



NORTHERN STAR
RESOURCES LTD

FY26

**MODERN
SLAVERY
STATEMENT**

FY26 Annual Reporting Suite

This Modern Slavery Statement (Statement) has been prepared by Northern Star Resources Ltd ABN 43 092 832 892 (Northern Star) to meet the requirements of the Australian *Modern Slavery Act 2018* (Cth) for the financial year ending 30 June 2026 (FY26).

Unless expressly stated otherwise, all references to 'our', 'we', 'us', the Company or Northern Star refer to the Group, as detailed in Our Corporate Structure, see Appendix 1. Please refer to the Glossary for the definitions of the capitalised terms used in this Statement.

The percentage figures disclosed in this Statement are subject to rounding and may not add to 100%. The full FY26 Annual Reporting Suite is available at www.nsrlltd.com.



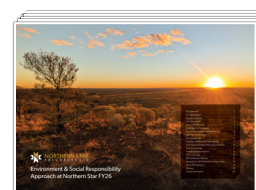
[FY26 Annual Report](#)



[FY26 Corporate Governance Statement](#)



[FY26 Modern Slavery Statement](#)



[FY26 ESR Reporting Suite](#)

This Statement - Mandatory Criteria

This table outlines where the mandatory reporting criteria required by the Act have been addressed in this Statement:

Criteria	Section of this Statement
Identify the reporting entity.	About this Statement Appendix 1: Our corporate structure
Describe the structure, operations, and supply chains of the reporting entity.	About Northern Star Resources Ltd
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	Modern Slavery Risks
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	Actions Taken to Address Risks
Describe how the reporting entity assesses the effectiveness of such actions.	Assessing effectiveness
Describe the process of consultation with any entities that the reporting entity owns or controls.	Consultation with Group entities
Any other relevant information.	Our Progress Planned Actions for FY27 Appendix 3: Independent Assurance Statement

Acknowledgement of Country

Northern Star would like to acknowledge and pay our respects to Traditional Owner groups, upon whose land in Australia we are privileged to work on.

- Darlot
- Kakarra
- Kariyarra
- Kariyarra Pirnthurrana
- Kultju
- Marlinyu Ghoorlie
- Ngarla
- Ngarluma
- Ngarluma (Mallina)
- Nyalpa Pirniku
- Nyamal
- Tjiwarl
- Whadjuk Noongar
- Wiluna Martu

Northern Star would like to acknowledge and pay our respects to the Athabascan people, upon whose ancestral lands our Pogo Operation in Alaska, is situated.

We seek and value the guidance and input of these Indigenous groups in the operation of our business. We acknowledge their strong and special physical and cultural connections to their ancestral lands and pay our respects to their Elders, past and present.

This Statement is available on our website at: www.nsrlltd.com and via the Australian Government's Online Register of Modern Slavery Statements at www.modernslaveryregister.gov.au.

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FY26 Highlights

100%

completion of our awareness training by the leadership team and the Non-Executive Directors

96%

of key accountable employees have completed awareness training

100%

of audits completed to achieve the annual performance target

77%

SAQ Response from selected Tier 1 suppliers to achieve the annual performance target

0

whistleblower reports related to modern slavery or other human rights abuses

About this Statement

We are pleased to present Northern Star's FY26 Modern Slavery Statement which outlines the actions taken during this reporting period to identify, assess, and address modern slavery risks in our operations and supply chains as part of our responsibility under the Australian *Modern Slavery Act 2018* (Cth).

We acknowledge that modern slavery is a complex and evolving issue requiring ongoing effort, transparency, and collaboration. We work with suppliers, industry peers, and stakeholders to promote responsible labour practices and support improved outcomes for workers where risks are identified.

In FY26, we focused on improving the accuracy and integrity of data across our internal and external databases. This enabled us to identify gaps, strengthen our risk identification processes, and further standardise our approach. As a result of our ongoing improvements in data collection and analysis, we achieved independent limited assurance for our FY26 Modern Slavery Statement.

We also implemented an internal supplier screening system with specific modern slavery requirements to strengthen our responsible sourcing practices. This screening process provides an early-stage risk assessment aimed at reducing potential modern slavery risks prior to supplier engagement.

Looking ahead to FY27, we will continue to strengthen modern slavery awareness across the Company through ongoing training and development. We will also continue to review and improve our due diligence processes to ensure they remain effective in identifying, assessing, and mitigating modern slavery risks across our Operations and supply chains.

Consultation with Group entities

This Statement has been approved for release by the Northern Star Board of Directors and is current as at 19 August 2026. The Statement is a joint statement by Northern Star for itself and all of its wholly owned subsidiaries (the reporting entity), in accordance with section 14(2)(d)(ii) of the Act.

Northern Star prepared this Statement in consultation with each other reporting entity that this Statement covers (all of which have three common directors with Northern Star), in accordance with section 14(2)(c) of the Act. Consultation was undertaken by our Group-wide Modern Slavery Working Group, which comprises members of the Legal, Company Secretarial and ESG Engagement teams, who engaged with key areas of the business (including human resources, procurement, and community). This Statement was approved by the Board following recommendation by the Environmental, Social & Safety (ESS) Committee.



Stuart Tonkin
Managing Director & CEO
Northern Star Resources Ltd
19 August 2026

Our Progress

Northern Star is committed to continuous improvement in all aspects of our business operations, and this extends to our commitment to take meaningful steps to identify and mitigate modern slavery risks and maintain responsible and transparent supply chains.

See Figure 1 for progress against our FY26 planned actions.

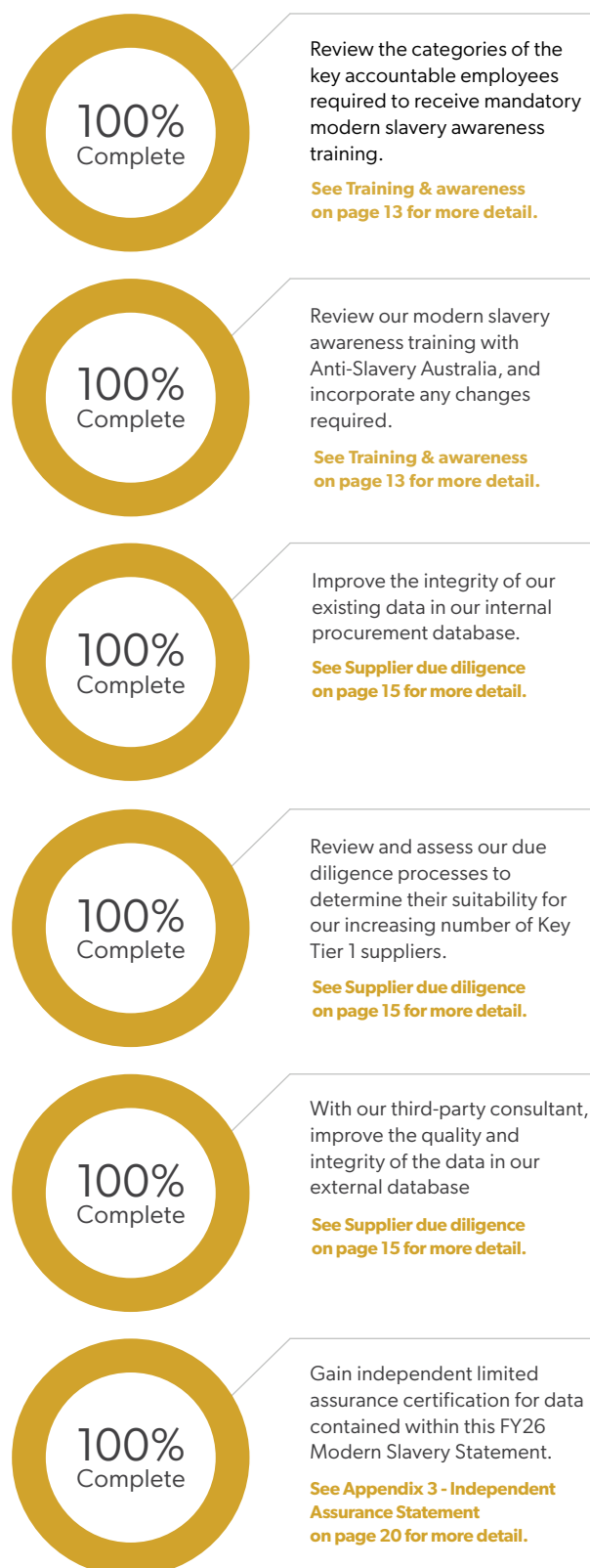
Planned Actions for FY27

Building on our FY26 progress, in FY27 we intend to complete the following:

- Introduce an externally managed whistleblower reporting service that provides a secure and confidential channel to report unethical, illegal or unsafe practices including potential modern slavery concerns.
- Continue to enhance training and engagement on modern slavery risks across the organisation, expanding participation throughout the business.
- Improve modern slavery screening tools within the onboarding process to strengthen risk identification prior to supplier engagement.
- Enhance our due diligence processes in line with our commitment to continuous improvement, incorporating lessons learned during FY26.
- Deepen our engagement with the UN Global Compact through active participation in membership activities including the Modern Slavery Community of Practice sessions as well as attending other meetings hosted by the UN Global Compact Network Australia.

We will report our progress against these actions in the FY27 Modern Slavery Statement.

Figure 1 Planned action progress as at 30 June 2026



About Northern Star Resources Ltd

This section details Northern Star's business, Operations and supply chains to provide context on potential interactions with modern slavery.

Our Company

Northern Star is one of the world's ten largest gold miners, with operating mines and exploration programs located in the two world class jurisdictions of Australia and Alaska in the United States of America. Northern Star operates three existing production centres and a development project in the Pilbara region of Western Australia. Northern Star Resources Ltd is the parent company for the Group. It was incorporated in May 2000, and is a public company limited by shares listed on the Australian Securities Exchange (ASX: NST). Full details of the organisational structure can be found in Appendix 1.

In our Operations we explore for, extract, process and sell gold, as illustrated below. See our [ESR disclosure](#) for more information on our value chain.

Our Purpose

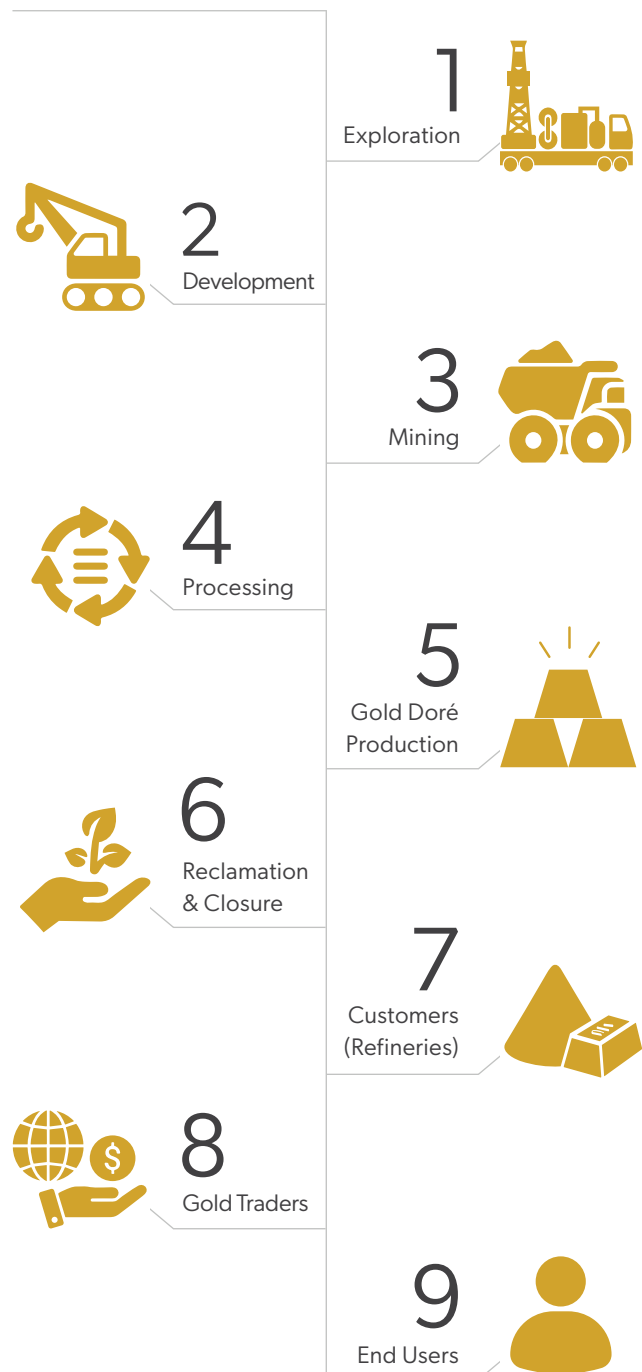
To generate superior returns for our shareholders, while providing positive benefits for our stakeholders, through operational effectiveness, exploration and active portfolio management.

Our STARR Core Values

Our Core Values are integral to the working lives of all our workers and Operations.



Figure 2 Northern Star's Value Chain



Our Operations

Northern Star owns and operates three gold production centres: Kalgoorlie and Yandal in Western Australia and Pogo in Alaska; and the Hemi Project, located in the Pilbara region of Western Australia.

Figure 3 Australian Operations

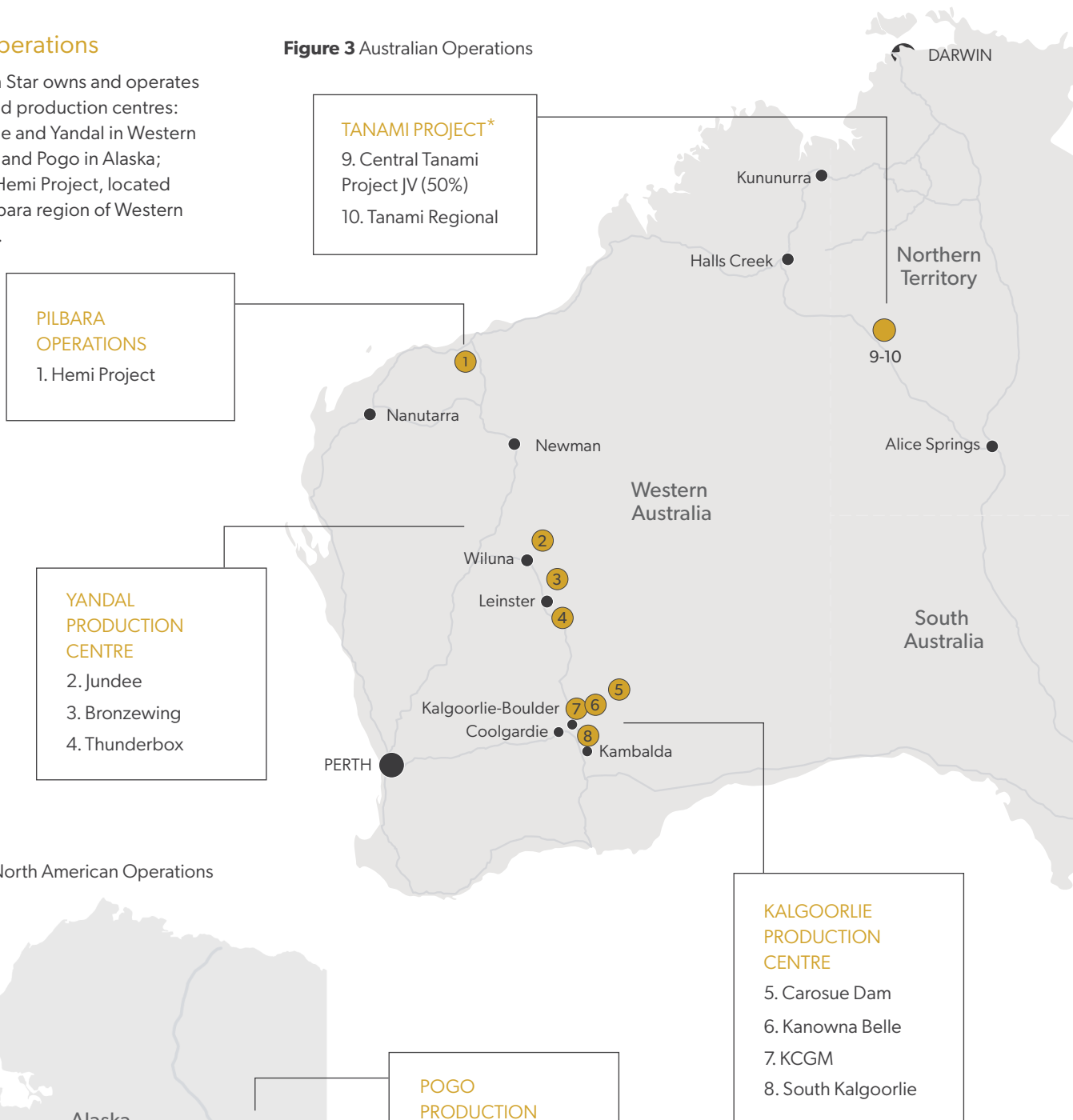
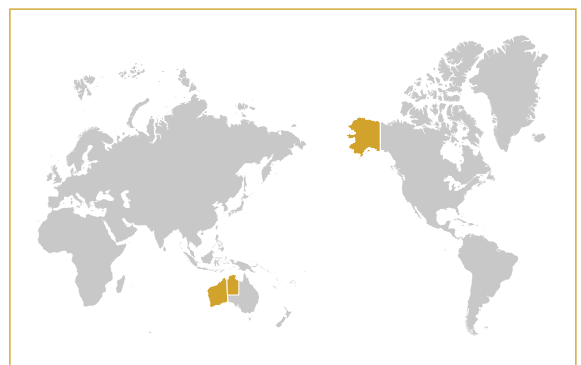


Figure 4 North American Operations



Figure 5 Worldwide Operations



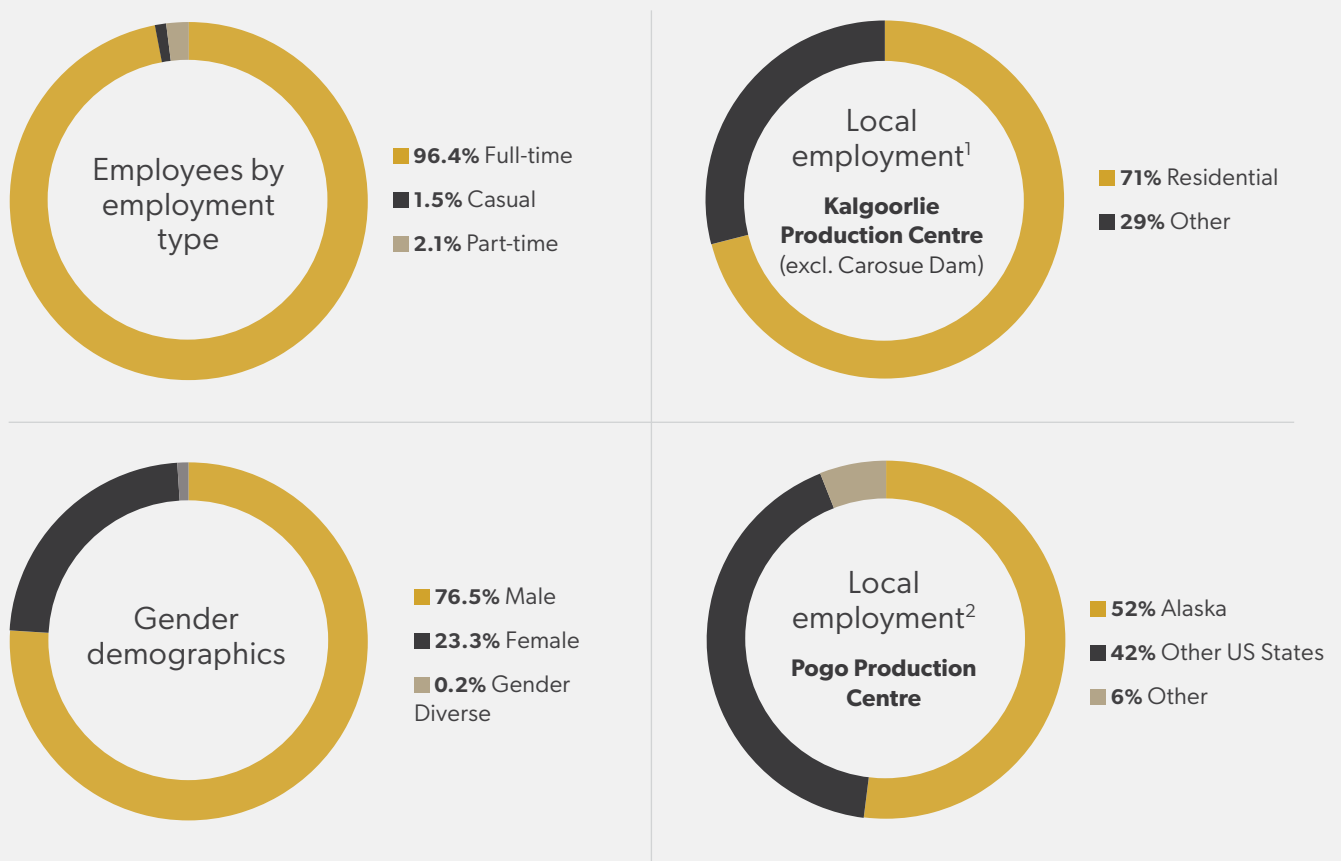
* Northern Star divested all its interests in the Northern Territory on 5 February 2026. Refer to Mount Gibson Iron Limited ASX Announcement 'MGX completes its acquisition of 50% of the Central Tanami Gold Project Joint Venture' of 6 February 2026 (cross-released to Northern Star) available on www.asx.com.au/markets/company/NST for further information.

Our workforce

At 30 June 2026 our workforce comprised 10,062 workers, of which 5,165 were employees and 4,897 were contractors. The majority of our workforce is employed on a permanent basis, with less than 1.5% engaged on casual contracts.

A detailed breakdown of our workforce information can be found in our [FY26 People & Culture Disclosure](#).

Figure 5 Northern Star Workforce Summary, as at 30 June 2026



¹ Local employment is defined as employees who work in the Kalgoorlie Production Centre (excluding Carosue Dam Operations) and are residential in the City of Kalgoorlie-Boulder and surrounds.

² Local employment is defined as employees who work in the Pogo Production Centre and are residential in Alaska.

Our supply chain

Northern Star's Operations are supported by a centralised Group procurement team that coordinates a global supply chain with our Tier 1 suppliers that demonstrate alignment with the STARR Core Values of the Company.

In FY26, Northern Star spent 11% of our total Tier 1 spend with suppliers in countries outside Australia. Of this spend, two suppliers were identified as coming from a country with a high prevalence of modern slavery (Turkey). These suppliers had been engaged previously by De Grey Mining, prior to Northern Star's acquisition of the Hemi Project. There is no suggestion that either supplier is engaged in any activities associated with modern slavery, and neither organisation raised any exceptions to the anti-slavery provisions set out within the Terms and Conditions of their contracts. As they have been identified as Key Tier 1 suppliers they will be included in the FY27 Inherent risk assessment and any subsequent due diligence processes as required. See Figure 6 for the top 8 countries with procurement spend in FY26.

2734

Active Tier 1
Suppliers

\$5.98B

Total Tier 1
Supplier Spend³

\$937M

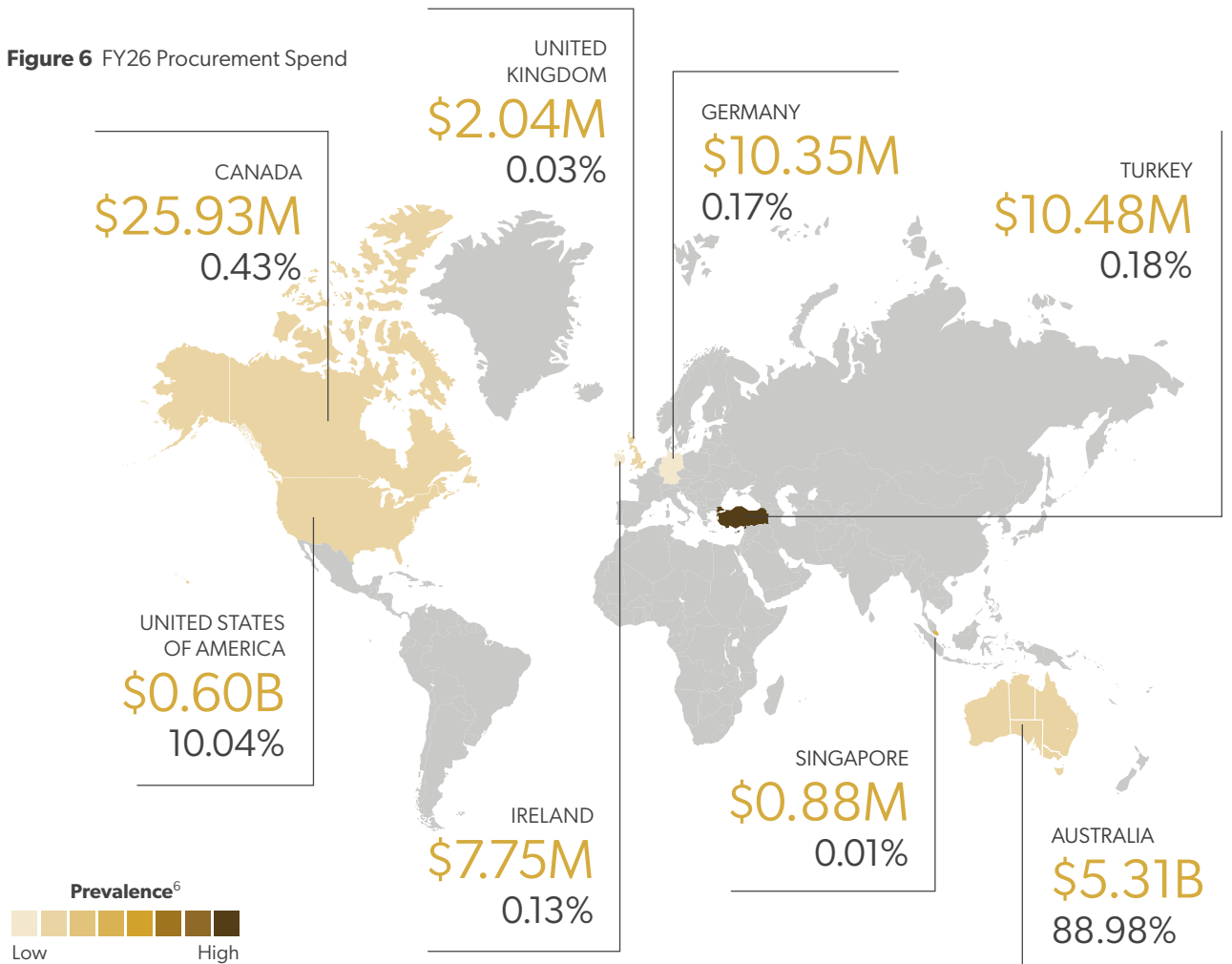
Local Spend⁴

99.8%

Low Risk Spend⁵

We prioritise use of local suppliers where possible while ensuring our supply chain risks are mitigated through ongoing analysis of our supply chain. In FY26, 15.7% of the total FY26 Group spend was with suppliers located locally to our Kalgoorlie, Yandal and Pogo Production Centres as well as our Pilbara Operations.

Figure 6 FY26 Procurement Spend



³ Spend that is related to the provision of goods and services to Northern Star, under the direct influence and management of the procurement department. This excludes spend associated with matters such as royalties, taxes and employee salaries.

⁴ Local supplier spend is defined as spend within postcode areas for Western Australian: Kalgoorlie – including areas such as Hannans, Boulder, Binduli, Bandy Creek and Boorabbin; Yandal – including areas such as Lake Darlot, Leinster, Boorara, Lake Carnegie, and Angelo River; Pilbara Operations - Dampier, Karratha, Millstream, Roebourne, Wickham, Port Hedland, South Hedland, Broome, Kununurra and Tom Price; and State boundaries for Alaska and Northern Territory.

⁵ The % of our total spend in countries with a low prevalence of modern slavery.

⁶ Prevalence of modern slavery based on Walk Free's Global Slavery Index. High prevalence is considered >10 per 1,000 people.

Modern Slavery Governance & Risk Management

This section provides an overview of Northern Star's approach to modern slavery risk management practices.

Corporate governance

Northern Star is committed to effective identification, monitoring and management of strategic risks presented by our operational and corporate activities. Our risk management activities are guided by Northern Star's risk management framework, comprising a Risk Management Policy and Standard and an enterprise risk and assurance system.

The framework is aligned to ISO 31000 Risk Management Guidelines and provides a consistent approach to the assessment, management and reporting of risks across Northern Star.

The framework is overseen by the Audit & Risk Committee, which, as at 30 June 2026, comprised three of the Company's independent Directors. Modern slavery risks are assessed within this risk framework and are subject to annual reviews by our Chief Financial Officer in leading the procurement and risk functions within Northern Star.

Board oversight

Northern Star's Board has standing sub-committees comprised of Non-Executive Directors that provide scrutiny and guidance on the oversight, monitoring, and review of modern slavery risk management, namely the Audit and Risk Committee (ARC), the Environmental, Social and Safety (ESS) Committee and the People and Culture (P&C) Committee.

The ARC assists and makes recommendations to the Board in relation to the Company's risk management framework, Risk Appetite Statement and the understanding of broad strategic risks to the Company achieving its strategic objectives. The ARC also monitors and reviews compliance with the Company's Code of Conduct and Whistleblower Policy, which is part of our corporate governance framework for ensuring that human rights are respected across the Company.

The ESS Committee assists the Board in implementing the Company's environmental, social and safety strategies with the objective of ensuring the Company conducts responsible and sustained business practices. In addition to overseeing the Modern Slavery Statement each year, the ESS Committee also has a standing 6-monthly action to review the progress of modern slavery due diligence practices, including SAQ and audit results.

The P&C Committee is responsible for assisting the Board in relation to the culture of the Company including initiatives and action plans to instill and embed the STARR Core Values (including Respect, a pillar of the UN Guiding principles in Business and Human Rights) across the business.

Executive responsibility

Our Chief Financial Officer has executive responsibility for the procurement and risk functions, including managing human rights risks across the Operations, such as modern slavery risks. Our Joint Company Secretary has executive responsibility for preparation of the Modern Slavery Statement and the Company's Annual Reporting Suite available at www.nsrltd.com.

Modern Slavery Working Group

Our internal Modern Slavery Working Group oversees the identification and assessment of modern slavery risks within our Operations and supply chains, and devises initiatives to address and mitigate these risks. This includes supplier due diligence practices, training and awareness initiatives, and effective data collection. The Modern Slavery Working Group comprises of personnel from our Legal, Company Secretarial and ESG Engagement teams.

Policies & frameworks

Northern Star's corporate governance policies provide the framework of standards required of our employees and suppliers, to ensure that across our Operations from the Board down, human rights are respected. Our Human Rights Policy together with our Code of Conduct form the basis for our approach to human rights management.

Our core corporate governance policies are reviewed annually by the Board and sub-committees of the Board to ensure continual improvement and legislative alignment, including alignment with human rights legislative requirements. Employees are notified of these policies via our online Learning Management System and are required to complete training for any material policy updates. Those policies and documents related to modern slavery include:

- Human Rights Policy
- Code of Conduct
- Supplier Code of Conduct
- Purchasing Policy
- Whistleblower Policy
- Risk Management Policy
- Privacy Policy

See Appendix 2 for further details of our policy relevance, communication and implementation.

Grievance mechanisms

Northern Star's Whistleblower Policy facilitates and encourages the reporting of material violations (or suspected violations) of the Company's Code of Conduct including the STARR Core Values or material legal or regulatory obligations, including actual or suspected cases of modern slavery.

Everyone working for or engaged by Northern Star receives training on the Whistleblower Policy in the form of a Company-wide or site-specific induction. All employees are responsible for reporting actual or suspected material breaches of the Code of Conduct under the Whistleblower Policy. All safeguards in terms of confidentiality, anonymity, ongoing support and protection in the Whistleblower Policy will apply in these circumstances where possible.

Reports made through the Whistleblower process are promptly investigated in an impartial and confidential manner, the results of which are reported direct to the ARC and to the Board. The Board reviews the Whistleblower Policy annually.

In FY26 we did not receive any whistleblower reports related to modern slavery. In FY27, Northern Star is introducing an enhanced process for the reporting and management of whistleblower reports with the launch of a confidential external whistleblower reporting platform. This will allow us to further strengthen accessibility and confidentiality and will act as an independent reporting pathway.

Northern Star's External Complaints and Grievance Standard and Procedure describe how external parties can lodge a grievance which can be escalated into a complaint for remediation and resolution where possible.

The link to submit feedback, suggestions or a complaint form can be found at [Community Engagement and Support](#). See the website for more information.

Modern slavery investigation & remediation

Northern Star's Modern Slavery Response Protocol (Protocol) guides our response and actions should modern slavery be identified in our Operations' supply chain. The Protocol outlines the key steps to be taken in responding to suspected or actual instances of modern slavery and includes template corrective action plans for unacceptable recruitment practices, inadequate working conditions, and penalties or threats.

Modern Slavery Risks

Our modern slavery risks

We use the UN Guiding Principles on Business and Human Rights (UNGPs) and its continuum of involvement (cause, contribute, directly linked) to inform our understanding of exposure to modern slavery risks within our Operations and supply chain.

As the global standard for preventing and addressing human rights impacts associated with business activity, the guiding principles provide a three-pillar framework (Protect, Respect, Remedy) for the protection of human rights. We acknowledge that as a business, Northern Star has a responsibility to respect human rights and are expected to conduct human rights due diligence including identifying, preventing, mitigating and accounting for adverse impacts. We acknowledge our role in taking action to prevent and mitigate adverse impacts where Northern Star is at risk of causing or contributing to them. Northern Star also recognises the opportunity to support human rights through actions, such as engaging with our suppliers to identify and address human rights risks with respect as the minimum standard.

Operations risk

Our corporate office, mine sites, and exploration projects are exclusively located in Australia and Alaska in the United States of America. The prevalence of modern slavery in these jurisdictions is a relatively low risk, in part due to companies being subject to robust labour laws protecting employees from being exploited by employers. Despite this, the potential for instances of modern slavery in the gold mining industry within these countries still exists. For example, we could contribute to modern slavery at our Operations if we were to negotiate excessively low rates with a labour hire supply company. This could lead to the

employees of the labour hire supply company receiving exploitative pay rates. Northern Star does not conduct this practice.

Our Operations are subject to legislation, human resources policies, management practices and procedures that govern labour hire practices across our business. Compliance with these is supported by access to training and grievance mechanisms for our employees and contractors.

Supply chain risk

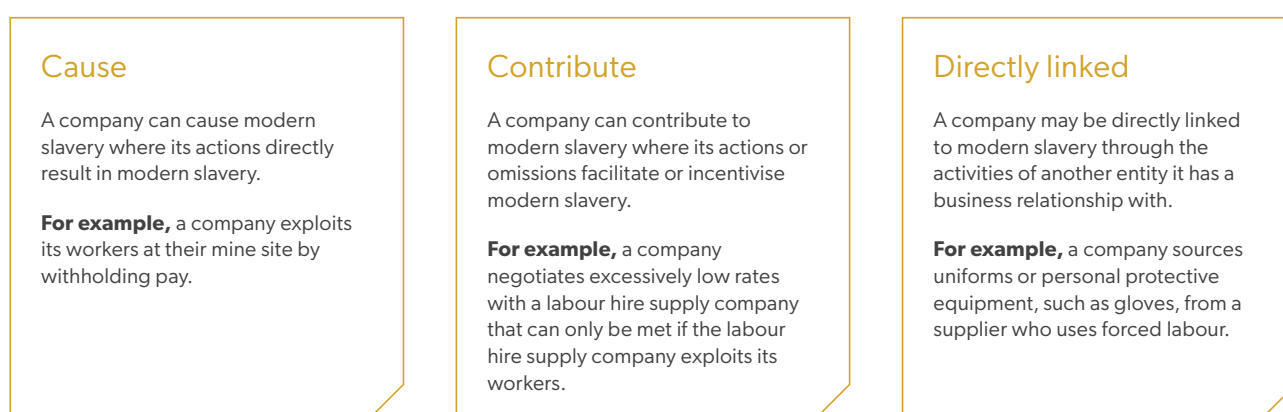
Our highest exposure to modern slavery risks exists in our supply chain, through which we procure a variety of goods and services. Some countries have a higher prevalence of modern slavery and where our supply chain exists within such countries, Northern Star is more at risk of modern slavery occurring within its supply chain.

Modern slavery can also result in supply chains if a company puts commercial pressure on suppliers to such a level that the supplier exploits its workers by requiring long hours and low rates of pay.

Understanding where modern slavery risks may exist in our supply chain is imperative to being able to identify any actual instances of modern slavery. To better understand our supply chain, we conduct due diligence practices with support from an independent external consultant on our Tier 1 suppliers.

Additionally, our process for onboarding Tier 1 suppliers includes the requirement for all Tier 1 suppliers to confirm compliance with our Supplier Code of Conduct which reinforces our expectations on our Tier 1 suppliers with regards to safety, environment, and social performance governance, including modern slavery.

Figure 7 UNGP Continuum of Involvement



Actions Taken to Address Risks

This section details the actions we have taken to mitigate modern slavery risks during the reporting period, and our proposed response to any instances of modern slavery identified within our Operations or supply chain.

Northern Star takes a comprehensive, Group-wide, and multi-faceted approach to identifying and addressing modern slavery risks. This action is led by the Modern Slavery Working Group, with a view to continually improving the integrity and quality of our Operations and supply chains.

Training & awareness

Modern slavery awareness training is mandatory for all employees with a direct link to areas of our operation which may encounter modern slavery or carry higher than usual risks of modern slavery (key accountable employees). Mandatory training of key accountable employees occurs across the whole of Northern Star Operations. In FY26, a full review and identification of our key accountable employees was undertaken by the Modern Slavery Working Group. The relevant groups identified for the training were expanded to include the teams from Community, Heritage, Communications and Administration as well the existing Human Resources, Procurement, ESG, Legal and Company Secretarial teams.

In FY26, 219 key accountable employees, for whom the training is mandatory, completed the training module out of a total 229 (96% completion rate). All Non-Executive Directors have also completed the training.

In addition to the key accountable employees, our Managing Director, Non-Executive Directors and the leadership teams are required to complete the training every four years. The training module is available to all employees and contractors on a voluntary basis, and we regularly promote the availability of this training module to our employees on the intranet and communications network.

A full review of the existing modern slavery awareness training was completed in FY26 in collaboration with Anti-Slavery Australia, a specialist legal practice, research and policy centre committed to the abolition of modern slavery in Australia. The online module continues to comprise an introduction to modern slavery and the Act with actions Northern Star is taking to address modern slavery risks. The training details employee expectations, where to seek additional information or guidance, and includes interactive questions and case studies to aid with the understanding of the content. As a result of this review, the training has been enhanced to ensure it is relevant to Northern Star's business and operations.

Further communication of training availability and information about events such as Anti-Slavery Day are provided to employees via our online communication platforms and digital screens throughout our Operations.

Supplier screening

As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices. In addition, we have in place a detailed internal ESG screening tool which can be used to better understand how our prospective suppliers may mitigate modern slavery risks.

In FY26 we continued to develop our supplier screening process. This included a full review and update of our Contracts Procedure to allow for a more comprehensive assessment of the ESG performance of our Tier 1 suppliers when awarding contracts. For more information see [Supply Chain Management](#) in our ESR reports and disclosures page of our Northern Star website.

Risk identification & assessment

We assess the modern slavery risks in our Operations and supply chains using a comprehensive due diligence process.

An Inherent Risk Assessment based on a combination of country risk, product risk, and total spend, with relative weightings appropriate to our risk profile, is performed annually. The assessment targets our Key Tier 1 suppliers and assesses the risk of modern slavery based on the prevalence of modern slavery within the supplier's country of operation and the modern slavery risk associated with the primary product or service provided. Risk ratings received for the suppliers are classified as low, medium, high and critical.

Once the inherent risk rating has been determined, we use processes including SAQs and Audits to investigate further the suppliers' modern slavery risks and determine their overall risk rating. Material findings from the audits are addressed with corrective action plans which we engage with and assist the supplier to complete.

Figure 8 Risk Classification Criteria

Classification Criteria	
Critical	Supplier with high exposure to country, brand and reputational risks
High	Supplier with significant exposure to country, brand and reputational risks
Medium	Supplier with moderate exposure to country, brand and reputational risks
Low	Supplier with low exposure to country, brand and reputational risks

Supplier due diligence

Supplier due diligence processes undertaken by Northern Star consist of multiple stages including an Inherent Risk Assessment, SAQs and Audits of our suppliers. The decisions as to which suppliers are required to undergo which processes depend on their individual risk ratings received from these processes. See the steps involved in the due diligence process outlined in figure 9.

Figure 9 Modern Slavery Risk Assessment and Due Diligence Practices



⁷ In FY26, eligible suppliers selected to receive an SAQ were defined as suppliers with an inherent risk of critical or an inherent risk of high with a \$1,000,000 or more spend.

⁸ In FY26 selected suppliers for the Refusal to SAQ process were deemed a critical risk based on their annual spend of \$1 million or more and their limited participation in previous due diligence activities.

Inherent risk

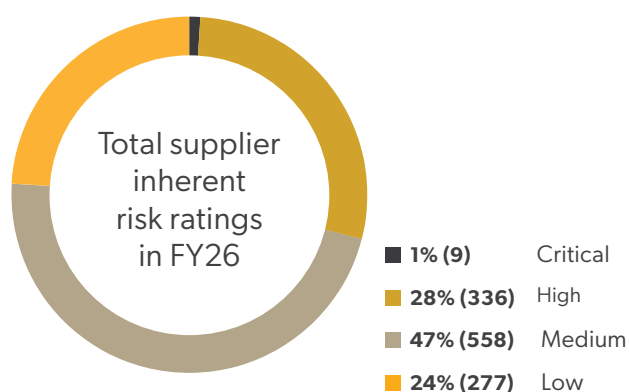
Following the Inherent Risk Assessment, Northern Star uses the results to understand the modern slavery risks associated with our supply chain. The inherent risk ratings applied to a Key Tier 1 supplier determines the form of due diligence undertaken to further explore the risk associated with a Tier 1 supplier.

In FY26 we undertook a data cleansing process to ensure product category and spend data for Key Tier 1 suppliers was up to date.

Due to a notable increase in new suppliers in FY26, additional criteria were introduced for the selection of supplies for the FY26 SAQ campaign. This included all critical risk suppliers, and those high risk suppliers with a spend of \$1 million or more in the previous financial year.

A total of 1,180 suppliers were assessed, with nine returning a critical risk rating, 336 returning a high risk rating, 558 returning a medium risk rating, and 277 returning a low risk rating.

Figure 10 FY26 Total Supplier Inherent Risk Ratings



SAQ

Ahead of the SAQ campaign, a full review of our external database was completed. During this review, all contact information was updated to include the identification of our supplier's current responsible person acting on behalf of their company.

Revising the definition of an active supplier in FY25 to only include suppliers with spend in the previous financial year ensured that during the FY26 campaign, SAQs were only distributed to eligible suppliers still actively doing business with Northern Star. As a result, the SAQ response rate increased from 58% to 77%.

As part of the FY26 campaign, a detailed review of non-responding suppliers was conducted. It identified duplicate SAQs that had been issued to entities that had had an SAQ completed by a parent company on their behalf. Cancelling these duplicates improved the accuracy of the response rate. In FY27, we will further analyse supplier structures to support a more targeted and efficient SAQ process.

A total of 185 SAQs were sent out in FY26. Of the 42 non-responding suppliers, five were selected for the Refusal to SAQ process. They were deemed a critical risk based on their annual spend of \$1 million or more and their limited participation in previous due diligence activities. Of these, two eventually completed the SAQ and three were granted waivers due to business criticality, with all waivers approved by the CFO and Procurement Manager. Suppliers granted waivers will be included in the next SAQ campaign. A continued non-participation will inform our decisions on future procurement.

Audits & corrective action plans

In FY26, Northern Star continued its commitment to supplier oversight by conducting audits through an independent external consultant. The consultant has access to certified auditors in over 100 countries, each with local knowledge of relevant legislation and regulations with which our suppliers, and their sub-suppliers, must comply. These auditors carry out in-person audits on selected Tier 1 suppliers.

A key objective of the FY26 campaign was to identify and prioritise suppliers at higher risk of modern slavery. Following independent third-party verification of all SAQs, suppliers assessed as critical risk were further evaluated using factors including inherent risk data (such as industry and geographic risk), supplier spend with Northern Star, and workforce profile information. Based on this assessment, eight suppliers were selected for comprehensive human rights audits.

Of the eight audits completed, one supplier had findings relating to a breach in award payments. Northern Star engaged directly with the supplier to remediate the issue. Two additional suppliers were issued corrective action plans, with follow-up audits confirming all required actions had been completed.

Contract termination

Northern Star's aim is to work collaboratively with Tier 1 suppliers who engage with our modern slavery due diligence processes. Where a current supplier does not engage with the required processes, we work with them to identify any underlying reasons for their hesitation to participate. Sharing of knowledge and resources are used to remedy the situation where possible. This proactive effort will address the risk of modern slavery more than terminating contracts, which we believe is unlikely to modify a supplier's business practices. If a Tier 1 supplier continues to disengage, an assessment is conducted to determine if we will continue to procure from the supplier in the future. Our CFO has the discretion to terminate contracts following this assessment.

Alternatively, Tier 1 suppliers who willingly collaborate with Northern Star on modern slavery risk will be shown preference for procurement contracts.

Collaboration & engagement

We continued to collaborate and share information with a variety of stakeholders throughout FY26. The purpose of our collaboration is to gain insights from our stakeholders that will allow us to continue to develop our process and improve our responses to mitigate modern slavery risk.

Industry associations

In FY26 we became members of the United Nations Global Compact. Membership of the UN Global Compact demonstrates our ongoing commitment to uphold the 10 Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Through our UN Global Compact membership, we are able to attend meetings and events hosted by the UN Global Compact and the UN Global Compact Network Australia, such as the Modern Slavery Community of Practice meetings. These meetings bring together participants to explore global and local developments relating to business and human rights, including modern slavery.

We also continue to participate in industry groups and other initiatives that encourage the sharing of knowledge and experience to aid in building best practice approaches including the Human Rights Resources and Energy Collaborative (HRREC), and the Gold Industry Group. These Australian National groups facilitate the sharing of knowledge and working together with other organisations within the extractives industry to develop best practice approaches to human rights.

Industry expertise

We continue to utilise an independent expert consultant in responsible sourcing and supply chain solutions to assist us with assessing modern slavery risks within our supply chain, including completing SAQs and on-site audits. The role of this independent external consultant continues to be an integral stakeholder in our modern slavery risk management, and their expert knowledge helps inform the continual improvement of our supplier risk management processes.

Suppliers

We work with our Tier 1 suppliers to promote and develop a deeper understanding of Northern Star's standards in relation to human rights and modern slavery risks. This includes providing educational resources, training, or support; collaborating on bespoke human rights or modern slavery projects; and issuing corrective action plans following SAQs or audits.

Investors

We provide responses to ad hoc investor queries on our approach to assessing and addressing modern slavery risks within our business and supply chain as well as participating in ESG benchmarking surveys covering modern slavery and human rights management.

Assessing Effectiveness

Northern Star recognises the importance of evaluating the effectiveness of all the actions we take to ensure continuous improvement of our modern slavery risk management practices.

We consider it an effective response to modern slavery to have the ability to detect and address modern slavery risks within our Operations and supply chain. We continually review and assess our processes to ensure that any gaps that may exist are identified and addressed where possible.

Northern Star recognises that measuring performance against targets can assist in assessing the effectiveness of our actions.

See Table 1 for a full summary of activities and targets completed in this FY26 modern slavery campaign.

Table 1 FY26 Performance Metrics

Category	Metric	FY26 Performance Targets	Performance Results			FY27 Performance Targets
			FY26	FY25	FY24	
Training	% of key accountable employees who have current modern slavery awareness training	80	96 ⁹	87	81	80
	% Non-Executive Directors and leadership team who have current modern slavery awareness training	100	100	100	100 ¹⁰	100
Supplier due diligence	# SAQs issued to suppliers for completion	N/A	185	205	166	N/A
	% responses received for SAQs issued	70	77	58	57	70
Audits	# Initial audits completed	8 per annum	8	7	10	8 per annum
	# corrective action plans issued	N/A	3 ¹¹	3	4	N/A
	# follow up audits conducted, verifying CAP actions have been satisfactorily completed	N/A	2	6 ¹²	1	N/A
Corporate governance	# of Refusal to Audit suppliers	0	0	1	0	0
	# of whistleblower reports received that concerned alleged modern slavery	0	0	0	0	0
	# of reports received via the external complaints and grievance procedure that concerned alleged modern slavery	0	0	N/A	N/A	0

⁹ All key accountable employees excluding employees on long service leave.

¹⁰ FY24 results are based on the % ESS & ARC Board Committee members trained only.

¹¹ One CAP was closed out directly with the supplier without requiring a follow-up audit.

¹² Includes follow-up audits completed on suppliers audited in FY24. Suppliers were granted sufficient time to implement corrective actions for their audit findings resulting in follow-up audits occurring in the next FY.

Appendix 1: Our Corporate Structure as at 30 June 2026

Name of entity	ACN	Country of incorporation	% of share capital held
Northern Star Resources Ltd	092 832 892	Australia	100%
Northern Star (Bronzewing) Pty Ltd	108 513 113	Australia	100%
Northern Star (Yandal Consolidated) Pty Ltd	614 347 303	Australia	100%
Northern Star Mining Services Pty Ltd	149 632 968	Australia	100%
Northern Star (Echo Mining) Pty Ltd	120 974 567	Australia	100%
Northern Star (MKO) Pty Ltd	135 597 634	Australia	100%
Northern Star (Kanowna) Pty Limited	010 511 789	Australia	100%
Kanowna Mines Pty Limited	053 530 037	Australia	100%
GKL Properties Pty Limited	009 643 234	Australia	100%
Northern Star (South Kalgoorlie) Pty Ltd	009 271 532	Australia	100%
Northern Star (HBJ) Pty Ltd	127 026 519	Australia	100%
Northern Star (Hampton Gold Mining Areas) Limited	009 473 054	England & Wales	100%
Northern Star (Holdings) Pty Ltd	626 052 784	Australia	100%
Northern Star (Alaska) Incorporated	N/A	United States of America	100%
Northern Star (Alaska) LLC	N/A	United States of America	100%
Northern Star (Pogo) LLC	N/A	United States of America	100%
Northern Star (Pogo Two) LLC	N/A	United States of America	100%
Stone Boy Inc.	N/A	United States of America	100%
Northern Star (Alaska Range) Pty Ltd	690 066 301	Australia	100%
Alaska Range Pty Ltd	688 998 021	Australia	30%
Northern Star (EGP) Pty Ltd	655 582 415	Australia	100%
Northern Star (GMK) Pty Ltd	007 706 863	Australia	100%
Northern Star (Power) Pty Ltd	065 116 841	Australia	100%
Northern Star (NPK) Pty Ltd	066 584 807	Australia	100%
Goldfields Power Pty Ltd	062 186 243	Australia	50%
Northern Star (KLV) Pty Ltd	004 990 274	Australia	100%
Kalgoorlie Consolidated Gold Mines Pty Ltd	009 377 619	Australia	100%
Northern Star (Saracen) Pty Ltd	009 215 347	Australia	100%
Northern Star (Saracen Goldfields) Pty Ltd	637 156 579	Australia	100%
Northern Star (Saracen Kalgoorlie) Pty Ltd	008 143 137	Australia	100%
Northern Star (Carosue Dam) Pty Ltd	116 649 122	Australia	100%
Northern Star (Thunderbox) Pty Ltd	107 154 727	Australia	100%
Northern Star (Bundarra) Pty Ltd	130 964 162	Australia	100%
Northern Star (SR Mining) Pty Ltd	151 605 417	Australia	100%
Northern Star (Sinclair) Pty Ltd	635 649 606	Australia	100%
Northern Star (Talisman) Pty Ltd	601 140 185	Australia	100%
Northern Star Surface Mining Pty Ltd	690 423 726	Australia	100%
Northern Star (Pilbara) Pty Ltd	094 206 292	Australia	100%
Northern Star (Indee Gold) Pty Ltd	159 817 455	Australia	100%
Northern Star (Hemi) Pty Ltd	135 598 140	Australia	100%
Mt Roe Mining Pty Ltd	622 201 316	Australia	100%

Appendix 2: Policy Relevance, Communication and Implementation

Policy	Relevance to modern slavery	Communication & implementation
Human Rights Policy	The Human Rights Policy outlines the Company's commitment to be a responsible business and comply with the United Nations Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights. It forms the basis for our approach to human rights risk management.	All employees and long-term contractors required to undergo our Company Induction are provided training on the Human Rights Policy during the employment onboarding process and every two years thereafter.
Code of Conduct	The Code of Conduct requires our employees and contractors to act fairly, honestly, transparently, with integrity and in compliance with all material applicable laws and regulations in fulfilling their duties and responsibilities.	All employees and long-term contractors required to undergo our Company Induction are provided training on the Code of Conduct during the employment onboarding process and every two years thereafter.
Supplier Code of Conduct	The Supplier Code of Conduct sets out the expectations for our suppliers in relation to safety, environment, governance and business ethics, stakeholder engagement, human rights, and modern slavery. Northern Star will actively seek suppliers who partner with us in identifying and implementing a plan to remediate any modern slavery offences or risks of human slavery in the supplier's supply chain.	All suppliers can access the Supplier Code of Conduct via our website, alongside the purchase order standard terms and conditions.
Purchasing Policy	The Purchasing Policy promotes transparent, equitable and competitive purchasing practices, considering social considerations, such as modern slavery risk identification and management, in the overall value assessment.	All employees are provided training on the Purchasing Policy as part of their employment, refreshed every two years.
Whistleblower Policy	The Whistleblower Policy allows for the reporting of actual or suspected cases of human rights abuse, including modern slavery, through a breach of the Code of Conduct. If a whistleblower report is made in relation to a supplier's workforce, the allegation is investigated, and where substantiated, Northern Star would work with the supplier to ensure remediation occurs appropriately and promptly for the benefit of the workforce.	All relevant employees and contractors are provided training on the Whistleblower Policy during the employment onboarding process and every two years thereafter.
Risk Management Policy	The Risk Management Policy frames how Northern Star manages and mitigates risks to our employees and contractors.	All employees and contractors are provided training on the Risk Management Policy during the employment onboarding process and every two years thereafter.
Privacy Policy	The Privacy Policy outlines Northern Star's commitment to respect our employees and contractors' privacy in accordance with the Privacy Act 1988 (Cth)	All employees and contractors are provided training on the Privacy Policy during the employment onboarding process and every two years thereafter.

Appendix 3: Independent Assurance Statement



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INDEPENDENT ASSURANCE STATEMENT

To the Stakeholders of Northern Star Resources Limited ("Northern Star")

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe the selected metrics ("Subject Matter Information"), including associated methods, assumptions, and estimation uncertainty, presented in Northern Star's FY26 Modern Slavery Statement ("the Statement") for the period of 1st July 2025 to 30th June 2026, are not fairly presented and prepared, in all material respects, in accordance with the Reporting Criteria, within the scope of our limited assurance engagement.

Scope of the Assurance Engagement

The scope of assurance was limited to the below Subject Matter Information related to Northern Star's operating assets: Kalgoorlie Production Centre, Yandal Production Centre, Pilbara Operations, Pogo Production Centre, Perth Corporate Office, and Exploration.

Our assurance engagement does not extend to any other information included in the Statement or information from earlier periods. We have not performed any procedures on the excluded information and, therefore, do not express any conclusion on it.

Subject Matter Information	Reported Value (Assured)
% of key accountable employees who have current modern slavery awareness training	96
% of Non-Executive Directors and leadership team who have current modern slavery awareness training	100
Number of SAQs issued to suppliers for completion	185
% response received for SAQs issued	77
Number of initial audits completed	8
Number of corrective action plans issued	3
Number of follow up audits conducted	2
Number of refusal to audit suppliers	0
Number of whistleblower reports received that concerned alleged modern slavery	0
Number of reports received via the external complaints and grievance procedure that concern alleged modern slavery	0
Total number of suppliers assessed	1,180
Number of suppliers returning a critical risk rating	9
Number of suppliers returning a high risk rating	336
Number of suppliers returning a medium risk rating	558
Number of suppliers returning a low risk rating	277

Reporting Criteria

The Subject Matter Information has been prepared in accordance with the reporting requirements of the Modern Slavery Act 2018 (Cth) and the criteria, definitions, and methodologies adopted by Northern Star, as detailed within the Statement.

Northern Star's Responsibilities

Management of Northern Star was responsible for:

- Selecting and establishing suitable Reporting Criteria for preparing the Subject Matter Information subject to assurance.
- Preparing and presenting the Subject Matter Information in accordance with the Reporting Criteria.
- Designing, implementing, and maintaining internal controls relevant to the preparation of the Subject Matter Information that are free from material misstatement whether due to fraud or error.
- Advising us of any known or suspected issues related to the Subject Matter Information.

Our Responsibilities

Bureau Veritas Australia Pty Ltd ("Bureau Veritas") was responsible for:

- Planning and performing the engagement to obtain the intended level of assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error.
- Forming an independent conclusion based on the procedures performed and evidence obtained.
- Reporting our conclusion to the Directors of Northern Star.

Bureau Veritas was not involved in the drafting of the Statement and our independence has not been compromised.



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Summary of Work Performed

Our limited assurance engagement on the Subject Matter Information was conducted in accordance with ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and informed by Bureau Veritas' standard procedures and guidelines for external verification and assurance of ESG Information and Sustainability Reports.

Our work was planned and executed in a manner designed to produce the intended level of assurance and to provide a sound basis for our conclusions.

The procedures we performed were based on our professional judgement and included enquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. In undertaking our assurance engagement, our procedures comprised:

- Review of the suitability and application of the Reporting Criteria used as the basis for preparing the Subject Matter Information subject to assurance.
- Enquiries of Northern Star representatives to gain an understanding and evaluate implementation of processes, systems and internal controls to collect, aggregate, calculate, analyse and report the disclosures.
- Enquiries of personnel responsible for the performance of the processes and preparation of the disclosures.
- Review of documentary evidence produced by Northern Star representatives.
- Comprehensive performance data testing, involving source verification as well as mathematical accuracy of the calculations pertaining to the Subject Matter Information.
- Assessment of whether Northern Star's methods for developing estimates are appropriate and had been consistently applied.
- Review of the presentation and disclosure of the Subject Matter Information within the Statement.
- Request of Management Representation Letter on key assertions.

Inherent Limitations and Exclusions

The scope of a limited assurance engagement is significantly narrower than a reasonable assurance engagement. This includes fewer risk assessment procedures, a more limited understanding of internal controls, and less extensive responsive testing. Consequently, the level of assurance obtained in a limited engagement is substantially lower than a reasonable assurance. Even a reasonable assurance engagement, while providing a high level of assurance, does not guarantee the detection of all material misstatements, should they exist.

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined reporting period.
- Statements of commitment to, or intention to undertake future actions by Northern Star
- Statements of position, opinion, belief and/or aspiration by Northern Star.
- Financial data audited by an external third party.
- Other sites and/or activities not included in the scope.

This independent assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Statement.

Statement of Independence, Impartiality, Competence

Bureau Veritas is a global leader in Testing, Inspection and Certification ("TIC") services. Bureau Veritas' mission is to support its clients complying with regulations, managing risks and improving performance to meet the challenges of quality, health, safety, hygiene, environmental protection and social responsibility. Leveraging its renowned expertise, as well as its impartiality, integrity and independence, Bureau Veritas has helped build trust between companies, public authorities and consumers for nearly 200 years (<https://group.bureauveritas.com/>).

Bureau Veritas operates a quality management system across its activities and has implemented a robust Code of Ethics to maintain high ethical standards among its personnel and business partners in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Northern Star, its Directors or Managers beyond that required of this assignment. We have conducted this assurance engagement independently and there has been no conflict of interest.

The assurance team was selected based on its extensive industry sector knowledge and experience in conducting independent verification, validation and assurance of Environmental Social and Governance (ESG) information and associated systems and processes.

Bureau Veritas Australia Pty Ltd
17th August 2026

Jeremy Leu
Executive General Manager, Perth, Australia

Bureau Veritas



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Glossary

Act

Australian *Modern Slavery Act 2018* (Cth)

active supplier

Any Tier 1 supplier that had a spend with Northern Star in the previous financial year only

Audit & Risk Committee or ARC

The Audit and Risk Committee, a sub-committee of the Board

Board

Board of Directors

CAP

Corrective action plan

employees

Employees of the Northern Star Group including permanent, fixed term and part-time. Does not include contractors

ESG

Environment, Social & Governance

ESR Disclosure Suite

Refers to the ten separate disclosures related to environment and social responsibility information available on the Northern Star Company website. These are voluntary disclosures in addition to the Annual Report and the Climate Report

Environment, Social & Safety Committee or ESS Committee

The Environmental, Social & Safety Committee, a sub-committee of the Board

FY

Financial year ended 30 June

Group

Northern Star Resources Ltd and all of its wholly owned subsidiaries

ISO 31000

The ISO 31000 Risk Management Guidelines, an international standard prescribing a structured approach risk management

key accountable employees

Group employees with a direct link to areas of our Operations which may encounter modern slavery or carry higher than usual risks of modern slavery

Key Tier 1 supplier

Any active supplier with a spend of \$100,000 or more in the previous financial year making them eligible for the Modern Slavery due diligence process

limited assurance

Audit and assurance undertaken by an external auditor on whether the data or statements made in Northern Star's disclosures have been prepared in accordance with relevant stated standards

local supplier

A supplier from a defined area surrounding our Operations, established by selected postcode boundaries for Western Australia or State boundaries for Alaska and Northern Territory

modern slavery

An umbrella term used to describe serious exploitation and human rights violations. Practices that constitute modern slavery can include: human trafficking; slavery; servitude; forced labour; deceptive recruiting for labour or services; debt bondage; forced marriage; and child labour

Modern Slavery Statement

The disclosure prepared by Northern Star to meet the requirements of the Australian *Modern Slavery Act 2018* for the financial year ending 30 June

Modern Slavery Working Group

The internal group that oversees the identification and assessment of modern slavery risks within the Operations

Northern Star

Northern Star Resources Ltd
ABN 43 092 832 892

parent company

A parent company is defined as a corporation that owns a majority of the shares in other companies, known as subsidiaries, managing their operations and ensuring compliance with corporate governance standards

People & Culture Committee or P&C Committee

The People and Culture Committee, a sub-committee of the Board

public company

A public company means a company other than a proprietary company. Generally, a public company can offer shares to the public and has no restriction on the number of members

Risk Appetite Statement

The risk appetite statement adopted by the Board

SAQ

Self-assessment questionnaire

stakeholder

An individual, group or organisation that is impacted by the Company, or has an impact on the Company. Examples of stakeholders are investors, employees, suppliers and local communities

Tier 1 supplier

Suppliers that Northern Star engages directly to provide goods or services to our Operations. Suppliers and contractors are interchangeable expressions

UNGPs

United Nations' Guiding Principles on Businesses and Human Rights

workforce

Northern Star employees, contractors and contractors' employees

\$

Australian dollars, unless the context says otherwise