

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GENERAL DISCLOSURES								
GRI 2	General Disclosures 2021			<ul style="list-style-type: none"> SR Contact Information AR Corporate Information 	<ul style="list-style-type: none"> SR - Page 113 AR - Page 174 			
GRI 2	General Disclosures 2021			<ul style="list-style-type: none"> SR Boundary and Scope AR Financial Report 	<ul style="list-style-type: none"> SR - Page 19 AR - Page 100-162 			
GRI 2	General Disclosures 2021			<ul style="list-style-type: none"> SR About This Report SR Boundary and Scope SR Contact Information 	<ul style="list-style-type: none"> SR - Page 4 SR - Page 19 SR - Page 113 			
GRI 2	General Disclosures 2021			<ul style="list-style-type: none"> SR Restatement of Information 	<ul style="list-style-type: none"> SR - Page 19 			
GRI 2	General Disclosures 2021			<ul style="list-style-type: none"> SR About this Report SR A Message from our ESS Chair SR Sustainability Performance Metrics SR Appendix A: Assurance Statement Corporate Governance Statement 2023 	<ul style="list-style-type: none"> SR - Page 4 SR - Page 8 SR - Pages 23 SR - Pages 102-103 CGS - Page 21 			
GRI 2	General Disclosures 2021	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	EM-MM-000.A EM-MM-000.B	<ul style="list-style-type: none"> SR Overview SR Supply Chain Modern Slavery Statement 	<ul style="list-style-type: none"> SR - Pages 12-23 SR - Pages 60-62 MS - 2-21 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.B	<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.B	<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	10 REDUCED INEQUALITIES	EM-MM-000.B	<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> SR FY23 Sustainability Snapshot SR Scale of Organisation SR Safety Performance SR People Performance Northern Star Website 	<ul style="list-style-type: none"> SR - Pages 6-7 SR - Page 12 SR - Pages 34-47 SR - Pages 24-35 Northern Star Website - Sustainability 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Corporate Directory SR Corporate Governance Overview & Framework Northern Star Website 	<ul style="list-style-type: none"> SR - Page 113 Northern Star Website - Governance, Ethics & Transparency Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	5 GENDER EQUALITY		<ul style="list-style-type: none"> CGS Board and Management CGS Board Committees CGS Directors CGS Directors Independence CGS Board Composition CGS Director Appointments CGS Board Skills and Experience AR Directors Report 	<ul style="list-style-type: none"> CGS - Pages 4-11 CGS - Pages 4-11 CGS - Pages 4-11 CGS - Pages 4-11 CGS - Pages 4-11 CGS - Pages 4-11 CGS - Pages 4-11 AR - Pages 48-61 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Our Sustainability Approach SR Corporate Governance Overview & Framework 	<ul style="list-style-type: none"> SR - Pages 18-23 Northern Star Website - Governance, Ethics & Transparency 			
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Stakeholder Engagement Summary Northern Star Website 	<ul style="list-style-type: none"> SR - Page 22 Northern Star Website - Stakeholder Engagement Summary 	• N/A	• N/A	• N/A
				<ul style="list-style-type: none"> Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		<ul style="list-style-type: none"> SR Corporate Governance Overview & Framework Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> Northern Star Website - Governance, Ethics & Transparency CGS - Pages 4-11 Northern Star Website - Governance, Ethics & Transparency 	• N/A	• N/A	• N/A

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2	General Disclosures 2021 2-15 Conflicts of interest		-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 Code of Conduct 	<ul style="list-style-type: none"> CGS – Pages 3-11 Northern Star Website - Corporate Governance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-16 Communication of critical concerns		-	<ul style="list-style-type: none"> Northern Star Website SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023 	<ul style="list-style-type: none"> Northern Star Website - Social Performance SR – Page 97 Northern Star Website - Corporate Governance CGS – Pages 14-17 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-17 Collective knowledge of the highest governance body		-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 	<ul style="list-style-type: none"> CGS – Pages 4-11 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-18 Evaluation of the performance of the highest governance body		-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 AR Directors Report 	<ul style="list-style-type: none"> CGS – Pages 4-11 AR – Pages 48-61 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-19 Remuneration policies	-	-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 AR Remuneration Report 	<ul style="list-style-type: none"> CGS – Pages 4-11 AR – Pages 62-97 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-20 Process to determine remuneration	-	-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 AR Remuneration Report 	<ul style="list-style-type: none"> CGS – Pages 4-11 AR – Pages 62-97 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-21 Annual total compensation ratio	-	-	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> Omission: Information unavailable / incomplete 	<ul style="list-style-type: none"> Northern Star's new consolidated Human Resources Information System (HRIS) was implemented to our Australian Operations in FY23 and will require time to be populated with sufficient comparative data before reporting can be undertaken against 2-21. Previous human resources/ payroll systems were not able to calculate the required data. Historical compensation payable for all employees is not available to the required metric. 	<ul style="list-style-type: none"> The new HRIS will enable total compensation of all Australian employees, and percentage increases, to be calculated for future financial years. It is proposed that Northern Star will commence reporting this data from FY25.
GRI 2	General Disclosures 2021 2-22 Statement on sustainable development strategy		-	<ul style="list-style-type: none"> SR A Message from our ESS Chair SR A Message from our Managing Director and CEO SR Our Sustainability Journey SR Our Sustainability Approach Corporate Governance Statement 2023 AR Remuneration Report Northern Star Website 	<ul style="list-style-type: none"> SR – Page 8 SR – Page 9 SR – page 16 SR – Pages 18-23 CGS – Pages 2-22 AR - Pages 62-97 Northern Star Website - Sustainability 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-23 Policy commitments	-	-	<ul style="list-style-type: none"> SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> SR – Page 97 Northern Star Website - Corporate Governance CGS – Pages 2-22 Northern Star Website - Corporate Governance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-24 Embedding policy commitments	-	-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> CGS – Pages 2-22 Northern Star Website - Corporate Governance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-25 Processes to remediate negative impacts		-	<ul style="list-style-type: none"> Northern Star Website SR Ethical Business Practices Northern Star Website Corporate Governance Statement 2023 	<ul style="list-style-type: none"> Northern Star Website - Corporate Governance SR – Page 97 Northern Star Website - Governance, Ethics & Transparency CGS – Pages 12-17 	<ul style="list-style-type: none"> Omission: 2.25d Process not applicable. 	<ul style="list-style-type: none"> Process not currently part of Northern Star's negative impacts remediation processes 	<ul style="list-style-type: none"> Process not currently part of Northern Star's negative impacts remediation processes
GRI 2	General Disclosures 2021 2-26 Mechanisms for seeking advice and raising concerns		-	<ul style="list-style-type: none"> Northern Star Website SR Ethical Business Practices Northern Star Website Northern Star Website Corporate Governance Statement 2023 	<ul style="list-style-type: none"> Northern Star Website - Social Performance SR – Page 97 Northern Star Website - Corporate Governance Northern Star Website - Governance, Ethics & Transparency CGS – Pages 12-17 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-27 Compliance with laws and regulations		-	<ul style="list-style-type: none"> SR Sustainability Snapshot FY23 AR ESG Highlight AR Directors Report AR Remuneration Report 	<ul style="list-style-type: none"> SR – Pages 6-7 AR – Pages 8-9 AR – Pages 48-61 AR – Pages 62-97 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-28 Membership associations		-	<ul style="list-style-type: none"> Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> CGS – Pages 2-22 Northern Star Website - Social Performance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 2	General Disclosures 2021 2-29 Approach to stakeholder engagement		-	<ul style="list-style-type: none"> SR Our Sustainability Approach SR Environmental Performance SR Safety Performance SR People Performance SR Social Performance & Economic Contribution Stakeholder Engagement Summary Corporate Governance Statement 2023 Northern Star Website 	<ul style="list-style-type: none"> SR – Pages 20-23 SR – Pages 80-93 SR – Pages 34-47 SR – Pages 24-35 SR – Pages 48-63 Northern Star Website - Stakeholder Engagement Summary CGS – Page 14 Northern Star Website - Social Performance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2	General Disclosures 2021	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-310a.1	• SR People Performance	• SR – Pages 24-35	• N/A	• N/A	• N/A
N/A	N/A	-	EM-MM-310a.2	• GRI Report Index	• There were no strikes or lockouts experienced across Northern Star assets during FY23	• N/A	• N/A	• N/A
MATERIAL TOPICS								
GRI 3	Material Topics 2021	-	-	• SR Materiality & Disclosure • Stakeholder Engagement Summary	• SR – Pages 20-22 • Northern Star Website - Stakeholder Engagement Summary			
GRI 3	Material Topics 2021	-	-	• SR Materiality & Disclosure • Stakeholder Engagement Summary	• SR – Pages 20-22 • Northern Star Website - Stakeholder Engagement Summary			
ECONOMIC PERFORMANCE								
GRI 3	Material Topics 2021	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	• SR FY23 Sustainability Snapshot • SR Overview • SR Social Performance & Economic Contribution • AR Operating & Financial Review • AR Financial Report	• SR – Pages 6-7 • SR – Pages 12-23 • SR – Pages 48-63 • AR – Pages 16-39 • AR – Pages 100-161	• N/A	• N/A	• N/A
GRI 201	Economic Performance 2016	201-1 Direct economic value generated and distributed	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.A	• SR FY23 Sustainability Snapshot • SR Overview • SR Social Performance & Economic Contribution • AR Operating & Financial Review • AR Financial Report	• SR – Pages 6-7 • SR – Pages 12-23 • SR – Pages 48-63 • AR – Pages 16-39 • AR – Pages 100-161	• N/A	• N/A
PROCUREMENT PRACTICES								
GRI 3	Material Topics 2021	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	• SR Supply Chain	• SR – Pages 60-62	• N/A	• N/A	• N/A
GRI 204	Procurement Practices 2016	8 DECENT WORK AND ECONOMIC GROWTH	-	• SR Supply Chain • AR ESG Highlight	• SR – Pages 60-62 • AR – Pages 8-9	• N/A	• N/A	• N/A
ANTI-CORRUPTION								
GRI 3	Material Topics 2021	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	-	• Corporate Governance Statement 2023	• CGS – Page 13	• N/A	• N/A	• N/A
GRI 205	Anti-Corruption 2016	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	-	• GRI Report Index	• # of workforce trained % between 01-Jul-21 and 30-Jun-23 o Employees Kalgoorlie = 6,742 (30.5%) o Employees Yandal = 2,407 (10.9%) o Employees Pogo = 1,784 (8.1%) o Employees Other = 473 (2.1%) o Contractors Kalgoorlie = 6,129 (27.7%) o Contractors Yandal = 3,962 (17.9%) o Contractors Pogo = 579 (2.6%) o Contractors Other = 56 (0.3%)	• N/A	• N/A	• N/A
GRI 205	Anti-Corruption 2016	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	-	• GRI Report Index	• # of all confirmed incidents of corruption in FY23 = 0 • # confirmed incidents in FY23 where employees were dismissed or disciplined = 0 • # incidents when contracts with business partners were terminated or not renewed due to violations related to corruption = 0 • # public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases = 0	• N/A	• N/A	• N/A
ANTI-COMPETITIVE BEHAVIOUR								
GRI 3	Material Topics 2021	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	-	• Corporate Governance Statement 2023	• CGS – Pages 12 -16	• N/A	• N/A	• N/A
GRI 206	Anti-Competitive Behaviour 2016	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	-	• GRI Report Index	• # of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant = 0 • Main outcomes of completed legal actions, including any decisions or judgments = 0	• N/A	• N/A	• N/A
ENERGY								
GRI 3	Material Topics 2021	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	• SR Climate Change • Performance Data Tables	• SR – Pages 64-79 • Northern Star Website - Climate Change • FY23 Performance Data Tables	• N/A	• N/A	• N/A

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrld.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 302	Energy 2016	302-1 Energy consumption within the organization		EM-MM-130a.1	<ul style="list-style-type: none"> SR Climate Change Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 302	Energy 2016	302-3 Energy intensity		-	<ul style="list-style-type: none"> SR Climate Change Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 Northern Star Website - Climate Change FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
WATER AND EFFLUENTS									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> SR Environmental Performance 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 303	Water and Effluents 2018	303-1 Interactions with water as a shared resource		-	<ul style="list-style-type: none"> SR Environmental Performance 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 303	Water and Effluents 2018	303-2 Management of water discharge-related impacts		-	<ul style="list-style-type: none"> SR Environmental Performance 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 303	Water and Effluents 2018	303-3 Water withdrawal		-	<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Omitted: Withdrawals of seawater or produced water. 	<ul style="list-style-type: none"> No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater. 	<ul style="list-style-type: none"> N/A
GRI 303	Water and Effluents 2018	303-4 Water discharge		-	<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. 	<ul style="list-style-type: none"> No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23. 	<ul style="list-style-type: none"> A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories:

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrtd.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation	
								<ul style="list-style-type: none"> Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); Other water ($>1,000$ mg/L Total Dissolved Solids). 	
				<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. 	<ul style="list-style-type: none"> No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23. 	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none"> Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); Other water ($>1,000$ mg/L Total Dissolved Solids). 	
				<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. 	<ul style="list-style-type: none"> No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY23. 	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none"> Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); Other water ($>1,000$ mg/L Total Dissolved Solids). 	
GRI 303	Water and Effluents 2018	303-5 Water consumption			<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
					<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
					<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
BIODIVERSITY									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 304	Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				EM-MM-160a.1	<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
					<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 304	Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				EM-MM-160a.1 EM-MM-160a.3	<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
					<ul style="list-style-type: none"> SR Environmental Performance Biodiversity Values 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Biodiversity Values 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
EMISSIONS									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 305	Emissions 2016	305-1 Direct (Scope 1) GHG emissions			<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				EM-MM-110a.1	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrftd.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation	
		 13 CLIMATE ACTION		<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A	
		 14 LIFE BELOW WATER		<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A	
		 15 LIFE ON LAND		<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A	
GRI 305	Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	 3 GOOD HEALTH AND WELL-BEING	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 13 CLIMATE ACTION	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 14 LIFE BELOW WATER	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 15 LIFE ON LAND	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 305	Emissions 2016	305-4 GHG emissions intensity	 13 CLIMATE ACTION	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 14 LIFE BELOW WATER	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 15 LIFE ON LAND	-	<ul style="list-style-type: none"> SR Climate Change SR Environmental Performance SR Glossary Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 64-79 SR – Pages 80-93 SR – Pages 110-112 Northern Star Website - Climate Change FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 305	Emissions 2016	305-7 Nitrogen oxides (NOx) sulfur oxides (SOx) and other significant emissions	 3 GOOD HEALTH AND WELL-BEING	-	<ul style="list-style-type: none"> SR Environmental Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> SR Environmental Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 13 CLIMATE ACTION	-	<ul style="list-style-type: none"> SR Environmental Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A
			 15 LIFE ON LAND	-	<ul style="list-style-type: none"> SR Environmental Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A
WASTE									
GRI 3	Material Topics 2021	3-3 Management of material topics	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A
GRI 306	Waste 2020	306-1 Waste generation and significant waste-related impacts	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> SR Environmental Performance 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	• N/A	• N/A	• N/A

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrtd.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 306	Waste 2020	306-2 Management of significant waste-related impacts		<ul style="list-style-type: none"> SR Environmental Performance 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 306	Waste 2020	306-3 Waste generated		<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the FY23 assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
				<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the FY23 assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
GRI 306	Waste 2020	306-4 Waste diverted from disposal		<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
				<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
GRI 306	Waste 2020	306-5 Waste directed to disposal		<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
				<ul style="list-style-type: none"> SR Environmental Performance Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 80-93 Northern Star Website - Environmental Stewardship FY23 Performance Data Tables 	<ul style="list-style-type: none"> Tonnes of mineralised waste produced and recycled are excluded from the FY23 assurance process. Onsite landfill wastes are excluded from the assurance process in FY23 due to the variability on methodologies to capture the data. 	<ul style="list-style-type: none"> Northern Star are currently developing new consolidated database with this data. Northern Star are currently developing a revised standard methodology for consistent calculations between all sites. 	<ul style="list-style-type: none"> Propose to include mineralised waste in the assurance process post FY24 once the new database is operational Propose to include onsite landfill wastes in the assurance process post FY24.
EMPLOYMENT								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 401	Employment 2016	401-1 New employee hires and employee turnover		<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 401	Employment 2016	401-3 Parental leave		<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> Omission for 401-3d and 401-3e: Information unavailable / incomplete 	<ul style="list-style-type: none"> Northern Star introduced the paid parental leave policy in FY22 for Australian Operations for primary and secondary carers. As a result, there is not currently any data available for calculation of 401-3d for FY21 (previous year employees returning in FY22). We are not able to report on 401-3e due to omission of 401-3d (described above) 	<ul style="list-style-type: none"> Data will become available with time.
				<ul style="list-style-type: none"> SR People Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 24-35 Northern Star Website - People Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
OCCUPATIONAL HEALTH AND SAFETY								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> SR Safety Performance Northern Star Website 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 403	Occupational Health and Safety 2018 403-1 Occupational health and safety management system	8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-2 Hazard identification, risk assessment, and incident investigation	8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-3 Occupational health services	8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-4 Worker participation, consultation, and communication on occupational health and safety	8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
		16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-5 Worker training on occupational health and safety	8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-6 Promotion of worker health	3 GOOD HEALTH AND WELL-BEING	-	<ul style="list-style-type: none"> SR Safety Performance Northern Star Website Performance Data Tables 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star Website - Safety Performance FY23 Performance Data Tables 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 403	Occupational Health and Safety 2018 403-9 Work-related injuries	3 GOOD HEALTH AND WELL-BEING	EM-MM-320a.1	<ul style="list-style-type: none"> SR Safety Performance GRI Index 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star's most common "nature of injury" for FY23 <ul style="list-style-type: none"> Sprains and Strains Superficial Contusion Open Wound Foreign Body Northern Star's most common "mechanism of injury" for FY23 <ul style="list-style-type: none"> Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Ergonomic - Pushing Northern Star's "high consequence" work related injuries as defined by GRI are for FY23 (employees only): <ul style="list-style-type: none"> Number of high consequence injuries = 20 Rate of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to "high consequence" work related injuries: <ul style="list-style-type: none"> Number of LTIs = 2 Number of RWIs = 2 	<ul style="list-style-type: none"> Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete 	<ul style="list-style-type: none"> Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. <p>Restatement of FY22 Data</p> <ul style="list-style-type: none"> The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. <ul style="list-style-type: none"> Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02 	<ul style="list-style-type: none"> Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.
		16 PEACE, JUSTICE AND STRONG INSTITUTIONS		<ul style="list-style-type: none"> SR Safety Performance GRI Index 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star's most common "nature of injury" for FY23 <ul style="list-style-type: none"> Sprains and Strains Superficial Contusion Open Wound Foreign Body Northern Star's most common "mechanism of injury" for FY23 <ul style="list-style-type: none"> Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Ergonomic - Pushing Northern Star's "high consequence" work related injuries as defined by GRI are for FY23 (employees only): <ul style="list-style-type: none"> Number of high consequence injuries = 20 Rate of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to "high consequence" work related injuries: <ul style="list-style-type: none"> Number of LTIs = 2 Number of RWIs = 2 	<ul style="list-style-type: none"> Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete 	<ul style="list-style-type: none"> Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. <p>Restatement of FY22 Data</p> <ul style="list-style-type: none"> The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. <ul style="list-style-type: none"> Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02 	<ul style="list-style-type: none"> Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrftd.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
					<ul style="list-style-type: none"> SR Safety Performance <ul style="list-style-type: none"> GRI Index 	<ul style="list-style-type: none"> SR – Pages 36-47 Northern Star’s most common “nature of injury” for FY23 <ul style="list-style-type: none"> Sprains and Strains Superficial Contusion Open Wound Foreign Body Northern Star’s most common “mechanism of injury” for FY23 <ul style="list-style-type: none"> Repetitive movements Hitting Objects Body Falls Same Level Hit Moving Object Ergonomic - Pushing Northern Star’s “high consequence” work related injuries as defined by GRI are for FY23 (employees only): <ul style="list-style-type: none"> Number of high consequence injuries = 20 Rate of high consequence injuries per million exposure hours = 2.89 Critical risks as outlined on our Safety Performance web pages, which have contributed to “high consequence” work related injuries: <ul style="list-style-type: none"> Number of LTIs = 2 Number of RWIs = 2 	<ul style="list-style-type: none"> Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete 	<ul style="list-style-type: none"> Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI. <p>Restatement of FY22 Data</p> <ul style="list-style-type: none"> The Rate of high consequence injuries (employees) for FY22 is restated as it incorrectly utilised the total workforce exposure hours. <ul style="list-style-type: none"> Number of high consequence injuries = 6 Rate of high consequence injuries per million exposure hours = 1.02 	<ul style="list-style-type: none"> Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.
DIVERSITY AND EQUAL OPPORTUNITY									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR People Performance Corporate Governance Statement 	<ul style="list-style-type: none"> SR – Pages 24-35 CGS – Page 2-22 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 405	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees			<ul style="list-style-type: none"> SR People Performance Corporate Governance Statement 	<ul style="list-style-type: none"> SR – Pages 24-35 CGS – Page 2-22 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
					<ul style="list-style-type: none"> SR People Performance Corporate Governance Statement 	<ul style="list-style-type: none"> SR – Pages 24-35 CGS – Page 2-22 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
RIGHTS OF INDIGENOUS PEOPLES									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR Social Performance and Economic Contribution 	<ul style="list-style-type: none"> SR – Pages 48-63 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 411	Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples		EM-MM-210a.2 EM-MM-210a.3	<ul style="list-style-type: none"> SR Social Performance and Economic Contribution 	<ul style="list-style-type: none"> SR – Pages 48-63 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
LOCAL COMMUNITIES									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR Social Performance and Economic Contribution 	<ul style="list-style-type: none"> SR – Pages 48-63 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 413	Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		EM-MM-210a.1 EM-MM-210b.1	<ul style="list-style-type: none"> SR Social Performance and Economic Contribution 	<ul style="list-style-type: none"> SR – Pages 48-63 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 413	Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		EM-MM-210a.1 EM-MM-210b.1 EM-MM-210b.2	<ul style="list-style-type: none"> SR Social Performance and Economic Contribution SR – Air Quality 	<ul style="list-style-type: none"> SR – Pages 48-63 SR – Page 92 Northern Star Website - Social Performance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
				EM-MM-210a.1 EM-MM-210b.1 EM-MM-210b.2	<ul style="list-style-type: none"> SR Social Performance and Economic Contribution SR – Air Quality 	<ul style="list-style-type: none"> SR – Pages 48-63 SR – Page 92 Northern Star Website - Social Performance 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
SUPPLIER SOCIAL ASSESSMENT									
GRI 3	Material Topics 2021	3-3 Management of material topics			<ul style="list-style-type: none"> SR – Modern Slavery FY22 Modern Slavery Statement 	<ul style="list-style-type: none"> SR – Page 97 MSS – Pages 1-21 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
GRI 414	Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken			<ul style="list-style-type: none"> SR – Modern Slavery FY22 Modern Slavery Statement 	<ul style="list-style-type: none"> SR – Page 97 MSS – Pages 1-21 <ul style="list-style-type: none"> 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 “critical” and “high risk” suppliers were screened for human rights 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Legend: SR – FY23 Sustainability Report, CGS – FY23 Corporate Governance Statement, AR – FY23 Annual Report, Web – Northern Star Resources Limited Company Website (<http://www.nsrftd.com>)

Statement of Use	Northern Star Resources Limited
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

Northern Star Resources – FY23 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
					<ul style="list-style-type: none"> under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments. 			
			-	<ul style="list-style-type: none"> SR – Modern Slavery FY23 Modern Slavery Statement 	<ul style="list-style-type: none"> SR – Page 97 MSS – Pages 1-21 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 "critical" and "high risk" suppliers were screened for human rights under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A
			-	<ul style="list-style-type: none"> SR – Modern Slavery FY23 Modern Slavery Statement 	<ul style="list-style-type: none"> SR – Page 97 MSS – Pages 1-21 100% of tenders were assessed for human rights or equivalent social screening in FY23 86 "critical" and "high risk" suppliers were screened for human rights under Northern Star's Modern Slavery program. Supplier corrective action plans: 7 out of 8 supplier audits have been closed out after following up with the suppliers to confirm corrective action plans have been completed. The final corrective action plan is on track for completion by the target date. No supplier relationships were terminated in FY23 as a result of these assessments. 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A