NORTHERN STAR
RESOURCES LTD

Environment & Social Responsibility Approach at Northern Star FY26

10,062

Our Global Workforce at 30 June 2026

5,165

Employees at 30 June 2026

4,897

Contractors at 30 June 2026

3

Production Centres (and the Hemi Project in our Pilbara Operations)

Environment & Social Responsibility Approach

Our Approach

Northern Star's approach is to create sustainable and profitable value for our shareholders and other stakeholders through ongoing review and improvement of our Environmental, Social & Governance (ESG) performance. We aim to achieve this by identifying, managing, and mitigating risks and impacts from our Operations while delivering superior outcomes for our shareholders, our people, our communities, and our natural environment.

Our approach to environment and social responsibility (ESR) is underpinned by our STARR Core Values and framed by our governance structures and systems. Our STARR Core Values, together with our Code of Conduct and our Group policies, are fundamental to the sustainability of our Operations. They are our decision compass and integral to the working lives of all our employees and Operations, and they define what it means to work at Northern Star. They are at the heart of our culture and the way we do business.

Integrating ESR into our business strategy involves a Companywide approach that respects nature, supports and engages our community, and values our workforce (Figure 1-1).

- We aim to minimise our environmental impact through practices and technological improvements, including renewable energy sources and efficient resource management. We are committed to responsible land management and minimising and mitigating long-term liabilities.
- Engaging actively with local communities is central to our approach, building relationships based on trust and shared prosperity. We uphold fair labour standards and are committed to the safety and well-being of our workforce, and fostering a culture of fairness, honesty, and respect.

Our commitment to improving our performance is clearly demonstrated through our business-wide targets. By monitoring and tracking local to global ESG developments and priorities, we ensure that we remain informed and able to proactively respond to our stakeholders and the ESG issues important to them.

We do this using a range of approaches including sector, industry and peer benchmarking, and stakeholder engagements including surveys. We benchmark our ESG performance and levels of assurance against that of our peers to provide guidance for improving our ESG disclosures. We are committed to transparently reporting our ESG performance and to act on areas identified for improvement.

Our Stakeholders

Northern Star is committed to ongoing positive stakeholder collaboration and engagement. Our corporate governance framework adopted by the Board of Directors includes key policy documents which set out Northern Star's standards for stakeholder engagement. Information on our key stakeholder groups and how we continued to engage during FY26 is available on our Company website at Sustainability - Reports & Disclosures.

Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding

Figure 1-1 Our Integrated ESR Approach

Operations
- Creating long term enduring value for all stakeholders
- Continued development and maintenance of a quality portfolio of assets
- Demonstrating innovation, adaptation, and resilience

Nature
- Respect the natural environment
- Minimise and mitigate long term liabilities
- Design for long-term outcomes
- Contribute to environmental resilience

Community
- Trust and credibility through respectful engagement
- Positive contribution to social and economic development in our regions
- Employer of choice and respected business partner

Workforce
- Committed to a safe and healthy work environment
- Respectful, fair, and honest interactions
- Build and promote a diverse and inclusive workforce
- Workforce engaged and committed to a sustainable future

Governance
- Responsible and ethical business culture and practices
- Demonstrating integrity in decision making and compliance with laws
- Transparency and honesty in disclosures

Boundary & Scope

The Northern Star FY26 Annual Report (Report) and the additional disclosures in our voluntary ESR Disclosure Suite provide information on Northern Star's sustainability performance across its Operations during the period from 1 July 2025 to 30 June 2026. The Report and our ESR disclosures should be read in conjunction with our public disclosures on our Company website www.nsrltd.com/sustainability. Northern Star's assets included in our FY26 voluntary ESR Disclosure Suite are listed in Figure 1-2 below.

Figure 1-2 Organisational Boundaries

Corporate Office - Perth, Western Australia

Kalgoorlie Production Centre[2]	Yandal Production Centre	Pilbara Operations	Pogo Production Centre	Exploration
Carosue Dam Operations	Bronzewing Operations	Hemi Project	Pogo Operations	Central Tanami Project[3]
Kanowna Belle Operations	Jundee Operations	Regional Exploration		Tanami Regional[3]
KCGM Operations	Thunderbox Operations			
South Kalgoorlie Operations				

[1] 12 month moving average per million exposure hours at 30 June 2026 in accordance with the Western Australian Work Health & Safety Act 2020.
[2] Excludes the Parkeston Power Station, which is not under Northern Star Resources Ltd operational control.
[3] 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.

1.9[1]

Workforce Serious Injury Frequency Rate (SIFR)

$8.65B

Total Economic Value Add in FY26

$8.89M

Group Community Investment Commitments in FY26 (A$)

$937M

Total Local Supply Spend in FY26

Our Value Chain

The value chain of a gold mine involves several key stages: exploration, mining, processing, refining, and distribution. Also recognised in this value chain is the rehabilitation of the land from which the gold-bearing ore was initially extracted.

During exploration, geologists and surveyors identify potential gold deposits using advanced techniques and equipment, supported by consumables like drilling materials. In the mining phase, heavy machinery and equipment are used to excavate and transport ore, with consumables such as explosives and fuel being crucial.

Processing the ore requires specialised equipment for crushing, grinding, and chemical separation, along with consumables like reagents. Gold doré bars produced onsite are sold to refineries for further processing and on selling.

The refineries use specialised equipment and chemicals to produce refined gold ready for marketing and distribution both domestically and internationally.

We sell most of our physical gold to the Perth Mint.

Ultimately end users purchase this refined gold for use in various areas including investment, jewellery, medical equipment, technology, and electronics.

Our FY26 ESR Journey

Northern Star has continued to embrace and progress ESR during FY26 with ongoing focus and commitment to maintaining responsible and sustainable exploration and mining practices. Throughout the FY26 ESR Disclosure Suite modules are highlights and key performance metrics for our material topics.

Key items of note in FY26 included:

- Release of our inaugural Climate Report in line with mandatory Australian Accounting Standards Board (AASB) S2 requirements within our FY26 Annual Report.
- Progress of our climate related projects with decarbonisation studies, emissions reduction trials and operation of our renewables projects.
- Strengthening of core elements of our Environmental Management System (EMS) and Mine Health Safety Management System (MHSMS) arising from audits, inspections and internal review process. We commenced a comprehensive review of our Critical Risk controls, implementation of an advanced health & hygiene management system, detailed audits of our Operations against our Environmental Global Standards, and strengthened our land management processes.
- Maintaining our priority to our local and regional communities and stakeholders through ongoing investment, and enhanced engagement.
- Strengthening the core elements of our Heritage Management System (HMS) through the establishment of new procedures, tools and processes.

Figure 1-3 Northern Star's Value Chain

Exploration
- Technical services & consultants
- Drilling services & equipment
- Fuels, lubricants & consumables
- Logistics & freight
- Workforce transport & logistics
- Support services[4]
- Waste management services

Development
- Technical services & consultants
- Engineering & construction services
- Fixed & mobile assets & maintenance
- Fuels, lubricants & consumables
- Haulage, logistics & freight
- Workforce transport & logistics
- Support services[4]
- Waste management services

Mining
- Technical services & consultants
- Mining & geotechnical services
- Fixed & mobile assets & maintenance
- Fuels, lubricants & consumables
- Haulage, logistics & freight
- Workforce transport & logistics
- Support services[4]
- Waste management services

Mineral Processing
- Technical services & consultants
- Fixed & mobile assets & maintenance
- Instrumentation
- Fuels, lubricants & consumables
- Haulage, logistics & freight
- Workforce transport & logistics
- Support services[4]
- Waste management services

Outputs
- Gold Doré
- Gold Concentrate

Rehabilitation
- Technical services & consultants
- Environmental services
- Rehabilitation equipment & materials
- Fuels, lubricants & consumables
- Haulage, logistics & freight
- Workforce transport & logistics
- Monitoring equipment & resources
- Support services[4]

Customers (Refineries)
- Technical services & consultants
- Logistics & transport (by customer)

Gold Traders
- Technical services & consultants

End Users
- Investment
- Jewellery & aesthetic uses
- Electronic equipment
- Electrical devices
- Healthcare treatment
- Medical equipment
- Aeronautics & aerospace

Economic Contribution
- Taxes & royalties
- Local & regional employment
- Community investment
- Local & regional goods & services
- Native Title compensation & royalties' payments

[4] Support services including but not limited to: environment, land management, heritage, community, occupational health and safety, finance, human resources, legal, and technical.

Governance & Compliance

As an Australian Securities Exchange (ASX) listed gold mining company, we are subject to and conduct our business in accordance with the ASX Listing Rules, and the laws and regulatory requirements of the Australian and US jurisdictions within which we operate.

The Board and Management are committed to the highest standards of corporate governance including 100% alignment with the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations'.

Our sustainability framework aims to promote transparency and responsible behaviour. Our principles and processes are periodically reviewed to ensure we maintain the highest standards of corporate governance.

We are dedicated to providing clear and unambiguous information regarding our corporate structure, Operations, performance, and governance in our communications. This commitment serves to foster genuine dialogue with our shareholders and stakeholders.

Aligned with Northern Star's Continuous Disclosure Policy and Shareholder Communication Policy, our public disclosures adhere to principles of integrity, openness, fairness, and accountability.

Northern Star consistently evaluates and enhances our periodic disclosures to uphold these standards in all external communications. Refer to our FY26 Corporate Governance Statement at Corporate Governance.

Ethical Business Practices

Northern Star actively promotes a corporate culture committed to ethical business practices, compliance with the law and exercising integrity in decision making by our people and in our Operations through our STARR Core Values, Code of Conduct, and other key corporate governance policies.

All inductions completed by our workers cover these key documents. Northern Star's policy commitments for responsible business conduct applies to all the Company's activities and business relationships equally.

Employees and other stakeholders who suspect or see unethical, illegal, or improper behaviour within the Company are encouraged to report under our Whistleblower Policy. This provides for a confidential and, where possible, anonymous process for people to report their concerns free of fears of retaliation, with confidence the Board will be made aware of material breaches of the Code of Conduct.

Whistleblower reports are standing items on an anonymous basis for confidential discussion on all Audit & Risk Committee and Board agendas.

In FY26 Northern Star received and addressed 9 Whistleblower Policy reports, all of which were investigated and reported to, and discussed by, the Audit & Risk Committee and the Board.

Anti-Bribery & Anti-Corruption

In accordance with Northern Star's Anti-Bribery and Anti-Corruption Policy (Policy), it is the policy of the Company to conduct its business fairly, honestly, transparently, with integrity, and in compliance with the law in all jurisdictions where we operate (and in compliance with all legislation having extra-territorial jurisdiction over the Company).

The Policy sets out Northern Star's committed opposition to bribery and corruption and to ensure all relevant people understand their individual responsibilities for compliance in connection with our business and Operations. The Policy is supported by internal training programs, our Code of Conduct, and incident reporting and investigation processes for suspected breaches.

Northern Star recognises that maintenance of a robust culture of integrity, transparency, and compliance is critical to our long-term success.

Economic Contribution & Value Sharing

Northern Star continues to be a positive contributor to Australian and Alaskan economies and communities, particularly in the regional areas where we operate through direct and indirect financial support.

Payments for goods and services and employee wages are pivotal for local economies and communities. Money spent locally and regionally initiates a cycle of economic activity, fostering growth and investment in the community.

Wages provide our employees with the means to support themselves, stimulating demand for goods and services and sustaining local jobs, and continues to circulate within the community, amplifying the economic impact through a multiplier effect.

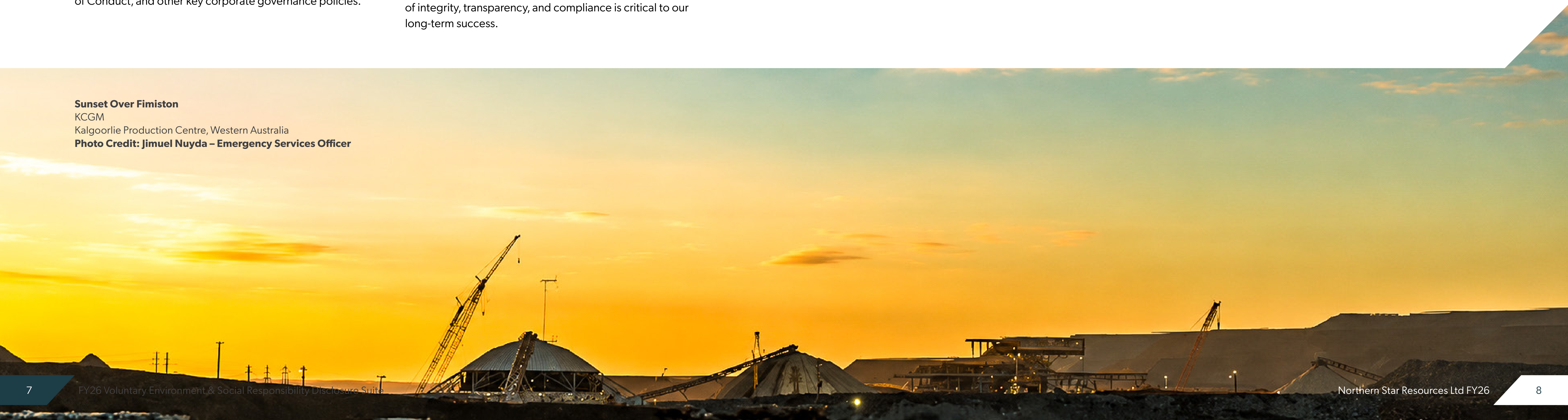
Additionally, Northern Star contributes to the State and National economies in which we operate through payments of royalties and other taxes, which contribute to funds for essential public services.

Northern Star remains committed to maintaining our strong support of our local and regional communities through our long-term partnerships, and support of local and regional community initiatives, local governments, education bodies, non-government organisations, and charities.

Approximately 71% of our employees working across the Kalgoorlie Production Centre (excluding the Carosue Dam Operations) live and work in Kalgoorlie-Boulder, Coolgardie, and Kambalda, delivering significant wages into the region, combined with our Operations helping to drive regional investment and procurement.

Figure 1-4 FY26 Economic Contribution

- **$5,971M** Goods & Services Payments
- **$8.15M** Community Investment Commitments
- **$661.4M** Corporate Tax Paid
- **$951.4M** Total Employee Costs
- **$276.7M** Royalties
- **$786.7M** Dividends Provided to Shareholders



Sunset Over Fimiston
KCGM
Kalgoorlie Production Centre, Western Australia
Photo Credit: Jimuel Nuyda – Emergency Services Officer

Materiality & Disclosure

Northern Star consistently evaluates and explores forthcoming opportunities for disclosure, encompassing reporting frameworks and standards to align with Company objectives. This process prioritises stakeholder input, which allows us to delineate material topics and refine our approach in response.

In our ongoing efforts to enhance the depth and calibre of our disclosures, we systematically gauge our voluntary reporting against key industry material topics as defined by prominent reporting standards and frameworks. This practice affords insight into our stakeholders' key areas of interest.

Subsequently, we transparently share information enabling stakeholders to evaluate and benchmark our sustainability performance.

The Company's Materiality Matrix (Figure 1-5) was reviewed and updated during FY26 to continuously improve our disclosures, strategic action plans, and stakeholder engagement programs and ensure our FY26 ESR suite of disclosures contain the most material topics for our stakeholders.

The materiality assessment incorporated consideration of impacts that are potentially material to our industry according to GRI and SASB, changing regulatory and socioeconomic influences, commentary from previous stakeholder surveys, results from social impact assessments and community feedback, and the results of a survey undertaken to assess and understand stakeholder perceptions and feedback.

The Company's material topics for inclusion in this disclosure and the FY26 Annual Report are provided in Table 1-1. These material topics were derived from our materiality assessment update which was undertaken in FY26. The Northern Star FY26 Annual Report, FY26 Corporate Governance Statement, FY26 Modern Slavery Statement and our website disclosures also form part of our overall disclosure.

Each disclosure contains information related to our governance processes around the material topic, as well as key information on compliance with minimum internal or regulatory standards and key performance metrics.

Risk Management

The Audit & Risk Committee oversee risk management, while the Environmental, Social & Safety (ESS) Committee focuses specifically on addressing ESR risks, providing regular updates to the Board. ESR factored prominently in our decision-making, strategic planning, and risk management processes during FY26.

Leveraging our Company-wide Risk Management Standard, we continued to identify and assess potential risks, ensuring that these risks receive due consideration from senior management and the Board.

Our process for the identification, analysis, evaluation, and treatment of risk, is in line with ISO 31000:2018 Risk Management - Guidelines. This process provides a consistent and structured approach to understanding, communicating and managing risk at Northern Star.

For information on our internal audit function refer to the FY26 Corporate Government Statement and our FY26 Annual Report.

Figure 1-5 Northern Star's Materiality Matrix at 30 June 2026

Table 1-1 Material Topics for Disclosure in FY26

ESR Disclosure Suite Module	Material Topic Coverage[5]
ESR Approach	Compliance, governance & ethics (including risk management)
Safety & Critical Risk Control	Safety & health
People & Culture	People, culture & wellbeing
Community & Indigenous Engagement & Support	Community & Indigenous engagement & support
Supply Chain Management	Supply chain & human rights
Environmental Management	Emissions management
Biodiversity & Land Management	Biodiversity, land management & closure
Climate Change	Greenhouse gases & climate change
Water Security	Water security
Waste & Tailings Management	Waste & tailings management

Key: Environment Social Governance

[5] Business Continuity & Return on Equity, and Cybersecurity form part of the FY26 Annual Report disclosures. Further information on Risk Management & Control, Compliance, Governance & Ethics can also be sourced from the FY26 Annual Report and FY26 Corporate Governance Statement.

Voluntary Alignments & Commitments

In this disclosure we demonstrate our voluntary alignment with the following:

Figure 1-6 Voluntary Alignments

Global Reporting Initiative (GRI) Standards

The GRI Standards enable an organisation to report on their impacts on people, the environment, and the economy in a standardised manner. The aim is to increase an organisation's transparency in reporting and demonstrate its contribution to organisational sustainability.

Northern Star has prepared the reported information in accordance with the GRI Universal Standards. Northern Star's FY26 GRI, SASB and UN SDG Alignment Index is available on our Company website.

United Nations Sustainable Development Goals (UN SDGs)

The United Nations members developed 17 Sustainable Development Goals, which are an urgent call for action by all countries in partnership to achieve a more sustainable future.

We recognise our impact on, and opportunity to positively contribute to, all 17 UN SDGs. Northern Star has been reporting against the UN SDGs in our annual Sustainability Reports since 2018.

In FY26 we completed an updated assessment of our alignment with the goals, which highlighted our priority is to focus on the following eleven UN SDGs where we believe we can make the greatest impact:

- UN SDG 1 – No poverty
- UN SDG 3 – Good health and wellbeing
- UN SDG 4 – Quality education
- UN SDG 5 – Gender equality
- UN SDG 6 – Clean water and sanitation
- UN SDG 8 – Decent work and economic growth
- UN SDG 10 – Reduced inequalities
- UN SDG 12 – Responsible consumption and production
- UN SDG 13 – Climate action
- UN SDG 15 – Life on land
- UN SDG 17 – Partnerships for the goals

Further information is available on our website.

Sustainability Accounting Standards Board (SASB)

The SASB Standards are aimed at connecting businesses and investors on the financial impacts of sustainability.

Northern Star uses the Mining and Metals Sustainability Accounting Standard, updated in December 2021 to guide its sustainability disclosures.

Taskforce on Nature-related Financial Disclosures (TNFD)

The TNFD has announced that it will complete its technical work in progress and then pause all further work. ISSB has announced it will advance its own work to meet disclosure needs including standard setting to introduce incremental disclosure requirements not already reflected in IFRS S1 and IFRS S2.

Pending this work, Northern Star has paused TNFD related studies but continues to advance our voluntary disclosures on these topics.

United Nations Global Compact Participation

During FY26 Northern Star elected to become a participant in the United Nations Global Compact. As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals. Northern Star anticipates releasing its first formal Communication on Progress (CoP) in 2027.

Australian Sustainability Reporting Standards

Australian Sustainability Reporting Standards set out the sustainability-related and climate-related financial disclosures for sustainability reports and general-purpose financial reports.

Certain entities are required by the Corporations Act to comply with AASB S2 Climate-related Disclosures in their Annual Reports. This includes Northern Star in our FY26 Annual Report.

Industry Body Participation

In order to maintain a broad understanding of emerging social expectations and issues that relate to our business, we regularly engage with our host communities, investors, Indigenous stakeholders, governments and other relevant third parties.

We are active leaders and members in industry representative bodies, including those outlined in Figure 1-7 below.

Third Party Ratings

Northern Star also participates in, or is included in, the following external ESG performance benchmarking initiatives and assessments conducted by global third-party rating agencies:

- S&P Global (Dow Jones Best in Class)
- Sustainalytics
- MSCI
- ISS (Environmental, Social and Governance)
- FTSE4Good

In conjunction with these ratings, we have continued to focus on the quality and availability of our own ESG metrics and to allow transparency in the information we provide to our stakeholders. We also engage directly with investors and custodians, responding to general and specific questions about ESG practices within our Operations. We use the outcomes of these assessments and engagements to change or improve how we disclose our performance in ESG and consider what further steps we can take which may benefit the business and improve our ESG performance.

Northern Star has elected to discontinue reporting through the Carbon Disclosure Project (CDP) in FY26 due to our existing extensive climate related disclosures and our commencement of reporting under the mandatory Australian Sustainability Reporting Standards (AASB S2).

Figure 1-7 Northern Star's Industry Body Participation

Chamber of Minerals & Energy (Western Australia)	Alaska Miners Association (USA)	Association of Mining & Exploration Companies (Australia)	Alaska Metal Mines (USA)
Chamber of Commerce & Industry (Western Australia)	National Mining Association (USA)	Australian Institute of Mining & Metallurgy	Gold Industry Group

ESR Focus Areas

Our ESR focus areas demonstrate the key areas where we are committed to continuous improvement. Further insights into our efforts across these focus areas can be found in the respective sections of our FY26 ESR Disclosure Suite, detailing the ongoing initiatives undertaken by our business.

Table 1-2 ESR Focus Areas in FY26

Focus Area	Initiative		Status at 30 June 2026
Biodiversity	Report on progress of phased implementation of the TNFD	Pending TNFD changes announced in FY26	Continuing to progress & disclose internal biodiversity programs
Community Investment	Community investment in local and regional communities in which we operate	Maintain at least $6M annually	Maintained
Community Engagement	Disclosure of progress against recommended management measures adopted by Northern Star arising from the Kalgoorlie Social Impact Assessment (SIA)	Annually	Implemented
Diversity	Female representation (all employees)	Maintain at least 23% annually	Maintained
	Female representation at the Board Level	Maintain at least 30% annually	Maintained
Environment	Material environmental incidents	0	Maintained
Human Rights	Implement risk mitigation plans for major contracts where suppliers are identified as having a high likelihood of impacting human rights	100%	Maintained
Indigenous Procurement	Disclosure of direct spend through sustainable supply contracts with Indigenous businesses	Annually	Maintained
Renewable Energy	Disclosure of GJ of energy consumed from renewable sources	Annually	Implemented
Safety and Health	Fatalities	0	Maintained
Tailings Management	Disclosures in accordance with the Northern Star's Global Tailings Management Standard	Annually	Maintained
Water Stewardship	Proportion of water recycled or reused per annum relative to net total water consumption	Maintain at least 40% annually	Maintained
	Establish a baseline year for future water efficiency projects, including the Hemi Project	Determine by FY28	Planned

[6] Note that calculation of Scope 1 and 2 GHG Emissions for FY26 and FY25 are based on a combined GHG Protocol and NGERS methodology to align with AASB S2 disclosures. The data for FY24 does not include the additional GHG Protocol categories that are not required under Australian NGERS reporting.
[7] Due to the nature of this data, FY24 has not been restated to include Pilbara Operations.
[8] Excludes contractors.
[9] 12 month moving average per million exposure hours at 30 June per annum.
[10] During FY26 the Northern Star Incident Reporting Procedure was amended to introduce Medical Treatment Injuries (MTIs) into our injury classifications. MTIs and First Aid Injuries (FAIs) were previously combined. MTIs were therefore also incorporated into our TRIs and TRIFR for FY26, resulting in a significant increase in our reported TRIs and an increase in our TRIFR. In addition to this, we have expanded our determination of "work related" versus "non work related" activities during FY26. This change has seen an increase in the number of events that have been reported in our injury statistics for the disclosure period. Data prior to FY26 has not been amended to include MTIs or the change in work related injury classification, therefore year-on-year comparison or trend analysis should be undertaken with caution.
[11] The 3 remaining open complaints are currently under investigation with an aim to achieve a resolution with the affected parties.

ESR Performance Metrics

Category	ESR Metric	FY26	FY25	FY24
Environment	**Net Zero Ambition for Emissions by 2050**			
	Total Scope 1 & 2 GHG emissions (t CO_2-e)[6]	1,552,903	1,348,868	1,241,323
	Scope 3 GHG emissions (t CO_2-e)	1,339,430	1,217,806	1,175,697
	Electricity consumed from renewable sources (GJ)	463,854	320,911	38,953
	Responsible Environmental Stewardship			
	Cost of regulatory infringements received (A$)	-	-	-
	Rehabilitation completed per annum (ha)	121	222	183
	Total waste recycled/reused – excluding tailings or waste rock (T)	10,012	9,714	10,369
	Total volume of fresh and other water withdrawn (ML)	51,220	49,978	50,791
	Total volume of water recycled/reused (ML)	13,282	11,805	12,252
	Total volume of water discharged (ML)	29,098	25,276	28,547
	Net volume of fresh and other water consumed (ML)	23,419	23,972	24,219
Social	**Fostering Diversity & Inclusion**			
	Our employee workforce[7,8]	5,165	4,744	4,044
	Indigenous employment in Australia (%)[7,8]	2.1	2.4	2.5
	Female employment (%)[7,8]	23.3	22.8	23.4
	Talent Management & Skills Development			
	Graduates, undergraduates, trainees, vacation students & interns[7,8]	302	276	307
	Apprentices (including trade upgrades)[7,8]	118	104	101
	Number of employees that participated in leadership development training[7,8]	46	96	121
	Managing Community Expectations & Demonstrating Contribution			
	Total funds committed to community investment and sponsorships (A$M)	8.89	7.24	6.25
	Pogo local employment (%)[7,8]	52	52	57
	Kalgoorlie workforce residential (excluding Carosue Dam Operations) (%)[7,8]	71	77	83
	Supporting Local & Indigenous Businesses			
	Total procurement spend (A$M):	5,978	5,123	3,975
	• Western Australia (A$M)	4,590	3,868	2,942
	• Other Australia (A$M)	729	512	390
	• Alaska (A$M)	238	204	178
	• Other (A$M)	421	539	465
	Total direct Indigenous procurement spend (A$M)	6.4	10.4	11.8
	Safety Management & Risk Control			
	Workforce Serious Injury Frequency Rate (LGIRS)[9]	1.9	2.8	2.1
	Lost Time Injury Frequency Rate: Contractors (GRI)[9,10]	0.55	0.4	0.2
	Lost Time Injury Frequency Rate: Employees (GRI)[9,10]	1.39	0.05	0.8
	Total Reportable Injury Frequency Rate: Contractors (GRI)[9,10]	10.46	N/A	N/A
	Total Reportable Injury Frequency Rate: Contractors (GRI)[9,10]	N/A	4.0	2.7
	Total Reportable Injury Frequency Rate: Employees (GRI)[9,10]	11.73	N/A	N/A
	Total Reportable Injury Frequency Rate: Employees (GRI)[9,10]	N/A	5.7	2.0
	Close out of hazard identification events reported (%)(GRI)[7]	97	98	96
	Respecting Communities & Resolving Issues			
	Number of community complaints received	85	29	20
	Number of community complaints resolved[11]	82	28	20
	Sites with Social Impact Assessment Reports	3	3	3
Governance	**Demonstrating Ethical Behaviour**			
	Whistleblower complaints received[7]	9	7	17
	Whistleblower complaints investigated[7]	9	7	17
	Economic Contribution			
	Dividends Paid (A$M)[7]	786.7	573.5	350.9
	Gold sold (Moz)[7]	1.54	1.63	1.62
	Total revenue (A$M)[7]	7.6	6.4	4.9
	Royalties paid (A$M)[7]	276.7	189.6	129.6
	Cash Earnings (A$B)[7]	2.9	2.9	1.8

Appendix A: GRI14 Minesite Disclosure Table

	Corporate		Yandal Production Centre						Pilbara Operations		Pogo Production Centre		Kalgoorlie Production Centre					
			Jundee Operations		Bronzewing Operations		Thunderbox Operations		Hemi Project		Pogo Operations		Carosue Dam Operations		Kalgoorlie Operations		KCGM Operations	
	Country	Australia	Country	Australia	Country	Australia	Country	Australia	Country	Australia	Country	Alaska	Country	Australia	Country	Australia	Country	Australia
GRI 14 Material Topics	**Topic Disclosures**	**Company Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**
GHG Emissions	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Air Emissions	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Biodiversity	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Waste	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Tailings	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Water & Effluents	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Closure & Rehabilitation	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Economic Impacts	Y	Y	Y						Y		Y		Y					
Local Communities	Y	Y	Y						Y		Y		Y					
Rights of Indigenous Peoples	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Land & Resource Rights	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Artisanal & Small-Scale Mining	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Security Practices	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Critical Incident Management	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Occupational Health & Safety	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employment Practices	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Child Labour	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Forced Labour & Modern Slavery	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Freedom of Association & Collective Bargaining	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-Discrimination & Equal Employment Opportunity	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Anti-corruption	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payments to Governments	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public Policy	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conflict-affected & High-risk Areas	Y	Y	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

KCGM Operations Mill Expansion
Kalgoorlie Production Centre, Western Australia

About This Disclosure

Northern Star has reported in accordance with the GRI Standards for the period 1 July 2025 to 30 June 2026. This disclosure supports the Northern Star Annual Report FY26 in relation to environment and social responsibility.

Management has sought independent, third-party assurance by Bureau Veritas of all data relating to GRI core and material disclosures in this disclosure. These disclosures are identified in our GRI, SASB and UN SDG Alignment Index. Where partial assurance is received, or a topic note assured, that information has been included in the Index.

A copy of the assurance statement is provided on Northern Star's website at: Environment & Social Responsibility (ESR) Reporting.

This clarifies the level of assurance provided by Bureau Veritas in relation to our disclosures.

This disclosure was reviewed and approved by Northern Star's Board of Directors and published on 20 August 2026. Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

FY26 ESR Disclosure Suite

This disclosure, and our supplementary website disclosures, form part of a suite of documents that provide information and updates on Northern Star's FY26 environment and social responsibility disclosures and should be read as a supporting accompaniment to the Northern Star Resources Ltd FY26 Annual Report, FY26 Modern Slavery Statement and FY26 Corporate Governance Statement.

Throughout the ESR Disclosure Suite there are links to supporting information on our website which the reader is encouraged to view. The Northern Star website contains significant additional supporting information including our annual ESR Performance Data Tables, GRI Index and references to our previous disclosures.

The Sustainable Development Goals (SDGs)

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States

Assumptions

Nil

Disclaimer

This disclosure may contain forward looking statements and other forward looking representations related to ESG issues, including but not limited to climate change and disaster resilience, and other sustainability-related statements, commitments, goals, targets, aspirations, plans, projections, scenarios, assessments, forecasts and expectations, which reflect Northern Star's assumptions as at the date of this report. Climate-related disclosures are subject to risks (both known and unknown), and there are significant uncertainties, limitations and assumptions in the metrics and modelling on which these statements rely.

In particular, the metrics, methodologies and data relating to climate and sustainability may be impacted by various factors including the inherent limits in the current scientific understanding of climate change and its impacts, the rapidly evolving and maturing nature of methodologies to capture and record emissions, inconsistent data, availability and quality of historical emissions data, reliance on assumptions and future uncertainty (including in relation to energy stability, technology development (and its affordability) and socio economic changes), effectiveness of internal controls relating to management of climate-related risks and opportunities and the uncertainty around future climate and sustainability related policy, market practice, regulation and legislation.

These commitments and targets, and the scenarios included in this report, may themselves change in future reporting periods. Given the risks and uncertainties associated with forward looking statements relating to ESG issues you are cautioned not to place undue reliance upon such forward looking statements.

To the maximum extent permitted by law, Northern Star provides no assurance, guarantee or warranty (express or implied) in connection with the likelihood of fulfilment of any forward looking statement, any outcome expressed or implied in any forward looking statement, or any assumptions on which a forward looking statement is based.

In preparing these disclosures, Northern Star has applied judgements and assumptions including, but not limited to, the usage and interpretation of climate-related data, methodologies and modelling employed in relation to estimating and calculating emissions.

Parts of this disclosure are based on modelling, data or scenarios provided by third parties which Northern Star has not independently verified. Accordingly, actual outcomes may differ materially from those expressed or implied in this disclosure.

Glossary

ABN
Australian Business Number

ASX
Australian Securities Exchange Ltd trading as ASX

ASX Corporate Governance Council Principles and Recommendations
Principles and Recommendations (4th edition) of the ASX Corporate Governance Council on the corporate governance practices to be adopted by ASX listed entities and which are designed to promote investor confidence and to assist listed entities to meet shareholder expectations

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

B or bn
Billion

Board
Board of Directors

CDP
Carbon Disclosure Project

CME
The Chamber of Minerals and Energy of Western Australia

CO_2
Carbon dioxide

CO_2-e
Carbon dioxide equivalent. The universal unit of measurement to indicate the global warming potential of each greenhouse gas, expressed in terms of the global warming potential of one unit of carbon dioxide. This unit is used to evaluate releasing (or avoiding releasing) different greenhouse gases against a common basis

Company
Northern Star Resources Ltd ABN 43 092 832 892

concentrate
Gold concentrate is an intermediate, high-value product created by crushing, grinding, and separating gold-bearing ores via gravity or flotation methods

contractor(s)
Individuals who are employed by other companies, or, other companies, who provide services to the Group to support its Operations

Corporations Act
Corporations Act 2001 (Cth)

Director
A director of the Company duly appointed under the Corporations Act

doré
A doré bar is a semi-pure alloy of gold and silver. It is usually created at the site of a mine and then transported to a refinery for further purification

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

ESG
Environment, Social & Governance

ESR
Environment & Social Responsibility

ESR Disclosure Suite
Refers to the ten separate disclosures related to ESR information available on the Northern Star Company website. These are voluntary disclosures in addition to the Annual Report and the Sustainability Report

ESR Performance Data Tables
Detailed spreadsheets containing key ESR metrics for Northern Star for FY26 and relevant preceding years available from the Company website

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

FY
Financial Year ending 30 June

GHG
The seven greenhouse gases listed in the Kyoto Protocol - carbon dioxide (CO_2); methane (CH_4); nitrous oxide (N_2O); hydrofluorocarbons (HFCs); nitrogen trifluoride (NF_3); perfluorocarbons (PFCs) and sulphur hexafluoride (SF_6)

GISTM
Global Industry Standard on Tailings Management

GJ
Gigajoule; one billion joules

GoldSTARR
Northern Star's Employee Hub for physical, mental and financial health

GRI
Global Reporting Initiative

Group
Northern Star Resources Ltd and all of its wholly owned subsidiaries

ha
Hectare

ICMM
International Council on Mining and Metals

International Financial Reporting Standards (IFRS)
A single set of accounting standards, developed and maintained by the IASB with the intention of those standards being capable of being applied on a globally consistent basis

ISSB
The International Sustainability Standards Board

K or k
Thousand

KCGM
Kalgoorlie Consolidated Gold Mines Pty Ltd, a wholly owned subsidiary of the Company, which operates the Super Pit, and Mt Charlotte and Fimiston underground Operations and Fimiston Processing Plant in Kalgoorlie, Western Australia

kl
kilolitre; one thousand litres

limited assurance
Audit and assurance undertaken by an external auditor on whether the data or statements made in this or related disclosure(s) have been prepared in accordance with relevant stated standards

LGIRS
Department of Local Government, Industry Regulation and Safety (Western Australian)

M or m
Million

ML
Mega-litre; one million litres

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

MW
megawatt; one million watts

Net Zero
Net Zero refers to achieving a balance between the amount of operational Scope 1 and Scope 2 greenhouse gas Emissions produced and those removed

Net Zero Ambition
Net Zero Ambition is our ambition to achieve Net Zero by 2050, as expressed in our Climate Change Policy available on our website

Officer
An officer of the Company defined under the Corporations Act

Operations
Mining, exploration and mineral processing activities conducted by Northern Star Resources in the three Regional Production Centres of Kalgoorlie, Yandal and Pogo and in the Hemi Project

Oz
Ounce

People & Culture Committee or P&C Committee
The People and Culture Committee, a sub-committee of the Board

reasonable assurance
Audit and assurance undertaken to a higher level on whether the data or statements in this or related disclosure(s) have been prepared in accordance with relevant stated standards

SASB
Sustainability Accounting Standards Board

Scope 1 Emissions
Emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level

Scope 2 Emissions
Emissions released to the atmosphere from the indirect consumption of an energy commodity

Scope 3 Emissions
Indirect greenhouse gas Emissions other than Scope 2 Emissions that are generated in the wider economy. They occur as a consequence of the activities of a facility, but from sources not owned or controlled by that facility's business

shareholder
A shareholder of Northern Star Resources Ltd

SIFR
Total Serious Injuries per million hours worked (12-month moving average)

stakeholders
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

STARR Core Values
Our Core Values of Safety, Teamwork, Accountability, Respect and Results

T or t
Tonnes; one thousand kilograms

TNFD
Taskforce on Nature-related Financial Disclosures

TRIFR
Total Reportable Injury Frequency Rate; calculated according to the number of reportable work-related injuries or illness for each one million hours worked

UN
United Nations

UN SDG(s)
The United Nations Sustainable Development Goals

US or USA
United States of America

WA
Western Australia

workforce
Northern Star employees, contractors and contractors' employees

$
Australian dollars, unless the context states otherwise. All A$ to $US currency conversions used in this ESR Disclosure Suite are at $0.6785

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General Enquiries	info@nsrltd.com
Media Officer	mediaofficer@nsrltd.com
Company Secretary	compliance@nsrltd.com
ASX Code	NST
Share Registry	Automic Group

Additional Website ESR Disclosures:
Environment & Social Responsibility Approach
People & Culture at Northern Star
Safety & Critical Risk Control at Northern Star
Community Engagement & Support at Northern Star
Supply Chain Management at Northern Star
Environmental Management at Northern Star
Biodiversity & Land Management at Northern Star
Climate Change at Northern Star
Water Security at Northern Star
Waste & Tailings Management at Northern Star
FY26 Performance Data Tables
FY26 GRI, SASB and UN SDG Alignment Index
FY26 Tailings Disclosure Report

Feedback
We welcome feedback and invite readers to send any comments or enquiries about this disclosure to us at esgperformance@nsrltd.com

Cover Image:
Sunset in the Goldfields Region of Western Australia
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Josh Strahl - Site Services Technician Dewatering

Northern Star Resources
Perth Office
Subiaco, Western Australia
Photo Credit: Sue McQuade – Senior HR Systems Development Analyst