



Environmental Management at Northern Star FY26

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Environmental Management



6

Operations or Projects Participated in EMS Audits in FY26

542

Hours of Environmental Training Completed in FY26

73%

Employees Completed Mandatory Environmental Training in FY26

100%

Operations with Emergency Management Plans in FY26

Our Approach

Northern Star values the diverse environments we operate in. We work to ensure we have robust systems in place to identify and manage potential environmental impacts from our activities and regularly review whether these systems are achieving their purpose.

We have aligned our Environmental Management System (EMS) with ISO14001 but have elected not to be externally certified at this stage. Alignment with ISO14001 provides Northern Star with the framework and on-ground benefits of environmental management without the need for certification. We are currently reviewing opportunities to update and align our EMS with the newly released ISO14001:2026. This International Standard provides guidance on the systems and processes that are required for good environmental management. It also provides guidance on regular reviews of the system for effectiveness and opportunities for improvement.

All our activities require regulatory approval, and we work to ensure compliance with all our legal obligations. In FY26 Northern Star completed:

- Implementation of additional technical training with our environmental teams to improve awareness and understanding of environmental requirements.
- Scheduling internal audits of our Environmental Management System (EMS).
- Integrating the Hemi Project and Pogo Operations environmental obligations into our centralised obligations register. Training was conducted on its use and functionality with key employees.
- Initial implementation of improvement actions identified during the FY25 review of our closure planning processes.

Environmental Management Governance

Northern Star’s Board has oversight of environmental 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.

Environmental related matters are considered on a scheduled basis by the Board with particular focus being applied in the 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 ESS Committee will assist the Board in its oversight, monitoring, and review of the Company’s practices in the following key areas:

- Environmental management.
- Community and social responsibility.
- Land access.
- Sound business ethics and fair and ethical dealings with stakeholders.
- 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 to perform such other functions as assigned by the Board.

Development and delivery of Northern Star’s environmental management function is overseen by the ESS Committee, the Chief Technical Officer (CTO) to whom the Environment Manager in the corporate office reports, and the Chief Operating Officer (COO) to whom the site General Managers report. The CTO and COO report to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Northern Star employs technical expertise that support the implementation of our Environmental Policy, Global Standards, and all environmental systems and procedures. This expertise includes a team in our corporate office that supports our site-based teams in the on-ground implementation of environmental management.

Restatements of Information

- Adjustment of FY25 and FY24 event report numbers: reclassifications post completion of investigations.

Environmental Management System

Northern Star has aligned our EMS with ISO14001:2015 and applies the principles of continuous review and improvement which include:

- **Plan:** Assess risks, establish objectives & targets, and develop plans to achieve them.
- **Do:** Implement and set out to do what was planned.
- **Check:** Measure and monitor progress against planned objectives.
- **Act:** Correct and improve plans based on lessons learned.

Our EMS is designed to provide a set of formalised procedures and processes that can be used to systematically manage and minimise environmental impacts resulting from our Operations. We periodically review our EMS to:

- Measure our progress against commitments and action plans.
- Incorporate results of structured internal management reviews.
- Assess whether the EMS is meeting its purpose and objectives or identify where additional system improvements may be required.

EMS Elements

Northern Star’s EMS is applicable to all stages of mine life from project feasibility through to closure and relinquishment. Our EMS comprises 11 key elements, as outlined in Figure 6-1.

Following on from our FY25 disclosures, work has progressed around the ongoing development and continuous improvement of our EMS in the following key areas:

- **Leadership:** Strong support from leadership within Northern Star is the key to the success of our EMS, by demonstrating commitment and promoting a culture of environmental responsibility throughout our Operations.
- **Planning:** Northern Star’s EMS provides a framework for planning, allowing early identification of potential environmental aspects and impacts, and providing opportunities to integrate controls earlier for mitigation.
- **Support:** Communicating with both internal and external stakeholders is crucial to the effectiveness of our EMS, and to Northern Star’s social licence to operate.
- **Operation:** Implementation of appropriate operational controls lead to on-ground processes that may mitigate risks and environmental impacts across a variety of situations, including emergency response preparedness.
- **Performance Evaluation:** Monitoring, measuring, analysing, and evaluating environmental performance is a crucial aspect to inform adequacy of the EMS and identify opportunities for improvements.
- **Improvement:** A robust EMS requires continuous improvement through corrective actions, addressing non-conformities, identifying and implementing beneficial opportunities leading to enhanced system effectiveness and environmental performance over time.

0

Materially Adverse Environmental Incidents Reported in FY26

0

Major or Catastrophic Environmental Incidents Reported in FY26

0

Regulatory Infringements Received in FY26

\$0

Cost of Regulatory Infringements Received in FY26

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

Figure 6-1 Northern Star’s Environmental Management System (EMS)

1  Leadership, Commitment & Policy Northern Star’s Environmental Policy defines the Company’s position on and commitment to environmental protection and stewardship. The Policy is subject to annual review by the ESS Committee. Global Environmental Standards define the minimum requirements for management of key environmental aspects across our Operations. Actions Progressed in FY26 - Continued growth of the Company-wide environment team will assist in providing enhanced technical oversight and increased integrity and service provision to our key internal and external stakeholders. - Progressed key actions that arose from our most recent external audit, specifically around adequacy and implementation of compliance management processes.	2  Objectives, Targets & Plans Environmental objectives and targets are established with associated action plans to drive continual improvement and alignment with ISO14001. Actions Progressed in FY26 - Reviewed and updated the EMS Strategy outlining key objectives and targets. - Commenced review of requirements to progress towards alignment with recently published Environmental Management Systems standard (ISO14001:2026).	3  Legal & Regulatory Compliance Systems and processes developed for tracking and complying with all relevant environmental legislation, approval and compliance requirements to ensure a robust EMS. Actions Progressed in FY26 - Continued implementation of Land Access and Approvals System audit actions. - Reviewed key EMS documentation including NSR-ENV-003-PRO Environmental Obligations & Compliance Procedure. - Integrated Hemi Project and Pogo Operations environmental obligations and conditions into the environmental obligations register system.	4  Risk Identification & Impact Assessment Systematically identify and assess environmental aspects and risks across all activities including land disturbance, water management, tailings storage, air emissions, waste, energy use, and biodiversity. Actions Progressed in FY26 - Corporate and Operational teams participated in scheduled reviews of strategic and operational environmental risks (within the Company-wide risk management framework), approvals processes and closure planning mechanisms. These assessments aim to ensure risks are managed appropriately and controls implemented as required. - Continued to undertake site environmental risk assessments as part of approvals and closure planning processes.	5  Training, Competence & Awareness Enhanced environmental training and awareness on key topics across various levels of the business. Actions Progressed in FY26 - Implemented bi-monthly training sessions with Corporate and site-based environment team members. - Continued roll-out of training for Site Senior Leadership Teams focussing on environmental approvals, compliance, management systems, and processes. - Developed a new environment intranet page allowing increased access to training modules, environmental systems, information and porting dashboards, and resources across the business. - Competency tracking included in the learning management system for environmental modules.	6  Operational Controls & Standard Procedures Operational controls are implemented through environmental management plans, standard operating procedures, and work instructions tailored to site-specific risks. Operational controls reduce the likelihood of incidents and allow for consistent environmental performance across sites. Actions Progressed in FY26 - Strengthened the Land Disturbance Procedure (NSR-ENV-001-PRO) to provide a more robust assessment process incorporating Heritage considerations with additional on-ground controls to mitigate potential risks from clearing activities. - Further progressed the implementation of our online databases for recording environmental obligations and managing associated compliance activities, including task assignment and tracking.
7  Incident Management & Corrective Actions The EMS includes structured processes for reporting, investigating and responding to environmental incidents and near misses (NSR-ENV-002-PRO-Environmental Incident Reporting & Investigation Procedure). Root cause analysis and corrective actions are tracked to prevent recurrence. Actions Progressed in FY26 - Developed a new environmental incident dashboard. - Progressed with actions associated with the recent compliance systems audits, particularly around the quality of reporting, investigations, and follow-up of corrective actions from environmental hazards and incidents. - Developed a compliance tracking registers for high priority corrective actions.	8  Emergency Preparedness & Response Guide continual development of Operations specific emergency response procedures to small and large scale environmental-related incidents. Actions Progressed in FY26 Commenced review of site Emergency Response Management Plans.	9  Monitoring, Measurement & Analysis Environmental performance is monitored through defined programs covering water quality and quantity, emissions, waste, energy, rehabilitation, and biodiversity outcomes. Data is reviewed against internal targets, regulatory criteria, and trends to identify improvement opportunities. Monitoring results inform management decisions and underpin transparent reporting to investors and stakeholders. Actions Progressed in FY26 - Transitioned the Hemi Project to the MonitorPro system used to schedule and record environmental monitoring requirements across our Western Australian Operations. - Enhanced our external stakeholder engagement through our online database, including improvements in our complaints and grievances processes.	10  Performance Evaluation Continued implementation of the EMS Audit Schedule to assess the effectiveness of our environmental management system and identify areas for improvement. Actions Progressed in FY26 - Completed Environmental Global Standards audits across six Operations, with the Hemi Project scheduled for FY27. All audits included assessment against our Global Standards for: EMS, Reclamation & Closure Preparedness, Energy & Climate Change, Biodiversity Management, Waste Management, and Water Management. - Completed land disturbance process audits across the Kalgoorlie and Yandal Production Centres. - Completed water management audits across Carosue Dam Operations, Thunderbox Operations and Jundee Operations.	11  Continual Improvement Commitment to continual improvement in environmental performance and management practices. Actions Progressed in FY26 - Commenced the design and development of an environmental GIS database to systematically enhance environmental spatial data management. - Expansion of our environmental disclosures as part of our annual voluntary ESR Disclosure Suite. - Site inspections are undertaken to assess the effectiveness of implemented controls and support compliance with regulatory and internal requirements.	

Environmental Compliance

Before work of any sort can occur on ground, there is always at least one, if not more, environmental approvals required. The work required to obtain these approvals can take months and years to complete as the following needs to occur, in addition to ongoing stakeholder consultation, particularly with the Traditional Owners in proximity to the relevant Operations:

- Exploration drilling finds the gold deposits and maps their location to a level of accuracy that identifies a viable project.
- Engineers design the project: where pits, waste rock dumps, laydown areas, roads, and so forth are going to be located.
- A diverse team of environmental specialists, engineers, and planners identify the potential environmental impacts from what is planned and the associated management strategies to avoid or minimise any impacts.
- Project information including the designs and environmental assessment and management plans are provided to the regulators, seeking an assessment and approval of the project.
- The regulator assesses the information and approves the project. There is usually a public consultation process that occurs as part of the assessment.

Once the project is assessed and approved, we are notified and so long as we comply with all other land access requirements, can proceed with the project. All environmental approvals are granted with conditions which are designed to ensure that environmental harm is avoided and minimised.

We have an environmental obligations register, which holds copies of all our approvals and permits, and the conditions associated with each of these approvals and permits. Tasks are created within the system and allocated to a responsible person, with reminders set to ensure tasks are completed within required timeframes.

Work procedures and management plans are also developed and regularly reviewed to align with approval conditions. Operations implement these plans and procedures to maintain compliance. These systems and processes are key to maintaining compliance with our obligations across our Production Centres.

Annual compliance reports to regulators outline our performance against our approvals with any incidents or non-compliances identified and updates provided on actions or remediation works completed or still in progress.

Training, Competency & Awareness

At Northern Star, we undertake an array of environmental training and awareness programs across our workforce. This training is intended to help equip our employees and contractors with skills and knowledge to aide in minimising environmental harm and reducing the risk of incidents.

Our training programs are delivered via a combination of online, in person, and in field processes and supplement awareness training provided through our general, site, and area specific inductions. Our online learning platform is designed to increase accessibility and consistent messaging across all our areas of our business.

In FY26, our key areas of training focus included:

- **Technical Environmental Training:** Detailed training packages to provide a deeper understanding of key topics for Environmental teams across the business. Training is based on understanding of legislative requirements, statutory reporting, company procedures and practices, and on-ground improvements in environmental management.
- **Site Senior Leadership Training:** Developed to enhance the knowledge and understanding of environmental requirements for leadership teams across sites. This training is focused on Northern Star’s EMS, environmental legislative requirements, approvals and compliance, and outlines the systems and processes used to manage these aspects within the business.

- **Environmental Training Modules:** Northern Star currently has six modules within the Learning Management System covering a variety of key topics as shown in in Figure 6-3.
- **In-Field Environmental Training:** Malleefowl Awareness and Monitoring training sessions are coordinated for relevant personnel in the field to support the online Learning Management System modules available. Training is conducted by suitably qualified Northern Star personnel with support from the National Malleefowl Recovery Group where required.
- **Continuous Improvement and Awareness:** Additional training modules are being developed as required. The Northern Star Environment Intranet page provides direct access to modules in our learning system. Increased accessibility of environmental training and resources aims to create a solid knowledge base for all personnel across the business as needed.

In FY26, a total of 715 online environmental training modules were completed, equating to 327.5 hours of learning. Combined with additional Technical Environmental and Site Senior Leadership training sessions, a total of 542 hours of environmental training was delivered across various levels of the business.

Figure 6-2 Example of a Type of Regulatory Approval Process That Must be Completed Before Project Commencement

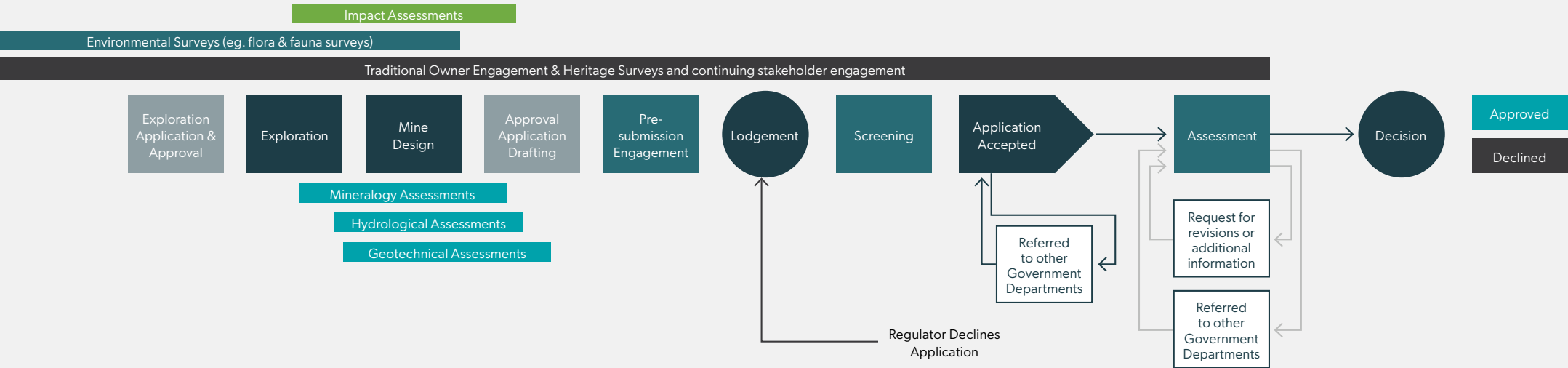
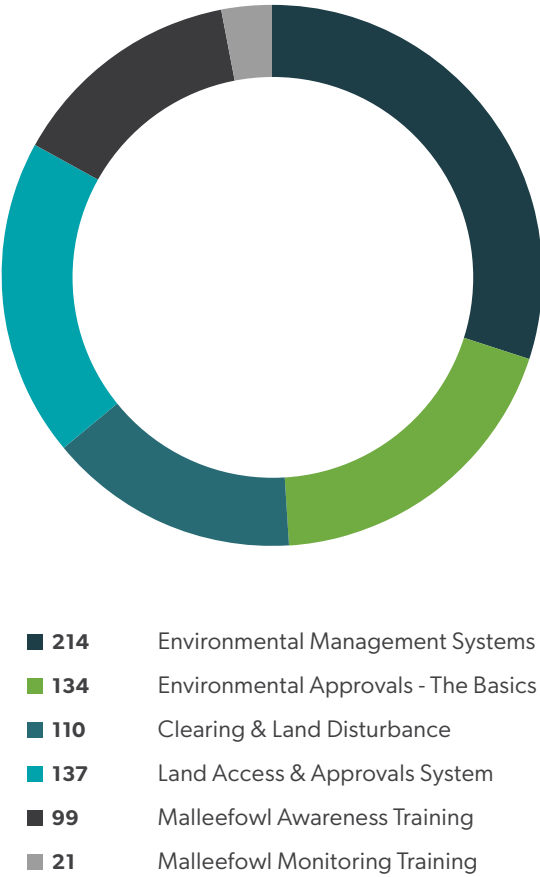


Figure 6-3 Workforce Environmental Online Training Modules Completed During FY26



Air Emissions

Northern Star monitors and manages air emissions across our sites with a particular focus on local communities located close to our Operations. Whilst air quality can be affected by a variety of sources, our focus is on ensuring we minimise negative impacts of our Operations on these communities.

Sources of Air Emissions

Mining and mineral processing air emissions primarily originate from the blasting, handling, hauling, and processing of waste rock and ore, along with combustion gases from heavy machinery utilised in the mining process. In addition, generation of energy consumed during mineral processing can result in emissions. The most common emissions are typically:

- Particulate matter.
- Oxides of sulphur.
- Oxides of nitrogen.
- Volatile organic compounds.
- Carbon monoxide.

Air emissions tend to occur through the following activities:

- **Materials Handling:** Blasting, excavation, bulldozing, drilling, and hauling on unpaved roads. As well as crushing, screening, grinding, and transport of waste rock and ore.
- **Fuel Combustion:** Heavy machinery, trucks, and on-site power generators burn hydrocarbons such as diesel and gas.
- **Wind Erosion:** Wind blowing over disturbed soil, topsoil piles, and tailings storage facilities.
- **Blasting Gases:** Minor releases of gases associated with explosives detonation.
- **Processing & Smelting:** Metal refining processes can release heavy metals (lead, mercury) and sulphur compounds.

Emission Controls

At our Kanowna Belle Operations, our mining yields a “refractory” ore where the gold is not readily available and recoverable in a conventional carbon in pulp (CIP) circuit and consequently requires additional high intensity processing through a pyro-metallurgical oxidation process known as roasting. The roasting process heats concentrate at temperatures around 650°C to burn off the sulphides, which releases sulphur dioxide (SO₂) gas into the atmosphere resulting in the elevated numbers disclosed in Figure 6-4.

To minimise impact on regional air quality, Kanowna Belle Operations utilises a rigorous Air Quality Control (AQC) system. The AQC system consists of a network of monitoring instruments dedicated to measuring SO₂ concentrations and atmospheric conditions within the region (Kalgoorlie-Boulder, Kurrawang, Coolgardie and Kambalda).

The AQC system combines a dynamic SO₂ network and meteorological monitoring data with predictive logic to calculate a recommended roaster status i.e. ON or OFF. This is supported by audible and visible alarms and roaster auto shutdown sequences with a 5-minute delay if roaster personnel are unable to act on an ‘OFF’ recommendation immediately.

Emissions controls beyond the AQC system outlined for the Kanowna Belle Operation include:

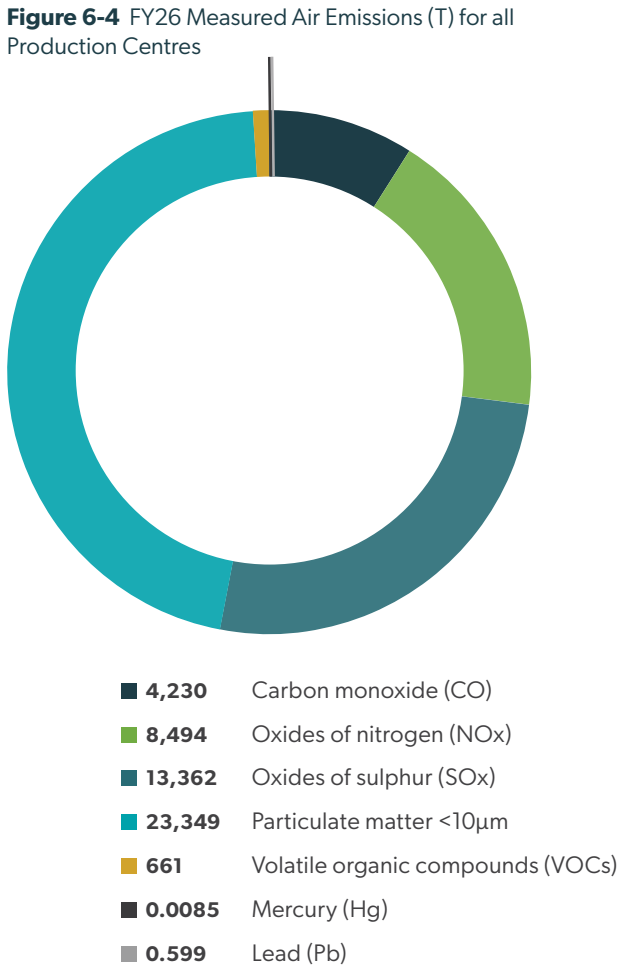
- **Particulate Control:** Fabric filters (baghouses) remove dust and particles from exhaust gases.
- **Gaseous Pollutant Control:** Scrubbers (wet and dry) neutralise acid gases.
- **Volatile Organic Compounds (VOCs):** Regenerative thermal oxidisers.
- **Catalytic Converters:** Reduce nitrogen oxides, carbon monoxide, and hydrocarbons.
- **Diesel Particulate Filters:** Remove diesel soot.
- **Evaporative Controls:** Minimise fuel vapor emissions.

Disclosure of Emissions

Northern Star has obligations in both Australia and the United States to report on our air emissions via the following frameworks:

- Our Australian sites report data through the National Pollutant Inventory (NPI)¹.
- Our Alaskan site reports data through the Toxics Release Inventory (TRI)².

The air quality metrics disclosed in this disclosure are calculated in accordance with the Australian Government’s National Pollutant Inventory methodology to ensure consistency in calculation methods across regions.



¹ www.npi.gov.au
² www.epa.gov/trinationalanalysis

Dust Management

The primary sources of air emissions associated with our Operations are dust emissions which result from drilling and blasting, loading and unloading of ore and waste rock, vehicle generated dust, wind erosion, crushing, and conveying.

There are also many natural and anthropogenic (human generated) sources of dust emissions in the Goldfields Region, and it is not unusual to have regional dust storms which can result in elevated ambient dust concentrations over a wide area.

Primary dust management strategies implemented across our Operations commonly include:

- **Water-based Suppression:** Using water trucks and cannons to apply saline water along haul roads, pits, run-of-mine (ROM) pads and other areas generating dust. Watering of ore and waste before loading and hauling, and pre-wetting of blast areas where required.
- **Fixed Spray Systems:** Installed on infrastructure such as crushers, conveyors, and transfer points where appropriate.
- **Engineering Controls:** Including dust extraction systems, improved skirting, and enclosed transfer chutes.

Other management strategies can also include:

- **Progressive Rehabilitation:** Ongoing rehabilitation of disturbed areas to reduce exposed dust sources.
- **Operational Controls:** Such as restricted blasting during unfavourable wind conditions to minimise dust dispersal.

Due to the close proximity to the city of Kalgoorlie-Boulder, our KCGM Operations undertakes dust monitoring at seven continuous dust monitors and uses two wind speed and wind direction monitors to assess the potential contribution of mining operations to any elevated dust concentrations.

Snow Settling In
Pogo Operations
Pogo Production Centre, Western Australia
Photo Credit: Emilee Sloan – Environmental Specialist

Noise & Vibration

Blasting occurs in both underground and open pit mines, to break up hard rock and ore using controlled explosives. First holes are drilled into the rock, which are then filled with explosives and are detonated to break the rock into smaller pieces. This allows for the material to be more easily dug up and transported for recovery of the resource.

Depending on where a blast is located within our mines, relative to where someone is located, they may not even know that one has occurred. This can be because effects of a blast can be influenced by the size of the blast, weather conditions at the time, and the rock structures being blasted.

Blasts can sometimes cause:

- **Noise:** Sounds like a short period of thunder rumbling in the distance or the sound of a truck driving nearby over a rough road.
- **Vibrations:** These can be felt as ground tremors or shakes and can vary in strength, depending on how far someone is from the source, the size and type of blast, the structure that a person is in/on at the time, and the type of rock or soil they are on.

Humans and animals can often detect vibrations at significantly lower levels than cause damage, even to sensitive buildings. Different people will have different perceptions of vibration, with some not noticing anything, while others can perceive very minor vibrations. Excessive vibrations can cause damage.

Seismic events also result in vibrations, caused by natural geological movements, and have a different origin and frequency. Seismic events can also last for longer durations and affect larger areas. Seismic monitors at our relevant Operations are used to distinguish between seismic and blast vibrations.

Highlight – KCGM Operations Blast Management & Monitoring Network

At KCGM Operations, Northern Star operates a blast-monitoring network of calibrated sensors to track vibration levels to help manage blasting activities and minimise impacts.

We consider factors such as the type and amount of explosives, local geology, and proximity to town when planning each blast. This includes precision timing and delay sequencing, using advanced electronic detonators, careful free-face management to improve underground energy release, and blast vibration prediction modelling. At Mt Charlotte, it also means a reduction in the drill hole sizes.

KCGM Operations production blasts are designed using delayed detonation sequencing and minimal explosive quantities. Where possible, special explosives and detonators are used to minimise blast vibration.

The blasts carried out at the Super Pit are much smaller than those undertaken by remote mine sites, using less than ten percent of the amount of explosive used in standard production blasting.

These measures significantly increase the time and cost of production and processing but have proven to allow more efficient blasting using less explosives and minimising blast vibration, noise (airblast), dust, and fly rock.

KCGM Operations restricts the hours of blasting to minimise disturbance to the community. Blasting is only carried out during daylight hours, and KCGM Operations takes every reasonable effort not to blast on Sundays.

Impacts of Blasting on Our Communities

Northern Star undertakes a number of different controls to minimise the potential impacts of any blasting on our communities and nearby noise and vibration sensitive locations.

- **Mine & Blasting Design:** Vibration modelling and assessment is integrated into our mine design processes, including vibration prediction analyses within our drilling and blasting designs. We utilise specialised and proven blasting techniques to minimise vibration impacts, including delayed detonation sequencing and stemming.
- **Time Restrictions:** These may be in place on our blasting where sensitive areas are located nearby. This may mean hours of blasting are restricted to minimise disturbances.
- **Blast Vibration Limits:** May be applied when there are noise or vibration sensitive areas nearby. These limits may be set on individual, consecutive, or annualised blasts in accordance with regulatory requirements.
- **Blast Monitoring Networks:** Blast vibration monitors may be established on and around relevant Operations which can monitor on a continuous basis. The results of this monitoring are closely scrutinised by our Operations teams and elevated results are investigated, actioned and reported as required.



Incident Reporting & Investigation

Northern Star has an Incident Reporting Standard (NSR-OHS-008-STA) and an Environmental Incident Reporting and Investigation Procedure (NSR-ENV-002-PRO) which provide guidance on the requirements for reporting environmental events to meet minimum internal, external, and corporate reporting and notification requirements.

These documents aim to establish a uniform approach to environmental incident reporting and investigations across our Operations, and to ensure that key members of management receive timely and accurate information about significant incidents.

Types of Environmental Events:

- **Environmental Incidents:** An event that causes actual environmental harm or an impact, are externally reportable and/or non-compliant with our legal obligations.
- **Environmental Near Miss:** An event that did not result in actual environmental harm/impact, however under slightly different circumstances may have.

Incident Reporting

Northern Star has an online system for reporting and tracking all environmental incidents. This system logs the reported details of the incident, sends notifications to key members of management, and tracks progress and outcomes of investigations such as root causes, corrective and preventative actions.

Some incidents require external reporting, which may include various stakeholders and regulators. Depending on the nature of the incident, this external reporting must be undertaken within specified timeframes post the incident, or as part of annual compliance reporting.

All environmental incidents are reviewed by the environment team to evaluate that appropriate reporting requirements are met.

Key information captured includes the type of incident and the consequence rating, which is an indication of the environmental impact actually or potentially caused by the incident. Our Risk Management Standard³ defines the incident categories as:

- **Insignificant:** Negligible or localised low-level environmental impact, with no regulatory reporting requirement. Most of these incidents are minor spills on already disturbed land.
- **Minor:** Measurable environmental impact, immediate clean-up or remediation with minimal resources required, recoverable or expected to show signs of recovery within 12 months, and/or reportable to regulators. These incidents include any non-conformance to approval conditions or larger spills that require reporting to regulators, or where temporary impacts to vegetation have occurred.
- **Moderate:** Measurable environmental impacts that are recoverable or expected to show signs of recovery within 1-2 years, reportable to regulators.
- **Major:** Measurable environmental impacts that are recoverable or expected to show signs of recovery within 3-10 years, reportable to regulators.
- **Catastrophic:** Severe, long term (>10 years) and possibly irreversible impacts to species, habitats or ecosystems, reportable to regulators.

Investigations

After an environmental event has been entered into our reporting database, it is reviewed to determine the level of investigation required. The levels of investigations are based on the consequence rating determined by the risk rating and set out in our Environmental Incident Reporting and Investigation Procedure.

Investigations follow the Company process as outlined in the Investigation Procedure (NSR-OHS-049-PRO) with investigation documentation uploaded into the online event reporting system.

³ NSR-COR-019-STA - Risk Management Standard.

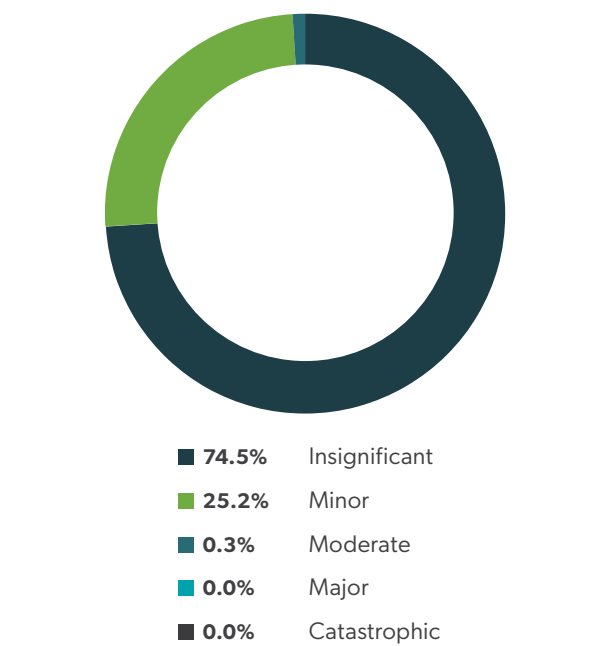
Environmental Incident Trends

During FY26 a total of 286 environmental incidents were reported internally across all Northern Star Operations. This is a minor increase when compared to total environmental incidents reported in FY25 (267 incidents).

Most incidents were classed as either having an insignificant or minor consequence rating, with only one classified as moderate⁴. As outlined on page 12, insignificant incidents have a negligible or localised low-level environmental impact, with no regulatory reporting requirement and are reported internally to allow for trend analysis and lessons learnt to reduce the likelihood and reduce the likelihood of a reoccurrence.

Environmental compliance improvements made in FY26 include improved monitoring and education. Awareness campaigns are anticipated to have contributed to the increase in environmental incident identification and reporting.

Figure 6-5 Environmental Incidents by Consequence FY26



Of the environmental incidents reported in FY26, 42% were categorised as spills consisting of:

- Hydrocarbons (43%)
- Water/wastewater (26%)
- Tailings (11%)
- Saline water (9%)
- Sewage/treated wastewater (7%)
- Chemical/other (4%)

A review of the contributing factors of spill-related incidents is in progress to determine potential trends and to facilitate ongoing improvements.

Emergency Preparedness

Emergency preparation and response are a fundamental part of our commitment to protecting the environment and our communities.

Northern Star has in place detailed crisis and emergency management plans which aim to prepare personnel for a range of emergency situations. These situations include Operations specific emergency response procedures to small and large scale environmental-related incidents.

Understanding the likelihood of an environmental emergency and the potential consequences and mitigation strategies needed is at the core of our plans and structure.

A review of site emergency response plans has commenced, focussing on enhancing consistency in environmental preparedness and response across our Operations.



Environmental Performance Metrics

		FY26	FY26	FY24
Air Emissions				
Air Emissions (T)	Carbon Monoxide (CO)	4,230	3,780	3,739
	Oxides of Nitrogen (NOx)	8,494	7,373	6,819
	Oxides of Sulphur (SOx)	13,362	17,550	22,130
	Particulate matter <10µm	23,349	20,432	17,815
	Mercury (Hg)	0.0085	0.0655	0.0141
	Lead (Pb)	0.599	0.677	0.466
	Volatile Organic Compounds (VOCs)	661	594	574
Workforce Environment Training Completed				
Environmental Learning Management System (LMS) Modules Completed ⁵	LMS - Environmental Management Systems	214	319	-
	LMS - Environmental Approvals – The Basics	134	30	-
	LMS - Clearing & Land Disturbance	110	255	-
	LMS - Land Access & Approvals System	137	38	-
	LMS - Malleefowl Awareness Training	99	46	56
	LMS - Malleefowl Monitoring Training	21	26	-
	Total	715	714	56
Environmental LMS Modules & Technical Training Completed	LMS - Environmental Management Systems (hours)	107	160	-
	LMS - Environmental Approvals – The Basics (hours)	67	15	-
	LMS - Clearing & Land Disturbance (hours)	55	128	-
	LMS - Land Access & Approvals System (hours)	69	19	-
	LMS - Malleefowl Awareness Training (hours)	25	12	14
	LMS - Malleefowl Monitoring Training (hours)	5	7	-
	Technical Environmental Training Technical (hours) ⁶	167	36	-
	Site Senior Leadership Training (hours) ⁷	47	17	63
	Total (Hours)	542	394	77
Environmental Incidents				
Material Incidents	Number materially adverse reported	-	-	-
	Insignificant (%)	213	174	136
Incidents reported internally by consequence	Minor (%)	72	79	49
	Moderate (%) ⁴	1	-	-
	Major (%)	-	-	-
	Catastrophic (%)	-	-	-
Regulatory Infringements				
Fines and Penalties	Number of regulatory infringements received	-	-	-
	Cost of regulatory infringements received (A\$)	-	-	-

⁴ The moderate category refers to an event where a legacy structure (unlined turkeys nest/dam) was identified to have seeped resulting in a minor local impact. The structure has been removed eliminating the immediate impact. The incident was proactively reported to the Regulator, who have closed the incident prior to this disclosure.

⁵ Mandatory roles specific LMS modules, does not include additional environmental awareness training that is delivered as part of Site and Area Specific Inductions.

⁶ Technical training delivered to Northern Star Environmental and Heritage Department employees.

⁷ Management and Superintendent personnel across Northern Star Operations.

Morning Fog in Winter
KCGM Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Rojen Jomud – Geologist Discovery

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	ESR Environment & Social Responsibility	Officer An officer of the Company defined under the Corporations Act
ASX Australian Securities Exchange Ltd, trading as ASX	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	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
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	ESR Performance Data Tables Detailed spreadsheets containing key ESR metrics for Northern Star for FY26 and relevant preceding years available from the Company website	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
Audit & Risk Committee or ARC The Audit and Risk Committee, a sub-committee of the Board	Environment, Social & Safety Committee or ESS Committee Environmental, Social & Safety Committee, a sub-committee of the Board	SASB Sustainability Accounting Standards Board
biodiversity The variety of all life forms on Earth	FY Financial Year ending 30 June	shareholder A shareholder of Northern Star Resources Ltd
Board Board of Directors	GRI Global Reporting Initiative	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
Company Northern Star Resources Ltd ABN 43 092 832 892	Group Northern Star Resources Ltd and all of its wholly owned subsidiaries	T tonne; 1000 kilograms
contractor(s) Individuals who are employed by other companies, or, other companies, who provide services to the Group to support its Operations	ISO14001 The internationally recognised standard for environmental management systems	UN SDG(s) The United Nations Sustainable Development Goals
Corporations Act Corporations Act 2001 (Cth)	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	US or USA United States of America
Director A director of the Company duly appointed under the Corporations Act	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	WA Western Australia
employees Employees of the Northern Star Group including permanent, fixed term and part-time. Does not include contractors	material incidents Incidents with a Major or Catastrophic (actual) consequence rating as defined by Northern Star’s Risk Management Standard.	°C Degrees Celsius
EMS Environmental Management System		\$ Australian dollars, unless the context states otherwise. All A\$ to \$US currency conversions used in this ESR Disclosure Suite are at \$0.6785
ESG Environment, Social & Governance		

A Towering Gum Tree
Thunderbox Operations
Yandal Production Centre, Western Australia
Photo Credit: Karen Wilding - Senior Occupational Health Nurse

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Company Secretary	compliance@nsr ltd.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 & Indigenous 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@nsr ltd.com

Cover Image:
Landscapes Around our Pogo Operations
Pogo Operations
Pogo Production Centre, Alaska

Northern Star Resources
Perth Office
Subiaco, Western Australia
Photo Credit:
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