leonora Operations	
	2023	2022
Underground ore mined (kt)	722	727
Grade (g/t)	5.19	7.30
Ore milled (kt)	975	1,027
Grade (g/t)	4.59	6.0
Recovery (%)	96	97
Gold production (oz.)	138,050	191,459
Gold sales (oz.)	137,736	192,471
Cash cost ⁽¹⁾ (A\$/oz.)	1,933	1,206
All-In Sustaining Cost (AISC) ⁽²⁾ (A\$/oz.)	2,521	1,717

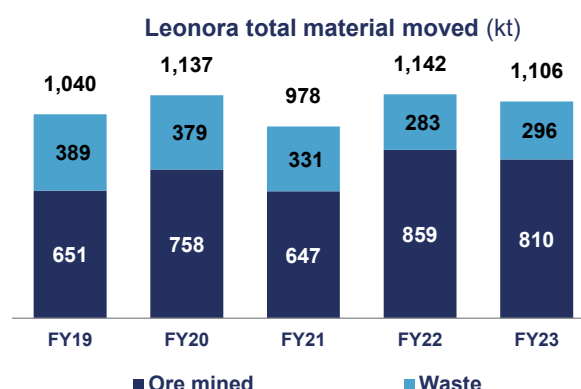
(1) Cash operating costs are mine operating costs including government royalties, and after by-product credits. This is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. AISC is based on cash operating costs and adds items relevant to sustaining production. It includes some, but not all, of the components identified in the World Gold Council's Guidance Note on Non-GAAP Metrics – All-In Sustaining Costs and All-In Costs (June 2013), which is a non-IFRS financial measure.

(2) All-In Sustaining Cost (AISC) is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. AISC is based on cash operating costs and adds items relevant to sustaining production. It includes some, but not all, of the components identified in the World Gold Council's Guidance Note on Non-GAAP Metrics – All-In Sustaining Costs and All-In Costs (June 2013), which is a non-IFRS financial measure.

Leonora produced 138,050 ounces of gold in 2023 (2022: 191,459 ounces), including 15,252 ounces recovered from ore purchased from Linden Gold Alliance. The lower gold production in the year was attributable to lower grade and mined tonnes sent to the mill.

Underground ore mined in the period was lower at 722,000 tonnes (2022: 727,000 tonnes) due to ineffective stope blasts, lower mobile equipment availability as a result of maintenance staff shortages, and COVID-19 absenteeism. The decrease in tonnes mined was exacerbated by lower grade material mined.

The following figure shows total tonnes moved, including ore, mineralised development, waste over the past five years.



Ore mined grade was lower at 5.19 grams per tonne (2022: 7.3 grams per tonne). The Leonora mill continued to perform consistently, with the average recovery at 96% (2022: 97%). The lower processed grade of 4.59 grams per tonne (2022: 6.0 grams per tonne) was due to lower mined grade and processing lower grade purchased ore.



Leonora unit cash cost ⁽¹⁾ for the year was \$1,933 per ounce (2022: \$1,206 per ounce). The higher unit operating cost in the 2022 financial year was due to the proportionally high fixed cost profile, higher input costs including processing consumables, reagent, diesel and gas costs and lower production driven by lower mining tonnes and grade. Similarly, All-In Sustaining Cost (AISC)⁽²⁾ for Leonora was higher at \$2,521 per ounce in 2023 (2022: \$1,717 per ounce), with the sustaining capital expenditure stable year on year. Total cash operating costs at Gwalia were \$266,851,000 (2022: \$230,900,000).

Leonora generated net cash flows in 2023 of \$38,644,000 (2022: \$172,178,000), after sustaining and growth capital. The lower cash contribution from Leonora was due to lower production and higher operating costs. Sustaining capital in 2023 was stable at \$50,351,000 (2022: \$49,588,000), consisting primarily of capital mine development of \$45,361,000 (2022: \$42,909,000) and mine infrastructure of \$3,146,000 (2022: \$2,298,000). Capital development costs were higher despite development meters being lower at 4,107 (2022: 4,630) due to higher input costs.

Growth capital in 2023 was a total of \$12,088,000 (2022: \$6,897,000), consisting mainly of capital projects within the underground mine and the project feasibility work associated with the Leonora Province Plan and Bardoc.



Analysis of Simberi Operations

Total sales revenue from Simberi in 2023 was \$205,569,000 (2022: \$59,367,000), generated from gold sales of 75,183 ounces (2022: 22,762 ounces) at an average achieved gold price of A\$2,724 per ounce (2022: A\$2,591 per ounce).

Gold production in 2023 of 78,320 ounces (2022: 28,136 ounces) was significantly higher compared with the prior period due to the temporary break in operations in FY2022 while the DSTP pipeline was re-established. Mined grade in 2023 of 1.07g/t was lower than prior period as a result of the mine plan moving into lower grade areas.

A summary of production performance at Simberi for the year ended 30 June 2023 is provided in the table below.

Details of 2023 production performance

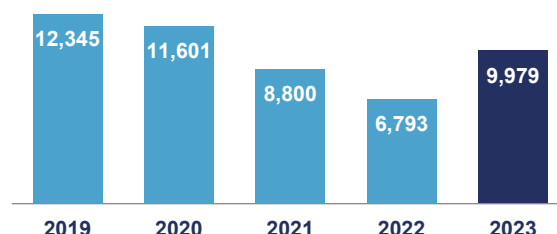
	Simberi Operations	
	2023	2022
Open pit ore mined (kt)	2,607	1,471
Grade (g/t)	1.07	1.14
Ore milled (kt)	2,422	1,205
Grade (g/t)	1.23	1.07
Recovery (%)	81	70
Gold production (oz.)	78,320	28,136
Gold sales (oz.)	75,183	22,762
Cash cost ⁽¹⁾ (A\$/oz.)	2,213	2,841
All-In Sustaining Cost (AISC) ⁽²⁾ (A\$/oz.)	2,419	3,017

(1) Cash operating costs are mine operating costs including government royalties, and after by-product credits. This is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. It is presented to provide meaningful information to assist management, investors and analysts in understanding the results of the operations. Cash operating costs are calculated according to common mining industry practice using The Gold Institute (USA) Production Cost Standard (1999 revision).

(2) All-In Sustaining Cost (AISC) is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. AISC is based on cash operating costs and adds items relevant to sustaining production. It includes some, but not all, of the components identified in the World Gold Council's Guidance Note on Non-GAAP Metrics – All-In Sustaining Costs and All-In Costs (June 2013), which is a non-IFRS financial measure.

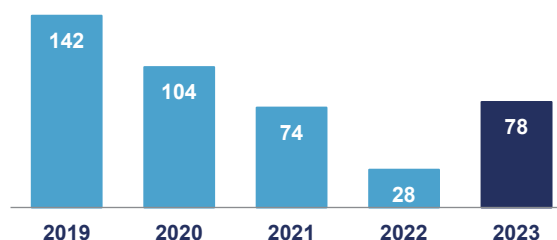
Ore mined in 2023 totalled 2,607,000 tonnes (2022: 1,471,000 tonnes). Waste material moved in 2023 was 7,372,000 tonnes (2022: 5,322,000 tonnes). In the comparative period Simberi did not produce gold in the first half of the year as a result of the mill shut down while the DSTP pipeline was being replaced.

Simberi annual total material mined (kt)



Ore milled during the year totalled 2,422,000 tonnes (2022: 1,205,000 tonnes). The recovery performance of the Simberi mill for the year was an average of 81% (2022: 70%), with the increase attributable to the increased availability of clean oxide ore and due to sulphide ore treated in the first quarter of FY2022.

Simberi Operations gold production (koz)



Simberi unit cash operating cost for the year was \$2,213 per ounce (2022: \$2,841 per ounce). The unit All-In Sustaining Cost (AISC) for Simberi for the year was \$2,419 per ounce (2022: \$3,017 per ounce), which reflected the impact of higher production partially offset by higher consumable and reagent costs. Total cash operating costs at Simberi during 2023 were higher than the prior year at \$173,322,000 (2022: \$79,934,000) due to the impact of higher mining activity and mill throughput.

In 2023 Simberi generated net cash flows of \$16,628,000 (2022: outflows \$125,074,000), after sustaining and growth capital expenditure. Sustaining capital expenditure of \$5,156,000 (2022: \$10,810,000) included plant structural replacement, new compressors and carbon safety screens, while the prior year included capitalisation of mining and processing costs whilst the DSTP pipeline repairs were underway. Growth capital of \$2,187,000 (2022: \$43,732,000) was substantially lower with the prior period expenditure relating to re-establishing the DSTP pipeline and the feasibility studies for the sulphides project.



Analysis of Atlantic Operations

Total sales revenue from Atlantic Operations in 2023 was \$118,283,000 (2022: \$141,905,000), generated from gold sales of 46,497 ounces (2022: 61,179 ounces) at an average achieved gold price of A\$2,542 per ounce (2022: A\$2,318 per ounce). During the year 25,010 ounces of gold sales were delivered to gold call options, with revenue realised at the call option strike price of C\$2,050 per ounce.

A summary of production performance at Atlantic Operations for the year ended 30 June 2023 is provided in the table below.

Details of 2023 production performance

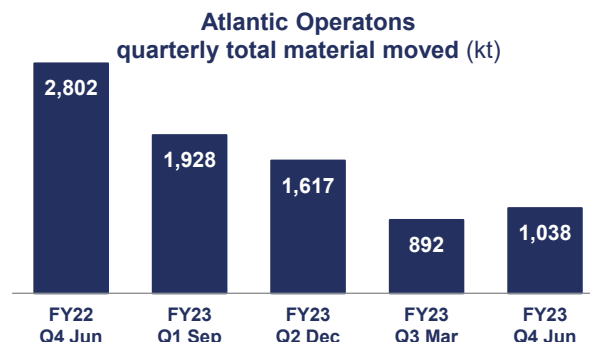
	Atlantic Operations	
	2023	2022
Open pit ore mined (kt)	960	2,217
Grade (g/t)	0.54	0.66
Ore milled (kt)	2,746	2,755
Grade (g/t)	0.55	0.75
Recovery (%)	90	92
Gold production (oz.)	43,998	61,151
Gold sales (oz.)	46,497	61,179
Cash cost ⁽¹⁾ (A\$/oz.)	1,917	1,476
All-In Sustaining Cost (AISC) ⁽²⁾ (A\$/oz.)	2,244	1,720

(1) Cash operating costs are mine operating costs including government royalties, and after by-product credits. This is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. It is presented to provide meaningful information to assist management, investors and analysts in understanding the results of the operations. Cash operating costs are calculated according to common mining industry practice using The Gold Institute (USA) Production Cost Standard (1999 revision).

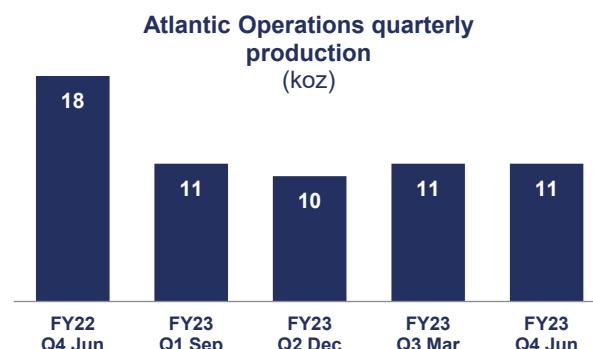
(2) AISC is a non-IFRS financial measure that has not been subject to review or audit by the Group's external auditors. It is presented to provide a meaningful measure by which to assess the total sustaining cash cost of operation. It is calculated in accordance with the World Gold Council's Guidance Note on Non-GAAP Metrics – All-In Sustaining Costs and All-In Costs (June 2013).

Atlantic operations production for the year was 43,998 ounces (2022: 61,151 ounces). In-pit mining ceased in February, at which time the operation commenced processing historic stockpiles. Additionally, production was impacted by lower processed grade from the material available in the stockpiles.

Total ore and waste material moved in the year was 2,847,000 tonnes (2022: 6,220,000 tonnes), which included total ore mined of 960,000 tonnes (2022: 2,217,000 tonnes) at an average grade of 0.54 grams per tonne (2022: 0.66 grams per tonne). Additionally, in-pit rehandling totalled 2,628,000 tonnes in the year (2022: 3,456,000 tonnes).



Ore milled was 2,746,000 tonnes in the year (2022: 2,755,000 tonnes) at a grade of 0.55 grams per tonne (2022: 0.75 grams per tonne) and recovery of 90% (2022: 92%). Grade and recoveries were impacted by the completion of in-pit mining and the planned processing of lower grade historic stockpile material.



Atlantic operations unit cash operating cost for the year was \$1,917 per ounce (2022: \$1,476 per ounce), with the increase due to lower production and higher input costs. The unit AISC was \$2,244 per ounce for the year (2022: \$1,720 per ounce), which reflected the cash operating cost partially offset by lower sustaining capital. Total cash operating costs for the year were \$84,344,000 (2022: \$90,259,000).

In the year, Atlantic operations generated net cash flows of \$20,165,000 (2022: \$30,076,000), after sustaining capital of \$6,475,000 (2022: \$8,142,000) and growth capital expenditure of \$10,845,000 (2022: \$10,316,000). Sustaining capital was mainly related to work on the Tailings Management Facility. Growth capital was related to studies associated with the development projects at Beaver Dam, Fifteen Mile Stream and Cochrane Hill.

The Touquoy operation will go into care and maintenance in the first half of FY2024 due to the inability to obtain permits for in-pit tailings deposition within a reasonable time.



Discussion and analysis of the consolidated comprehensive income statement

Revenue

Total revenue (excluding discontinued operations) increased from \$201,272,000 in 2022 to \$323,852,000 in 2023 due to higher production and gold sales at Simberi, which was operational for the full year, and higher average realised gold price of A\$2,683 per ounce (2022: A\$2,462 per ounce) across the Group. This was partially offset by lower production and gold sales at Atlantic.

Mine operating costs

Mine operating costs in relation to continuing operations in 2023 were \$265,461,000 compared with \$172,191,000 in the prior year. The higher operating costs were mainly attributable to Simberi being operational for the full year compared with being non-operational for the first half of 2022 while the DSTP pipeline was being re-established. Additionally, higher diesel and reagent costs impacted the cost base across the Group.

Other revenue and income

Interest revenue was \$2,590,000 in 2023 (2022: \$1,619,000), earned on the Linden Gold loan and cash held during the year. The higher interest revenue compared to 2022 was due to higher interest rates.

Other income was \$4,107,000 for the year (2022: \$587,000) included insurance claims on the DSTP pipeline failure and recovery at Simberi.

Exploration and evaluation

Total exploration and evaluation expenditure (excluding discontinued operations) during the year amounted to \$20,632,000 (2022: \$42,605,000), with an amount of \$11,764,000 (2022: \$28,965,000) capitalised. Capitalised exploration related to project evaluation in the Moose River Corridor at Atlantic and the Sulphide project at Simberi. Exploration expenditure expensed in the income statement in the year was \$8,868,000 (2022: \$13,640,000).

Corporate costs

Corporate costs for the year of \$26,506,000 (2022: \$31,686,000) comprised mainly expenses relating to the corporate office and compliance costs. Expenditure in 2023 was lower than prior year as a result of a cost reduction program and restructuring. Corporate redundancy costs of \$2,649,000 were incurred as a result of the rationalisation of the Group office footprint and the reduction in required services arising from the sale of Leonora.

Royalties

Royalty expenses for continuing operations were \$7,410,000 (2022: \$4,466,000). Royalties paid in Papua New Guinea are 2.5% of gold revenues earned from the Simberi mine. Royalties paid in Canada (Nova Scotia) are 1% of gold revenues due to the Province, plus a 1% royalty on gold revenues to third parties. Royalties are calculated on gold sales at the relevant spot gold prices. The higher royalty expense in the year was due to higher gold revenue in Simberi.

Depreciation and amortisation

Depreciation and amortisation (excluding discontinued operations) of fixed assets, capitalised mine development and mineral rights amounted to \$47,917,000 (2022: \$86,252,000) for the year. Depreciation and amortisation attributable to Simberi was \$13,519,000 (2022: \$13,068,000), including \$515,000 relating to 'right-of-use' assets (2022: \$478,000). Atlantic expensed an amount of \$32,653,000 (2022: \$68,717,000), including \$273,000 relating to 'right-of-use' assets (2022: \$239,000). Atlantic amortisation was lower due to lower production and the impact of the impairments recorded at 30 June 2022 and 31 December 2022.

Share based payments

Share based payments of \$2,170,000 (2022: \$1,123,000) relate to the amortisation of employee benefits under the performance rights plan (refer to Note 19).

Other expenses

Other expenditure of \$1,790,000 (2022: \$3,641,000) comprised the disposal and write off of physical and capitalised assets. Prior year expenditure included the cost of the Building Brilliance program.

Impairment of assets

Impairment in relation to the Simberi and Atlantic cash-generating units (CGU) were recognised as at 30 June 2023 (including \$494,202,000 recognised at 31 December 2022) amounting to a pre-tax charge of \$588,534,000 (2022: \$223,542,000 impairment of Atlantic). The total impairment value comprised \$74,174,000 in relation to Simberi, and \$514,360,000 in relation to Atlantic. The non-cash impairment charge was taken as the carrying value of the CGUs exceeded their recoverable amount. Refer to Note 8 of the financial statements for further information.

Finance costs

Finance costs in the year were \$13,534,000 (2022: \$6,019,000) and comprised interest paid of \$9,854,000 (2022: \$3,265,000) and undrawn facility fees of \$1,367,000 (2022: \$1,742,000) on the syndicated facility. The increase in interest was a result of an additional draw down on the Australian tranche of the syndicated facility during the year of \$20,000,000 as well as higher interest rates. Finance costs also included interest paid on finance leases of \$841,000 (2022: \$706,000) including 'right-of-use' assets lease liabilities expense. Borrowing costs relating to banking facilities and guarantee fees were \$407,000 (2022: \$306,000). An expense of \$1,065,000 (2022: nil) was recognised in relation to the unwinding of the discount applied to the rehabilitation provision for 2023.

Net foreign exchange gain

A net foreign exchange gain of \$4,484,000 was recognised for the year (2022: net gain of \$1,829,000). The foreign exchange gain related to movements in exchange rates associated with US dollar and Canadian dollar bank accounts and intercompany balances.

Gold instrument fair value adjustments

A net movement in the fair value of gold call options amounted to a gain of \$8,039,000 (2022: gain of \$6,371,000) as the call options, which were associated with the Atlantic operations, fully matured during the year.



Income tax

An income tax credit for continuing operations of \$138,730,000 was recognised for the year (2022: tax credit of \$76,085,000), which comprised an income tax expense of \$9,331,000 for the Papua New Guinea (PNG) operations (2021: \$5,922,000 tax credit) and an income tax credit of \$142,484,000 (2022: \$70,094,000 tax credit) for the Canadian operations and an income tax benefit of \$5,577,000 in relation to Australia (excluding discontinued operations) (2022: \$14,274,000 tax credit).

The income tax credit for the Canadian operations relates to the tax effect of the impairment write off in the income statement. A deferred tax asset of \$5,479,000 in PNG was not recognised on the basis of the sulphides project was deferred following the strategic review of the operation.

Discontinued operations

Total revenue at Leonora decreased from \$479,073,000 in 2022 to \$373,570,000 in 2023 due to lower production and gold sales partially offset by higher average realised gold prices.

Higher mine operating costs of \$269,886,000 (2022: \$242,368,000) were attributable to higher tonnes mined and ore processed as well as higher input costs, namely diesel and processing reagents.

Exploration expenditure expensed in the year was \$7,265,000 (2022: \$7,879,000).

Royalty expense at Leonora for the year was \$13,566,000 (2022: \$21,023,000). Royalties paid in Western Australia are 2.5% of gold revenues, plus a corporate royalty of 1.5% of gold revenues. The decrease was attributable to lower gold revenue in the year.

Depreciation and amortisation of fixed assets and capitalised mine development amounted to \$58,942,000 (2022: \$73,547,000) and included \$1,301,000 relating to right of use assets (2022: \$1,301,000).

Discussion and analysis of the consolidated cash flow statement

Operating activities

Cash flows from operating activities for the year were \$51,900,000 (2022: \$87,656,000), reflecting the impact of lower production at Atlantic and Leonora and higher operating costs across all operations partly offset by higher average realised gold prices and higher production at Simberi due to being operational for the full year.

Receipts from customers in the year were \$701,448,000 (2022: \$687,645,000), reflecting the impact of higher gold sales from Simberi and the higher average realised gold price despite lower production from Atlantic and Leonora.

Payments to suppliers and employees were \$607,706,000 (2022: \$545,301,000), driven higher by Simberi being operational for the full year as well as increased consumable, reagents and labour costs across all operations.

Payments for exploration expensed in the year amounted to \$16,133,000 (2022: \$21,519,000), which related to exploration activities in the Leonora province and near mine activities in Simberi and Nova Scotia.

Interest received was \$1,112,000 (2022: \$251,000). Interest paid in the year totalled \$9,118,000 (2022: \$5,713,000), which

was higher than the prior period due to the draw down of \$20,000,000 of the Australian tranche of the syndicated facility during the year, as well as interest rate increases. The syndicated debt facility comprising AUD and CAD tranches was repaid in full utilising proceeds of the Leonora asset sale.

Income tax payments totalled \$10,229,000 (2022: \$26,514,000). The decrease in tax payments reflects the decrease in operational contributions. A stamp duty payment of \$7,067,000 was also paid in the year in relation to the acquisition of Bardoc Gold Limited in April 2022.

Investing activities

Net cash flows used in investing activities was an inflow of \$285,891,000 (2022: \$170,011,000 outflow) for the year. Investing activities in the year included cash received on the sale of Leonora assets for \$371,596,000, mine development expenditure of \$52,371,000 (2022: \$46,140,000) and property, plant and equipment of \$21,570,000 (2022: \$63,694,000). In the prior year, investing activities also included the investments in Kin Mining (\$25,401,000) and acquisition costs for NS Gold Corporation (\$8,912,000) and Bardoc Gold Limited (\$3,865,000) offset by the cash acquired (\$2,966,000), and the divestment of Duketon Mining shares (\$4,000,000).

Investing capital expenditure was in the following major areas:

- Purchase of property, plant and equipment at Leonora of \$4,990,000 (2022: \$3,348,000), Simberi of \$4,881,000 (2022: \$49,231,000 made up of the Deep Sea Tailings Placement pipeline replacement), Atlantic of \$6,349,000 (2022: \$8,142,000) and \$4,917,000 (2022: \$nil) related to development work at the Zoroastrian mine (one of the Bardoc deposits sold to Genesis Minerals as part of the Leonora sale).
- Mine development of \$52,371,000 (2022: \$46,140,000) which includes underground infrastructure at Gwalia: \$45,200,000 (2022: \$42,472,000) and \$7,171,000 (2022: \$3,571,000) growth mine development for Gwalia deeps.
- Exploration of \$11,764,000 (2022: \$28,965,000) consisting of \$1,355,000 (2022: \$16,686,000) expenditure associated with the Simberi sulphide project and \$10,409,000 (2022: \$10,316,000) studies and permitting activities for Beaver Dam and Fifteen Mile Stream at Atlantic.

Financing activities

Net cash flows related to financing activities was a net outflow of \$197,945,000 (2022: net inflow of \$38,428,000). Financing activities in 2023 included inflow of \$20,000,000 under the Australian tranche offset by the repayment \$159,196,000 for the Australian and Canadian tranches of the syndicated facility (2022: draw down of \$50,000,000). There were also finance lease repayments of \$11,842,000 (2022: \$8,560,000), including the repayment of the Australian finance lease of \$4,495,000 for the equipment at Leonora prior to the sale of Leonora assets to Genesis Minerals on 30 June 2023.

Discussion and analysis of the consolidated balance sheet

Net assets and total equity

St Barbara's net assets decreased during the year by \$715,213,000 to \$393,452,000 mainly due to the post-tax impairment of \$450,489,000 and the capital return to shareholders for \$267,525,000 of Genesis Minerals shares received as consideration for the sale of the Leonora assets.



Current assets increased to \$682,909,000 (2022: \$255,475,000). The available cash balance at 30 June 2023 was \$247,037,000 (2022: \$98,512,000), with an additional \$46,907,000 held as restricted cash for the security of the Touquoy reclamation bond (and reported within trade and other receivables).

The Genesis Mineral shares held for capital return of \$267,525,000 are offset against the capital return payable of \$267,525,000 recorded as a current liability. The capital return was completed during July 2023, at which time these two balances will net off against each other.

Non-current assets decreased during the year by \$1,107,862,000 to \$235,001,000 (2022: \$1,342,863,000) mainly due to the impairment recognised for the Atlantic and Simberi cash generating units and the disposal of assets related to the sale of Leonora. The impairment of Atlantic Operations resulted in a decrease in mineral rights in the year of \$293,135,000, while the sale of Leonora assets reduced non-current assets by \$560,460,000.

Current trade and other payables decreased to \$66,177,000 (2022: \$78,593,000). Current interest-bearing liabilities of \$4,296,000 (2022: \$15,197,000) includes finance leases of \$1,908,000, right of use lease liabilities of \$948,000 and insurance premium funding of \$1,497,000. Repayment of the Australian finance lease accounted for the reduction in current interest bearing liabilities.

Non-current liabilities decreased to \$145,394,000 (2022: \$372,768,000) due to the repayment of the syndicated debt facility partly offset by the increase in the rehabilitation provision. The non-current rehabilitation provision increased to \$124,189,000 (2022: \$74,753,000) due to revised reclamation costs at Atlantic from \$28,004,000 to \$82,514,00, and Simberi from \$25,539,000 to \$45,446,000, partly offset by the removal of the Leonora provision of \$28,838,000 as part of the asset sale. Increases to closure cost provisions are largely related to cost inflation and to the updated Atlantic closure plan.

The deferred tax balance was a net liability of \$11,619,000 (2022: net liability of \$133,509,000).

There were no derivative financial liabilities at 30 June 2023 (2022: \$8,154,000) as a result of the remaining call option contracts maturing during the year.

Debt management and liquidity

The available cash balance at 30 June 2023 was \$247,037,000 (2022: \$98,512,000), with an additional \$46,907,000 held as restricted cash and reported within trade and other receivables.

Total interest-bearing liabilities were \$12,875,000 at 30 June 2023 (2022: \$171,638,000), comprising \$3,938,000 (2022: \$8,537,000) of 'right-of-use asset' lease liabilities; finance leases of \$7,497,000 (2022: \$18,627,000); and \$1,497,000 (2022: \$3,754,000) relating to the insurance premium funding.

The AUD/USD exchange rate as at 30 June 2023 was 0.6668 (30 June 2022: 0.6904). The AUD/CAD exchange rate as at 30 June 2022 was 0.8826 (30 June 2022: 0.8887).

Business strategy and future prospects

St Barbara's strategic focus is to deliver the long term value of its Simberi and Atlantic operations. This new focus follows the sale of the Leonora assets at the end of FY23 to eliminate all debt and to re-capitalise St Barbara with a strong cash position.

The Company retains 5.9Moz in Mineral Resources and 3.5Moz in Ore Reserves across Simberi and Atlantic operations.

The strategy focus areas for Atlantic comprise:

- Prioritising development of Fifteen Mile Stream and target development in FY26
- Investigate the repurposing of the Touquoy processing plant for use at Fifteen Mile Stream
- Complete processing of stockpiles at Touquoy
- Pause permitting process for Beaver Dam to allow further stakeholder engagement
- Continue exploration at Cochrane Hill, Mooseland, South-West and Goldboro East.

The strategy focus areas for Simberi comprise:

- Extend oxide production through FY25 and into FY26
- Extension drilling of the Sulphides Mineral Resource and Ore Reserve
- Revisiting Sulphides Expansion development plan by FY26
- Prepare for investment decision with Mining Lease renewal by FY28

Additional strategy focus areas at the corporate level comprise:

- Establishing a refreshed corporate culture and identity focused on value
- Actively manage the investment portfolio
- Exploration of the Back Creek project in NSW

Material business risks

St Barbara prepares its business plan using estimates of production and financial performance based on a business planning system and a range of assumptions and expectations. St Barbara's business, operating and financial results and performance are subject to risks and uncertainties, some of which are beyond the Company's reasonable control. The uncertainties arise from a range of factors, including the Group's international operating scope, nature of the mining industry and changing economic factors. The business risks assessed as having the potential to have a material impact on the business, operating and/or financial results and performance by the Group include:

- *Fluctuations in the United States Dollar ("USD") spot gold price:* Volatility in the gold price creates revenue uncertainty and requires careful management of business performance to ensure that operating cash margins are maintained despite a fall in the spot gold price.

Declining gold prices can also impact operations by requiring a reassessment of the feasibility of a particular exploration or development project. Even if a project is ultimately determined to be economically viable, the need to conduct such a reassessment could cause substantial delays and/or interrupt operations, which may have a material adverse effect on the results of operations and financial condition.



In assessing the feasibility of a project for development, the Group may consider whether a hedging instrument should be put in place to guarantee a minimum level of return.

The Group monitors the risk of fluctuations in the USD gold price and impacts on expenditures from movements in local currencies. Where possible, the exposure to movements in the USD relative to USD denominated expenditure is offset by the exposure to the USD gold price (a natural hedge position).

- **Hedging risk:** When the Group has hedging agreements in place for the forward sale of fixed quantities of gold production from its operations, there is a risk that the Group may not be able to deliver the amount of gold required under its hedging arrangements if, for example, there is a production shortage. In this event the Group's financial performance may be adversely affected. Under the hedging agreements, rising gold prices could result in part of the Group's gold production being sold at less than the prevailing spot gold prices at the time of sale.
- **Foreign exchange:** The Group has an Australian dollar presentation currency for reporting purposes. However, gold is sold throughout the world based principally on the U.S. dollar price, and most of the Group's revenues are realised in, or linked to, U.S. dollars. The Group is also exposed to U.S. dollars and Papua New Guinea Kina in respect of operations located in Papua New Guinea and Canadian dollars in respect of the Atlantic operations as the operating costs are denominated in these currencies. There is a "natural" (but not perfect) hedge that matches to some degree U.S. denominated revenue and obligations related to U.S. dollar expenditure (similarly with Canadian dollar denominated revenues and expenses). The Group is therefore exposed to fluctuations in foreign currency exchange rates. The Group monitors foreign exchange exposure and risk on a monthly basis through the centralised treasury function and a Management Treasury Risk Committee.
- **Government regulation:** The Group's current and future mining, processing, development and exploration activities are subject to various laws and statutory regulations governing prospecting, development, production, taxes, royalty payments, labour standards and occupational health, mine safety, toxic substances, land use, water use, communications, land claims of local people and other matters, and to obtaining and maintaining the necessary titles, authorisations, permits and licences.

No assurance can be given that new laws, rules and regulations will not be enacted or that existing laws, rules and regulations will not be applied in a manner which could have an adverse effect on the Group's financial position and results of operations, or on the success of development projects. Any such amendments to current laws, regulations and permits governing operations and activities of mining, exploration and development projects, or more stringent implementation thereof, could have a material adverse impact on the Group's result of operations, financial condition and prospects. Failure to comply with any applicable laws, regulations or permitting requirements may result in enforcement actions against the Group, including orders issued by regulatory or judicial authorities causing operations to cease or be curtailed, and may include corrective measures requiring capital expenditures, installation of additional equipment, or remedial actions.

- **Operating risks and hazards:** The Group's mining operations, consisting of open pit mines, generally involve a high degree of risk. The Group's operations are subject to all the hazards and risks normally encountered in the exploration, development and production of gold. Processing operations are subject to hazards such as equipment failure, toxic chemical leakage, loss of power, fast-moving heavy equipment, failure of deep sea tailings placement pipelines and retaining dams around tailings containment areas, rain and seismic events that may result in environmental pollution and consequent liability. The impact of these events could lead to disruptions in production and scheduling, increased costs and loss of facilities, which may have a material adverse impact on the Group's results of operations, financial condition, license to operate and prospects. These risks are managed by a structured operations risk management framework and formalised procedures.
- **Reliance on transportation facilities and infrastructure:** The Group depends on the availability and affordability of reliable transportation facilities and infrastructure (e.g. roads, bridges, airports, air transport, power sources and water supply) to deliver consumables to site, and final product to market. Interruption in the provision of such infrastructure (e.g. due to adverse weather, pandemic, community or government interference) could adversely affect St Barbara's operations, financial condition and results of operations. The Group's operating procedures include business continuity plans which can be enacted in the event any particular infrastructure is temporarily unavailable.
- **Supply chain interruption:** The Group relies on supply chain networks across the globe for its supply of consumables, equipment and other project materials. Disruptions to this supply chain network may result in interruption to business continuity and increases to input prices. This risk is managed by ensuring critical spares and consumable items remain on hand, forecasting and monitoring supply chain congestion.
- **Permitting delays:** The group relies on government and government agencies to issue and renew permits that allow the development of mines to commence, or operations to continue. If permits are not issued, renewed, or there is a delay in a permit being issued, this may result in an interruption to business continuity, a mine development to not occur, or increased cost. The business develops plans and specialised capability to address and comply with permitting criteria.
- **Information technology and cyber risk:** The Group's operations are supported by information technology systems, consisting of infrastructure, networks, applications and service providers. The Group could be subject to network and systems interference or disruptions from a number of sources, including security breaches, cyber-attacks and system failures. The impact of information technology systems interferences or disruption could include production downtime, operational delays, destruction or corruption of data, disclosure of sensitive information and data breaches, any of which could have a material impact on the Group's business, operations, financial condition and performance. Disaster recovery plans are in place for all of the Group's major sites and critical information technology systems, together with a well-developed cyber-security protection and monitoring system.
- **Production, cost and capital estimates:** The Group prepares estimates of future production, operating costs and capital



expenditure relating to production at its operations. The ability of the Group to achieve production targets or meet operating and capital expenditure estimates on a timely basis cannot be assured. The assets of the Group are subject to uncertainty with regards to ore tonnes, grade, metallurgical recovery, ground conditions, operational environment, funding for development, regulatory changes, accidents and other unforeseen circumstances such as unplanned mechanical failure of plant and equipment. Failure to achieve production, cost or capital estimates, or material increases to costs, could have an adverse impact on the Group's future cash flows, profitability and financial condition. The development of estimates is managed by the Group using a rigorous budgeting and forecasting process. Actual results are compared with budgets and forecasts on a regular basis to identify drivers behind discrepancies that may result in updates to future estimates.

- **Changes in input costs:** Mining operations and facilities are intensive users of electricity, gas and carbon-based fuels. Energy prices can be affected by numerous factors beyond the Group's control, including global and regional supply and demand, carbon taxes, inflation, political and economic conditions, and applicable regulatory regimes. The prices of various sources of energy may increase significantly from current levels.

The Group's production costs are also affected by the prices of commodities it consumes or uses in its operations, such as diesel, lime, sodium cyanide and explosives, and increases in labour rates. The prices of such commodities are influenced by supply and demand trends affecting the mining industry in general and other factors outside the Group's control. Increases in the price for materials consumed in St Barbara's mining and production activities could materially adversely affect its results of operations and financial condition.

Labour costs are impacted by the overall supply of skilled labour to the mining industry, where a lack of labour will increase competition and therefore cost. A lack of skilled labour may also impact the Group's ability to effectively and efficiently execute operational plans.

The Group's operations use contractors for mining services at those operations, and some of its construction projects are conducted by contractors. As a result, the Group's operations are subject to a number of risks, including:

- negotiation and renewal of agreements with contractors on acceptable terms;
- failure of contractors to perform under their agreements, including failure to comply with safety systems and standards, contractor insolvency and failure to maintain appropriate insurance;
- failure of contractors to comply with applicable legal and regulatory requirements; and
- changes in contractors.

In addition, St Barbara may incur liability to third parties as a result of the actions of its contractors. The occurrence of one or more of these risks could have a material adverse effect on its results of operations and financial position.

The Group manages risks associated with input costs through a centralised procurement function which analyses market trends, supply environment, and operational demand

planning, to establish appropriate sourcing strategies for spend categories.

The Group manages risks associated with contractors through a contractor management system.

- **Exploration and development risk:** Although the Group's activities are primarily directed towards mining operations and the development of mineral deposits, its activities also include the exploration for mineral deposits and the possibility of third-party arrangements including joint ventures, partnerships, toll treating arrangements, ore purchase arrangements or other third-party contracts. An ability to sustain or increase the current level of production in the longer term is in part dependent on the success of the Group's exploration activities and development projects, and the expansion of existing mining operations.

The exploration for and development of mineral deposits involves significant risks that even a combination of careful evaluation, experience and knowledge may not eliminate. While the discovery of an ore body may result in substantial rewards, few properties that are explored subsequently have economic deposits of gold identified, and even fewer are ultimately developed into producing mines. Major expenses may be required to locate and establish mineral reserves, to establish rights to mine the ground, to receive all necessary operating permits, to develop metallurgical processes and to construct mining and processing facilities at a particular site. It is impossible to ensure that the exploration or development programs the Group plans will result in a profitable mining operation.

Whether a mineral deposit will be commercially viable depends on a number of factors.

The Group has a disciplined approach to allocating budget to exploration projects. The Group also has investment criteria to ensure that development projects are only approved if an adequate economic return on the investment is expected.

- **Ore Reserves and Mineral Resources:** The Group's estimates of Ore Reserves and Mineral Resources are based on different levels of geological confidence and different degrees of technical and economic evaluation, and no assurance can be given that anticipated tonnages and grades will be achieved, that the indicated level of recovery will be realised or that Ore Reserves could be mined or processed profitably. The quality of any Ore Reserve or Mineral Resource estimate is a function of the quantity of available technical data and of the assumptions used in engineering and geological interpretation and modifying factors affecting economic extraction. Such estimates are compiled by experienced and appropriately qualified geoscientists using mapping and sampling data obtained from bore holes and field observations, and subsequently reported by Competent Persons under the JORC Code.

Fluctuation in gold prices, key input costs to production, as well as the results of additional drilling, and the evaluation of reconciled production and processing data subsequent to any estimate may require revision of such estimates.

Actual mineralisation of ore bodies may be different from those predicted, and any material variation in the estimated Ore Reserves, including metallurgy, grade, dilution, ore loss, or stripping ratio at the Group's properties may affect the economic viability of its properties, and this may have a



material adverse impact on the Group's results of operations, financial condition and prospects.

There is also a risk that depletion of reserves will not be offset by discoveries or acquisitions, or that divestitures of assets will lead to a lower reserve base. The reserve base of the Group may decline if reserves are mined without adequate replacement and the Group may not be able to sustain production beyond current mine lives, based on current production rates.

- **Political, social and security risks:** St Barbara has production and exploration operations in a developing country that is subject to political, economic and other risks and uncertainties. The formulation and implementation of government policies in this country may be unpredictable. Operating in developing countries also involves managing security risks associated with the areas where the Group has activities. The Group has established policies and procedures to assist in managing and monitoring government relations. The Group's operating procedures at its mine in Papua New Guinea (PNG) includes detailed security plans. In PNG there is political focus on potential future policy changes that could include changes to the existing Mining Act, the level and manner of local equity participation in projects, taxation regimes, changes to banking and foreign exchange controls and changes in controls pertaining to the holding of cash and remittance of profits and capital to the parent company.
- **Community relations:** A failure to adequately manage community and social expectations within the communities in which the Group operates may lead to local dissatisfaction which, in turn, could lead to interruptions to production, permitting and exploration operations. The Group has an established stakeholder engagement framework to guide the management of the Group's community relations efforts. There are a dedicated community relations teams at Atlantic and Simberi to work closely with the local communities and government.
- **Insurance:** The Group maintains insurance to protect against certain risks. However, the Group's insurance will not cover all the potential risks associated with a mining company's operations. The Group may also be unable to maintain insurance to cover these risks at economically feasible premiums. Insurance coverage may not continue to be available or may not be adequate to cover any resulting liability. Moreover, insurance against risks such as loss of title to mineral property, environmental pollution, or other hazards as a result of exploration and production is not generally available to the Group, or to other companies in the mining industry on acceptable terms. The Group might also become subject to liability for pollution or other hazards which may not be insured against, or which it may elect not to insure against because of premium costs or other reasons. Losses from these events may cause the Group to incur significant costs that could have a material adverse effect upon its financial performance and results of operations.
- **Climate change:** Climate change related risks that may impact the Group include physical as well as regulatory and macro-economic impacts. The effects of changes in rainfall patterns, changing storm patterns and intensities have from time to time adversely impacted, and may in the future adversely impact, the cost, production levels and financial performance of the Group's operations. The Group's mining operations have been, and may in the future be, subject from time to time to severe storms and high rainfalls leading to

flooding and associated damage, which has resulted, and may result in delays to, or loss of production at its mines (e.g. sea level increases impacting logistics and mining operations at Simberi PNG; and/or snow storms preventing access to the mining operations at Touquoy in Nova Scotia). Carbon related regulatory impacts on the Group's operations are currently low, but may increase adversely in future, for instance should a carbon trading scheme be introduced. Climate change related impacts on commodity markets are difficult to predict but might include increased energy cost to the Group.

- **Other natural disasters:** Seismic activity is of particular concern to mining operations. The Simberi mine in PNG is in an area known to be seismically active and is subject to risks of earthquakes and the related risks of tidal surges and tsunamis. Atlantic operation is in an area that can be subject to bush fire and hurricanes.
- **Risk of impairment:** If the gold price suffers a significant decline, or the operations are not expected to meet future production levels, there may be the potential for future impairment write downs at any of the operations. At Atlantic a significant portion of the value ascribed to its carrying value is in mineral rights, exploration and evaluation. These values are realised through profitable production from the development of projects at Beaver Dam, Fifteen Mile Stream and Cochrane Hill and an increase to ore reserves through exploration. Any further delay in the permitting and development of the Atlantic projects or changes to the expected performance of the future operations, and in achieving positive exploration results in Canada, could give rise to the impairment of assets. The recoverability of the carrying value of the Group's assets is assessed on a regular basis using a range of assumptions and expectations as part of the business planning process.
- **COVID-19:** While St Barbara has implemented extensive procedures to manage the risk of COVID-19 spreading through an operation, there is risk that community transmission of COVID-19 may impact operations. Governments globally have implemented "COVID-19 normal" processes to manage and mitigate the risk that the local government (state, provincial or federal) may place restrictions.

Risk management

The Group manages the risks listed above, and other day-to-day risks through an established enterprise-wide risk management framework, which conforms to Australian and international standards and guidance. The Group's risk reporting and control mechanisms are designed to ensure strategic, safety, environment, operational, legal, financial, tax, reputational and other risks are identified, assessed and appropriately managed.

The financial reporting and control mechanisms are reviewed during the year by management, the Audit and Risk Committee, the internal audit function and the external auditor.

Senior management and the Board regularly review the risk portfolio of the business and the effectiveness of the Group's management of those risks.



Regulatory environment

St Barbara is subject to the legal jurisdictions of the countries in which we operate. The Australian Commonwealth, Western Australian, New South Wales, Canadian Federal, Nova Scotian and Papua New Guinea legislation permits and that governs St Barbara's exploration, mining and processing operations. St Barbara is not aware of any material breach of legislation and regulations applicable to its operations during 2023. The Group remains committed to compliance with its obligations through training, reporting, audits and process improvements.



Information on Directors

Kerry J Gleeson

LLB (Hons), FAICD

Independent Non-Executive Chair
Appointed as a Director 18 May 2015
Appointed as Chair 28 April 2023

Special responsibilities:

- Member of Remuneration and Nomination Committee¹
- Member of Audit and Risk Committee
- Member of Safety and Sustainability Committee²

Ms Gleeson is an experienced Chair and Non-executive Director in the mining industry following a 25 year career as a senior executive and as a lawyer in both the UK and Australia. She has significant experience in international governance, strategic mergers and acquisitions and complex corporate finance transactions, as well as in risk and crisis management.

In her executive career, Ms Gleeson was a member of the Group Executive at Incitec Pivot Limited for 10 years until 2013, including as Company Secretary and General Counsel, with oversight over the Group's Australian and international operations in mining, explosives, chemicals, transport and logistics. Ms Gleeson led Incitec Pivot's Corporate Affairs function across government, media and regulatory affairs as well as leading international crises responses and major environmental remediation projects, and the Group's Culture & Values and Diversity programs.

Earlier in her career, Ms Gleeson practised as a corporate lawyer, with Blake Dawson Waldron (now Ashurst) in Melbourne after a 10 year legal career in the UK, including as a corporate finance and transactional partner in an English law firm, focusing on mergers and acquisitions and initial public offerings.

Other current listed company directorships:

- Chrysol Corporation Ltd (ASX: C79)
 - Non-Executive Director
 - Lead Independent Director
 - Member of the Remuneration and Nomination Committee
 - Member of the Audit, Risk and Finance Committee
- Australian Strategic Materials Limited (ASX: ASM)
 - Non-Executive Director
 - Chair of the Risk Committee
 - Chair of the Nomination Committee
 - Member of the Audit Committee
 - Member of Remuneration Committee

Former listed company directorships in last three years:

- Non-Executive Chair of New Century Resources Limited (ASX: NCZ)

Other current relevant experience:

- Chair of Trinity College, University of Melbourne

Other previous relevant experience:

- Member of the Directory Advisory Panel of the Australian Securities and Investments Commission

Daniel Lougher

BSc Hons (Mining Geology)

Managing Director and Chief Executive Officer
Appointed as Managing Director and CEO 28 November 2022
Retired as Managing Director and CEO 30 June 2023

Special responsibilities:

- Nil (attends Board Committee Meetings by invitation)

Mr Lougher is a highly experienced career mining executive who was most recently with successful Australian nickel miner Western Areas Limited, joining the company in 2006 as General Manager Operations and Projects, before moving to the roles of Executive Director – Operations and then Managing Director and Chief Executive Officer.

Mr Lougher was appointed as the Managing Director and CEO of St Barbara on 28 November 2022. Mr Lougher also holds Non-Executive Director roles with Perseus Mining Limited, Blackstone Minerals Limited and American West Minerals Limited.

Mr Lougher has established industry leading credentials for the development and operation of large-scale mining assets in the base and precious metals sector in both Africa and Australia. Mr Lougher is a Fellow of the Australasian Institute of Mining and Metallurgy and holds a Bachelor of Science (Honours) Mining Geology, a Graduate Diploma in Engineering (Mining) and a Master of Science in Engineering.

Other current listed public company directorships:

- Non-Executive Director of Perseus Mining Limited
- Non-Executive Director Blackstone Minerals Limited
- Non-Executive Director American West Metals Limited

Former listed company directorships in last three years:

Managing Director and CEO of Western Areas Limited (now part of IGO Limited)

¹ Ms Gleeson was Chair of the Remuneration and Nomination Committee up to 28 April 2023.

² The Safety and Sustainability Committee was formally dissolved on 30 June 2023.



Andrew Strelein

B.Com

Managing Director and Chief Executive Officer

Appointed as Managing Director and Chief Executive Officer 1 July 2023

Mr Strelein is a highly experienced mining executive with extensive global experience in leadership roles across a number of mining jurisdictions including Australia, Indonesia, Africa and North America. Mr Strelein joined St Barbara as Chief Development Officer in August 2021 and was instrumental in the acquisition of Bardoc Gold and the sale of the Leonora assets to Genesis Minerals.

Prior to joining St Barbara, Mr Strelein was Chief Executive Officer of the entity progressing development planning and permitting of the Nimba Iron Ore Project in West Africa. Before that Mr Strelein worked at Newmont as Group Executive Corporate Development and in a Group Executive role for the Asia Pacific region. Earlier in his career with Newmont and Normandy, Mr Strelein was accountable for joint venture interests in Boddington, KCGM, Goldfields Power and reclamation works at Kaltails. With a Bachelor of Commerce, Mr Strelein is also a member of the AICD and ASCPA.

Stefanie (Stef) E Loader

BSc Hons (Geology), GAICD, MAIG

Independent Non-Executive Director

Appointed as a Director 1 November 2018

Special responsibilities:

- Chair of Safety and Sustainability Committee
- Chair of Remuneration and Nomination Committee¹
- Member of Audit and Risk Committee

Ms Loader is a company director, geologist and former mining executive with experience in mining operations, mineral exploration and project development. In her extensive executive career, Ms Loader has worked in seven countries across four continents.

Ms Loader's experience covers a wide range of commodities and regions including copper and gold in Australia, Laos, Chile and Peru, and diamonds in Canada and India. Ms Loader held the role of Managing Director of Northparkes copper and gold mine for CMOC International and Rio Tinto from 2012 to 2017 and was Chair of the NSW Minerals Council from 2015 to 2017. Ms Loader has also served in the office of the CEO for Rio Tinto supporting the Executive Committee and as Exploration Executive.

Ms Loader was recognised as one of the Australian Financial Review 100 Women of Influence in 2013.

Other current listed company directorships:

- Sunrise Energy Metals Ltd (ASX:SRL)
 - Non-Executive Director
 - Lead Independent Director, Chair of People Governance and Sustainability Committee, Member Audit, Finance and Risk Committee

Former listed company directorships in last three years:

- Non-Executive director of Clean TeQ Water Ltd (ASX:CNQ)

Other current relevant experience:

- Chair of Port Waratah Coal Services Ltd
- Chair of Forestry Corporation of NSW (from 1 July 2022)

Other previous relevant experience:

Chair of the NSW Minerals Council from 2015 to 2017

¹ Ms Loader was appointed Chair of the Remuneration and Nomination Committee on 28 April 2023



David E J Moroney

BCom, FCA, FCPA, GAICD

Independent Non-Executive Director

Appointed as a Director 16 March 2015

Special responsibilities:

- Chair of Audit and Risk Committee
- Member of Safety and Sustainability Committee
- Member of Remuneration and Nomination Committee

Mr Moroney is an experienced finance executive and non-executive director with more than 30 years' experience in senior corporate finance roles, including over 20 years in the mining industry, and extensive international work experience with strong skills in finance, strategic planning, governance, risk management and leadership. Mr Moroney's executive positions included CFO of Co-Operative Bulk Handling, CFO of First Quantum Minerals Ltd, General Manager Group Business Services at Wesfarmers Ltd, CFO of Wesfarmers CSBP Ltd, Deputy CFO/Executive GM Accounting of Normandy Mining Ltd and CFO at Aurora Gold Ltd.

Mr Moroney's experience covers a wide range of resources including diamonds, copper, cobalt, nickel, silver and gold in Africa, Asia, Scandinavia and Australia.

Other current listed company directorships:

- Juno Minerals Limited
 - Independent Non-Executive Chair
 - Member of the Audit Committee
 - Member of the Remuneration and Nomination Committee

Former listed company directorships in last three years: Nil

Other current relevant experience: Nil

Other previous relevant experience:

- Non-Executive Independent Director, WA Super (previously Western Australia's largest public offer superannuation fund)
- Non-Executive Director, Hockey Australia Ltd (National Sporting Organisation for Hockey enabling Australian national hockey teams the Kookaburras and Hockeyroos)
- Non-Executive Director, Geraldton Fishermen's Co-Operative Ltd (largest exporter of rock lobster in the southern hemisphere)
- National Councillor, Group of 100 Inc.
- Non-Executive Director, CPA Australia Ltd



Information on Executives

Daniel Lougher

BSc Hons (Mining Geology)

Managing Director and Chief Executive Officer
Retired 30 June 2023

Mr Lougher is a highly experienced career mining executive who was most recently with successful Australian nickel miner Western Areas, joining the company in 2006 as General Manager Operations and Projects, before moving to the roles of Executive Director – Operations and then Managing Director and Chief Executive Officer. Mr Lougher has established industry leading credentials for the development and operation of large-scale mining assets in the base and precious metals sector in both Africa and Australia. Mr Lougher is a Fellow of the Australasian Institute of Mining and Metallurgy and holds a Bachelor of Science (Honours) Mining Geology, a Graduate Diploma in Engineering (Mining) and a Master of Science in Engineering.

Lucas Welsh

B.Com, CA, MBA, DipInvRel

Chief Financial Officer

Mr Welsh is a Chartered Accountant with over 20 years' experience. Mr Welsh joined St Barbara in 2007 as General Manager Finance and Procurement. In 2020, Mr Welsh joined our Building Brilliance team as General Manager Transformation (Commercial) before leading the team in 2021 as Chief Transformation Officer.

Mr Welsh is responsible for the Group's Finance function, covering financial reporting and accounting, treasury, taxation, internal audit, capital management, Group procurement and information technology. Prior to joining the Group, Mr Welsh worked at PwC in their Transaction Services department, before developing a Sarbanes-Oxley risk management compliance framework and toolset at WMC Resources

Andrew Strelein

B.Com

Chief Development Officer (up to 30 June 2023)

Appointed as Managing Director and Chief Executive Officer 1 July 2023

Mr Strelein is a highly experienced mining executive with extensive global experience in leadership roles across a number of mining jurisdictions including Australia, Indonesia, Africa and North America. Mr Strelein joined St Barbara as Chief Development Officer in August 2021 and was instrumental in the acquisition of Bardoc Gold and the sale of the Leonora assets to Genesis Minerals.

Prior to joining St Barbara, Mr Strelein was Chief Executive Officer of the entity progressing development planning and permitting of the Nimba Iron Ore Project in West Africa. Before that Mr Strelein worked at Newmont as Group Executive Corporate Development and in a Group Executive role for the Asia Pacific region. Earlier in his career with Newmont and Normandy, Mr Strelein was accountable for joint venture interests in Boddington, KCGM, Goldfields Power and reclamation works at Kaltails. With a Bachelor of Commerce, Mr Strelein is also a member of the AICD and ASCPA.

Sarah Standish

BA, LLB, GAICD

General Counsel and Company Secretary

Ms Standish has over 18 years' experience in Australia and internationally in both private practice and in-house roles spanning legal, governance, risk and compliance. Ms Standish's most recent experience, prior to joining St Barbara, includes leading the legal, risk and compliance functions at an ASX listed mining technology company. Ms Standish's experience and key areas of expertise include corporate and commercial transactions, regulatory compliance, corporate governance, corporate and commercial law, anti-bribery and anti-corruption compliance, risk management, corporate restructuring, strategy development and execution, project management and delivery and intellectual property and technology.



Meetings of directors

The number of meetings of Directors (including meetings of Committees of Directors), and the numbers of meetings attended by each of the Directors of the Company during the financial year was:

	Board meetings				Board Committee meetings					
	Directors' Meetings		Supplementary		Audit & Risk Committee		Remuneration & Nomination Committee - Scheduled		Safety & Sustainability Committee ¹	
	A	H	A	H	A	H	A	H	A	H
K Gleeson	7	7	23	24	4	4	4	4	4	4
S Loader	7	7	22	24	4	4	4	4	4	4
D Moroney	7	7	22	24	4	4	4	4	4	4
D Lougher	5	5	21	21	2	2	2	2	2	2
Former Directors										
T Netscher ²	6	6	20	20	3	3	3	3	4	4
C Jetson ³	3	3	3	3	2	2	1	2	2	2

Table 1: Meetings of Directors

A = Indicates the number of meetings attended whilst a Director/Committee member.

H = Indicates the number of meetings held whilst a Director/Committee member.

Details of the functions and memberships of the Committees of the Board are presented in St Barbara's Corporate Governance Statement and on St Barbara's website.

Directors' interests

Whilst the Company does not have a formal minimum shareholdings policy, the Group encourages Non-Executive Directors, Executives and employees to own shares in St Barbara Limited (subject to the Group's Securities Dealing Policy). The Group is not licenced or authorised to provide individuals with financial product advice under the Corporations Act.

The relevant interest of each Director in the shares and rights over such instruments issued by the companies within the Group and other related bodies corporate as notified by the Directors to the ASX in accordance with S205G(1) of the Corporations Act 2001, as the date of this report is as follows:

	Ordinary shares	Nature of interest	Rights over ordinary shares	Nature of interest
K Gleeson	34,361	Direct and Indirect		-
S Loader	49,001	Direct and Indirect	-	-
D Moroney	105,438	Direct and Indirect	-	-
D Lougher ^{4,5}	800,000	Direct	-	-
Former Directors				
T Netscher ⁶	107,616	Direct and Indirect	-	-
C Jetson ⁷	200,000	Direct	661,824	Direct

Table 2: Directors' Interests

No Directors have an interest in options over shares issued by companies within the Group.

¹ The Safety and Sustainability Committee was dissolved effective 30 June 2023.

² Mr Netscher retired effective 28 April 2023.

³ Mr Jetson resigned effective 28 November 2022.

⁴ Number as at his cessation date 1 July 2023.

⁵ Mr Lougher retired as Managing Director and CEO effective 1 July 2023.

⁶ Number as at his cessation date 28 April 2023.

⁷ Number as at his cessation date 28 November 2022.



Remuneration Report

Letter from the Chair of the Remuneration and Nomination Committee

Dear Shareholder,

On behalf of the Board I am pleased to present St Barbara's remuneration report for FY23.

The past financial year was one of transformation at St Barbara, culminating in the sale of the Leonora Operations and the commitment to a significant capital return to St Barbara shareholders. Despite the strong finish to FY22 and rapid process on development of the newly acquired Zoroastrian deposit, the Company faced operational challenges at Gwalia underground which impacted performance and altered the outlook for the full financial year. Performance stabilised in the second half of FY23 and the Company achieved production at the top end of revised guidance at 260,368 ounces and our All-in Sustaining Cost below the bottom end of revised guidance at \$2,443 per ounce.

With this transformation came a number of Board and management changes. The Company moved quickly to appoint Mr Dan Lougher as Managing Director and Chief Executive Officer (MD & CEO) after the resignation of Mr Craig Jetson in November 2022. Stabilisation of performance from Gwalia underground was the key focus for the Company, following the announcement to the Australian Securities Exchange (ASX) of a downgrade in production guidance on 18 October 2022 and the ongoing efforts to consolidate mining operations across the Leonora region.

Mr Lougher is an experienced mining executive with extensive experience with deep underground mining and mining contractor management and, at the time of his appointment, had only recently commenced a career as a non-executive director.

With the new strategic focus of the Company turning to its overseas development projects in Papua New Guinea and Canada, Mr Lougher retired as MD & CEO on 30 June 2023 and pleasingly Mr Andrew Strelein, brought in as Chief Development Officer in 2021, agreed to the appointment as MD & CEO with effect from 1 July 2023.

Remuneration in FY23

In the context of how the year progressed and the challenges faced by the Company, and in light of the competitive talent market, the Board revised its approach to our remuneration framework to ensure the Company could attract, reward and retain high calibre and high performing individuals capable of delivering the Group strategy. In particular, with the appointment of Mr Lougher and Mr Strelein, the Board moved towards remuneration packages comprising an increasing proportion of at risk remuneration with lower total fixed remuneration (TFR).

Mr Lougher's remuneration package, as announced to the ASX on 17 November 2022, provided a TFR of \$750,000, 25% lower than his predecessor, and a grant of 500,000 shares on commencement of his employment. A further 300,000 shares were deferred until the end of the financial year, subject to service and performance conditions given that Mr Lougher was not eligible to participate in the Company's FY23 LTI plan. Given the lower TFR, and given he was not eligible to participate in the FY23 LTI Plan, and had a pro-rated opportunity for the FY23 STI, the on-boarding shares were considered appropriate to set the overall package at a level necessary to attract a highly experienced MD & CEO in a competitive market and establish the appropriate level of reward for FY23.

Remuneration outcomes in FY23

Following continued strong support of the Remuneration Report by Shareholders at the 2022 Annual General Meeting, remuneration arrangements for Key Management Personnel (KMP) remained largely unchanged during FY23 with the exception of the MD & CEO remuneration which was restructured to have a lower TFR component.

Executive Total Fixed Remuneration

- Executive KMP TFR unchanged: other than reduction in MD & CEO TFR noted above, there were no increases to TFR for Executive KMP in FY23.

Refer to Section 8 Statutory Remuneration for further detail.

Executive short term incentives (STI)

- **FY 23 STI Outcomes**: Based on the Group and individual performance outcomes, over 80% of the total incentive opportunity was forfeited by the Executive KMP with Mr Lougher receiving a pro-rated STI of 15% of the total STI opportunity and other Executive KMP receiving 20% of the total STI opportunity.

Refer to Section 6 for detail on STI outcomes.

Executive long term incentives (LTI)

- **FY21 LTI Outcomes**: The Board approved 0% vesting for the FY21 grants (3 year performance period from 1 July 2020 to 30 June 2023) as performance hurdles were not met.

Refer to Section 6 for detail on LTI vesting outcomes.



Non-Executive Director fees

- *No increase:* There were no increases to Non-Executive Director Fees in FY23 with the last increase being in FY19 and total fees paid amounted to 59% of the approved fee pool amount.

Refer to Section 7 for information relating to Non-Executive Directors.

MD & CEO changes in FY23

Upon cessation of employment, Mr Jetson received his entitlements pursuant to his Executive employment contract announced to the ASX on 6 December 2019, further details of which are set out in Section 4.4 and included a payment in lieu of notice and annual leave. While his STI and LTI were forfeited, at 30 June 2023, and in recognition of his ongoing support in respect of the Company's operations through transition to the newly appointed MD & CEO following his resignation, the Board approved a payment of \$200,000.

Upon retirement, Mr Lougher received his entitlements pursuant to his Executive employment contract announced to the ASX on 17 November 2022, further details of which are set out in Section 4.4 and included a payment for the balance of his 6 month notice period not worked and annual leave. As referred to above, he forfeited 85% of the FY23 STI opportunity and was not a participant in the FY23 LTI. The onboarding shares were retained and are held in escrow for 12 months from each date of grant.

Refer to section 8 Statutory Remuneration for further detail.

FY24 remuneration

Following the transformation of the Company into a predominantly overseas project developer by the end of FY23, the Company revised its KMP and broader employee remuneration framework to align with its revised strategic imperatives, market practice and shareholder interests. Changes for KMP remuneration include lower TFR for all senior management roles and greater emphasis on at risk remuneration. The at risk remuneration comprises STI, LTI and new one-off Project Incentive Performance Rights tied to delivery of final investment decisions on expansion of Simberi Operations in Papua New Guinea and development of Fifteen Mile Stream in Canada. Given the significance of these projects to the Company's success and the creation of value for shareholders, the Board considered it was appropriate to establish these Project Incentive Performance Rights to align the Executive's focus and thus reward with that of our shareholders.

Mr Strelein was appointed MD & CEO on 1 July 2023 on a remuneration package with a significantly reduced TFR in favour of greater weighting towards at risk remuneration of up to 250% of TFR in the form of STI and LTI opportunities. Mr Strelein was granted, subject to shareholder approval, Project Incentive Performance Rights noted above. In addition, given Mr Strelein was not a participant in the FY21 LTI and thus would not be eligible for any LTI vesting opportunity in FY24, the Board granted a one-off grant of fully paid ordinary shares subject to an escrow period of 12 months.

Mr Strelein is uniquely familiar with the opportunity to develop Fifteen Mile Stream and to expand operations at Simberi as well as the management of the reclamation obligations at both projects and brings experience with international permitting and development planning as well as significant experience in the corporate development sphere.

Non-Executive Director fees have been reduced from 1 July 2023 (by 39% in aggregate) as follows:

- Chair fee: \$180,000 (FY23: \$263,340)
- NED base fee: \$90,000 (FY23: \$106,260)
- Committee Chair \$15,000 (FY23 \$25,000)
- Committee member fee \$10,000 (FY23 \$15,000)

Refer to Section 9 for more detail relating to FY24 remuneration changes.

In overseeing its remuneration practices in FY23 and in revising its approaches for FY24, the Board remains committed to ensuring alignment between executive pay and shareholder value. We continue to actively engage with our shareholders and proxy advisors to maintain a deep understanding of shareholder views and priorities. We are committed to remuneration arrangements that take into account the expectations of our stakeholders and align with leading practices in Australia.

On behalf of the Board, I invite you to review our Remuneration report in full. We look forward to your ongoing feedback and continuing discussions with our shareholders and their proxy advisers on our remuneration strategies and practices.

Yours sincerely

Stef Loader
Committee Chair



Contents

1. Introduction and Key Management Personnel
2. Remuneration Governance
3. Executive Remuneration Framework
4. Components of Executive remuneration
5. Relationship between Group performance and remuneration - past five years
6. FY23 Executive remuneration outcomes and disclosures
7. Non-Executive Director remuneration
8. Additional statutory information
9. Looking ahead to FY24

1. Introduction and Key Management Personnel

The Remuneration Report (as part of the Annual Report) complements, and should be read in conjunction with, information contained in the Company's corresponding annual Corporate Governance Statement, available at www.stbarbara.com.au.

The pages of the report that follow have been prepared in accordance with section 300A of the Corporations Act 2001 (Cth) (Act) and audited as required by section 308(3C) of the Act.

The Group's KMP named in this report are those with the authority and responsibility for planning, directing and controlling the activities of the Company. KMP for the financial year (FY) ended 30 June 2023 are outlined below and each was a KMP for the entire period unless otherwise stated.

1.1 Key Management Personnel during FY23

Non-Executive Directors

Kerry Gleeson	Independent Non-Executive Chair (<i>appointed 28 April 2023</i>)
Tim Netscher	Independent Non-Executive Chair (<i>retired 28 April 2023</i>)
David Moroney	Independent Non-Executive Director
Stef Loader	Independent Non-Executive Director

Executives

Dan Lougher ¹	Managing Director and CEO (<i>appointed 28 November 2022 and retired on 1 July 2023</i>)
Lucas Welsh	Chief Financial Officer
Andrew Strelein ²	Chief Development Officer

Former Executives

Craig Jetson	Managing Director and CEO (<i>ceased 28 November 2022</i>)
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Table 1: FY23 Key Management Personnel

¹ Mr Lougher retired as Managing Director and CEO effective 1 July 2023.

² Mr Strelein was appointed Managing Director and CEO on 1 July 2023.



2 Remuneration governance

The Remuneration and Nomination Committee (Committee) operates under a Board approved Charter and is comprised entirely of independent Non-Executive Directors (NEDs) – Stef Loader (Chair, from 28 April 2023), Kerry Gleeson (Member, from 2 April 2023 and former Chair until 28 April 2023), Tim Netscher (Member, retired 28 April 2023) and David Moroney (Member).

The roles and responsibilities of the Board, Committee, Management, and external remuneration consultants in relation to the governance of remuneration for KMP and employees at St Barbara are outlined below.

	<ul style="list-style-type: none"> • Approves the remuneration of the NEDs, the Managing Director and CEO, Executive KMP and specific senior executives. • Ensures the remuneration framework is market competitive and aligned with shareholder interests, the Company's values, purpose, strategic objectives and risk appetite.
	<p>Advises the Board on:</p> <ul style="list-style-type: none"> • Remuneration strategies, policies and practices. • Remuneration of the Managing Director and CEO, Executive KMP, NEDs and specific senior executives. • Composition, structure, succession planning and performance of the Board. • Diversity and inclusion, organisation capability and effectiveness, skills, training and development and succession planning for key roles.
	<ul style="list-style-type: none"> • Implementation and continuous improvement of remuneration policies and practices. • Provides the Committee with information and insights to assist the Committee in discharging its duties.
	<ul style="list-style-type: none"> • May be engaged directly by the Board or the Committee to provide information or advice relating to KMP remuneration, that is free of influence from management. • In FY23, there were no engagements with remuneration specialists on advice relating to KMP and therefore no fees were paid to remuneration consultants during the period.

Additional information regarding the Committee's roles and responsibilities can be found in the Committee Charter at <https://stbarbara.com.au/our-company/governance/>

3 Executive remuneration framework

The Company's Executive remuneration strategy is designed to attract, reward and retain high calibre, high performing, and team orientated individuals capable of delivering the business strategy. The guiding principles that underpin the Executive remuneration strategy are outlined below:

Strategy and Vision	<p>Align short and long-term performance measures to drive the execution of the Company's strategy, including our commitment to safety and sustainability in order to create value in everything we do, for our people, our communities and our shareholders.</p>
Culture and Values	<p>In setting the remuneration strategy, the Board is cognisant of the link between remuneration outcomes and maintaining a positive company culture. The clawback of Executive incentives for poor Executive conduct or organisational behaviour is therefore permissible under its framework. Our values guide the way we make decisions and how we treat one another and all our stakeholders.</p>
Shareholders	<p>Executive remuneration outcomes are aligned with the shareholder experience, as the STI and LTI link personal remuneration outcomes with the achievement of targets which drive Company performance and sustainable shareholder returns.</p>
Performance	<p>Appropriate levels of remuneration 'at risk', to encourage and reward sustainable, high performance aligned with value creation for shareholders. This includes STI based on achieving key safety, production and strategic milestones and LTI closely aligned with the shareholder experience.</p>



Market

The Company's remuneration strategy and practices are informed by the Australian gold mining industry and the peer companies with which it competes for talent, with remuneration mix and levels aligned to comparable roles in our peer companies.

4 Components of Executive remuneration for FY23

4.1 Remuneration components and links to strategy

Executive remuneration comprises of both fixed and 'at risk' components to ensure an appropriate amount of remuneration is linked to the performance and success of the Company and thereby align the interests of Executives and shareholders.

The STI and LTI are integral to a competitive total remuneration package that is prevalent with the Company's market peers and ensure a significant portion of Executive remuneration is 'at risk' based on challenging performance measures.

Each of these components is outlined in more detail below:

FIXED COMPONENT – Total Fixed Remuneration (TFR)

Purpose	Attract and retain talented Executives to lead the Company.
Links to Strategy	Reviewed annually based on individual performance and role responsibilities, the knowledge, skills and experience required for the position, and the Group's need to attract and retain the right person for the role.
Vehicle	Base salary, superannuation and other benefits.
Approach in FY23	In setting remuneration for Executives, the Remuneration and Nomination Committee considers relevant industry trend, market salary surveys and benchmarking outcomes.



'AT RISK' COMPONENT - SHORT TERM INCENTIVE (STI)

Purpose	Reward business and individual performance in the financial year.
Links to Strategy	The STI is linked to specific corporate and personal objectives over the financial year and is structured to incentivise Executives for achieving outcomes that are within their control, as well as their own individual performance targets and behaviours. In the event of a fatality, the Safety component of the STI Company measures will be assessed as zero.
Vehicle	Cash with Board discretion to pay some or all of the STI award in equity.

Quantum (percentage of Total Fixed Remuneration):

	Maximum	Target
CEO	100%	50%
Other Executives	90%	45%

Target = 50% of Max.

Measures:

1) *Company measures (80%): reflect measures in relation to safety, production and cost management.*

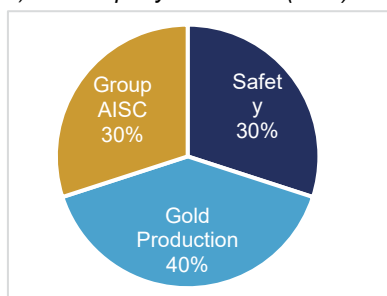


Figure 1: Group STI measures

2) *Individual measures (20%): reflect a balance of financial and non-financial measures specific to the Executive role and aligned with the Company's strategic objectives.*

STI Assessment and Calculation Methodology

Approach in FY23

Each of the above KPIs is defined 'threshold', 'target' and 'stretch' measures which are capable of objective assessment:

Threshold	Threshold performance represents the minimum level of acceptable performance acknowledging extrinsic risks assumed in achievement of the full year budget (where the budget is normally more demanding year on year) for quantifiable measures which are within the control of STI participants such as safety, production and AISC (as proxies for profitability and cash generation), as well as the achievement of near-term goals linked to the annual strategy.
Target	Target performance represents challenging but achievable levels of performance beyond achievement of budget measures.
Stretch (or maximum)	Stretch (or maximum) performance requires significant performance above and beyond normal expectations and, if achieved, is anticipated to result in a substantial improvement in key strategic outcomes, operational or financial results, and/or the business performance of the Company.

The proportion of the STI earned is calculated by adding the weighted result of the Company measures with the individual's performance outcome. Company and individual targets are established by reference to the Group strategy and those measures that are priority for the Company during the year. The Safety component of the Company Measures is subject to a 'no fatalities' gateway. This portion of the STI will be assessed as zero (or below threshold) in the event of a fatality.

The net amount of any STI after allowing for applicable taxation, is normally payable in cash, however, the Board retains discretion to pay some or all of the STI in shares. The calculation of STI earned can be summarised as follows:

$$STI\ earned = STI\ value\ at\ risk \times [(80\% \times overall\ Group\ STI\ performance) \ plus \ (20\% \times Individual\ performance\ outcome)]$$

STI Governance: The Board has discretion on whether any STI should be awarded, or the amount varied in any given year. The Board also has absolute discretion to reduce, withhold or cancel any unpaid STI in relation to fraud, defalcation or gross misconduct, or a material misstatement in the Group's financial statements.



'AT RISK' COMPONENT – LONG TERM INCENTIVE

Purpose	Reward long-term performance of the Company and the creation of shareholder value.														
Links to Strategy	Delivered in equity and based on measures that are aligned with shareholder returns and capital management (TSR, ROCE and Reserves Replenishment). Refer to Rationale for LTI measures below for further detail.														
Vehicle	Performance rights (Rights)														
	Maximum quantum (percentage of TFR):														
	<table border="1"> <thead> <tr> <th></th> <th>Maximum</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>CEO</td> <td>75%</td> <td>37.5%</td> </tr> <tr> <td>Other Executives</td> <td>60%</td> <td>30%</td> </tr> </tbody> </table>		Maximum	Target	CEO	75%	37.5%	Other Executives	60%	30%					
	Maximum	Target													
CEO	75%	37.5%													
Other Executives	60%	30%													
	Target = the mid-point 50% of Maximum (100%) LTI available														
	Measures: (assessed at the conclusion of the three-year performance period to 30 June 2025).														
	1) TSR (50%) Vesting relative to a peer group of companies* (RTSR):														
	< Median Nil														
	= Median 50%														
	= or >P75 100%														
	> Median and < P75 Pro-rata														
Approach in FY23	<p>*FY23 TSR Peer Group: Alamos Gold Inc, Bellevue Gold Limited, Capricorn Metals Limited, Coeur Mining Inc., Gold Road Resources Limited, OceanaGold Corporation, Perseus Mining Limited, Ramelius Resources Limited, Regis Resources Limited, Resolute Mining Limited, Silver Lake Resources Limited, SSR Mining Inc, West African Resources Limited, Westgold Resources Limited.</p> <p>2) ROCE (30%) Vesting:</p> <table border="1"> <tbody> <tr> <td><= WACC</td> <td>Nil</td> </tr> <tr> <td>WACC + 3%</td> <td>50%¹</td> </tr> <tr> <td>WACC +7%</td> <td>100%</td> </tr> <tr> <td>> +3% and < +7%</td> <td>Pro-rata</td> </tr> </tbody> </table> <p>3) Reserves Replenishment (20%) Vesting:</p> <table border="1"> <tbody> <tr> <td>No growth / depletion replaced</td> <td>Nil</td> </tr> <tr> <td>Depletion replaced plus 10% growth</td> <td>50%</td> </tr> <tr> <td>Depletion replaced plus 20% growth</td> <td>100%</td> </tr> </tbody> </table>	<= WACC	Nil	WACC + 3%	50% ¹	WACC +7%	100%	> +3% and < +7%	Pro-rata	No growth / depletion replaced	Nil	Depletion replaced plus 10% growth	50%	Depletion replaced plus 20% growth	100%
<= WACC	Nil														
WACC + 3%	50% ¹														
WACC +7%	100%														
> +3% and < +7%	Pro-rata														
No growth / depletion replaced	Nil														
Depletion replaced plus 10% growth	50%														
Depletion replaced plus 20% growth	100%														

Rationale for LTI measures: RTSR - Includes being subject to a positive TSR Gateway ensuring alignment of remuneration outcomes for Executives with the shareholder experience over a three-year period. With the availability of numerous similar mining and primarily gold sector companies of similar market capitalisations, the primary LTI performance measure of RTSR was a suitable performance measure for the company. ROCE - measures the Company's profitability and capital management efficiency. Reserves replenishment - Critical driver of long-term sustainability and ensures long-term resource quantity and value, no reduction in life of mine and quality of tenements.

LTI Governance: The Board has discretion on whether any LTI should be awarded, and on the amount awarded, in any given year. The Board also has absolute discretion to reduce, withhold or cancel any unpaid LTI in relation to fraud, defalcation or gross misconduct, or a material misstatement in the Group's financial statements.

Cessation of employment: If an executive resigns or is terminated for cause, any unvested Rights are forfeited, unless otherwise determined by the Board. If an executive ceases employment during the performance period by reason of redundancy, retirement or other circumstances approved by the Board, the executive may be entitled to a pro-rata number of unvested Rights based on achievement of the performance measures as assessed at the date of ceasing employment (subject to Board discretion). The treatment of vested and unexercised Rights will be determined by the Board with reference to the circumstances of cessation.

¹ If threshold is not achieved (WACC + 3%) the outcome would be Nil with no provision for pro-rata).



4.2 Remuneration mix

The remuneration mix is considered by the Board to provide appropriate alignment with short term business priorities, long term share price performance and retention of Executives. The following charts demonstrates the mix of fixed and at-risk remuneration for Executives for FY23 at target and maximum (max) level.

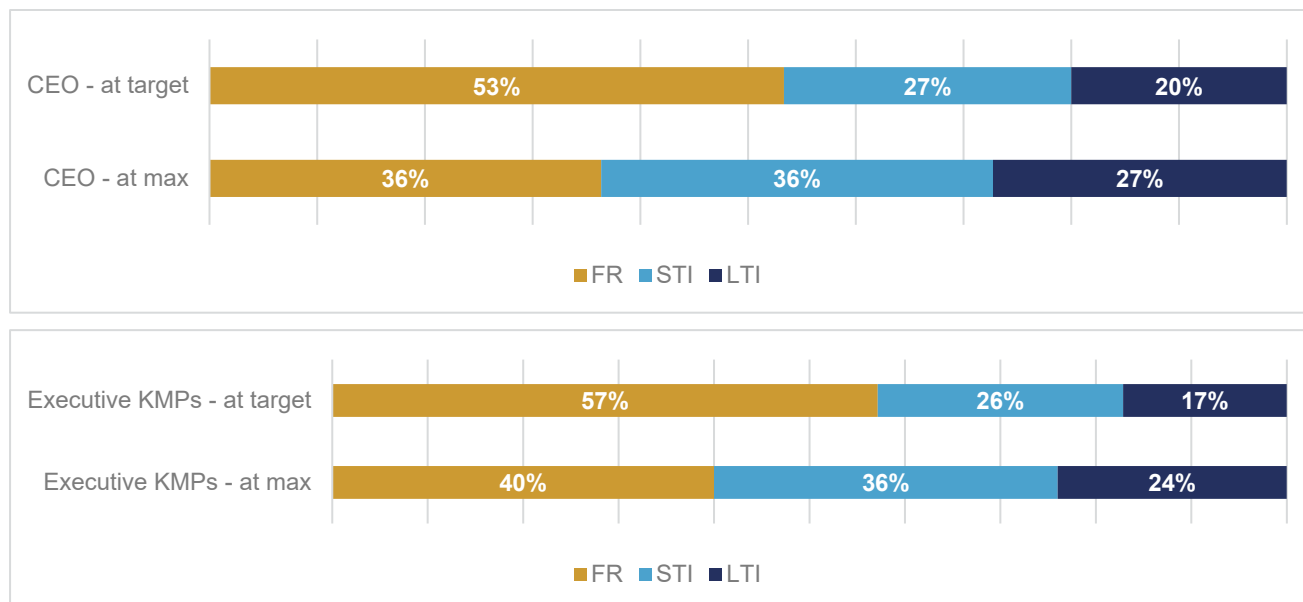


Figure 2: Composition of Executive remuneration

- (1) **STI** as a % of TFR at 'target' with STI at 'maximum' = 2 x 'target'. Less than target performance will result in less than the target allocation, potentially down to zero, and significant outperformance can lead to achieving 'maximum' (100%) of the STI.
- (2) **LTI** as a % of TFR at 'maximum'. The LTI allocation is fixed at grant, but the proportion of the grant that ultimately vests, if any, is subject to performance measurement under the relevant LTI plan.
- (3) Refer to Sections 6.2 and 6.3 for STI outcome in FY23.

4.3 Executive remuneration profile

The timing of payments of Executive remuneration for 2023 is as follows (illustrated using Managing Director and CEO at target)¹:

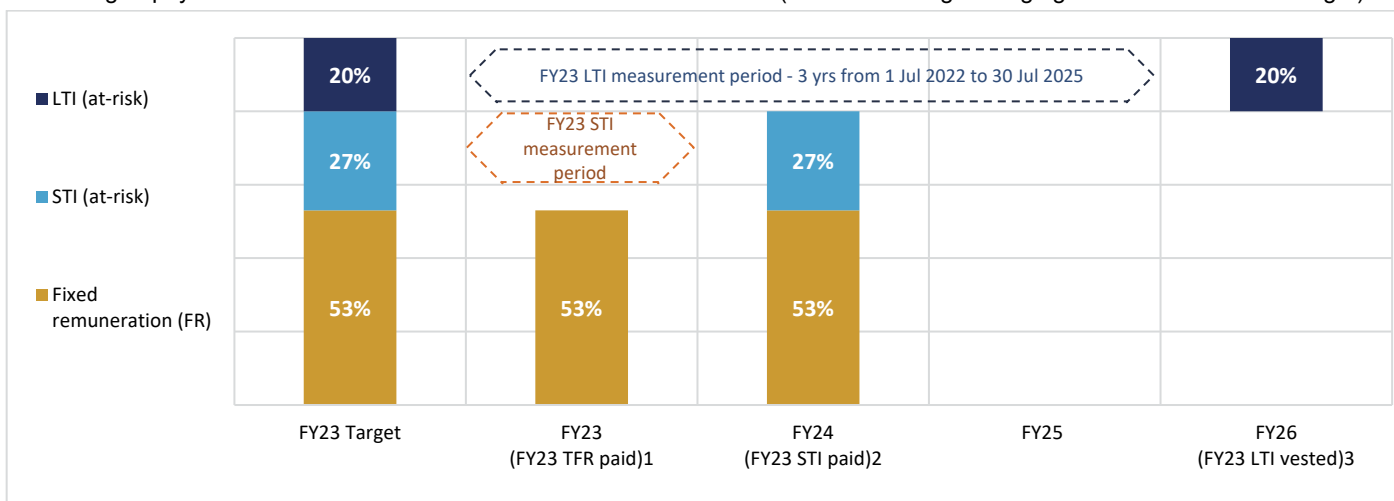


Figure 3: Payment profile of Executive remuneration

- (1) TFR was paid during 2023.
- (2) STI performance is assessed as part of this report after the end of the FY23 and is paid in the FY24 (provided an STI is awarded).
- (3) LTI performance is assessed after the end of the three-year performance period (1 July 2022 to 30 June 2025) and, if determined to have vested, the corresponding Performance rights vest in the FY26.

¹ Note that for FY23 Mr Lougher and Mr Jetson were not participants in the LTI plan



4.4 Executive contracts

Remuneration and other terms of employment for Executives are formalised in service agreements. These agreements provide, where applicable, for the provision of performance related cash payments, other benefits including allowances, and participation in the St Barbara Limited LTI Plan.

All service agreements with Executives comply with the provisions of Part 2 D.2, Division 2 of the Corporations Act.

These service agreements may be terminated early by either party giving the required notice and subject to termination payments detailed in the agreement.

Other major provisions of the agreements relating to remuneration are set out below:

Executive ¹	TFR ²	Notice period		Termination payment ³
		By Executive	By the Company	
D Lougher – Managing Director and CEO ⁴ <i>Commenced 28 November 2022</i>	\$750,000	6 months	6 months	n/a
L Welsh – Chief Financial Officer <i>Commenced 27 August 2021</i>	\$475,000	6 months	6 months	6 months
A Strelein – Chief Development Officer <i>Commenced 26 July 2021</i>	\$520,000	6 months	6 months	6 months

(1) Executive KMP are eligible for participating in the FY23 STI and LTI plans except D Lougher.

(2) Inclusive of superannuation and salary sacrifice benefits.

(3) Other than for gross misconduct or for poor performance as judged by the Company in its absolute discretion

(4) Mr Lougher's overall remuneration package was determined at the time of his appointment having regard to his extensive experience and the competitive market and included TFR (25% lower than predecessor), a pro-rated STI opportunity from the date of his commencement, no participation in the FY23 LTI and in lieu of that, and in consideration of the lower TFR included one-off on-boarding shares (in two tranches, the second tranche subject to service and performance conditions).

5 Relationship between Group performance and remuneration - past five years

The Board has regard to the overall performance of the Company over a number of years in assessing and ensuring proper alignment of the performance linked 'at risk' remuneration framework to deliver fair and proper outcomes consistent with the Company's performance.

Full details of the Company's operational and financial performance are set out in the Directors' Report immediately preceding the Remuneration Report, and in the Financial Report, immediately following the Remuneration Report. For convenience, a summary of key operating and financial measures is reproduced in the Remuneration Report.

In assessing the Group's performance and shareholder return, consideration is given to the following measures in respect of the current financial year and the previous four financial years.

Earnings	2023	2022	2021	2020	2019
Sales revenue	697,422	680,345	740,247	827,726	650,321
EBITDA	(416,933)	(32,427)	(63,001)	338,762	274,810
Statutory net profit/(loss) after tax	(429,199)	(160,821)	(176,596)	128,230	144,163
Underlying net profit/(loss) after tax ¹	(12,752)	24,098	80,628	108,472	141,728

Table 2: Five-year financial performance (\$'000)

¹ Underlying net profit/(loss) after tax is calculated as statutory net profit/(loss) after tax before significant items as disclosed within Note 3 of the Financial Report.



The table below provides the share price performance of the Group's shares in the current financial year and the previous four financial years.

Share price	2023	2022	2021	2020	2019
Period end share price					
• Closing price on last trading day	0.48 ¹	0.75	1.71	3.15	2.94
• 10-day VWAP used for Relative Total Shareholder Return (RTSR) and Rights pricing	0.2468 ²	0.94	1.77	3.15 ³	2.91
Dividends paid and declared for financial year ⁴	0.00	0.00	0.06	0.08	0.08
Average share price for the year	0.71	1.44	2.56	2.83	4.01
Market capitalisation	\$0.39 B	\$0.61 B	\$1.21 B	\$2.20 B	\$2.05 B

Table 3: Five-year share price history (\$/share)

During the 2023 financial year, the Company's daily closing share price ranged between \$1.24 to \$0.46 per share (2022 financial year: \$0.75 to \$1.98 per share).

Five-year operation performance	2023	2022	2021	2020	2019
Gold production	260,368	280,746	327,662	381,887	454,985
All-in Sustaining Cost (AISC)	2,443	1,848	1,616	1,369	1,080
Total Recordable Injury Frequency Rate	4.6	3.2	3.9	3.0	5.0

Table 4: Five-year key performance measures

6 FY23 Executive remuneration outcomes and disclosures

6.1 FY23 STI Company measure outcomes

The Company STI Measures (weighted 80%) were assessed for the financial year ended 30 June 2023 with outcomes as shown below. In light of performance hurdles not having been met this 80% weighting of the KMP STI award was forfeited.

STI Measure	Target	Weighting	Result	% of max achieved
a) Group Safety – Recordable Injuries	Performance Gateway of no fatalities 11 Recordable Injuries ⁵	30%	19 Recordable Injuries recorded	0%
b) Group Gold production	279koz	40%	260koz	0%
c) Group AISC	A\$2,232/oz	30%	A\$2,443/oz	0%

Table 5: 2023 Group STI performance

6.2 Individual Performance outcomes

For 2023, the Board assessed the performance against the individual KPIs (weighted 20%) which related to maximisation of value to shareholders through: (a) the stabilisation of performance of the Leonora Assets; and (b) achievement of a suitable corporate combination that delivered separate appropriately capitalised businesses for the Leonora Operations and for the overseas development assets whilst also realising proceeds to retire the Company's debt facility that was at risk of breach.

The Board considers individual Executive KMP contribution to the above achievements and approved the following outcome:

Executive	Title	Weighting	% of max achieved
D Lougher	Managing Director and CEO	20%	75%
L Welsh	Chief Financial Officer	20%	100%
A Strelein	Chief Development Officer	20%	100%

¹ The ASX have made an adjustment to the historical St Barbara share price to reflect the value of the Genesis share distribution to St Barbara shareholders

² The volume weighted average price (VWAP) of St Barbara shares in the five business days ending Friday, 9 June 2023 (\$0.5626) minus 0.3158 cents per share (reflecting the full planned return of capital following the completion of the sale of the Leonora assets to Genesis Minerals Limited and based on the volume weighted average share price of Genesis shares in the five business days ending Friday, 9 June 2023).

³ 10-day VWAP coincidentally equalled close price on 30 June 2020. 10 day close price ranged between \$2.99 and \$3.31.

⁴ Interim and final dividend allocated to relevant financial year (e.g. FY20 interim and final dividends allocated to 2020 (i.e. FY20)). Fully franked unless otherwise noted.

⁵ Recordable Injury (RI) includes fatalities, lost time injuries, medical treatment injuries. It does not include first aid injury.



6.3 STI outcomes for FY23

The table below describes the STIs available to and achieved by Executives during the year. Amounts shown as 'Actual STI' represent the amounts accrued in relation to the FY23, based on achievement of the specified performance criteria. No additional amounts vest in future years in respect of the STI plan for the 2023 financial year.

Mr Lougher's STI (i.e. \$66,086) was awarded on a pro-rata basis from commencement of employment pursuant to his contract of employment.

Executive	Pro-rata months	Type	Maximum potential STI		Actual STI Awarded	Group STI awarded (80% of total STI)	Individual STI awarded (20% of total STI)	% of Max Group and Individual STI	
			Target \$	Maximum ¹ \$				Earned	Forfeited
C Jetson	4	Standard	500,000	1,000,000	nil	nil%	nil%	nil%	nil%
D Lougher	7	Standard	375,000	750,000	\$66,086	nil%	75%	15%	85%
L Welsh	12	Standard	213,750	427,500	\$85,500	nil%	100%	20%	80%
A Strelein	12	Standard	234,000	468,000	\$93,600	nil%	100%	20%	80%

Table 6: FY23 STI Outcomes

6.4 FY21 LTI vesting outcomes

The FY21 Rights were issued in November 2020 at a 10-day VWAP price calculated under the Rights Plan Rules and Notice of 2020 Annual General Meeting of \$3.15 each.

The FY21 LTI relates to the former MD & CEO Mr Jetson. Mr Welsh was a participant in the FY21 LTI in his former role as General Manager Finance. Mr Lougher and Mr Strelein were not participants in the FY21 LTI.

Of the FY21 Rights, 67% lapsed due to not meeting the positive TSR gateway over the three-year performance period. Using the same methodology as in previous years, ROCE for the Group over the three-year period was assessed to have not met threshold. Accordingly, this portion of the FY21 LTI (33%) also lapsed.

No Performance rights have been deferred for retesting in a subsequent financial year.

The FY21 Performance rights were assessed as follows:

(a)	RTSR
Weighting:	67%
Actual score:	TSR of (-84.07%) 21 st percentile of comparator group (details below)
Calculation:	0% (failed to meet positive TSR gateway)
(b)	ROCE
Weighting:	33%
Actual ROCE:	0.4% (details below)
Calculation:	0% (for achieving between lower and upper threshold of WACC)
(c)	Combined score:
	(0% x 67%)
	+ (0% x 33%)
	= 0%

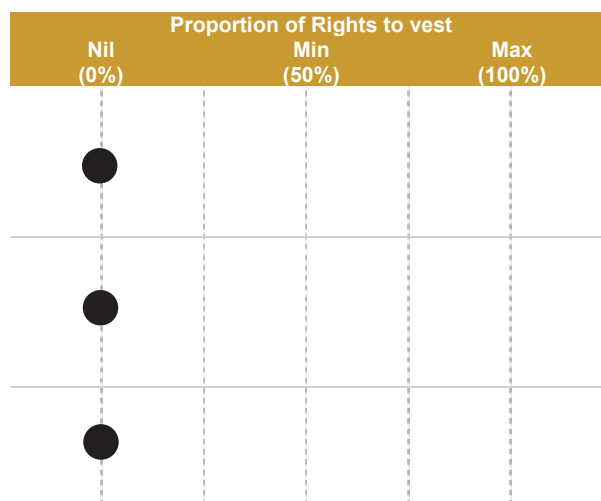


Table 7: FY21 Performance Rights Assessment

¹ Inclusive of STI Target.



6.5 RTSR calculation for FY21 Performance Rights

The result of the RTSR component of the FY21 Performance rights for the period 1 July 2020 to 30 June 2023 was:

Relative TSR Performance	Percentage of Performance rights to vest	Result
Below 50 th percentile	0%	St Barbara achieved a TSR of (-84.07%) for the period and ranked at the 21 st percentile of the comparator group of companies for the period. As a result, TSR did not meet the positive TSR performance gateway and all Performance rights linked to this measure have lapsed.
50 th percentile	50%	
Between 50 th & 75 th percentiles	Pro-rata from 50% to 100%	
75 th percentile and above	100%	

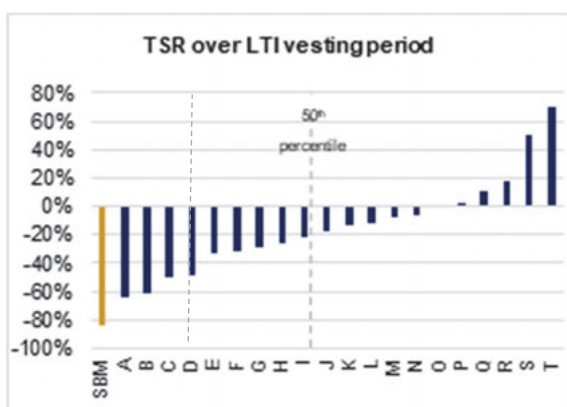


Figure 4: Chart of TSR results for comparator companies

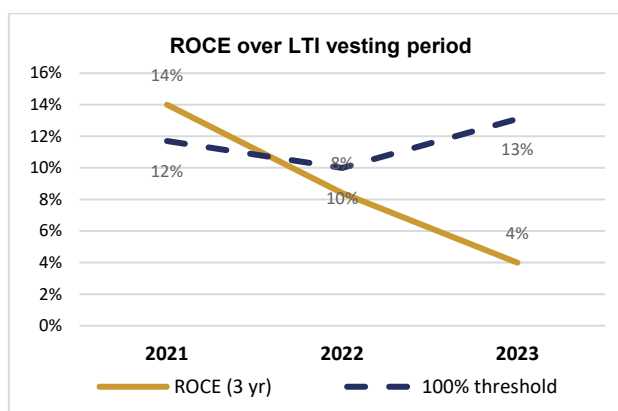


Figure 5: Chart of ROCE (calculated on the next page)

The comparator group of companies for FY21 Performance rights comprised:

Alacer Gold Corp. (ASX: AQG) ¹	Newcrest Mining Limited (ASX: NCM)	Resolute Mining Limited (ASX: RSG)
Alkane Resources Ltd (ASX: ALK)	Northern Star Resources Ltd (ASX: NST)	Saracen Mineral Holdings Limited (ASX: SAR) ²
AngloGold Ashanti Limited (ASX: AGG)	OceanaGold Corporation (ASX: OGC)	Silver Lake Resources Limited (ASX: SLR)
Bellevue Gold Limited (ASX: BGL)	Perseus Mining Limited (ASX: PRU)	Tribune Resources Limited (ASX: TBR)
De Gray Mining Ltd	Ramelius Resources Limited (ASX: RMS)	West African Resources Ltd (ASX: WAF)
Evolution Mining Limited (ASX: EVN)	Red 5 Ltd (ASX: RED)	Westgold Resources Limited (ASX: WGX)
Gold Road Resources Limited (ASX: GOR)		

6.6 ROCE calculation for FY21 Performance Rights

The result of the ROCE component over the three-year vesting period commencing 1 July 2020 and ending on 30 June 2023 was:

ROCE	Percentage of Performance Rights to vest	Result
Less than or equal to the average annual WACC over the three-year period commencing on 1 July 2020	0%	St Barbara achieved a ROCE for the period of 0.4% (see calculation below), which is below the lower threshold of WACC for the period of 6.1% +3.0% = 9.1%
WACC (calculated as):		
+ 3%	50% ³	ROCE for the Group over the three-year period was assessed to have not met the lower threshold, therefore all Performance rights related to this measure lapsed.
+ between 3% and 7%	Pro-rata from 50% to 100%	
+ 7%	100%	

Table 8: ROCE vesting

¹ Alacer Gold Corp. (AQG) has been replaced with SSR Mining (SSR) as Alacer Gold Corp. was merged with SSR Mining.

² Saracen Mineral Holdings Limited (SAR) was delisted after merging with Northern Star (NST).

³ If threshold is not achieved (WACC + 3%) the outcome would be Nil with no provision for pro-rata.



ROCE is calculated as EBIT before significant items expressed as a percentage of average total capital employed (net debt and total equity)¹.

Measure	2023	2022	2021
EBIT (excluding significant items, including discontinued operations)	6,920	37,445	111,849
Capital employed – opening balance			
Total equity ²	1,524,604	1,370,891	1,348,977
Net debt ³	73,126	-	-
Capital employed – opening balance	1,597,730	1,370,891	1,348,977
Capital employed – closing balance			
Total equity (excluding significant items, including discontinued operations)	1,493,363	1,534,604	1,370,891
Net debt	-	73,126	-
Capital employed – closing balance	1,493,363	1,597,730	1,370,891
Capital employed – average for period	1,545,547	1,484,311	1,359,934
ROCE (EBIT ÷ average total capital employed) for year	0.4%	2.5%	9.1%
ROCE average of the 3 years in the vesting period	4.0%	8.3%	14.4%
WACC average of the 3 years in the vesting period	6.1%	3.0%	4.7%

Table 9: ROCE calculation

WACC is calculated using the widely available formula of (relative weight of equity x required rate of return) + (relative weight of debt x cost of debt)⁴. In this instance, WACC is calculated on a pre-tax basis to match the pre-tax nature of EBIT. The full calculation of WACC is not disclosed as it is considered to be commercial in confidence, however, the primary variables include:

- Reported balance sheet figures for debt and equity;
- Government 10-year bond rate as proxy for risk free premium; and
- ASX All Ordinaries Index as proxy for market portfolio and to determine relative volatility.

On this basis, average WACC of the three-year measurement period commencing 1 July 2020 and ending on 30 June 2023 is 6.1% (2022 financial year: 3.0%).

6.7 Allocation of sign-on awards for the Managing Director and CEO

To attract a highly experienced executive in a competitive market with considerable local and international mining experience and establish the appropriate level of reward for FY23, as disclosed to the Australian Securities Exchange (ASX) and as mentioned in Section 4.4, Mr Lougher received a one-off on-boarding payment of two tranches totalling 800,000 shares in the Company.

- The first tranche of that award (500,000 shares) was allocated in November 2022 (see ASX announcement dated 30 November 2022) and subject to a 12 month escrow period; and
- The remaining tranche (300,000 shares) was allocated on 30 June 2023 (refer to ASX announcement dated 30 June 2023) and also subject to a 12 month escrow.

The one-off on-boarding payment was considered appropriate in light of Mr Lougher's ineligibility to participate in the FY23 LTI Plan, the reduced TFR for the role (compared to that in place at the commencement of FY23 for the previous MD & CEO) and the pro-rated opportunity for the FY23 STI.

7 Non-Executive Director Remuneration

7.1 Non-Executive Director remuneration policy

Non-Executive Director fees are reviewed annually by the Board with reference to the responsibilities and time commitment relevant to the role of Director, Committee memberships and corresponding Chair roles and external advice, including benchmarking, may be sought as part of the review.

The fee of the Board Chair is determined independently, based on roles and responsibilities in the external market for companies comparable with St Barbara. The Board Chair is not present at any discussions relating to the determination of their own remuneration.

The level of fees paid to Non-Executive Directors is set by the Board, within the aggregate pool approved by shareholders (which is \$1,200,000 per annum in aggregate, approved by shareholders at the Annual General Meeting in November 2012) and reported to shareholders in this report each year.

Consistent with Australian corporate governance practice, Non-Executive Directors do not receive performance-based remuneration to maintain their independence.

¹ ROCE is not an IFRS measure and is calculated in the table above.

² The opening equity balance has been adjusted to exclude impairments posted in prior periods

³ Net debt comprises cash and cash equivalents, interest bearing borrowings – current and interest-bearing borrowings – non-current. The minimum net debt figure applied to the calculation is nil (i.e., where the Company is in a net cash position).

⁴ WACC is not an IFRS measure. The above parameters can be used to calculate WACC using commonly available formula.



7.2 Policy Board and Committee Fees

The remuneration of Non-Executive Directors consists of Director Fees and Committee Fees. Committee Fees are paid in addition to Director Fees to recognise the additional time commitment required by Non-Executive Directors who serve those committees. The Board Chair does not receive any additional fees in addition to the Board Chair fee.

Non-Executive Director Fees have not increased since 2019 and will reduce in 2024 (see Section 10 for further details). For FY23, the aggregate of Non-Executive Director fees was \$710,115 (representing 59% of the aggregate pool).

The table below summarises the Non-Executive Director fee policy for FY23. All fees are inclusive of superannuation.

Director Fees	
Board Chair	\$263,340
Non-Executive Directors	\$106,260
Committee Fees	
Committee Chair	\$25,000
Committee Member	\$15,000

Table 10: Board and Committee Fees

7.3 FY23 Non-Executive Director statutory remuneration

Name	Year	Cash salary & fees ¹ \$	Non monetary benefits \$	Superannuation \$	Total \$
T C Netscher ²	FY23	198,437	-	21,013	219,450
	FY22	239,400	-	23,940	263,340
K J Gleeson ³	FY23	161,846	-	16,994	178,840
	FY22	146,600	-	14,660	161,260
S E Loader	FY23	136,258	-	14,307	150,565
	FY22	146,600	-	14,660	161,260
D E J Moroney	FY23	145,937	-	15,323	161,260
	FY22	146,600	-	14,660	161,260
S G Dean ⁴	FY23	-	-	-	-
	FY22	138,337	-	-	138,337
Totals	FY23	642,478	-	67,637	710,115
	FY22	817,537	-	67,920	885,457

Table 11: Non-Executive Director Remuneration

¹ Inclusive of any participation in the Non-Executive Director Equity Plan.

² Mr Netscher retired as Non-Executive Director and Chair on 28 April 2023.

³ Ms Gleeson was appointed as Non-Executive Chair on 28 April 2023.

⁴ Mr Dean resigned as Non-Executive Director from 9 June 2022.

8 Additional statutory information

8.1 Executive KMP – statutory remuneration

Other than the provision or reimbursement of travel, accommodation and professional development necessarily incurred in performing their duties, there were no transactions with Executives other than as disclosed in the table below.

Executive Name	Year	Short term benefits			Other ²	Post employment benefits		Long term benefits			Proportion of total performance related ⁵ %
		Cash salary & fees \$	STI payment \$	Non monetary benefits ¹ \$		Super annuation \$	Leave ³ \$	Share-based payments ⁴ \$	Termination payments \$	Total \$	
D Lougher ⁶	FY23	421,487	66,086	2,221	458,350	15,053	43,509	-	-	1,006,706	7%
	FY22	-	-	-	-	-	-	-	-	-	-
L Welsh ⁷	FY23	449,700	85,500	3,226	-	25,300	45,835	116,510	-	726,071	28%
	FY22	381,048	71,951	2,154	-	21,169	38,703	135,194	-	650,219	32%
A Strelein ⁸	FY23	494,700	93,600	-	-	25,300	49,574	93,202	-	756,376	25%
	FY22	463,269	86,951	-	-	25,000	46,996	46,213	-	668,429	20%
<i>Former Executives</i>											
C A Jetson ⁹	FY23	432,367	-	4,118	-	25,300	-	158,076	913,763 ¹⁰	1,533,624	10%
	FY22	975,000	150,000	1,519	72,172 ¹¹	25,000	99,375	297,094	-	1,620,160	28%
E Spencer ¹²	FY23	-	-	-	-	-	-	31,855	-	31,855	100%
	FY22	289,232	-	2,590	-	12,500	-	47,585	44,375 ¹³	396,282	12%
G Campbell-Cowan ¹⁴	FY23	-	-	-	-	-	-	66,176	-	66,176	100%
	FY22	104,282	-	881	-	12,761	-	173,138	724,964 ¹⁵	1,016,026	17%
Totals	FY23	1,798,254	245,186	9,565	458,350	90,953	138,918	465,819	913,763	4,120,808	17%
	FY22	2,212,831	308,902	7,144	72,172	96,430	185,074	699,224	769,339	4,351,116	23%

Table 12: Executive Key Management Personnel remuneration

1 Non-monetary benefits for Executives comprise car parking, professional memberships and associated fringe benefits tax.

2 Represents one-off onboarding payment in the form of fully paid ordinary shares

3 Leave includes long service leave and annual leave entitlements.

4 The value of Performance rights disclosed as remuneration is the portion of the fair value of the Performance rights recognised in the reporting period in accordance with the Corporations Act 2001 and relevant Australian Accounting Standards. This value does not reflect what an executive has received in the reporting period.

5 For example, Performance rights issued to Key Management Personnel in FY21 lapsed in full at 30 June 2023, therefore no shares will be issued.

6 Calculated as 'STI payment' plus 'Share-based payments' divided by 'Total' remuneration.

7 Appointed as a Director 28 November 2022.

8 Mr Welsh was appointed to the Chief Financial Officer role on 27 August 2021.

9 Mr Strelein was appointed to the Chief Development Officer role on 26 July 2021.

10 Mr Jetson ceased as a Director on 28 November 2022 and ceased as an Executive Manager on 9 December 2022.

11 Mr Jetson's termination payment included annual leave paid on termination of \$213,763, 6 months' notice contractual entitlement (\$500,000) and an additional payment of \$200,000 for this ongoing support in respect of the Company's operations paid at the end of the financial year. There was no STI or LTI payment awarded to Mr Jetson for FY23.

12 Restated to reflect actual payment

13 Mr Spencer ceased as a member of KMP on 14 October 2021, however Mr Spencer remained with St Barbara in the role of Senior Executive officer until 23 December 2021. FY22 data is reflective of this change.

14 Mr Spencer's termination payment included annual leave entitlements only.

15 Mr Campbell-Cowan ceased as a member of KMP on 10 September 2021. FY22 data is reflective of this change.

16 Mr Campbell-Cowan's termination payment included LSL, Annual leave and 8 months termination contractual entitlement.



8.2 Rights Vested and On Issue

There are three LTI tranches relevant to the 2023 financial year, which are summarised below:

Grant year / tranche name	Description	Performance Conditions & Weighting	Performance Period	Status
FY21 Performance Rights	Granted as LTI remuneration in 2021 and disclosed in the 2020 Notice of AGM and 2021 Remuneration Report	RTSR 67% ROCE 33%	1 July 2020 to 30 June 2023	Tested June 2023
FY22 Performance Rights	Granted as LTI remuneration in 2022 and disclosed in the 2021 Notice of AGM and 2022 Remuneration Report	RTSR 50% ROCE 30% Reserves 20% Replenishment	1 July 2021 to 30 June 2024	To be tested June 2024
FY23 Performance Rights	Granted as LTI remuneration in 2023 and disclosed in the 2022 Notice of AGM and 2023 Remuneration Report	RTSR 50% ROCE 30% Reserves 20% Replenishment	1 July 2022 to 30 June 2025	To be tested June 2025

Table 13: LTI tranches relevant to 2023 financial year

The three LTI tranches are illustrated on a timeline below:

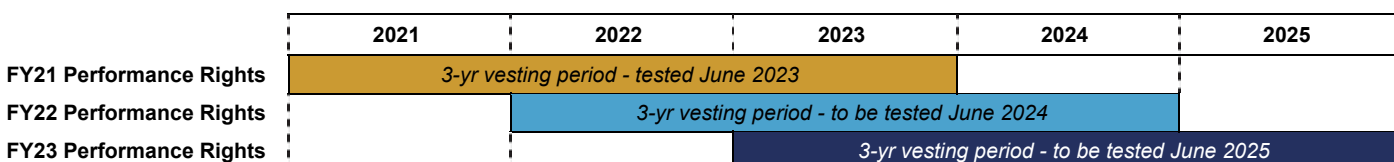


Figure 6: Current LTI tranche timeline

8.3 Summary of Rights on issue and vested in 2023

The number of rights over ordinary shares in the Company held directly, indirectly or beneficially during the financial year by each Executive, including their related parties, and the number of rights that vested, are set out below:

	Grant year / tranche name	Grant Date	Price on issue date	Held at 1 July 2022	Granted as compensation during the year	Vested during the year	Forfeited during the year	Held at 30 June 2023 ¹	Financial year in which grant may vest
D Lougher	FY23 ²	-	-	-	-	-	-	-	-
L Welsh	FY21	30 Nov 2020	\$3.15	51,428 ³	-	(16,971)	(34,457)	-	2023
	FY22	22 Jul 2021	\$1.77	161,017	-	-	-	161,017	2024
	FY23	23 Nov 2022	\$0.94	-	303,191	-	-	303,191	2025
A Strelein	FY22	26 Jul 2021	\$1.77	176,271	-	-	-	176,271	2024
	FY23	23 Nov 2022	\$0.94	-	331,915	-	-	331,915	2025
Former Executives									
C Jetson	FY21	28 Oct 2020	\$3.15	238,095	-	-	(238,095)	-	2023
	FY22	27 Oct 2021	\$1.77	423,729	-	-	-	423,729	2024
R Cole	FY21	24 Jul 2020	\$3.15	37,757	-	-	(37,757)	-	2023
G Campbell-Cowan	FY21	24 Jul 2020	\$3.15	105,367	-	-	(105,367)	-	2023

Table 14: Summary of rights on issue and vested in 2023

¹ The vesting of Rights held at 30 June 2023 is subject to future performance conditions.

² Mr Lougher was not eligible for LTIs for FY23.

³ The vesting of FY21 Rights for Mr Welsh is related to his previous role as a non-KMP



8.4 Rights granted in 2023

Details on rights over ordinary shares in the Company that were granted as remuneration to each Executive in the 2023 financial year are as follows:

	Grant year / tranche identifier	Grant date	Number of performance rights granted during FY2023	Issue price per performance right	Expiry date	Fair value per performance right at grant date (\$ per share) ¹
L Welsh	FY23	22 Jul 2022	303,191	\$0.94	30 Jun 2025	\$0.36
A Strelein	FY23	22 Jul 2022	331,915	\$0.94	30 Jun 2025	\$0.36

Table 15: Rights granted in 2023

8.5 Details of FY23 Performance Rights granted during 2023

FY23 Performance rights were granted under the St Barbara Limited Rights Plan and details of the performance conditions were set out in the Notice of 2022 Annual General Meeting. While shareholders approved the grant of Rights for the former Managing Director and CEO at the meeting, Mr Jetson did not participate in the FY23 LTIP and the Rights were not issued.

Key Features of FY23 Performance Rights

Performance conditions	RTSR (50% weighting) ROCE in excess of the weighted average cost of capital (30% weighting) Reserves Replenishment (20%)
Other conditions	Continuing employment
Issue price	10-day VWAP at start, 30 June 2022, \$0.94
Measurement period	1 July 2022 to 30 June 2025
Vesting date	30 June 2025

8.6 Relative Total Shareholder Return

Relative Total Shareholder Return (RTSR) is measured against a defined peer group of companies which the Board considers compete with the Company for the same investment capital, both in Australia and overseas, and which by the nature of their business are influenced by commodity prices and other external factors similar to those that influence the total shareholder return (TSR) performance of the Company.

The comparator group of companies for FY23 Performance Rights comprises 14 companies that are of a similar size (market capitalisation) and complexity, with operations and geographic footprint similar to St Barbara and is set out in the table below. At the discretion of the Board, the composition of the comparator group may change from time to time.

FY23 TSR Peer Group

Alamos Gold Inc. (AGI)	Ramelius Resources (RMS)
Coeur Mining Inc. (CDE)	Regis Resources Limited (RRL)
Bellevue Gold Limited (BGL)	Resolute Mining Limited (RSG)
Capricorn Metals Limited (CMM)	Silver Lake Resources Limited (SLR)
Gold Road Resources Limited (GOR)	SSR Mining Inc (SSR)
OceanaGold Corp (OGC)	West African Resources (WAF)
Perseus Mining Limited (PRU)	Westgold Resources Limited (WGX)

The proportion of the FY23 Performance Rights that vest will be influenced by the Company's TSR relative to the comparator group over the three-year vesting period commencing 1 July 2022 and ending 30 June 2025 as outlined below:

Relative TSR Performance	% Contribution to the Number of Performance Rights to Vest
Below 50th percentile	0%
50th percentile	50%
Between 50th & 75th percentiles	Pro-rata from 50% to 100%
75th percentile and above	100%

¹ AASB 2 requires that the liability under the Rights to be measured initially and at each reporting date until settled, at the fair value of the pay-out, by applying an option pricing model taking into account the terms and conditions on which the pay-out is granted. The valuation of the Rights was completed using various option pricing models. Models used included a hybrid trinomial option model with absolute and relative total shareholder return hurdles. The absolute total shareholder return hurdle component used a Black Scholes model with a single share price target. The models are weighted to arrive at values that reflect both hurdles.



8.7 Return on Capital Employed

The proportion of FY23 Performance Rights that vest will be influenced by the ROCE achieved by the Company over the three-year vesting period commencing 1 July 2022 and ending 30 June 2025.

Return on Capital Employed (ROCE)	% Contribution to the Number of Performance Rights to Vest
Less than or equal to the average annual weighted average cost of capital (WACC) over the three-year period commencing on 1 July 2017	0%
WACC (calculated as above) + 3%	50% ¹
WACC (calculated as above) + between 3% and 7%	Pro-rata from 50% to 100%
WACC (calculated as above) + 7%	100%

8.8 Reserves Replenishment

Reserves Replenishment measures long-term sustainability of the Company. This measure was introduced first in the FY22 LTI and was used in the FY23 LTI. In line with the Company's revised reserves and resources reporting calendar (1 January to 31 December, commencing 31 December 2021), this measure will be assessed over a three-year period commencing 31 December 2021 to 31 December 2024.

Reserves Replenishment	% of the performance rights that vest will be determined based on the Company's replenishment of Ore Reserves net of production over the three-year period commencing on 31 December 2021 as outlined below:
Zero growth/depletion replaced	0% of performance rights to vest
Depletion replaced plus 10% growth	50% of performance rights to vest
Depletion replaced plus 20% growth	100% of performance rights to vest

The outcome of FY23 Performance Rights will be reported in the 2025 Remuneration Report.

8.9 Key Management Personnel shareholdings

The numbers of shares in the Company held directly, indirectly or beneficially during the year by each Key Management Personnel, including their related parties, are set out below. Mr Lougher was granted 800,000 on-boarding shares over two tranches during the year.

Name	Balance at the start of the year	Issued upon exercised of employee rights	Purchased	Sold	Dividend Reinvestment Plan	Other changes	Balance at the end of the year
<i>Non-Executive Directors</i>							
K J Gleeson	34,361	-	-	-	-	-	34,361
S E Loader	49,001	-	-	-	-	-	49,001
D E J Moroney	105,438	-	-	-	-	-	105,438
T C Netscher ²	107,616	-	-	-	-	-	107,616
<i>Executives</i>							
D R Lougher	-	-	-	-	-	800,000 ³	800,000
L Welsh ⁴	124,660	17,226	-	(8,613)	-	-	133,273
A Strelein ⁵	-	-	-	-	-	-	-
<i>Former Executives</i>							
C A Jetson ⁶	200,000	-	-	-	-	-	200,000

Table 16: Key Management Personnel Shareholding

¹ If threshold is not achieved (WACC + 3%) the outcome would be Nil with no provision for pro-rata.

² Mr Netscher retired on 28 April 2023.

³ Issue of 800,000 fully paid ordinary shares as a one-off onboarding payment to Mr Lougher, MD & CEO, in accordance with his employment contract as disclosed in ASX announcement dated 17 November 2022.

⁴ Mr Welsh was appointed to the Chief Financial Officer role on 27 August 2021.

⁵ Mr Strelein was appointed to the Chief Development Officer role on 26 July 2021.

⁶ Ceased as a Director 28 November 2022.



8.10 Shareholding guidelines for Non-Executive Directors and Executives

While the Company does not have a formal minimum shareholdings policy, the Group encourages Non-Executive Directors, Executives and employees to own shares in St Barbara Limited (subject to the Group's Securities Dealing Policy). The Group is not licenced or authorised to provide individuals with financial product advice under the Corporations Act.

To facilitate the acquisition of shares by the Group's Non-Executive Directors, the Company adopted a Non-Executive Director equity plan (NED Plan) approved by the Board in July 2020. The Plan enables Non-Executive Directors to nominate at the beginning of each financial year a fixed amount of their total Director's fee to acquire shares on an ongoing basis, in compliance with the Corporations Law and Securities Dealing Policy restrictions on Director share trading. In FY21, two Directors participated in the NED Plan through nominating a proportion of their fees to acquire shares, (Stef Loader and Kerry Gleeson). In June 2023 Ms Loader and Ms Gleeson nominated to exercise their FY21 NED Rights¹ with shares subsequently issued on 7 June 2023 in accordance with the NED Plan which restricts disposal from the earlier of ceasing to be a Director or 10 years. Ms Loader and Ms Gleeson continued their election through to FY22 and David Moroney also participated in the plan in FY22. No applications were received in relation to share acquisition for FY23 NED fees. In alignment with the Company's revised strategic focus, it is proposed to review the current NED plan and introduce a simplified approach enabling Non-Executive Directors to participate in a fee sacrifice plan which enables them to build equity holdings in the Company.

Refer to Table 11 for more detail on the Non-Executive Director Remuneration.

The Group does not specify target volumes for such shareholdings, as it does not know the personal preferences and objectives, financial situation or risk profile of individuals. The Group acknowledges that gold mining equities would normally only comprise a small proportion of an individual's balanced investment portfolio, and that gold mining equities are generally considered to be volatile and counter-cyclical to economic cycles. Shareholding guidelines are uncommon amongst key peers with which the Group competes for talent and would be a disincentive in attracting executives.

The Group acknowledges that, in the absence of share trading prohibitions, KMP generally incur an income tax liability on the market value of shares issued upon vesting of employee rights under the LTI and will generally need to sell a portion of their allocated shares to cover their income tax obligations. Where this occurs, it will be in compliance with the Company's Securities Dealing Policy.

See Section 8.9 for information relating to Non-Executive Director shareholdings and movements.

8.11 Loans to Directors and Executives

There were no loans to Directors or Executives during the 2023 financial year.

9. Looking ahead to FY24

The completion of divestment of St Barbara's Leonora Assets (including Gwalia and nearby exploration and development assets) to Genesis on 30 June 2023 and the distribution of Genesis shares received as part proceeds of that sale have resulted in a substantially smaller market capitalisation company with a new strategic focus on its overseas development assets in Nova Scotia, Canada and at Simberi in Papua New Guinea. The reduced operating scale and the emphasis on progression of the overseas undeveloped projects dictates a restructuring of management in favour of a smaller energetic team with capabilities in project development and permitting. The smaller market capitalisation of the Company necessitates lower fixed remuneration and higher relative at-risk component tied to delivery of outcomes with respect to the progress of the overseas development assets to best align reward with shareholder value creation but nonetheless act as sufficient incentive to allow the Company to attract and retain key management for delivery of the new strategic focus particularly at a highly competitive market for talent.

In light of these important shifts in the company size and strategic focus, the Board has re-designed the remuneration arrangements for FY24 taking into account the following:

- Lower fixed remuneration for senior management roles, relative to that which has applied to similar positions to date, given the smaller company size in terms of workforce, asset and market capitalisation (as a result of the Leonora Assets transaction and the sale proceeds share distribution).
- Greater at risk components in remuneration packages reflect the significant shift in the future direction and recognise the different challenges of project development while aligning reward with the creation of value for shareholders.
- Project incentive mechanisms tied to achievement of final investment decisions on expansion of Simberi and development of Fifteen Mile Stream to reward achievement of key milestones that are expected to translate into value accretive outcomes to shareholders through to FY27 and FY28 and recognising the challenges involved in achieving those development outcomes.

¹ Refer ASX Appendix 3G dated 8 June 2023: <https://stbarbara.com.au/wp-content/uploads/2023/06/2023.06.08-appendix-3g.pdf>.



FY24 Remuneration structure overview

Several changes are therefore being implemented for FY24 KMP remuneration in light of these considerations. A detailed explanation of FY24 KMP remuneration arrangements will be disclosed in the FY24 Remuneration Report, however a high-level summary is provided in the table below.

FY24 Remuneration Arrangements	
TFR	<ul style="list-style-type: none"> TFR has been reduced for KMP positions recognising the smaller size in favour of a greater exposure to at-risk remuneration tied to project outcomes that will enhance shareholder value.
STI	<ul style="list-style-type: none"> STI quantum maintained in FY24 but criteria restructured to align with the focus on project development outcomes but with retention of safety elements.
FY24 LTI Performance Rights <i>(Note further design details are provided under the table)</i>	<ul style="list-style-type: none"> LTI grant to apply a single performance measure being absolute TSR (ATSR). Existing Plans in place for FY22 and FY23 will continue to use LTI measures (RTSR, Reserves and ROCE). ATSR has been chosen for FY24 to recognise the changing business focus, the lack of sufficient relevant comparator group and to incentivise executives to make decisions and deliver outcomes that benefit the Company's long term share price. As such ATSR provides a direct link between reward and actual returns to the shareholders thereby aligning executives' performance with the creation of shareholder value. Increase quantum opportunity. Given the lower fixed remuneration, increased the quantum of opportunity at risk to support attraction and retention and emphasize the importance of long-term business success and shareholder value creation (e.g., remuneration mix to be weighted more towards LTI).
Project incentive performance rights <i>(Note further design details are provided under the table)</i>	<ul style="list-style-type: none"> One off grant of long term project incentive performance rights recognising the significance of retaining key roles in the new executive team and focussing them on delivering strategic outcomes critical for the development projects at both Atlantic and Simberi Operations (i.e. achievement of final investment decisions on the development of Fifteen Mile Stream project and the expansion of Simberi) through FY27 and FY28 development timelines (i.e. 4-5 years' time horizon). The project incentive performance rights are to be granted in two tranches with each equating to twice the relevant employee's TFR and vesting in four and five years respectively based on key project milestone outcomes and subject to continued employment. These will be granted to the Managing Director and CEO and the incoming Chief Financial Officer. Other senior executives key to the delivery of these project outcomes will be granted similar project incentive performance rights of varying quantum.
NED fees	<ul style="list-style-type: none"> Reduce Base and Committee Fees for FY24 commensurate with the size and nature of the Company while seeking to be in alignment with the responsibilities of the time commitment of the new Board. The FY24 Director Fee Policy will be as follows (all fees are inclusive of superannuation): Chair: \$180,000 Base fee: \$90,000 Committee Chair: \$15,000 Committee member: \$10,000

9.1 FY24 LTI Performance Rights

Performance rights in respect of the 2024 financial year will be offered to the Managing Director and CEO¹, incoming Chief Financial Officer and specified key executives (**FY24 Performance Rights**) pursuant to the terms of the St Barbara Limited Rights Plan and the service and performance conditions set out below.

1. FY24 Performance Rights pricing

The issue price of the FY24 Performance Rights is \$0.2468 per right, based on the 5 day VWAP up to and including 9 June 2023 (being \$0.5626) adjusted down to account for the estimated value of the in-specie distribution of shares in Genesis Minerals Limited to Shareholders (which was estimated at the time to be \$0.3158 per Share based on the 5-day VWAP of shares in Genesis Minerals Limited up to and including 9 June 2023).

¹ Grant of performance rights subject to shareholder approval at the Company's 2023 Annual General Meeting.



2. Service and performance conditions for FY24 Performance Rights

The service condition for FY24 Performance Rights requires continuous employment for a three-year period commencing on 1 July 2023. The Board has discretion in circumstances of death, disability or bona fide redundancy to vary the service condition and reduce the number of performance rights proportionately for a period of service of less than three years.

The performance conditions for FY24 Performance Rights will be measured over a three-year vesting period commencing 1 July 2023 and ending on 30 June 2026. Vesting condition include satisfying conditions relating to Absolute Total Shareholder Return.

Absolute Total Shareholder Return – performance hurdle

The Board has approved the Rights Plan being amended to replace the existing performance conditions with an Absolute Total Shareholder Return (ATSR) condition for the FY24 Performance Rights. ATSR ties the performance measure directly to the experience of shareholders as reflected in the share price performance. It:

- represents the return experienced by shareholders from an investment in the Company's Shares over a period of time assuming that dividends are reinvested into the Company's Shares;
- is an important vesting condition for LTI grants of equity units (rights or options);
- appropriately reflects the experience of shareholders and is effective in creating alignment between the interests of management and the interests of Shareholders; and
- overcomes the issue of a lack of appropriately relevant comparator companies for the Company, post the sale of the Leonora assets and the in-specie distribution of shares in Genesis Minerals Limited to Shareholders.

The following vesting schedule will be applied to the FY24 Performance Rights.

Performance level	Company's Total Shareholder Return Measurement	Percentage of grant to vest
Below threshold	<5%	0% of rights vest
Threshold	5%	25% of rights vest
Target	10%	50% of rights vest
	>5% and 10%	Pro rata
Stretch / Maximum	20%	100% of rights vest
	>10% and <20%	Pro rata

The proportion of the FY24 Performance Rights that vest will be influenced by the Company's ATSR over the three-year vesting period commencing 1 July 2023 and ending 30 June 2026.

3. Percentage of relevant TFR offered as LTIs for FY24

The percentage of TFR that a participant is eligible to be offered as LTI for 2024 under the Rights Plan increases with seniority, with the smallest percentage being 20% and largest being 150%, for the Managing Director and CEO.

The Board has the discretion to vary the relevant percentage each year, having regard to external advice and / or relevant market benchmarks.

9.2 One-off Project Incentive Performance Rights

One-off grant of long-term project incentive performance rights to be made to Key Management Personnel, and specified senior key executives critical for the development projects at both Atlantic and Simberi Operations pursuant to the terms of the St Barbara Limited Rights Plan and the service and performance conditions set out below. The one-off project incentive performance rights are to be granted in two tranches with vesting to be assessed in FY27 and FY28 respectively (**Project Incentive Performance Rights**).

1. One-off Project Incentive Performance Rights pricing

The issue price of the one-off Project Incentive Performance Rights is \$0.2468 per right, based on the 5 day VWAP up to and including 9 June 2023 (being \$0.5626) adjusted down to account for the estimated value of the in-specie distribution of shares in Genesis Minerals Limited to Shareholders (which was estimated at the time to be \$0.3158 per Share based on the 5-day VWAP of shares in Genesis Minerals Limited up to and including 9 June 2023).



2. Performance and service conditions for one off Project Incentive Performance Rights

The number of Project Incentive Performance Rights that may vest will be subject to satisfaction of the following hurdles:

- Achievement of strategic performance measures linked to delivery of final investment decisions on expansion of Simberi Operations in Papua New Guinea and development of Fifteen Mile Stream in Canada (and related strategic outcomes for the Atlantic and Simberi Operations). Vesting outcomes based on achievement of these strategic performance measures will be determined by the Board at its discretion. The Board's rationale in assessing performance and determining these vesting outcomes will be disclosed at that time; in addition the first tranche of Project Incentive Performance Rights requires continuous employment for a four-year period commencing on 1 July 2023; and the second tranche of Project Incentive Performance Rights requires continuous employment for a five-year period commencing on 1 July 2023.

3. Percentage of relevant TFR offered as one-off Project Incentive Performance Rights

The percentage of TFR that is intended to be offered as Project Incentive Performance Rights under the Rights Plan for the Managing Director and CEO will be 200%.



Indemnification and insurance of officers

The Company's Constitution provides that, to the extent permitted by law, the Company must indemnify any person who is, or has been, an officer of the Company against any liability incurred by that person including any liability incurred as an officer of the Company or a subsidiary of the Company and legal costs incurred by that person in defending an action.

The Constitution further provides that the Company may enter into an agreement with any person who is, or has been, an officer of the Company or a subsidiary of the Company to indemnify the person against such liabilities.

The Company has entered into Deeds of Access, Indemnity and Insurance with current and former officers. The Deeds address the matters set out in the Constitution. Pursuant to those deeds, the Company has paid a premium in respect of a contract insuring current and former officers of the Company and current and former officers of its controlled entities against liability for costs and expenses incurred by them in defending civil or criminal proceedings involving them as such officers, with some exceptions where the liability relates to conduct involving lack of good faith.

During the year the Company paid an insurance premium for Directors' and Officers' Liability and Statutory Liability policies. The contract of insurance prohibits disclosure of the amount of the premium and the nature of the liabilities insured under the policy.

The Company has agreed to indemnify their external auditors, PricewaterhouseCoopers, to the extent permitted by law, against any claim by a third party arising from the Company's breach of their agreement. The indemnity stipulates that the Company will meet the full amount of any such liabilities including a reasonable amount of legal costs.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the Corporations Act 2001 for leave to bring proceedings on behalf of the Company, or to intervene in any proceedings to which the Company is a party, for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the Company with leave of the Court under section 237 of the Corporations Act 2001.

Environmental management

The Group regards compliance with environmental legislation, regulations, and regulatory instruments as the minimum performance standard for its operations. The Group's operations in Western Australia are subject to environmental regulation under both Commonwealth and State legislation. In Papua New Guinea, the Group ensures compliance with the relevant National and Provincial legislation. In Canada, the Group is subject to both Federal and Provincial legislation.

The group wide integrated Health, Safety, Environment and Community Management system has been implemented to facilitate the effective and responsible management of environmental issues to the same high standard of environmental standard across all sites. During FY23, a global

team of environmental professionals worked together to review and improve our systems, ensuring that we stay abreast of the current Environmental and Social Governance topics. These improvements will be implemented in FY24. All operations have developed and deliver on HSEC improvement plans as part of our continuous improvement processes. External audits have been scheduled for FY24 at Simberi and PNG Exploration to review and confirm our compliance with the improvement plans.

In FY23 Atlantic maintained all environmental requirements to operate, working with NSECC to answer any questions or directives issued through the year. All orders from the February 2022 Federal and Provincial Charges were completed on time within FY23 with no matters outstanding arising from those orders.

Simberi worked with the MRA and CEPA to ensure that the site maintained compliance with its Environmental Licence. In FY22 the Deep Sea Tailings Pipeline was replaced with regular monitoring and inspection during FY23 confirmed that the pipe continues to operate in compliance with all requirements.

Non-audit services

Details of the amounts paid or payable to the auditor, PricewaterhouseCoopers, for non-audit services provided during the 2023 financial year are set out in Note 20 to the consolidated financial statements.

The Board of Directors has considered the position and, in accordance with the advice received from the Audit & Risk Committee, is satisfied that the provision of non-audit services during the year as set out in Note 20 did not compromise the auditor independence requirements of the Corporations Act 2001 for the following reasons:

- All non-audit services were reviewed by the Audit & Risk Committee to ensure they do not impact the impartiality and objectivity of the auditor; and
- The Audit & Risk Committee annually informs the Board of the detail, nature and amount of any non-audit services rendered by PricewaterhouseCoopers during the financial year, giving an explanation of why the provision of these services is compatible with auditor independence. If applicable, the Audit & Risk Committee recommends that the Board take appropriate action in response to the Audit & Risk Committee's report to satisfy itself of the independence of PricewaterhouseCoopers.

Auditor independence

A copy of the Auditor's Independence Declaration required under section 307C of the Corporations Act 2001 is set out on page 44 and forms part of this Directors' Report.



Events occurring after the end of the financial year

The Directors are not aware of any matter or circumstance that has arisen since the end of the financial year that, in their opinion, has significantly affected or may significantly affect in future years the Company's or the Group's operations, the results of those operations or the state of affairs, except as described in this note.

Following the sale of Leonora Assets, St Barbara completed an in-specie distribution of 205 million Genesis shares received as part consideration to eligible St Barbara shareholders in the form of a capital return in July 2023. As the capital return was approved by shareholders and declared prior or at 30 June 2023 a liability for the amount payable of \$267,525,000 has been recognised with the reduction of contributed equity. The Genesis Minerals shares held for capital return and the capital return payable recognised in the Consolidate Balance Sheet as at 30 June 2023 were netted off when the capital return was completed in July 2023.

St Barbara and Linden Gold Alliance Limited (Linden) have agreed the wind down and settlement of the secured Second Fortune debt facility. St Barbara received the first tranche of 14,056,250 shares in Linden on 14 August 2023.

Rounding of amounts

St Barbara Limited is a Company of the kind referred to in ASIC Corporations (Rounding in Financial/Directors' Report) Instrument 2016/191 issued by the Australian Securities and Investment Commission (ASIC). As a result, amounts in this Directors' Report and the accompanying Financial Report have been rounded to the nearest thousand dollars, except where otherwise indicated.

This report is made in accordance with a resolution of Directors.

For and on behalf of the Board

Dated at Perth this 24 August 2023

Andrew Strelein

Managing Director and CEO



Auditor's Independence Declaration

As lead auditor for the audit of St Barbara Limited for the year ended 30 June 2023, I declare that to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of St Barbara Limited and the entities it controlled during the period.

A handwritten signature in black ink that reads 'Amanda Campbell'.

Amanda Campbell
Partner
PricewaterhouseCoopers

Melbourne
24 August 2023

PricewaterhouseCoopers, ABN 52 780 433 757
2 Riverside Quay, SOUTHBANK VIC 3006, GPO Box 1331, MELBOURNE VIC 3001
T: 61 3 8603 1000, F: 61 3 8603 1999, www.pwc.com.au

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Financial Report

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About this report

St Barbara Limited (the "Company" or "Parent Entity") is a company limited by shares incorporated in Australia whose shares are publicly traded on the Australian Stock Exchange. The consolidated financial statements of the Company as at and for the year ended 30 June 2023 comprise the Company and its subsidiaries (together referred to as the "Group"). The Group is a for-profit entity primarily involved in mining and sale of gold, mineral exploration and development.

The financial report is a general-purpose financial report, which has been prepared in accordance with Australian Accounting Standards (AASBs) (including Australian Interpretations) adopted by the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. Where required by accounting standards comparative figures have been adjusted to conform to changes in presentation in the current year. The consolidated financial report of the Group complies with International Financial Reporting Standards (IFRSs) and interpretations issued by the International Accounting Standards Board.

The consolidated financial statements have been presented in Australian dollars and all values are rounded to the nearest thousand dollars (\$000) as specified in the ASIC Corporation Instrument 2016/191 unless otherwise stated.

The Board of Directors approved and authorised for issue the consolidated financial statements on 24 August 2023. The Directors have the power to amend and reissue the financial statements.

What's in this report

St Barbara's Directors have included information in this report that they deem to be material and relevant to the understanding of the financial statements and the Group.

A disclosure has been considered material and relevant where:

- the dollar amount is significant in size (quantitative);
- the dollar amount is significant in nature (qualitative);
- the Group's result cannot be understood without the specific disclosure; and
- it relates to an aspect of the Group's operations that is important to its future performance.

Accounting policies and critical accounting judgements and estimates applied to the preparation of the consolidated financial statements are presented where the related accounting balance or consolidated financial statement matter is discussed. To assist in identifying critical accounting judgements and estimates, we have highlighted them in the following manner:

Accounting judgements and estimates



Consolidated comprehensive income statement for the year ended 30 June 2023

	Notes	Consolidated	
		2023 \$'000	Restated* 2022 \$'000
Continuing operations			
Revenue	1	323,852	201,272
Mine operating costs	1	(265,461)	(172,191)
Gross profit		58,391	29,081
Interest revenue		2,590	1,619
Other income		4,107	587
Exploration expensed	1	(8,868)	(13,640)
Corporate costs		(26,506)	(31,686)
Royalties	1	(7,410)	(4,466)
Depreciation and amortisation	6	(47,917)	(86,252)
Share based payments	19	(2,170)	(1,123)
Other expenses		(1,790)	(3,641)
Expected credit loss	3	(26,262)	-
Impairment loss on assets	3	(588,534)	(223,542)
Operating loss		(644,369)	(333,063)
Finance costs	13	(13,534)	(6,019)
Net foreign exchange gain		4,484	1,829
Gold instrument fair value adjustments		8,039	6,371
Loss before income tax		(645,380)	(330,882)
Income tax benefit	2	138,730	76,082
Net loss after tax from continuing operations		(506,650)	(254,800)
Net profit after tax from discontinued operations	3, 23	77,451	93,979
Loss attributable to equity holders of the Company		(429,199)	(160,821)
Other comprehensive income			
Items that will not be reclassified to profit or loss:			
Changes in fair value of financial assets		(13,446)	(29,706)
Income tax on other comprehensive income		-	4,151
Items that may be reclassified to profit or loss:			
Foreign currency translation differences - foreign operations		(7,200)	36,856
Other comprehensive income net of tax⁽¹⁾		(20,646)	11,301
Total comprehensive income attributable to equity holders of the Company		(449,845)	(149,520)
Earnings per share for continuing and discontinued operations			
Basic earnings per share (cents per share)	4	(52.58)	(21.96)
Diluted earnings per share (cents per share)	4	(52.58)	(21.96)
Earnings per share for continuing operations			
Basic earnings per share (cents per share)	4	(62.07)	(34.80)
Diluted earnings per share (cents per share)	4	(62.07)	(34.80)

* restated to include comparative for discontinued operations relating to the sale of the Leonora operations

(1) Other comprehensive income comprises items of income and expense that are recognised directly in reserves or equity. These items are not recognised in the consolidated comprehensive income statement in accordance with the requirements of the relevant accounting standards. Total comprehensive income comprises the result for the year adjusted for the other comprehensive income.

The above consolidated comprehensive income statement should be read in conjunction with the notes to the consolidated financial statements.



Consolidated balance sheet

As at 30 June 2023

	Notes	Consolidated	
		2023 \$'000	2022 \$'000
Assets			
Current assets			
Cash and cash equivalents	13	247,037	98,512
Trade and other receivables	11	87,212	26,866
Genesis Minerals shares held for capital return ⁽¹⁾	14, 16	267,525	-
Inventories	11	80,986	126,174
Deferred mining costs	7	149	3,923
Total current assets		682,909	255,475
Non-current assets			
Inventories	11	-	42,297
Property, plant and equipment	6	87,244	347,083
Financial assets	16	20,495	33,980
Trade and other receivables	11	-	16,780
Deferred mining costs	7	1,699	26,604
Mine properties	8	-	180,676
Exploration and evaluation	9	57,610	164,536
Mineral rights	8	67,953	525,031
Deferred tax assets	2	-	5,876
Total non-current assets		235,001	1,342,863
Total assets		917,910	1,598,338
Liabilities			
Current liabilities			
Trade and other payables	11	66,177	78,593
Capital return payable ⁽¹⁾	14	267,525	-
Interest bearing liabilities	13	4,296	15,197
Rehabilitation provision	10	3,771	268
Other provisions	18	10,128	14,693
Derivative financial liabilities	12	-	8,154
Current tax liability		27,167	-
Total current liabilities		379,064	116,905
Non-current liabilities			
Interest bearing liabilities	13	8,579	156,441
Rehabilitation provision	10	124,189	74,753
Deferred tax liabilities	2	11,619	139,385
Other provisions	18	1,007	2,189
Total non-current liabilities		145,394	372,768
Total liabilities		524,458	489,673
Net assets		393,452	1,108,665
Equity			
Contributed equity	14	1,325,763	1,592,576
Reserves		(58,842)	(39,641)
Accumulated losses		(873,469)	(444,270)
Total equity		393,452	1,108,665

(1) As the capital return was approved by shareholders and declared at or prior to 30 June 2023, a liability for the amount payable had been recognised. The Genesis Minerals shares held for capital return and the capital return payable will net off when the capital return is completed in July 2023.

The above consolidated balance sheet should be read in conjunction with the notes to the consolidated financial statements.



Consolidated statement of changes in equity

for the year ended 30 June 2023

	Note	Consolidated				Total \$'000
		Contributed Equity \$'000	Foreign Currency Translation Reserve \$'000	Other Reserves \$'000	Accumulated Losses \$'000	
Balance at 1 July 2021		1,434,573	(59,827)	9,690	(270,769)	1,113,667
<i>Transactions with owners of the Company recognised directly in equity:</i>						
Share-based payments expense	19	-	-	1,123	-	1,123
Performance rights issued/(expired)		587	-	(1,928)	1,485	144
Dividends paid		-	-	-	(12,525)	(12,525)
Dividends reinvested	5	1,640	-	-	(1,640)	-
Sale of shares in financial asset		155,776	-	-	-	155,776
<i>Total comprehensive income for the year</i>						
Loss attributable to equity holders of the Company		-	-	-	(160,821)	(160,821)
Other comprehensive loss		-	36,856	(25,555)	-	11,301
Balance at 30 June 2022		1,592,576	(22,971)	(16,670)	(444,270)	1,108,665
<i>Transactions with owners of the Company recognised directly in equity:</i>						
Share-based payments expense	19	-	-	2,170	-	2,170
Performance rights issued/(expired)		712	-	(725)	-	(13)
In specie distribution	14	(267,525)	-	-	-	(267,525)
<i>Total comprehensive income for the year</i>						
Loss attributable to equity holders of the Company		-	-	-	(429,199)	(429,199)
Other comprehensive income		-	(7,200)	(13,446)	-	(20,646)
Balance at 30 June 2023		1,325,763	(30,171)	(28,671)	(873,469)	393,452

The above consolidated statement of changes in equity should be read in conjunction with the notes to the consolidated financial statements.



Consolidated cash flow statement

for the year ended 30 June 2023

		Consolidated	
	Notes	2023 \$'000	2022 \$'000
Cash Flows From Operating Activities:			
Receipts from customers (inclusive of GST)		701,448	687,645
Payments to suppliers and employees (inclusive of GST)		(607,706)	(545,301)
Payments for exploration and evaluation		(16,133)	(21,519)
Interest received		1,112	251
Interest paid		(9,118)	(5,713)
Borrowing cost		(407)	(1,193)
Stamp duty		(7,067)	-
Net income tax payments		(10,229)	(26,514)
Net cash inflow from operating activities	13	51,900	87,656
Cash Flows From Investing Activities:			
Payments for property, plant and equipment		(21,570)	(63,694)
Payments for development of mining properties		(52,371)	(46,140)
Payments for exploration and evaluation		(11,764)	(28,965)
Cash received on sale of Leonora to Genesis Minerals		371,596	-
Investment in financial assets		-	(25,401)
Divestment of financial assets		-	4,000
Acquisitions net of cash acquired		-	(9,811)
Net cash inflow/(outflow) from investing activities		285,891	(170,011)
Cash Flows From Financing Activities:			
Movement in restricted cash		(46,907)	-
Dividend payments		-	(12,525)
Syndicate facility draw downs		20,000	50,000
Syndicate facility repayments		(159,196)	-
Finance lease drawn down		-	9,513
Principal elements of lease payments		(11,842)	(8,560)
Net cash (outflow)/inflow from financing activities		(197,945)	38,428
Net increase/(decrease) in cash and cash equivalents		139,846	(43,927)
Cash and cash equivalents at the beginning of the year		98,512	133,370
Net movement in foreign exchange rates		8,679	9,069
Cash and cash equivalents at the end of the year	13	247,037	98,512
Cashflows from discontinued operations	23	43,607	167,804

Cash flows are included in the consolidated statement of cash flows on a gross basis. The GST component of cash flows arising from investing or financing activities, which are recoverable from, or payable to, the taxation authority are classified as part of operating cash flows.

The above consolidated cash flow statement should be read in conjunction the notes to the consolidated financial statements.



A. Key results

1 Segment information

	Simberi		Atlantic		Total segments from continuing operations		Leonora (discontinued operations)	
	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000	2023 \$'000	2022 \$'000
Gold revenue	204,834	58,986	118,229	141,789	323,063	200,775	373,113	478,490
Silver revenue	735	381	54	116	789	497	457	583
Total revenue	205,569	59,367	118,283	141,905	323,852	201,272	373,570	479,073
Mine operating costs	(171,871)	(87,573)	(93,590)	(84,618)	(265,461)	(172,191)	(269,886)	(242,368)
Gross profit	33,698	(28,206)	24,693	57,287	58,391	29,081	103,684	236,705
Royalties ⁽¹⁾	(5,047)	(1,632)	(2,363)	(2,834)	(7,410)	(4,466)	(13,566)	(21,023)
Depreciation and amortisation	(13,519)	(13,068)	(32,653)	(68,717)	(46,172)	(81,785)	(58,942)	(73,547)
Impairment loss on assets	(74,174)	-	(514,360)	(223,542)	(588,534)	(223,542)	-	-
Segment (loss)/profit before income tax	(59,042)	(42,906)	(524,683)	(237,806)	(583,725)	(280,712)	31,176	142,135
Exploration capitalised	(1,355)	(16,686)	(10,409)	(10,036)	(11,764)	(26,722)	-	(329)
Exploration expensed	(2,768)	(6,010)	(3,899)	(3,321)	(6,667)	(9,331)	(7,265)	(7,879)
Total exploration	(4,123)	(22,696)	(14,308)	(13,357)	(18,431)	(36,053)	(7,265)	(8,208)
Capital expenditure								
Sustaining	(5,156)	(10,810)	(6,475)	(8,142)	(11,631)	(18,952)	(50,351)	(49,588)
Growth ⁽²⁾	(2,187)	(43,732)	(10,845)	(10,316)	(13,032)	(54,048)	(12,088)	(6,897)
Total capital expenditure	(7,343)	(54,542)	(17,320)	(18,458)	(24,663)	(73,000)	(62,439)	(56,485)
Segment total assets	163,948	202,629	257,988	703,932	421,936	906,561	-	557,463
Segment non-current assets	68,383	89,482	140,750	630,494	209,133	719,976	-	552,065
Segment total liabilities	78,110	54,812	92,643	282,228	170,753	337,040	-	45,474
Segment – rehab provision	45,446	25,539	82,514	28,004	127,960	53,543	-	21,478

(1) Royalties include state and government royalties for each operation, and corporate royalties in relation to Atlantic and Leonora gold sales.

(2) Growth capital at Simberi represents expenditure associated with the sulphides project. At Atlantic growth capital represents expenditure associated with capitalised exploration, permitting costs and near mine studies projects in the Moose River Corridor. Growth capital at Gwalla represents mainly projects with the Leonora province Plan including Bardoc.

The Group had three operational business units in FY23: Leonora Operations, Simberi Operations, and Atlantic Operations. The operational business units are managed separately due to their separate geographic regions. The Leonora operation was sold as part of an asset sale on the 30 June 2023 and is therefore reported as a discontinued operation.

A reportable segment is a component of the Group that engages in business activities from which it may earn revenues and incur expenses, including revenues and expenses that relate to transactions with any of the Group's other components. The operating results (including production, cost per ounce and capital expenditure) of all reportable segments are regularly reviewed by the Group's Executive Leadership Team ("ELT") to make decisions about resources to be allocated to the segment and assess performance.

Performance is measured based on segment profit before income tax, as this is deemed to be the most relevant in assessing

performance, after taking into account factors such as cost per ounce of production.

Segment capital expenditure represents the total cost incurred during the year for mine development, acquisitions of property, plant and equipment and growth projects. Growth projects are focussed on extending mine life, and in the case of exploration increasing mineral resources and ore reserves.

Revenue from the sale of gold and silver in the course of ordinary activities is measured at the fair value of the consideration received or receivable. The Group recognises revenue at a point in time when control (physical or contractual) is transferred to the buyer, the amount of revenue can be reliably measured and the associated costs can be estimated reliably, and it is probable that future economic benefits will flow to the Group.

Royalties are payable on gold sales revenue, based on gold ounces produced and sold, and are therefore recognised as the sale occurs.



1 Segment information (continued)

Major customers from continuing and discontinuing operations to whom the Group provides goods that are more than 10% of external revenue are as follows:

	Revenue		% of revenue	
	2023 \$'000	2022 \$'000	2023 %	2022 %
Customer A	382,631	303,842	55.0	44.7
Customer B	204,551	59,979	29.4	8.8
Customer C	56,961	91,765	8.2	13.5
Customer D	51,528	110,914	7.4	16.3
Customer E	-	110,914	-	16.3

Consolidated

Continuing operations	2023 \$'000	2022 \$'000
Segment loss before income tax	(583,725)	(280,712)
Interest revenue	2,590	1,619
Other income	4,107	587
Exploration – corporate overhead	(2,201)	(4,309)
Exploration – segment allocation	(6,667)	(9,331)
Corporate depreciation and amortisation	(1,745)	(4,467)
Finance costs	(13,534)	(6,019)
Corporate costs	(26,506)	(31,686)
Net foreign exchange gain	4,484	1,829
Expected credit loss	(26,262)	-
Net derivative movement	8,039	6,371
Share based payments	(2,170)	(1,123)
Other expenses	(1,790)	(3,641)
Consolidated loss before income tax – continuing operations	(645,380)	(330,882)

Assets	2023 \$'000	2022 \$'000
Total assets for reportable segments	421,936	906,561
Cash and cash equivalents	183,188	46,571
Trade and other receivables (current)	19,393	16,924
Genesis Minerals shares held for capital return	267,525	-
Trade and other receivables (non-current)	-	16,780
Deferred tax asset	-	2,129
Financial assets	20,495	33,980
Corporate property, plant & equipment	5,373	17,930
Discontinued operations	-	557,463
Consolidated total assets	917,910	1,598,338

Liabilities

Total liabilities for reportable segments	170,753	337,040
Trade and other payables	42,906	24,257
Capital return payable	267,525	-
Interest bearing liabilities (current)	1,634	13,366
Interest bearing liabilities (non-current)	2,537	59,159
Provisions (current)	5,566	8,855
Provisions (non-current)	292	1,522
Deferred tax liabilities	6,078	-
Current tax liability	27,167	-
Discontinued operations	-	45,474
Consolidated total liabilities	524,458	489,673

Segment results reported to the ELT include items directly attributable to a segment and those that can be allocated on a reasonable basis. Unallocated items comprise mainly of corporate assets and related depreciation, exploration expense, revenue, finance costs and corporate costs.



2 Tax

Income tax expense

	Consolidated	
	2023 \$'000	2022 \$'000
Current tax expense	(40,301)	(28,379)
Deferred income tax expense	147,279	64,502
(Over)/under provision in respect of the prior year	(1,441)	(318)
Total income tax benefit for continuing and discontinuing operations	105,537	35,805

Income tax benefit/(expense) is attributable to:

Continuing operations	138,730	76,082
Discontinued operations	(33,193)	(40,277)
	105,537	35,805

Numerical reconciliation of income tax expense to prima facie tax payable

	2023 \$'000	2022 \$'000
Loss before income tax – continuing and discontinued operations	534,736	196,626
Tax at the Australian tax rate of 30%	160,421	58,988
Difference in overseas tax rates	(5,378)	(2,395)
Equity settled share-based payments	(651)	(258)
Non- deductible legal expenditure	(1,496)	-
Non- deductible interest	(1,299)	-
Non- deductible expenditure on sale of Leonora	(5,624)	-
Sundry items	(192)	(689)
Research and development incentive	-	431
Net unbooked capital losses utilised	334	-
Permanent differences arising from foreign exchange	(313)	1,617
Tax assets on impairment not recognised	(33,831)	-
Deferred tax assets not brought to account	(6,434)	(21,889)
Income tax benefit	105,537	35,805

Income tax

Income tax expense comprises current and deferred tax. Current tax and deferred tax are recognised in the consolidated comprehensive income statement, except to the extent that it relates to a business combination, or items recognised directly in equity or in other comprehensive income.

Current tax is the expected tax payable or receivable on the taxable profit for the year, using tax rates enacted or substantively enacted at the reporting date, and any adjustment to tax payable in respect of previous years.

Tax exposure

In determining the amount of current and deferred tax the Group takes into account the impact of uncertain tax positions and whether additional taxes and interest may be due. This assessment relies on estimates and assumptions and may involve a series of judgements about future events. New information may become available that causes the Group to change its judgement regarding the adequacy of existing tax liabilities; such changes to tax liabilities may impact tax expense in the period that such a determination is made.

Tax consolidation

Entities in the Australian tax consolidated group at 30 June 2023 included: St Barbara Limited (head entity) and Phoenician Metals Limited. Current and deferred tax amounts are allocated using the “separate taxpayer within group” method.

A tax sharing and funding agreement has been established between the entities in the tax consolidated group. The Company recognises deferred tax assets arising from the unused tax losses of the tax consolidated group to the extent that it is probable that future taxable profits of the tax consolidated group will be available against which the asset can be utilised. At 30 June 2023, the Australian tax consolidated group did not have any unused tax losses.

Current tax asset

As at 30 June 2023, the Company recognised an Australian current tax payable of \$27,167,000 (2022: \$2,238,000 receivable) relating to the year ended 30 June 2023.

Accounting judgements and estimates

At 30 June 2023, tax losses and other temporary differences relating to entities associated with Atlantic Operations in Canada of \$4,790,000 (tax effected) (June 2022: \$3,835,000) and Simberi \$27,368,000 (tax effected) (June 2022: \$21,889,000) were not booked.



2 Tax (continued)

Deferred tax balances	Consolidated	
	2023 \$'000	2022 \$'000
Deferred tax assets		
Tax losses	-	57,176
Provisions and accruals	102,677	92,774
Property, plant and equipment	29,485	51,429
Derivative financial liabilities	-	8,154
Other	3,146	2,447
Total	135,308	211,980
Tax effect	39,746	63,182
Deferred tax liabilities		
Accrued income	295	127
Mine properties	83,376	518,568
Consumables	59,827	81,894
Capitalised convertible notes costs	-	444
Unrealised foreign exchange gains	26,158	15,997
Property, plant & equipment	1,274	56,005
Other	3,210	-
Total	174,140	673,035
Tax effect	51,365	196,691
Net deferred tax balance	(11,619)	(133,509)
<i>Comprising:</i>		
Australia – net deferred tax (liabilities)/assets	(6,078)	2,129
PNG – net deferred tax (liabilities)/assets	(5,541)	3,747
Canada – net deferred tax liabilities	-	(139,385)
Net deferred tax balance	(11,619)	(133,509)

Deferred tax

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognised for:

- Temporary differences on the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss;
- Temporary differences related to investments in subsidiaries and jointly controlled entities to the extent that it is probable that they will not reverse in the foreseeable future; and
- Taxable temporary differences arising on the initial recognition of goodwill.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, based on the laws that have been enacted or substantively enacted by the reporting date.

A deferred tax asset is recognised for unused tax losses, tax credits and deductible temporary differences, to the extent that it is probable that future taxable profits will be available against which they can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Tax benefits acquired as part of a business combination, but not satisfying the criteria for separate recognition at that date, are recognised subsequently if new information about facts and circumstances change.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

Accounting judgements and estimates

At each reporting date, the Group performs a review of the probable future taxable profit in each jurisdiction. The assessments are based on the latest life of mine plans relevant to each jurisdiction and the application of appropriate economic assumptions such as gold price and operating costs. Any resulting recognition of deferred tax assets is categorised by type (e.g. tax losses or temporary differences) and recognised based on which would be utilised first according to that particular jurisdiction's legislation.



3 Significant items

Significant items are those items where their nature or amount is considered material to the financial report. Such items included within the consolidated results for the year are detailed below.

Continuing operations	Consolidated	
	2023 \$'000	2022 \$'000
Call option fair value movements ⁽¹⁾	-	(2,488)
Business transformation	-	(3,641)
Impairment loss on assets ⁽²⁾	(588,534)	(223,542)
Expected credit loss ⁽³⁾	(26,262)	-
Corporate redundancy costs ⁽⁴⁾	(2,649)	-
Total significant items – pre tax	(617,445)	(229,671)
Tax Effect		
Tax effect of impairment loss	138,045	64,827
Tax effect of other significant items	8,674	1,814
Deferred tax assets not brought to account ⁽⁵⁾	(6,434)	(21,889)
Total significant items – post tax	(477,160)	(184,919)

Discontinuing operations

	Consolidated	
	2023 \$'000	2022 \$'000
Profit on sale of Leonora ⁽⁶⁾	86,733	-
Operating profit from discontinued operations ⁽⁶⁾	23,911	134,256
Total significant items – pre tax	110,644	134,256
Tax Effect		
Tax effect of significant items	(33,193)	(40,277)
Total significant items – post tax	77,451	93,979

(1) Call option fair value movements

The gold call options were entered into as part of the Atlantic hedge restructure and do not qualify for hedge accounting on the basis that sold call options do not protect against downside risk. Therefore, movements in the fair value of the call options are recognised in the income statement. All call options fully matured prior to the year end with the fair value gain of \$8,039,000 (2022: realised gain of \$6,371,000 with the unrealised loss component amounting to \$2,488,000).

(2) Impairment loss on assets

The impairment loss represents the write down of the carrying value of assets relating to the Simberi and Atlantic cash generating units (refer to Note 8).

(3) Expected credit loss

Represents a provision for doubtful debt for a current trade receivable of \$8,004,000 owing from a third party ore purchase and a secured non-current loan of \$18,258,000 to a third party for which recoverability is uncertain.

(4) Corporate redundancy costs

The corporate redundancy costs relate to payments made to employees for roles made redundant as part of the organisation restructure and cost reduction program.

(5) Deferred tax assets not brought to account

Simberi deferred tax assets of \$5,479,000 have not been recognised on the basis that development of the high margin Simberi sulphides have been deferred while remaining oxide ore is mined. Until the sulphide project is approved, it is not probable that Simberi will generate taxable profits based on tax depreciation pools available. Atlantic deferred tax assets of \$955,000 have not been recognised as the Touquoy operation will enter care and maintenance during FY2024, therefore it is not probable that future taxable profits will be generated.

(6) Profit on sale of Leonora and Operating profit from discontinued operations

As the Leonora operation was sold on 30 June 2023 as part of an asset sale to Genesis Minerals, the results from the Leonora operations and the profit on sale, are classified as results from discontinuing operations.

Please refer to Note 23 for further details.



4 Earnings per share

	Consolidated	
	2023	2022
Basic earnings per share	Cents	Cents
From continuing operations	(62.07)	(34.80)
From discontinued operations	9.49	12.84
Total basic earnings per share	(52.58)	(21.96)
Diluted earnings per share		
From continuing operations	(62.07)	(34.80)
From discontinued operations	9.49	12.84
Total diluted earnings per share	(52.58)	(21.96)
Reconciliation of earnings used in calculating earnings per share	Consolidated	
	2023	2022
	\$'000	\$'000
Basic and diluted earnings per share:		
Loss after tax for the year for continuing operations	(506,650)	(254,800)
Profit after tax for the year for discontinued operations	77,451	93,979
Loss after tax for the year	(429,199)	(160,821)
Weighted average number of shares	Consolidated	
	2023	2022
	Number	Number
Weighted average number of ordinary shares used in calculating basic earnings per share	816,272,692	732,173,567
Weighted average number of ordinary shares and potential ordinary shares used in calculating diluted earnings per share	824,784,436	736,506,834

Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to equity holders of the Company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the reporting period.

Diluted earnings per share

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares, and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

Performance rights

Performance rights granted to employees under the St Barbara Performance Rights Plan are considered to be potential ordinary shares and are included in the determination of diluted earnings per share to the extent to which they are dilutive. The rights are not included in the determination of basic earnings per share.

Weighted average of number of shares

The calculation of the weighted average number of shares is based on the number of ordinary shares and performance shares during the period, including the number of treasury shares held in trust.

Treasury shares are issued shares held by the company in trust for employee performance rights.



5 Dividends

	Consolidated	
	2023 \$'000	2022 \$'000
Declared and paid during the year on ordinary shares (fully-franked at 30 per cent)		
No 2022 final dividend (2021: 2 cents)	-	14,165
Total dividends paid	-	14,165
Dividends paid in cash or satisfied by the issue of shares under the dividend reinvestment plan during the year were as follows:		
Paid in cash	-	12,525
DRP – satisfied by issue of shares	-	1,640
Total dividends paid	-	14,165
Proposed and not recognised as a liability (fully-franked at 30 per cent)		
No 2023 final dividend declared (2022: nil)	-	-
Franking credit balance		
Franking credits available for future years at 30 per cent adjusted for the payment of income tax and dividends received or payable	74,607	65,528
Impact on the franking account of dividends proposed before the financial report was issued but not recognised as a distribution to equity holders during the year	-	(6,071)

Final Dividend

No dividend was declared for the 30 June 2023 full year reporting period.



B. Mining operations

6 Property, plant and equipment

	Consolidated	
	2023 \$'000	2022 \$'000
Land and buildings		
At the beginning of the year	14,590	13,515
Recognition of right-of-use assets	-	171
Transfers	-	3,903
Additions	718	234
Depreciation (range 3-15 years)	(4,005)	(3,458)
Sale of Leonora	(4,063)	-
Impairment write off	(820)	-
Disposals	(408)	-
Effects of movement in foreign exchange rates	48	225
At the end of the year	6,060	14,590
Plant and equipment		
At the beginning of the year	332,493	330,799
Acquired right-of-use assets	-	35
Acquired fixed assets	-	315
Additions	23,756	64,196
Transfers	594	(7,211)
Disposals	(1,665)	(3,577)
Sale of Leonora	(142,136)	-
Impairment write off	(66,547)	-
Depreciation (range 3-15 years)	(66,395)	(59,457)
Effects of movement in FX rates	1,084	7,393
At the end of the year	81,184	332,493
Total ⁽¹⁾	87,244	347,083

(1) The above PP&E table includes right-of-use assets and associated accumulated depreciation.

Security

In accordance with finance lease agreements, \$7,497,000 of assets funded under these are held as security (Refer to note 13).

Reconciliation of depreciation and amortisation to the consolidated comprehensive income statement	Consolidated	
	2023 \$'000	2022 \$'000
Depreciation		
Land and buildings	(4,005)	(3,458)
Plant and equipment	(66,395)	(59,457)
Other	(1,140)	(1,042)
Amortisation		
Mine properties ⁽¹⁾	(29,160)	(58,494)
Mineral rights ⁽¹⁾	(6,159)	(37,348)
Total	(106,859)	(159,799)

The above depreciation table includes right-of-use asset depreciation
(1) Refer Note 8: Mine properties and mineral rights.

Depreciation attributable to:

Continuing operations	(47,917)	(86,252)
Discontinued operations	(58,942)	(73,547)
Total	(106,859)	(159,799)

Capital commitments	Consolidated	
	2023 \$'000	2022 \$'000
Purchase orders raised for contracted capital expenditure	9,027	11,271

Buildings, plant and equipment are stated at historical cost less accumulated depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the consolidated comprehensive income statement during the financial period in which they are incurred.

Depreciation of assets is calculated using the straight line method to allocate the cost or revalued amounts, net of residual values, over their estimated useful lives.

Where the carrying value of an asset is less than its estimated residual value, no depreciation is charged. Residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount, if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposal are determined by comparing proceeds with the carrying amount. These gains and losses are included in the consolidated comprehensive income statement when realised.



6 Plant, property and equipment (continued)

Right-of-use assets (leases)

This note provides information for right-of-use of assets where the group is a lessee

Right-of-use assets	Consolidated	
	2023 \$'000	2022 \$'000
Land and buildings		
At the beginning of the year	3,330	3,924
Additions	-	171
Depreciation (range 1-10 years)	(663)	(765)
Disposals	(408)	-
At the end of the year	2,259	3,330
Plant and equipment		
At the beginning of the year	4,244	6,337
Acquired right-of-use assets	-	35
Additions	-	726
Sale of Leonora	(1,270)	-
Depreciation (range 1-10 years)	(2,089)	(2,854)
At the end of the year	885	4,244
Total	3,144	7,574

Right-of-use asset lease liabilities	Consolidated	
	2023 \$'000	2022 \$'000
Current	948	3,489
Non-current	2,990	5,048
Total	3,938	8,537

The Group's leasing activities

The Group leases offices, warehouses, equipment and vehicles as part of its operational requirements. Contracts are typically made for fixed periods of 1 to 10 years but may have extension options as described below.

Contracts may contain both lease and non-lease components. The group allocates the consideration in the contract to the lease and non-lease components based on their relative stand-alone value. As a Lessee the Group will individually access single lease components.

Lease terms are negotiated on individual operational requirements and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets are not used as security for borrowing purposes.

All finance and operating leases are recognised as right-of-use assets with a corresponding liability at the date at which each leased asset is available for use by the group.

Accounting judgements and estimates

Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments, less any lease incentives receivable
- the exercise price of a purchase option if the Group is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the Group exercising that option.

Lease payments to be made under reasonably certain extension options under management's assessment are also included in the measurement of the liability.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain the asset.

Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

Management has applied judgement in determining whether assets used by a supplier in providing services to the Group qualify as right-of-use assets.

Right-of-use assets are depreciated over the shorter of the asset's useful life or the lease term on a straight-line basis. If the group is reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life. The Group has chosen not to do so for the right-of-use assets held by the Group.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss.

Short-term leases are leases with a lease term of 12 months or less without a purchase option.

The lease term is reassessed if an option is actually exercised (or not exercised) or the Group becomes obliged to exercise (or not exercise) it. The assessment of reasonable certainty is only revised if a significant event or a significant change in circumstances occurs, which affects this assessment, and that is within the control of the lessee.



7 Deferred mining costs

	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Deferred operating mine development	149	3,923
Non-current		
Deferred operating mine development	1,699	26,604

Certain mining costs, principally those that relate to the stripping of waste in open pit operations and operating development in underground mines, which provides access so that future economically recoverable ore can be mined, are deferred in the balance sheet as deferred mining costs.

Underground operations

In underground operations mining occurs progressively on a level-by-level basis. Underground mining costs in the period are deferred based on the metres developed for a particular level.

The Group has no deferred mining costs associated with underground operations at 30 June 2023 (2022: \$3,663,000).

Open pit operations

Overburden and other mine waste materials are often removed during the initial development of a mine site in order to access the mineral deposit and deferred. This activity is referred to as deferred stripping.

Removal of waste material normally continues throughout the life of an open pit mine. This activity is referred to as production stripping.

The Group has \$1,848,000 deferred waste costs associated with open pit operations at 30 June 2023 (2022: \$26,864,000).

Accounting judgements and estimates

The Group applies the units of production method for amortisation of underground operating development. The amortisation rates are determined on a level-by-level basis. In underground operations an estimate is made of the life of level average underground mining cost per recoverable ounce to expense underground costs in the consolidated comprehensive income statement. Underground mining costs in the period are deferred based on the metres developed for a particular level.



8 Mine properties and mineral rights

	Consolidated	
	2023	2022
	\$'000	\$'000
Mine properties		
At beginning of the year	180,676	206,189
Direct expenditure	53,889	48,774
Rehabilitation asset ⁽¹⁾	80,279	(3,929)
Sale of Leonora	(207,800)	-
Amortisation for the year	(29,160)	(58,494)
Impairment write off	(77,482)	(13,131)
Effects of movements in FX rates	(402)	1,267
At end of the year	-	180,676

(1) Rehabilitation asset generated as a result of an increase to the provision at Simberi, Leonora and Atlantic (refer Note 10).

Mine properties

Mine development expenditure represents the acquisition cost and/or accumulated exploration, evaluation and development expenditure in respect of areas of interest in which mining has commenced.

When further development expenditure is incurred in respect of a mine, after the commencement of production, such expenditure is carried forward as part of the mine development only when substantial future economic benefits are established, otherwise such expenditure is classified as part of production and expensed as incurred.

Mine development costs are deferred until commercial production commences, at which time they are amortised on a unit-of-production basis over mineable reserves. The calculation of amortisation takes into account future costs which will be incurred to develop all the mineable reserves. Changes to mineable reserves are applied from the beginning of the reporting period and the amortisation charge is adjusted prospectively from the beginning of the period.

Accounting judgements and estimates

The Group applies the units of production method for amortisation of its life of mine specific assets, which results in an amortisation charge proportional to the depletion of the anticipated remaining life of mine production. These calculations require the use of estimates and assumptions in relation to reserves, metallurgy and the complexity of future capital development requirements; changes to these estimates and assumptions will impact the amortisation charge in the consolidated comprehensive income statement and asset carrying values.

	Consolidated	
	2023	2022
	\$'000	\$'000
Mineral rights		
At the beginning of the year	525,031	569,230
Acquired mineral rights	-	155,398
Amortisation	(6,159)	(37,348)
Sale of Leonora	(147,336)	-
Impairment write off	(293,135)	(187,328)
Effects of movements in FX rates	(10,448)	25,079
At the end of the year	67,953	525,031

Mineral rights

Mineral rights comprise identifiable exploration and evaluation assets, mineral resources and ore reserves that are acquired as part of a business combination or a joint venture acquisition and are recognised at fair value at the date of acquisition. Mineral rights are attributable to specific areas of interest and are amortised when commercial production commences on a unit of production basis over the estimated economic reserves of the mine to which the rights relate.

The Group's mineral rights are associated with the Atlantic, Simberi and Leonora operations.

Accounting judgements and estimates

The Group applies the units of production method for amortisation of its life of mine specific assets, which results in an amortisation charge proportional to the depletion of the anticipated remaining life of mine production. These calculations require the use of estimates and assumptions in relation to reserves, resources and metallurgical recovery, changes to these estimates and assumptions could impact the amortisation charge in the consolidated comprehensive income statement and asset carrying values.



8 Mine properties and mineral rights (continued)

Impairment of assets

All asset values are reviewed at each reporting date to determine whether there is objective evidence that there have been events or changes in circumstances that indicate that the carrying value may not be recoverable. Where an indicator of impairment exists, a formal estimate of the recoverable amount is made. An impairment loss is recognised for the amount by which the carrying amount of an asset or a cash generating unit ('CGU') exceeds the recoverable amount. Impairment losses are recognised in the consolidated comprehensive income statement.

Impairment is assessed at the level of CGU which, in accordance with AASB 136 'Impairment of Assets', is identified as the smallest identifiable group of assets that generates cash inflows that are largely independent of the cash inflows from other assets. The Group assesses impairment of all assets at each reporting date by evaluating conditions specific to the Group and to the particular assets that may lead to impairment.

At 30 June 2023 the identified CGUs of the Group are Simberi and Atlantic. The carrying value of all CGUs are assessed when an indicator of impairment is identified. The recoverable amount is assessed by reference to the higher of value in use (being the net present value of expected future cash flows of the relevant cash-generating unit in its current condition) and fair value less costs of disposal ('Fair Value'). The Group has used the Fair Value methodology.

Fair Value is estimated based on discounted cash flows using market-based commodity price and exchange rate assumptions, estimated quantities of recoverable minerals, production levels, operating costs, capital requirements and rehabilitation and restoration costs, based on the CGU's latest life-of-mine (LoM) plans. When plans and scenarios used to estimate Fair Value do not fully utilise the existing mineral resource for a CGU, and options exist for the future extraction and processing of all or part of those resources, an estimate of the value of unmined resources, in addition to an estimate of the value of exploration potential outside of resources, is included in the calculation of Fair Value.

Fair Value estimates are considered to be level 3 fair value measurements as defined by accounting standards, as they are derived from valuation techniques that include inputs that are not based on observable market data. The Group considers the inputs and the valuation approach to be consistent with the approach taken by market participants.

Estimates of quantities of recoverable minerals, production levels, operating costs, capital requirements and rehabilitation and restoration costs are sourced from the Group's planning and budgeting process, including LoM plans, latest short-term forecasts, CGU-specific studies and rehabilitation and restoration plans to meet environmental and regulatory obligations. In the case of future mines included in the estimation of Fair Value, some assumptions are management's best estimates based on experience and cost structures of similar mines and advice from independent experts.

Key Assumptions and Estimates

The table below summarises the key assumptions used in the carrying value assessment as at 30 June 2023.

Assumptions	2024	2025	2026	2027	Long Term
Gold (US\$ per ounce)	\$1,800	\$1,755	\$1,675	\$1,625	\$1,575
CAD/USD exchange rate	\$0.76	\$0.78	\$0.79	\$0.79	\$0.79
Discount rate (%)	Atlantic CGU: 7.5% Simberi CGU: 9.9%				

Commodity prices and exchange rates estimation

Commodity prices and foreign exchange rates are estimated with reference to external market forecasts. The rates applied have regard to observable market data including spot and forward values and are expressed in real terms.

Discount rate

In determining Fair Value of CGUs the future cash flows were discounted using rates based on the Group's estimated real after tax weighted average cost of capital, with an additional premium applied having regard to the geographic location of, and specific risks associated with the CGU. In the case of the Atlantic CGU a 0.5% risk premium was applied in respect to project risk associated with Nova Scotia permitting. With respect to the Simberi CGU, a country risk premium of 3.5% was applied. The Group uses a capital asset pricing model to estimate its real after tax weighted average cost of capital.

Production activity, operating costs and capital requirements

LoM production activity and operating and capital cost assumptions are based on the Group's latest forecasts and longer term LoM plans which are underpinned by the Group's reserves and resources. These projections can include expected operating performance improvements reflecting the Group's objectives to maximise free cash flows, optimise and reduce operating activity, apply technology, improve capital and labour productivity. In the case of projects to be developed into future mines, Fair Value is based on estimates of production profiles, operating cost and capital requirements from feasibility studies and assumptions about the timing of regulatory approvals and permitting the mines. Estimates of rehabilitation and restoration costs are based on expected restoration and closure activities to satisfy environmental legislation requirements.

Changes in these key assumptions and estimates will impact the Fair Value and recoverable amount of the CGU. In the case of estimating the timing of approvals and permitting future mines, significant delays could have a material impact on Fair Value and result in care and maintenance costs for current operations.

The impact of climate related risk, both physical and transitional, on useful lives of assets has been considered.



8 Mine properties and mineral rights (continued)

In total approximately 93% of the Atlantic Fair Value is attributable to unmined resources not included in production in the LoM model and exploration value. Exploration Fair Value is measured using established exploration valuation techniques supported by market multiples.

Impact of impairment assessment

Following an assessment of the recoverable amount of the Group's CGUs as at 31 December 2022, it was determined that the Simberi carrying value exceeded its recoverable amount of \$49,960,000, and Atlantic exceeded its recoverable amount of \$150,095,000. Following changes to permitting and rehabilitation estimates at Atlantic (as discussed below) it has been determined that at 30 June 2023 Atlantic CGU exceeded its recoverable amount of \$62,337,000.

Cash-Generating Unit	Pre-Tax \$'000	Tax \$'000	Post-Tax \$'000
<i>Booked at 31 December 2022</i>			
Atlantic	420,028	(121,808)	298,220
Simberi	74,174	-	74,174
<i>Booked at 30 June 2023</i>			
Atlantic	94,332	(16,237)	78,095
Total	588,534	(138,045)	450,489

The impairment and asset write downs have been allocated to the following class of assets:

Asset Class	Atlantic Gold \$'000	Simberi \$'000
<i>Write down of assets</i>		
Inventories (current)	6,655	4,449
Inventories (non-current)	26,170	-
<i>Impairment</i>		
Inventories (current)	-	3,677
Property, plant and equipment	60,252	7,115
Deferred mining costs (non current)	-	32,656
Mine properties	54,368	23,114
Exploration and evaluation	74,389	2,554
Mineral rights	292,526	609
Total pre-tax impairment and asset write downs	514,360	74,174

The drivers of the impairment at Atlantic at 31 December 2022 are:

- Changed valuation methodology for Beaver Dam and Cochrane Hill. Both deposits were based on discounted cash flows at 30 June 2022, but a resource multiple was applied at 31 December 2022. For Beaver Dam, this is based on the uncertainty created from delays to permitting to allow for further consultations with First Nations and Department of Fisheries and Oceans. A similar approach has been adopted for Cochrane Hill given permitting will recommence under the new *Impact Assessment Act 2019*.

- Allowance for escalations in operating and capital cost estimates associated with the development and operation of future projects.
- Value of exploration land has been assessed using latest market multiples.

The driver of the impairment at Simberi at 31 December 2022 relates to the announcement that the development for the Simberi sulphides was deferred. As the sulphide project would produce a higher margin feed compared with current oxide material, the discounted impact of the sulphide cash flows has reduced accordingly.

The drivers of the impairment at Atlantic at 30 June 2023 are:

- As announced in July 2023, due to the inability to obtain permits for in-pit tailings deposition within a reasonable time the operations will move to care and maintenance by the end of September 2023, resulting in the write down of ore stockpiles that will be unable to be processed past this date. Additionally, cash flows are impacted by the break in production which will now occur from completing processing stockpiles at Touquoy to first ore from Fifteen Mile Stream. Care and maintenance costs at Touquoy have also been added for this time period.
- Increase in the estimate for rehabilitation at Touquoy driven by cost inflation associated with the use of third parties to perform the required earthworks on the tailing facility and waste dumps.

Both the Atlantic and Simberi recoverable values have been impacted by an increase in discount rate which reflected increases in government interest rates during the year.

Unfavourable changes to key assumptions would further reduce the Fair Value.

Sensitivity analysis

The Atlantic and Simberi CGU Fair Values have a high sensitivity to the gold price, change in discount rate, timing for commencement of mining at the future mines, and estimated future capital costs. Changes in key assumptions will impact the Fair Value of these CGUs. The sensitivities were estimated as set out below and represent the theoretical impacts on Fair Value of the changes assessed on an individual basis.

Sensitivity	Atlantic Gold (\$'000)	Simberi (\$'000)
US\$50 per ounce change in gold price	18,484	46,847
0.5% change in discount rate	2,611	8,342
1 year delay in permitting Fifteen Mile Stream	6,445	-
10% change in growth capital estimates	11,630	23,029
\$5 per ounce change in resource market multiple	6,374	11,235

The above sensitivities assume that the specific assumption moves in isolation, with all other assumptions remaining constant. In reality, the factors may not move in isolation and may have offsetting impacts. Action is taken by management to respond to adverse change that may mitigate the impact of the change.



8 Mine properties and mineral rights (continued)

Accounting judgements and estimates - Impairment

Significant judgements and assumptions are required in determining estimates of Fair Value. This is particularly the case in the assessment of long-life assets and development projects expected to be cash generating mines in the future. The CGU valuations are subject to variability in key assumptions including, but not limited to: short and long-term gold prices, currency exchange rates, discount rates, production profiles, operating costs, future capital expenditure, permitting of new mines and the impact of environmental legislation on rehabilitation and restoration estimated costs. An adverse change in one or more of the assumptions used to estimate Fair Value could result in a reduction in a CGU's recoverable amount. This could lead to the recognition of impairment losses in the future.

At 30 June 2023, the Group's net assets exceeded the market capitalisation of St Barbara Limited. As a result, a review was conducted to determine if there had been any material changes in the CGUs since the last assessment was completed at 31 December 2022. As the Leonora CGU was sold on 30 June 2023, there was no review performed to assess its carrying value.

At 31 December 2022 a pre-tax impairment charge of \$420,028,000 was booked for the Atlantic CGU driven by the deferral of permitting Beaver Dam, and estimated start date of Fifteen Mile Stream to FY26, revised the approach to valuing Beaver Dam and Cochrane Hill, and revised value associated with exploration tenements.

A further impairment was booked for the Atlantic CGU at 30 June 2023 due to the inability to obtain permits for in-pit tailings deposition which will result in Touquoy entering care and maintenance at the end of September 2023. Additionally, the increase in estimated rehabilitation provision as submitted to the Nova Scotian regulators in May 2023 impacted the carrying value of Atlantic.

At 31 December 2022 a pre tax impairment charge of \$74,174,000 was booked for the Simberi CGU driven by the deferral of the higher margin sulphide project.

The assessment performed at 30 June 2023 determined that there was no further impairment required of the Simberi CGU following the impairment booked at 31 December 2022.

Ore Reserves

The Group determines and reports Ore Reserves under the 2012 edition of the Australian Code for Reporting of Mineral Resources and Ore Reserves, known as the JORC Code. The JORC Code requires the use of reasonable investment assumptions to calculate reserves. Due to the fact that economic assumptions used to estimate reserves change from period to period, and geological data is generated during the course of operations, estimates of reserves may change from period to period.

Accounting judgements and estimates– Ore Reserves

Reserves are estimates of the amount of gold product that can be economically extracted from the Group's properties. In order to calculate reserves, estimates and assumptions are required about a range of geological, technical and economic factors, including quantities, grades, production techniques, recovery rates, production costs, future capital requirements, short and long term commodity prices and exchange rates.

Estimating the quantity and/or grade of reserves requires the size, shape and depth of ore bodies to be determined by analysing geological data. This process may require complex and difficult geological judgements and calculations to interpret the data.

Changes in reported reserves may affect the Group's financial results and financial position in a number of ways, including:

- Asset carrying values may be impacted due to changes in estimated future cash flows.
- The recognition of deferred tax assets.
- Depreciation and amortisation charged in the consolidated comprehensive income statement may change where such charges are calculated using the units of production basis.
- Underground capital development deferred in the consolidated balance sheet or charged in the consolidated comprehensive income statement may change due to a revision in the development amortisation rates.

Decommissioning, site restoration and environmental provisions may change where changes in estimated reserves affect expectations about the timing or cost of these activities.



9 Exploration and evaluation

	Consolidated	
	2023 \$'000	2022 \$'000
Non-current		
At beginning of the year	164,536	153,943
Additions	11,764	28,965
Transfers	(594)	-
Impairment write off	(76,943)	(23,083)
Sale of Leonora	(40,378)	-
Effects of movement in FX rates	(775)	4,711
At end of the year	57,610	164,536

Commitments for exploration

	Consolidated	
	2023 \$'000	2022 \$'000
In order to maintain rights of tenure to mining tenements for the next financial year, the Group is committed to tenement rentals and minimum exploration expenditure in terms of the requirements of the relevant government mining departments in Australia, Papua New Guinea and Canada. This requirement will continue for future years with the amount dependent upon tenement holdings.	2,957	9,553

All exploration and evaluation expenditure incurred up to establishment of resources is expensed as incurred. From the point in time when reserves are established, or where there is a reasonable expectation for reserves, exploration and evaluation expenditure is capitalised and carried forward in the consolidated financial statements in respect of areas of interest for which the rights of tenure are current and where such costs are expected to be recouped through successful development and exploitation of the area of interest, or alternatively, by its sale. Capitalised costs are deferred until commercial production commences from the relevant area of interest, at which time they are amortised on a unit of production basis.

Exploration and evaluation expenditure consists of an accumulation of acquisition costs and direct exploration and evaluation costs incurred, together with an allocation of directly related overhead expenditure.

Feasibility expenditures represent costs related to the preparation and completion of a feasibility study to enable a development decision to be made in relation to that area of interest. Pre-feasibility expenditures are expensed as incurred until a decision has been made to proceed to feasibility at which time the costs are capitalised.

Exploration and evaluation assets not relating to operating assets are assessed for impairment if (i) sufficient data exists to determine technical feasibility and commercial viability, and (ii) facts and circumstances suggest that the carrying amount exceeds the recoverable amount. For the purpose of impairment testing, exploration and evaluation assets are allocated to cash-generating units to which the exploration activity relates.

When an area of interest is abandoned, or the Directors determine it is not commercially viable to pursue, accumulated costs in respect of that area are written off in the period the decision is made.

Accounting judgements and estimates

Exploration and evaluation expenditure is capitalised where reserves have been established for an area of interest, or where there is a reasonable expectation for reserves, and it is considered likely to be recoverable from future exploitation or sale. The accounting policy requires management to make certain estimates and assumptions as to future events and circumstances, in particular whether an economically viable extraction operation is likely. These estimates and assumptions may change as new information becomes available. If, after having capitalised the expenditure under the accounting policy, a judgement is made that recovery of the expenditure is unlikely, the relevant capitalised amount will be written off to the consolidated comprehensive income statement.



10 Rehabilitation provision

	Consolidated	
	2023	2022
	\$'000	\$'000
Current		
Provision for rehabilitation	3,771	268
Non-current		
Provision for rehabilitation	124,189	74,753
	127,960	75,021
Movements in Provisions		
Rehabilitation		
Balance at start of year	75,021	69,861
Acquired rehabilitation	-	5,741
Change in discount rate ⁽¹⁾	(1,962)	(7,587)
Unwinding of discount	1,065	-
Provision used during the year	-	(100)
Sale of Leonora	(28,838)	-
Increase in provisions ⁽²⁾	81,565	3,445
Effects of movements in FX rates	1,109	3,661
Balance at end of year	127,960	75,021

(1) Represents an increase in real discount rate applied to the rehabilitation provision at all operations. This increase was reflective of the increase in the long term government bond rates.

(2) Increase in provision of \$53,864,000 relates to Atlantic Operations due to the updated Reclamation Plan and Reclamation Security Estimate for the Touquoy Mine. The remaining increases related to cost inflation associated with the Leonora operations (prior to being sold) and the Simberi operation.

Provisions, including those for legal claims and rehabilitation and restoration costs, are recognised when the Group has a present legal or constructive obligation as a result of past events, it is more likely than not that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

The Group has obligations to dismantle, remove, restore and rehabilitate certain items of property, plant and equipment and areas of disturbance during mining operations.

A provision is made for the estimated cost of rehabilitation and restoration of areas disturbed during mining operations up to reporting date but not yet rehabilitated. The provision also includes estimated costs of dismantling and removing the assets and restoring the site on which they are located. The provision is based on current estimates of costs to rehabilitate such areas, discounted to their present value based on expected future cash flows. The estimated cost of rehabilitation includes the current cost of contouring, topsoiling and revegetation to meet legislative requirements. Changes in estimates are dealt with on a prospective basis as they arise.

There is some uncertainty as to the extent of rehabilitation obligations that will be incurred due to the impact of potential changes in environmental legislation and many other factors (including future developments and price increases). The rehabilitation liability is remeasured at each reporting date in line with changes in the timing and/or amounts of the costs to be incurred and discount rates. The liability is adjusted for changes in estimates. Adjustments to the estimated amount and timing of future rehabilitation and restoration cash flows are a normal occurrence in light of the significant judgments and estimates involved.

Accounting judgements and estimates

Mine rehabilitation provision requires significant estimates and assumptions as there are many transactions and other factors that will ultimately affect the liability to rehabilitate the mine sites. Factors that will affect this liability include changes in regulations, prices fluctuations, physical impacts of climate change and changes in timing of cash flows which are based on life of mine plans. When these factors change or are known in the future, such differences will impact the mine rehabilitation provision in the period in which it becomes known.



C. Capital and risk

11 Working capital

Trade and other receivables	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Trade receivables	1,684	956
Other receivables ⁽¹⁾	36,392	19,216
Restricted cash	46,907	-
Prepayments	2,229	6,694
Total	87,212	26,866
Non-current		
Loan receivable	-	16,780
Total	-	16,780

(1) Consists mainly of the working capital receivable for the Sale of Leonora as well as goods and service tax and harmonized sales tax refunds due to the Company at the end of the year.

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less any provision for doubtful debts. Trade receivables are usually due for settlement no more than 30 days from the date of recognition.

Restricted cash represents cash placed on deposit in the form of letters of credit for the reclamation security bond at Atlantic Operations. As this cash is restricted from use, it is disclosed as part of trade and other receivables.

Collectability of trade and loan receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. The amount of the provision for doubtful receivables is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate.

The Group has raised an expected credit loss provision against a loan receivable through the consolidated comprehensive income statement. Refer to Note 3 for more details.

Inventories	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Consumables	50,409	67,290
Ore stockpiles	4,274	13,937
Gold in circuit	14,978	38,710
Bullion on hand	11,325	6,237
Total current	80,986	126,174
Non-current		
Ore stockpiles	-	42,297
Total non-current	-	42,297
Total	80,986	168,471

Raw materials and consumables, ore stockpiles, gold-in-circuit and bullion on hand are valued at the lower of cost and net realisable value.

Cost comprises direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditure relating to mining activities, the latter being allocated on the basis of normal operating capacity. Costs are assigned to individual items of inventory on the basis of weighted average costs. Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and the estimated costs necessary to make the sale.

Accounting judgements and estimates

The calculation of net realisable value (NRV) for ore stockpiles, gold in circuit and bullion on hand involves judgement and estimation in relation to timing and cost of processing, future gold prices, exchange rates and processing recoveries. A change in any of these assumptions will alter the estimated NRV and may therefore impact the carrying value of inventories.

Trade and other payables	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Trade payables	64,974	77,269
Other payables	1,203	1,324
Total	66,177	78,593

These amounts represent liabilities for goods and services provided to the Group prior to the end of the financial year, which remain unpaid as at reporting date. The amounts are unsecured and are usually paid within 30 days from the end of the month of recognition.



12 Financial risk management

Financial risk management

The Group's management of financial risk is aimed at ensuring net cash flows are sufficient to withstand significant changes in cash flow under certain risk scenarios and still meet all financial commitments as and when they fall due. The Group continually monitors and tests its forecast financial position and has a detailed planning process that forms the basis of all cash flow forecasting.

The Group's normal business activities expose it to a variety of financial risk, being: market risk (especially gold price and foreign currency risk), credit risk and liquidity risk. The Group may use derivative instruments as appropriate to manage certain risk exposures.

Risk management in relation to financial risk is carried out by a centralised Group Treasury function in accordance with Board approved directives that underpin Group Treasury policies and processes. The Treasury Risk Management Committee assists and advises the Group Treasury function, Executive Leadership Team, Audit and Risk Committee and Board in discharging their responsibilities in relation to forecasted risk profiles, risk issues, risk mitigation strategies and compliance with Treasury policy. Group Treasury regularly reports the findings to the Treasury Risk Management Committee and the Board.

(a) Market risk

Market risk is the risk that changes in market prices, such as commodity prices, foreign exchange rates, interest rates and equity prices will affect the Group's income or the value of its holdings of financial instruments, cash flows and financial position. The Group may enter into derivatives, and also incur financial liabilities, in order to manage market risks. All such transactions are carried out within directives and policies approved by the Board.

(b) Currency risk

The Group is exposed to currency risk on gold sales, purchases, cash holdings and interest bearing liabilities that are denominated in a currency other than the Company's presentation currency of Australian dollars. The currencies in which transactions primarily are denominated are Australian Dollars (AUD), United States Dollars (USD), Papua New Guinea Kina (PGK) and Canadian Dollars (CAD).

The exchange rates at the reporting date were as follows:

Closing rate as at	30 June 2023	30 June 2022
AUD/USD	0.6668	0.6904
AUD/PGK	2.3690	2.3685
AUD/CAD	0.8826	0.8887

Exposure to currency

USD		
Cash and cash equivalents	15,099	5,341
Trade receivables	336	465
Trade payables	(7,301)	(9,798)
Interest bearing liabilities	(4,961)	(6,357)
PGK		
Cash and cash equivalents	3,360	20,410
Trade receivables	5	138
Trade payables	(7,860)	(2,214)
CAD		
Cash and cash equivalents	34,600	30,110
Trade receivables	47,961	2,877
Trade payables	(7,468)	(12,676)
Interest bearing liabilities	(539)	(81,079)

Sensitivity analysis:

The following table details the Group's sensitivity to a 10% movement (i.e. increase or decrease) in the AUD against the USD, PGK and CAD at the reporting date, with all other variables held constant. The 10% sensitivity is based on reasonably possible changes, over a financial year, using the observed range of actual historical rates for the preceding five year period:

	Impact on Profit After Tax (Increase)/decrease profit	
	2023	2022
	\$'000	\$'000
AUD/USD +10%	(317)	1,426
AUD/USD -10%	317	(1,426)
AUD/CAD +10%	(7,455)	6,618
AUD/CAD -10%	7,455	(6,618)

PGK against the AUD has been reviewed and considered an immaterial currency risk.

Significant assumptions used in the foreign currency exposure sensitivity analysis above include:

- Reasonably possible movements in foreign exchange rates.
- The translation of the net assets in subsidiaries with a functional currency other than the Australian dollar has not been included in the sensitivity analysis as part of the equity movement.



12 Financial risk management (continued)

- The net exposure at the reporting date is representative of what the Group is expected to be exposed to in the next 12 months.
- The sensitivity analysis only includes the impact on the balance of financial assets and financial liabilities at the reporting date.

(c) Interest rate exposures

The Group Treasury function manages the interest rate exposures according to the Board approved Treasury policy. Any decision to hedge interest rate risk is assessed in relation to the overall Group exposure, the prevailing interest rate market, and any funding counterparty requirements.

(d) Capital management

The Group's total capital is defined as total shareholders' funds plus net debt. The Group aims to maintain an optimal capital structure to reduce the cost of capital and maximise shareholder returns. The Group has a capital management plan that is reviewed by the Board on a regular basis.

Consolidated capital	2023 \$'000	2022 \$'000
Total shareholders' funds	393,452	1,108,665
Borrowings	(12,875)	(171,638)
Cash and cash equivalents ⁽¹⁾	12,875	98,512
Total capital	393,452	1,035,539

(1) Cash and cash equivalents are included to the extent that the net debt position is nil.

The Group does not have a target net debt/equity ratio. In July 2019 the Group established an A\$200,000,000 syndicated facility to support the Group following the acquisition of Atlantic Gold. This facility was restructured in December 2019 to combine the A\$200,000,000 facility with the C\$100,000,000 debt facility acquired as part of the acquisition of Atlantic Gold. In October 2021, the syndicated facility term was extended to July 2025. This facility was repaid at 30 June 2023, closing out both the AUD and CAD tranches.

The Group is not subject to externally imposed capital requirements other than normal banking requirements.

Investments and other financial assets

The Group classifies its investments and other financial assets in the following categories: financial assets at fair value through the consolidated comprehensive income statement or other comprehensive income, and assets measured at amortised cost. The classification depends on the purpose for which the investments were acquired and are determined at initial recognition. The Group has made an irrevocable election at the time of initial recognition to account for the current equity investments at fair value through other comprehensive income.

Investments and other financial assets are recognised initially at fair value plus, for assets not at fair value through profit and loss, any directly attributable transaction costs.

(e) Credit risk

Credit risk is the risk that a counter party does not meet its obligations under a financial instrument or customer contract, with a maximum exposure equal to the carrying amount of the financial assets as recorded in the consolidated financial statements. The Group is exposed to credit risk from its operating activities (primarily customer receivables) and from its financing activities, including deposits with banks and financial institutions and derivatives.

Credit risks related to receivables

The Group's most significant customer accounts for \$451,000 of the trade receivables carrying amount at 30 June 2023 (2022: \$161,000), representing receivables owing from gold sales. Based on historic rates of default, the Group believes that no impairment has occurred with respect to trade receivables, and none of the trade receivables at 30 June 2023 were past due.

Credit risks related to deposits and derivatives

Credit risk from balances with banks, financial institutions and derivative counterparties is managed by the centralised Group Treasury function in accordance with the Board approved policy. Investments of surplus funds are only made with approved counterparties with a minimum Standard & Poor's credit rating, and there is a financial limit on funds placed with any single counterparty.

Derivative transactions are only made with approved counterparties in accordance with the Board approved Treasury Policy. Derivative transactions do not cover a major proportion of total Group production, with maturities occurring over a relatively short period of time.

(f) Cash flow hedges

The Group's revenue is exposed to spot gold price risk. Based upon sensitivity analysis, a movement in the average spot price of gold during the year of \$100 per ounce and all other factors remaining constant, would have changed after tax profit by \$18,161,000.

In accordance with the Group's financial risk management policies, the Group has managed commodity price risk from time to time using gold forward contracts as described below.

Call option contracts from Atlantic outstanding at 30 June 2022 were delivered from July 2022 to January 2023 at a strike price of C\$2,050 per ounce. Forward contracts from Leonora were delivered from April 2023 to June 2023 at a strike price of A\$2,863 per ounce. The Atlantic call options did not qualify for hedge accounting as they did not protect against gold price risk. All gold contracts were closed out during the year.

Cash flow hedge sensitivity

The relationship between currencies, spot gold price and volatilities is complex and changes in the spot gold price can influence volatility, and vice versa.

At 30 June 2023, the Group did not hold any gold forwards to hedge against the risk of negative movements in the gold price, however this is continually reviewed by the Board as part of the risk management framework.



12 Financial risk management (continued)

(g) Fair value estimation

The fair value of cash and cash equivalents and non-interest bearing monetary financial assets and financial liabilities of the Group approximates carrying value. The fair value of other monetary financial assets and financial liabilities is based upon market prices.

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement, or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as publicly traded derivatives, and trading and securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the Group is the current bid price; the appropriate quoted market price for financial liabilities is the current ask price.

The fair value of financial instruments that are not traded in an active market (for example, over the counter derivatives) is determined using generally accepted valuation techniques. The Group uses a variety of methods and makes assumptions that are based on market conditions existing at each balance date.

The nominal value less estimated credit adjustments of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Group for similar financial instruments.

Fixed Interest Maturing in 2023						
	Floating Interest rate \$'000	1 year or less \$'000	1 to 10 years \$'000	Non- interest bearing \$'000	Total \$'000	Fair value \$'000
Financial assets						
Cash and cash equivalents	247,037	-	-	-	247,037	247,037
Receivables	-	-	-	38,076	38,076	38,076
Restricted cash	-	46,907	-	-	46,907	46,907
Genesis Minerals shares held for capital return ⁽¹⁾	-	-	-	267,525	267,525	267,525
Financial assets ⁽¹⁾	-	-	-	20,495	20,495	20,495
	247,037	46,907	-	326,096	620,040	620,040
Weighted average interest rate	4.09%	4.87%	-	n/a	n/a	n/a
Financial liabilities						
Trade and other payables	-	-	-	66,177	66,177	66,177
Capital return payable	-	-	-	267,525	267,525	267,525
Right-of-use-asset lease liabilities	-	948	2,990	-	3,938	3,938
Finance lease liabilities	-	1,908	5,589	-	7,497	7,497
Other	-	1,497	-	-	1,497	1,497
	-	4,353	8,579	333,702	346,634	346,634
Weighted average interest rate	n/a	4.66%	3.78%	n/a	n/a	n/a
Net financial assets/(liabilities)	247,037	42,554	(8,579)	(7,606)	273,406	273,406

(1) Fair value is determined based on Level 1 inputs as the balance represents investments in listed securities.



Fixed Interest Maturing in 2022

Financial assets	Floating Interest rate \$'000	1 year or less \$'000	1 to 10 years \$'000	Non- interest bearing \$'000	Total \$'000	Fair value \$'000
Cash and cash equivalents	98,512	-	-	-	98,512	98,512
Receivables	-	-	16,780	20,172	36,952	36,952
Financial assets ⁽¹⁾	-	-	-	33,980	33,980	33,980
	98,512	-	16,780	54,152	169,444	169,444
Weighted average interest rate	0.78%	n/a	8.50%	n/a	n/a	n/a
Financial liabilities						
Trade and other payables	-	-	-	78,593	78,593	78,593
Right-of-use asset lease liabilities	-	3,489	5,048	-	8,537	8,537
Finance lease liabilities	-	7,704	10,923	-	18,627	18,627
Syndicated facility	-	-	140,083	-	140,083	140,437
Derivative financial liabilities	-	-	-	8,154	8,154	8,154
Other	-	4,004	1,274	-	5,278	5,278
	-	15,197	157,328	86,747	259,272	259,626
Weighted average interest rate	n/a	3.39%	3.74%	n/a	n/a	n/a
Net financial assets/(liabilities)	98,512	(15,197)	(140,548)	(32,595)	(89,828)	(90,182)

(1) Fair value is determined based on Level 1 inputs as the balance represents investments in listed securities.

(h) Liquidity risk

Prudent liquidity risk management requires maintaining sufficient cash and marketable securities, the availability of funding through an adequate amount of committed credit facilities and the ability to close out market positions.

The Group manages liquidity risk by continuously monitoring forecast and actual cash flows, and matching maturity profiles of financial assets and liabilities. The Group undertakes sensitivity analysis to stress test the operational cash flows, which are matched with capital commitments to assess liquidity requirements. The capital management plan provides the analysis and actions required in detail for the next twelve months and longer term.

Surplus funds are invested in instruments that are tradeable in highly liquid markets.

Maturities of financial liabilities

The table below analyses the Group's financial liabilities. The amounts disclosed in the table are the contractual undiscounted cash flows, which includes interest obligations over the term of the facilities.

Maturity of financial liabilities – 2023

	Less than 12 months \$'000	Between 1 and 5 years \$'000	Over 5 years \$'000	Total contractual cash flows \$'000	Carrying amount \$'000
Trade and other payables	66,177	-	-	66,177	66,177
Right-of-use asset lease liabilities	1,092	2,817	819	4,728	3,938
Finance lease liabilities	2,569	6,078	-	8,647	7,497
Capital return payable	267,525	-	-	267,525	267,525
Other	1,497	-	-	1,497	1,497
	338,860	8,895	819	348,574	346,634

Maturity of financial liabilities – 2022

Trade and other payables	78,593	-	-	78,593	78,593
Right-of-use asset lease liabilities	3,020	6,019	1,311	10,350	8,537
Finance lease liabilities	8,221	12,758	-	20,979	18,627
Syndicated facility	6,727	153,526	-	160,253	140,083
Call options	8,154	-	-	8,154	8,154
Other	4,004	1,274	-	5,278	5,278
	108,719	173,577	1,311	283,607	259,272



13 Net debt

Cash and cash equivalents	Consolidated	
	2023	2022
	\$'000	\$'000
Cash at bank and on hand	247,037	98,512

Cash and cash equivalents include cash on hand, deposits and cash at call held at financial institutions, other short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Cash at bank and on hand

Cash at bank at 30 June 2023 was invested "at call" earning interest at an average rate of 4.09% per annum (2022: 0.78% per annum).

Interest bearing liabilities	Consolidated	
	2023	2022
	\$'000	\$'000
Current		
Secured		
Finance leases	1,908	7,704
Capitalised borrowing costs	(57)	-
Right-of-use asset lease liabilities	948	3,489
Other	1,497	4,004
Total current	4,296	15,197
Non-current		
Secured		
Finance leases	5,589	10,923
Syndicated facility	-	140,083
Capitalised borrowing costs	-	(887)
Right-of-use asset lease liabilities	2,990	5,048
Other	-	1,274
Total non-current	8,579	156,441
Total interest-bearing liabilities	12,875	171,638

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the consolidated comprehensive income statement over the period of the borrowings using the effective interest method. Fees paid on the establishment of loan facilities, which are not incremental costs relating to the actual draw down of the facility, are recognised as capitalised borrowing costs and amortised on a straight line basis over the term of the facility.

On 30 June 2023, amounts drawn under the syndicated debt facility of A\$70,000,000 under the Australian tranche and C\$80,000,000 under the Canadian tranche were repaid in full using cash proceeds received from the sale of the Leonora assets. On this date the syndicated debt facility was also closed.

Aside from finance leases for assets in Simberi, the Group does not have any other secured debt facility at 30 June 2023.

Profit before income tax includes the following specific expenses:

	Consolidated	
	2023	2022
	\$'000	\$'000
<i>Finance Costs</i>		
Interest paid/payable	9,854	3,265
Bank fees and borrowing costs	407	306
Undrawn facility fees	1,367	1,742
Finance lease interest	841	706
Provisions: unwinding of discount	1,065	-
	13,534	6,019



13 Net debt (continued)

Reconciliation of (loss)/profit from ordinary activities after income tax to net cash flows from operating activities

	Consolidated	
	2023 \$'000	2022 \$'000
Loss after tax for the year	(429,199)	(160,821)
Depreciation and amortisation	106,859	159,799
Impairment loss on assets	588,534	223,542
Expected credit loss	26,308	-
Pre-tax profit on sale of Leonora	(86,733)	-
Leonora sale transaction costs	(13,435)	-
Net derivative movement	(8,039)	(6,371)
Difference between income tax expenses and tax payments	(115,766)	(62,319)
Stamp duty	(7,067)	-
Unrealised/realised foreign exchange profit	(4,484)	(1,829)
Equity settled share-based payments	2,170	1,123
Unwinding of rehabilitation provision	1,065	-
Change in operating assets and liabilities		
Receivables and prepayments	(9,752)	867
Inventories	22,075	(41,764)
Other assets	(8,652)	(19,766)
Trade creditors and payables	(6,867)	949
Provisions and other liabilities	(5,117)	(5,754)
Net cash flows from operating activities	51,900	87,656

14 Contributed equity

Details	Number of shares	\$'000
Opening balance 1 July 2022	815,734,768	1,592,576
Vested performance rights	1,106,877	712
Capital Return - In specie distribution	-	(267,525)
Closing balance 30 June 2023	816,841,645	1,325,763

Contributed equity

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares and performance rights are recognised as a deduction from equity, net of any tax effects.

Ordinary shares

Ordinary shares entitle the holder to participate in dividends and the proceeds on winding up of the Company in proportion to the number of and amounts paid on the shares held. On a show of hands every holder of ordinary shares present at a meeting in person or by proxy, is entitled to one vote, and upon a poll each share is entitled to one vote.

Capital Return

Following the sale of Leonora Assets, St Barbara has completed an in-specie distribution of all 205 million Genesis shares received as part consideration to eligible St Barbara shareholders in the form of a capital return in July 2023. As the capital return was approved by shareholders and declared prior or at 30 June 2023 a liability for the amount payable of \$267,525,000 has been recognised with the reduction of contributed equity. The Genesis Minerals shares held for capital return and the capital return payable recognised in the Consolidated Balance Sheet as at 30 June 2023 will net off when the capital return is completed in July 2023.



D. Business portfolio

15 Parent entity disclosures

As at, and throughout, the financial year ended 30 June 2023, the parent company of the Group was St Barbara Limited.

Financial statements

	Parent Entity	
	2023 \$'000	2022 \$'000
Results of the parent entity		
Loss after tax for the year	(420,518)	(299,482)
Other comprehensive loss	(13,446)	(25,555)
Total comprehensive income for the year	(433,964)	(325,037)

Other comprehensive income is set out in the Consolidated comprehensive income statement.

Financial position of the parent entity	2023	2022
	\$'000	\$'000
Current assets	451,731	89,101
Total assets	431,157	845,908
Current liabilities	335,626	73,461
Total liabilities	432,348	159,420
Total equity of the parent entity comprising:		
Share capital	1,325,763	1,592,576
Reserves	16,260	17,327
Dividend payments	-	(14,165)
Accumulated losses	(1,343,214)	(909,250)
Total equity	(1,191)	686,488

Transactions with entities in the wholly-owned group

St Barbara Limited is the parent entity in the wholly-owned group comprising the Company and its wholly-owned subsidiaries. It is the Group's policy that transactions are at arm's length.

During the year the Company charged management fees of \$6,950,000 (2022: \$7,863,000), and paid interest of \$1,575,000 (2022: \$1,238,000) to entities in the wholly-owned group.

Net loans to the Company amount to a net receivable of \$164,462,000 (2022: net receivable \$22,606,000).

Balances and transactions between the Company and its subsidiaries, which are related parties of the Company, have been eliminated on consolidation.

Contractual commitments

St Barbara Limited had contractual commitments for exploration and capital expenditure totalling \$1,360,000. These commitments are not recognised as liabilities as the relevant assets have not yet been received.

16 Financial assets and fair value of financial assets

	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Genesis Minerals shares held for capital return	267,525	-
Non-current		
Australian listed shares and equity	20,495	33,980

At the 30 June 2023 reporting date, the Group's current and non-current financial assets of \$288,020,000 (30 June 2022: \$33,980,000) represented investments in shares listed on the Australian Securities Exchange, which are valued using Level 1 inputs.

These financial assets relate to the Company's investment in the following Australian Securities Exchange listed companies:

- Peel Mining Limited (PEX)
- Catalyst Metals Limited (CYL)
- Kin Mining NL (KIN)
- Genesis Minerals Limited (GMD)

The Group recognised Level 1, 2 and 3 financial assets on a recurring fair value basis as at 30 June 2023 as follows:

Level 1: The fair value of financial instruments traded in active markets is based on quoted market prices at the end of the reporting period. The quoted market price used for financial assets held by the group is the close price. These instruments are included in level 1.

Level 2: The fair value of financial instruments that are not traded in an active market is determined using valuation techniques, which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an instrument are observable, the instrument is included in level 2.

Level 3: If one or more of the significant inputs is not based on observable market data, the instrument is included in level 3. This is the case for unlisted equity securities.



17 Controlled entities

The consolidated financial statements incorporate the assets, liabilities and results of the following subsidiaries in accordance with the accounting policy on consolidation.

Except as noted below, all subsidiaries are 100% owned at 30 June 2022 and 30 June 2023.

	Country of Incorporation
<u>Parent entity</u>	
St Barbara Limited	Australia
<u>Subsidiaries of St Barbara Limited</u>	
Phoenician Metals Limited ⁽¹⁾	Australia
Bardoc Gold Pty Ltd ⁽²⁾	Australia
<u>Subsidiaries of Phoenician Metals Limited⁽¹⁾</u>	
Nord Pacific Limited ⁽³⁾	Canada
<u>Subsidiaries of Bardoc Gold Pty Ltd⁽²⁾</u>	
Excelsior Gold Pty Ltd	Australia
Spitfire Global Pty Ltd	Australia
Starpart Holdings Pty Ltd	Australia
Admiral Gold Pty Ltd	Australia
<u>Subsidiaries of Excelsior Gold Pty Ltd⁽²⁾</u>	
GPM Resources Pty Ltd	Australia
Aphrodite Gold Pty Ltd	Australia
<u>Subsidiaries of Nord Pacific Limited⁽⁴⁾</u>	
Nord Australex Nominees (PNG) Ltd	PNG
Simberi Gold Company Limited	PNG
Atlantic Mining NS Inc.	Canada

⁽¹⁾ On 7 March 2023, Allied Gold Pty Ltd changed its name to Phoenician Metals Limited and converted to a public company.

⁽²⁾ On 30 June 2023, the Group sold Bardoc Gold Pty Ltd and its subsidiaries as part of the Leonora Asset Sale.

⁽³⁾ On 30 June 2023, the Group dissolved Nord Pacific Limited.

⁽⁴⁾ On 30 June 2023, the Company transferred all of its shares in Atlantic Mining NS Inc, Simberi Gold Company Limited and Nord Australex Nominees (PNG) Ltd to Phoenician Metals Limited and dissolved Nord Pacific Limited.



E. Remunerating our people

18 Employee benefit expenses and other provisions

Expenses	Consolidated	
	2023 \$'000	2022 \$'000
<i>Employee related expenses</i>		
Wages and salaries	106,506	105,404
Retirement benefit obligations	10,757	10,101
Equity settled share-based payments	2,170	1,123
	119,433	116,628

Wages and salaries, and annual leave

Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be paid within 12 months of the reporting date, are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid, including expected on-costs, when the liabilities are settled.

Retirement benefit obligations

Contributions to defined contribution funds are recognised as an expense as they are due and become payable. The Group has no obligations in respect of defined benefit funds.

Equity settled share-based payments

Performance rights issued to employees are recognised as an expense by reference to the fair value of the equity instruments at the date at which they are granted. Refer to Note 19 for further information.

Executive incentives

Senior executives may be eligible for short term incentive payments ("STI") subject to achievement of key performance indicators, as recommended by the Remuneration Committee and approved by the Board of Directors. The Group recognises a liability and an expense for STIs in the reporting period during which the service is provided by the employee.

Key management personnel	Consolidated	
	2023 \$'000	2022 \$'000
Short term employee benefits	3,425	3,298
Post-employment benefits	91	96
Leave	139	185
Share-based payments	466	962
	4,121	4,541

Disclosures relating to Directors and key management personnel are included within the Remuneration Report, with the exception of the table opposite.

Employee related and other provisions are recognised when the Group has a present legal or constructive obligation as a result of past events, it is more likely than not that an outflow of resources will be required to settle the obligation, and the amount has been reliably estimated.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made, plus expected on-costs, in respect of services provided by employees up to the reporting date. Consideration is given to the expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted with reference to market yields on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflow

Other provisions	Consolidated	
	2023 \$'000	2022 \$'000
Current		
Employee benefits – annual leave	2,069	5,546
Employee benefits – long service leave	399	2,469
Other provisions	7,660	6,678
	10,128	14,693
Non-current		
Employee benefits - long service leave	1,007	2,189
	1,007	2,189



19 Share-based payments

Employee Performance Rights

During the year ended 30 June 2023, there was no amount transferred as a gain for performance rights that expired during the year (2022: \$nil). Accounting standards preclude the reversal through the consolidated comprehensive income statement of amounts that have been booked in the share-based payments reserve for performance rights, and which satisfy service conditions but do not vest due to market conditions.

Set out below are summaries of performance rights granted to employees under the St Barbara Limited Performance Rights Plan approved by shareholders:

Consolidated and parent entity 2023								
Grant Date	Expiry Date	Issue price	Balance at start of the year Number	Granted during the year Number	Vested during the year Number	Expired during the year Number	Balance at end of the year Number	Exercisable at end of the year Number
28 Oct 2020	30 Sep 2023	\$3.15	238,095	-	-	-	238,095	-
24 Jul 2020	30 Sep 2023	\$3.15	918,861	-	-	(121,991)	796,870	-
22 Jul 2021	30 Jun 2024	\$1.77	2,576,311	-	-	(330,144)	2,246,167	-
26 Jul 2021	30 Jun 2024	\$1.77	176,271	-	-	-	176,271	-
27 Oct 2021	30 Jun 2024	\$1.77	423,729	-	-	-	423,729	-
22 Jul 2022	30 Jun 2025	\$0.94	-	2,183,603	-	(429,221)	1,754,382	-
22 Jul 2022	30 Jun 2025	\$0.94	-	1,811,004	-	(364,823)	1,446,181	-
22 Jul 2022	30 Jun 2025	\$0.94	-	1,573,164	-	-	1,573,164	-
Total			4,333,267	5,567,771	-	(1,246,179)	8,654,859	-
Consolidated and parent entity 2022								
27 Nov 2019	30 Jun 2022	\$2.91	1,049,787	-	(915,809)	(133,978)	-	-
03 Feb 2020	30 Jun 2022	\$2.91	26,355	-	(26,355)	-	-	-
28 Oct 2020	30 Jun 2022	\$2.91	107,388	-	-	(107,388)	-	-
28 Oct 2020	30 Sep 2023	\$3.15	238,095	-	-	-	238,095	-
24 Jul 2020	30 Sep 2023	\$3.15	1,277,608	-	-	(358,747)	918,861	-
02 Nov 2020	30 Sep 2023	\$3.15	123,809	-	-	(123,809)	-	-
22 Jul 2021	30 Jun 2024	\$1.77	-	2,899,564	-	(323,253)	2,576,311	-
26 Jul 2021	30 Jun 2024	\$1.77	-	176,271	-	-	176,271	-
27 Oct 2021	30 Jun 2024	\$1.77	-	423,729	-	-	423,729	-
Total			2,823,042	3,499,564	(942,164)	(1,047,175)	4,333,267	-



19 Share-based payments (continued)

The weighted average remaining contractual life of performance rights outstanding at the end of the year was 2.4 years (2022: 1.7 years). Conditions associated with rights granted during the year ended 30 June 2023 included:

- Rights are granted for no consideration. The vesting of rights granted in 2023 is subject to a continuing service condition as at the vesting date, Return on Capital Employed over a three-year period (for the key management personnel only), and relative Total Shareholder Return over a three year period measured against a peer group.
- Performance rights do not have an exercise price.
- Any performance right that does not vest will lapse.
- Grant date varies with each issue.

The fair value of rights issued was adjusted according to estimates of the likelihood that the market conditions will be met.

St Barbara engaged BDO Corporate Finance to provide an opinion on the fair value of the performance and retention rights issued during the year. The assessed fair value of these rights was \$3,071,000. This outcome was based on the likelihood of the market based conditions being met as at the date the rights vest.

Expenses arising from share-based payment transactions

Total expenses arising from equity settled share-based payment transactions recognised during the year as part of the employee benefit expenses were as follows:

	Consolidated	
	2023	2022
	\$	\$
Performance rights issued under performance rights plan	2,170,000	1,123,000

Accounting judgements and estimates

The Group measures the cost of equity settled transactions with employees (performance rights) by reference to the fair value of the equity instruments at the date at which they are granted.

The Group has fair valued the performance rights with market conditions using the hybrid trinomial option pricing model with relative TSR hurdles and secondly the absolute TSR hurdle component by using a Black Scholes model with a single share price target.

The performance rights with non-market conditions have been valued at the spot price at the grant date adjusted for the net present value of dividends forgone with overall amount also reflecting the number of rights that are expected to vest.

F. Further disclosures

20 Remuneration of auditors

During the year the following fees were paid or payable for services provided by PricewaterhouseCoopers Australia, the auditor of the parent entity, and its related practices:

	Consolidated	
	2023	2022
	\$	\$
PricewaterhouseCoopers Australia audit and review of financial reports	597,517	440,641
PricewaterhouseCoopers Papua New Guinea audit and review of financial reports	29,124	26,966
Other assurance related services ⁽¹⁾	472,000	42,937
Tax compliance services	-	13,400
Total remuneration for audit and non-audit related services	1,098,641	523,944

(1) Related to financial due diligence in connection with acquisitions and divestitures. Refer to Non-audit services, page 42, for the review process of non-audit services to ensure auditor independence is maintained.

21 Events occurring after the balance sheet date

The Directors are not aware of any matter or circumstance that has arisen since the end of the financial year that, in their opinion, has significantly affected or may significantly affect in future years the Company's or the Group's operations, the results of those operations or the state of affairs, except as described in this note.

Following the sale of Leonora Assets, St Barbara completed an in-specie distribution of 205 million Genesis shares received as part consideration to eligible St Barbara shareholders in the form of a capital return in July 2023. As the capital return was approved by shareholders and declared prior or at 30 June 2023 a liability for the amount payable of \$267,525,000 has been recognised with the reduction of contributed equity. The Genesis Minerals shares held for capital return and the capital return payable recognised in the Consolidate Balance Sheet as at 30 June 2023 were netted off when the capital return was completed in July 2023.

St Barbara and Linden Gold Alliance Limited (Linden) have agreed the wind down and settlement of the secured Second Fortune debt facility. St Barbara received the first tranche of 14,056,250 shares in Linden on 14 August 2023.

22 Contingencies

As a result of routine and regular tax reviews and audits by tax authorities in each jurisdiction, the Group anticipates that reviews and audits may occur in the future. The ultimate outcome of any future reviews and audits by tax authorities cannot be determined with an acceptable degree of reliability at this time. Nevertheless, the Group believes it is making adequate provision for its tax liabilities, including amounts shown as deferred tax liabilities, and takes reasonable steps to address potentially contentious issues with the tax authorities.



23 Discontinued operations

(a) Description

On 17 April 2023 the Group entered into an agreement with Genesis Minerals Limited in respect of the sale of the Leonora Assets. The disposal was completed on 30 June 2023, on which date control passed to the acquirer and is reported in the current period as a discontinued operation. Financial information relating to the discontinued operation for the period to the date of disposal is set out below:

(b) Financial performance and cashflow information

The results of the discontinued operations included in the consolidated comprehensive income statement are set out below. The comparative profit and cash flows from discontinued operations are shown in the tables below:

Profit for the period from discontinued operations	Consolidated	
	2023 \$'000	2022 \$'000
Revenue	373,570	479,073
Expenses	(349,659)	(344,817)
Profit before tax	23,911	134,256
Attributable income tax expense at 30%	(7,173)	(40,277)
Operating profit after tax	16,738	93,979
Gain on disposal of operations (see (c) below)	86,733	-
Attributable income tax expense at 30%	(26,020)	-
Profit/(Loss) for the year from discontinued operations (attributable to owners of the company)	77,451	93,979

Cash flows from discontinued operations	Consolidated	
	2023 \$'000	2022 \$'000
Net cash inflows from operating activities	96,419	228,826
Net cash outflows from investing activities	(52,812)	(61,022)
Net cash inflows	43,607	167,804

c) Details of the sale of Leonora Assets

	Consolidated
	2023 \$'000
Consideration received	
Cash	370,000
Consideration shares	267,525
	637,525
Working capital ⁽¹⁾	15,724
Total consideration	653,249
Carrying amount of net assets sold	(553,082)
Transaction costs	(13,434)
Gain on sale before income tax	86,733
Income tax expense on gain at 30%	(26,020)
Gain on sale after income tax	60,713

(1) The consideration received includes an adjustment for the movement in agreed upon working capital and capital expenditure accounts which have an impact on the total cash consideration received by St Barbara at the completion of the Leonora asset sale. This balance reflects the final working capital and capital expenditure position compared with the agreed upon target.

The gain on disposal is included in the profit for the year from discontinued operations.

The carrying amount of assets and liabilities as at the date of sale were:	2023 \$'000
Current asset	
Deferred mine development	2,367
Inventories	24,457
Other assets	2,326
Non current assets	
Property plant and equipment	146,199
Mine properties	207,800
Exploration and evaluation	40,378
Mineral rights	147,336
Deferred tax asset	18,747
Current liabilities	
Other liabilities	(7,690)
Non - Current liabilities	
Provision for rehabilitation	(28,838)
Net asset/liability disposed of	553,082



24 Basis of preparation

Basis of measurement

The consolidated financial statements have been prepared on the historical cost basis, except for the following material items:

- Financial assets are measured at fair value;
- Share based payment arrangements are measured at fair value;
- Derivative financial liabilities are measured at fair value;
- Rehabilitation provision is measured at net present value;
- Long service leave provision is measured at net present value.

Comparative figures have been adjusted to conform to the presentation of the financial statements and notes for the current financial year, where required, to enhance comparability.

Principles of consolidation - Subsidiaries

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of St Barbara Limited as at 30 June 2023 and the results of all subsidiaries for the year then ended.

Subsidiaries are all those entities (including special purpose entities) over which the Group has the power to govern the financial and operating policies, and as a result has an exposure or rights to variable returns, generally accompanying a shareholding of more than one-half of the voting rights. The existence and effect of potential voting rights that are currently exercisable or convertible are considered when assessing whether the Group controls another entity. Subsidiaries are consolidated from the date on which control commences until the date control ceases.

Intercompany transactions, balances and unrealised gains on transactions between Group companies are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the Group.

Foreign currency translation

Both the functional and presentation currency of St Barbara Limited and its Australian controlled entities is Australian dollars (AUD). The functional currency of the Simberi Operations is US dollars (USD), and the functional currency of the Atlantic Operations is Canadian dollars (CAD).

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions, and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies, are recognised in the consolidated comprehensive income statement, except when deferred in equity as qualifying cash flow hedges and qualifying net investment hedges.

Translation differences on non-monetary financial assets and liabilities are reported as part of the fair value gain or loss.

Translation differences on non-monetary financial assets and liabilities, such as equities held at fair value through profit or loss, are recognised in the consolidated comprehensive income statement as part of the fair value gain or loss. Translation differences on non-monetary financial assets, such as equities classified as level 1 financial assets, are included in the fair value reserve in equity.

The assets and liabilities of controlled entities incorporated overseas with functional currencies other than Australian dollars are translated into the presentation currency of St Barbara Limited (Australian dollars) at the year-end exchange rate and the revenue and expenses are translated at the rates applicable at the transaction date. Exchange differences arising on translation are taken directly to the foreign currency translation reserve in equity.

Critical accounting judgement and estimates

The preparation of consolidated financial statements in conformity with AASB and IFRS requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amount of assets, liabilities, income and expenses. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

25 Accounting standards

New Standards adopted

The accounting policies applied by the Group in this 30 June 2023 consolidated financial report are consistent with Australian Accounting Standards. All new and amended Australian Accounting Standards and interpretations mandatory as at 1 July 2022 to the group have been adopted and have no material impact on the recognition.

The Group has adopted all of the new and revised Standards and Interpretations issued by the AASB that are relevant to its operations and effective for the current full year report, with no material impacts to the financial statements.

Critical accounting judgement and estimates

The preparation of consolidated financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities, income and expenses. Actual results may differ from these estimates.



Directors' declaration

- 1 In the opinion of the directors of St Barbara Limited (the Company):
 - (a) the consolidated financial statements and notes that are contained in pages 45 to 79 and the remuneration report in the Directors' report, set out on pages 20 to 41, are in accordance with the Corporations Act 2001, including:
 - (i) giving a true and fair view of the Group's financial position as at 30 June 2023 and of its performance for the financial year ended on that date; and
 - (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001; and
 - (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- 2 The directors have been given the declarations required by Section 295A of the Corporations Act 2001 from the chief executive officer and chief financial officer for the financial year ended 30 June 2023.
- 3 The directors draw attention to page 45 of the consolidated financial statements, which includes a statement of compliance with International Financial Reporting Standards.

Signed in accordance with a resolution of the Directors:

Andrew Strelein
Managing Director and CEO

Perth

24 August 2023



Independent auditor's report

To the members of St Barbara Limited

Report on the audit of the financial report

Our opinion

In our opinion:

The accompanying financial report of St Barbara Limited (the Company) and its controlled entities (together the Group) is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Group's financial position as at 30 June 2023 and of its financial performance for the year then ended
- (b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

What we have audited

The Group financial report comprises:

- the consolidated balance sheet as at 30 June 2023
- the consolidated comprehensive income statement for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated cash flow statement for the year then ended
- the notes to the consolidated financial statements, which include significant accounting policies and other explanatory information
- the directors' declaration.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our audit approach

An audit is designed to provide reasonable assurance about whether the financial report is free from material misstatement. Misstatements may arise due to fraud or error. They are considered material if individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

PricewaterhouseCoopers, ABN 52 780 433 757
2 Riverside Quay, SOUTHBANK VIC 3006, GPO Box 1331 MELBOURNE VIC 3001
T: +61 3 8603 1000, F: +61 3 8603 1999, www.pwc.com.au

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We tailored the scope of our audit to ensure that we performed enough work to be able to give an opinion on the financial report as a whole, taking into account the geographic and management structure of the Group, its accounting processes and controls and the industry in which it operates.



Materiality	Audit scope	Key audit matters
<ul style="list-style-type: none"> • For the purpose of our audit we used overall Group materiality of \$3.9 million, which represents approximately 1% of the Group's net assets. • We applied this threshold, together with qualitative considerations, to determine the scope of our audit and the nature, timing and extent of our audit procedures and to evaluate the effect of misstatements on the financial report as a whole. • We chose Group net assets because, in our view, it is the benchmark against which the performance of the Group is most commonly measured. • We utilised a 1% threshold based on our professional judgement, noting it is within the range of commonly acceptable thresholds. 	<ul style="list-style-type: none"> • Our audit focused on where the Group made subjective judgements; for example, significant accounting estimates involving assumptions and inherently uncertain future events. • The Group operates mines in Australia, Papua New Guinea and Canada with a centralised corporate accounting function based in Australia 	<ul style="list-style-type: none"> • Amongst other relevant topics, we communicated the following key audit matters to the Audit and Risk Committee: <ul style="list-style-type: none"> – Assessing the carrying value of mining assets – Accounting for the cost of rehabilitation – Accounting for the sale of Leonora Assets • These are further described in the <i>Key audit matters</i> section of our report.



Key audit matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. The key audit matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. Further, any commentary on the outcomes of a particular audit procedure is made in that context.

Key audit matter

How our audit addressed the key audit matter

Assessing the carrying value of mining assets (Refer to note 8)

As at 30 June 2023, the Group recognised \$87 million of Property, Plant and Equipment, \$2 million of Deferred Mining Costs, \$58 million of Exploration and Evaluation, and \$68 million of Mineral Rights on the consolidated balance sheet (together the 'Mining Assets').

During the year the Group identified indicators of impairment and therefore undertook an impairment assessment for the Simberi and Atlantic cash generating units (CGUs). The recoverable amounts of the CGUs were each assessed under the fair value less cost of disposal method, using discounted cash flow models (the 'Models').

The Group recognised an impairment charge of \$514 million, before tax, on its Mining Assets related to the Atlantic Gold CGU and an impairment charge of \$74 million, before tax on its Mining Assets related to the Simberi CGU.

The impairment assessment required the Group to make significant judgements in relation to assumptions, including:

- Commodity prices and exchange rates estimation;
- Discount rate;
- Production activity, operating costs and capital requirements;
- Fair value assigned to unmined resources and exploration; and
- Timing of regulatory approvals and permitting the mines.

This was a key audit matter due to the significance of the carrying value of Mining Assets to the consolidated balance sheet and the judgements and assumptions outlined above in determining the recoverable amount and whether impairment was required.

We performed the following procedures, amongst others, for both CGUs (unless otherwise stated):

- Assessed whether the composition of each CGU was consistent with our knowledge of the Group's operations.
- Assessed whether each CGU appropriately included all directly attributable assets and liabilities.
- Assessed whether the valuation methodology applied by the Group, utilising a discounted cash flow model to estimate the recoverable amount of each CGU, was consistent with the basis required by Australian Accounting Standards.
- Assessed the Group's judgement in relation to the timing of regulatory approvals and permitting of new mines in the Atlantic Gold CGU with reference to internal and external factors.
- Assessed whether the forecast cash flows in the Models were appropriate by comparing:
 - Short and long-term commodity pricing data and currency exchange rate assumptions used to current industry forecasts, assisted by PwC valuation experts.
 - the Group's forecast gold production over the life of mine to the Group's most recent reserves and resources statements;
 - annual forecast cash flows to annual historical actual cash flows achieved by each CGU for previous years to assess the accuracy of the Group's forecasting; and
 - the forecast operating costs and capital expenditure to the most recent internal budgets, Life of Mine plans and other technical planning documents on a sample basis.
- Assessed the discount rate used with reference to external information for each CGU, assisted by PwC valuation experts.



Key audit matter

How our audit addressed the key audit matter

Accounting for the cost of rehabilitation

(Refer to note 10)

The Group has obligations to dismantle, remove, restore and rehabilitate certain items of property, plant and equipment and areas of disturbance during mining operations. A provision is made for the estimated cost of rehabilitation and restoration of areas disturbed during mining operations up to reporting date but not yet rehabilitated.

At 30 June 2023, the consolidated balance sheet included provisions for such obligations of \$128 million. Calculating the rehabilitation obligations requires significant estimation and judgement by the Group. Assumptions are required to be made in respect of matters including, changes in regulations, price fluctuations, discount rates and changes in timing of cash flows which are based on Life of Mine Plans.

Given the financial significance of this balance and the judgemental factors outlined above, the accounting for the cost of rehabilitation was a key audit matter.

Accounting for the sale of Leonora Assets

(Refer to note 23)

On 17 April 2023 the Group entered into an agreement with Genesis Minerals Limited in respect of the sale of the Leonora Assets. The disposal was completed on 30 June 2023, on which date control passed to the acquirer and is reported as a discontinued operation.

Total consideration received was \$653 million and the carrying value of net assets disposed was \$553

- Assessed the unmined resources against external data, assisted by PwC valuation experts.
- Assessed the exploration fair value against external data, assisted by the PwC valuation team for the Atlantic Gold CGU.
- Performed tests of the mathematical accuracy of the Models' relevant calculations.
- Evaluated the reasonableness of the disclosures made in the Group's Consolidated Financial Statements against the requirements of Australian Accounting Standards.

To assess the Group's rehabilitation provisions, we performed the following procedures, amongst others:

- Obtained the Group's calculation of the rehabilitation provisions. We checked the mathematical accuracy of relevant calculations and whether the timing of the cash flows was consistent with current Life of Mine Plans.
- Evaluated the competency and independence of the experts used by the Group to assist with the assessment of its rehabilitation obligations.
- Assessed whether the estimated rehabilitation costs were appropriate by comparing these, on a selection basis, to the costs of other similar activities at mine sites.
- Assessed the discount rates used, by reference to long term government bond rates, in the rehabilitation models were appropriate.
- Evaluated the reasonableness of the disclosures made in the Group's Consolidated Financial Statements against the requirements of Australian Accounting Standards.

To assess the accounting for the disposal of the Leonora Assets we performed the following procedures, amongst others:

- Assessed the Group's accounting, including the derecognition of assets and liabilities disposed of, against the requirements of Australian Accounting Standards and the Asset Sale Agreement.



Key audit matter

How our audit addressed the key audit matter

million. The gain on disposal recognised, net of transaction costs was \$87 million before tax.

This was a key audit matter given its financial significance to the Group and accounting complexities associated with the disposal.

- Agreed the total consideration received to supporting documentation and the Asset Sale Agreement.
- Evaluated the classification as a discontinued operation and whether the disclosures made in the Group's Consolidated Financial Statements were in accordance with the requirements of Australian Accounting Standards.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2023, but does not include the financial report and our auditor's report thereon. Prior to the date of this auditor's report, the other information we obtained included the Director's Report. We expect the remaining other information to be made available to us after the date of this auditor's report.

Our opinion on the financial report does not cover the other information and we do not and will not express an opinion or any form of assurance conclusion thereon through our opinion on the financial report. We have issued a separate opinion on the remuneration report.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

When we read the other information not yet received, if we conclude that there is a material misstatement therein, we are required to communicate the matter to the directors and use our professional judgement to determine the appropriate action to take.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.



Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at:

https://www.auasb.gov.au/admin/file/content102/c3/ar1_2020.pdf. This description forms part of our auditor's report.

Report on the remuneration report

Our opinion on the remuneration report

We have audited the remuneration report included in pages 20 to 41 of the directors' report for the year ended 30 June 2023.

In our opinion, the remuneration report of St Barbara Limited for the year ended 30 June 2023 complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the remuneration report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the remuneration report, based on our audit conducted in accordance with Australian Auditing Standards.

A handwritten signature in black ink that reads 'PricewaterhouseCoopers'.

PricewaterhouseCoopers

A handwritten signature in black ink that reads 'Amanda Campbell'.

Amanda Campbell
Partner

Melbourne
24 August 2023

Ore Reserves and Mineral Resources





Ore Reserves and Mineral Resources

As at 31 December 2022 St Barbara's Group Ore Reserves and Mineral Resources are estimated at:

- Total Ore Reserves are estimated at: 106.7 Mt @ 1.9 g/t Au for 6.5 Moz of contained gold, comprising:
 - Leonora Operations 22.3 Mt @ 3.6 g/t Au for 2.6 Moz of contained gold¹
 - Bardoc Operations 3.6 Mt @ 3.6 g/t Au for 0.4 Moz of contained gold²
 - Simberi Operations 34.8 Mt @ 1.8 g/t Au for 2.0 Moz of contained gold
 - Atlantic Operations 46.0 Mt @ 1.0 g/t Au for 1.5 Moz of contained gold
- Total Mineral Resources³ are estimated at: 264 Mt @ 1.9 g/t Au for 16.4 Moz of contained gold, comprising:
 - Leonora Operations 71.0 Mt @ 3.2 g/t Au for 7.4 Moz of contained gold⁴
 - Bardoc Operations 53.3Mt @ 1.8 g/t Au for 3.0Moz of contained gold⁵
 - Simberi Operations 83.1 Mt @ 1.5 g/t Au for 4.0 Moz of contained gold
 - Atlantic Operations 57.0 Mt @ 1.1 g/t Au for 1.9 Moz of contained gold

Since 31 December 2021, the Company's Ore Reserves have increased by 0.3 Moz, as a consequence of the inclusion of the Tower Hill Open Pit Reserves (refer ASX Release 18 October, 2022 - 'Quarterly Report Q1 September FY23').

Since 31 December 2021, the Company's Mineral Resources have decreased by 0.2 Moz as mining depletion and reductions due to changes in bulk density for Gwalia Deeps and a revised resource shell at Simberi exceeded additions from Gwalia Shallows and Harbour Lights

St Barbara updated its Annual Mineral Resources and Ore Reserves statement as at 31 December 2022 with the statement reported to the ASX on 22 February 2023 – '*Ore Reserves and Mineral Resources Statements as at 31 December 2022*'. This statement can be found on St Barbara's website here [Announcements – St Barbara Limited](#).

St Barbara completed the sale of its Leonora and Bardoc operations to Genesis Minerals Limited ("Genesis") on 30 June 2023. Subsequent to this sale:

- Total Ore Reserves are estimated at: 80.8 Mt @ 1.4 g/t Au for 3.5 Moz of contained gold, comprising:
 - Simberi Operations 34.8 Mt @ 1.8 g/t Au for 2.0 Moz of contained gold
 - Atlantic Operations 46.0 Mt @ 1.0 g/t Au for 1.5 Moz of contained gold
- Total Mineral Resources⁶ are estimated at: 140.1 Mt @ 1.3 g/t Au for 5.9 Moz of contained gold, comprising:
 - Simberi Operations 83.1 Mt @ 1.5 g/t Au for 4.0 Moz of contained gold
 - Atlantic Operations 57.0 Mt @ 1.1 g/t Au for 1.9 Moz of contained gold

¹ St Barbara's Leonora operations were sold to Genesis with effect from 30 June 2023

² St Barbara's Bardoc operations were sold to Genesis with effect from 30 June 2023

³ Mineral Resources are reported inclusive of Ore Reserves

⁴ St Barbara's Leonora operations were sold to Genesis with effect from 30 June 2023

⁵ St Barbara's Bardoc operations were sold to Genesis with effect from 30 June 2023

⁶ Mineral Resources are reported inclusive of Ore Reserves



Governance and internal controls

St Barbara's Ore Reserves and Mineral Resources have been compiled by suitably qualified personnel and with oversight from the Company's Mineral Resources and Ore Reserves Committee. The role of this Committee is to provide governance oversight to the Resources and Reserves estimation systems, ensuring the quality and accuracy of the Company's Group Resources and Reserves. The Committee provides assurance to the Board Audit & Risk Committee on compliance with the Resources and Reserves governance framework and systems. The Committee also ensures that Resources and Reserves comply with JORC standards and any other regulatory requirements.

The Committee ensures proper corporate governance, allocation of suitably qualified resources and management of business risk in relation to the estimation of Resources and Reserves. The Committee achieves this objective by exercising professional judgement, formal annual reviews of Resource and Reserves estimates, and review of reconciliations when required.

St Barbara's Ore Reserves at 31 December 2022 are summarised and compared with the 31 December 2021 statement below:

Project	31 December 2021 Ore Reserves			Production Ounces ('000)	31 December 2022 Ore Reserves		
	Tonnes ('000)	Grade (g/t Au)	Ounces ('000)		Tonnes ('000)	Grade (g/t Au)	Ounces ('000)
Gwalia Deeps (WA)	12,862	5.1	2,121	138	12,647	5.0	2,041
Tower Hill (WA)	-	-	-		9,700	1.8	560
Total Leonora Operations¹	12,862	5.1	2,121		22,347	3.6	2,601
Aphrodite (WA)	2,782	3.6	322	78	2,782	3.6	322
Zoroastrian (WA)	795	3.8	97		795	3.8	97
Total Bardoc Operations²	3,577	3.6	419		3,577	3.6	419
Simberi Oxide (PNG)	8,962	1.1	330		7,579	1.2	280
Simberi Sulphide (PNG)	27,338	2.0	1,726	26,557	2.0	1,680	
Simberi Stockpile	403	1.9	25	710	1.3	31	
Total Simberi Operations	36,704	1.8	2,080	34,846	1.8	1,991	
Atlantic Operations (NS)	42,182	1.1	1,493	44	40,550	1.1	1,449
Atlantic Operations Stockpile (NS)	6,040	0.5	90		5,420	0.5	80
Total Atlantic Operations	48,222	1.0	1,583		45,970	1.0	1,529
Grand Total	101,365	1.9	6,203	261	106,740	1.9	6,540
Grand Total (excluding Projects subsequently sold)	84,926	1.3	3,663		80,816	1.4	3,520

¹Note: St Barbara's Leonora operations were sold to Genesis with effect from 30 June 2023.

²Note: St Barbara's Bardoc operations were sold to Genesis with effect from 30 June 2023.



St Barbara's Mineral Resources at 31 December 2022 are summarised and compared with the 31 December 2021 statement below:

Project	31 December 2021 Mineral Resources			31 December 2022 Mineral Resources		
	Tonnes ('000)	Grade (g/t Au)	Ounces ('000)	Tonnes ('000)	Grade (g/t Au)	Ounces ('000)
Gwalia Deeps (WA)	25,206	5.8	4,736	24,198	5.8	4,473
Gwalia Open Pit (WA)	8,439	2.8	764	9,014	2.2	634
Gwalia Shallows	-	-	-	3,391	3.5	386
Harbour Lights (WA)	12,884	1.5	602	13,726	1.7	747
Tower Hill (WA)	20,682	1.8	1,177	20,682	1.8	1,177
Total Leonora Operations¹	67,211	3.4	7,279	71,011	3.2	7,417
Aphrodite	25,506	2.0	1,663	25,506	2.0	1,663
Zoroastrian	7,049	2.3	524	7,049	2.3	524
Excelsior	11,330	1.0	354	11,330	1.0	354
Bardoc Satellite Open Pits	9,417	1.6	480	9,417	1.6	480
Total Bardoc Operations²	53,302	1.8	3,021	53,302	1.8	3,021
Simberi Oxide (PNG)	18,600	1.1	650	15,575	1.1	541
Simberi Sulphide (PNG)	71,400	1.6	3,575	67,524	1.6	3,434
Total Simberi Operations	90,000	1.5	4,225	83,099	1.5	3,975
Atlantic Operations (NS)	58,636	1.1	1,990	57,024	1.1	1,942
Total Atlantic Operations	58,636	1.1	1,990	57,024	1.1	1,942
Grand Total	269,149	1.9	16,515	264,436	1.9	16,355
Grand Total (excluding Projects subsequently sold)	148,636	1.3	6,215	140,123	1.3	5,917

¹Note: St Barbara's Leonora operations were sold to Genesis with effect from 30 June 2023.

²Note: St Barbara's Bardoc operations were sold to Genesis with effect from 30 June 2023.

Ore Reserves as at 31 December 2022

Region	Project	Proved			Probable			Total		
		Tonnes ('000)	Gold (g/t)	Ounces ('000)	Tonnes ('000)	Gold (g/t)	Ounces ('000)	Tonnes ('000)	Gold (g/t)	Ounces ('000)
Australia	Gwalia	2,121	5.1	345	10,525	5.0	1,696	12,647	5.0	2,041
	Tower Hill	-	-	-	9,700	1.8	560	9,700	1.8	560
	Aphrodite	-	-	-	2,782	3.6	322	2,782	3.6	322
	Zoroastrian	-	-	-	795	3.8	97	795	3.8	97
	Simberi Oxide	2,091	1.3	86	5,488	1.1	194	7,579	1.2	280
PNG	Simberi Sulphide	2,161	1.8	122	24,396	2.0	1,558	26,557	2.0	1,680
	Simberi Stockpile	-	-	-	710	1.3	31	710	1.3	31
Canada	Atlantic Operations	20,420	1.1	753	20,120	1.1	696	40,550	1.1	1,449
	Atlantic Operations Stockpile	5,420	0.5	80	-	-	-	5,420	0.5	80
Total All Projects		32,213	1.3	1,386	74,516	2.2	5,154	106,740	1.9	6,540
Total (excluding Projects subsequently sold)		30,092	1.1	1,041	50,714	1.5	2,479	80,816	1.4	3,520

Notes

1. St Barbara's Australian operations included in this table were sold to Genesis with effect from 30 June 2023.
2. Ore Reserves are based on a gold price of: Gwalia, Aphrodite and Zoroastrian (A\$2,000/oz), Simberi (US\$1,500/oz) and Atlantic Gold (C\$1,948/oz for Touquoy & Beaver Dam and C\$1,688/oz for Fifteen Mile Stream & Cochrane Hill)
3. Cut-off Grades Gwalia (4.0 g/t Au), Aphrodite (1.9 g/t Au), Zoroastrian (2.0 g/t Au), Simberi Oxide (0.4 g/t Au), Atlantic Mining (0.3 g/t Au – 0.4 g/t Au).
4. Mineral Resources are reported inclusive of Ore Reserves.
5. Rounding may result in apparent summation differences between tonnes, grade and contained metal.

Mineral Resources as at 31 December 2022

Region	Project	Measured			Indicated			Inferred			Total		
		Tonnes ('000)	Grade (g/t)	Ounces ('000)	Tonnes ('000)	Grade (g/t)	Ounces ('000)	Tonnes ('000)	Grade (g/t)	Ounces ('000)	Tonnes ('000)	Grade (g/t)	Ounces ('000)
Leonora, WA	Gwalia Deepes	3,573	5.5	633	18,208	5.7	3,326	2,417	6.6	515	24,198	5.8	4,473
	Gwalia Shallows	1,129	3.5	128	1,492	3.7	178	771	3.3	81	3,391	3.5	386
	Gwalia Open Pit	5,864	2.3	434	3,150	2.0	200	-	-	-	9,014	2.2	634
	Harbour Lights	-	-	-	12,569	1.7	674	1,158	2.0	73	13,726	1.7	747
	Tower Hill	-	-	-	20,682	1.8	1,177	-	-	-	20,682	1.8	1,177
	Total Leonora	10,566	3.5	1,195	56,101	3.1	5,555	4,346	4.8	669	71,011	3.2	7,417
Bardoc, WA	Aphrodite Open Pit	-	-	-	13,458	1.5	666	5,321	1.3	229	18,780	1.5	895
	Aphrodite Underground	-	-	-	4,156	3.7	497	2,571	3.3	271	6,726	3.6	768
	Zoroastrian Open Pit	-	-	-	3,702	1.9	228	1,730	1.6	87	5,432	1.8	315
	Zoroastrian Underground	-	-	-	800	4.7	120	817	3.4	90	1,617	4.0	209
	Excelsior	-	-	-	9,645	1.0	313	1,685	0.8	41	11,330	1.0	354
	Bardoc Satellite Open Pits	152	2.3	11	4,314	1.6	217	4,950	1.6	251	9,417	1.6	480
	Total Bardoc	152	2.3	11	36,075	1.8	2,041	17,074	1.8	969	53,302	1.8	3,021
PNG	Simberi Oxide	2,501	1.3	106	8,207	1.0	275	4,866	1.0	160	15,575	1.1	541
	Simberi Sulphide	2,704	1.5	133	46,116	1.6	2,417	18,705	1.5	894	67,524	1.6	3,434
	Total Simberi	5,205	1.4	239	54,323	1.5	2,692	23,571	1.4	1,044	83,099	1.5	3,975
Canada	Atlantic Operations	22,135	1.1	800	28,461	1.0	922	6,428	1.1	221	57,024	1.1	1,942
	Total Atlantic Operations	22,135	1.1	800	28,461	1.0	922	6,428	1.1	221	57,024	1.1	1,942
	Total All Projects	38,058	1.8	2,244	174,960	2.0	11,209	51,419	1.8	2,903	264,436	1.9	16,355
	Total (excluding Projects subsequently sold)	27,340	1.2	1,039	82,784	1.4	3,614	29,999	1.3	1,265	140,123	1.3	5,917

Notes

1. St Barbara's Leonora and Bardoc operations included in this table were sold to Genesis with effect from 30 June 2023.
2. Mineral Resources are reported inclusive of Ore Reserves.
3. Cut-off Grades Gwalia (2.5 g/t Au), Gwalia Open Pit (0.4 g/t Au), Harbour Lights (0.4 g/t Au Oxide / 0.8 g/t Au Sulphide), Tower Hill (0.4 g/t Au), Aphrodite Open Pit (0.4g/t Au) , Aphrodite Underground (1.2 g/t Au), Zoroastrian Open Pit (0.5g/t Au), Zoroastrian Underground (1.2 g/t Au), Bardoc Satellite Pits (var –0.3g/t Au to 0.6g/t Au), Simberi Oxide (0.4 g/t Au), Simberi Sulphide (0.6 g/t Au), Atlantic Mining (0.3 g/t Au)
4. Gwalia Open Pit ,Harbour Lights and Tower Hill Mineral Resources are reported constrained by a A\$2,500/oz pit shell. Simberi Mineral Resources are reported constrained by a US\$1,875/oz pit shell. Atlantic Mineral Resources are reported constrained by a C\$2,338/oz pit shell.
5. Rounding may result in apparent summation differences between tonnes, grade and contained metal.



Competent Person Statements

The Ore Reserves section of the Annual Report has been compiled and approved by Brett Ascott, a Competent Person who is a Fellow of the Australasian Institute of Mining and Metallurgy and a full-time employee of St Barbara Ltd. Brett Ascott has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Brett Ascott consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The Mineral Resources section of the Annual Report has been compiled and approved by Jane Bateman, a Competent Person who is a Fellow of the Australasian Institute of Mining and Metallurgy and a full-time employee of St Barbara Ltd. Jane Bateman has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which she is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Jane Bateman consents to the inclusion in the statement of the matters based on her information in the form and context in which it appears.

The information in this report that relates to Ore Reserves at Gwalia is based on, and fairly represents, information compiled by Juan Giraldo, a Competent Person who is a Member of the Australasian Institute of Mining and Metallurgy and a full-time employee of Karora Resources. Juan Giraldo has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Juan Giraldo consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The information in this report that relates to Ore Reserves at Simberi and Zoroastrian is based on information compiled by Mr. Brett Ascott who is a Fellow of the Australasian Institute of Mining and Metallurgy. Brett Ascott is a full-time employee of St Barbara Ltd and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Brett Ascott consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The information in this report that relates to Ore Reserves at Atlantic Operations is based on information compiled by Mr. Marc Schulte who is a Member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Marc Schulte is an associate of Moose Mountain Technical Services and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Marc Schulte consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The information in this report that relates to Ore Reserves at Aphrodite is based on information compiled by Mr. Andrew Francis who is a Member of the Australasian Institute of Mining and Metallurgy. Andrew Francis is a full-time employee of Genesis Minerals Ltd and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Andrew Francis consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The information in this report that relates to Ore Reserves at Tower Hill is based on information compiled by Mr. Martin Liu and Mr. Glen Williamson who are Members of the Australasian Institute of Mining and Metallurgy. Martin Liu and Glen Williamson are full-time employees of AMC Consultants and have sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which they are undertaking to qualify as Competent Persons as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Martin Liu and Glen Williamson consent to the inclusion in the statement of the matters based on their information in the form and context in which it appears.

The information in this report that relates to Mineral Resources at Tower Hill, Bardoc, Simberi, and Touquoy is based on information compiled by Ms. Jane Bateman who is a Fellow of the Australasian Institute of Mining and Metallurgy. Jane Bateman is a full-time employee of St Barbara Ltd and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which she is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Jane Bateman consents to the inclusion in the statement of the matters based on her information in the form and context in which it appears.

The information in this report that relates to Mineral Resources at Gwalia and Harbour Lights is based on information compiled by Mr. David Reid who is a Fellow of the Australasian Institute of Mining and Metallurgy. David Reid is a full-time employee of Genesis Minerals Ltd and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. David Reid consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

The information in this report that relates to Mineral Resources at Atlantic Operations for the Beaver Dam, Fifteen Mile Stream and Cochrane Hill Deposits is based on information compiled by Mr. Neil Schofield who is a Member of the Australasian Institute of Geoscientists. Neil Schofield is a full-time employee of FSSI Consultants (Australia) Pty Ltd and has sufficient experience relevant to the style of mineralisation and type of deposit under consideration and to the activity which he is undertaking to qualify as a Competent Person as defined in the 2012 Edition of the “Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves”. Neil Schofield consents to the inclusion in the statement of the matters based on his information in the form and context in which it appears.

Shareholder Information and Corporate Directory





Shareholder Information as at 24 August 2023

Information on shareholders required by the ASX Listing Rules and not disclosed elsewhere in this report is set out below.

The information refers to 'ordinary fully paid shares' ('shares') and is provided as at 24 August 2023¹.

Twenty Largest Shareholders²

Rank	Name	Shares	% of Issued Capital
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	116,233,600	14.21
2	BNP PARIBAS NOMS PTY LTD <DRP>	93,596,040	11.44
3	CITICORP NOMINEES PTY LIMITED	91,307,333	11.16
4	J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	77,990,394	9.53
5	NATIONAL NOMINEES LIMITED	15,088,044	1.84
6	BNP PARIBAS NOMINEES PTY LTD <IB AU NOMS RETAILCLIENT DRP>	7,863,548	0.96
7	MR KENNETH JOSEPH HALL <HALL PARK A/C>	7,000,000	0.86
8	PALM BEACH NOMINEES PTY LIMITED	6,314,000	0.77
9	BNP PARIBAS NOMINEES PTY LTD ACF CLEARSTREAM	6,029,686	0.74
10	SANDHURST TRUSTEES LTD <COLLINS ST VALUE FUND A/C>	5,680,000	0.69
11	MR ZIDONG CAO + MRS QIONGQIONG HU <WEHEALTH FUND A/C>	5,027,670	0.61
12	BELL POTTER NOMINEES LTD <BB NOMINEES A/C>	4,452,334	0.54
13	NOTARIANNI NOMINEES PTY LTD <NOTARIANNI INVESTMENT A/C>	4,000,000	0.49
14	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED <NT-COMNWLTH SUPER CORP A/C>	3,495,905	0.43
15	MR ZIDONG CAO	3,217,851	0.39
16	MR PETER ANTHONY BUTTIGIEG + MRS JENNIFER LYNN BUTTIGIEG <BUTTIGIEG SUPER FUND A/C>	2,888,593	0.35
17	MS QIONGQIONG HU	2,683,333	0.33
18	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED-GSCO ECA	2,599,532	0.32
19	MS HUA LU	2,587,000	0.32
20	J & A VAUGHAN SUPER PTY LTD <J & A VAUGHAN SUPER A/C>	2,370,000	0.29
Total top 20 holders of ordinary fully paid shares		460,424,863	56.29
Total remaining holders		357,545,517	43.71
Total		817,970,380	100.00

¹ The 2023 Directors' and Financial Report was signed on 24 August 2023.

² A number of the 20 largest shareholders shown in the table hold shares as a nominee or custodian. In accordance with the ASX Listing Rules, the table reflects the legal ownership of shares and not the details of the beneficial holders.



Shareholder Information as at 24 August 2023

Distribution of Shareholdings

Range	Total holders	Shares	% of issued capital
1 – 1,000	6,937	3,350,251	0.41
1,001 – 5,000	7,941	20,755,968	2.54
5,001 – 10,000	3,085	23,655,080	2.89
10,001 – 100,000	4,324	130,592,718	15.97
100,001 and over	566	639,616,363	78.20
Total	22,853	817,970,380	100.00

Unmarketable Parcels

	Total holders	Shares	Minimum parcel size
Minimum \$500.00 parcel at \$0.1950 per share ¹	2,565	11,379	11,009,961

Substantial Shareholders²

Name	Date notice released on ASX	Shares	% of issued capital ³
IP Concept (Luxembourg) S.A.	21 April 2023	77,903,500	9.54
BlackRock Group	18 August 2023	49,727,486	6.08

¹ Close price on 24 August 2023.

² As notified by the substantial shareholders to the ASX as at 24 August 2023.

³ As notified by the substantial shareholders on the date notice released on ASX.



Corporate Directory

BOARD OF DIRECTORS

K J Gleeson	Non-Executive Chair
A M Strelein	Managing Director & CEO
S E Loader	Non-Executive Director
D E J Moroney	Non-Executive Director
M A Hine	Non-Executive Director
J C Palmer	Non-Executive Director
W S Hallam	Non-Executive Director

COMPANY SECRETARY

S L Standish

REGISTERED OFFICE

Level 19, 58 Mounts Bay Road
Perth Western Australia 6000 Australia

Telephone: +61 8 9476 5555

Facsimile: +61 8 9476 5500

Email: info@stbarbara.com.au

Website: stbarbara.com.au

STOCK EXCHANGE LISTING

Shares in St Barbara Limited are quoted on the Australian Securities
Exchange
Ticker Symbol: SBM

SHARE REGISTRY

Computershare Investment Services Pty Ltd
GPO Box 2975
Melbourne Victoria 3001 Australia

Telephone (within Australia): 1300 653 935

Telephone (international): +61 3 9415 4356

Facsimile: +61 3 9473 2500

AUDITOR

PricewaterhouseCoopers
2 Riverside Quay
Southbank Victoria 3006 Australia

End of Annual Report

stbarbara.com.au

