Northern Star Resources Ltd - Stakeholder Engagement Summary

Key Stakeholder Groups	Key Areas Expressed of Interest		How We Engage
Analysts and Brokers	• Business continuity • Governance and ethical conduct • Return on equity	• Safety management and risk control • Sustainability, climate change and environmental management	Social media updates; press releases; company website updates; internal and external publications including quarterly production and exploration reports and half yearly updates, annual and sustainability reports; AGM; regulatory filings including ASX announcements; investor roadshows, investor days, briefings and conferences; credit rating agency and financial institution engagements; analyst days; regular meetings and information updates; participation in and response to analyst surveys; operational and site visits/tours; independent third party surveys of investor perceptions; independent regular correspondence via calls, mailings, emails and meetings.
Board of Directors	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards • Cultural awareness and communications • Employment conditions • Employment opportunities	• Governance and ethical conduct • Human rights management • Preservation of heritage areas • Return on equity • Safety management and risk control • Sustainability • Support for research and education programs • Training and development	Board Meetings and reports; Audit and Risk Committee; Environment, Social and Safety Committee; People and Culture Committee; Nomination Committee; Exploration and Growth Committee; Donations & Sponsorship Committee; Internal reporting mechanisms and action plans; external and internal audit reports; operational and site tours; company representative and engagement participation in events; regular correspondence via calls, mailings, emails and meetings.
Community Investment Partners	• Business continuity • Community support and engagement • Employment opportunities	• Support for programs • Support for research and education programs	Social media updates; press releases; company website updates; internal and external publications including annual and sustainability reports; social impact assessments; community surveys; local voices surveys; strategic partnerships and funding; conferences, forums and workshops; community and external relations engagement resources; festivals, sports and community events; open days; policies, guidelines and forms; Donations and Sponsorship Committee; company representative and employee engagement and participation in events; regular correspondence via calls, mailings, emails and meetings.
Contractors and Suppliers	• Business continuity • Community support and engagement • Safety management and risk control	• Governance and ethical conduct • Human rights management	Social media updates; company website updates; internal and external publications including quarterly and half yearly updates, annual and sustainability reports; AGM; procurement systems, contract negotiations, terms and conditions, payment terms, contract owners, Supplier Code of Conduct, policies, standards and guidelines, procedures; supplier prequalification; paid contracts; participation in continuous improvement opportunities including meetings, partnerships, training, KPIs and contract performance metrics.
Employees	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards • Employment conditions • Employment opportunities	• Human rights management • Safety management and risk control • Sustainability, Climate change and environmental management • Training and development	Social media updates and membership; press releases; intranet and company website updates; internal and external publications including quarterly and half yearly updates, annual and sustainability reports; AGM participation; TeamINC; Representation on ESS Committee; Employee ESG Focus Groups; Culture Survey; Enboarder surveys and feedback; family open days; training and development plans, performance reviews and feedback; line and peer coaching and mentoring; employment negotiations; online and face-to-face training; social and entertainment opportunities; support for employees charitable and volunteer efforts through the company D&S process; GoldSTARR; Employee Assistance Programs; STARR Values; STARR Actions; reward and recognition programs; Mental Health First Aid champions; Health and Safety Representatives; safety leadership development training; health and safety committees; event and hazard reporting tools; internal and external alerts and notices; Code of Conduct, policies, standards and guidelines, procedures; complaints and grievance mechanisms; employee share plans.
Financiers	• Business continuity • Compliance – regulatory, business and standards • Governance and ethical conduct • Human rights management	• Preservation of heritage areas • Return on equity • Safety management and risk control • Sustainability, Climate change and environmental management	Social media updates; press releases; company website updates; internal and external publications including quarterly and half yearly updates, annual and sustainability reports; regulatory filings including ASX announcements; credit rating agency and financial institution engagements; regular meetings and information updates; operational and site tours; independent regular correspondence via calls, mailings, emails and meetings.
Industry Associations	• Business continuity • Industry support and engagement	• Safety management and risk control • Sustainability, Climate change and environmental management	Social media updates; press releases; company website updates; strategic partnerships and funding; participation in industry wide and multi stakeholder initiatives; collaboration on lessons learned and best practice opportunities; conferences, forums and workshops; company representative and employee engagement and participation in events; participation in committees and Boards; regular correspondence via calls, mailings, emails and general meetings.
JV Partners and Other Tenement Holders	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards • Cultural awareness and communications • Governance and ethical conduct	• Industry support and engagement • Preservation of heritage areas • Return on equity • Safety management and risk control • Sustainability, Climate change and environmental management	Social media updates; company website updates; internal and external publications including quarterly and half yearly updates, technical reports, annual and sustainability reports; regulatory filings including ASX announcements; paid contracts, terms of agreements, policies, standards and guidelines, procedures, regular JV reports and meetings; site visits; regular correspondence via calls, mailings, emails and meetings.

Northern Star Resources Ltd - Stakeholder Engagement Summary

Key Stakeholder Groups	Key Areas Expressed of Interest		How We Engage
Local communities	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards • Cultural awareness and communications • Employment opportunities • Human rights management	• Industry support and engagement • Preservation of heritage areas • Safety management and risk control • Sustainability, Climate change and environmental management • Support for programs • Support for research and education programs	Social media updates; press releases; company website updates; internal and external publications including newsletters, fact sheets, annual and sustainability reports; social impact assessments; complaints and grievance mechanisms; stakeholder interviews; community surveys; Local Voices surveys; strategic partnerships and funding; conferences, feedback forums and workshops; community and external relations engagement resources; resident and community meetings; festivals, sports and community events; open days; policies, guidelines and forms; Donations and Sponsorship Committee; company representative and employee engagement and participation in events; site visits/tours; regular correspondence via calls, mailings, emails and meetings.
Pastoralists	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards	• Governance and ethical conduct • Safety management and risk control • Sustainability, Climate change and environmental management	Consultation and communication on exploration and mining plans and proposals and rehabilitation programs; resident and community meetings; regular correspondence in person, calls, mailings, and emails; company website updates; internal and external publications including annual and sustainability reports; terms of agreements, policies, standards and guidelines, procedures; complaints and grievance mechanisms.
Regulatory Agencies	• Business continuity • Compliance – regulatory, business and standards • Employment conditions • Governance and ethical conduct	• Human rights management • Preservation of heritage areas • Safety management and risk control • Sustainability, Climate change and environmental management	Submissions for exploration and mining plans and proposals; rehabilitation and closure plans and funding; regular correspondence in person, calls, mailings, and emails; company website updates; internal and external publications including annual and sustainability reports; terms of agreements, policies, standards and guidelines, procedures; statutory reporting; responses to requests for information; collaboration on regulatory campaigns; feedback to regulatory changes; participation in consultation forums; public advisory processes; operational and site visits/tours.
Research & Educational Institutions	• Business continuity • Industry support and engagement • Support for programs	• Support for research and education • Programs Training and development	Social media updates; company website updates; internal and external publications including annual and sustainability reports; strategic partnerships and funding; conferences, forums and workshops; Donations and Sponsorship Committee; company representative and employee engagement and participation in events; regular correspondence via calls, mailings, emails and meetings; operational and site visits/tours.
Shareholders and Shareholder organisations	• Business continuity • Community support and engagement • Compliance – regulatory, business and standards • Cultural awareness and communications • Employment conditions • Governance and ethical conduct	• Human rights management • Preservation of heritage areas • Return on equity • Safety management and risk control • Sustainability, Climate change and environmental management	Social media updates; press releases; company website updates; internal and external publications including quarterly production and exploration reports and half yearly updates, annual and sustainability reports; AGM; regulatory filings including ASX announcements; investor briefings; investor days, meetings, conference calls; market announcements; conferences; employee share offers.
Traditional Owners	• Community support and engagement • Compliance – regulatory, business and standards • Cultural awareness and communications • Employment opportunities • Governance and ethical conduct	• Human rights management • Preservation of heritage areas • Safety management and risk control • Sustainability, Climate change and environmental management • Support for programs	Consultation and communication on exploration and mining plans and proposals; participation in cultural events; participation in heritage surveys; regular correspondence in person, calls, mailings, and emails; company website updates; internal and external publications including annual and sustainability reports; terms of agreements, policies, standards and guidelines, procedures.