Northern Star Resources FY25 Stakeholder Engagement Summary

NORTHERN STAR RESOURCES LTD

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; 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 FY25 Stakeholder Engagement Summary

NORTHERN STAR RESOURCES LTD

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.