

COWAL

UPDATE
JUNE
2025



Evolution
MINING



A message from our General Manager



Welcome to the June 2025 Cowal Update. It is an incredibly exciting time at Cowal.

2025 marks 20 years of mining at Cowal and we will mark this important milestone with a celebration on site in September. Following this, we invite the community to join us on Saturday 18 October where we will celebrate at Family Fun Night as part of the 2025 Hearts of Gold Festival.

The Cowal Open Pit Continuation (OPC) project has received full approval. The Evolution Mining Board approved the project on 15 April, which marks the final step required for the continuation of open pit mining. This approval secures a long and bright future for Cowal Gold Operations, extending operations to 2042.

We always endeavour to invest in and partner with our communities to achieve meaningful outcomes and leave a positive legacy. Supporting community organisations is one of the ways we continue to work towards these outcomes. In this edition, you can read about some of the events and organisations that have received Cowal's support.

Additionally, round one of the 2025 Cowal Partnering Program is now complete with 18 organisations across the region receiving funding. I would encourage charities, clubs, and not-for-profit organisations to apply for the next round, which closes in August 2025.

It was wonderful to celebrate Harmony Week in March. Team members at Cowal celebrated Harmony Week with a site BBQ featuring international flavours to recognise our diversity and bring together employees from all backgrounds.

Team members also united to develop Cooking with Cowal – a cookbook filled with traditional dishes for employees to try at home. We have added a traditional South African recipe on page 9 supplied by Cowal's Lucian Cloete for you to enjoy.

It is pleasing to be able to report to our community that Cowal Gold Operations has entered into a Shared Value Project with the Lake Cowal Foundation. Cowal will invest \$280,000 over a two-year period to strengthen the Lake Cowal Conservation Centre's Education Program. Full story on page 15.

Finally, as we close out a hugely successful Financial Year, I would like to thank our employees and contract partners for their hard work and commitment to safety. I would also like to acknowledge our traditional custodians and the community for your ongoing support of Cowal.

I look forward to welcoming you all to our 20-year celebration in October.

Joe Joe Mammen

Approval granted to extend open pit mining



The Cowal Open Pit Continuation (OPC) has received full approval.

The Evolution Mining Board approved the project on 15 April, which marks the final step required for the continuation of open pit mining following the previously granted NSW State Development Consent in December 2024 and Federal approval under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) in February 2025.

This approval allows for the expansion of open pit mining at Cowal, including the mining of three adjacent ore bodies, with operations extended to 2042.

This approval secures a long and bright future for Cowal Gold Operations. The operation is a significant contributor to the local, state and national economies and we look forward to continuing this contribution and, importantly, maintaining our commitment to local communities and jobs.

General Manager Cowal Gold Operations, Joe Mammen, said:

“Receiving Board approval to continue open pit mining is a great outcome for Cowal and our stakeholders. We are committed to meeting all approval conditions, including biodiversity protection measures, environmental offsets, and ongoing compliance reporting.”

“I would like to acknowledge the input and support of our stakeholders in securing this approval - from the communities of West Wyalong, the Bland, Forbes and Lachlan Shires, our indigenous partners, and all our employees.

We look forward to seeing the strong socioeconomic benefits it will bring to the Central West region.”



We turn 20 and you're invited to celebrate

On Saturday 18 October 2025, Cowal Gold Operations will celebrate 20-years of mining in the Bland Shire. We will mark the occasion on Family Fun Night as part of the 2025 Hearts of Gold Festival.

As part of our 20-year celebration, Cowal has secured headline act Furnace and the Fundamentals. Furnace and the Fundamentals provide an eclectic blend of the best songs ever written. From The Beatles, Beyonce and Queen to Daft Punk, The Lion King and Dirty Dancing, Furnace perform with incredible musicianship and a stunning stage presence that is set to make for a memorable celebration.

Furnace and the Fundamentals have combined sales of over one billion records and have performed to hundreds of thousands of fans across the world at events such as The British and Australian F1 Grand Prix, Edinburgh, Super Rugby Finals, and NYE at Sydney Harbour.

Cowal General Manager, Joe Mammen, said, “Building on our previous commitment to the Hearts of Gold Festival in 2023, Evolution Mining is pleased to again support this community event as a major sponsor of the 2025 and 2027 events. This year marks 20 years of operations at Cowal and I look forward to celebrating this milestone with the community as part of the 2025 Festival.”

“Bringing a major international performer to the region is a way that Cowal can ensure we mark 20-years of mining in the Bland Shire in a memorable way with the entire community and our staff, he said.”

The Hearts of Gold Festival will run across three days in October – 17, 18 and 19, with an itinerary full of events for the whole community.

20

Year
ANNIVERSARY
OF MINING



Celebrating youth, creativity, and community

The Bland Shire Youth Centre Art Project stands as a vibrant testament to the power of creativity, collaboration, and youth engagement.

Officially unveiled on January 24, 2025, the project features nine stunning exterior art panels created by local youth under the guidance of renowned artist Emily Shannon. This year-long initiative, launched in January 2024, was made possible through a strong partnership between Bland Shire Council and Evolution Mining.

At its heart, the project aimed to empower young people by placing them at the centre of the creative process. Through hands-on workshops and mentorship, participants explored various artistic techniques and were given the tools to express their stories,

experiences, and identities. The result is not only a visually striking addition to the Youth Centre's exterior but also a deeply personal reflection of the community's young voices.

Evolution Mining's support provided funding for materials, professional guidance, and the infrastructure needed to sustain the project. This collaboration demonstrates the value of strong community partnerships in achieving meaningful, lasting outcomes.

The completed artworks now serve as a permanent fixture of the Youth Centre—weatherproofed and digitally printed to ensure durability—and has transformed the space into a welcoming and inspiring hub for local youth. Beyond aesthetics, the project has enhanced community pride, fostered skill development, and set a new standard for youth-led initiatives in the region.

In recognition of its impact, the project has earned Bland Shire Council a finalist nomination in the 2025 Local Government Excellence Awards in the Community Partnerships – Under 150k population category. Winners will be announced June.

This project proves what's possible when creativity meets community, and it leaves a legacy that will inspire generations to come.



Build a Bridge and Get over it

Engineering Inspiration for Riverina Students

What a fantastic three days! Build A Bridge... and Get Over It!, a hands-on engineering camp run by REROC in partnership with Compact Inc., once again delivered an unforgettable experience for 24 enthusiastic students from Years 10–12 across the Riverina.

Now in its second year of a five-year major sponsorship, Evolution Mining's Cowal Gold Operations continues to champion the program, helping to inspire future civil engineers.

From a field of 43 applicants, 24 students were selected to take part. Over three days, they gained practical skills in soil testing, compaction, laser levelling, and spatial measurement — before putting their knowledge to the test by designing, modelling, budgeting, and ultimately building a full-scale bridge over water.

The winning design, selected by students and facilitators, was brought to life by the whole



group on the final day. Working from kayaks and collaborating as project managers and construction crew, the students turned their vision into reality.

The camp ended with a proud moment as students walked across the completed bridge to receive their graduation certificates. Families, industry mentors - including some of the Evolution team, and supporters, joined the celebration.

A brilliant example of learning by doing — and building bright futures.



Cowal celebrates Harmony Week

In March team members at Cowal celebrated Harmony Week to recognise our diversity and bring together Australians from all backgrounds.

Harmony Week is about inclusiveness, respect and a sense of belonging for everyone – from the traditional owners of the land to our most recent migrants.

With more than half Australians born overseas or have at least one parent who was born overseas; it's a big part of who we are. Harmony Week was a great opportunity for people to come together and celebrate everyone as a collective – regardless of heritage and continue our journey of making everyone feel like they belong at Evolution Mining.

Team members united to develop Cooking with Cowal – a cookbook filled with traditional dishes for you to try at home. Thanks to everyone who shared treasured family recipes for us to take home and try out. See the next page for one of our recipes.

We also created a world map for everyone to add a pin to show where they're from – highlighting our culturally diverse workforce.

Site barbecues also gave people a chance to come together to celebrate.



Lamb Breyani — with Lucian Cloete

Serves 6 people

Lucian Cloete is from Springbok in the Northern Cape of South Africa. Lucian loves the traditional dish Breyani as he feels it has a special way of bringing family and friends together. It's perfect for any occasion, but especially for Sunday lunches — where it's customary to gather around a big dining table, enjoy good food and fellowship, and, of course, a nap afterwards.

Living in Australia, without always having access to the authentic spices he grew up with or the correct ingredients, has sparked a new creativity in Lucian. It's been a joy for Lucian to adapt this beloved dish with local flavours, blending the tastes of home with the best of what Australia has to offer. In doing so, he's found not just new ways to cook — but a beautiful way to make Australia truly feel like a home away from home, filled with warmth, tradition, and shared moments around the table.

Ingredients

For the Lamb Curry

1 kg lamb pieces
175 g plain yoghurt
2 tbsp curry masala powder
(or garam masala if preferred)
1 tsp turmeric
1 tbsp ginger and garlic paste
1 onion, sliced
2 tomatoes, grated
(or 1 cup pureed tomato)
2 potatoes, peeled and halved
1 green chilli (optional)
1 tsp salt
Fresh coriander (chopped)
2 tbsp oil

For the Rice

2 cups basmati rice
1/2 tsp turmeric
2 bay leaves
2 cinnamon sticks
4 cloves
4 cardamom pods
Salt to taste

For the Lentils

(optional but recommended)
1 cup brown lentils
1 bay leaf
1 cinnamon stick

For Finishing

20 g butter
(cut into small pieces)
A few saffron strands
soaked in 3 tbsp warm milk
(or just use the saffron milk
substitute — a pinch of
turmeric in warm milk)
1/2 onion caramelised
Fresh coriander for garnish

Method

- 1 In a bowl, mix lamb with yoghurt, curry masala, turmeric, ginger and garlic paste, and a little salt. Let it marinate for 30 minutes or longer.
- 2 Heat oil in a pot, fry sliced onion until golden. Add marinated lamb and cook on medium heat until browned. Add tomatoes, green chilli, and potatoes. Cook until lamb is tender, and potatoes are soft. Add water if needed. Add fresh coriander and set aside.
- 3 Boil lentils with bay leaf and cinnamon stick until soft. Drain and set aside.
- 4 Rinse rice and boil with turmeric, bay leaves, cinnamon sticks, cloves, cardamom, and salt until 80% cooked. Drain and set aside.
- 5 In a large pot, layer the lamb curry at the bottom. Spread lentils over the curry. Add rice on top. Drizzle saffron milk (or turmeric milk), scatter caramelised onion, coriander, and dabs of butter. Cover and steam on very low heat for 15-20 minutes.
- 6 Fluff gently, mix slightly, and serve with raita or a simple salad.

General enquiries may be addressed to the Community Relations Team:

e. cgo.community@evolutionmining.com t. 0407 810 231 po. Cowal Gold Mine, PO Box 210, West Wyalong, NSW 2671.

Bland Shire Summer Reading Club



Through the Cowal Partnering Program, we supported the Bland Shire 2024-2025 Summer Reading Program.

Held over December and January, a total of 118 children, ranging from four to 16 years old, participated in the incentive-based program. Alongside the reading challenge, the program provided additional activities including a bingo

challenge, weekly prize draws, and a lolly guessing competition.

Bland Shire Library Services Coordinator, Cathy Lange, said, "we are grateful for Evolution Mining's generous support of the Summer Reading Program. Your generous support ensured we could purchase book prizes for participants."

An impressive 68 per cent of participants successfully completed the 40-day challenge. 12 participants surpassed the target and six achieved 62-days of reading.

Find it in Forbes Christmas Promotion

Evolution Mining was major sponsor of the 2024 Find it in Forbes Christmas Promotion.

Held annually, Find it in Forbes aims to boost the local economy through encouraging locals to shop locally in the lead up to Christmas.

The 2024 promotion yielded extraordinary results:

- A total of 31 businesses signed up for the promotion.
- \$790,122.21 was the total spend recorded throughout the promotion.
- 15,972 people entered the promotion.



\$20,000 of Why Leave Town cards was awarded to shoppers ensuring that prize money remained local.

The Business Chamber also held the annual Forbes Christmas Carnival featuring 35 stalls, rides, food, entertainment, games and activities. Over 3,000 people attended the carnival.



New cricket uniforms thanks to the Cowal Cares Program

The West Wyalong Cricket Club have donned their new uniforms thanks to our community minded employees and the Cowal Cares Program.

The Cowal Cares Program is one of the ways our employees support community organisations or sporting clubs that benefit local communities. Any Evolution Cowal Gold Operations employee or spouse/partner who volunteers a minimum of 25 hours of personal time over a 12-month period to a registered community organisation or sporting club can earn the organisation a donation.

"Evolution Mining's continued support of West Wyalong Junior Cricket ensures our kids have access to sport in a fun, welcoming environment—where the focus is on giving it a go, learning new skills, staying active, and making great friends along the way. The donation went towards team uniforms, helping the children feel truly part of the team each Saturday—and they looked fantastic on and off the field," Tom Pigeon.

Facebook

Are you following Cowal on Facebook? If not, you can find the page by scanning the QR code on the right:



Follow along to see our work in the community as we help to build stronger connections in line with our values. Learn about our partnerships, scholarship and employment opportunities.





Getting to know our new apprentices

At Evolution Mining, we're proud to invest in the next generation of skilled professionals. Apprenticeships are not only a path to a rewarding career — they're a chance to grow, take risks, and be part of a team that values innovation and integrity. This month, we sat down with three of our newest apprentices to hear about their journeys, experiences, and what they hope to achieve.



Zoe Tierney —
Apprentice Auto Electrician

What apprenticeship are you undertaking, and what drew you to this trade?

"I'm currently undertaking an Auto Electrician apprenticeship. I thought it would be a great opportunity and decided to go out on a limb to try something different. I wanted to challenge myself and step outside of my comfort zone — and I'm so glad I did."

What were you doing before Evolution?

"Before this, I was working in Real Estate and Property Management. It was a very different world"

How has your experience in the role been so far?

"It's been really good! The team has been super supportive, and everyone is so willing to share their knowledge. I've had the chance to learn from some amazing mentors already, and it makes a big difference coming into a new industry when you're surrounded by people who want to see you succeed."

What would you say to anyone else contemplating an apprenticeship with Evolution?

"Definitely go for it! There's so much opportunity here. Don't ever think you can't or that you won't fit in — if you're willing to work hard and give it a go, Evolution is an incredible place to be."

What are you hoping to achieve during your apprenticeship?

"My goal is to successfully complete the apprenticeship and become fully qualified. It's already been such a valuable experience, and I'm excited to see how far I can go in the future."



Emily Middleton —
Apprentice Auto Electrician

What inspired you to apply for the apprenticeship at Cowal?

"I wanted to try something new and challenging"

What were you doing before Evolution?

"I was at school. This is my first step into the workforce, and it's been a big but exciting transition."

How have you found your experience at Evolution so far?

"It's been really good. The team here is incredibly encouraging and supportive. I've already learned so much, and I feel like I'm gaining confidence every day."

Have you experienced any challenges so far?

"Honestly, it's all been positive. I haven't faced any major challenges yet — just a lot of learning and growing, which is exactly what I was hoping for."

What do you hope to achieve in your apprenticeship?

"Of course, I want to complete my apprenticeship, but more than that, I'd really like to become a mentor to other new apprentices in the future — especially females. It would be awesome to help others feel as welcomed and supported as I've felt."



Angus Holt —
Apprentice Boilermaker

What drew you to apply for a Boilermaker apprenticeship?

"I was looking for a change, something hands-on that I could really enjoy. I've always liked welding and working with metal, and I was keen to get into the mining game. The opportunity at Evolution was exactly what I was looking for."

What did you do before joining Evolution?

"I worked at a Chaff Mill. It was good, honest work, but I was ready to take on something new and start building a career in a field I'm passionate about."

How have you found your experience so far?

"It's been great. My team has some amazing teachers who are really helpful and willing to share what they know. I love the people here — everyone's down-to-earth and committed. It's just a great place to work."

What are your goals during your apprenticeship?

"My main goal is to become a qualified Boilermaker and keep learning every day. I'm soaking up as much as I can from the team".

These apprentices are just a few examples of the talented individuals who are shaping the future of Evolution Mining. Whether it's changing careers, jumping in straight from school, or just looking for a new challenge, they're proof that with the right support and opportunity, anything is possible.

Cowal underground update

The Cowal underground mine continues to grow with over 3.5km of development and 800,000 tonnes of underground material mined since the start of 2025.

The Dalwhinnie decline, Regal incline and Regal decline have all continued to progress, with works ongoing in preparation for the commencement of a second portal to access the ore bodies.

Over 400 people are employed directly by the underground operation, across a number of Evolution permanent and contractor employed roles. Mobile equipment numbers remain steady including four Jumbo's (development drills), three Solo's (production drills), seven loaders, 12 haul trucks and ancillary equipment.

Since the last update, a new surface workshop, specific for the underground fleet, and underground pump station have been commissioned. Raiseboring of several large 5m diameter 100m+ long ventilation shafts has also commenced.

Ongoing projects works in the near future include the new Mining Infrastructure Administration Building and a permanent Underground Explosives Magazine.



Cowal enters into Shared Value Project

Cowal Gold Operations has entered into a Shared Value Project with the Lake Cowal Foundation. Cowal will invest \$280,000 over a two-year period to strengthen the Lake Cowal Conservation Centre's Education Program.

In 2025, the Lake Cowal Foundation is set to open the InHabitat Lake Cowal Project (InHabitat), an integrated eco-tourism accommodation and environmental education project incorporating the Lake Cowal Conservation Centre. The InHabitat Project is being developed by the Lake Cowal Foundation with support from the NSW Government and Bland Shire Council at Lake Cowal, New South Wales's largest natural inland lake. The project includes 15 semi-permanent glamping tents and a multipurpose education facility that can accommodate local, intra and interstate, overseas visitors and students.

Lake Cowal Conservation Centre provides whole of community environmental education, inclusive of kindergarten to year 12 curriculum study units,

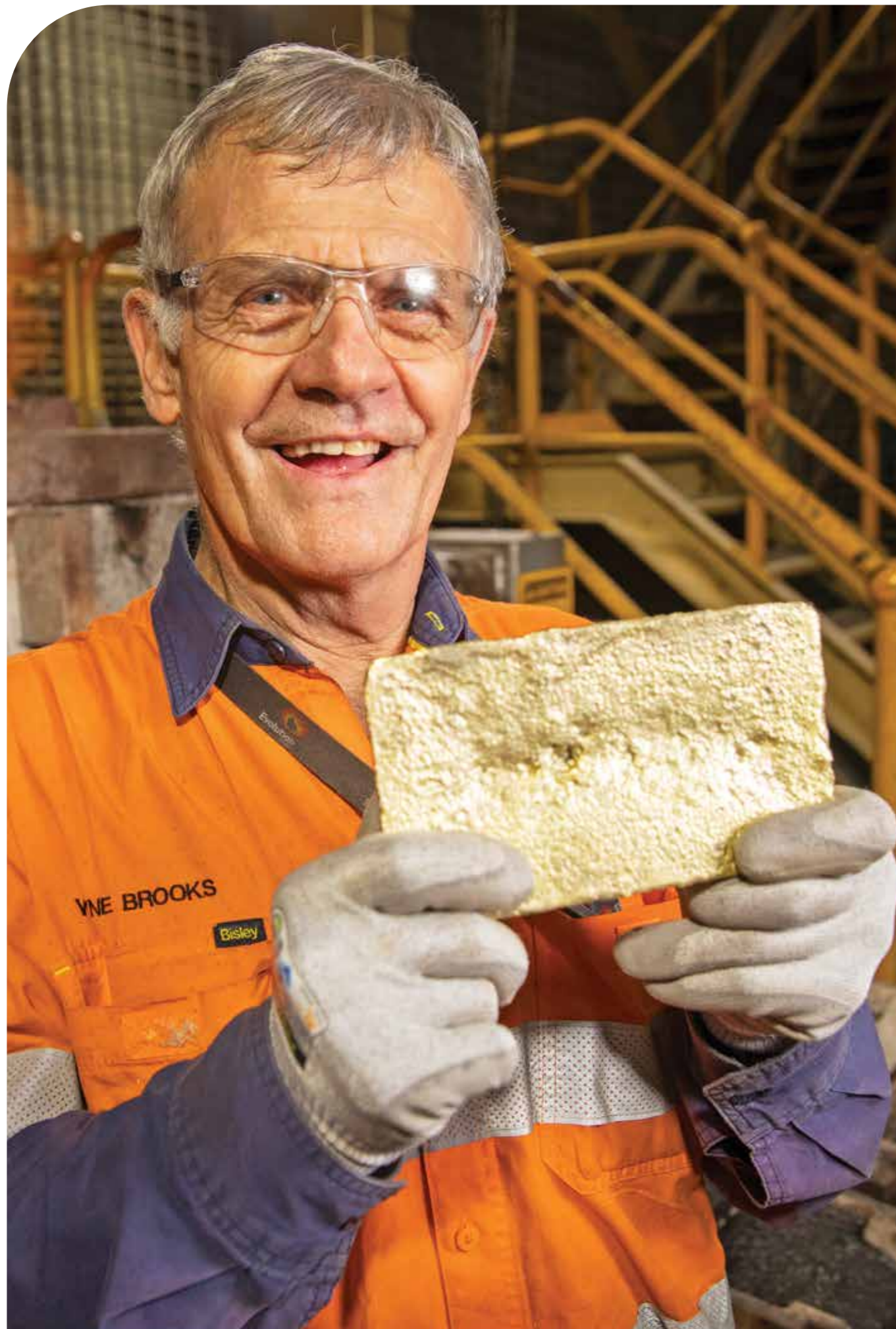
support for tertiary students studying natural resource management elements, short courses in sustainable agriculture and land management, and nature-based tourism.

The Shared Value Project is designed to enhance the current Lake Cowal Conservation Centre Education Program to ensure it is appropriately resourced to service the increased number of visitors that the InHabitat Lake Cowal Project will attract.

Cowal General Manager, Joe Mammen, said, "We are excited to enter into a Shared Value Project with the Lake Cowal Foundation to strengthen the environmental education services that are provided through the Foundations' Lake Cowal Conservation Centre."

"Cowal has been a major contributor to the Lake Cowal Foundation since 2000, and it is pleasing to see important projects like InHabitat come to fruition to ensure visitors and students to Lake Cowal will be able to extend their visit and knowledge."

Lake Cowal Foundation Chair, Dan Mattiske stated, "The support provided through Evolution Mining's Cowal Gold Operations' Shared Value Project will enable enhanced practical and immersive environmental education opportunities for a range of students and the broader community, with a focus on the sustainability and ecological function of Lake Cowal into the future."



Farewell Wayne

Long-term employee Wayne Books is heading for retirement. We caught up with Wayne who reflected on his journey, career highlights and changes at Cowal, plus his plans for the future.

Q
A

What is your role at Cowal?

My role is Gold Room Operator.

Q
A

When did you first start at Cowal?

I have been at Cowal since 2007.

Q
A

What does a typical day look like?

First thing in the morning we attend a pre-start meeting to get an overview of what is happening in the department, then we typically get the smelt on and get ourselves organised to do a pour. After we have gone through the pouring process, bars are placed in cold water, cleaned, allocated a number, analysed to understand gold and silver content, logged and placed in the vault.

Q
A

You've poured more bars than anyone at Cowal. Do you know how many you have poured?

I am proud to say that I have poured over 30,000 bars during my time at Cowal.

Q
A

What do you love about your job?

My favourite part of my job is all the friendly faces I get to see at Cowal. I love meeting different people and I have made some life-long friendships.

Q
A

Are there any moments that stand out as career highlights?

Three things stand out as real highlights. I always hoped I would pour 30,000 bars, but never thought I would get there. To achieve that is really special.

I also poured the gold that made the 2022 Melbourne Cup and last year I got the opportunity to attend the Melbourne Cup with other Evolution colleagues.

Q
A

What have you seen change over the years at Cowal?

So much has changed over my time at Cowal, but the big standouts for me are the pit has expanded extensively, we are now mining underground, there are a lot more females working out here than when I started, and we are seeing more and more diversity – which is great.

Q
A

When are you retiring?

I officially hang up my hard hat on the 31st July.

Q
A

What are your plans for the future?

I am hoping to do some overseas travel, particularly to Canada. I would also love to hook up my caravan and travel around Australia. I will keep West Wyalong as my base for a while and then see where life takes me.



Cowal Partnering Program

Evolution Mining has a long history of supporting charities, clubs, and not-for-profit organisations that offer great outcomes in economic development, health, safety, education, environment and indigenous inclusion.

Round one of Cowal's 2025 Cowal Partnering Program is now complete. The following 18 organisations, were successful in receiving funding:

- **West Wyalong Senior Rugby Union Club** – training equipment
- **St Mary's War Memorial School** – new basketball and netball surface
- **Bland Historical Society** – Barrier Mine Disaster infographic board
- **West Wyalong Men's Shed** – hot water system
- **Wyalong Public School** – upgrade cricket nets

- **Wyalong Tennis Club** – upgrade court lighting
- **West Wyalong Public School** – sensory pod
- **West Wyalong Bowling Club** – Dewell on Newell Easter Bowls Carnival
- **Forbes Nurtured Village** – mums and bubs yoga program
- **Forbes Shire Council** – Frost and Fire sponsorship
- **Forbes Netball Association** – coaching clinic
- **Forbes Pastoral, Agricultural and Horticultural Association** – Forbes Show sponsorship
- **Forbes Shire Council** – 2025 National BBQ Championships
- **Forbes District Soccer Club** – water supply project
- **Condobolin and Districts Landcare** – workshop
- **Condobolin High School** – mural project and art exhibition space
- **Lachlan Children's Services** – update of internal play and learning spaces
- **Grenfell Jockey Club** – Grenfell Picnic Races sponsorship

The next round of the Cowal Partnering Program closes on 29 August 2025.



A golden opportunity

Evolution Mining's Cowal Gold Operation is an open-cut, underground and ore processing gold mining operation, located northeast of West Wyalong, NSW. Our best discoveries are found through the everyday innovation displayed by our people, our focus on getting our people home safely and our commitment to building a world-class mining company.

Does Evolution sound like you? Evolution Mining has a wide variety of rewarding opportunities available.



Visit evolutionmining.com.au/careers or scan the QR code to find out more.

Bold team. Bright future.

Cowal - Community Consultation

Cowal Gold Mine operates a dedicated 24 hour Community Feedback line and email service to respond to all community concerns or complaints.

Cowal Community Feedback Line 02 6975 3454

Cowal Community Feedback Email cgo.community@evolutionmining.com

evolutionmining.com

