NORTHERN STAR
RESOURCES LTD

Waste & Tailings Management at Northern Star FY25

9.7K

FY25 Total Non-Mineralised Waste Recycled (T)
(40% of Total Non-Mineralised Waste Generated)

24.1K

FY25 Non-Mineralised Waste Generated (T)

17.4M

FY25 Total Mineralised Waste Recycled (T)
(13% of Total Mineralised Waste Generated)

138.2M

FY25 Total Mineralised Waste Generated (T)

Waste & Tailings Management

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
15 LIFE ON LAND

Our Approach

Northern Star has aligned the management of tailings storage facilities (TSF) with international requirements and regulatory requirements, specifically our Tailings Management Standard sets out the minimum requirements that all Operational sites must maintain in relation to the design, construction, operation and decommissioning of any TSF's.

Each Operation site has a nominated person responsible for the management of tailings, and each site manages their individual facilities. Northern Star's corporate team provide the necessary governance and oversight to monitor that all tailings management processes and practices are meeting the Company standards. This oversight also includes regular independent third-party audits.

Where possible Northern Star recycles tailings into underground pastefill, with all remaining tailings being deposited into designated storage structure.

15.3M
Waste Rock Recycled (T) in FY25

2.1M
Tailings Recycled for Pastefill (T) in FY25

0
Number of Material Tailings Loss or TSF Incidents in FY25

7.2
FY25 Total Hazardous Waste Generated (T)

Northern Star Resources manages a geographically diverse portfolio of TSFs across Australia and North America. In Western Australia, TSFs are co-located with processing infrastructure, including KCGM Operations (Fimiston and Gidji), Kanowna Belle Operations, Carosue Dam Operations, Jundee Operations, Thunderbox Operations and South Kalgoorlie Operations. These sites host a mix of active, inactive, and rehabilitated TSFs ranging from conventional embankment structures to in-pit and hybrid storage solutions. The Pogo Operation in Alaska includes a large-scale dry stack tailings facility.

In order to maintain transparency in disclosures, Northern Star publishes a list of all of its TSF structures, both operational and decommissioned, in a detailed report on the Company's website at Reports and Disclosures. Information is provided in relation to its location, design and construction (where known for legacy structures), operating status, and other pertinent information.

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

Waste & Tailings Management Governance

Northern Star's Board has oversight of waste and tailings management risks and opportunities within Northern Star, assisted by the Environmental, Social & Safety (ESS) Committee's oversight of operational risks and the Audit & Risk Committee's oversight of the Company-wide risk management framework.

The Company's waste and tailings management governance structure is shown in Figure 1. Waste and tailings related matters are considered quarterly by the Board through its ESS Committee meetings.

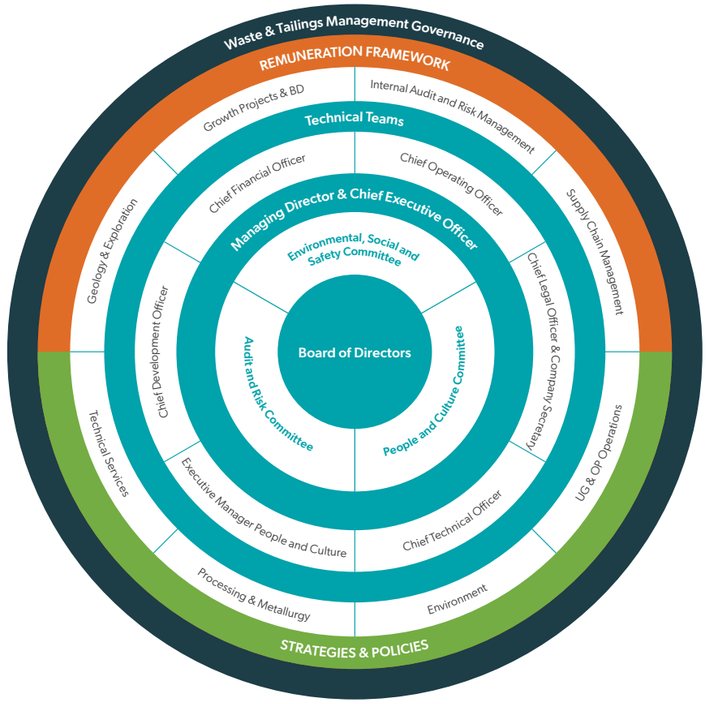
The function of the Committee is to assist the Board in implementing the Company's environmental, social and safety strategies and ensuring responsible and sustainable business practices. In particular, the Committee will assist the Board in its oversight, monitoring and review of the Company's practices in the following key areas:

- environmental management; and
- long term environmental, social and safety strategic goals.

In addition, the Committee will refer any material environmental, social and safety related risk exposures or potential risks identified to the Audit & Risk Committee, for review and perform such other functions as assigned by the Board.

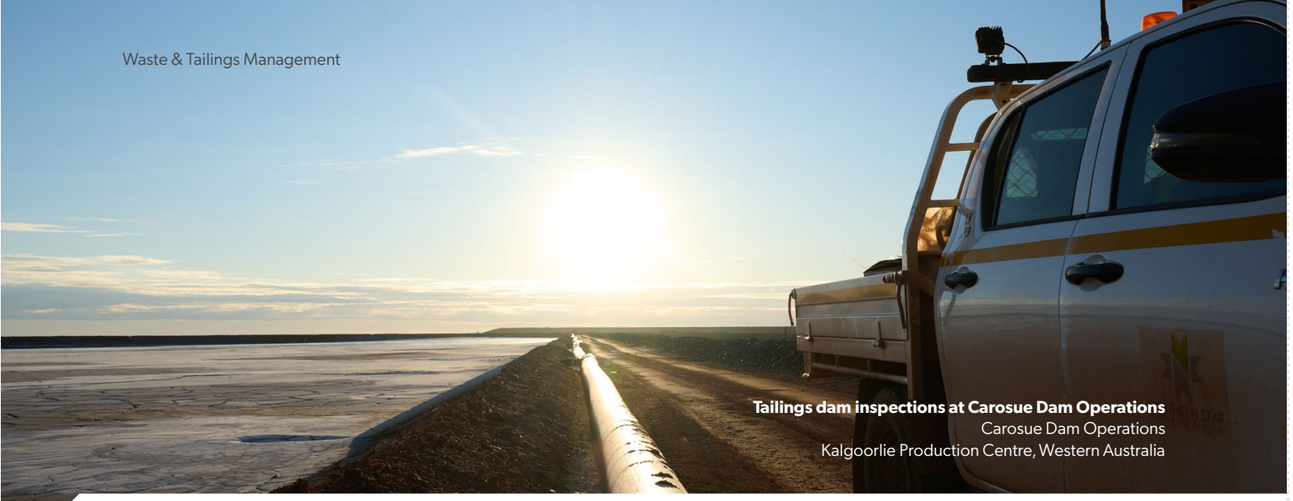
Development and delivery of Northern Star's waste and tailings management function is overseen by the ESS Committee and the Chief Operating Officer (reporting to the Managing Director and to the Board), supported by the technical services, operational, environmental and legal teams in the corporate office and on our sites.

Figure 1 Waste & Tailings Management Governance



Restatements of Information

Nil restatements. Inclusion of Pilbara Operations data has not altered previous data reported for FY24 and FY23, due to Pilbara Operations data limitations for FY24 and FY23.



Tailings dam inspections at Carosue Dam Operations
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia

Tailings Production & Management

Tailings are a combination of the fine-grained (typically silt-sized) solid materials remaining after the recoverable gold has been extracted from mined ore, together with the water used in the recovery process.

Tailings Facility Types

Northern Star deposits tailings material into four different types of tailings facilities across its currently producing Operations

- **Paddock:** style facilities: Most utilised in arid environments and consist of dams with walls constructed from compacted earthen material, slurry waste and water.
- **In-pit facilities:** These are used where open pit mining voids have been successfully mined of all ore and are then used for deposition and filling with tailings.
- **Dry stack facilities:** These facilities require water to be removed from the tailings before it is transported to the tailing's facility.
- **Underground tailings backfill (or paste fill):** Tailings material can be utilised on some sites with underground mines as a component of cemented hydraulic backfill underground. Most of the fines and liquid are removed from the tailings at onsite paste backfill plants and the remaining paste is delivered in the underground mine for use in controlled conditions.

Facility Design & Operation

The objectives of Northern Star's Tailings Management Standard[1] are to:

- Ensure that Northern Star effectively manages its TSFs through all phases of their life cycle in compliance with all applicable laws and regulations and in alignment with accepted industry practice.
- Establish the minimum geotechnical, hydrological, geochemical and environmental design and performance criteria for all facilities.
- Mandate the development, compliance and routine updating of key tailings management procedures and documents.
- Define the minimum resource requirements for effective management and critical review of all facilities.
- Promote transparent, fair and consistent tailings management approaches and practices across all sites and regions.
- Define readiness to respond to emergency events including necessary recovery action.

Tailings Recycling

Northern Star will continue to utilise tailings as backfill in some of its underground mines. Tailings are neutralised to ensure cyanide is at a safe level and then we combine this material with cement. This mixture is then pumped underground and known as backfill paste. The backfill paste is pumped into open voids and when it consolidates it provides geotechnical support for the rest of the mine. This material can be driven on, ground support can be installed and the material forms walls for stopes to be mined.

This is utilised at most of the Northern Star underground mines and is an effective way of reducing the amount of material stored in the site's TSF. At Pogo, paste fill is also utilised, however as part of the DSTF Potentially Acid Forming (PAF) waste rock is encapsulated with the filtered tailings. The waste rock is dumped at the DSTF and then it is covered with filtered tailings and compacted. This prevents water and air coming in contact with the PAF material. This prevents any chemical run off from the PAF material.

[1] Tailings Management Standard (NSR-TS-006-STA)

Risks and Opportunities

The focus on tailings management and storage has increased significantly over the last 15 years with a number of dam failures outside Australia and Alaska USA. Understanding the hazards of each TSF enables Northern Star to implement appropriate management strategies to minimise the risks.

A key part of our management strategy is to have an Engineer of Record (EOR) who is responsible for the design and construction of the TSF. The EOR ensures that the site operational management plans align with the design and construction to ensure that the TSF is maintained in accordance with the design.

When designing a TSF, the EOR takes into account the required size, location, climate, weather and seismology of the area. Location considerations also take into account people downstream of potential flow paths in the event of a dam failure.

Dam break studies are undertaken to determine the most likely failure mechanism and the location in the TSF that would cause the most damage if a failure occurred. This determines the risk of a particular TSF and then management strategies are implemented depending on the risk.

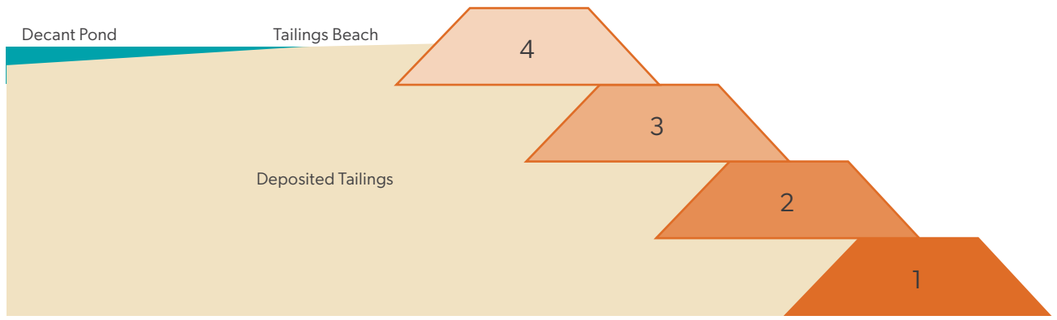
In the Yandal Production Centre, and in the Eastern Goldfields where our Kalgoorlie Production Centre is located, the general risk to people is relatively low due to the low population density, however this does not preclude Northern Star from consulting with local stakeholders to ensure they understand the risk and management strategies.

The management strategies also include monitoring. This is to ensure that the site is maintaining the TSF in accordance with the EOR requirements and that the TSF is performing to designed expectations. Vibrating wire piezometers, water monitoring bores, radar, and prisms are all used depending on the TSF Risk. Cone Penetration Testing units (CPTu) are utilised to understand whether the water levels in the operational TSF are at an acceptable level.

High water levels in TSF (phreatic surface) have contributed to some significant tailings' failures. Vibrating wire piezometers and CPTu are an important method of monitoring the levels. Results from monitoring devices are gathered monthly with some sites using remote telemetry systems to allow online real time results. Northern Star is progressing to have all active TSFs with online real time monitoring in the future. This will enable the sites to use Trigger Action Response Plans (TARPs) to respond to online monitoring that shows movement outside of control limits.

The majority of the TSF's at the Australian assets are upstream turkey's nest construction as shown in Figure 2. In contrast, the Pogo TSF is a Dry Stack Tailing Facility (DSTF). The DSTF is constructed with filtered tailings and waste rock from underground. Both materials are truck dumped, then reshaped and compacted and forms a "dry stack". Water is limited in the DSTF by directing runoff around the DSTF. This ensures that the phreatic surface is minimised. This makes the DSTF very stable and therefore lower risk than the typical TSF shown in Figure 2.

Figure 2 Typical Upstream TSF Construction (Cross Section)



Central decant access roadway
Jundee Operations
Yandal Production Centre, Western Australia

Compliance with International Standards

Northern Star has aligned the management of tailings storage facilities (TSF) with international requirements and complying with regulatory requirements.

Northern Star has made a commitment to progress towards alignment with the Global Industry Standard on Tailings Management (GISTM) through a risk-based strategy. GISTM was developed with a collaborative group of industry experts, including academics, consultants and mining companies.

Governance is important to ensure that all stakeholders understand the TSF and risks surrounding the TSF and its operation and this is provided through topic areas of GISTM.

In May 2024, Northern Star commenced GISTM compliance audits across all operational and under-construction TSFs, completing baseline assessments by the end of Q1 FY25. These audits identified gaps against the 77 GISTM requirements, with each site tasked to develop alignment plans outlining key actions, timing, and indicative costs.

Throughout FY25, sites commenced planning documentation reviews and foundational technical work to support alignment.

KCGM Operations remains a key area of focus due to the scale of its TSFs and proximity to the Kalgoorlie-Boulder township.

GISTM-related actions at KCGM continue to be advanced through an active Independent Technical Review Board (ITRB), which has been providing structured recommendations to close identified gaps, alongside GISTM specific action planning.

The ESS Committee regularly reviews progress in closing identified gaps.

Figure 3 GISTM Topic Areas

Topic Area I

- Focuses on project-affected people

Topic Area II

- Requires operators to develop knowledge about the social, environmental and local economic context of a proposed or existing tailings facility

Topic Area III

- Aims to lift the performance bar for designing, constructing, operating, maintaining, monitoring, and closing tailings facilities

Topic Area IV

- Focuses on the ongoing management and governance of a tailings facility

Topic Area V

- Covers emergency preparedness and response in the event of a tailings facility failure

Topic Area VI

- Requires public disclosure of information about tailings facilities to support public accountability

Non-Mineralised Waste

Management Standards

Northern Star adopts the Reduce-Reuse-Recycle approach to waste management and reviews opportunities to reduce waste volumes and recycle spent materials at our operating facilities.

Our Waste Management Global Standard[2] outlines our planning, management and monitoring of waste material. The various waste streams are identified at each site and reviewed annually to ensure all wastes are identified and managed appropriately and in line with relevant legislation, regulations, licences and permits. When new waste streams are identified, they are risk-assessed to identify the most appropriate disposal option.

All on-site disposal, be it in a purpose-built landfill facility, within waste rock dumps or tailings facilities, is conducted in accordance with the relevant permits and approvals. Conditions associated with these permits and approvals are followed to ensure disposal is safe and without environmental impact.

Hazardous wastes and hydrocarbons are segregated, stored, treated and disposed of in accordance with its hazardous properties and legal requirements. Medical wastes are collected, stored and disposed of in a manner that complies with regulations and mitigates risk to human health. Cyanide wastes are treated, transported and disposed of in accordance with legal requirements and the Northern Star Cyanide Management Standard.[3]

Disposal & Recycling Methods

Northern Star endeavours to recycle as much as practicable, within the limitations of recycling facilities available in the various locations in which we operate, and in accordance with regulatory requirements.

Waste that is not able to be recycled is either removed from site to off-site licensed landfill or disposal facilities, disposed of in an on-site licensed landfill facility, or treated through onsite bioremediation and sewerage treatment facilities.

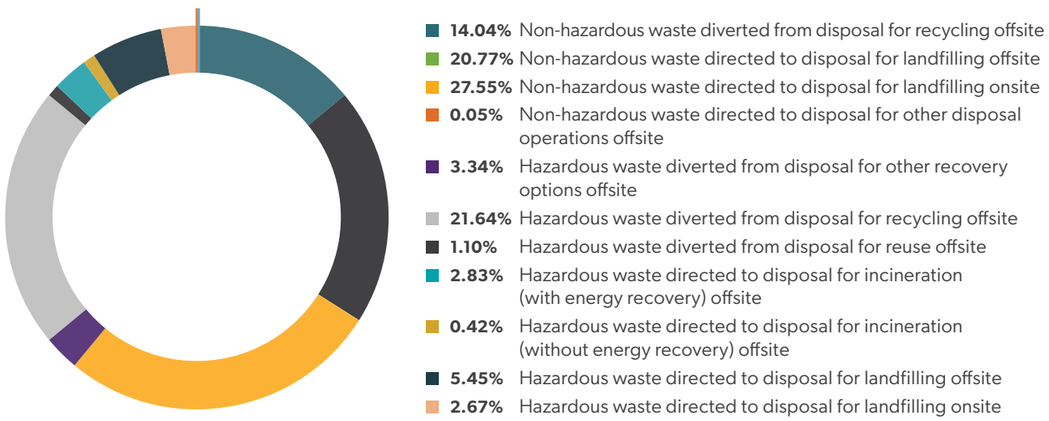
Onsite wastes are segregated into hazardous and non-hazardous, and then further separated and stored to ensure appropriate storage, transportation and disposal.

We engage licensed waste management disposal contractors to remove our wastes and securely transport to their approved and licensed disposal or recycling destinations.

In FY25 our main waste streams included, but were not limited to:

- Scrap metal and batteries
- Bottles and cans
- Waste printer cartridges
- Tyres
- Intermediate Bulk Containers (IBC's)
- Hydrocarbon wastes including oils, greases, oil rags, used filters
- Paper and cardboard
- Putrescible and general wastes
- Wooden pallets

Figure 4 Distribution of Non Mineralised Waste in FY25 in Accordance with GRI 306-4 Classifications



[2] NSR-ENV-007-STA – Waste Management Global Standard
[3] NSR-TS-001-STA – Cyanide Management Standard

Highlight – Recycling Initiatives from our Operations

A circular economy is one which aims to minimise materials being considered as waste and instead provides opportunities to recapture these "wastes" as a resource for new or repurposed goods for ongoing beneficial use.

Our Operations are continuously seeking opportunities to minimise waste sent to landfill or disposal, and approaching from a circular economy perspective not only reduces unwanted waste filling landfills, but it also creates opportunities for further sustainable industries in our regions.

In FY25 here are a selection of just a few of the initiatives our teams were involved with:

- Containers for Change – several of our sites collect cans, bottles and other related drink containers for donation to Containers for Change, who then recycle these items into new products such as shoes, pens, bins, construction materials, furniture or even new drink containers.
- Close the Loop – waste printer cartridges from various sites are collected and sent for recycling. Close the Loop cleans and resends products back for refill, separates and sells raw materials, reclaims residual ink for reuse and shreds complex plastics for make new products.
- Soap Aid – remnants of used soap bars from selected camps are sent to Soap Aid that recycles old soap bars into new soap bars to distribute to communities with limited access to hygiene services and materials.
- Bloodwood Tree – old uniforms are recycled and repurposed by providing them to Bloodwood Tree and other similar community-based donation organisations who then repurpose the uniforms as clothing for people in need.
- Sam's Spares – donation of E-Waste from our Perth offices, including laptops, monitors and peripherals for refurbishment and provision to families without the means to afford the latest technology from new.
- Wildlife Rescue and Rehabilitation – donations of expired first aid bandages, PVC and other materials as needed to support local rescue centres for treatment and rehabilitation of injured animals.

In addition to these organisations, we are also pleased to have supported local pastoral stations with recycled materials for use around their properties, and kitchen scraps for feeding farm animals such as geese and chickens. Our onsite bioremediation and composting facilities also allow us to process some waste streams into soil improvers for reuse in our rehabilitation programs.

Cyanide & Hazardous Materials Management

Northern Star uses sodium cyanide in gold processing to dissolve gold and silver from the ore, enabling them to be extracted and recovered. Focused on protecting our workforce, surrounding communities and the environment from potential impacts associated with our use of sodium cyanide, Northern Star's Cyanide Management Standard provides guidance for our sites on how to manage the risks associated with the supply, handling, transport and storage of sodium cyanide.

The Standard aims to ensure that both safety and environmental aspects are considered, and legislation is complied with. Each year a third-party audit is undertaken on each site against the Cyanide Management Standard. Any gaps discovered are assigned to a responsible person with a required action date and monitored through our reporting and action systems. Any actions of significance are reported to the Board via the ESS Committee.

Due to its proximity to the City of Kalgoorlie- Boulder, Kalgoorlie Consolidated Gold Mines Pty Ltd (KCGM) became a signatory to the International Cyanide Management Code (Cyanide Code) in 2008. The Cyanide Code is a voluntary industry program focused on the safe and environmentally responsible management of cyanide.

KCGM has since recertified its compliance with the Cyanide Code in 2012, 2015, 2019 and 2022[4]. As a signatory to the Cyanide Code, KCGM demonstrates that all activities associated with the use of sodium cyanide comply with the Cyanide Code and are managed in accordance with industry best practice.

As part of KCGM's signatory status, the site completes a Cyanide Code audit every three years. In between a gap analysis is conducted against the Cyanide Code to ensure deficiencies are remedied as soon as practicable. The Cyanide Code has a high level of governance and with the proximity of KCGM to Kalgoorlie-Boulder, Northern Star recognises the importance of stakeholder consultation within its governance structure.

Sites without nearby or adjoining communities are not signatories to the Cyanide Code but are regularly assessed to ensure they are compliant with the Northern Star Cyanide Management Standard and are aligned with the principles and standards of the Cyanide Code.

Northern Star requires all suppliers and transporters of sodium cyanide to our Operations to be signatories to the Cyanide Code, providing confidence that they are adequately managing the risks associated with their activities relevant to communities and the environment.

[4] The 2025 independent audit was completed during late Q4 FY25. Certification updates are pending ICMI review and approval. Signatory status can be viewed at: The Cyanide Code - Signatories

Tailings dam inspections at KCGM Operations
KCGM Operations
Kalgoorlie Production Centre, Western Australia

Waste Rock Management & Recycling

Waste rock is material mined from our Operations that does not contain gold at economic levels. This material must be disposed of to waste rock landforms or backfilled into open pits or underground voids. Northern Star undertakes waste optimisation and reduction programs continuously for both our existing mining Operations as well as any proposed new mines. While the tonnes of waste rock produced per annum may appear to be large, they are already significantly reduced by our waste optimisation programs.

Volumes of waste generated and placed in waste dumps is reduced through a number of different ways including application of optimal mining methodologies, underground versus open pit mining, waste rock recycling and in-pit waste rehandling. Where generation of waste rock is unavoidable, backfilling is Northern Star's first preference as it eliminates the need to create permanent landforms in the environment, while decreasing safety risks associated with open voids. However, backfilling relies on availability and distance to barren voids and is not always practical.

Alternative uses may also include:

- utilisation for road base, stemming and backfilling at some sites (KCGM's Mt Charlotte underground mine backfill via a conveyor)
- Run of Mine (ROM) pad management - used for demarcation, barriers and managing wet surface conditions
- Traffic management – used for windrows, barriers, demarcation areas

Waste & Tailings Performance Metrics

	FY25	FY24	FY23
Non-Mineralised Waste Recycled			
Batteries (T)	1,712	96	37
Co-Mingled Waste (T)	289	146	256
General Waste (T)	4	2	65
Scrap Metal (T)	3,096	7,317	3,856
Tyres (T)	580	336	-
Waste Oil (T)	4,034	2,472	1,724
Total (T)	**9,714**	**10,369**	**5,938**
Non-Mineralised Waste Disposed			
Batteries (T)	1	-	-
Co-Mingled Waste (T)	663	653	682
General Waste (T)	11,439	10,809	8,991
Tyres (T)	845	487	1,694
Waste Oil (T)	1,478	381	265
Total (T)	**14,426**	**12,330**	**11,631**
Hazardous Waste (SASB EM-MM-150a.7)			
Directed to disposal (T)	7.2	71.5	19.7
Directed to recycling (T)	-	-	-

Waste & Tailings Performance Metrics

		FY25	FY24	FY23
Mineralised Waste				
Waste Rock sent to Waste Dumps	Kalgoorlie Production Centre (T)	65,615,515	70,449,509	86,553,507
	Yandal Production Centre (T)	28,425,838	30,273,413	30,613,636
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	938,120	855,002	763,561
	Total (T)	**94,979,473**	**101,577,924**	**117,930,704**
Waste Rock Recycled for Backfill	Kalgoorlie Production Centre (T)	15,050,589	1,497,547	1,422,218
	Yandal Production Centre (T)	201,933	169,678	210,343
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	-	-	-
	Total (T)	**15,252,522**	**1,667,225**	**1,632,561**
Total Waste Rock Generated	Kalgoorlie Production Centre (T)	80,666,104	71,947,056	87,975,724
	Yandal Production Centre (T)	28,627,771	30,443,091	30,823,979
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	940,680	855,002	763,561
	Total (T)	**110,234,555**	**103,245,149**	**119,563,264**
Tailings Sent to Tailings Storage Facilities (TSFs)	Kalgoorlie Production Centre (T)	16,452,611	17,089,731	18,022,507
	Yandal Production Centre (T)	8,494,007	6,489,744	6,190,053
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	938,120	1,365,171	853,753
	Total (T)	**25,884,738**	**24,944,647**	**25,066,312**
Tailings Recycled for Pastefill	Kalgoorlie Production Centre (T)	928,317	959,180	939,774
	Yandal Production Centre (T)	1,173,850	1,599,362	833,096
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	-	-	375,040
	Total (T)	**2,102,167**	**2,558,541**	**2,147,910**
Total Tailings Generated	Kalgoorlie Production Centre (T)	17,380,928	18,048,911	18,962,280
	Yandal Production Centre (T)	9,667,857	8,089,106	7,023,149
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	938,120	1,365,171	1,228,793
	Total (T)	**27,986,905**	**27,503,188**	**27,214,222**
Mineralised Waste (Waste Rock & Tailings)	Total Sent for Disposal (T)	120,864,211	126,522,571	142,997,016
	Total Recycled (T)	17,354,689	4,225,766	3,780,471
	Total Generated (T)	**138,218,900**	**130,748,337**	**146,777,487**
Tailings Composition	Non-Cyanide Containing Tailings (T)	938,120	1,365,171	1,228,793
	Cyanide Containing Tailings (T)	27,048,785	26,138,017	25,985,430

About This Disclosure

Northern Star has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025. This disclosure supports the Northern Star Annual Report FY25 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 21 August 2025. Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

Disclaimer

This disclosure contains forward-looking statements, including statements of current intention and expectation. These forward-looking statements are based on information available at the date of this disclosure.

While these forward-looking statements discuss Northern Star's expectations at the date of this disclosure, they are not guarantees or predictions of future performance, and by their nature, are subject to significant uncertainties, many of which are beyond Northern Star's control. Actual results and developments may differ materially from those expressed in this disclosure and Northern Star cautions readers against reliance on any forward-looking statements or guidance. There are also limitations with respect to scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate. Except as required by applicable laws or regulations, Northern Star does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

FY25 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 FY25 environment and social responsibility disclosures and should be read as a supporting accompaniment to the Northern Star Resources Ltd Annual Report FY25, Modern Slavery Statement FY25 and Corporate Governance Statement FY25.

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.

Assumptions

Nil

Feedback

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

Glossary

ABN
Australian Business Number

ADEC
Alaskan Department of Environmental Conservation

ASX
Australian Securities Exchange, 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

Au
The chemical symbol for gold

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

B or bn
Billion

Board
Board of Directors

Company
Northern Star Resources Ltd ABN 43 092 832 892

CPTu
Cone penetration test unit allows for the analysis of the geotechnical behaviour of fine granular tailings and soils

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)

Cyanide
A chemical compound that consists of a group of compounds that contain a carbon atom triple bonded to a nitrogen atom.

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

DSTF
Dry stack tailings facility

employees
Total number of employees of the Group including permanent, fixed term and part-time. Does not include contractors

EOR
Engineer of Record. A professional engineer who is engaged to be responsible for the design and construction of tailings storage facilities.

ESG
Environment, Social & Governance

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

ESS Committee
Environmental, Social & Safety sub-Committee of the Board

FY
Financial Year ending 30 June

GISTM
Global Industry Standard on Tailings Management

GRI
Global Reporting Initiative

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

K or k
Thousand

KCGM
KCGM means 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

Kg or kg
Kilogram

kl
kilolitre; one thousand litres

Key Management Personnel or KMP
Defined in the Australian Accounting Standards as those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity

KPI
Key Performance Indicator

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 GRI

M or m
Million

material incidents
Incidents with a Major or Catastrophic (actual) consequence rating as defined by Northern Star's Risk Management Standard

ML
Mega-litre; one million litres

NSMS
Northern Star Mining Services Pty Ltd, a wholly owned subsidiary of the Company, dedicated to underground mining Operations

Officer
An officer of the Company defined under the Corporations Act

Oz
Ounce

PAF
A rock that has the potential to form acid.

Phreatic surface
The position between the zone of saturation and the zone of aeration in the tailings dam

ROM
ROM or Run of Mine pad is an area where ore is stockpiled in preparation for feeding into the processing circuit, typically through a crushing and grinding circuit first.

SASB
Sustainability Accounting Standards Board

shareholder
A shareholder of Northern Star Resources Ltd

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

T or t
Tonnes; one thousand kilograms

TSF
Tailings Storage Facility

UN
United Nations

UN SDGs
The United Nations Sustainable Development Goals

US or USA
United States of America

WA
Western Australia

$
Australian dollars, unless the context states otherwise. All A$ to $US currency conversions used in this ESR Disclosure Suite are at $0.6482

Sunrise over Fimiston II TSF
KCGM Operations
Kalgoorlie Production Centre, Western Australia

Contact Information

Northern Star Resources Ltd
ABN 43 092 832 892

Corporate office
Level 4, 500 Hay Street, Subiaco WA 6008 Australia

Telephone
+61 8 6188 2100

Website
www.nsrltd.com

Email

ESG Enquiries	esgperformance@nsrltd.com
Investor Relations	investorrelations@nsrltd.com
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
Climate Change at Northern Star
Water Security at Northern Star
Waste & Tailings Management at Northern Star
FY25 Performance Data Tables
FY25 GRI, SASB and UN SDG Alignment Index
FY25 Tailings Storage Summary
FY25 Biodiversity Values
FY25 Stakeholder Engagement Summary

Cover Image:
Sunrise over the Carosue Dam TSF
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Michael Green - Process Technician, 2IC

Sunset on the go line
Thunderbox Operations
Yandal Production Centre
Western Australia
Photo Credit: Kaiya-Marie Ruffles - Dump Truck Operator