NORTHERN STAR
RESOURCES LTD

ESR Disclosure Suite FY26

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NORTHERN STAR
RESOURCES LTD

Environment & Social Responsibility Approach at Northern Star FY26

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



Environment & Social Responsibility Approach

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

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)

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

$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



[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 Operations
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) Female representation at the Board Level	Maintain at least 23% annually Maintain at least 30% annually	Maintained 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 Establish a baseline year for future water efficiency projects, including the Hemi Project	Maintain at least 40% annually Determine by FY28	Maintained 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

NORTHERN STAR
RESOURCES LTD

People & Culture at Northern Star FY26

Murphy Huang - Alternate Underground Manager
Kanowna Belle, Kalgoorlie Operations
Kalgoorlie Production Centre, Western Australia



People & Culture



Our Approach

Northern Star has developed a clear plan to attract, retain, and support the best talent to deliver our continued growth. We understand our collective and individual responsibilities to drive results, enhance performance, and make Northern Star a place where we are proud to work.

Our culture is critical to us, and one of the reasons people choose to work for us is to be part of that culture, contribute to it, and benefit from it. Our Purpose and STARR Core Values are well understood and they guide our leaders and all our employees to create a consistent and cohesive culture.

In FY26, 730 employees were internally promoted to new roles, retaining their skills and knowledge within our business while providing them with opportunities to lead. Over 40% of leaders have now completed our Leadership Insights Training, part of an initiative designed to build our employees' capability, foster self-awareness, and enable our leaders to drive performance and build successful teams.

People & Culture Governance

Northern Star's Board has oversight of people and culture risks and opportunities within the organisation. The Board is assisted by the People & Culture Committee's oversight of operational risks and the Audit & Risk Committee's oversight of the Company wide risk management framework. People and Culture related matters are considered regularly by the Board through its People & Culture Committee meetings.

The function of the People & Culture Committee is to assist the Board in fulfilling its corporate governance responsibilities by reviewing and making appropriate recommendations to the Board on:

- Culture.
- Talent management and retention.
- Remuneration, incentives and assessment of performance.
- Leadership development.
- Any other matters referred to the Committee by the Board.

Northern Star's Chief Operating Officer (COO) has People & Culture reporting and disclosure responsibilities within their portfolio supported by the Executive Manager - People and Culture and their team. The COO reports to the Managing Director & Chief Executive Officer who in turn reports to the Board.

[1] At 30 June 2026, based on headcount.
[2] Direct employees only, excludes contractors.
Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding.

Restatements of Information

- Nil

Our Approach to Local Employment

Northern Star is committed to supporting employment opportunities for people that reside within the communities in which we operate.

At 30 June 2026, we had:

- 71% local employment in Kalgoorlie Production Centre. Local employment is defined as employees who work in the Kalgoorlie Production Centre (excluding Carosue Dam Operations) and are residential in the City of Kalgoorlie-Boulder and surrounds.
- 52% local employment in Pogo Production Centre. Local employment is defined as employees who work in the Pogo Production Centre and are residential in Alaska.

Freedom of Association

In our Australian Operations, 1,057 employees (23.6% of the employee workforce) are covered by enterprise agreements, with the remaining 3,422 (76.4%) covered by common law contracts.

Common law contracts are individual contracts of employment between an employer and an employee which incorporate any overriding statutory minimum requirements such as relevant awards.

Our contractor workforce comprises predominantly full-time workers, with work performed including, but not limited to, underground mining services and support, drilling services, camp services, logistics and haulage and specialist mining, civil and shutdown support roles.



Underground at Porphyry
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia



10,062
Our Global Workforce, Including Contractors[1]

5,165
Employees, Excluding Contractors[1]

23.3%
Female Employment in Our Workforce[1,2]

1,598
New Employees to Join Our Team in FY26[2]

730
Internal Promotions in FY26[2]

46
Frontline Leaders That Completed Leadership Insights Training in FY26[2]

302
Current Graduates, Undergraduates, Trainees & Interns[1,2]

118
Current Apprentices (Including Trade Upgrades)[1,2]

Our Employees

The majority of our workforce are permanent full-time employees. Figure 2-1 overleaf provides information on our employee statistics as at 30 June 2026.

During FY26:

- 95.2% of our employees were employed on a permanent basis.
- 3.3% on a fixed term basis.
- 1.5% on casual contracts.

Our employee composition during FY26 was relatively consistent with past years:

- Female employment rate was 23.3% in FY26.
- The age demographic for our employees has slightly increased at an average age of 39.4 years old, up from 37.3 years old in FY25.
- Our employee development pipeline continues to grow as we offer opportunities for people to join mining and enhance their skills.

Our workforce has continued to grow, and our turnover rate has increased predominantly in our Kalgoorlie Production Centre, as our largest employment region.

The increase has been observed across various working groups, but most noticeable within Northern Star Mining Services (NSMS) which has experienced an increase in rolling turnover of approximately 10%; and in the 1-2 year experience cohort. This trend reflects the competitive labour market conditions currently affecting the Goldfields Region of WA and the fact that Northern Star is seen as a training ground by other gold companies.

Effectively managing turnover is a priority for Northern Star. In addition to the suite of existing systems, processes and programs to engage, develop and retain our people (summarised on the following pages), we are working on targeted improvement programs for priority workgroups in FY27.

Highlight – Local Employment: Clontarf Career Expo

During FY26 the Northern Star Future Talent team attended the Clontarf Employment Forum delivered in partnership with the Clontarf Academy.

The forum is designed to provide companies, such as Northern Star, an opportunity to engage with Aboriginal and Torres Strait Islander males aged between 16 to 18 and start conversations around future career pathways and employment opportunities beyond school.

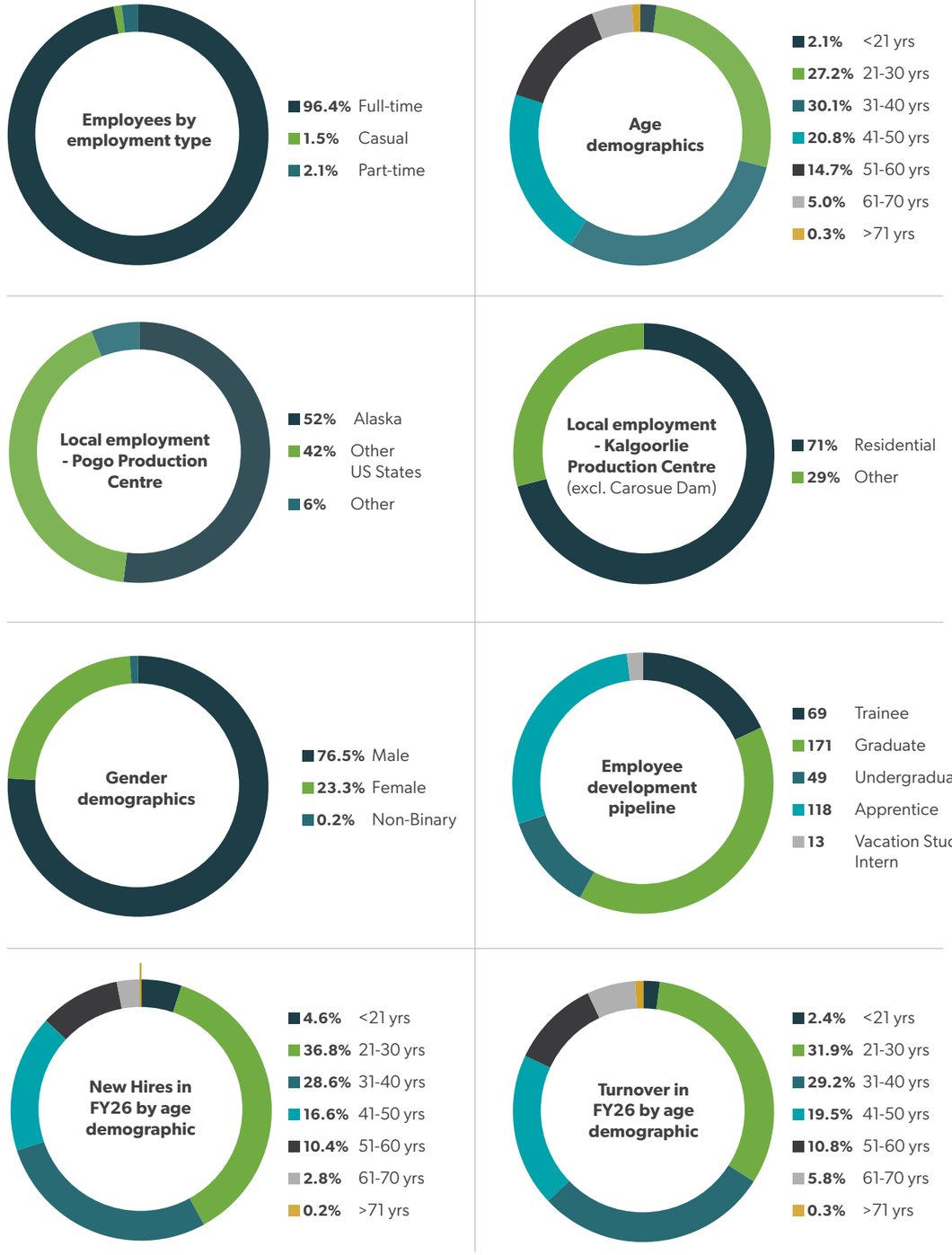
The Northern Star team connected with more than 100 attendees and their teachers from various high schools across Western Australia. We were pleased to highlight some of the entry-level pathways available into the resources sector, including our Northern Star Apprenticeship Program.

The day involved network opportunities as well as rapid fire style rounds of mock interviews. During the mock interviews, interviewees were paired with a Northern Star representative and asked a set of basic interview questions to help prepare them for real world scenarios with potential future employers.

At the end of the interviews, each Company representative was then asked to provide feedback on the answers received, listing everyone's strengths and areas for improvement. Northern Star was very impressed by each participant as they displayed a high level of interest and enthusiasm about entering the workforce.



Figure 2-1 Northern Star Workforce Summary, as at 30 June 2026



Attracting, Developing & Retaining Our Talent

Attracting, engaging, and retaining our workforce remains a central focus for Northern Star. In FY26, working closely with our Operations, and aligned with our strategy, we continued to focus on continuous learning and leadership development, which reflects our commitment to operational excellence, safety, and sustainable growth.

Developing & Training Our People

Development and growth opportunities remain important to our employees and to the ongoing safe delivery of our goals. In FY26, we delivered a range of impactful internal learning programs focused on technical upskilling and career development. While safety and compliance remain core priorities, we also offer diverse internal and external training opportunities that empower our people to broaden their skills and deepen their knowledge across a variety of disciplines.

A highlight of FY26 was the development and launch of our Mining Engineer Competency framework – a platform to support our Mining Engineers and their leaders to develop their technical capabilities. The framework was built through consultation and support from our senior technical and operational leaders.

We have also seen high participation rates in programs such as Mental Health Training for Leaders, Leadership Insights, Advanced Excel Skills and Power BI Essentials.

Entry Pathways

At Northern Star, we're investing in the future of mining by developing the next generation of talent through our apprenticeship, graduate, and vacation student programs. These pathways provide hands-on experience, structured learning, and mentorship across key disciplines, equipping our people with the skills needed to thrive in our industry. We onboarded 260 entry level roles in FY26.

Graduate Program

- On 30 June 2026, we employed 171 graduates across eight disciplines, with 82 appointed in their roles with Northern Star during FY26.
- Our Graduate Program provides graduates from a range of disciplines including Mining Engineering, Geology, Metallurgy, and Surveying with a structured program to develop their skills through on the job learning and by receiving mentorship from graduate champions within the business.
- 44 of our graduates completed their Graduate Program during the year.

Apprenticeships

- In FY26 we gained 27 new apprentices, bringing our total to 118. We also celebrated 11 of our apprentices completing their apprenticeships during the year.

Trainees

- At 30 June 2026, Northern Star employed 69 trainees across our surface and underground mining Operations, as well as in our processing departments. 93% of these entry level positions are based at our KCGM Operations.

Vacation Students

- 50 vacation students were placed across our sites in FY26. We were able to offer the vacation program to students keen to gain practical mining industry experience in areas such as geology, mining engineering, metallurgy, mine surveying, geotechnical engineering, and environmental sciences.
- 42% of our vacation students remained engaged with Northern Star after the end of the summer vacation program by transitioning to an Undergraduate Program during the semester. Additionally, we hired 40 undergraduate students in FY26.

Internal Growth Opportunities

We recognise the importance of development to our people, and we are continuously improving our systems and processes to enable our people to seek growth opportunities. As a result, we are proud to have promoted 730 employees during FY26, retaining their skills and knowledge within our business while providing them with opportunities to lead[3].

Leadership Development

Developing our employees to have the skills and confidence to lead effectively is central to our long-term success. Our existing programs provide the foundations for supportive, collaborative, and respectful leadership.

Our foundation program "Leadership Insights" continued in FY26. This program is designed to equip our new and frontline leaders with the fundamental skills required to lead effectively, including communication, coaching, and feedback.

In FY26 we delivered three face-to-face workshops resulting in 46 leaders completing the course, with further courses already commenced or scheduled for FY27. Around 32% of our current leaders have completed the Leadership Insights program.

After four years, feedback remains overwhelmingly positive. 100% of respondents agreeing that they gained valuable knowledge and skills which they can use in their roles. Key highlights from participants included developing coaching skills, understanding how to communicate more effectively with others, as well as adapting their leadership style to their team's needs.

Annual Performance Evaluation Program

Our Performance Evaluation Program (PEP) provides a consistent framework for assessing performance and identifying development needs, with a strong emphasis on ongoing, meaningful conversations.

Throughout FY26, senior leaders across all Operations were encouraged to undertake check-in conversations with their teams. 79% of our employees undertook a Performance Evaluation and 86% of these employees received a performance evaluation assessment from their leader.

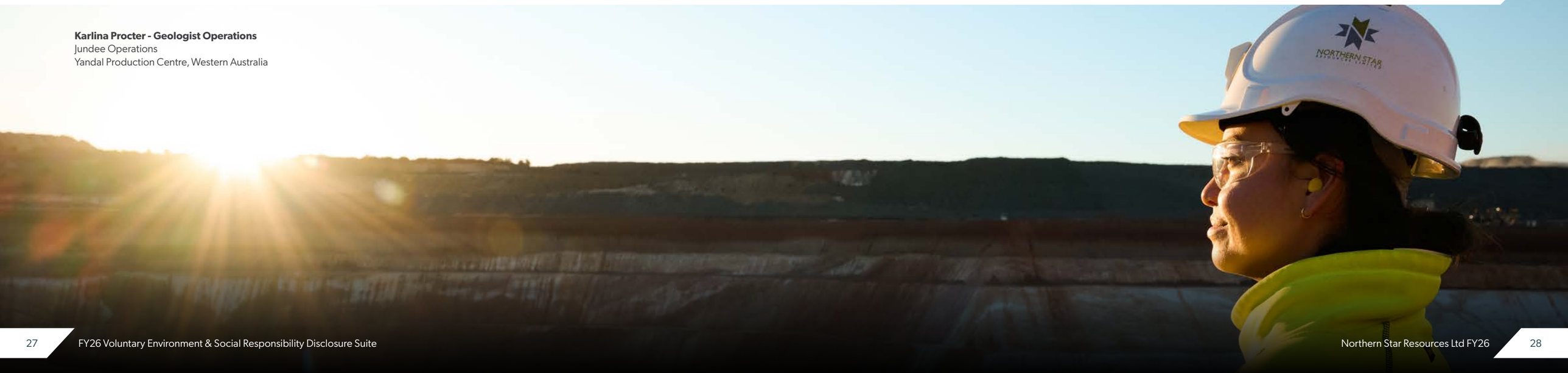
The data captured helps us to:

- More effectively manage our talent.
- Identify high potential employees.
- Prioritise 1-on-1 conversation with key employees.
- Optimise our development calendar.
- Meet emerging needs of the Company.

In FY26, we also strengthened our PEP for our Australian Operations by transitioning to the new MyPerformance platform within MySTARR, our Human Resources Information System (HRIS). This new platform will help maintain performance and development goals readily accessible for our leaders and employee workforce. Our first complete performance cycle will be completed in Q1 of FY27.

Our Pogo Operations continue to use the pre-existing performance evaluation process, however it was streamlined and aligned to ensure consistency in user experience (both from an employee and leader perspective).

[3] Promotion includes apprentices that have completed their apprenticeship and been retained as tradespeople, operators and technicians that have upgraded competency levels, and all remaining employees who have had an ongoing assignment of duties at a higher classification.



Karlina Procter - Geologist Operations
Jundee Operations
Yandal Production Centre, Western Australia



Highlight - The Value of Our Graduates

Northern Star was pleased to welcome our newest FIFO graduate cohort during FY26 through our annual Graduate Orientation at the Perth office. The event marked the beginning of their graduate journey, providing an opportunity for first year graduates from our FIFO Operations to connect, build relationships, and gain a deeper understanding of the Company's values, culture, and commitment to professional development.

Graduates were welcomed by Simon Jessop (Chief Operating Officer), who delivered an inspiring address reflecting on his own career journey and experiences with Northern Star. By sharing the challenges, opportunities, and lessons that have shaped his career, Simon encouraged our graduates to embrace continuous learning, remain curious, and take advantage of the range of development opportunities available throughout their careers.

The orientation also featured two interactive workshops delivered by our Culture & Capability and Technical Services teams. These sessions focused on developing essential professional capabilities such as effective and adaptable communication and time management. Designed to complement the technical training received on site, the workshops encouraged participants to reflect on real workplace scenarios and build practical skills that support success in a dynamic FIFO environment.

Beyond the learning sessions, the orientation provided valuable networking opportunities, allowing graduates to establish connections with peers from different sites and disciplines, as well as key leaders across the business. Building these relationships early in their careers helps foster collaboration, strengthen engagement, and create a supportive professional network as they transition into their operational roles. The positive feedback received from participants highlights the value of investing in early career development and creating meaningful opportunities for graduates to develop new skills.

> "Des Koh gave some useful advice during the time management skills training. Other colleagues and I have been using this advice including the 80/20 rule and daily/weekly trackers to help break down tasks and use our time more effectively. All who attended the training session found this very useful."
>
> ***Joseph Cox, Graduate Geotechnical Engineer***

Through initiatives such as the Graduate Orientation, Northern Star continues to invest in developing the next generation of mining professionals by equipping graduates with the technical, professional, and interpersonal skills needed to build rewarding, long-term careers while contributing to our ongoing success.



Highlight – Operator Job Share Arrangements at Thunderbox Operations

Our Flexible Work Policy offers employees a range of flexible work arrangement options, including job-sharing arrangements at our FIFO Operations. During FY26 we were pleased to offer such a job-sharing arrangement at our Thunderbox Operations to Sharon Shulze (Ancillary Operator), Kate McLeod (Truck Driver), Tim Johnson (Ancillary Operator) and Arthur Earle (Truck Driver). Instead of working 2 weeks on, 2 weeks off, they now work 2 weeks on and 6 weeks off, resulting in them working approximately 50% of the standard 14/14 roster.

Kate and Sharon were needing to provide extra care and support to their elderly parents. They both still wanted to work but needed greater flexibility which this arrangement has provided them. "Job share has given us the flexibility to assist family members at home as well as enable us to stay in the job longer than anticipated when we were full time!"

When presented with the job share arrangement Tim and Arthur, both long-term employees were onboard as it allowed them to continue working, while having greater flexibility for family and caring responsibilities.

> "If there is anyone in a similar position to us, I would definitely encourage it. It's a good thing. It has changed me tremendously. I feel better in myself. I thank Northern Star for the opportunity. I definitely give it the thumbs up".
>
> ***Tim Johnson, Ancillary Operator***

> "I will be 75 in December, I was contemplating retirement, when Kate and Sharon approached me about job sharing, I agreed to as it gave me a sense of purpose, and an alternative to retirement. It's working well. I have all the time to spend at home with family and grandchildren and still have something to come back to."
>
> ***Arthur Earle, Truck Driver***

This arrangement allows us to retain our valued, mature age workforce. Its implementation has been a success story at Thunderbox Operations, and we are pleased to see how arrangements such as this one can benefit both the Company and our employees.



Highlight – Aimee Rogers, General Manager Kalgoorlie Operations

My connection to mining began at a young age, inspired by my father, who worked as an airleg miner in the tin mines of Cornwall in the UK. By the time I finished school and spent a gap year travelling, I knew I wanted to pursue a career in mining and enrolled to study Geology. That decision led me to complete a degree in Geology, followed by a Master of Science in Mining Geology at the Camborne School of Mines. As part of my studies, I completed my MSc thesis at KCGM, and it was during that time that I knew Kalgoorlie was somewhere I wanted to call home one day.

When Northern Star acquired Kundana Operations it marked the beginning of an exciting period of growth, both for the business and for my own career. As Northern Star expanded, so too did the opportunities available to me.

I progressed through a range of roles including Project Geologist, Senior Geologist and Geology Manager. As I progressed in my career, I had the opportunity to broaden my experience across several Northern Star Operations, including Kanowna Belle and South Kalgoorlie, before stepping into the role of Group Geology Manager. In this role I was able to support and share knowledge across the entire Kalgoorlie Production centre, including Carosue Dam and KCGM, while continuing to support Kalgoorlie Operations.

Throughout my career, I have been fortunate to work alongside a number of inspirational leaders who have challenged, supported and developed me, both professionally and personally. They encouraged me to push beyond my comfort zone, back myself, and take opportunities even when the path forward was unfamiliar. Their leadership has played a significant role in shaping the leader I am today.

After 13 years in geology with Northern Star, I was given the opportunity to step into an entirely new discipline and take on the role of Mining Manager at Kalgoorlie Operations. It provided a new perspective on the business, broadened my understanding of mining operations, and reinforced the value of stepping into roles that challenge and stretch you.

Twelve months later, I have been appointed General Manager of Kalgoorlie Operations, a role I feel incredibly privileged to hold and one that represents the culmination of years of hard work, learning and growth. To lead an Operation that has played such a significant role in my career is both humbling and rewarding, and I remain grateful to everyone who has supported and believed in me along the way. I am also proud to be setting an example for my three-year-old daughter, Madison. I hope that one day she will have the confidence to pursue opportunities, embrace change and take bold steps in her own career, supported by leaders and organisations that believe in developing people to achieve their aspirations.

I still remember telling one of our senior leaders about my aspirations to one day to become a Site General Manager. The advice I was given was simple: say yes, take opportunities, and do not be afraid to step outside your comfort zone, because the rewards can be life-changing. That advice has stayed with me throughout my career and is very much how I feel as I take on this new chapter. I am immensely proud of the journey so far and deeply grateful to the people who have inspired, challenged and supported me along the way.

Aimee Rogers – General Manager Kalgoorlie Operations

Culture & Inclusion

Culture

Our culture is shaped by our STARR Core Values: Safety, Teamwork, Accountability, Respect and Results. Our values are integrated into the way we work, recognise, and reward our people. They are also the standard on which we assess our people's performance and understand our culture.

STARR Core Values in Action
Our STARR Core Values in Action is a leadership behaviour framework, which translates our STARR Core Values from words into behaviours you can see and hear. This behaviour framework is an integral part of how we measure performance and culture and realise Northern Star's Purpose.

At an individual level, our STARR Core Values in Action Framework clearly defines employee behaviour expectations, as a team contributor, leader of a team, and leader of leaders.

In our Culture Survey, we measure people's experience (the presence or absence) of the STARR Core Values in Action. The correlation between the presence of STARR Core Values in Action, and engagement is high, and serves as a consistent reference point for strengthening positive culture trends.

STARR Actions Recognition Program
In its fifth year, this program is well embedded across our sites. It provides a platform for peers and leaders to recognise and reward employees whose behaviour exemplifies the STARR Core Values. The goal is to catch people when they are doing the right thing and recognise the impact of our values in action.

There have been over 16,000 recognitions captured since its inception, with 3,924 individual recognitions of behaviours aligned with our STARR Core Values in just the past 12 months.

Annual STARR Awards
In December 2025, at our end of year celebration we presented our Annual STARR Awards. In its 12th year, we recognised nine employees, one from each site, who had demonstrated exceptional commitment to the STARR Core Values. The award showcases each employee's contribution and how they have demonstrated the STARR Core Values.

Culture & Engagement Survey
To understand our workplace culture, the engagement of our employees, the alignment with our STARR Core Values and identify areas to improve we target in alternate years a biennial Culture Survey and a biennial Culture Pulse Survey. The last Culture Survey was conducted in November 2024 and the last Culture Pulse Survey was conducted in March 2026.

The goal of the Culture Pulse Survey was to understand if actions identified in early 2025 had impacted our employee's engagement and their experience of targeted culture levers, these included: leadership, communication, reward and recognition and capability development.

Open for four weeks (23 March to 24 April) 2,295 employees (46% of our employee workforce) completed the survey which provided valuable insights across the organisation.

Positive responses referenced the support of immediate teams and positive engagement in the process. Improvement opportunities included improved leadership communication and commitment to the business.

Senior leaders, including relevant executives, are actively engaged and are supporting a respectful, considered and meaningful response to these results, as well as identifying immediate actions to strengthen key areas.

Senior leaders, including relevant Executives, are actively engaged and are supporting a respectful, considered and meaningful response to these results, as well as identifying immediate actions to strengthen key areas.

Inclusion & Diversity

In FY26, we've implemented initiatives focused on building upon our inclusive and diverse workforce. In addition to improvements to our Equal Employment Opportunity Policy, such initiatives include:

Prioritising Work-life Balance & Supporting Employee Wellbeing
Our Flexible Work Policy offers employees a range of flexible work arrangement options. For example, non-operational employees based in Perth have options which include working from home, adjusting start and finish times, or job sharing. We offer job sharing arrangements at our FIFO sites and part-time work at our residential sites.

AUSIMM International Women's Day
Our annual support of the AUSIMM's International Women's Day was an ideal opportunity to recognise and celebrate some of the talented women who live and work in Kalgoorlie, with prioritised opportunities given to attend the local event. Participants were joined by senior leaders to enjoy lunch and an impressive line of speakers.

Women in Mining WA
Northern Star was proud to continue its support as a Silver Sponsor of the Women in Mining WA (WIMWA) Summit, held in Perth on the 18-19 September 2025. This premier industry event plays a vital role in fostering diversity and inclusion within the resources sector.

WIMWA is dedicated to increasing the representation of women in mining, building strong professional networks, and advocating for proactive strategies to attract and retain female talent. The annual summit in Western Australia is a flagship event that brings together professionals from across the industry to share insights, build connections and support the career development of women in mining.

As part of our sponsorship, Northern Star was pleased to send a diverse delegation of employees, both women and men from across our Western Australian Operations. Our participation not only reinforces our commitment to gender equity but also provides valuable opportunities to engage with industry peers and connect with emerging talent.

The WIMWA mentoring program is also supported by our leaders as mentors on a regular basis.

Women in Mining Association (USA)
Pogo joined the Women in Mining Association (USA) and its Alaska chapter in FY25, aimed at creating meaningful pathways for female employees, particularly in operational and non-traditional roles, to grow and lead.

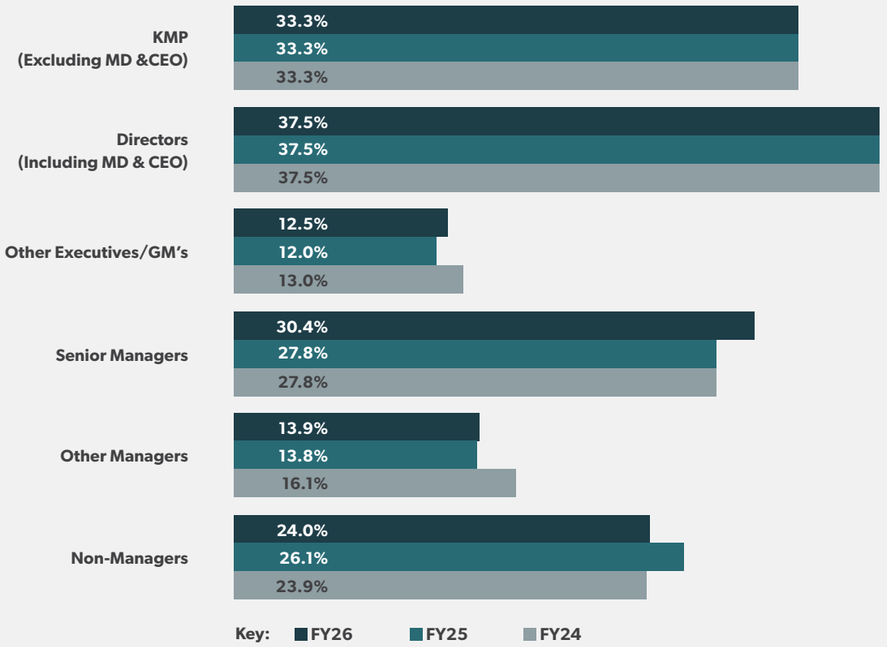
In FY26 this partnership has continued to enhance access to mentorship, professional development, and networking opportunities, strengthening both our internal culture and external advocacy for gender representation in the mining sector.

Pride Professionals
In FY25, we signed up to a 3-year support program for Pride Professionals. We are pleased that in addition to our program support, several Northern Star employees have participated in this program in FY26 as mentors and mentees.



Butch Gamutan - Metallurgist & Eleanor Punchard - Graduate Metallurgist
Kanowna Belle, Kalgoorlie Operations
Kalgoorlie Production Centre, Western Australia

Figure 2-2 Female Participation in Key Roles Within Northern Star at 30 June 2026



Gender Pay Gap & Pay Equity

Northern Star structures its remuneration based on role responsibility. There is no difference in how remuneration is applied based on gender. Northern Star is committed to ensuring that we remunerate employees fairly and without bias.

Pay reviews are conducted as part of the Company's standard remuneration review processes (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews).

Gender Pay Gap

The gender pay gap is based on the median base salary or total remuneration for females compared to the median salary for males. The "gender pay gap" should not be confused with females and males being paid for the same role or comparable job; this is "pay equity".

As part of the 2025-2026 Workplace Gender Equality Agency (WGEA) submission for the period 1 April 2025 to 31 March 2026 for our Australian Operations, a gender pay analysis was completed on base salary and total remuneration. The mean gender pay gap for total remuneration was 18.35% in favour of males for the Northern Star submission.

Contributing factors to the gender pay gap results identified were:

- Northern Star's Australian workforce composition which consisted of 26% female and 74% male representation (WGEA statistics at 31 March 2026)[4].
- Experience, seniority levels, and time in role. There is higher female representation in roles paying in the lower to middle quartile and lower representation in senior roles.

This disproportionate representation can drive a higher gender pay gap.

Pay Equity

Pay equity is the principal of equal or comparable pay for work of equal value e.g. like-for-like roles or comparable jobs regardless of gender, race, ethnicity or other protected characteristic by law.

An internal gender pay review was completed in March 2026 for our Australian Operations which reviewed the average base salary for females and males in like-for-like roles.

The variance between average base salary across the Company was 1.59% in favour of males. Further review was conducted for individual variances identified above 5% for either gender and unjustifiable differences were rectified through an out of cycle payment or in the Annual Remuneration Review.

We continually assess our internal practices, identify areas for improvement, and implement meaningful strategies to address gender disparities. This process not only fosters a culture of openness but also reinforces our commitment to creating a more equitable and inclusive workplace.

Northern Star introduced a Pay Equity Policy in 2026 outlining our commitment to ensuring pay equity for all employees and to promote fairness, transparency, and equal opportunity in the determination of remuneration.

We recognise that pay equity is a critical factor in maintaining fairness, integrity, and organisational performance. To uphold our commitment, regular reviews and audits are undertaken in the form of annual remuneration reviews, competency based reviews, modern award compliance audits and internal gender pay parity reviews.

Findings from these reviews are used to:

- Inform remuneration decisions and adjustments.
- Refine salary band structures and benchmarking data.
- Enhance transparency and accountability in pay practices.
- Support continuous improvement in our remuneration framework.

Supporting Our People & Their Families

In FY26 we continued to see the positive impact of our Parental Leave Policy with a total of 217 employees taking time off work to spend with their families and new children from both our Australian and Alaskan Operations (including those who commenced their Parental Leave in FY25 and were still on leave in FY26).

The return-to-work percentage in FY26 remained high with more than 86% of our employees returning back to work.

Of these employees:

- 66% were male employees and 34% were female.
- 177 returned to work in FY26.
- 31 were still on leave at 30 June 2026.
- 9 elected to resign before returning to work.

Table 2-1 Paid Parental Leave Benefits for Australia and Alaska[5]

Continuous Service	Primary Carer Paid Leave (Available at Half Pay)	Primary Carer Return to Work Payment	Secondary Carer Paid Leave (Available at Half Pay)
< 12 months	No entitlement	Not applicable	No entitlement
1 year or more and less than 2 years	4 weeks' pay	Month 1 – 0.5 weeks' payment Month 2 – 0.5 weeks' payment	1 weeks' pay
2 years or more and less than 3 years	8 weeks' pay	Month 1 – 1 weeks' payment Month 2 – 1 weeks' payment	2 weeks' pay
3 years or more and less than 4 years	12 weeks' pay	Month 1 – 1.5 weeks' payment Month 2 – 1.5 weeks' payment	3 weeks' pay
4 years or more and less than 5 years	16 weeks' pay	Month 1 – 2 weeks' payment Month 2 – 2 weeks' payment	4 weeks' pay
5 years or more	20 weeks' pay	Month 1 – 3 weeks' payment Month 2 – 3 weeks' payment	4 weeks' pay

[4] Note that the WGEA submission only applies to Australian Operations and is sampled at 31 March, therefore gender information for Pogo Operations is excluded. As a result, gender diversity percentages may vary from that reported for the Group at 30 June 2026.

[5] In addition, for Primary Carer's leave, Australian employees receive a top up payment to their superannuation and Long Service Leave balance and Alaskan employees receive a top up to their 401K for the period they were on unpaid leave.



Cristina Viloria - Geologist Growth,
Harold Yimb - Project Geologist Growth,
Mark Paparone - Geology Superintendent Field Services,
Daniel Hugo - Project Geologist Growth,
Dan Kalathingal - Graduate Geologist
KCGM Operations
Kalgoorlie Production Centre, Western Australia

Improving Psychological Health & Wellbeing

Strengthening our approach to psychosocial risk management is central to how we protect the health and wellbeing of our people.

In FY26, we moved from establishing foundations to implementing an evidence-based program of work to systematically identify hazards, understand where risk concentrates across our business, and act on our findings.

Working closely with our people, leaders, and service providers, we continue to improve our programs, policies, and systems to prevent harm, respond to ill-health, and promote the flourishing of our employees.

Highlights from FY26 :

- Extended the reach and number of our Contact Officers. We added seven new Contact Officers to our cohort of now 32 Contact Officers. These volunteers are trained and supported to help their peers to recognise and respond to events and experiences of bullying, harassment, and discrimination.
- Continued to train our leaders in providing supportive leadership and responding to signs of poor mental health in the workplace.
- Continued Mental Health First Aid training for employees in roles with higher potential exposure to colleagues who may be struggling, including HR Advisors, Site Administrators, Emergency Response Team members, Safety and Health Representatives, and Contact Officers.
- Continued to train our HR Advisors in Trauma Informed Interview and Investigation Practices.

In addition, we commenced a formal Psychosocial Risk Management Improvement Program, with five inter-connected workstreams: data and reporting, risk assessment, risk controls, capability building, and integration of psychosocial risk management into the Mine Health and Safety Management System.

Activities from FY26 included:

- Identifying system and data governance improvements needed to support sustainable and reliable psychosocial risk reporting for Board, Executive and Operational Leaders.
- Completion of highly consultative, structured, and interactive psychosocial risk assessments at Thunderbox Operations and our Corporate Commercial team in Perth, building on earlier assessment work at Kalgoorlie. These workshops involved employees and leaders working in small groups to identify the hazards they are exposed to, assess their frequency, severity and duration, and evaluate the effectiveness of existing controls, with findings translated into practical action plans.
- Using the results of these risk assessments along with comprehensive data analysis, developed an enterprise psychosocial risk profile and progressed work to strengthen Board & Executive level reporting & visibility, on areas of risk and understanding the effectiveness of controls.
- Both Safety and People & Culture teams collaborated across several programs of work to improve our approach to investigations to consistently identify, assess and manage psychosocial hazards.

Supporting Our Employees' Mental Health

At an individual level, we know our programs and resources need to be able to assist people in their own mental health journey. In addition to our Employee Assistance Program (EAP), the following is a snapshot of the programs we offer our people that work on two key protective factors for employee mental health.

Individual self-managed support:

- Healthy lifestyle support with onsite exercise physiologists.
- GoldSTARR - mental health and wellbeing support through online resources.
- Employee mental health e-learning.

Connection with others is an important protective factor for employee wellbeing. Across our sites we provide a range of opportunities to build connection and be part of a community that looks out for each other including:

- Push-Up Challenge team events
- Camp and site events
- Social Clubs
- Volunteer Leave
- Blue Tree support
- MACA Ride for Cancer
- Mental Health First Aiders

Figure 2-3 Northern Star Additional Employee Benefits

Mental Health & Wellbeing	Reward & Recognition	Advice & Protection	Employee Share Offers	Additional Leave	Parental Support	Health Insurance	Salary Packaging
Employee Assistance Program	GoldSTARR portal	Superannuation (AU) & 401K Retirement Plan (US) Advice	Employee Share Offers and Performance Rights Offers	Employee Leave	Paid & Unpaid Parental Leave	Subsidised Premium Private Health Insurance	Salary packaging offers including vehicles, remote area housing benefits, remote area flights and superannuation (AU)
Mental Health First Aiders	Employee Discounts	Income Protection (AU)	Employee Share Match Plan	Family & Domestic Violence Leave	Improved access to Childcare – YMCA Kalgoorlie (AU)		
Mindsight Intranet	Wellbeing Centre	Vivo Virtual Care (AU)		Volunteer Leave			
	Employee Recognition	Life Insurance		Study Leave			
		Employee Paid Supplemental Insurances (US)					
		Workers Compensation Insurance					

Casual Employees

Fixed Term Employees

Full Time and Part Time Employees (including apprentices & graduates)

People Performance Metrics

	Kalgoorlie Production Centre			Yandal Production Centre			Pogo Production Centre			Pilbara Operations			Other			Total		
	Male	Female	Non-Binary	Male	Female	Non-Binary	Male	Female	Non-Binary	Male	Female	Non-Binary	Male	Female	Non-Binary	Male	Female	Non-Binary
Employment by Gender & Region at 30 June 2026																		
Full Time Permanent	2,035	670	4	883	181	4	627	56	-	29	12	-	180	127	-	**3,754**	**1,046**	**8**
Part Time Permanent	4	35	-	9	2	-	-	2	-	1	1	-	6	48	-	**20**	**88**	**-**
Full Time Fixed Term	71	26	-	21	9	-	-	-	-	-	-	-	25	16	-	**117**	**51**	**-**
Part Time Fixed Term	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	**1**	**-**	**-**
Casual	50	20	-	4	-	-	1	-	-	-	-	-	5	-	-	**60**	**20**	**-**
Total	**2,160**	**751**	**4**	**917**	**192**	**4**	**628**	**58**	**-**	**30**	**13**	**-**	**217**	**191**	**-**	3,952	1,205	**8**
	2,915			**1,113**			**686**			**43**			**408**			5,165		
New Starters by Gender & Region at 30 June 2026																		
New Starters	746	262	-	276	73	-	140	19	-	3	2	-	39	38	-	**1,204**	**393**	**-**
Total	**1,008**			**349**			**159**			**5**			**77**			1,597		
Turnover by Gender & Region at 30 June 2026[7]																		
Turnover	661	239	-	291	57	1	189	28	-	15	13	-	36	20	-	**1,192**	**357**	**1**
Total	**900**			**349**			**217**			**28**			**56**			1,550		
Parental Leave for FY26																		
Entitled to Parental Leave Payment in FY26	1,364	473	4	630	117	4	474	39	-	27	11	-	162	147	-	**2,657**	**787**	**8**
On Parental Leave in FY26[6]	79	44	-	41	5	-	13	1	-	1	-	-	10	23	-	**144**	**73**	**-**
Received Parental Leave Payment in FY26	68	31	-	37	4	-	13	1	-	1	-	-	9	15	-	**128**	**51**	**-**
Returned from Parental Leave in FY26	73	31	-	37	2	-	10	-	-	1	-	-	8	15	-	**129**	**48**	**-**
Still on Parental Leave as at 30 June 2026	4	8	-	4	3	-	2	1	-	-	-	-	2	7	-	**12**	**19**	**-**
Did Not Return from Parental Leave	2	5	-	-	-	-	1	-	-	-	-	-	-	1	-	**3**	**6**	**-**
Age by Gender & Region at 30 June 2026																		
<21 years old	51	22	-	19	6	-	9	-	-	-	-	-	-	-	-	**79**	**28**	**-**
21-30 years old	590	242	-	263	69	1	166	12	-	13	4	-	26	20	-	**1,058**	**347**	**1**
31-40 years old	638	220	2	288	46	1	192	22	-	7	5	-	61	71	-	**1,186**	**364**	**3**
41-50 years old	445	140	-	176	24	2	147	12	-	2	1	-	64	59	-	**834**	**236**	**2**
51-60 years old	311	108	2	118	35	-	80	10	-	4	3	-	50	36	-	**563**	**192**	**2**
61-70 years old	120	19	-	47	11	-	33	2	-	4	-	-	16	5	-	**220**	**37**	**-**
>71 years old	5	-	-	6	1	-	1	-	-	-	-	-	-	-	-	**12**	**1**	**-**
Total	**2,160**	**751**	**4**	**917**	**192**	**4**	**628**	**58**	**-**	**30**	**13**	**-**	**217**	**191**	**-**	3,952	1,205	**8**
	2,915			**1,113**			**686**			**43**			**408**			5,165		

	<21	21-30	31-40	41-50	51-60	61-70	>71	Total
Employment Type by Age at 30 June 2026								
Full Time Permanent	80	1,277	1,461	1,023	719	237	11	**4,808**
Part Time Permanent	-	5	50	28	15	8	2	**108**
Full Time Fixed Term	25	70	29	17	20	7	-	**168**
Part Time Fixed Term	-	-	1	-	-	-	-	**1**
Casual	2	53	13	4	3	5	-	**80**
Total	**107**	**1,405**	**1,554**	**1,072**	**757**	**257**	**13**	5,165

	FY26	FY25	FY24
Industrial Action			
Number of Strikes or Lockouts	-	-	-

[6] Commenced parental leave during FY26 or continued their parental leave from FY25 into FY26.

[7] Turnover data also includes employees who transferred out of the business as part of the divestment of the Tanami asset. 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.

NORTHERN STAR
RESOURCES LTD

Safety & Critical Risk Control at Northern Star FY26

Grading Underground at Porphyry
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia



Safety & Critical Risk Control

Our Approach

At Northern Star, continuously improving the health, safety, and wellbeing of our workforce is a priority. This commitment is reflected in our comprehensive safety, training, and risk management programs. Our approach is guided by a Mine Health and Safety Management System (MHSMS) that aligns with best practice and regulatory requirements, integrating safety principles into our Operations culture. Noting the safety performance Northern Star's Operations deliver year on year particularly in comparison to the industry average, Northern Star constantly emphasises to its workforce the importance of hazard identification and incident reporting.

During FY26 the Northern Star Incident Reporting Procedure[1] 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.

Notwithstanding the changes in our event reporting and injury classifications, we did experience a decline in some of our safety performance statistics from FY25. This decline was observed in both the employee and contractor workforce, particularly in relation to injuries, however no change in injury mechanism was observed. We have not seen a significant increase in critical risks contributing to high consequence work related injuries. Further information is available on pages 15 & 16 of this disclosure.

During FY26, we enhanced our incident reporting capability by integrating Critical Risk and Critical Risk Standard classifications into our event reporting system, enabling lagging events to be consistently linked to the relevant Critical Risks. This provides improved visibility of injury trends, strengthens analysis of recurring event mechanisms and supports targeted assurance activities to verify the effectiveness of critical controls. These insights are used to prioritise risk reduction initiatives, strengthen operational controls, and reduce the likelihood of serious injuries.

Improved reporting practices and promoting a reporting culture without fear of retaliation inevitably leads to an increase in reported incidents (as may be seen from the data tables on page 17 & 18), and near misses reported to the Board on a monthly basis in their oversight of our safety performance. This reporting culture and transparency is evidence of our STARR Core Values in action, particularly Accountability. In FY26, Northern Star is pleased to have made progress in several key health and safety focus areas, including, but not limited to:

- Further alignment of our health and safety plan across our Operations, to facilitate a more cohesive approach to application of our Mine Health and Safety Management System.
- Conducting risk review workshops for three of our Health and Safety Critical Risks (Fall of Ground, Hazardous Chemicals, and Mobile Plant Operations), which included a review of our event data, controls, and critical controls and resulting in additional controls being planned for implementation.
- Through consultation with workers a review and update of our Hazard Identification and Risk Management Procedure and Job Hazard Analysis template. The key changes included a strengthened focus on our critical risks and controls, and the introduction of a visual safety tool known as an "energy wheel" to help workers identify hidden or overlooked hazards associated with common energy sources.

Safety & Critical Risk Control Governance

Northern Star's Board has oversight of workplace health and safety risks and opportunities within the organisation assisted by the Environmental, Social & Safety (ESS) Committee's review of operational risks and the Audit & Risk Committee's review of the Company wide strategic risk register.

Workplace health and safety related matters are considered on a scheduled basis by the Board through its ESS Committee meetings. The function of the Committee is to assist the Board in fulfilling its corporate governance responsibilities by reviewing and making appropriate recommendations to the Board on workplace health and safety.

In addition, the ESS Committee will refer any material 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.

Northern Star's Chief Operating Officer (COO) has workplace health and safety reporting and disclosure responsibilities within their portfolio supported by the Group Manager – Health & Safety, and the Health & Safety teams in the corporate office and on our sites. The COO reports to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Restatements of Information

- Nil restatements.

Leadership, Communication & Consultation

Leadership, communication and consultation is key in a culture where safety and wellbeing of the workforce is seen as a priority.

Safety Leadership Program

In FY26, we continued to embed health and safety leadership through the evolution of our Safety Leadership Program. Building on previous success, the program was enhanced to reflect the shift towards critical risk thinking, integrated systems leadership, and psychosocial safety.

Delivered as a one-day intensive course, the program is tailored for frontline and mid-level leaders, enabling greater participation across our sites while maintaining a strong focus on practical application and strategic alignment.

The program aims to equip our leaders with the capabilities to:

- Verify and monitor critical controls, reinforcing control ownership and assurance.
- Lead incident investigations, shifting from fault-finding to learning and systems improvement.
- Apply the hierarchy of controls to promote sustainable risk mitigation.
- Strengthen communication and coaching, with a focus on empathetic leadership, psychological safety, and building trust-based teams.

Through scenario-based workshops, peer collaboration, and real-world simulations, leaders practice applying tools such as Take 5 plus, Critical Control Verification (CCV), and resilience shield frameworks. The inclusion of the resilience shield model supports leaders' mental fitness and adaptability, essential for navigating high-pressure environments and promoting sustainable performance.

Communication & Consultation

Engaging with our workforce is recognised by Northern Star as critical to fostering a proactive and collaborative health and safety culture. We strive to achieve this through regular safety meetings, infield coaching, and mentoring sessions. Our workforce are encouraged to discuss safety concerns, provide feedback, and suggest improvements.



36,454
Active Field Leadership Interactions Reported in FY26

8,021
Inspections Reported in FY26

2,090
Risk Management Events Reported in FY26

98,035
Critical Control Verifications Completed in FY26

1.9
Workforce Serious Injury Frequency Rate (SIFR)[2]

3
Number of Critical Control Reviews in FY26

205
Workforce HSRs & MRs at 30 June 2026

240,455
Hours of Workforce Safety Training Completed in FY26

[1] NSR-OHS-001-PRO Health & Safety Incident Reporting Procedure.
Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding.

[2] 12 month moving average per million exposure hours at 30 June 2026 in accordance with the Western Australian Work Health & Safety Act 2020.

Health & Safety Representatives and Miners Representatives

Health & Safety Representatives (HSR) in our Australian Operations, and Miners Representatives (MR) at our Pogo Operations, are an essential part of Northern Star's communication and consultation processes, supporting all workers to have an opportunity to actively participate in safety.

Northern Star's Safety Consultation and Communication Charter[3] outlines the roles and responsibilities of a HSR or MR. It details the establishment and functioning of Site Safety Committees and the procedures for HSR and MR elections and meetings.

Our HSR and MR workers are elected by their peers to represent the health and safety interests of other workers. These representatives play a crucial role in improving workplace health and safety by advocating for safe practices and addressing concerns within their designated work group. Safety Meetings are held regularly, with 767 meetings recorded in FY26.

During these meetings, our HSR and MSR workers are actively involved in consultation and decision-making processes related to health and safety procedures, initiatives, and improvements. This allows Northern Star to consider the perspectives of our workforce when implementing new safety measures, and aims to make them more practical and effective while still aligning with regulatory requirements and best practice.

Each HSR and MR is given time within their normal role to allocate to their duties, such as running pre-start safety meetings, undertaking field inspections, meeting with management to discuss safety concerns, and engaging with other workers to discuss safety matters.

As well as the on-the-job training, HSRs and MRs attend an external training course to equip them with the skills to complete their role. Northern Star continues to utilise the HSR Infield Day Program to strengthen field engagement and safety ownership. HSRs conducted monthly infield activities across multiple sites, including inspections, hazard identification, and critical control verifications.

Key outcomes:

- Over 235 infield inspections completed across our Operations.
- Focus areas included workshops, fuel bays, task observations, and growth drilling.
- Standardised tools and checklists developed in collaboration with NSMS and site safety teams.
- Improved HSR & MR visibility and consistency in frontline risk management.

The program continues to support proactive safety culture and leadership across our Operations.

Figure 3-1 Workforce HSRs & MRs by Production Centre at 30 June 2026



111	Kalgoorlie Production Centre
2	Pilbara Operations
71	Yandal Production Centre
21	Pogo Production Centre

Training, Competency & Awareness

At Northern Star, we deliver an array of training programs across our Operations for our employees, contractors, exploration and corporate teams.

These programs are intended to help equip our workforce with skills and knowledge to aid in performance of their daily tasks while minimising risks and incidents in the work environment.

Our training programs are delivered via a combination of online, in person, and in-field practical processes. Our online training platform is designed to enhance accessibility and consistent messaging across all our areas of our business.

In FY26, our key areas of training focus included:

- **Health & Safety Training:** This training aligns with the Work Health and Safety (WHS) legislation in Western Australia, which commenced on 31 March 2022. This training is focused on educating employees and contractors on best practices to identify, prevent, and manage workplace hazards. The primary objective is to ensure all personnel understand the legal requirements and safety protocols necessary for their roles. At Pogo Operations, regular safety training continued to meet Federal requirements as a minimum.
- **Technical Skill Development:** These sessions are targeted at enhancing the technical capabilities of our workforce. Topics include safety leadership, incident investigation, and digital skills training.
- **Competency-Based Training:** Compliance and competency-based training is delivered through our online platform and supplemented by infield practical training. This training is aimed at ensuring that our workforce is competent for the requirements of their specific roles.
- **Continuous Improvement & Awareness:** Northern Star actively reviews and enhances its training programs to address emerging risks and integrate current industry best practices.

In FY26, we recorded over 240,455 hours of safety training across various levels of the business.

Figure 3-2 Workforce Safety Training Completed During FY26



78.9%	Procedures
5.0%	Hazard & Risk Management
0.1%	Safety Leadership
15.3%	Company, Site & Area Inductions
0.7%	Emergency & Crisis Management

[3] NSR-OHS-057-CHA - Safety Consultation and Communication Charter.

Highlight – HSR/MR Role in Improving Workplace Health & Safety at Northern Star



We asked some HSRs for some insights and what they enjoy about their role as HSRs.

Taylor McQueen, from Jundee Operations, has been a HSR for 3 months and said:

"What I enjoy most is being able to make a positive difference to the safety and wellbeing of the workforce. It's rewarding to help identify hazards, work with both employees and management to find practical solutions and contribute to creating a safer workplace. I also value being a trusted point of contact for workers, ensuring their concerns are heard and addressed. Seeing improvements that reduce risks and help everyone go home safely at the end of the day gives me a real sense of purpose and achievement".



Connor Vernon, from KCGM Operations, has been a HSR for 7 months and said:

"My experience as a safety representative has been very insightful, particularly as someone at the beginning of their career in mining. It has exposed me to a wide range of operational areas beyond my normal role. I've been involved in initiatives such as Task-Based Risk Assessments, ICAM investigations, PEEPO (People, Environment, Equipment, Procedures and Organisation) sessions, in-field inspections and safety training, which have strengthened my understanding of risk management".

Mine Health & Safety Management System

At Northern Star Resources, our MHSMS provides a structured framework, designed to manage and mitigate the risks associated with mining and mineral processing operations.

Our MHSMS aligns with industry best practice and regulatory requirements, aimed at integrating safety principles into our Operations' culture. The framework is designed to be a continuously improving system, enabling the incorporation of lessons learned, new technology, and regulatory changes to remain relevant and effective.

During FY26, the MHSMS underwent a comprehensive review, with changes managed through the Management of Change process and systematically implemented across our Operations to strengthen governance, improve usability, and alignment with legislative requirements and operational risk. We also enhanced elements of our MHSMS as part of our planning to support the future construction of our Hemi Project.

In accordance with regulations and our MHSMS, workers have the right to stop unsafe work if they have reasonable concern that they (or someone else) would be exposed to a serious and immediate WHS risk. Workers are also able to raise WHS issues or concerns without fear of reprisal.

The MHSMS encompasses 14 elements that apply to our workforce across all Operations (in addition to the principal mining hazards regime under the Western Australian Work Health and Safety Act 2020). The MHSMS structure and function is provided in Figure 3-3. Key documents serving a vital role in our MHSMS include:

- **Health & Safety Policy:** Commitment to providing a safe and healthy work environment for all employees, contractors, and visitors.
- **Cardinal Rules:** Safety rules that apply to our workforce, and cover critical areas such as hazard identification, personal protective equipment use, and emergency procedures.
- **Health & Safety Management System Manual:** Details the structure and components of our MHSMS. It includes procedures for hazard identification, risk assessment, incident reporting, and continuous improvement.
- **Health & Safety Strategy Plan:** Strategic plan outlining our long-term goals and objectives for health and safety.
- **Contractor Safety Management Requirements Guideline:** Safety requirements for contractors on our sites.
- **Event Reporting & Investigation Guidelines:** Process for reporting and investigating incidents.
- **Mines Health and Safety Management Manuals & Plans:** Topic specific documents that provide procedures and protocols to manage safety risks for exploration activities, high-voltage/low-voltage electricity management, helicopter operations, principal mining hazards, and site-specific safety plans.
- **Serious Injury Classification Framework:** Legislatively aligned serious injury classification framework.

Hazard Identification & Critical Risk Management

Risk and change management is fundamental to our Operations and health and safety strategy. Our risk management framework is an integral part of the MHSMS and includes the following key components:

Critical Risk Standards

Our ten Critical Risk Standards[4] form a crucial part of our fatality prevention program and risk management strategy, addressing WHS Act principal mining hazards such as fall of ground, inrush, hazardous energy, confined spaces, mobile plant equipment, lifting operations, hazardous substance, explosives, fire and hazardous workplace exposures.

These Critical Risk Standards aim to ensure that critical controls are identified, implemented, and monitored and improved.

Risk Identification & Control Tools

Risk Registers: Our risk registers provide a centralised and documented register of identified hazards and associated controls across our Operations in accordance with our Risk Management Standard[5].

These registers are maintained, validated, reviewed, and updated in accordance with the schedule set out by our Risk Management Standard.

- **Hazard Identification:** Systematic audits, inspections, and workforce consultation is undertaken to identify potential hazards.
- **Risk Assessment:** Where a hazard has been identified, an assessment is completed to determine its potential impact and prioritise urgency of risk mitigation controls.
- **Management of Change:** Applies to operational changes that could impact health and safety. It requires changes to be assessed for potential risks and identification of appropriate controls to be implemented before the changes are made.
- **Control Implementation:** Controls are implemented across the organisation using the hierarchy of controls. Physical controls are complemented by associated training and relevant documentation.
- **Critical Control Verification (CCV):** Scheduled Manager and Supervisor CCVs are undertaken to validate the effectiveness of our critical controls. These include regular checks and validations of safety measures around high-risk activities.

Site Design & Operational Risk Management

Risk identification and control processes are integrated into both site design and operational risk management at Northern Star. These processes address a variety of risks, including:

- **Heat Management in Surface & Underground Mines:** Ventilation and cooling systems to manage heat levels.
- **Flood Risk Analysis & Mitigation:** Flood risk assessments and mitigation measures to reduce the risk of water ingress at our Operations.
- **Inclement Weather:** Protocols for dealing with adverse weather conditions.
- **Isolations & Lockouts:** Isolation and lockout procedures to control hazardous energy during maintenance and other high-risk activities.
- **Tag Boards:** Tag boards to track and manage the status of equipment and personnel.

By maintaining the integrity of critical controls, we reduce the likelihood of high-consequence events and enable early intervention before hazards escalate. Northern Star also recognises that risk profiles evolve whether due to operational changes, external factors, or workforce dynamics. As a result, we undertake periodic review of our Critical Risk Standards, system-wide learning from high-potential events, and structured feedback loops into our risk management processes.

Highlight - Critical Risk Control Reviews & Continuous Improvement

During FY26, Northern Star commenced a comprehensive review of our Critical Risks as part of ongoing improvement and risk management programs. The review program encompasses all Critical Risk Standards and includes the following key activities:

- Development of a Critical Risk Management Framework.
- Review and validation of our existing Critical Risks.
- Facilitation of bowtie risk assessment review workshops.
- Application of a Critical Controls decision tree.
- Further definition of our Critical Control Performance Standards.
- Update of our Critical Risk Standards to reflect any changes identified in the processes outlined above.
- Further enhancement of our Critical Control Verifications within our external online platform.
- Communication and training on any changes or new requirements.
- Monitoring and confirmation of alignment of site practices with minimum Critical Control requirements.

During FY26 we completed three key bowtie risk assessment reviews for Fall of Ground, Hazardous Chemicals, and Mobile Plant Operations.

Our Fall of Ground review was facilitated through a multi-site workshop in Kalgoorlie that brought together subject matter experts and risk owners from across Northern Star's Operations. The review identified opportunities for further risk reduction and refinement of controls. Application of the Critical Controls Decision Tree resulted in the identification of seven critical controls.

The Hazardous Chemicals review included broad representation from processing, maintenance, warehousing, health and safety, and emergency response functions. The session enabled robust discussion on existing control effectiveness and identified further opportunities to strengthen risk management, including consideration of additional engineering controls. In addition, a specific action review was conducted in relation to cyanide-related incidents and audits. Group-wide actions have been identified, and site implementation will continue into FY27.

The Mobile Plant Operations review focussed on the risks associated with Mobile Plant, with the outputs strengthening our understanding and management of one of our most significant operational risks.

Work is currently underway to define Critical Control Performance Standards for the controls identified from these workshops and incorporate them into our updated Critical Risk Standards. Subsequent updates will be implemented within our external online platform to further strengthen verification processes. This program of work will continue into FY27 as part of our ongoing commitment to continual improvement and the identification, management and control of critical risks.



[4] Fall of Ground NSR-OHS-001-CRS, Hazardous Energy NSR-OHS-002-CRS, Working At Height NSR-OHS-003-CRS, Confined Space NSR-OHS-004-CRS, Mobile Plant Equipment and Vehicles NSR-OHS-005-CRS, Lifting Operations NSR-OHS-006-CRS, Hazardous Substances NSR-OHS-007-CRS, Explosives NSR-OHS-008-CRS, Fire NSR-OHS-009-CRS, , Hazardous Workplace Exposures NSR-OHS-010-CRS.

[5] Risk Management Standard NSR-COR-019A-STA.

Figure 3-3 Northern Star's Mine Health and Safety Management System

Our MHSMS framework is designed to be a continuously improving system, enabling the incorporation of lessons learned, new technology and regulatory changes to remain relevant and effective.

1 Leadership, Commitment & Policy

Embed and further enhance the foundation of safety leadership to improve the overall effectiveness of safety leaders across the Company.

Actions Progressed in FY26

- Over 40% of safety leaders attended the FY26 Safety Leadership Forum, building alignment on critical risk strategy.
- Completed a major review of the MHSMS through Management of Change, improving governance and alignment across all Operations.

2 Accountability, Responsibility & Resources

Provide adequate resources to support the mine safety management system implementation in line with Western Australian legislative reform.

Actions Progressed in FY26

- Defined and embedded clearer governance, ownership and accountability across the MHSMS and supporting standards.
- Enhanced leadership capability through targeted coaching, statutory supervisor implementation, and increased ownership of critical risk management.

3 Objectives, Targets & Plans

Principal Mining Hazard Management Plans including risk assessments / bow tie analysis are implemented across all Australian Operations.

Actions Progressed in FY26

- Established FY27 strategic health and safety priorities aligned to organisational objectives and critical risks.
- Developed group implementation plans supporting continuous improvement, system maturity, and operational performance.

4 Legal & Other Requirements

Develop and implement a documented process for tracking and complying with all relevant safety laws, regulations, and standards to ensure a robust safety management system.

Actions Progressed in FY26

- Reviewed legislative obligations across the MHSMS during the comprehensive system review, ensuring ongoing compliance with WA WHS (Mines) Regulations (2022).
- Improved compliance monitoring through enhanced assurance processes and governance reporting.

5 Training, Competence & Awareness

Enhance training capabilities through innovative technology platforms aligning training framework and systems across the Operations.

Actions Progressed in FY26

- Achieved compliance with training requirements in relation to WHS statutory appointments. This training is designed to assist statutory personnel to demonstrate competency and understanding of legislative requirements of their roles.
- Northern Star's Permit to Work system was reviewed and improved, with training processes streamlined to enhance efficiency and consistency.

6 Communication & Consultation

Develop a comprehensive health and safety communication strategy that promotes effective consultation and communication between all identified key stakeholders.

Actions Progressed in FY26

- Developed consultation frameworks supporting implementation of the revised MHSMS and associated standards.
- Improved communication of health and safety initiatives through standardised guidance material, workshops and engagement with operational stakeholders.

7 Hazard Identification & Risk Management

Embed critical risk management practices across sites and support the enhancement of the operational risk management framework to effectively identify, assess, and mitigate risks.

Actions Progressed in FY26

- Key procedures and frameworks updated including Hazard and Risk Management, Job Hazard Analysis, and Health and Safety Critical Risk Management.
- Risk assessment workshops completed for several Critical Risks including Fall of Ground, Hazardous Chemicals, and Mobile Plant.

8 Management & Operational

Develop an implementation framework for any new health and safety initiatives and exposures that impact operational activities ensuring a systematic and controlled approach.

Actions Progressed in FY26

- Continued to collaborate with internal operational contract owners to further embed the MHSMS contractor management framework elements.

9 Emergency Preparedness & Response

Guide the continual development of the Company's emergency management and response framework to improve operational capabilities.

Actions Progressed in FY26

- A centralised Emergency Response Team (ERT) training initiative was implemented for our FIFO sites, aimed at increasing participation levels and opportunities, enhancing training outcomes and cost efficiencies.

10 Health & Wellness

Develop and implement a comprehensive health and hygiene monitoring framework across the Company.

Actions Progressed in FY26

- Implementation of new systems to support hygiene and health monitoring processes.

11 Records & Information Management

Develop and implement an automated and integrated reporting framework to verify the accuracy of health and safety data analytics.

Actions Progressed in FY26

- Quartex database health checks completed and new data integrity programs initiated.
- Event investigation procedure and associated supporting documents were reviewed and updated.
- Meta-data clean-up conducted for documents in the MSHMS to improve visibility and reporting.

12 Procurement & Contractor Management

Lead and collaborate with contract owners to embed the safety and health elements of the contractor management framework.

Actions Progressed in FY26

- Continued to collaborate with internal operational contract owners to further embed the MHSMS contractor management framework elements.
- Continued use of the Contractor Management Module in the Northern Star Hub, supporting end-to-end contractor oversight.

13 Monitoring, Measuring & Evaluation

Develop and deploy an internal auditing and compliance framework to audit health and safety performance data, improve reporting information, and develop targeted strategic initiatives.

Actions Progressed in FY26

- Reviewed and enhanced the reporting framework to assist in verification and quality control of health and safety data and analytics.
- Implemented the Operation Quarterly Risk Review Process, delivering insights into emerging risks, overdue actions, and system effectiveness.
- Monitored Critical Risk Management implementation effectiveness and data consistency across Operations.
- Conducted external critical risk management audit across Operations.

14 Review & Improvement

Conduct an evaluation of safety data management performance, incident reporting and site-specific hazard control verifications, generate review outputs, and deliver improvement opportunities.

Actions Progressed in FY26

- Completed a comprehensive review of the MHSMS resulting in improvements to governance, document structure, and operational implementation.
- Established a continuous improvement program supporting FY27 implementation, assurance activities, and ongoing system maturity.

Critical Incident Management & Emergency Preparedness

Emergency preparation and response are a fundamental part of our commitment to safety. Northern Star has in place detailed crisis and emergency management plans which aim to prepare personnel for a range of emergency situations. Understanding the likelihood of an emergency, the potential consequences and the mitigation strategies needed is at the core of our plans and structure.

Plans for foreseeable scenarios are in place and regularly audited and tested with the assistance of external specialist facilitators to test their robustness. Teams at our Operations and the corporate office undertake regular emergency scenario drills to ensure that Northern Star is prepared to respond appropriately to any real event and recover quickly after.

Northern Star's Emergency Management Standard sets the over-arching requirements that all Operations shall have in place to effectively manage an emergency event.

The aim of this Standard is to:

- Provide a minimum standard of emergency response & management planning.
- Establish the use of Prevention, Preparation, Response and Recovery as the method of managing emergency incidents, with the primary focus being on prevention of an incident that may trigger an emergency response.
- To provide further detail on the structures, workflows, and how teams interact and interrelate to ensure an integrated approach.
- To give guidance around the preparation of plans and procedures for emergency management.
- In addition, there is a Company level Crisis Management Plan, Operational Emergency Management Plans and Operation specific emergency response procedures.

Consultation in relation to emergency management is undertaken:

- **Internally:** we engage with our workforce through regular training sessions and drills to ensure everyone understands their roles and responsibilities during an emergency.
- **Externally:** we collaborate with local stakeholders including nearby mines, communities, and emergency services, to enhance our preparedness and response capabilities. This includes mutual aid agreements and joint training exercises with local emergency services to ensure coordinated and effective responses to incidents.

Crisis Management

Northern Star regularly tests Emergency Preparedness at all levels including the provisions relating to Crisis Management, involving complex scenarios designed to provoke learning and opportunities to improve. Northern Star's Crisis Management Plan has been developed in accordance with the Emergency Management Standard.

It is used by the Crisis Management Team (CMT) which is usually led by a member of the executive team and managed from Perth, but the decision to activate is made by Managing Director or delegate.

A risk-based approach is applied in relation to any activation and therefore a determination needs to be made on the consequence level of an event and how that is applied to business operations.

During the first phases of a CMT activation consideration is given to establishing the key issues and priority actions, across three main areas:

1. Business Continuity.
2. Reputation.
3. Liability.

Each team member performs a specific role which supports the CMT team leader including communication, finance & insurance, human resources, health & safety, investor relations, company secretary, information technology, and legal.

In some circumstances the team will need to consider how to recover from a significant event. This means addressing operational and production interruption, loss of physical assets and infrastructure, impact on the environment and local stakeholders, and psychological wellbeing for those involved including the first responders and witnesses.

Emergency Response Teams

In conjunction with Northern Star's emergency management system, our ERT play a critical role in managing significant events and alleviating threats to life, our assets, the environment, and business continuity. As such, our emergency response departments across the Company are provided with ongoing support from the corporate OHS team to ensure effective competency is maintained across the business.

Providing scenario training opportunities to our emergency response teams is a critical part of their skills development, and we actively support our teams to participate in regional emergency response competitions. These teams consist of trained volunteers who are ready to respond to emergencies at any time. ERT members undergo extensive training, including first aid, firefighting, and rescue operations, to ensure they are equipped to handle various emergency situations. Regular drills and refresher courses are conducted to maintain their skills and readiness.

Highlight – ERT Training & Competition

During FY26, teams from KCGM Operations, Kalgoorlie Operations, Thunderbox Operations, and Pogo Operations participated in both the 2026 Western Australian Chamber of Minerals and Energy (CME) Surface and Underground Emergency Response Competitions, Perth Mine Emergency Response Competition (MERC), as well as the Indonesian Mine Emergency Response Community Competition (IMERC).

These competitions are designed to strengthen mine site emergency response capability by providing ERT with realistic, scenario-based exercises. Participants are able to apply and validate the skills developed through training, receive feedback from experienced personnel across key response disciplines, and identify opportunities to further enhance overall capability and performance.

Northern Star Teams	1st & 2nd Place Overall	**CME – Surface Competition:** 1st Overall – KCGM Operations 2nd Overall – Thunderbox Operations
	2nd Place Overall	**MERC – Perth:** Northern Star Resources Global Team
	3rd Place Overall	**CME – Underground Competition:** KCGM Operations
	4th Place Overall	**IMERC – Indonesia:** Northern Star Resources Global Team





Health, Hygiene & Wellness

Northern Star employs and engages a number of health professionals to support the policies and procedures that look after the health and wellbeing of our employees and contractors.

Occupational Hygiene

Occupational hygiene monitoring (also known as occupational exposure monitoring) is crucial to evaluate the risk of exposure to specific health hazards. This type of assessment is conducted at all Northern Star Operations by qualified occupational hygiene consultants or technicians.

An annual monitoring program divided into quarters is developed to quantitatively assess the exposure risk of workers to the hazardous agents identified within our Operations and to detect any changes in exposure profiles within the workplace. In addition, this regular sampling regime provides a continuous validation of controls and demonstrates compliance with an exposure standard.

As part of the FY26 occupational exposure monitoring program, atmospheric sampling of various hazardous chemicals including gases, fumes and dusts, and noise sampling to measure exposures to noise were completed. During FY26 there were 3,028 samples collected.

Sampling results were submitted to the LGIRS reporting system as part of our legislative requirements. Elevated results that exceeded the adopted exposure standard were further investigated and actions taken to eliminate or reduce the risk of subsequent exposures. An investigation report was also submitted in the Safety Reporting System as part of LGIRS requirements.

Occupational Health & Wellness

Northern Star has a Health Monitoring program in place to provide an additional control for workers who have a risk of exposure to hazardous chemicals or substances throughout their role. Some of these exposures include noise, respirable crystalline silica, lead, and arsenic. The health monitoring program is developed through reviewing exposure data, each worker's role, and the controls in place in the workplace to determine who will be enrolled in the program.

Health monitoring assessments involve taking a work and brief medical history from the participant, an agent specific medical examination, and medical testing such as a blood sample or audiometric test. The results are reviewed by a Registered Medical Practitioner who can determine if exposure levels are normal, if further testing is required, or if further workplace controls should be implemented.

Workplace Exposure Limits Transition

In response to the National Transition to Workplace Exposure Limits for airborne contaminants, the business has established a cross functional working group to coordinate strategy and strengthen long term occupational health risk management. The Company recognises the need to establish proactive exposure reduction measures to meet the intent of this transition.

The working group brings together operational leaders and technical specialists to:

- Further assess business wide health, compliance, and operational risks.
- Develop and oversee a coordinated strategy to reduce worker exposure through engineering, operational and monitoring improvements.
- Prioritise investment in exposure control projects, technology, and capability.
- Monitor implementation progress and provide governance through regular reporting to executive leadership and Board committees.

This initiative demonstrates the Company's commitment to protecting worker health, maintaining regulatory compliance, and embedding continuous improvement in mine air quality management across its mining and processing Operations.

Transforming Hygiene Management

During FY26 Northern Star commenced the implementation of an advanced health & hygiene management system, designed to transform the way our occupational hygiene information is managed across our Operations.

As rollout progresses, the system is expected to support increased consistency and accuracy in the data collected, improve integrity around data storage, and lead to improvements in reporting and trend analysis.

These are all anticipated to provide increased occupational health and hygiene outcomes through:

- Continuous improvement and strengthening of our policies, standards, and procedures.
- Increased visibility and governance of occupational hygiene sampling and control programs.
- Increased risk identification and management capabilities.
- Opportunities for improved task planning on site to minimise occupational exposures.
- Increased opportunities for lessons learned knowledge sharing.
- Enhanced reporting programs for the workforce, regulators, and other key stakeholders.

Incident Reporting & Investigation

Northern Star has in place a set of systems and procedures outlining processes required for incidents to be effectively reported by all employees and contractors and communicated in a timely manner to ensure lessons learned are captured and circulated to reduce the risk of a repeat event. All employees and contractors are required to observe the requirements of these systems and procedures.

Incident investigations are undertaken in accordance with our Incident Reporting Standard[6] requirements and are led by a trained Supervisor or Manager and include a HSR or MR.

The Standard details the protocols for reporting safety, health, and environmental incidents at Northern Star. It mandates that:

- All incidents be logged in Northern Star's designated reporting system.
- Reporting must adhere to specified reporting and classification requirements set out in our procedure[7].
- Application is across all of Northern Star's Operations, including mines, projects, exploration sites, our accommodation camps on mining tenements and commercial property leases, and corporate offices.

Quality incident investigations and the implementation of SMART corrective actions can eliminate or reduce the chances of similar incidents re-occurring in the future by allowing us to identify deficiencies or potential improvements in our management system which can be addressed.

Incidents must be investigated in accordance with our procedures[8], which include various steps such as securing the incident site, gathering and documenting evidence, and conducting interviews. The framework details the roles and responsibilities of different personnel involved in the investigation process, from the Chief Operating Officer to site Health and Safety personnel.

The process incorporates tools like the ICAM for detailed examination and specifies the use of the InControl system for recording and managing health, safety, and environment-related data. The document provides a structured investigation approach to ensure thoroughness and effectiveness in uncovering the causes of incidents and implementing appropriate corrective actions.

Our Health and Safety communication encompasses the dissemination of significant incident alerts and sharing positive outcomes to foster a learning culture within the organisation. Monthly Health and Safety Snapshots provide our teams with relevant updates on safety metrics, trending data, actionable insights, and core focus areas. These snapshots are important in ensuring that our workforce is informed and engaged with our safety objectives.

Contractor engagement is further emphasised through active participation in incident reporting and investigations, where shared insights and experiences contribute to our collective safety knowledge. This collaboration is extended to lessons learned sessions, where contractors are encouraged to share their perspectives and improvements, enhancing our overall health and safety framework and driving a commitment to sustainability and continuous improvement in all operational aspects.

To effectively manage trends and enhance performance across operational areas, we implement a multi-faceted approach, including:

- Utilising data analytics for trend analysis through reports assists in identifying performance declines or improvements, allowing for pre-emptive action.
- Regular contributing factor analysis helps to identify underlying issues to be addressed to reduce the risk of recurrence and enhancing safety.
- Comparing performance against industry standards through benchmarking identifies areas needing focus, while targeted training programs address specific skill gaps revealed by trends.

Access to Non-Occupational Medical & Healthcare Services

Northern Star undertakes a range of programs across our sites to ensure our employees have access to non-occupational medical and healthcare services to supplement their own personal services and our work-related services. Each year we offer:

- Health and fitness assessments and exercise support programs provided by dedicated exercise physiologists at our regional operational centres.
- Monthly health topics delivered by health professionals on site.
- Team and individual health challenges focused on hitting exercise goals.
- Ergonomic assessments at our site and Perth offices.
- Our accommodation camp services teams provide support and information on healthy eating and drinking options.

Northern Star continues to partner with a private health insurance provider to offer a subsidised health plan with extensive benefits for our eligible workforce.

[6] Incident Reporting Standard (NSR-OHS-008-STA).
[7] Health & Safety Incident Reporting Procedure (NSR-OHS-001-PRO) and Environmental Incident Reporting & Investigation Procedure (NSR-ENV-002-PRO).
[8] Investigation Procedure (NSR-OHS-049-PRO).

Leading & Lagging Indicators

At Northern Star, we employ a range of leading and lagging indicators to measure and enhance our safety performance. These indicators provide valuable insights into our health and safety management system, enabling us to proactively address potential issues and continuously improve our safety practices. Measuring both leading and lagging indicators allows us to take a balanced approach to safety management.

Leading indicators help us identify and address potential risks before they lead to incidents, fostering a proactive safety culture. Lagging indicators, on the other hand, provide insights into past performance, helping us learn from incidents and implement measures to lower the risk of recurrence.

By tracking leading and lagging indicators we can:

- **Identify Trends:** Detect patterns in safety performance over time, allowing us to address emerging risks.
- **Benchmark Performance:** Compare our safety performance against industry standards and best practice. This helps us understand how we are performing relative to our peers and identify areas for improvement.
- **Drive Continuous Improvement:** Use data-driven insights to refine our safety programs and initiatives, ensuring they remain effective and relevant.

Leading Indicator Trends

During FY26 we have seen a continued increase in the number of Critical Control Verifications (CCVs) being completed through our leading indicators, with an increase of around 39% (from 70,549 in FY25 to 98,035 in FY26). Scheduled CCV's involve regular checks and validations of safety measures, enhancing our ability to manage high-risk activities consistently.

It is expected that a portion of this lift can be attributed to focus arising from the Critical Risk Management review program, which was initiated during FY26, as highlighted on page 8.

Figure 3-4 Critical Control Verifications

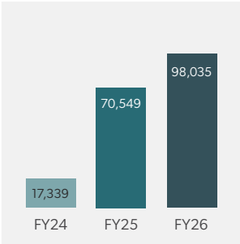
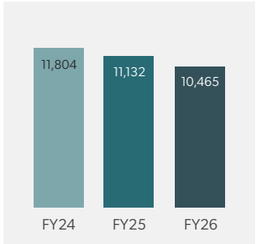


Figure 3-5 Hazard Reports Closed Out



The number of hazards reported and closed decreased by approximately 6% (from 11,132 in FY25 to 10,465 in FY26). During the same period, Critical Control Verifications increased by 30%, reflecting a strategic shift towards verifying the effectiveness of controls associated with the Company's Critical Risks.

This increased emphasis on critical control assurance complements hazard identification activities and strengthens the Company's ability to prevent serious incidents.

Leading Indicator Initiatives

During FY27 Northern Star will be reviewing the benefits of separating reporting event types within our event reporting system for our Hazard Identification (Haz ID) and Hazard Report Cards.

This change, requested by our Operations personnel, would replace a current event report type and better align our reporting system with processes and documentation by:

- Introducing a dedicated Hazard Report Card Event Type in our event reporting system, including an investigation tab.
- Updating the existing Haz ID event type to support the recording of multiple Haz ID cards within a single event.
- Improving alignment between our event reporting workflows and current site documentation and reporting practices.
- Providing clearer distinction between personal hazard identification and hazard reporting/investigation activities.

Lagging Indicator Trends

During FY26 we have seen the SIFR drop by over 30%.

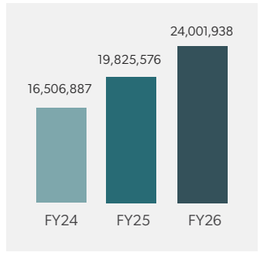
During the same period, Northern Star refined and standardised its serious injury definitions to improve the consistency and accuracy of injury classification across all Operations.

The updated methodology provides clearer criteria for determining injuries that meet the SIFR reporting threshold, resulting in more robust and transparent reporting.

Figure 3-6 Workforce SIFR



Figure 3-7 Exposure Hours



FY26 saw a significant increase in exposure hours, driven by growth across our Operations and expansion of the workforce to support increased operational activity.

While the larger workforce contributed to a higher number of reported injuries and safety events, it also reflects increased reporting activity and improved visibility of workplace incidents.

Injury frequency rates continue to normalise performance against exposure hours, providing a consistent measure of safety performance despite changes in workforce size.

Conversely, we have seen our TRIFR and LTIFR both increase during FY26, with the number of RWIs reported for the workforce increasing by 114% (from 82 in FY25 to 176 in FY26) and the number of LTIs increasing by 61% (from 13 in FY25 to 21 in FY26).

During FY26 the Northern Star Incident Reporting Procedure[9] was amended to introduce MTIs into our injury classifications. MTIs and 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.

Figure 3-8 Workforce TRIFR

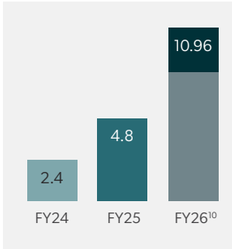


Figure 3-9 Workforce LTIFR



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 is challenging.

Lagging Indicator Initiatives

During FY26, Northern Star enhanced its incident reporting capability by integrating Critical Risk Standard and Critical Risk classification into InControl.

This enables lagging events to be consistently linked to the relevant Critical Risks, strengthening trend analysis, improving organisational insight into injury causation and supporting targeted assurance activities to verify the effectiveness of critical controls.

These enhancements provide greater transparency and enable data-driven decision-making to reduce the risk of future serious injuries.

[9] NSR-OHS-001-PRO Health & Safety Incident Reporting Procedure.
[10] FY26 TRIFR excluding MTIs would be 8.25.

Safety Performance Metrics

		FY26	FY25	FY24
Workforce (Employee & Contractor) Serious Injury Frequency Rate (LGIRS)				
Workforce (Employees & Contractors	Exposure Hours	24,001,938	19,826,576	16,506,887
	SIFR	1.9	2.8	2.1
Employee Injury Rates (GRI)[11]				
Employees	Exposure Hours	9,377,259	8,646,136	7,706,115
	LTIFR[11]	1.39	0.05	0.8
	TRIFR[11,12]	N/A	5.7	2.0
	TRIFR[11,12]	11.73	N/A	N/A
Contractor Injury Rates (GRI)[11]				
Contractors	Exposure Hours	14,624,679	11,050,672	8,816,400
	LTIFR[11]	0.55	0.4	0.2
	TRIFR[11,12]	N/A	4.0	2.7
	TRIFR[11,12]	10.46	N/A	N/A
Workforce (Employee & Contractor) Injury Rates (GRI)[11]				
Workforce (Employees & Contractors)	Exposure Hours	24,001,938	19,826,576	16,522,515
	LTIFR[11]	0.87	0.5	0.5
	TRIFR[11,12]	N/A	4.8	2.4
	TRIFR[11,12]	10.96	N/A	N/A
Employee Injuries (GRI)				
Employees	Fatalities	-	-	-
	Lost Time Injuries	13	9	6
	Medical Treatment Injuries[12]	15	N/A	N/A
	Restricted Work Injuries	82	42	9
Contractor Injuries (GRI)				
Contractors	Fatalities	-	-	-
	Lost Time Injuries	8	4	2
	Medical Treatment Injuries[12]	51	N/A	N/A
	Restricted Work Injuries	94	40	21
Workforce (Employee & Contractor) Injuries (GRI)				
Workforce (Employees & Contractors)	Fatalities	-	-	-
	Lost Time Injuries	21	13	8
	Medical Treatment Injuries[12]	66	N/A	N/A
	Restricted Work Injuries	176	82	30
High Consequence Injuries (GRI)				
Employees	Number of high consequence injuries	13	38	19
	Rate of high consequence injuries (per million exposure hours)	1.39	4.39	2.53
	Critical risks which have contributed to "high consequence" work related injuries	LTIs = 6 RWIs = 5	LTIs = 0 RWIs = 2	LTIs = 1 RWIs = 1
Nature of Injury (GRI)				
Employees	Most common "nature of injury" reported	Sprains and strains Superficial injury Open wound Foreign body Contusion	Sprains and strains Superficial injury Effects of weather Foreign body Contusion	Sprains & strains Superficial Contusion Open wound Foreign body
Contractors	Most common "nature of injury" reported	Sprains and strains Superficial injury Open wound Foreign body Effects of weather	Sprains and strains Superficial injury Foreign body Contusion Open wound	Sprains & strains Superficial Contusion Open wound Foreign body

Safety Performance Metrics

		FY26	FY25	FY24
Mechanism of Injury (GRI)				
Employees	Most common "mechanism" reported	Repetitive movements Hitting objects body Hit by moving objects Falls on the same level Ergonomic - pushing or pulling	Repetitive movements Hit by moving objects Hitting objects body Ergonomic - pushing or pulling Falls on the same level	Repetitive movements Hitting objects body Falls same level Hit moving object Ergonomic - pushing
Contractors	Most common "mechanism" reported	Hitting objects body Hit by moving objects Repetitive movements Falls on the same level Ergonomic - pushing or pulling	Repetitive movements Hitting objects body Hit by moving objects Ergonomic - pushing or pulling Falls on the same level	Repetitive movements Hitting objects body Falls same level Hit moving object Ergonomic - pushing
Leading Indicators				
Leading Indicators	Active Field Leadership Interactions Reported	36,454	34,693	26,364
	Inspections Reported	8,018	10,527	7,227
	Risk Management Events Reported	2,090	1,786	883
	Critical Control Verifications Completed	98,035	70,599	17,339
	Hazard Identifications Reported	10,779	11,381	12,290
	Hazard Identification Reports Closed Out	10,465	11,132	11,804
Workforce Safety Training Completed				
Number of Sessions/ Items Completed	Procedures	753,793	430,818	371,812
	Hazard & Risk Management	23,740	17,056	13,548
	Safety Leadership	235	242	165
	Company, Site & Area Inductions	73,170	61,630	51,438
	All Statutory Positions Appointed	1,079	855	765
	Key Statutory Positions Appointed	37	-	-
	Emergency & Crisis Management	418	239	53
Number Training Hours Completed	Procedures (hrs)	188,448	107,705	92,953
	Hazard & Risk Management (hrs)	11,870	8,528	6,774
	Safety Leadership (hrs)	1,880	1,936	1,312
	Company, Site & Area Inductions (hrs)	36,585	30,815	25,719
	Statutory Appointments (hrs)	-	-	-
	Emergency & Crisis Management (hrs)	1,672	956	212
Occupational Hygiene Monitoring				
Total Samples (includes additional contaminants)		3,028	2,685	2,909

[11] 12 month moving average per million exposure hours at 30 June per annum.

[12] 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.

NORTHERN STAR
RESOURCES LTD

Community & Indigenous Engagement & Support at Northern Star FY26

Headframes at Sunset
Kalgoorlie Production Centre, Western Australia
Photo Credit: Gaston Accardi - Planning Engineer



Community & Indigenous Engagement & Support



Our Approach

Northern Star values its connection to the communities in which it operates, actively encouraging open dialogue with local communities and key stakeholders. The Company regards its positive reputation as a vital strategic advantage and seeks to ensure that local communities benefit from its presence.

Northern Star drives our relationships with local communities and key stakeholders with these objectives by:

- Developing, implementing, and maintaining management systems to identify, assess, and manage impacts on the community at all stages of its Operations, as a fundamental part of its long-term strategy.
- Recognising that communities are comprised of internal and external stakeholders.
- Establishing mutually acceptable methods of communication, consultation, and participation processes to create enduring and beneficial relationships built on shared respect and trust.
- Engaging in open and honest dialogue with local communities over their concerns about the impacts of the Company's mining activities in their locality and incorporating these concerns into studies and business plans.
- Encouraging consultation and providing opportunities for local communities to share in the benefits which flow from mining activities in their regions, including local employment and business opportunities.
- Valuing diversity through the recognition and respect of different local cultures, values, traditions, and customs, and by providing our workforces with the development of location specific cross-cultural awareness training and enforcing the adherence to the Company's STARR Core Values.
- Incorporating sustainable development initiatives in business plans to ensure that the social and economic benefits obtained by communities are safeguarded in the long-term.
- Holding managers and supervisors accountable for their responsibilities to local communities at all stages of the Company's activities and Operations.
- Monitoring, continuously improving, and reporting our stakeholder relations performance.

As a minimum, Northern Star will honour its obligations under all applicable legislation and provide sound guidelines and processes to respect and positively engage our local communities.

$8.89M

Group Community Investment Commitments in FY26

199

Group Community Initiatives Financially Supported in FY26

0

Materially Adverse Community Related Incidents Reported in FY26

0

Materially Adverse Heritage Related Incidents Reported in FY26

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

Community & Indigenous Engagement & Support Governance

Northern Star's Board has oversight of community and social risks and opportunities within the organisation assisted by the Environmental, Social & Safety (ESS) Committee's oversight of operational risks and the Audit & Risk Committee's oversight of the Company wide strategic risk register.

Community & Indigenous engagement related matters are considered on a scheduled basis 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 ESS Committee will assist the Board in its oversight, monitoring, and review of the Company's practices in the following key areas:

- Human rights, including modern slavery.
- Community and social responsibility.
- Native title, cultural heritage, and 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 community, heritage and Indigenous engagement functions are overseen by the ESS Committee and the Chief Legal Officer & Company Secretary supported by the ESG engagement, legal, business development, and community teams in the corporate office and on our sites. The Chief Legal Officer & Company Secretary reports to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Restatements of Information

- Nil restatements.



Wiluna Remote Community School visiting Jundee Operations
Jundee Operations
Yandal Production Centre, Western Australia



$1.08M

FY26 Community Investment Commitments Kalgoorlie Production Centre

$0.30M

FY26 Community Investment Commitments Yandal Production Centre

$1.08M

FY26 Community Investment Commitments Pogo Production Centre

$0.22M

FY26 Community Investment Commitments Pilbara Operations

Community & Stakeholder Engagement

Northern Star conducts community and stakeholder engagements in line with our STARR Core Values, and our established guidelines and procedures.

The aim of all engagements is to respect and positively engage our communities and key stakeholders including our Traditional Owners. We value and seek long-term and trust-based relationships with all our local and broader stakeholder communities, where stakeholders are respected, understood, and not negatively impacted by Northern Star.

All Production Centres:

- Undertake monitoring and feedback programs throughout their local and regional communities to maximise benefits and minimise negative environmental or social impacts from their Operations.
- Engage their leaders to increase awareness of the importance of local communities and stakeholders at all stages of our activities and Operations and acting in line with our STARR Core Values.

Kalgoorlie Production Centre

The Kalgoorlie Production Centre represents one of our most significant direct connections with the community, due to the proximity of the City of Kalgoorlie-Boulder and our KCGM Operations. With the majority of our workforce living locally, Northern Star is uniquely positioned to not only deliver economic benefit, but also uphold our commitment to collaboration, fairness, and transparent community engagement.

Key areas of focus for FY26 included:

- Strengthening our community engagement and communication through the establishment of regular quarterly community newsletters and updates, quarterly information sessions, and more regular newspaper and local radio advertising.
- Improving our engagement with our key stakeholders on mining proposals and other environmental approval processes, by listening to and acknowledging community concerns, providing project updates, sharing advice and experience, and working collaboratively to generate innovative ideas and solutions for potentially complex issues.
- Engaging with our stakeholders to listen to their concerns and respond effectively and efficiently to complaints and grievances raised in accordance with our procedures.
- Prioritising strong, collaborative, and transparent relationships with our stakeholders including our Native Title holders, knowledge holders, and pastoral station owners and managers.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.
- Increased engagement with pastoral station owners and managers to provide up-to-date information on operational activities and opportunities for input and feedback.

Yandal Production Centre

The Yandal Production Centre has continued to build transparent, trusted relationships with key stakeholders throughout FY26, supported by a range of targeted community and stakeholder engagement initiatives, including:

- Strengthening relationships with the Shire of Wiluna and the local community, supported by employee volunteering across local events, community investment and emergency response.
- Strengthening relationships with the Shire of Leonora and the local community through participating in local forums and community investment.
- Continued engagement with the Wiluna Remote Community School to support education programs, student and teacher engagement, and community initiatives.
- Prioritising open and collaborative relationships with local Traditional Owners.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.
- Increasing engagement with pastoral station owners and managers to provide up-to-date information on operational activities and opportunities for input and feedback.

Pogo Production Centre

The Pogo Production Centre has actively participated in community investment and leadership initiatives, focusing on stakeholder engagement, transparent communication, workforce wellbeing, industry participation, and regional economic resilience.

Key focus areas for FY26 included:

- Strengthening relationships with Local, State, and Federal stakeholders, including regulators, policymakers, and community organisations.
- Maintaining transparent and consistent communication with the City of Delta Junction and community representatives across Interior Alaska.
- Supporting workforce wellbeing and retention through initiatives that enhance connection to community in a remote operating environment.
- Continuing to invest in community programs that support education, health and regional economic resilience.
- Enhancing participation in industry bodies, including the Alaska Miners Association and Resource Development Council, to contribute to responsible resource development.
- Increasing visibility of Pogo's economic and social contribution through proactive stakeholder engagement and communication.

Pilbara Operations

The Pilbara Operations have continued to build trusted relationships with key stakeholders across the region during FY26, maintaining consistent engagement and delivering community investment initiatives.

Key areas of focus included:

- Continuing to strengthen relationships and maintain robust two-way engagement with key stakeholders across the region.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.
- Actively promoting collaborative and transparent relationships with our stakeholders including our Native Title holders, knowledge holders and pastoral station owners and managers



Colin Brierly, Indee Station
Pilbara Project
Pilbara Operations, Western Australia

Highlight - Stakeholder Engagements in FY26



Building Strong Community Partnerhips at Jundee Operations

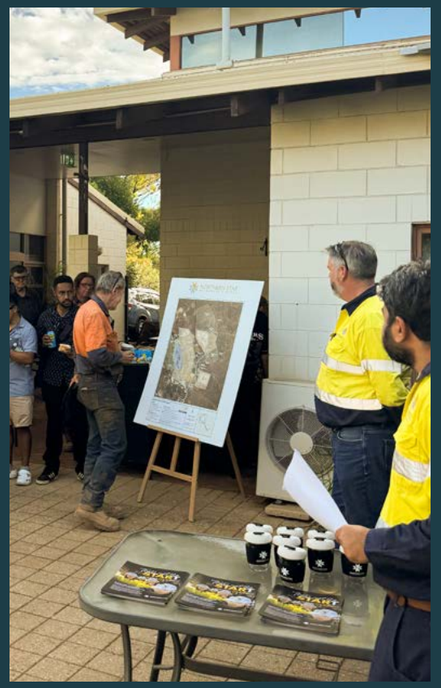
At Jundee Operations, Northern Star continues to build strong relationships with the Wiluna community through regular and meaningful engagement initiatives.

This includes hosting term attendance dinners for Wiluna Remote Community School students who achieve key attendance milestones, welcoming them to site for dinner, followed by time in the pool and sporting activities that create positive and memorable experiences.

Jundee also hosts regular visits from the Tjukurba Art Gallery in Wiluna, where local artists are welcomed to site to showcase and sell their work.

In addition, our Jundee employees regularly support community events by volunteering their time to cook the BBQ and chat to the community members.

Following significant storm damage in Wiluna, site teams demonstrated strong community support through the provision of volunteers, equipment, and materials, assisting the town's recovery effort and reinforcing Northern Star's commitment to the community.



Strengthening Engagement at Our Kalgoorlie Operations

Northern Star has strengthened relationships with the Kalgoorlie-Boulder community through the establishment of quarterly community information sessions for local residents.

These sessions provide a consistent and accessible forum for our team to listen to our communities' questions and concerns, to share updates on our Operations, to collaborate on ideas and solutions, and increase transparency around activities that may affect our local community.

Community members are invited to meet with representatives from our community, environment, and operational teams for conversations about any concerns they may have, and to find out more about our Operations in the Goldfields, including how we are proactively monitoring and managing impacts and the long-term opportunities our Operations may provide for the region.

In addition, communication reach has been expanded through increased use of local media, including newspaper and radio.

This approach supports more timely, accessible, and consistent communication, keeping community members informed through channels they use every day.

We also continue to undertake stakeholder engagement to support growth projects, working closely with community members, local organisations, and other stakeholders to build understanding, respond to feedback, and maintain strong, trusted relationships as projects progress.



Pogo Operations Stakeholder Engagement Through Industry Leadership

At Pogo Operations, Northern Star plays an active role in Alaska's resource sector through participation in key industry organisations, including the Alaska Miners Association and Resource Development Council.

Through these forums, our Pogo Operations team contribute to discussions on:

- Responsible mining practices.
- Environmental stewardship.
- Economic development.

The forums also enable us to strengthen our relationships with key stakeholders including policymakers, regulators, and community representatives.

This engagement supports a coordinated, transparent approach to resource development in Alaska and reinforces Northern Star's commitment to being a responsible and collaborative operator.



Building Community Connection & Opportunity in the Northern Goldfields

Northern Star proudly supports enhanced community connection in the Northern Goldfields through partnerships with local schools and organisations.

Educating the next generation helps us work with the community to create a lasting impact. We support education and wellbeing programs at Menzies and Leinster Community Schools, the Leinster Community Daycare Centre, Leonora District High School and Laverton School.

Further, Northern Star has supported events in the Northern Goldfields such as the Leonora Golden Gift and Art Prize. These events showcase local talent and encourage community participation across a variety of demographics and interests.

During the 2026 Leonora Golden Gift, team members from our Thunderbox Operations attended to engage with the festivities, answered community questions and competed in an Emergency Response Team demonstration.

Elite athlete Peter Bol attended schools in the region to teach students about resilience and running techniques, with the young athletes then showing off their new skills to their community by taking part in the Northern Star Resources Athletics Carnival.



City of Kalgoorlie-Boulder
Kalgoorlie Production Centre, Western Australia
Photo Credit: Joel Green - NSMS Maintenance Planner

Social Impact Assessment, Needs Analysis & Development Programs

Northern Star acknowledges the recommendations of the International Council on Mining and Metals (ICMM) that requires companies to engage with stakeholders based on an analysis of the local context.

We recognise that the data generated by independent, objective social impact assessments (SIA) can be a valuable source of information on how we are achieving social performance and how we can improve.

The findings of SIA reports are used to prioritise our community team's engagement efforts, targeted to key stakeholder areas of interest and needs, and maximise the impact of our social performance.

Northern Star's aspiration is that SIA's and needs analyses are regularly conducted for each relevant Operation, with associated Social Impact Management Plans to be developed, that consider our material risks and opportunities at different life stages of operations and major projects.

A major growth project or change in mining operations triggers the need for a SIA.

Northern Star has in place SIA's for Pogo Operations, Hemi Project, and the KCGM & Kalgoorlie Operations.

Highlight – KCGM & Kalgoorlie Operations Social Impact Assessment Update

During FY26 Northern Star completed a voluntary Social Impact Assessment (SIA) for its KCGM & Kalgoorlie Operations growth projects to identify potential social impacts and inform mitigation measures to manage risks and enhance community benefits. The SIA considered a range of growth activities including expansion of mining operations, energy projects, workforce accommodation and regional development.

The SIA confirmed that key impact themes were consistent with known operational and community considerations, including amenity impacts such as dust, noise and vibration, housing availability and affordability, and broader community cohesion and equity considerations.

The assessment also reaffirmed a number of positive outcomes associated with continued operations, including sustained regional employment and economic contribution, potential improvements to energy security, opportunities to support tourism, and broader benefits to community infrastructure and services.

A range of mitigation measures were identified, with the majority aligning to existing or planned controls already being implemented. For example, established environmental management measures, upgrades to tourism infrastructure such as the KCGM Operations Super Pit Lookout, community investment initiatives, and ongoing improvements to stakeholder engagement, complaints and grievance processes.

This SIA provides a framework to manage social impacts as the growth projects progress and supports Northern Star's commitment to being a responsible operator and trusted partner in the Kalgoorlie-Boulder community.

Table 4-1 Progress Against Measures Identified in the KCGM & Kalgoorlie Operations SIA

Measure	Progress
Maintain and enhance mitigation measures for impacts associated with the Fimiston South Pit expansion	KCGM Operations continues to maintain and enhance mitigation measures for the Fimiston South Pit Expansion, with increased focus on managing impacts. Key measures include: • increased water cart availability. • enhancements to fixed dust suppression systems. • strengthened controls on new infrastructure. Further improvements are planned to expand suppression capacity and capability.
Progress upgrades to tourism infrastructure at the Super Pit Lookout	Upgrades to the KCGM Operations Super Pit Lookout have progressed, including: • relocation of the lookout. • improvements to walking paths. • improvements to car parking and road sealing. • improving accessibility and the overall visitor experience. Additional works are planned in FY27, including installation of mining equipment displays, and upgrades to infrastructure, signage and interpretive materials to further improve the visitor experience.
Provide regular, transparent updates to Kalgoorlie-Boulder stakeholders through proactive engagement and communication channels	KCGM & Kalgoorlie Operations have continued to enhance and strengthen our approach to stakeholder communication, providing regular and transparent updates on: • growth projects through quarterly community information sessions. • expanded use of local media. • ongoing proactive engagement. This improved approach supports more timely and accessible information sharing, improved listening to and acknowledgement of community concerns, enabling community members to ask questions and collaborate on ideas and initiatives, provide feedback and maintain strong, trusted relationships as Growth Projects progress.
Target community investment to address identified health and social service gaps within the region	KCGM & Kalgoorlie Operations continue to align community investment with identified community priorities, guided by ongoing stakeholder engagement and feedback. Proactive identification of investment opportunities will continue into FY27+. Information on our community investment program is available through our company website.
Strengthen the accessibility and transparency of the external complaints and grievance management process	Improvements to the external complaints and grievance management process were implemented in FY25 and further strengthened in FY26, including enhanced accessibility and transparency through the introduction of an online complaint submission form and the publication of the Standard and Procedure. Access to the feedback, suggestion or complaint form is available on our company website.

Complaints & Grievances

Northern Star's Code of Conduct, Stakeholder Policy, Whistleblower Policy, Human Rights Policy and Equal Employment Opportunity Policy collectively describe the mechanisms for internal and external stakeholders to seek advice and raise concerns. External complaints, grievances and concerns are managed in accordance with our External Complaint and Grievance Management Procedure[3].

The Company is committed to providing for and cooperating in, the remediation of negative impacts that it may have caused or contributed to. Disputes (complaints or grievances) are a natural part of any human relationship, including that between a mining company, its host communities and the broader stakeholder population. However, complaints and grievances that are left unresolved or unmanaged can lead to an increased risk of conflict, the potential to delay or stop site activity and prevent Company access to resources.

Northern Star's reputation and social licence to operate may be negatively impacted by these events, which go against the Company's STARR Core Values and Code of Conduct. Managing complaints and grievances effectively, significantly reduces these risks.

- A "grievance" is defined as a matter of concern held by a stakeholder that relates to the Company and/or its activity.
- A "complaint" is defined as a grievance that a stakeholder requests the Company to acknowledge, consider and formally respond to.
- All stakeholders have the right to raise a grievance or lodge a complaint with the Company and can expect that it be dealt with in a respectful and timely manner in all instances, in accordance with our procedures.

Significant improvements to the external complaints and grievance management process were implemented in FY25 and further strengthened in FY26 through enhanced accessibility and usability.

This included:

- The launch of a simplified online complaint submission form enabling stakeholders to submit complaints quickly, securely and anonymously.
- The External Complaints and Grievance Management Standard and Procedure was made publicly available on the website, improving transparency and making it easier for community members and stakeholders to understand how to raise concerns.

[1] Does not include Whistleblower Reports, that are reported separately in our ESR Approach.
[2] The 3 remaining open complaints are currently under investigation with an aim to achieve a resolution with the affected parties.
[3] NSR-ER-004-STA External Complaint and Grievance Management Standard, NSR-ER-006-PRO External Compliant and Grievance Management Procedure.

Figure 4-1 Number of Community Complaints Reported in FY26[1,2]

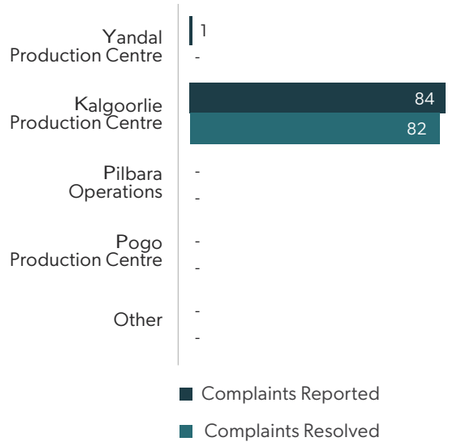
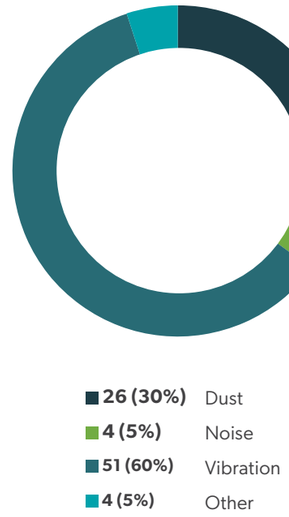


Figure 4-2 Primary Drivers of Complaints Reported During FY26





KCGM Operations
Kalgoorlie Production Centre, Western Australia

Complaints & Grievances Trends

The total number of complaints received by Northern Star in FY26 was 85.

Kalgoorlie Production Centre complaints increased from 29 in FY25 to 84 in FY26, with the primary drivers being:

- Dust associated with loading and unloading of ore and waste rock, blasting, and mobile equipment at KCGM Operations; and
- Vibrations from underground blasting at Mount Charlotte, part of KCGM Operations.

The increase reflects a combination of:

- Improved accessibility following the introduction of an online complaint channel;
- Increased activity associated with growth projects, including temporary works in the more friable top layers of rock; and
- Seasonal conditions, including hot, dry weather and easterly winds contributing to dust impacts over town.

One complaint was recorded at Northern Star's Yandal Production Centre during the reporting period. The difference in reporting levels between the Production Centres is primarily due to the location of the Operations within them being generally situated at a greater distance from residential areas compared to the Kalgoorlie Production Centre, reducing the potential for community impacts to be experienced by nearby stakeholders.

Initiatives & Actions

KCGM Operations continues to implement and progress measures to manage dust and underground vibration impacts, with an increased focus applied in response to the rise in complaints.

- **Dust mitigation and control measures:** Key measures include increased water cart availability, enhancements to fixed dust suppression systems, and strengthened controls on new infrastructure. Further improvements are planned to expand our dust suppression capacity and capability.
- **Vibration mitigation and control measures:** Underground blasting practices have also been refined through integrated mine and blast design, including vibration modelling and specialised techniques such as delayed detonation sequencing and stemming. Controls also include time restrictions, application of blast vibration limits in line with regulatory requirements, and the use of monitoring networks to track vibrations levels.
- **Community engagement:** Community engagement has also been increased to improve transparency on environmental performance and mitigation measure, support targeted engagement with near mine residents, expand communications through local media, and ensure our senior leadership listens to our communities' concerns.

Indigenous Relations

Indigenous People Statement

Northern Star recognises the traditional rights of Indigenous people, and their enduring right to maintain their cultures and customs, and meaningful access to their traditional lands. We acknowledge that Indigenous people are some of the most marginalised people around the world, enduring forms of social exclusion and are often under-represented in political decision-making processes. We consider Indigenous people to be key stakeholders and that to thrive as a business, we need to gain and maintain these enduring trust-based relationships.

This makes the engagement of Indigenous people critically important for Northern Star, to better understand Indigenous people's enduring and unique connections to their traditional lands and waters, and how we as a business impact that connection.

Northern Star commits to the 2013 ICMM Position Statement on Indigenous Peoples and Mining. Northern Star is working with our Traditional Owner groups to make our cultural awaress training more relevant. We are developing an additional Cultural Awareness Training program for all Manager level employees and above, as well as a making a Cultural Awareness E-Learning module available for all employees and contractors. This training is designed to complement site-specific Cultural Awareness Training also being developed, to be facilitated by Traditional Owners across our Australian Operations.

Engagement Approach

We commit to complying with all domestic, national, and international laws applicable to our relationships with Indigenous peoples. Our engagement with Indigenous peoples is aligned with the ICMM Position Statement on Indigenous Peoples and Mining, and our further commitment to uphold the principles of Free, Prior and Informed Consent (FPIC).

This commitment includes the engagement of Indigenous people in relation to projects situated on their traditional lands. This allows us to understand any areas of concern, and factor that into our operational planning and priorities. Northern Star continues to support reconciliation through adoption of our Human Rights Policy, making Cultural Awareness training accessible to all employees and contractors, and through community investment partnerships with not-for profit Indigenous organisations including Clontarf, Madalah, Shooting Stars and Binar.

Figure 4-3 Northern Star continues to commit to FPIC

Free	Prior	Informed	Consent
No coercion, intimidation, or manipulation	Permission sought well in advance of the activity contemplated with respect for the timelines of the Indigenous group	Information about all aspects of the project is provided	One of the options is that the Indigenous group may withhold consent
Must be able to say no	Sufficient time to allow for information to be gathered and shared to the decision-making process of the group	Time to understand, access, and analyse information	Need to consider who (i.e. The correct Indigenous group), what (i.e. For a specific purpose), and how (i.e. Clear written agreement)
No divide and conquer tactics	Consent reached before the project begins	Preliminary scientific and other studies on impacts are done	
		Capacity provided	

Equitable Gender Participation in Indigenous Relations

Through delivery of cultural heritage surveys, cultural monitoring, and Indigenous engagement, Northern Star routinely takes guidance from our Traditional Owner groups to ensure equal gender participation whilst respecting cultural protocols.

Agreement Making

Northern Star commits to agreement making processes with all Indigenous people whose land we operate on, and who hold relevant legal Indigenous land tenure as awarded by the relevant State, Territory or Federal government.

In Western Australia, our Operations are either subject to a Native Title determination or are subject to a Native Title claim, under the Native Title Act 1993 (Commonwealth).

Pogo Operations in Alaska US is located wholly on State land.

As part of our agreement making process, Northern Star aims to enter into land access and heritage protection agreements with Indigenous people on whose land we operate, to:

- Identify the process for engaging Indigenous people on proposed activities.
- Seek feedback on proposed activities.
- Reach agreement on what mining or exploration activities can occur on the land.
- Agree on how Northern Star will undertake those activities.
- Set parameters for benefits that will be delivered to the Indigenous people in return for the mining or exploration activities proceeding.

Northern Star upholds the FPIC principles within all negotiations, which are always conducted in good faith. Where parties consider existing or inherited agreements to be outdated and not in line with contemporary agreement conditions, Northern Star will consider entering into agreement modernisation discussions and will align with the heritage protection legislation in Western Australia.

Implementation of our land access and compensation agreements includes regular relationship committee meetings and annual briefing meetings between Northern Star and our Traditional Owners, ensuring an informed understanding of Northern Star's proposed activities and an opportunity to provide input into how projects may progress.

Northern Star has also made progress with other Traditional Owner groups in relation to agreeing negotiation protocols and term sheets for fuller agreements which remain under negotiation.



Sunset on the Go Line
Thunderbox Operations
Yandal Production Centre, Western Australia
Photo Credit: Kaiya-Marie Ruffles

Indigenous Areas Relative to Operations

Northern Star's Operations span across Western Australia, and Alaska and are located on the traditional lands of fifteen Traditional Owner or First Nations groups.

We recognise the deep and enduring connection Indigenous people and communities have to Country and are committed to engaging respectfully and collaboratively throughout the life of our assets.

Figures 4-4 and 4-5 show the location of Northern Star's Western Australian Operations relative to Traditional Owner and First Nations Groups at 30 June 2026.

Production Centre or Location	Traditional Owner Groups (at 30 June 2026)
Kalgoorlie Production Centre	• Kakarra • Marlinyu Ghoorlie • Nyalpa Pirniku
Pogo Production Centre	• Athabascan people
Yandal Production Centre	• Darlot • Kultju • Tjiwarl • Wiluna Martu
Perth	• Whadjuk Noongar
Pilbara Operations	• Kariyarra • Ngarluma • Nyamal • Ngarla • Kariyarra Pirnthurruna • Ngarluma (Mallina)

Figure 4-4 Northern Star's Hemi Project in the Pilbara Region of Western Australia, Relative to Traditional Owner and First Nation Groups

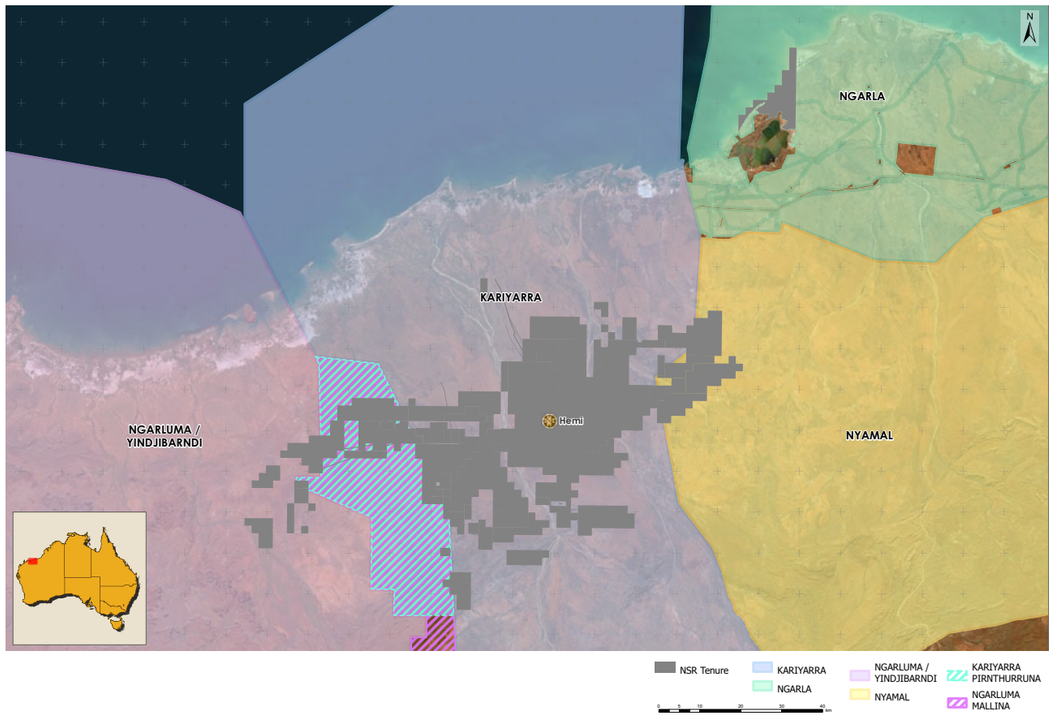
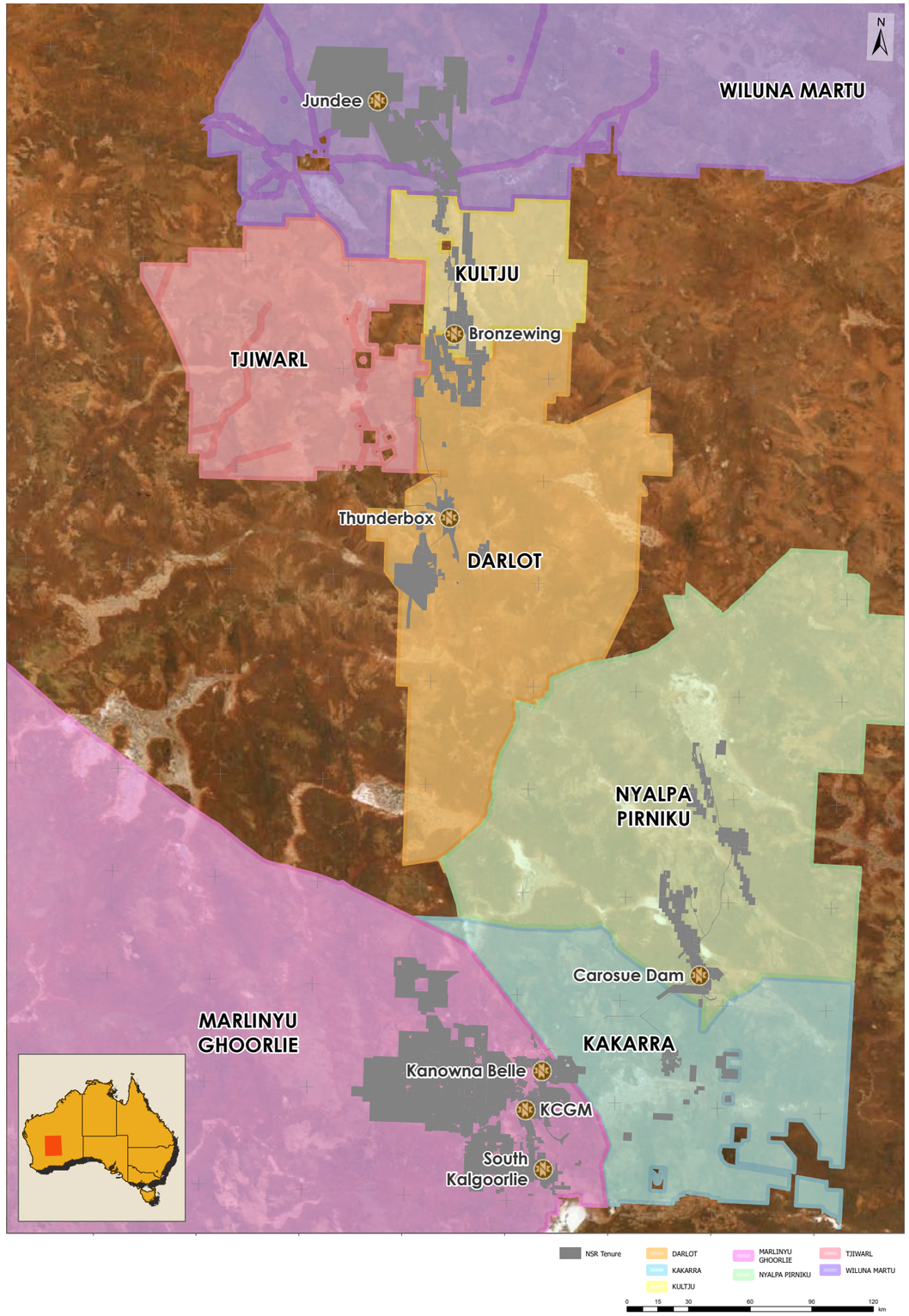


Figure 4-5 Northern Star's Operations Within the Kalgoorlie & Yandal Production Centres in the Goldfields Region of Western Australia, Relative to Traditional Owner and First Nation Groups



Cultural Heritage Protection

Northern Star understands that tangible and intangible cultural heritage is critically important to Indigenous people and provides a connection between their past and contemporary existence.

In order to respect these connections, our cultural heritage risk mitigation process broadly involves:

- Establishment of a dedicated Heritage team during FY26, working with our projects and operational teams and Traditional Owners to understand where a planned activity may adversely impact an area of cultural significance, which may include a heritage site, in advance of the proposed ground disturbance occurring. The heritage team is supported by Northern Star's cross-functional teams including legal, community, environment, geology, and mining.
- Where engagement processes indicate that an area of heritage value may be adversely impacted, representatives of the team will further engage with the relevant Traditional Owners and the broader project team to evaluate means of avoiding the impact, acknowledging and incorporating the views of Traditional Owners.
- If adverse impacts to a heritage site or area cannot be avoided, and the Traditional Owners do not consent to the activity proceeding, then Northern Star will not proceed with the activity in the manner proposed.

During FY26, Northern Star undertook a range of cultural heritage management activities across our Operations, in conjunction with the Traditional Owner groups in each area.

These activities included:

- Fifteen (15) archaeological and ethnographic heritage surveys were conducted in collaboration with relevant Traditional Owner groups and independent consultants. These surveys resulted in Northern Star spending 75 days on Country with Traditional Owners.
- Engagement of 69 members of Traditional Owner communities as Heritage Monitors to ensure due diligence if unexpected finds are located during ground disturbing works.
- Completing an in-depth Geographic Information Systems (GIS) data audit across NSR's Australian Operations to create a nuanced dataset that advances contemporary best practice in the resource sector's cultural heritage data management. The results of which increase project and growth teams' ability to avoid areas of potential heritage concern in planning and development.
- Conducting purpose-driven workshops with Traditional Owner groups about pathways to increasing Indigenous employment and procurement, as well as the collaborative development of Cultural Heritage Management Plans.
- Identification and protection of 80 new places and sites of cultural heritage value in the Goldfields Region of Western Australia. These locations are now excised from our development envelopes, which simultaneously supports the ongoing connections of Traditional Owners with Country and the development of Northern Star's growth and exploration projects.
- Installing dedicated Heritage Team members at each of Northern Star's Operations, whose backgrounds and qualifications include archaeology, anthropology, Native Title law, Indigenous Relations, fieldwork, geospatial data systems, and experience within industry regulators.

During FY26, Northern Star reported no material heritage-related incidents and did not receive any heritage related infringements or penalties across any of our Operations or exploration sites.



Marlinyu Ghoorlie Elders Ethnographic Survey
Kalgoorlie Reginal Renewable Energy (KRRE) Project
Kalgoorlie Production Centre, Western Australia

Community Investments & Partnerships

Northern Star proudly invests in our communities through strategic partnerships by financial and in-kind contributions. These collaborations are aimed towards achieving sustainable benefits for communities in Australia and Alaska and to create lasting long lasting, positive impacts for both present and future generations.

Our relationships within our communities are strengthened by our employees, contractors and their families who live and work in our operating areas, and through our links with local governments, education bodies, non-governmental organisations (NGO's) and charities within these areas.

Northern Star has established clear Community Investment Guidelines[4] based on our Community Investment Policy[5] to ensure fairness and consistency across all of our Operations.

Our community investment is strongly guided by the United Nations Sustainable Development Goals (UN SDGs). This approach ensures that contributions are carefully balanced each year and are directed towards initiatives that address local and regional improvements in these focus areas:

- **Community & Inclusion:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. Support inclusion of all, including breaking down barriers between different groups.
- **Health & Wellness:** Support food security and improved nutrition and promote sustainable agriculture. Ensure healthy lives and promote well-being for all, at all ages.
- **Environment:** Work to preserve the environment whilst there is increasing pressure on natura resources.
- **Indigenous Advancement:** Promote Indigenous communities and provide equal access to education and opportunities.
- **Education & Development:** Support and promote lifelong learning opportunities for all.

In alignment with our Community Investment Policy, we have implemented an employee matching initiative to support charitable causes and fundraising efforts nominated by our employees. Eligible initiatives must be affiliated with a registered charity or an approved community-based organisation. To further encourage employee participation in community service, we offer paid Volunteering Leave in accordance with the Company's leave policy.

In FY26, Northern Star partnered with or maintained support for 199 initiatives that deliver measurable, sustainable development outcomes in the regions where we operate. These investments reflect our broader strategy to foster inclusive growth, strengthen local partnerships, and contribute to long-term community resilience.

At Northern Star, we view community partnerships as a development. We invest in long-term relationships that foster resilience, opportunity, and shared value in the regions where we operate.

Figure 4-6 Community Investment Committed Funds in FY26



$2.73M (31%)	Community & Inclusion
$2.35M (26%)	Health & Wellness
$0.77M (9%)	Environment
$1.03M (11%)	Indigenous Advancement
$2.03M (23%)	Education & Development

[4] Community Investment Guideline (NSR-COR-014D-GUI).
[5] Community Investment Policy (NSR-COR-014-POL).

Figure 4-7 Some of our Valued Partners and Community Investment Commitments for FY26



Mining & Petroleum Training Service (MAPTS)

MAPTS is a statewide program under the umbrella of the Institute of Agriculture, Natural Resources and Extension at University of Alaska Fairbanks.

Kalgoorlie Boulder Community High School - Stars Academy

Support to improve education, health and employment outcomes for Aboriginal and Torres Strait Islander girls and young women.

Lifeline WA

Targeted funding to strengthen crisis support services, including wellbeing, peak-period operations, fundraising, supporting suicide prevention & creating opportunities for employee engagement in mental health awareness.

Foundation for WA Museum

Supports research into threatened butterfly species, improving understanding of their conservation status & informing strategies to protect biodiversity across WA.

University of Western Australia

Advances research into *Eremophila praecox*, a priority two threatened plant species, improving understanding & developing practical actions to protect, restore & strengthen populations into the future.

Wiluna Remote Community School

Continued engagement with the Wiluna Remote Community School to support education programs, student and teacher engagement, and community initiatives.

WA All Abilities Football

Supports inclusive sporting opportunities for people with disability, increasing participation, building skills and confidence, and strengthening pathways to community and workforce engagement.

Royal Flying Doctor Service WA

Improving access to primary healthcare in Kalgoorlie-Boulder, while supporting the development of a sustainable local health workforce through allied health training pathways.

Nangganawili Aboriginal Health Service

Supports the delivery of culturally appropriate healthcare in Wiluna, providing essential services including emergency, dental, primary health & wellbeing care, and supporting local employment and building community capacity.

MADALAH

Supporting Goldfields Indigenous Tertiary Scholarships – funding approximately 10 university degrees annually for 3-5 years for Indigenous students.

Perth Lynx Major Partner & Community Partner of Basketball WA

Support to increase women's basketball, regional programs and facilities, establish a new Indigenous Academy & promote diversity.

Breast Cancer Care WA

Supports tailored care for breast cancer survivors in the WA Goldfields Region, improving access to recovery, wellbeing and support services, and reducing the impacts of isolation, travel and limited local healthcare.

WA Ballet

Supports arts, culture and community engagement by increasing access to dance, inspiring participation and creativity, and delivering community outcomes through performances, programs and outreach initiatives.

Foodbank WA

Strengthening community wellbeing by improving food security, increasing access to essential items, and building long-term resilience by addressing cost of living pressures, limited access to fresh food, and social isolation.

Highlight - Stakeholder Engagements in FY26

Royal Flying Doctor Service WA

Northern Star's partnership with the Royal Flying Doctor Service Western Australia (RFDS WA) supported the establishment of the Goldfields Health Centre, delivering improved access to high-quality primary healthcare services for the Kalgoorlie-Boulder community.

Through this investment, the Centre is expanding essential services in the region while also operating as a training hub for allied health students, supporting the development of a sustainable local health workforce. This partnership is creating lasting social impact by strengthening regional health capability and enabling better health outcomes for the community.

We expanded our partnership with RFDS WA in FY26 to fund a new student nurse bursary in Port Hedland. Supporting up to 12 final-year students annually, the program removes financial barriers, provides vital rural clinical experience, and helps build future healthcare capacity in the Pilbara.



Nganggganawili Aboriginal Health Services

Northern Star's ongoing partnership with Nganggganawili Aboriginal Health Services (NAHS) supports the delivery of essential, culturally appropriate healthcare services in the Wiluna region.

Through this ongoing partnership, NAHS provides 24/7 emergency, dental and aged care, child and primary health, and wellbeing services, while also supporting local employment and building community capacity.

In FY26, we renewed our partnership with NAHS through a further 3-year agreement, reinforcing a shared commitment to improving access to healthcare and strengthening health outcomes across the broader community.



Basketball Partnerships Supporting Community

Northern Star's basketball partnerships across Western Australia support inclusive participation, youth development and stronger community connections through initiatives with the Perth Lynx, Binar Futures, the Goldfields Giants, and local teams including the Blazers in Leonora and Warriors in Kalgoorlie.

Through these partnerships, we enable the delivery of regional programs, tournaments and community clinics that provide pathways for both Indigenous and non Indigenous young people to engage in sport, build confidence and develop life skills.

These partnerships connect elite sport with grassroots communities, providing access to role models and inspiring the next generation. These partnerships create lasting social impacts by strengthening community cohesion, supporting inclusion, and improving health and wellbeing outcomes across Western Australia.





Youth Involvement Council

Northern Star's Pilbara Operations is supporting the health and wellbeing of young people in the region, setting them up for the future. Through our partnership with the Youth Involvement Council, the Deadly Hearts Mindfulness Program provides early-intervention wellbeing support to children aged 5–11 years, helping with emotional regulation, resilience, and positive behaviour.

This is done through dedicated mindfulness sessions each week, quiet-zone equipment, youth mentors facilitating calming, structured, therapeutic activities, and workforce development and training.

This program strengthens early childhood wellbeing and mental health, reduced anti-social behaviour, supports family and community relationships. It also supports workforce development and local employment and promotes long-term regional prosperity.



Supporting Inclusion Through WA All Abilities Football

Northern Star supports inclusive sporting opportunities for people with disability as a founding partner of the WA All Abilities Football Association, commencing the partnership in 2021 to help build sustainable pathways from participation through to employment and community contribution.

Through this partnership, we have supported inclusion opportunities, and delivery of programs that enable participants to build confidence, develop skills and progress through structured pathways.

These initiatives remove barriers to participation, strengthen community connections and support more inclusive and resilient communities, delivering lasting social outcomes through improved wellbeing, increased participation and stronger pathways to workforce contribution.



Building Future Talent Through Education and Industry Pathways

Northern Star supports pathways into the mining industry through a long-standing partnership with Curtin University, helping students explore career opportunities and build the skills needed to succeed in Western Australia's mining sector and beyond.

Through this partnership, we support initiatives such as the Focus on Mining Program, providing high school students with site-based learning experiences and direct exposure to mining operations. These programs enable students to explore study and career pathways, build confidence and gain practical insight into the industry.

We also support targeted scholarships, including the Northern Star Resources Scholarship for Mining Engineering and Metallurgy students, the Christine Foster Scholarship, and the Moorditj Yorga Scholarships, which support female students and Aboriginal and Torres Strait Islander women to access education and succeed at university.

Political Contributions

In FY26, Northern Star made no political contributions and did not attend any related events.

During FY26 we retrospectively paid two invoices to a total combined value of $2,000 (excluding goods and services tax) related to the FY25 period. These invoices were for the former De Grey Mining Chief Sustainability & Risk Officer's attendance at a Labour Party function prior to the acquisition.



Red Earth of the Pilbara Region
Hemi Project
Pilbara Operations, Western Australia

Community Performance Metrics

		FY26	FY25	FY24
Community Investment Commitments				
Funds Committed	Kalgoorlie Production Centre (A$M)	1.08	0.86	0.69
	Yandal Production Centre (A$M)	0.30	0.23	0.44
	Pilbara Operations (A$M)	0.22	0.19	0.13
	Pogo Production Centre (A$M)	1.08	0.99	0.92
	Corporate (A$M)	6.22	4.97	4.07
	Total (A$M)	**8.89**	**7.24**	**6.25**
Initiatives Directly Supported	Kalgoorlie Production Centre	79	66	49
	Yandal Production Centre	29	9	12
	Pilbara Operations	12	15	17
	Pogo Production Centre	24	17	22
	Corporate	55	62	66
	Total	**199**	**169**	**166**
Grievances and Complaints				
Complaints & Grievances	Number of grievances received	85	29	20
	Number of grievances resolved	82[6]	28	20
Community Incidents				
Community Related Incidents	Number of material community related incidents	-	-	-
	Number of community related infringements	-	-	-
	Cost of community related infringements (A$)	-	-	-
Heritage Management				
Heritage Related Incidents	Number of material heritage related incidents	-	-	-
	Number of heritage related infringements	-	-	-
	Cost of heritage related infringements (A$)	-	-	-

[6] The 3 remaining open complaints are currently under investigation with an aim to achieve a resolution with the affected parties.

NORTHERN STAR
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Supply Chain Management at Northern Star FY26

New Conveyor Systems at the KCGM Mill Expansion
KCGM Operations
Kalgoorlie Production Centre, Western Australia



Supply Chain Management



Our Approach

Northern Star's Operations are supported by a centralised Group procurement team that coordinates a global supply chain. As at 30 June 2026, Northern Star had 2,734 Tier 1 suppliers[1] who had been active in the previous 12 months.

Northern Star aims to partner with responsible suppliers who contribute to our goals of sustainable operations and respect for human rights in global supply chains. We prioritise the use of local suppliers, while ensuring our supply chain risks are mitigated through strong regional relationships.

In FY26, $937M, representing 15.7% of total Group procurement spend, was to suppliers located locally to our Production Centres and Operations in Western Australia, Northern Territory and Alaska. Refer to Figure 5-3 for details on our local areas, and breakdown of spend expressed as a percentage of total Group spend.

Supply Chain Management Governance

Northern Star's Board has oversight of supply chain 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 strategic risk register.

Supply chain related matters are referred to the Board through the Audit & Risk Committee by the Chief Financial Officer and modern slavery and human rights matters are referred to the Board through its ESS Committee meetings.

The function of the ESS 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:

- Human rights, including modern slavery risks.
- 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 supply chain function is overseen by the Chief Financial Officer (CFO), supported by the procurement teams in the Perth office and on our sites. The CFO reports to the Managing Director & Chief Executive Officer who in turn reports to the Board.

[1] All references to suppliers in this disclosure are references to Tier 1 suppliers, unless otherwise stated.
[2] Supplier spend is calculated using the location of the supplier as registered in our Company procurement system. Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding.

Restatements of Information

- Nil restatements.

Supply Chain

Northern Star engages a network of suppliers both nationally and internationally to procure goods and services that are essential for our production activities. Where feasible, we procure materials from local suppliers within the regions we operate in, thereby maximising the local economic impact as well as reducing our global carbon footprint through shipping reductions.

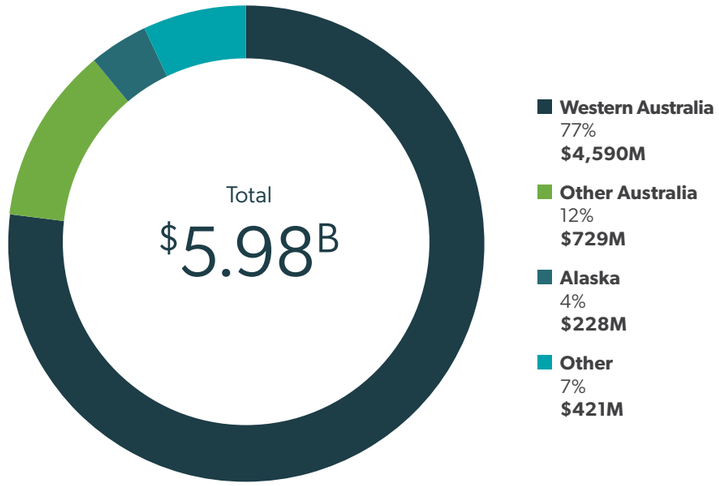
For more advanced, or specialised equipment and materials, the Company will seek these resources globally. In FY26, Northern Star spent $5.98B on goods and services globally.

This expenditure included $4.59B in Western Australia[2] representing 76.8% of Group expenditure, up from $3.87B in FY25.

As part of our global supply chain, we also consider supply chain resilience factors. This means that we consider, evaluate, and monitor issues such as:

- Logistics of supply delivery and storage.
- Identifying and sourcing critical spares.
- Monitoring inventory stock levels and site capacities.
- Monitoring of global potential impacts on supply chains such as pandemics, climate change impacts, or local and regional weather impacts.
- Monitoring global demand or supply shortages.
- Factoring in long lead and delivery requirements.

Figure 5-1 Supplier Spend by Location of Supplier[2]

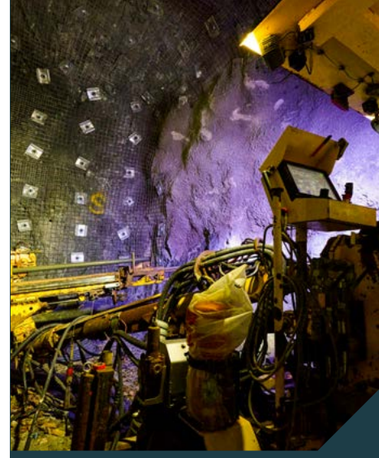


$5.98B
FY26 Total Group Procurement Spend

$4.59B
Total Goods & Services Spend in Western Australia in FY26[2]

$6.4M
Direct Spend with Indigenous Suppliers in FY26

$937M
FY26 Total Local Supply Spend[2]



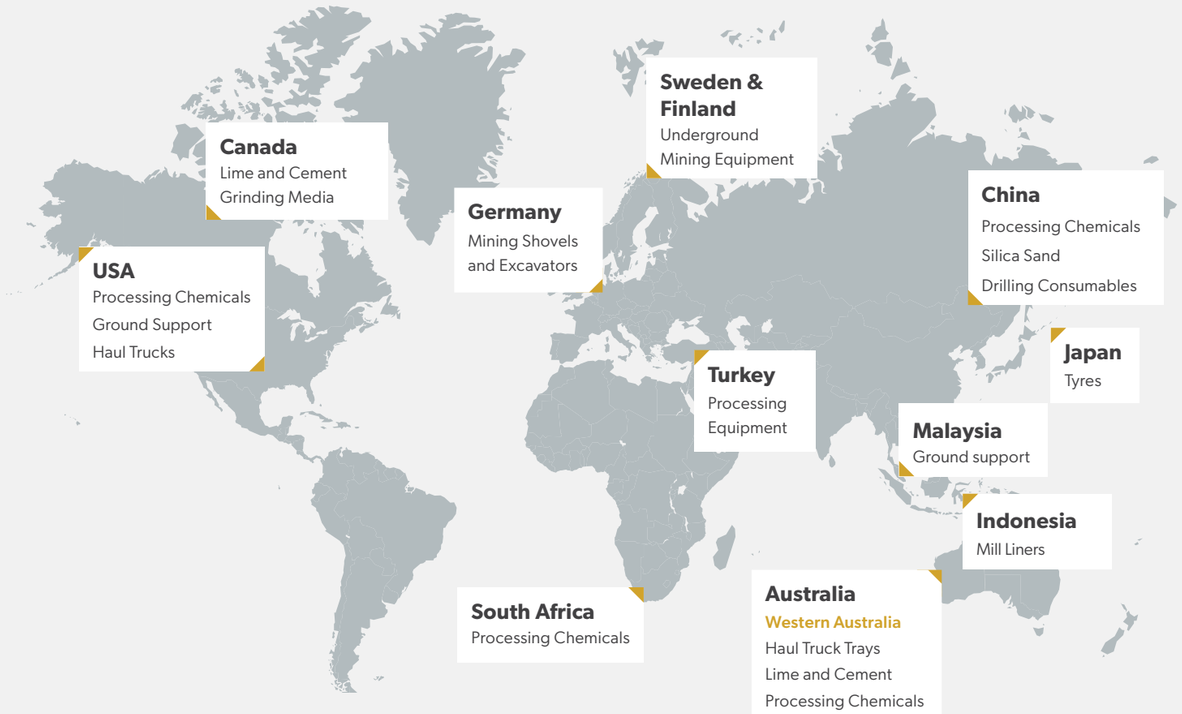
$675M
FY26 Local Procurement Kalgoorlie Production Centre[2]

$238M
FY26 Local Procurement Pogo Production Centre[2]

$18M
FY26 Local Procurement Yandal Production Centre[2]

$2M
FY26 Local Procurement Pilbara Operations[2]

Figure 5-2 Examples of Our Global & Local Sourcing



Responsible Sourcing

Northern Star is committed to responsible sourcing and aims to partner with suppliers who respect and adopt positive safety, environmental, social, and governance standards and who demonstrate alignment with the standards and values of the Company.

Our Purchasing Policy[3] aims to ensure that all purchasing activities demonstrate that value for money is attained for Northern Star; that they are compliant with the Code of Conduct and the Anti-Bribery and Anti-Corruption Policy; that they establish consistent processes that promote openness, transparency, fairness and equity to suppliers; and ensure that goods and services to be procured are necessary and fit for purpose.

In addition to cost comparisons, a qualitative assessment of the value for money outcome considers: ongoing relevance and necessity for procurement; competition in the allocation of purchase orders; previous and past experience; risks associated with the provision of the goods and/or services; total cost of ownership (where relevant); and the overall objectives of the procurement and outcome being sought.

Our Supplier Code of Conduct[4] sets out the minimum standards of conduct expected from all Suppliers wishing to do business with Northern Star. Suppliers are required to be compliant with Northern Star's Code of Conduct[5] and our Anti-Bribery and Anti-Corruption Policy[6].

The Company requires its suppliers to operate with confidentiality, honesty, fairness, and integrity and to observe the rule and spirit of the legal and regulatory environment in which the Company operates.

There were no suppliers identified during FY26 from countries rated as extreme or high conflict in the ACLED[7] index ranks.

[3] Purchasing Policy (NSR-FIN-058-POL).
[4] Supplier Code of Conduct (NSR-COR-032-POL).
[5] Code of Conduct (NSR-COR-001-POL).
[6] Anti-Bribery and Anti-Corruption Policy (NSR-COR-026-POL).
[7] Armed Conflict Location & Event Data.

Local Procurement

Supporting suppliers and businesses within the regions in which we operate continues to be a focus for Northern Star. We aim to support the communities in which we operate and consistently consider the positive impact of supporting local businesses when assessing procurement opportunities to ensure we maximise opportunities within our local supply chains.

Our local procurement areas (as shown in Figure 5-3) are centred around our Kalgoorlie, Yandal, and Pogo Production Centres and Pilbara Operations.

Figure 5-3 Local Supplier Spend by Production Centre & Operation[8]

Tanami Project[9]
$4M
0.1% of total Group spend

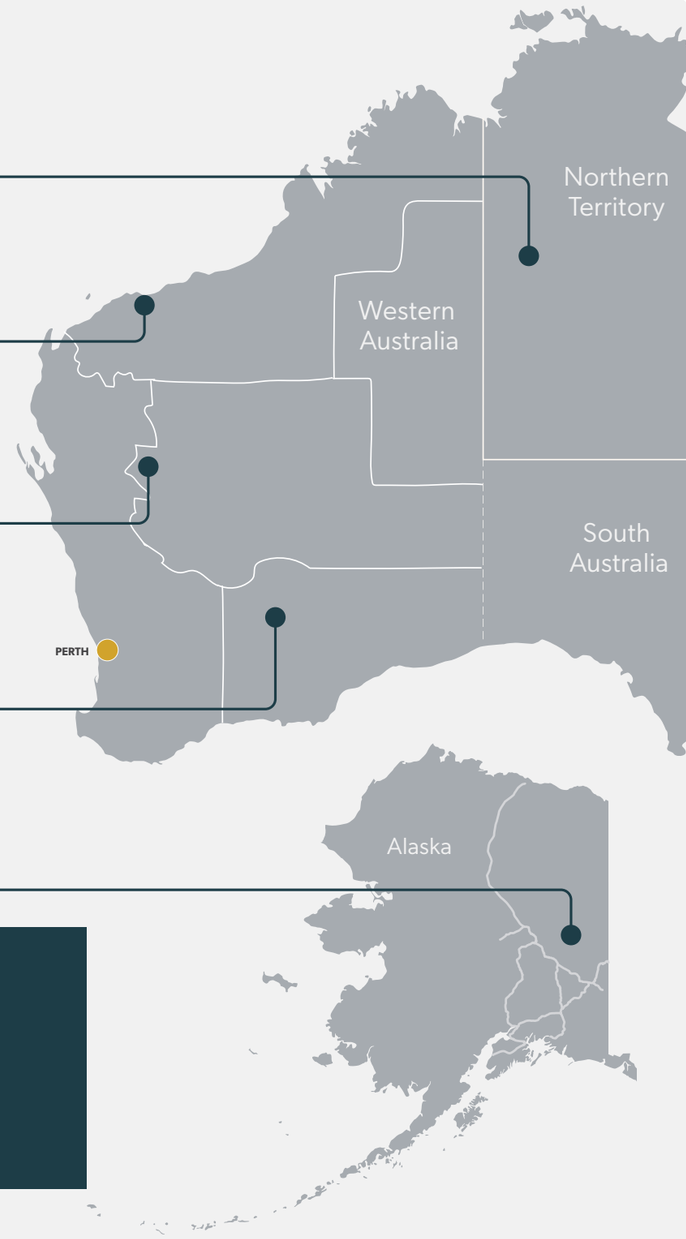
Pilbara Operations
$2M
<0.1% of total Group spend

Yandal Production Centre
$18M
0.3% of total Group spend

Kalgoorlie Production Centre
$675M
11.3% of total Group spend

Pogo Production Centre
$238M
4.0% of total Group spend

Total Local Procurement
$937M
15.7% of total Group spend in local procurement regions



[8] Local supplier spend is defined as spend within postcode areas for Western Australian: Kalgoorlie – including areas such as Hannans, Boulder, Binduli, Bandy Creek and Boorabbin; Yandal – including areas such as Lake Darlot, Leinster, Boorara, Lake Carnegie, and Angelo River; Pilbara Operations - Dampier, Karratha, Millstream, Roebourne, Wickham, Port Hedland, South Hedland, Broome, Kununurra and Tom Price; and State boundaries for Alaska and Northern Territory.
[9] 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.

Contract Management

Northern Star has in place a Contracts Policy[10] and a Contracts Procedure[11] which set out mandated processes required for the preparation and execution of all legally binding contracts. The Contracts Policy sets out minimum standards in relation to contract review processes, including supplier screening requirements and risk mitigation processes.

The Contracts Procedure establishes Northern Star's procedural requirements in relation to key areas including financial and qualitative assessments, risk identification and mitigation processes, and mandatory supplier screening requirements utilising subject matter experts within the Company.

In addition to the Policy and Procedure, we have a Contract Management Guideline[12] which sets out the internal processes in place for management of contracts between the Company and its suppliers.

Contract Management Plans[13] are developed for high-risk contracts, and may include monitoring requirements of a contractor's performance, and processes for ensuring that the contractor conducts its operations in compliance with the contract, Company standards and relevant applicable legislation.

The Company uses a contract risk register for monitoring performance throughout the duration of the contract to reflect changes in risk status if applicable. An ongoing assessment of supplier performance regarding deliverables, targets and milestones is carried out, to track progress. Audits may be instigated for matters such as workplace health and safety performance and/or environmental issues, such as failure to provide mandated records required as part of disclosures.

In the instance where supplier non-performance occurs or where goods/services do not meet quality requirements or expectations, Northern Star may consider exercising its contractual rights or other rights at law.

Modern Slavery & Human Rights

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

Please refer to Northern Star's FY26 Modern Slavery Statement on our website.

[10] Contracts Policy (NSR-FIN-035-POL).
[11] Contracts Procedure (NSR-FIN-003-PRO).
[12] Contract Management Guideline (NSR-PRO-001-GUI).
[13] Contract Management Plan Template (NSR-PRO-001-PLA).
[14] Mobile assets including equipment such as trucks, loaders, graders, drilling jumbos, and other similar mobile equipment.

Supplier Engagement & Screening

It is a requirement that all goods and services procured on behalf of Northern Star with a proposed contract value of >$2M per annum must be subject to screening in accordance with the process set out in our Contracts Procedure, prior to the development of any Contract.

Suppliers are required to provide requested documentation and supporting evidence for screening, which is conducted by Northern Star occupational health and safety, ESG, execution, pricing and commercial representatives within the Northern Star Hub.

Weightings are assigned to the various topics being screened, based on the nature of the contract and any key identified focus areas such as:

- Indigenous employment or procurement.
- Leading and lagging safety indicators.
- Modern slavery risks and management.
- Community investment and engagement.
- Local employment.

Figure 5-4 Key areas of goods and services expenditure in FY26

Services	
Mining Services	$920M
Drilling	$322M
Freight, Shipping & Haulage Services	$229M
Engineering Services & General Consulting	$440M
Civil & Earthmoving	$251M

Goods	
Fixed Assets	$687M
Diesel, Oils & Lubricants	$457M
Mobile Asset[14]	$455M
Processing Materials & Consumables	$179M
Electricity	$194M

Contractor Management

Effective contractor engagement and management remain critical aspects of safety in our Operations at Northern Star. We have continued to enhance our processes to continuously improve our Mine Health Safety Management System and progress further improvements in engagement and compliance.

Safety Contractor Management Framework

Our primary initiative has focused on aligning expectations and activities with workplace health and safety legislative requirements and Northern Star's Standards. The Northern Star contractor management function is divided into several key steps which cover the process of developing a scope of work, selection of a supplier, mobilisation and work execution phases, followed by demobilisation and close-out.

Contractor Management Intranet Page

To support Company-wide contractor management and improve communication, we continued to enhance our contractor management intranet page. This digital platform serves as a central hub for resources, updates, and contact points. It is designed to aid in streamlining communication across the Company, providing contractors with access to critical information and support.

We have also continued to progress and expand our Northern Star Hub. The Northern Star Hub is a digital solution that was established to assist in managing contractors end-to-end across their contract lifecycle, from planning and scoping through to demobilisation and performance review.

The Northern Star Hub is designed to provide contract owners with milestone tracking, and escalation prompts. It also assists in enabling procurement, health and safety and Operations teams to validate contractor readiness, track insurance and competency compliance, and assess safety performance through embedded dashboards.

Contractor Engagement & Review

During FY26 we have continued to focus on:

- **Training & Inductions:** Providing occupational health and safety training and inductions for contractors, aimed at improving their understanding and compliance with our requirements.
- **Audits & Reviews:** Conducting audits and reviews of compliance with our safety standards to identify areas of potential non-compliance, and continuous improvement.
- **Improving Resource Access:** Providing contractors with easier access to the tools, guidelines, and support through our intranet page and other communication and engagement processes.

More information on our safety management programs and engagement with our contractors is available in our ESR Disclosure Suite - Safety & Critical Risk Control at Northern Star FY26.

Highlight: Identifying Opportunities in Our Supply Chain

During FY25 and FY26 Northern Star undertook a live trial with external logistics specialists, GEODIS, to identify and test opportunities for improvements for logistics for our Pogo Operations.

This 18-month long trial exceeded expectations, delivering both operational and commercial results. It progressed from a theoretical solution to a proven operating model, supported by measurable performance improvements.

Key outcomes from the trial during FY26 included:

- The trial validated a faster, more reliable supply chain from Seattle to Pogo Operations, with estimated transport cost reductions of 20–30% per container and the potential to eliminate significant detention costs.
- Successful implementation of end-to-end shipment visibility, with opportunities to further integrate procurement, inventory management and forecasting to improve purchasing decisions, working capital visibility and overall supply chain control.
- Demonstrated market validation through the logistics study and live operational trial.

Northern Star is currently working through a business case to determine the next steps from the outstanding results of this trial.

Indigenous Procurement

Northern Star recognises the value Indigenous businesses create within our supply chain, as well as the immense benefits they generate for Aboriginal and Torres Strait Islander people, communities, and local economies.

Promoting and encouraging Indigenous business through procurement and capacity building is a significant means of supporting the Traditional Owners on whose land we are privileged to operate. We aim to create opportunities for Indigenous businesses in the following priority:

- Traditional Owner Businesses: to give Traditional Owners the opportunity to establish or grow businesses on their Country.
- Local Indigenous Businesses: businesses located in the Kalgoorlie, Yandal or Pilbara regions, as appropriate for the relevant Operation.
- Indigenous Businesses based in Western Australia.

As a Company, Northern Star is committed to the continuous development and establishment of sustainable supply contracts with Indigenous businesses.

In FY26 Northern Star experienced a decline in direct spend with Indigenous businesses of around 38% (from $10.4M in FY25 to $6.4M in FY26). This was primarily a result of several project specific contracts ending at the end of FY25.

Across all Australian Operations, our Procurement team is aiming to create contract opportunities for Traditional Owner businesses and local Indigenous businesses.

This includes:

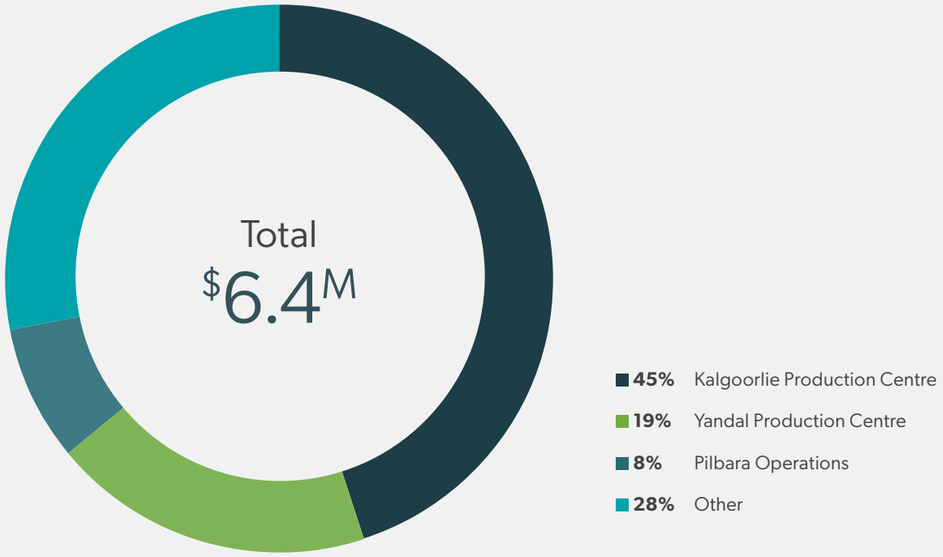
- Understanding Indigenous business capabilities and capacity, and how we may assist Traditional Owners businesses and local Indigenous businesses to grow in partnership with Northern Star.
- Identifying and removing barriers to participation in our supply chain, and actively facilitating long-term, sustainable contract opportunities.

We engage in both direct and indirect procurement with Indigenous businesses.

- Direct procurement is goods or services procured directly by Northern Star from an Indigenous Business.
- Indirect procurement is goods or services procured by other Northern Star suppliers from Indigenous Businesses to assist with works they have been engaged by Northern Star to deliver.

Our verification processes have been developed to ensure that our direct Indigenous procurement performance data is able to be assured by an independent external third party and that our expenditure is supporting accredited Indigenous businesses, following the accreditation requirements set by the West Australian government in their supply chain.

Figure 5-5 Direct Spend with Indigenous Businesses During FY26



Supply Chain Performance Metrics

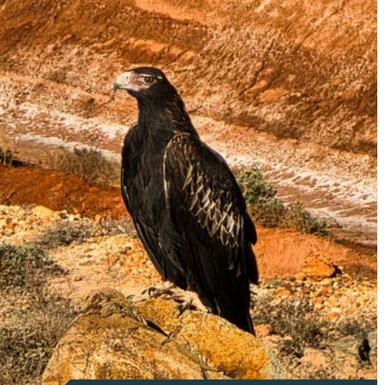
		FY26	FY25	FY24
Procurement Spend by Location of Tier 1 Supplier				
Supplier Spend[15]	Western Australia (A$M)	4,590	3,868	2,942
	Other Australia (A$M)	729	512	390
	Alaska (A$M)	238	204	178
	Other (A$M)	421	539	465
	Total (A$M)	**5,978**	**5,123**	**3,975**
Local Procurement by Region				
Local Procurement by Region	Kalgoorlie Production Centre (A$M)	675	703.3	653.8
	Yandal Production Centre (A$M)	18	16.0	6.5
	Pogo Production Centre (A$M)	238	204.0	178.4
	Pilbara Operations (A$M)	2	3.7	3.5
	Tanami (A$M)[16]	4	2.6	0.6
	Total Local Procurement (A$M)	**937**	**929.6**	**842.8**
Local Procurement by Region (% of Total Group Spend)	Kalgoorlie Production Centre (%)	11.3	13.7	16.4
	Yandal Production Centre (%)	0.3	0.3	0.2
	Pogo Production Centre (%)	4.0	4.0	4.5
	Pilbara Operations (%)	<0.1	0.1	0.1
	Tanami (%)[16]	0.1	0.05	0.01
	Total Local Procurement (%)	**15.7**	**18.1**	**21**
Indigenous Procurement				
Direct Spend with Indigenous Businesses	Kalgoorlie Production Centre (A$M)	2.9	5.5	5.7
	Yandal Production Centre (A$M)	1.2	3.2	4.7
	Pogo Production Centre (A$M)	0.5	0.9	0.7
	Other (A$M)	1.8	0.8	0.7
	Total (A$M)	**6.4**	**10.4**	**11.8**
Supply Chain Risk Analysis				
Modern Slavery & Human Rights[17]	Number of SAQs issued to suppliers for completion	185	205	166
	Number of third-party initial audits completed	8	7	10
	Number of corrective action plans issued	3	3	4
	Number of follow-up audits completed	2	6	1
	Number of material human rights or modern slavery issues identified	-	-	-
	Number of suppliers refused to be audited	-	1	-
	Number of contracts suspended/terminated	-	1	-
Conflict Areas				
Conflict Areas	Number of Tier 1 suppliers identified in conflict areas	-	-	-

[15] Supplier spend is calculated using the location of the supplier as registered in our Company procurement systems.
[16] 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.
[17] Refer to our FY26 Modern Slavery Statement at Corporate Governance.

NORTHERN STAR
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Environmental Management at Northern Star FY26

Landscapes Around our Pogo Operations
Pogo Operations
Pogo Production Centre, Alaska



Environmental Management

6 CLEAN WATER AND SANITATION · 8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 14 LIFE BELOW WATER · 15 LIFE ON LAND

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.

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

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.

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



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

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.

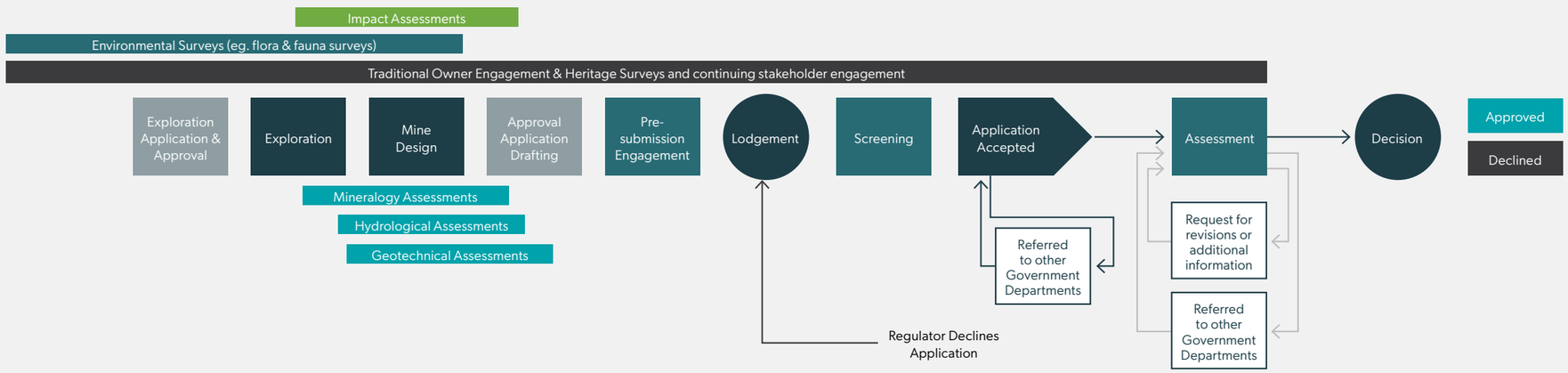
Once the project is assessed and approved, we are notified and so long as we comply with all other land access requirements, can proceed with the project. All environmental approvals are granted with conditions which are designed to ensure that environmental harm is avoided and minimised.

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.

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



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 6-3 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 (SO_2) 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 SO_2 concentrations and atmospheric conditions within the region (Kalgoorlie-Boulder, Kurrawang, Coolgardie and Kambalda).

The AQC system combines a dynamic SO_2 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.

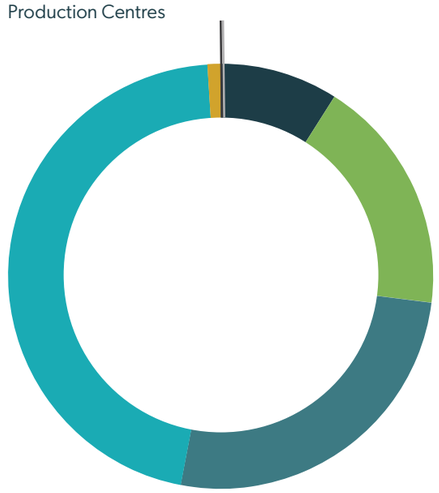
Disclosure of Emissions

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.

Figure 6-4 FY26 Measured Air Emissions (T) for all Production Centres



4,230	Carbon monoxide (CO)
8,494	Oxides of nitrogen (NOx)
13,362	Oxides of sulphur (SOx)
23,349	Particulate matter <10µm
661	Volatile organic compounds (VOCs)
0.0085	Mercury (Hg)
0.599	Lead (Pb)

[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.

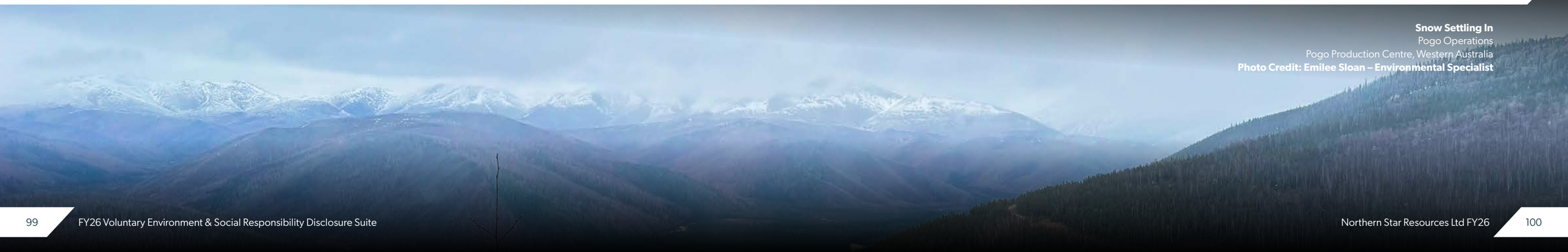
Primary dust management strategies implemented across our Operations commonly include:

- **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.

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.

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.



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 Standard[3] 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 moderate[4]. As outlined on the previous page, 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 reoccurance.

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



- **74.5%** Insignificant
- **25.2%** Minor
- **0.3%** Moderate
- **0.0%** Major
- **0.0%** Catastrophic

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.

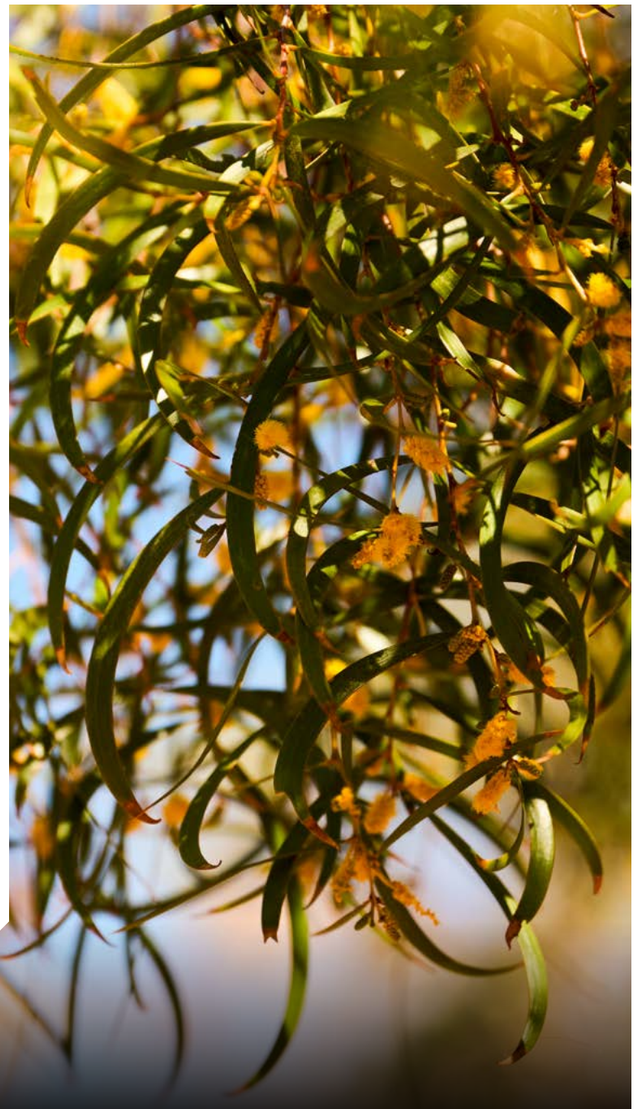
Emergency Preparedness

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	FY25	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	-	-	-
Incidents reported internally by consequence	Insignificant (%)	213	174	136
	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.

NORTHERN STAR
RESOURCES LTD

Biodiversity & Land Management at Northern Star FY26

Shingleback Lizard
KCGM Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Rojen Jomuad – Geologist Discovery



Biodiversity & Land Management

Our Approach

Northern Star acknowledges that our Operations can impact on, and potentially change, the local environments and biodiversity of the areas in which we operate.

We strive to reduce potential negative impacts on biodiversity, through:

- Better understanding the environment and biomes in which we operate.
- Developing and implementing Operational controls to minimise these potential negative impacts.
- Remaining cognisant of ecologically significant areas and protected or vulnerable ecosystems and species near our Operations.

While our Environmental Policy[1] outlines Northern Star's commitment to managing activities in an environmentally responsible manner, it is our Environmental Management System (EMS) and Global Standards that detail how this is practically achieved.

The Northern Star Biodiversity Management Global Standard[2] outlines the minimum requirements for managing biodiversity across our Operations, providing guidance to site operational and environmental teams.

Biodiversity & Land Management Governance

Northern Star's Board has oversight of biodiversity and land 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.

Biodiversity and land management 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.

[1] NSR-COR-003-POL.
[2] NSR-ENV-005-STA.
Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding.

1.43M
Northern Star Managed Land in FY26 (Ha)

800
Land Within Northern Star Biodiversity Offsets in FY26 (Ha)

100%
Producing Operations with Approved Closure Plans in FY26

0
Material Biodiversity or Land Management Incidents in FY26

Development and delivery of Northern Star's biodiversity and land 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.

Additional support is provided through our technical services, heritage, and legal teams as required. Northern Star employs technical expertise that support the implementation of our relevant policies, Standards and all related management systems and procedures. This expertise includes a team in our corporate office that supports our site-based teams in the on-ground implementation of biodiversity and land management.

Restatements of Information

- Jundee Operations land cleared in FY25 was increase by 0.43ha to 172.43ha.
- We have included information on Northern Star managed lands, and collaborative biodiversity initiatives retrospectively for FY25 and FY24.

TNFD Alignment

The Taskforce on Nature Related Financial Disclosures (TNFD) has announced that it will complete its technical work in progress and then pause all further work. The International Sustainability Standards Board (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 the International Financial Reporting Standards (IFRS) S1 and S2.

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

Biological Diversity

Northern Star's Operations span a diverse range of geographical regions and ecological environments. As part of our disclosures, we have provided a list of our Operations in Appendix A, mapped to taxa, communities, and habitats located in their vicinity.

The location of these ecological components relative to our Operations or Project areas is provided and, where appropriate, they have been assessed against a range of ecological assessment tools such as the International Union for Conservation of Nature (IUCN) Red List of Threatened Species and the Department of Biodiversity, Conservation and Attractions (DBCA) Priority Species.

[3] Western Australian Department of Mines, Petroleum and Exploration's Mining Rehabilitation Fund.



Goodpaster River
Pogo Operations
Pogo Production Centre, Alaska



1,374
Land Cleared in FY26 (Ha)

121
Land rehabilitated in FY26 (Ha)

$0.66M
Financial/In-Kind Support to Biodiversity or Land Management Related Activities in FY26

$4.47M
Calculated DMPE MRF[3] Levy for WA Operations for FY26

Impacts & Changes to Biodiversity

Responsible management of biological diversity is key to effective environmental stewardship and accordingly Northern Star applies an assessment and management framework to promote responsible development in a manner that aims to preserve biological diversity.

The foundations of this process are:

- Identification of biodiversity biological diversity.
- Assessment of potential impacts.
- Application of the environmental mitigation hierarchy of avoid, mitigate, rehabilitate, and offset.

We monitor environmental performance to evaluate the effectiveness of biodiversity management and to inform adaptive management practices.

Identification of Biological Diversity

Baseline surveys and assessments of biodiversity are implemented in accordance with guidelines, procedures, and relevant jurisdictional regulatory requirements. Surveys are designed to identify and describe biological diversity present and their significance, including consideration of characteristics such as species composition, structure, function, process of ecosystems, and the natural range variation of these elements.

Northern Star's biodiversity assessments typically involve a desktop component that considers previous survey data to identify which elements of biological diversity are most likely to occur in the area, followed by a field survey to verify "on ground" the information obtained.

The level of survey we undertake can vary from basic or reconnaissance level which provides a broader overview of environmental elements, through to detailed or targeted surveys where environmental elements are potentially significant or a significant environmental aspect has been identified, such as the occurrence of a protected species or a critical habitat.

We will also undertake additional environmental studies to inform management of potential indirect impacts to biodiversity, such as surface water and groundwater modelling to identify possible impacts associated with changes to water availability and quality.

Risk Assessment

Environmental risk assessments are conducted to identify potential impacts to the environment, including biological diversity, and inform the identification of suitable management measures to mitigate potential impacts.

The aim of our risk assessments is to ensure environmental objectives are achieved. Objectives for biodiversity typically comprise the protection and maintenance of biological diversity and ecological integrity.

Biodiversity Management Plans

Northern Star's Biodiversity Management Global Standard applies to all our Operations, with associated supporting procedures which specify the minimum standards required to mitigate impacts on biological diversity.

Three of our Operations have additional project or area specific Biodiversity Management Plans and one has project and species specific plans linked to environmental approvals. Standalone biodiversity plans are not required at our remaining Operations as biodiversity risks are managed through existing environmental management frameworks and regulatory obligations.

Biological diversity and associated management measures are included in Northern Star's Environmental Management Plans, based on the specific requirements of each Operation, and any conditions set out in regulatory instruments. These may include topics such as land clearing protocols, topsoil management, pest and weed management, training and incident management.

In addition to these management plans, Northern Star implements an EMS that outlines standards and procedures for mitigation and management of potential impacts to the environment.

Consultation & Engagement

Baseline studies such as vegetation, flora, and fauna surveys help us understand the biological diversity in and around our Operations and planned disturbance areas. These are undertaken utilising external expertise and seek input from appropriate internal and external stakeholders.

In Australia, we consult with Traditional Owners to understand the cultural values associated with biodiversity by conducting ethnobotanical, and in some cases ethnozoological, surveys. Traditional Owners are given the opportunity, if desired, to harvest plants and other material prior to clearing activities.

The understanding of biological diversity gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment to understand the potential impacts on biodiversity from our Operations. Where specific risks are identified, targeted measures are implemented to effectively apply the mitigation hierarchy described above.



Pilbara Sunset Over the Hemi Project
Pilbara Operations
Pilbara Development Project, Western Australia
Photo Credit: Kade Torrance – Environmental Officer

Ecologically Sensitive Areas

Whilst Northern Star respects the environment more broadly, there are some areas around our assets that require additional focus and management due to their sensitive nature.

These areas provide opportunities for Northern Star to implement our mitigation hierarchy, contribute to the broader scientific knowledge of the species through monitoring and survey, and work towards protecting these areas as much as possible.

Further information on taxa, communities and habitats relative to our Operations is provided in Appendix A.

Pogo Operations – Goodpaster River

The Pogo mine operates along the Goodpaster River in Alaska. This river holds significant ecological value for Chinook Salmon which use the river as a spawning ground, making the river a vital part of the local aquatic ecosystem and an important resource for biodiversity in interior Alaska.

To protect the Goodpaster River, the Pogo Operations treats water that has been in contact with the mine to ensure it is of suitable quality before being discharged into the river. This includes diluting the treated water with fresh river water to maintain quality.

The discharges into the river are regulated under the Alaska Pollutant Discharge Elimination System (APDES) permit, which sets limits on contaminants like arsenic, cadmium, copper, lead, mercury, and zinc.

Water quality is regularly monitored as part of the APDES permit. In addition, fish tissue samples are taken to ensure Chinook Salmon are not absorbing contaminants.

Hemi Project – Listed Species Habitat and Significant Landforms

Permitting approvals are under regulatory review in relation to the water systems in the Hemi Project, which is located within the habitats of species listed under both state and federal legislation. This includes the Greater Bilby, Northern Quoll, Grey Falcon, Pilbara Olive Python, Pilbara Leaf-nosed Bat, Northern Coastal Free-tailed Bat, Brushtailed Mulgara, and the Western Pebble-mound Mouse.

In addition, there is a single sand dune forming part of the Gregory Land System in the southwest of the project. Applying the mitigation hierarchy, this dune has been excluded from the project boundary. The project has been designed to minimise impacts to listed species habitat and offsets will be provided to the Pilbara Environmental Offsets Fund to mitigate unavoidable residual impacts to these habitats.

Kalgoorlie & KCGM Operations – Butterfly Populations

Fauna surveys around our KCGM Operations led to the discovery of new breeding sites for the Inland Hairstreak Butterfly *(Jalmenus aridus)*, a Priority 2 species listed by the DBCA. Until recently, *J. aridus* was only known from its type locality at Lake Douglas, approximately 12 km southwest of Kalgoorlie.

It was discovered in November 1983 breeding on a single *Acacia tetragonophylla*, but soon after its discovery the tree started to die and the butterflies disappeared. The last sighting of the species at Lake Douglas was in 1999. *Jalmenus aridus* was re-recorded in 2021 near KCGM Operations.

Subsequently, further surveys have been conducted, and additional populations have been found further afield. This species is now known from about 28 locations in the broader Goldfields Region.

Aspects of the KCGM Operations projects have been adjusted to avoid impacts to breeding sites as much as possible. The Inland Hairstreak Butterfly has a relationship with ants, which protect the larvae while they feed.

KCGM Operations has collaborated with butterfly experts, the Western Australian Museum and the DBCA to study known populations of the butterfly to increase scientific knowledge and understanding of their distribution. Long term closure and rehabilitation planning includes restoring native vegetation that supports butterfly host plants and ant species.

Carosue Dam Operations – Malleefowl

Malleefowl *(Leipoa ocellata)* are a stocky ground-dwelling bird belonging to the family Megopodidae. This species is a Vulnerable species listed under the Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and the Biodiversity Conservation Act 2016 (BC Act).

In the Goldfields Region of Western Australia, Malleefowl occur as sparse populations that typically occur in low densities throughout the Acacia shrubland and Eucalyptus woodlands that dominate the landscape.

Malleefowl populations are known from several locations across Northern Star's Operations but are most commonly recorded at Carosue Dam Operations. Northern Star has observed Malleefowl to be a resilient species that continues to forage and breed in close proximity to ongoing mining operations.

We have developed a close working partnership with the National Malleefowl Recovery Group (NMRG), which was formalised through a sponsorship agreement, that is used to support several research initiatives, investigating the ecology of Malleefowl in the Goldfield region.

As part of this arrangement NMRG also provide support by training Northern Star personnel on best practice methods for monitoring Malleefowl in accordance with the National Malleefowl Monitoring Manual.

Jundee Operations – Priority Fauna

Jundee Operations lies within the buffer for two Priority Ecological Communities (PEC) mapped by the DBCA, both are associated with groundwater assemblages hosted in calcrete aquifers:

- Jundee Homestead calcrete groundwater assemblage type on Carnegie palaeodrainage on Jundee Station (Priority 1 PEC).
- Jundee South Hill calcrete groundwater assemblage type on Carnegie palaeodrainage on Jundee Station (Priority 1 PEC).

Northern Star commissioned a stygofauna study which found diversity of groundwater assemblages in areas of our Jundee Operations to be relatively low compared to areas in the surrounds. Mined areas targeted bedrock, and the risk of these activities impacting on groundwater hosted in calcrete systems and associated groundwater assemblages is low.

The only conservation significant fauna species recorded at Jundee Operations is the Brush-tailed Mulgara *(Dasycercus blythi)*, which is listed as Priority 4 species by DBCA. Evidence of Mulgara close to Jundee Operations was first discovered during a survey in 1994. The survey found burrows, tracks, and scats in an area of suitable habitat near Plover Bore, less than 1 km north-east of the mining and processing operations.

At the time, Mulgara were classified as one species, the Crested Mulgara *(Dasycercus cristicauda)*, and listed under the EPBC Act. Scientific understanding of Mulgara has improved and Mulgara were reclassified as two species: the Brushtailed Mulgara *(Dasycercus blythi)* and the Crested Mulgara *(Dasycercus cristicauda)*. Both were delisted from the EPBC Act.

There is also potential for the Greater Bilby *(Macrotis lagotis)* to occur in the region after the species was successfully reintroduced to the Matuwa Kurrara Kurrara National Park located about 90 km east of the mining operation. However, none of the recent fauna surveys conducted at Jundee Operations have identified any evidence of Bilby occupancy in the local area.

Thunderbox Operations – Priority Flora

Biodiversity at Thunderbox Operations is typical of the region and few conservation significant species have been recorded in the locality.

Significant species encountered have been limited to Priority flora species, species that may possibly be threatened but do not meet criteria for being listed the BC Act because of insufficient survey or other data deficiencies.

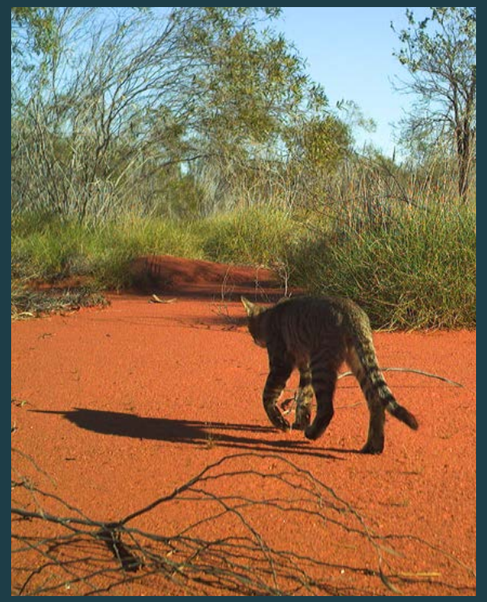
Priority flora species encountered include *Acacia sp.* Marshall Pool (Priority 3) and *Lysiandra baeckeoides* (Priority 3).



On the March
- Processionary Hairy Caterpillars
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: **Glen Rattigan – Ancillary Operator**

Highlight – Understanding Biodiversity in Our Operations: Greater Bilby & Northern Quoll in the Pilbara

The greater Hemi Project area contains sandplain drainage and spinifex sandplain habitats, both considered critical habitat for the Greater Bilby (*Macrotis lagotis*). Vertebrate fauna surveys have been undertaken on around 35,000 ha of land across both the project area and surrounds, to gain an understanding of environmental elements at the project.



These surveys help to determine whether:

- There is evidence of historical or recent Bilby activity.
- Adjacent areas consist of the same habitat elements.
- Areas surrounding the project contain suitable habitat to support the movement of wildlife, particularly priority species like the Bilby, out of proposed disturbance areas.

The fauna surveys identified historic signs of Bilby activity, including diggings and scratchings within the project area, and a collapsed burrow in the surrounds, but no recent activity or active burrows were located. Motion sensor cameras were deployed to:

- Gain a better understanding of the ongoing presence of native, feral, and priority species across the project.
- Assess how the landscape is utilised by fauna.
- Further check for the presence of Bilby. Areas with historic activity were of a particular focus, with cameras deployed in these locations for multiple years.

Since 2025, the cameras have been focused on monitoring for Bilby activity within the approved disturbance envelope of the Hemi Project, but we have not captured any activity nor identified any further evidence of activity.



Cameras have instead captured the presence of other animals such as feral cats, goannas, and kangaroos as shown in examples left (feral cat, top image and joey, bottom image).

Although the Hemi development envelope is not identified as Northern Quoll habitat, there are surrounding rocky outcrops and river systems that they are known to utilise. Northern Quoll are also known to utilise mining camps in other areas, so we have completed targeted monitoring for the presence of Quolls:

- In the rocky hills within the project area.
- Within the approved disturbance envelope.
- Targeted surrounding areas.

Quolls have been recorded in the areas they are known to inhabit and where they were expected to be found. None have been identified or recorded within the disturbance envelope.

Seven cameras remain deployed across the project area, with recordings reviewed monthly to identify species and record the presence of any priority or feral species identified. The ongoing monitoring assists in building our understanding of the ecology in the Hemi Project area and the prevalence, or absence, of different species.

This is particularly important for areas that could be potentially disturbed through construction and mining operations, and to determine appropriate management strategies.



A Mallefowl Stretching its Wings, as Captured by Our Motion Sensor Cameras
Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia

Conservation, Land Management & Offsets

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard[4] guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site.

Northern Star understands the significant of biodiversity and land management practices to the Traditional Owners on whose land we operate. We are continuously working to improve and strengthen our consultation and engagement practices in this important area.

Northern Star applies the mitigation hierarchy to ensure we minimise the impact on biodiversity as much as possible. This hierarchy means we aim to:

- **Avoid clearing and disturbing vegetation as much as possible:** This means finding existing disturbed land to place facilities instead of clearing new areas. We did this at Jundee Operations, where our solar farm has been placed on a waste rock dump rather than undisturbed areas and at Porphyry, Carosue Dam Operations, where the solar farm was placed on an area previously used as a laydown area.
- **Minimise clearing that is required:** We do this by optimising clearing footprints.
- **Rehabilitate all areas disturbed by our Operations where possible at mine closure:** We also progressively rehabilitate areas where possible.
- **Offset where significant impact cannot be avoided:** Northern Star provides biodiversity offsets to compensate for the impacts. Our offset site south of Coolgardie in the Kalgoorlie Production Centre provides conservation and protection for Malleefowl habitat to offset the impact of our tailings facility at Carosue Dam Operations. Establishing this perpetual environmental offset was a DCEEW condition imposed as part of the approval to expand the Carosue Dam Operations tailings storage facility.

Northern Star is protecting and monitoring an active Malleefowl population at this site which contains 800 ha of Malleefowl habitat, with management actions outlined in the approved Offset Management Plan[5].

The Management Plan takes an adaptive management approach and, after consultation with the National Malleefowl Recovery Group, the Goldfields Nullarbor Rangelands Biodiversity Association, DBCA, and the Department of Climate Change, Energy, the Environment and Water (DCCEEW), the management plan has been reviewed, with the revised version approved by DCCEEW in July 2026.

Annual monitoring of the active Malleefowl population at the offset location is continuing with the results reported under regulatory requirements. Our voluntary Malleefowl monitoring program at Carosue Dam Operations continues on an annual basis.

Northern Star has also continued to monitor significant butterfly populations in the Kalgoorlie region to contribute to the understanding of their distribution and breeding patterns.

[4] NSR-ENV-005-STA.
[5] Carosue Dam Operations TSF Cell 4 Exempt East Location 55 (EEL55) Offset Management Plan (CDO-ENV-001-PLA).

Collaboration, Research & Trials

Northern Star recognises the importance of collaboration and equitable benefit sharing with our local communities. Benefits associated with land use and biodiversity management are shared through business partnerships, procurement opportunities, and community investment programs.

Collaboration & Sharing

Northern Star collaborates with a range of partners to support biodiversity conservation and ecological knowledge sharing. During FY26, Northern Star collaborated with several local and regional groups on important biodiversity and conservation initiatives:

- **Care for Hedland - Turtle Monitoring Program:** Supporting community-led monitoring of turtle nesting and hatchlings contributing to long-term species data collection and conservation outcomes.
- **National Malleefowl Recovery Group:** Participation in regional conservation efforts to support habitat protection and population monitoring of this threatened species.
- **Kalgoorlie-Boulder Urban Landcare Group:** Supporting the maintenance of a community nursery and the provision of educational, conservation, and social and inclusion programs in the Kalgoorlie-Boulder region.

These partnerships contribute to improved understanding of biodiversity values in our operating regions while supporting community involvement in conservation activities.

Education & Research Projects

Northern Star is committed to supporting science-based research initiatives that create long-term environmental and community benefits by protecting local natural heritage for future generations.

In FY26, we announced a conservation partnership focused on conserving two endangered Western Australian butterfly species, previously thought to be locally extinct until a large breeding population was discovered at our KCGM Operations.

We have partnered with the Foundation for the Western Australian Museum and the WA Museum on a two-year research program focused on conserving *Jalmenus aridus* and *Ogyris petrina*. The partnership supports field surveys and ecological data collection, analysis of population structure and connectivity, and improved understanding of species distribution and evolutionary history.

Findings will help inform conservation strategies, improve biodiversity management, and support the efforts to reduce the extinction risk for these butterfly species.

Additionally, Northern Star have partnered with the University of Western Australia to undertake a research project investigating the biological and ecological requirements of *Eremophila praecox*, in accordance with Environmental Protection Authority report 1779 for the Fimiston South Project. While the *E. praecox* genus is widespread across Australia's arid regions, it remains relatively under-researched.

This study aims to generate scientific data to support the long-term conversation security of the species and to inform improvements in management practices, including post-disturbance recovery on post-mined substrates.

Trials & Studies

Northern Star undertakes a range of trials and studies across our Operations to improve location specific biodiversity management and rehabilitation practices. Examples include:

- Monitoring ecosystem recovery and vegetation establishment using on-ground survey and technologies such as remote sensing data.
- Monitoring of significant species, such as Malleefowl and Chinook Salmon, to provide long-term data monitoring potential impacts from mining and exploration activities.
- Supporting applied research to improve post-mining land use outcomes.

These activities contribute to continuous improvement in environmental performance and support long-term biodiversity resilience in mining operational areas.

Weed & Feral Species Management

Weed and feral species are recognised as a potential driver of biodiversity loss and ecosystem degradation.

These species can impact native biodiversity by preying on native fauna, competing for resources, introducing pathogens, and altering habitat structure. Such impacts can reduce species abundance and diversity, degrade habitat quality, and affect the conservation status of sensitive ecosystems.

We have implemented a range of management and control measures to reduce potential adverse impacts on biodiversity within the regions we operate.

Weed Species

The primary pathways for the introduction and spread of weed species associated with mining and exploration activities are via vehicles and mobile equipment. Seeds and plant material can be transported in mud or vegetation attached to vehicles moving onto site, or between areas where weeds are already present and previously weed-free areas.

Our Weed Management Procedure outlines the key management actions in place across our Operations to reduce the risk of weed species being introduced or spread during activities. Management actions can include both preventative and control measures as required:

- The spread of weeds can be minimised through preventative measures such as reducing soil disturbance, using designated tracks, restricting vehicle access to rehabilitation areas, and maintaining vehicle hygiene.
- Vehicles and machinery subject to weed hygiene inspections and certification must ensure they are clean and free of vegetative material before use.
- Weeds identified on site are recorded and managed as a hazard, with control measures (e.g. spraying) implemented as required.

Feral Animals

Feral animal species such as cats and wild dogs occur throughout regional areas of Australia. Northern Star has a responsibility to ensure there is no increase in feral animal numbers due to mining operations.

Feral animal management is outlined in Northern Star's Feral Animal and Pest Control Procedure. Management actions implemented on sites can include both preventative and control measures, such as:

- Appropriate management of onsite landfills and waste disposal areas to minimise feral animal attraction.
- Hazard reporting of feral animal sightings.
- Targeted feral cat trapping programs.
- Pest control campaigns through contractors.
- Camera monitoring to collect additional data on feral animal presence.

Pogo Operations has several controls aimed at reducing human-wildlife interactions, including dedicated food-waste storage and segregation, wildlife procedures for field crews, mandatory bear spray during active months, and bear-avoidance training for remote work. There is a Shaw Creek Road bear-sighting map to raise awareness of recent sightings along the access road.



Bronzewing Operations
Yandal Production Centre, Western Australia



Pilbara Wet Season
Hemi Project
Pilbara Operations, Western Australia
Photo Credit: Jack Downton - Field Supervisor

Reclamation & Closure Preparedness

Northern Star has prepared closure and reclamation plans for all its sites other than the Pilbara Operations, in accordance with our Reclamation and Closure Preparedness Global Standard. These plans are approved by the relevant regulators and are updated in line with statutory requirements. They contain more detail as sites progress toward final closure.

Planning for closure commences at the very beginning of a mine's life. As a new mine undergoes planning and design, attention is given to how it will be rehabilitated and closed at the end of its life. Consideration is given to final landform design, topsoil requirements, reuse, removal or demolition of buildings and other infrastructure, as well as ensuring the long-term stability of pits and waste rock dumps.

Each closure and reclamation plan establishes closure objectives and criteria, along with strategies to achieve these. These are informed by site-specific risk assessments that identify the risks to safety or the environment closure. If plans change at a site, the closure risks and requirements of the new plans must be considered and provided to the regulator for approval.

Opportunities for progressive rehabilitation are identified where practicable. Northern Star looks to streamline rehabilitation costs by scheduling them alongside other projects that also use the same required equipment.

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our Operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists, have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time.

As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilise. Each site must establish closure completion criteria—specific, measurable targets that must be met before regulatory approval is granted for closure.

Northern Star ensures there is adequate financial provisions for implementing closure requirements and regularly undertakes a detailed analysis to update our closure provisioning across our Operations. This involves identifying costs associated with the following and can include items such as:

- Infrastructure demolition.
- Making mine pits and underground mines and shafts safe.
- Ensuring surface water flows are appropriate.
- Ensuring remaining landforms, such as tailings facilities and waste landforms, are safe, stable, and non-polluting.
- Rehabilitating disturbed land.
- Undertaking relevant studies to inform closure activities (e.g. contaminated sites assessments).
- Monitoring and reporting of closure activities and rehabilitation.
- Project management.

Highlight - Strengthening Closure Planning & Rehabilitation Readiness

Northern Star manages a diverse portfolio of Operations across various stages of the mining lifecycle, from active development and production through to care and maintenance and closure planning. Consistent with our Reclamation and Closure Preparedness Standard, closure planning is integrated into all Operations and continually refined to align with evolving regulatory requirements, industry best practice and stakeholder expectations.

During FY26, Northern Star continued to strengthen its closure planning framework by implementing recommendations from a 2024 independent review of Mine Closure Plans (MCPs) and aligning its closure planning processes with the 2025 Mine Closure Plan Guidelines.

Key initiatives included the development of site-specific closure obligation and commitment registers, providing a centralised framework for tracking closure actions, knowledge gaps and regulatory commitments. Northern Star also continued to strengthen stakeholder engagement practices, ensuring closure planning is informed by ongoing consultation with regulators, Traditional Owners, pastoralists, and other key stakeholders throughout the mine lifecycle.

Significant progress was made in standardising closure planning across the business. Rehabilitation monitoring methods were enhanced through the implementation of remote sensing technology across the Yandal and Carosue Dam Operations, while MCPs were updated to incorporate consistent, SMART-aligned completion criteria and a standardised approach to closure planning and reporting.

Northern Star continues to improve closure implementation planning through enhanced landform design, scheduling and targeted research initiatives. This includes a planned rehabilitation trial at Jundee Operations to investigate alternative rehabilitation approaches in areas with limited topsoil availability.

Knowledge gaps and future closure tasks identified through MCP reviews are now formally captured within closure registers and actively tracked to support continual improvement, informed decision-making and closure readiness across the business.

Rehabilitation Levy

In Western Australia (WA), the Mining Rehabilitation Fund (MRF) is managed by the Department of Mines, Petroleum and Exploration (DMPE).

The MRF is a pooled fund that mining operators in WA contribute into to provide the state government with funds to undertake rehabilitation at abandoned mine sites. All mining tenement holders are required to contribute to the MRF, unless their operations are managed under a specific State Agreement Act that is excluded from the MRF, or the tenements have been calculated to have a liability of less than $50,000 and are therefore considered low liability.

The levy payable is based on the type and extent of disturbance on each tenement, as well as the amount of rehabilitation already undertaken.

Mines are required to review their disturbance each year and report this to DMPE with an estimate of the levy payable. DMPE reviews this information and issues each mine with an invoice to be paid into the MRF. The MRF contribution rate is one per cent of the total rehabilitation liability estimate for each tenement.

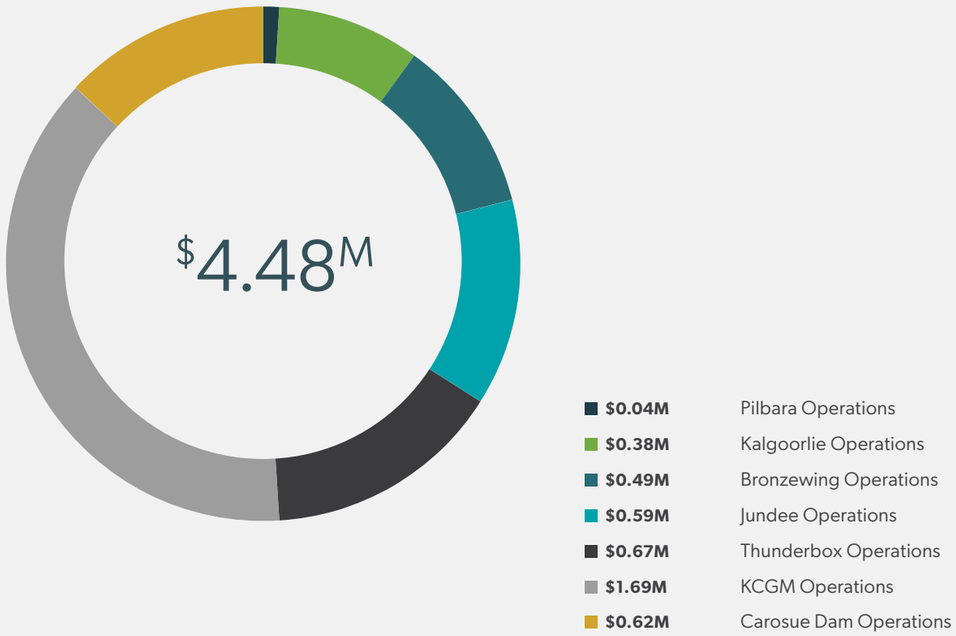
In FY26, Northern Star's total rehabilitation liability estimate was calculated to be $448.34M. This is expected to result in a payable levy of $4.48M.

In addition to our Western Australian rehabilitation levy, our Pogo Operations in Alaska have a bond in place to cover rehabilitation liabilities. The current bond placed directly with the Alaska Department of Natural Resources is US$94.3M.

Separate to the MRF levy, every year Northern Star estimates its closure liability in accordance with our Reclamation and Closure Preparedness Standard. We do this by assessing all areas disturbed and existing infrastructure and estimating how much it will cost to undertake the closure requirements.

This includes calculating demolition costs, removal costs, earthworks, and rehabilitation costs. It also includes estimating the cost of ongoing monitoring of rehabilitation and compliance reporting associated with sites undergoing closure activities.

Figure 7-1 Mining Rehabiliation Fund Levy by Western Australian Operation FY26 (A$M)



Biodiversity & Land Management Performance Metrics

		FY26[6]	FY25[6]	FY24[6]
Conservation & Land Management				
Northern Star Managed Lands[7]	Carosue Dam Operations (ha)	103,260	108,228	111,197
	Kalgoorlie Operations (ha)	490,2778	505,365	505,964
	KCGM Operations (ha)	38,810	37,660	36,773
	Pilbara Operations (ha)	271,835	245,748	11,974
	Jundee Operations (ha)	263,785	264,149	273,366
	Bronzewing Operations (ha)	139,878	148,868	163,160
	Thunderbox Operations (ha)	73,551	73,530	73,870
	Pogo Operations (ha)	48,287	42,752	42,752
	Total (ha)	**1,429,684**	**1,775,389**	**1,585,189**
Land Cleared	Carosue Dam Operations (ha)	-	17	100
	Kalgoorlie Operations (ha)	20	39	49
	KCGM Operations (ha)	1,072	40	22
	Pilbara Operations (ha)	29	109	112
	Jundee Operations (ha)	30	172	89
	Bronzewing Operations (ha)	142	142	-
	Thunderbox Operations (ha)	55	354	109
	Pogo Operations (ha)	15	10	4
	Total (ha)	**1,374**	**902**	**495**
Land Rehabilitated	Carosue Dam Operations (ha)	-	-	-
	Kalgoorlie Operations (ha)	32	19	28
	KCGM Operations (ha)	4	5	4
	Pilbara Operations (ha)	27	187	141
	Jundee Operations (ha)	56	0.3	-
	Bronzewing Operations (ha)	-	-	-
	Thunderbox Operations (ha)	-	6	5
	Pogo Operations (ha)	1	3	-
	Total (ha)	**121**	**222**	**183**
Closure & Rehabilitation				
Closure Planning	Proportion of sites with approved closure plans (%)	100	100	100
	Proportion of sites undergoing closure activities (%)	-	-	-
Rehabilitation Liability	Carosue Dam Operations (A$)	62,182,732	60,225,675	53,694,974
	Kalgoorlie Operations (A$)	38,298,195	38,871,467	38,808,433
	KCGM Operations (A$)	168,977,727	140,379,590	136,850,832
	Pilbara Operations (A$)	3,819,733	6,923,488	3,235,910
	Jundee Operations (A$)	59,113,289	59,597,639	49,009,759
	Bronzewing Operations (A$)	49,270,763	49,244,673	43,386,539
	Thunderbox Operations (A$)	66,680,218	64,601,937	58,182,239
	Pogo Operations (A$)	N/A	N/A	N/A
	Total (A$)	**448,342,656**	**419,844,467**	**390,181,176**
Biodiversity Projects & Initiatives				
Collaborative Biodiversity Initiatives	Financial support provided to biodiversity initiatives (A$)	664,840	484,840	N/A

[6] Totalised data includes Operations that are no longer part of Northern Star's assets and therefore not listed separately in the table

[7] Managed Land area relates only to land tenure holdings managed by Northern Star and does not represent the total area of all tenure interests in which Northern Star may hold an interest. Reported areas represent tenure holdings and should not be interpreted as the area of land disturbed, cleared, rehabilitated, or otherwise directly impacted by operational activities. Land area figures are based on tenure holdings current at the reporting period end date.

NORTHERN STAR
RESOURCES LTD

Climate Change at Northern Star FY26

Sunset over the Processing Plant
Jundee Operations
Yandal Production Centre, Western Australia
Photo Credit: **Dillan Maseka – Tradesperson Fixed Plant Mechanical**



2.20M

Total Energy Produced in FY26 (GJ)

0.46M

Energy Produced from Renewables in FY26 (GJ)

18.08M

Net Energy Consumption in FY26 (GJ)

0.69

FY26 Net Energy Consumption Intensity (t CO_2-e / t ore processed)

Climate Change

Mandatory AASB S2 Climate-related Disclosure

This voluntary ESR Disclosure Suite Climate Change module is not Northern Star's mandatory disclosure against the requirements set out in the Australian Accounting Standards AASB S2 Climate-related Disclosures (AASB S2).

Please refer to the FY26 Climate Report which has been prepared in accordance with AASB S2, and is set out within the FY26 Annual Report with associated assurances.

Our Approach

Northern Star has continued to progress our voluntary climate-related disclosures in FY26 in line with the Global Reporting Initiative (GRI). This process assists us to further build resilience in our business in relation to the potential physical and transitional risks that may be posed by climate change.

As part of our risk mitigation strategy, we have continued to focus on:

- Assessing opportunities to reduce our greenhouse gas (GHG) emissions.
- Analysing the potential physical and transitional risks and opportunities of climate change on our Operations and incorporating control measures into our standard business practices.
- Quantifying potential financial implications of climate change on our business through modelling.
- Maintaining our climate change governance processes.

As disclosed in our previous voluntary Sustainability Reports and voluntary FY25 ESR Disclosure Suite, the Company had completed scenario analysis studies. These determined that a proactive effort scenario, which limits the average global temperature increase to below 2°C, would be most advantageous for reducing the possible impacts of climate change on our business and the planet.

Our Climate Change Policy[1] commits Northern Star to developing and implementing a climate change strategy that:

- Focusses our activities in reducing Scope 1 and Scope 2 Emissions.
- Aligns our Operations with the 1.5°C Ambition.
- Uses our influencing capability to reduce Scope 3 Emissions.
- Contributes to the 1.5°C Ambition beyond our business by influencing government and funding business relevant projects to help remove or avoid emissions.

Climate Change Commitment

Northern Star remains committed to the Paris Agreement and a Net Zero carbon future, on a 1.5°C pathway.

We have continued to:

- Engage with investors on our decarbonisation strategy.
- Work on emissions reduction projects and future modelling programs.
- Improve our Scope 3 accounting.
- Integrate our climate change risks into our operational and strategic risk registers.

[1] NSR-COR-034-POL Climate Change Policy.
Please note that total numbers in charts and tables within the ESR Disclosure Suite may differ due to rounding.

Northern Star's Position on Climate Change

We accept the science of climate change as reported by the Intergovernmental Panel on Climate Change.	We are committed to the Paris Agreement and a net-zero carbon future, on a 1.5°C pathway.	We acknowledge the invitation made to the private sector by the United Nations to scale up efforts and support actions to reduce emissions and/or build resilience and decrease vulnerability to adverse effects of climate change.	We understand the importance of understanding and adapting to climate change related risks.

Climate Change Governance

Northern Star's Board has oversight of the physical and transitional risks posed by climate change assisted by the Environmental, Social & Safety (ESS) Committee's oversight of environmental and social performance risks, and climate change related risks and the Audit & Risk Committee's oversight of the Company-wide risk management framework.

Climate change related matters are considered on a scheduled basis by the Board through its ESS Committee meetings. Northern Star's Chief Technical Officer (CTO) is responsible for developing and implementing the Company's clean energy transition projects. The Company's Chief Legal Officer & Company Secretary has climate change disclosure responsibilities within their portfolio. The CTO and the Chief Legal Officer & Company Secretary report to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Restatements of Information

- Scope 1 emissions for FY25 are restated due to: reconciliations for late reporting of contractor data on hydrocarbon usage (various Operations); correction to a unit error associated with onsite power production (Carosue Dam Operations); removed energy calculations associated with Porphyry under under the National Greenhouse and Energy Reporting (NGER) scheme, as it was below the maximum power rating threshold (Carosue Dam Operations).
- Scope 2 emissions for FY25 are restated due to: changes in the TransAlta emission factors; variances in reconciled electricity accounts (Kalgoorlie Production Centre)
- Gross and net energy produced and consumed for FY25: reconciliations for items listed under Scope 1 and 2 above (various Operations); inclusion of energy consumed through sulphur in the Kanowna Belle roaster (Kalgoorlie Operations)
- Scope 3 emissions for FY25 and FY24 are restated to correct a previous formula omission.



1.08M

Scope 1 GHG Emissions in FY26 (t CO_2-e)

0.47M

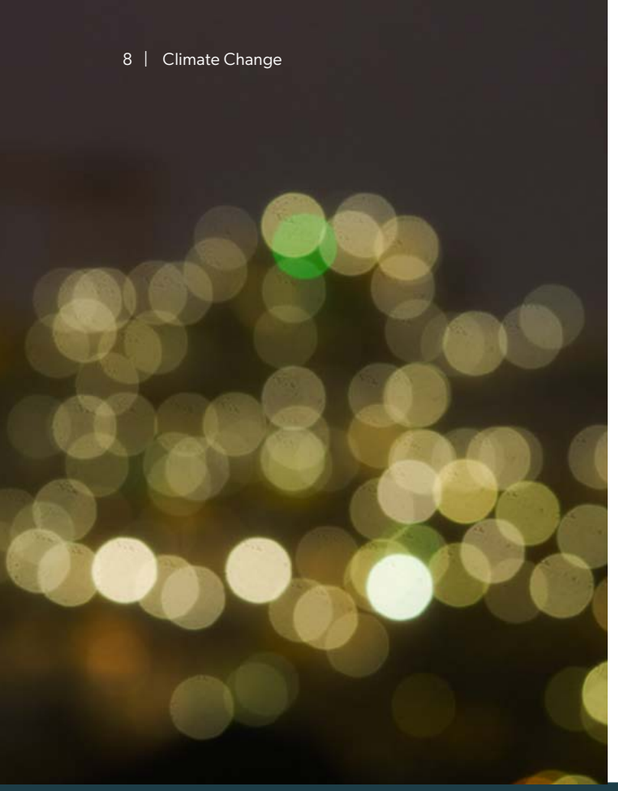
Scope 2 GHG Emissions in FY26 (t CO_2-e)

1.34M

Scope 3 GHG Emissions in FY26 (t CO_2-e)

0.059

Total Scope 1 & 2 Emissions Intensity (t CO_2-e / t ore processed)



Our Planned Pathway to Achieve Our Target to Reduce Scope 1 & Scope 2 Emissions By 2030

Northern Star's clean energy transition continued to be an important focus in FY26. Prioritising the reduction of electricity generated from sources such as diesel and gas, we scoped, planned, designed and commissioned projects to implement solar, wind and battery electric storage systems on our grid-connected and islanded mine sites. This approach continues to be recognised as having the biggest impact on our current Scope 1 and Scope 2 emissions, while providing a secure supply of power at lower overall costs.

Workstreams to Facilitate the Transition to Net Zero

Northern Star continues to be committed to achieving our ambition of Net Zero by 2050. We continue to encounter challenges of technical readiness, commercial availability and cost. As always, Northern Star continues to assess a wide range of technologies and remains actively engaged in a number of workstreams with proponents that are most likely to facilitate the transition to Net Zero. Our approach continues to focus on the four key areas: maximising green power, transitioning to a green fleet, energy efficiency and emerging technologies.

Performance Of Our Existing Renewable Energy Facilities

A reliable and cost-effective power supply is critical to Northern Star's Operations. As we introduce the variable energy sources of solar and wind, we need to understand the dynamics of our hybrid systems.

Our first solar farm was installed at Carosue Dam Operations in January 2020. Since then, we have installed eight wind/solar/battery energy storage systems (BESS) hybrid renewable energy systems. The most recent, the additional 8MWp of solar at Carosue Dam Operations, was commissioned in March 2025.

With over six years' experience, we are now in a position to track, assess and compare the performance of all our renewable energy facilities with respect to:

- **Energy output:** monitoring MWh generation instantaneously, diurnally, monthly, annually and seasonally
- **Cost per MWh:** including fixed and/or energy charges, net of the fuel savings, per MWh we consume
- **Cost per tonne CO_2-e:** cost as above, per tonne of CO_2-e we have abated by displacing gas or diesel

Our assessments have identified opportunities for improvement in technical performance and have highlighted those facilities that provide less cost-effective renewable energy. We have also identified those hybrid systems that outperform our expectations and these learnings are informing our day-to-day decision making on new projects.

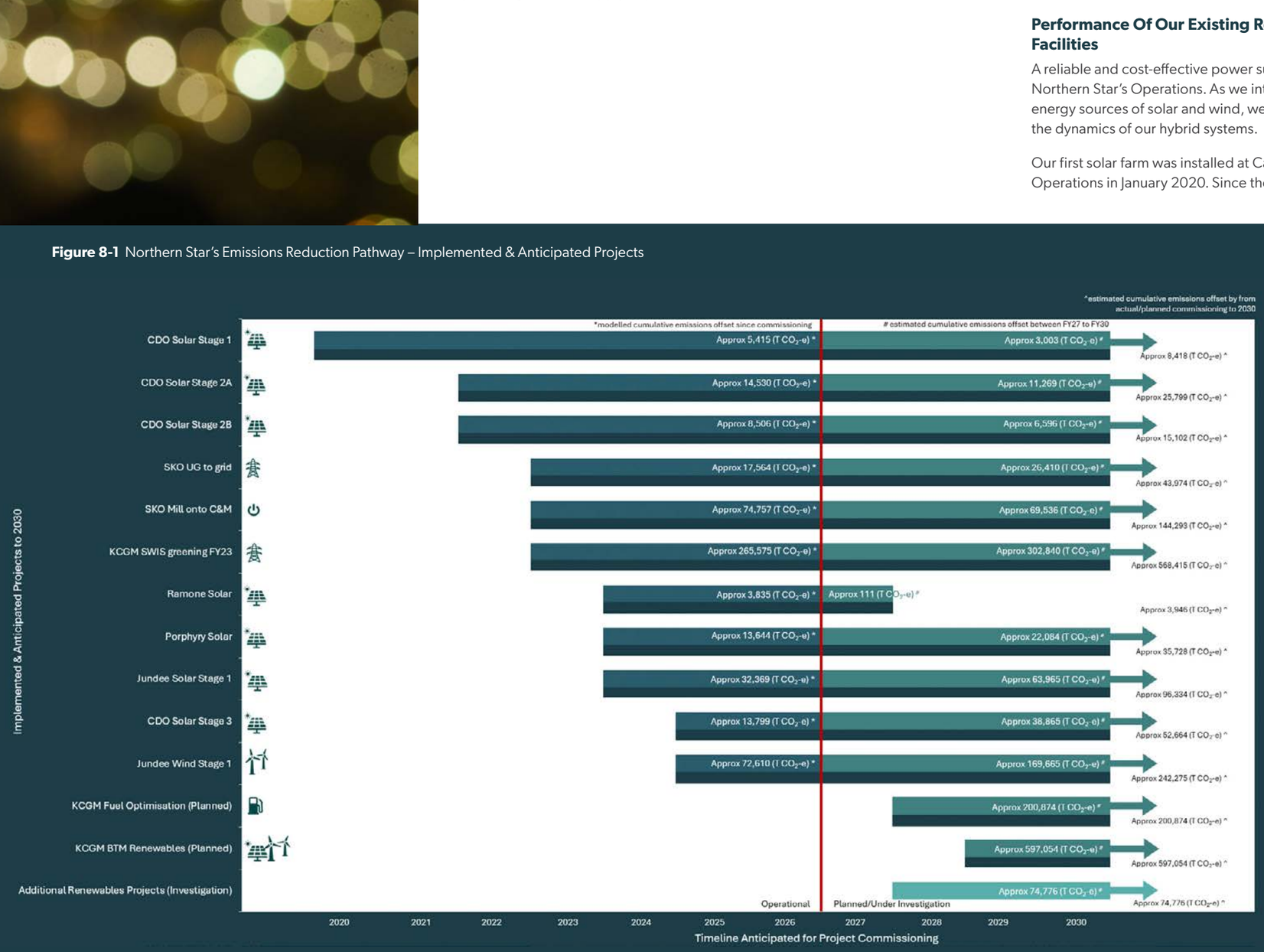


Figure 8-1 Northern Star's Emissions Reduction Pathway – Implemented & Anticipated Projects

Decarbonisation Projects

In FY26 Northern Star abated Carbon Emissions (Scope 1 & Scope 2) by 166,366 T CO_2-e, as per Table 8-1 (externally verified), as a result of our decarbonisation projects.

It is anticipated, based on predictive modelling, that by 30 June 2030 Northern Star will have offset our carbon emissions (Scope 1 & 2) within the order of around 1.2Mt CO_2-e from our existing decarbonisation projects, with a further 0.9Mt CO_2-e anticipated from modelling of projects currently in planning or investigation phases.

Noting that this modelling does not take into account any additional emissions (or potential decarbonisation projects) associated with the Hemi Project, or emissions associated with organic growth of existing assets.

The decarbonisation projects depicted in Figure 8-1 (left), are based on the key assumptions outlined in Appendix C of this disclosure.

Project Key:

CDO	Carosue Dam Operations
SKO	South Kalgoorlie Operations
UG	Undergound
C&M	Care and maintenance
BTM	Behind the meter
SWIS	Southwest interconnected system

Renewable Energy Micro Hybrid plants

Having seen the benefits, both economically and environmentally, of hybrid energy systems, Northern Star believes their application can be expanded across our Operations.

We are investigating the use of micro hybrid plants (solar/BESS/diesel combination) for our small, remote power demand situations such bore fields and camps. These micro hybrid plants (e.g. capacities below 100kW) need to be reliable, mobile and economical.

We have engaged with a number of local suppliers to scope, design and model the use of renewable energy for these applications.

This has broadened our engagement with power providers and is giving us a range of commercially attractive options that can be customised for each application. We anticipate that one or more micro plants may be installed in FY27.

Modelling And Studies

In FY26 Northern Star made significant progress in the development of our in-house capability to model hybrid (diesel/gas/solar/wind/BESS/grid) energy systems.

Using software such as HOMER PRO® and PVSyst®, we are now able to closely replicate the technical performance of our existing energy systems, giving us the confidence to model other potential configurations.

We can now perform accurate verifications of the proposals and designs we receive from external parties and model future scenarios for our Operations to determine the best configurations of renewable energy and minimise our emissions.

Working in conjunction with technical modelling, Greenbase's Envago® software has become a powerful tool to model the predicted economic benefits of any proposed project over its anticipated lifetime. Envago® is an agile platform that can deliver the answer to critical questions such as 'what is the $/MWh?'

Together, these modelling platforms are providing us with the data we need for our detailed project studies, which informs the business of the most feasible and cost-effective way forward.

Mobile Fleet

As anticipated, during FY26 our diesel fleet contributed a significant portion of our Scope 1 emissions. We continue to see the challenges of the transition of mobile fleet from diesel to clean energy.

We are collaborating with a number of OEMs[2] who are progressing plans, pathways, prototypes and demonstration models. Modelling of the impact of battery-electric trucks has progressed, particularly focussing on their performance and cost.

However, all indications are that fully electric haul trucks are some years away from being commercially available, which is an Industry wide challenge.

Understanding this, Northern Star is investigating known and proven technologies to reduce emissions during the transition period, including:

- **Diesel/electric trucks:** we have deployed eleven Hitachi EH3500 180 tonne haul trucks at Bannockburn, southwest of our Thunderbox Operations.

  The Hitachi EH3500 is a diesel-electric drive mining truck, utilising a large on-board diesel engine to generate electricity, which then powers high-efficiency electric wheel motors to drive the vehicle.

  We are seeing a material decrease in the diesel consumption of these machines compared to their diesel counterparts and in FY27 we hope to expand the trial to other sites to get more accurate cost/litre/tonne ore comparison against full diesel/mechanical drive assets.

- **Fuel Catalysts:** As a potential interim step to reduce diesel consumption in our fleet, we have been engaging with providers of fuel catalysts to develop a trial at our KCGM Operations.

  Fuel catalysts are additives or inline devices that optimise the combustion process in internal combustion engines, interacting with the fuel at a molecular level to ensure a more complete and efficient burn of the fuel. They aim to provide several key benefits, including improved fuel efficiency and hence reduced emissions, lower maintenance costs and decreased engine wear.

  Northern Star's mobile fleet is our largest consumer of diesel and emitter of greenhouse gases. Even modest savings in diesel consumption could have a meaningful impact. If a trial becomes viable, we will pursue this to determine if any of the products are successful or economically beneficial to our Operations.

- **Battery Electric Truck Conversion:** Northern Star is supporting EPCA (Electric Power Conversions Australia) a Perth-based company, led by Wunumara man Clayton Franklin, which specialises in the retrofitting of heavy diesel mining trucks and wheel loaders into 100% battery-electric vehicles. We have donated an end-of-life CAT793 haul truck from our KCGM Operations, for their conversion to battery electric.

[2] Original Equipment Manufacturer (OEM).

Highlight: Addition of Capacitor Banks at Carosue Dam Operations

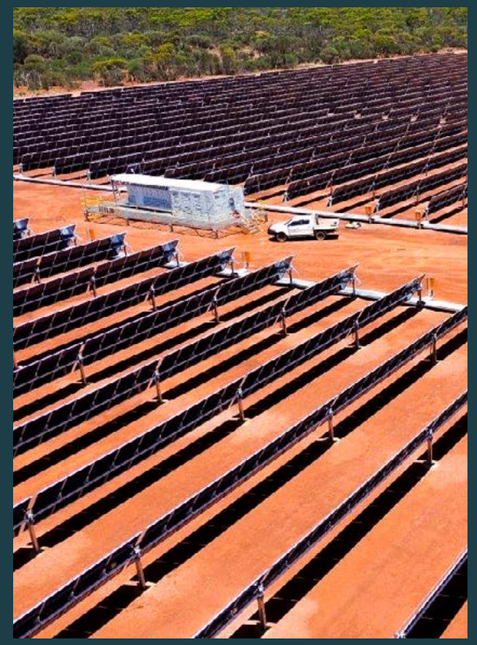
Carosue Dam Operations was the site of Northern Star's first solar facility, a 1MWp fixed-tilt 5B solar facility installed by Nomadic Energy in January 2020. This was followed by another 5MWp facility of the same type, also installed by Nomadic Energy, in March 2022.

A third solar facility, 8MWp of single-axis tracking solar panels was installed by Pacific Energy in March 2025.

Working collaboratively, Pacific Energy and Northern Star have now completed the installation of two Leistung Energie 11 kV 1500 kVAr IP54 Kiosk Type Capacitor Banks at the Operation.

This will provide vital reactive power compensation and power factor correction, stabilise voltage fluctuations, and reduce overall thermal stress on gas generators and solar inverters.

Overall, this will enhance the hybrid system efficiency, reduce thermal losses, reduce stress on the gas turbines and solar inverters, act as rapid-response buffers against the natural variations in the solar facilities and smooth out frequency/voltage dips experienced by the gas generators during step-load changes.



Highlight: Trial of a Synchronous Condenser & Additional BESS at Porphyry Underground

Northern Star's Porphyry underground site is powered by a 4.4 MWp fixed-tilt 5B solar facility and a 2MW/1MWh BESS, firmed by diesel generators. In common with many satellite mine sites, Porphyry's electrical load has been reducing as the deposit progresses towards the end of its life.

Since the system is designed to be firmed by a base load of thermal power, this load reduction results in a lower percentage penetration of renewable energy than planned.

We have entered into an agreement with the Porphyry power plant provider, Aggreko, to trial a synchronous condenser and additional BESS.

Aggreko has developed and trialled a containerised synchronous condenser, which will be connected to the power station with an additional 2MW/1MWh BESS.

The synchronous condenser will replicate the behaviour of a traditional diesel generator by providing critical rotating inertia, short-circuit current, and reactive power.

In a hybrid system such as Porphyry, firming is provided by diesel generators which need to be left running to provide grid stability. By performing the grid stabilising function, the synchronous condenser makes it feasible to turn off the diesel engines (referred to as an "Engine Off" state). This maximises the use of solar generation and allows the BESS to supply power cleanly and efficiently, significantly reducing fuel consumption and operational costs.



Highlight: The Eastern Goldfields Power Project

In December 2025 Northern Star entered into a landmark 25-year power purchase agreement (PPA) with Zenith Energy to develop Australia's largest renewable energy project for the mining sector.

The project will supply energy to Northern Star's KCGM Operations and comprises 256MW of wind generation, 138MW of solar generation and 138MW/300MWh of battery energy storage.

Zenith will fund, build, own and operate the renewable power facilities which will deliver multiple benefits to Northern Star through lower power costs and higher energy reliability. The project will significantly reduce emissions at the KCGM Operations.

Design, engineering and procurement activities are already underway on the project. Australian solar system manufacturer 5B has been selected to supply the 138MW solar farm, the largest of its kind deployed for an Australian mining operation.

More than 230,000 solar panels will be used, deployed on 5B's rapid-install Maverick platform manufactured in Australia at the company's Adelaide facility.

Leading wind turbine supplier Goldwind Australia has been selected to provide wind turbines for the wind farm, which will be located approximately 10 kilometres outside of Kalgoorlie, Western Australia. The wind turbines will be amongst the largest in Australia, with the towers standing 150 metres high and a rotor diameter of 182 metres.

Zenith Energy will also source, own and operate a 138MW/300 MWh BESS to optimise the delivery of renewable energy.

In addition to the PPA for renewable energy, Zenith Energy has entered a joint venture with Northern Star to supply 120MW of thermal generation to support the renewables and provide backup to KCGM Operations, along with a 132kV transmission network and substations.

The project is forecast to be energised in FY29.



Progressing Our Decarbonisation Pathway

In FY26 Northern Star continued to progress our decarbonisation pathway. We continue to investigate projects and prioritise them on the basis of their abatement impact, the risk and opportunity they present, their economic viability, timeline to energisation, operational integration, and the amount of carbon reduction they are expected to achieve.

Northern Star is pleased to report that in FY26 we achieved an abatement of 166,366 t CO2-e for Scope 1 and 2 Emissions. This was achieved through the delivery of the following projects between FY22-FY26, and their ongoing positive impacts during FY26.

FY22-25:

- KCGM Operations purchases power from the SWIS[3] electricity grid, for the purposes of operating the Fimiston processing facility. Emissions from these activities are classed as Scope 2 emissions under the National Greenhouse and Energy Reporting Act 2007 (NGER Act).

  Northern Star acquired KCGM Operations from Newmont in 2020, and the Newmont power business from Newmont in 2021. Northern Star was a party to a power supply agreement whereby excess power supplies contracted by Boddington Gold Mine from the Bluewater coal fired power generators, were supplied to KCGM Operations.

  In January 2022 Northern Star gave notice to Newmont Boddington Gold to exit the agreement with effect on 25th July 2022 enabling us to move to a supply at a lower CO_2-e rate per unit of electricity provided by the SWIS average.
- Connection of our South Kalgoorlie Operations underground to the SWIS grid.
- Carosue Dam Operations solar array (Stages 1, 2A and 2B) providing renewable energy to offset the use of power generated through our onsite liquid natural gas/diesel power station.
- Construction and commissioning of our Jundee Operations solar array providing renewable energy to offset the use of power generated through our onsite natural gas power station.
- Porphyry solar array was installed, commissioned and achieved operational verification during FY25.
- Carosue Dam Operations solar array (Stage 3) was installed and commissioned, achieving commercial operation on 13 March 2025.
- Jundee Operations wind project was installed and commissioned, and all turbines achieved full commercial operation by 15 October 2024.

FY26:

- In June 2025 Northern Star entered into a joint venture with Zenith Energy to supply 120MW of thermal generation to support the renewables and provide backup to KCGM Operations, along with a 132kV transmission network and substations.
- In December 2025 Northern Star entered into a 25-year PPA with Zenith Energy to develop the Eastern Goldfields Power Project. The project will supply energy to KCGM Operations, and comprises 256MW of wind generation, 138MW of solar generation and 138MW/300MWh of battery energy storage.

Table 8-1 Projects at 30 June 2026 and Their Impact on Scope 1 and 2 Carbon Emissions Reductions

Production Centre	Operation	Project	Actual Abatement FY26 (t CO_2-e/annum)
Kalgoorlie Production Centre	Carosue Dam Operations	CDO Solar Stage 1	995
		CDO Solar Stage 2A	3,234
		CDO Solar Stage 2B	1,910
		CDO Solar Stage 3	9,714
		Porphyry Solar	1,599
	South Kalgoorlie Operations	Underground to SWIS[3] Grid	3.581
		Mill on Care & Maintenance	19,316
	KCGM Operations	SWIS Greening FY23	68,122
Yandal Production Centre	Jundee Operations	Jundee Solar	14,512
		Jundee Wind	42,793
		Ramone Solar	590
TOTAL			**166,366**

Organisational Growth & Emissions Management

Northern Star is committed to understanding and managing the potential physical impacts of climate change and the challenges of transitioning to low carbon Operations while continuing to meet our purpose. We understand the need to progress our commitments to a low-carbon economy by advancing our emissions reduction projects, but we also acknowledge that continued growth forms part of our effective portfolio management.

In 2021 Northern Star set a business-as-usual target of reducing Scope 1 and 2 emissions by 35% from a 1 July 2020 baseline of 931 kt CO_2-e by 2030. This target was set at a time when Northern Star had recently merged with Saracen and acquired the KCGM Operations.

Since that time the business has continued to grow our assets through targeted exploration programs, expanding the operating lives of our Operations, acquiring the Hemi Project in the Pilbara Region of Western Australia, and progressed the significant KCGM Mill Expansion Project.

We have also achieved record performance at multiple Operations during this period and are continuing to focus on delivering superior shareholder returns through our portfolio of high-quality, high-margin underground and open pit gold mines. We continue to invest in building our asset base through strategic acquisitions and aggressive exploration to extend the mine lives across our world class Operations.

Given these developments, Northern Star is now targeting a 25% reduction in Scope 1 and Scope 2 emissions (from a 1 July 2020 baseline of 931 kt CO_2-e) by 2030. This equates to annualised Scope 1 and 2 emissions reducing to approximately 699 kt CO_2-e in FY30. This target is based on current studies and an engineering assessment of the impact of the KCGM expansion on our business, the complexity of our mobile fleet, a reassessment of current and forecast fleet utilisation rates, and the uncertainty of the transition to electric vehicles. It also excludes several projects (solar, wind and conveyor haulage) that are in the early stages of investigation, and other projects that have been assessed and found to be not commercially accretive.

Northern Star will continue to assess opportunities to further reduce Scope 1 and Scope 2 emissions above its FY30 target.

[3] South West Interconnected System (SWIS).

Energy Production, Consumption & Efficiency

Energy production at our Operations comprises electricity physically produced on our sites, in accordance with the definition set out in the NGER Act 2017.

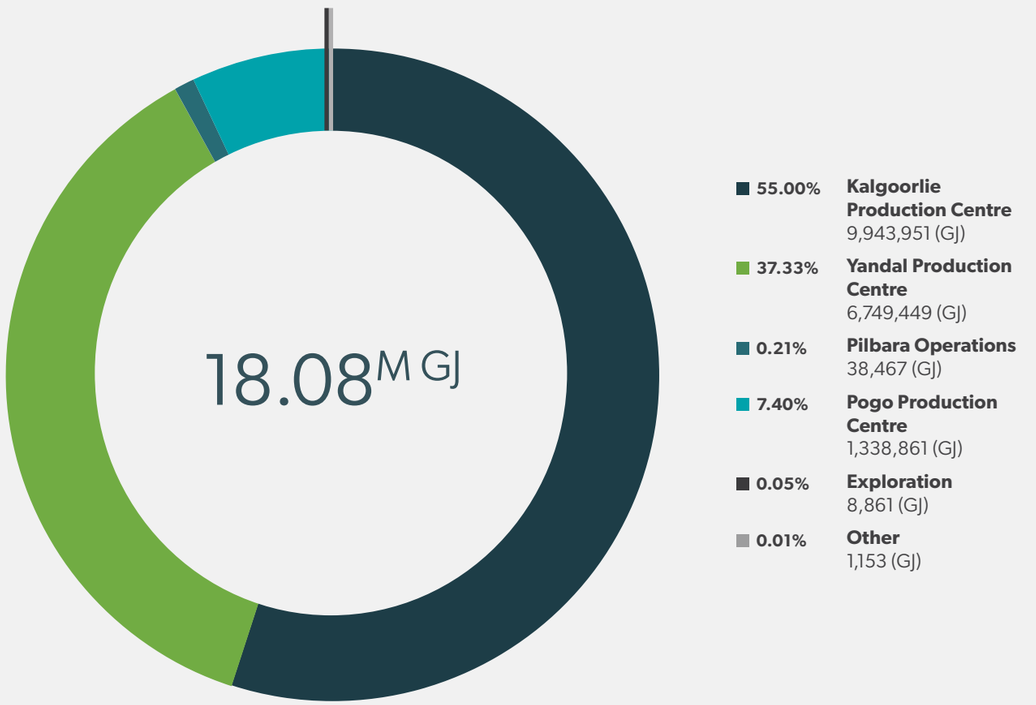
Power stations located at our Carosue Dam, Jundee and Thunderbox Operations use a combination of gas and diesel to generate power through turbines and generator sets. Energy from renewables is also generated at Carosue Dam Operations and Jundee Operations.

In FY26 our net energy consumption increased from 16.29M GJ to 18.08M GJ. Increases in net energy consumption are attributable to increases primarily at our KCGM Operations (up by 1.33M GJ), Thunderbox Operations (up by 328k GJ), Jundee Operations (up by 204k GJ) and Pogo Operations (up by 169k GJ). These increases were offset by energy consumption reductions at our Carosue Dam Operations.

Net energy consumed on our Operations comprises all energy consumed by our facilities, including site produced, grid purchased electricity and fuels burnt, less any power generated.

A number of factors can influence the overall energy consumption on our sites, including but not limited to: production throughput and grades, ore composition, development and construction activities, depth of mining, open pit versus underground, demand on underground ventilation systems, and workforce size.

Figure 8-2 Net Energy Consumption (GJ) by Production Centre, Exploration and Other[4]



[4] 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.

Safeguard Mechanism

Northern Star has a mandatory GHG emissions target for any site that exceeds 100,000t CO_2-e of Scope 1 GHG emissions, called a baseline, due to the National Greenhouse and Energy Reporting (Safeguard Mechanism) Rule 2015 (Rule).

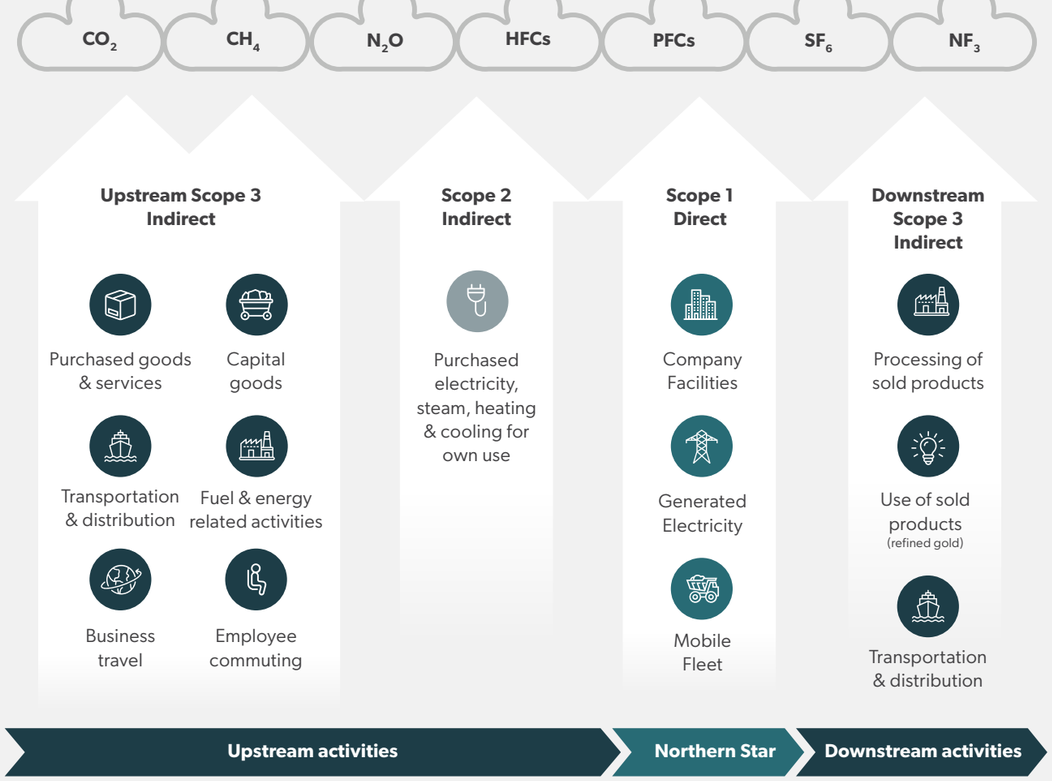
For more information on the application of the mechanism at Northern Star please refer to the FY26 Annual Report.

Carbon Footprint

Northern Star's carbon footprint for FY26 combines our Scope 1, Scope 2 and Scope 3 Emissions totalling 2.89M t CO_2-e as depicted in Figure 8-4 on page 13, overleaf.

Noting that this incorporates a change in reporting methodology in line with the requirements of AASB S2. The proportional contribution of emissions from our three Production Centres to our total emissions is provided in our Climate Change Performance Metrics on page 15 & 16.

Figure 8-3 Overview of Northern Star's GHG Emissions Footprint



Scope 1 Emissions

In FY26, our total Scope 1 GHG Emissions experienced an increase from 881k t CO_2-e in FY25 to 1,078k t CO_2-e. Noting that this incorporates a change in reporting methodology in line with the requirements of AASB S2.

If comparing previously reported NGERS data for Scope 1, our emissions experienced an increase from 838k t CO_2-e to 957k t CO_2-e.

- Diesel combustion is the highest contributor to our Scope 1 emissions, accountable for around 723k t CO_2-e with 66% of this attributable to the Kalgoorlie Production Centre in FY26.
- 170k t CO_2-e of pipeline natural gas combusted is the second highest contributor, all in the Yandal Production Centre.
- 108k t CO_2-e associated with land clearing is the third highest contributor, of which 85% is attributable to the Kalgoorlie Production Centre.

Scope 2 Emissions

In FY26, our total Scope 2 GHG Emissions remained relatively steady, but there was a minor increase from 468k t CO_2-e in FY25 to 475k t CO_2-e in FY26.

Scope 1 & 2 Emissions Intensity

During FY26, emissions intensity increased from 0.048 to 0.059 t CO_2-e / t ore processed. Noting that this incorporates a change in reporting methodology in line with the requirements of AASB S2.

If comparing previously reported intensity calculated using NGERS data, our intensity increased from 0.046 to 0.054 t CO_2-e / t ore processed.

Scope 1 & 2 Emissions Methodology Change

Scope 1 & 2 GHG Emissions for the voluntary FY26 ESR Disclosure Suite have been calculated according to the requirements of AASB S2.

Emissions for Australian Operations disclosed in alignment with AASB S2 will not match those submitted to meet NGER requirements due to the additional emission sources not required for NGER.

More information on our Scope 1 & 2 methodology is provided in Appendix D.

Scope 3 Emissions

Northern Star has continued to evolve our measurement and analysis of our Scope 3 Emissions in line with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard and supported by the Greenbase environmental accounting team.

In FY26 we elected to assess all of our suppliers based on a supplier spend methodology. We also continued to calculate the Scope 3 emissions from our directly chartered flights and buses to and from our Operations and utilising our business travel reports. As in previous years, the highest areas of contribution to our Scope 3 emissions are from purchased goods and services, fuel and energy related activities, capital goods and upstream transportation and distribution.

In FY26 we have seen an increase in our overall Scope 3 emissions from 1.22M t CO_2-e to 1.34M t CO_2-e, which is due to increases in purchased goods & services, capital goods, introduction of downstream shipping of gold concentrate, and fuel and energy related emissions.

More information on our Scope 3 methodology is provided in Appendix E.

Figure 8-4 Northern Star's FY26 GHG Emissions Profile (Scope 1, 2 & 3) Using the Combined NGERS & GHG Protocol Measurements for Scope 1, 2 and 3. Refer to the Performance Metrics on Pages 15 & 16 for Comparisons of the NGERS Only Calculations for Scope 1, and Combined NGERS & GHG Protocol Calculations for Scope 1.

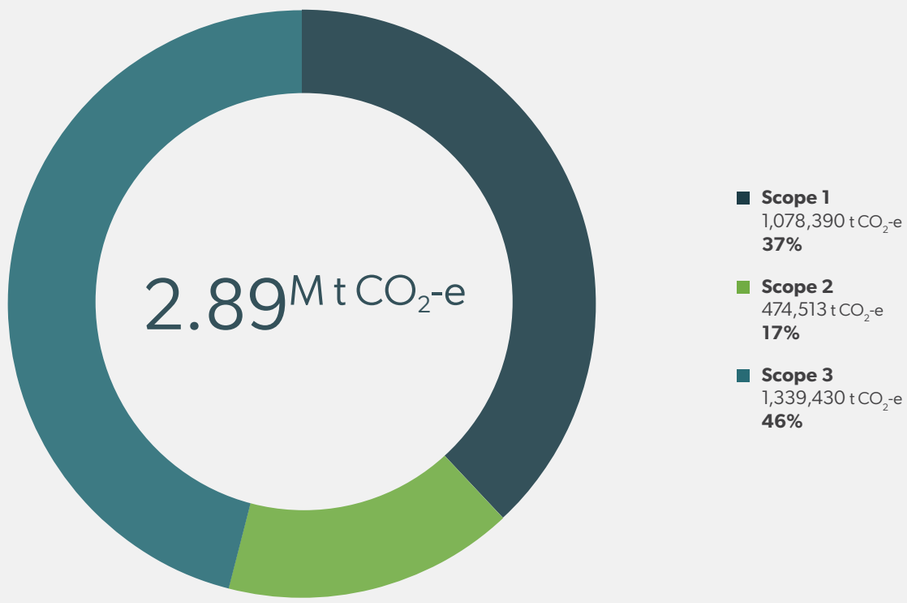
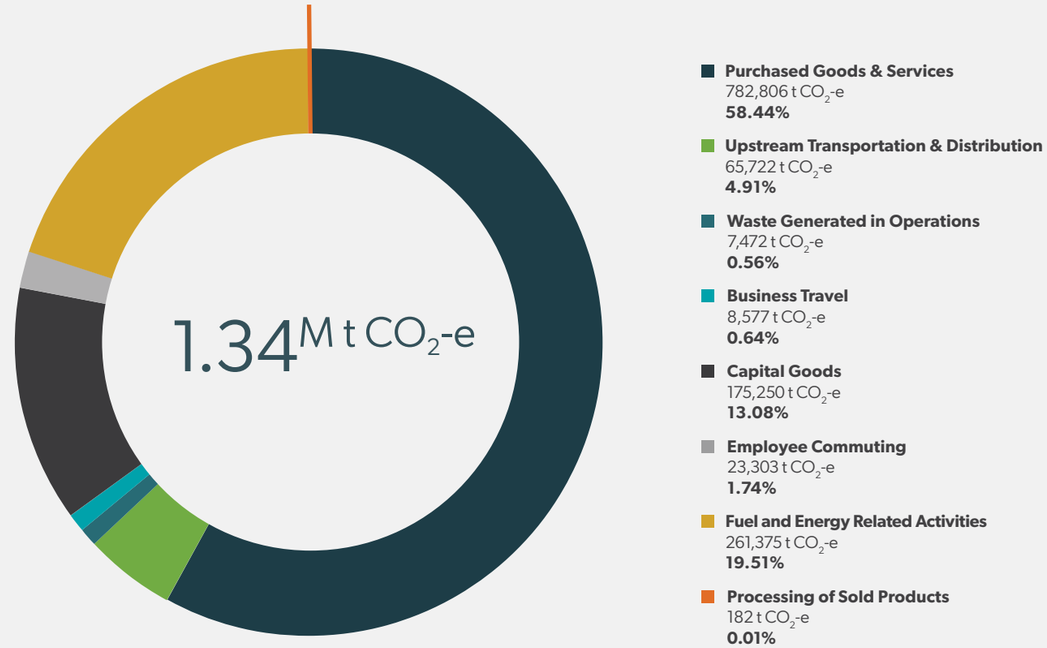


Figure 8-5 Northern Star's FY26 Scope 3 GHG Emissions by Source



Climate Change Performance Metrics

		FY26	FY25	FY24
Energy Produced				
Kalgoorlie Production Centre	Carosue Dam Operations (GJ)	542,585	528,799	517,329
	Kalgoorlie Operations (GJ)	-	-	-
	KCGM Operations (GJ)	-	-	-
Pilbara Operations	Hemi Project (GJ)	-	-	-
Yandal Production Centre	Jundee Operations (GJ)	831,784	802,870	703,741
	Bronzewing Operations (GJ)	-	-	-
	Thunderbox Operations (GJ)	826,091	820,954	735,863
Pogo Production Centre	Pogo Operations (GJ)	-	-	-
Total (GJ)		**2,200,460**	**2,152,623**	**1,956,933**
Energy Produced from Renewables				
Kalgoorlie Production Centre	Carosue Dam Operations (GJ)	84,540	63,718	34,598
Yandal Production Centre	Jundee Operations (GJ)	379,314	257,192	4,356
Total (GJ)		**463,854**	**320,911**	**38,953**
Net Energy Consumed				
Kalgoorlie Production Centre	Carosue Dam Operations (GJ)	2,189,186	2,401,530	2,248,787
	Kalgoorlie Operations (GJ)	983,496	980,537	876,320
	KCGM Operations (GJ)	6,771,269	5,445,411	4,772,721
Pilbara Operations	Hemi Project (GJ)	38,467	52,992	61,361
Yandal Production Centre	Jundee Operations (GJ)	2,472,555	2,268,761	2,577,416
	Bronzewing Operations (GJ)	665,597	667,714	583,784
	Thunderbox Operations (GJ)	3,611,297	3,283,384	2,997,911
Pogo Production Centre	Pogo Operations (GJ)	1,338,861	1,169,494	1,174,763
Exploration	Tanami (GJ)[5]	8,861	17,809	13,072
Other	Perth Corporate (GJ)	1,145	965	913
	West Perth Corporate (GJ)	7.46	476	414
Total (GJ)		**18,080,742**	**16,289,074**	**15,307,462**
Net Energy Consumption Intensity				
Net Energy Consumption Intensity (GJ / t ore processed)		0.68	0.58	0.56
Scope 3 Emissions				
Upstream	Purchased Goods & Services (t CO_2-e)	782,806	721,199	688,429
	Capital Goods (t CO_2-e)	175,250	156,242	211,750
	Fuel & Energy Related activities (t CO_2-e)	261,375	232,964	205,917
	Upstream Transportation & Distribution (t CO_2-e)	65,722	65,683	43,217
	Waste Generated in Operations (t CO_2-e)	7,472	6,020	5,721
	Business Travel (t CO_2-e)	8,577	9,083	8,015
	Employee Commuting (t CO_2-e)	23,303	26,423	12,457
Downstream	Processing of Sold Products (t CO_2-e)	182	192	191
	Downstream Transportation & Distribution (t CO_2-e)	14,743	-	-
Total (t CO_2-e)		**1,339,430**	**1,217,806**	**1,175,697**
Emissions Intensity (NGER)				
Total Scope 1 & 2 Emissions Intensity (t CO_2-e / t ore processed)		**0.054**	**0.046**	**0.045**
Emissions Intensity (NGER & GHG Protocol Combined)				
Total Scope 1 & 2 Emissions Intensity (t CO_2-e / t ore processed)		**0.059**	**0.048**	**0.045**

Climate Change Performance Metrics

		FY26	FY25	FY24
Scope 1 Emissions (NGER)				
Kalgoorlie Production Centre	Carosue Dam Operations (t CO_2-e)	132,535	146,018	137,244
	Kalgoorlie Operations (t CO_2-e)	24,630	24,956	23,412
	KCGM Operations (t CO_2-e)	366,701	271,054	229,822
Pilbara Operations	Hemi Project (t CO_2-e)	2,680	3,695	4,280
Yandal Production Centre	Jundee Operations (t CO_2-e)	123,609	115,912	144,623
	Bronzewing Operations (t CO_2-e)	45,974	45,962	40,173
	Thunderbox Operations (t CO_2-e)	211,969	190,390	174,100
Pogo Production Centre	Pogo Operations (t CO_2-e)	48,641	39,062	38,831
Exploration	Tanami (t CO_2-e)[5]	622	1,248	918
Total (t CO_2-e)		**957,361**	**838,297**	**793,402**
Additional Scope 1 Emissions (GHG Protocol)[6]				
Kalgoorlie Production Centre	Carosue Dam Operations (t CO_2-e)	3,158	5,592	N/D
	Kalgoorlie Operations (t CO_2-e)	3,043	4,377	N/D
	KCGM Operations (t CO_2-e)	94,252	6,358	N/D
Pilbara Operations	Hemi Project (t CO_2-e)	1,469	-	N/D
Yandal Production Centre	Jundee Operations (t CO_2-e)	2,137	5,949	N/D
	Bronzewing Operations (t CO_2-e)	1,069	2,629	N/D
	Thunderbox Operations (t CO_2-e)	2,853	8,954	N/D
Pogo Production Centre	Pogo Operations (t CO_2-e)	12,835	8,673	N/D
Exploration	Tanami (t CO_2-e)[5]	214	367	N/D
Total (t CO_2-e)		**121,029**	**42,899**	**N/D**
Scope 1 Emissions (NGER & GHG Protocol Combined – AASB S2)				
Kalgoorlie Production Centre	Carosue Dam Operations (t CO_2-e)	135,693	151,610	137,244
	Kalgoorlie Operations (t CO_2-e)	27,673	29,333	23,412
	KCGM Operations (t CO_2-e)	460,953	277,412	229,822
Pilbara Operations	Hemi Project (t CO_2-e)	4,149	3,695	4,280
Yandal Production Centre	Jundee Operations (t CO_2-e)	125,746	121,861	144,623
	Bronzewing Operations (t CO_2-e)	47,043	48,591	40,173
	Thunderbox Operations (t CO_2-e)	214,822	199,344	174,100
Pogo Production Centre	Pogo Operations (t CO_2-e)	61,475	47,735	38,831
Exploration	Tanami (t CO_2-e)[5]	836	1,615	918
Total (t CO_2-e)		**1,078,390**	**881,196**	**793,402**
Scope 2 Emissions (Location Based)				
Kalgoorlie Production Centre	Kalgoorlie Operations (t CO_2-e)	81,413	80,481	69,836
	KCGM Operations (t CO_2-e)	213,313	225,236	221,540
Pilbara Operations	Hemi Project (t CO_2-e)	8.16	-	-
Pogo Production Centre	Pogo Operations (t CO_2-e)	179,619	161,750	156,350
Other	Perth Corporate (t CO_2-e)	159	137	134
	West Perth Corporate (t CO_2-e)	1.04	67.4	60.9
Total (t CO_2-e)		**474,513**	**467,672**	**447,922**
Total Scope 1 & 2 Emissions (NGER) and Scope 3 Emissions (GHG Protocol)				
Total Scope 1, 2 & 3 Emissions (t CO_2-e)		**2,771,304**	**2,523,775**	**2,417,021**
Total Scope 1, 2 (NGER & GHG Protocol) and Scope 3 Emissions (GHG Protocol)				
Total Scope 1, 2 & 3 Emissions (t CO_2-e)		**2,892,333**	**2,566,674**	**2,417,021**

[5] 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.

[6] Scope 1 GHG Emissions for the voluntary FY26 ESR Disclosure Suite have been calculated according to the requirements of AASB S2. Additional emission sources not required to be reported under NGERS have been disclosed here to align with our FY26 Annual Report. More information is provided in Appendix D.

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Water Security at Northern Star FY26

Floating Water Turret in Operation on a Process Water Pond
Kanowna Belle, Kalgoorlie Operations
Kalgoorlie Production Centre, Western Australia



Water Security

Our Approach

Northern Star acknowledges its responsibility to all its stakeholders, including Traditional Owners in proximity to our Operations, to manage and minimise consumption of all natural resources, including water. There are significant requirements for water management across all Northern Star Operations.

We enter into agreements with stakeholders, including our regulators, to ensure that water is available for the operation of all sites while maintaining awareness of its use as a shared resource. Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites.

The Hemi Project in our Pilbara Operations is nearing the completion of environmental approvals and assessments. The final water management requirements and strategy are being reviewed and developed, in line with project requirements and in consultation with our stakeholders and regulators.

Our Pogo Operations in Alaska primarily access freshwater, however their overall net water consumption is maintained at a lower level due to their managed treatment and discharge of high-quality water back to the environment.

Where freshwater is available to an Operation we aim to minimise our consumption. In accordance with our Water Management Global Standard (Standard), we have an obligation to ensure that we meet all our legislative requirements, minimise our freshwater consumption, and minimise potential impacts on our stakeholders.

Water Security Governance

Northern Star's Board has oversight of water security risks and opportunities within the organisation 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.

Water related matters are considered 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 ESS Committee will assist the Board in its oversight, monitoring and review of the Company's practices in the following key areas:

- Environmental management.
- 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 water security function is overseen by the ESS Committee and the Chief Operating Officer (CTO), supported by the technical services, operational, environmental, heritage, and legal teams in the corporate office and on our sites. The CTO reports to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Water Management Plans

Northern Star's Global Water Standard requires all sites to consider water-related risks as part of the site risk assessment process. These risk assessments identify key water stakeholders, water resources at risk of water stress, and whether the water source is within environmentally significant areas. Sites develop detailed water management plans guided by the results of the risk assessment, in addition to other issues such as heritage concerns.

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits.

Northern Star's Water Management Plans aim to:

- Minimise excess groundwater drawdown and protect the quality and flows of water in the aquifers that supply water to our Operations.
- Minimise the impact to vegetation and groundwater through preventing spills and managing tailings/process water, saline water, and effluent responsibly.
- Minimise required abstraction through water efficiency measures.
- Monitor and record water quality, abstraction volumes, and water levels of groundwater bores and surface water storage facilities.
- Ensure that other groundwater users are not adversely affected by groundwater abstraction.

Restatements of Information

- Carosue Dam Operations water data for FY25 has been restated after the completion of an internal water audit was completed during FY26. This audit identified some inconsistencies with formulas utilised for data calulations and errors in flow meter readings. As a result:
  - FY25 Other Water Withdrawal: restated from 4,769ML to 5,750ML
  - FY25 Total Water Withdrawal: restated from 4,769ML to 5,750ML
  - FY25 Water recycled and reused: restated from 1,010ML to 335ML
  - FY25 Net Total Water consumption: restated from 4,769ML to 5,750ML
- As a result of the changes above, the Northern Star FY25 data has been restated as per below:
  - FY25 Total Other Water Withdrawal: restated from 20,943ML to 21,924ML
  - FY25 Total Water Withdrawal: restated from 48,996ML to 49,978ML
  - FY25 Total Water Recycled and Reused: restated from 12,479ML to 11,805ML
  - FY25 Net Total Water Consumption: restated from 22,991ML to 23,972ML

2,210
FY26 Total Fresh Water Consumption (ML)

21,209
FY26 Total Other Water Consumption (ML)

13,282
FY26 Total Water Recycled or Reused (ML)

0.0009
FY26 Total Water Consumption Efficiency (ML/t ore processed)



0%
Operations with High or Extremely High Baseline Annual Water Stress[1]

71%
Operations with Baseline Annual Water Stress Defined as "Arid & Low Water Use"[1]

0
Unauthorised Offsite Discharges in FY26

100%
Production Centres with Water Management Plans

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

[1] Aqueduct 4.0.

Water Security Risks & Opportunities

As part of our ongoing organisation risk identification and mitigation processes, Northern Star monitors and reviews water security risks and opportunities in our mining and mineral processing Operations.

To ensure we are mitigating risks, and meeting our obligations for water security, each site must meet our Standard[2] through:

- A risk assessment must be undertaken every time a new water source is identified.
- All water discharges and water harvesting are managed in accordance with licence requirements, environmental management plans, and in consultation with stakeholders.
- Water abstraction and consumption rates are designed to maximise the sustainable use of water resources and to recycle as much as practicable.
- Baseline surface and groundwater hydrology and geochemical characterisation is conducted for new projects or project expansions as relevant.
- Potential water security impacts and controls are captured in the Operation and Strategic Risk registers and regularly reviewed.
- Ponds for water impoundment must be designed in consideration of the characteristic of the water being contained and in accordance with regulatory requirements.
- Monitoring programmes implemented in alignment with the risk assessment, operational needs, and licence requirements.
- Sites undertaking water treatment maintain monitoring and control systems and have in place mitigation plans in case of deviations from approved limits.
- Third party audits may be undertaken to verify ongoing compliance with the site, Company, and regulatory requirements.
- All sites use water that is either purchased from a vendor or is pumped to the sites under strict licence conditions.

Risks

Water security risks can occur from:

- A decrease in rainfall potentially resulting in less water available either through abstraction or surface water catchments and potentially contributing to further decline in water quality. This can lead to an increase in demand on third-party supplies include fresh water. Technologies such as reverse osmosis can counteract this as poor quality groundwater can be treated for use in the processing plant.
- Management of extreme weather events. These are risk assessed and mitigation controls implemented, including ponds, diversion structures, pumping systems and weather monitoring.

Opportunities

We continue to explore and utilise water security opportunities that can optimise consumption while decreasing the demand on external fresh water supplies.

Some of these opportunities include:

- Utilising technology to improve the control of dewatering thickeners to recycle more water across our Australian Operations. This reduces the volume of water discharged to tailings dams from process plants resulting in more efficient water practices.
- Continuing to use lower quality water, such as hypersaline groundwater encountered in parts of the Goldfields Region of WA where possible to offset the use of higher quality water.
- Application of underground grouting where practicable to control and minimise underground seepage.
- Investigating green energy driven reverse osmosis plants to create useable water from hypersaline water sources in the future.
- Conversion of assets, where possible, from higher quality water to lower quality saline or hypersaline water.

[2] Water Management Global Standard (NSR-ENV-008-STA).



Highlight – Water as a Shared Resource: KCGM Operations Mill Expansion

Access to water is a fundamental human right and is critical to our Operations. We recognise that water is a shared resource that is essential for life, the health of the environment, and for maintaining sustainable and viable local and regional industries and communities.

During FY26 we continued to progress the expansion of our KCGM mill, with the project aimed at increasing and modernising our mill capacity. Northern Star continues to expect the KCGM Mill Expansion to ramp up over approximately two years to steady-state operations achieving an annualised run-rate of 27Mtpa in FY29.

In doing so we remained cognisant of the value of water within the Kalgoorlie-Boulder area, particularly in relation to the limitations on the supply of potable water and the need for this supply to meet important domestic, commercial, environmental, and industrial uses within the Goldfields Region.

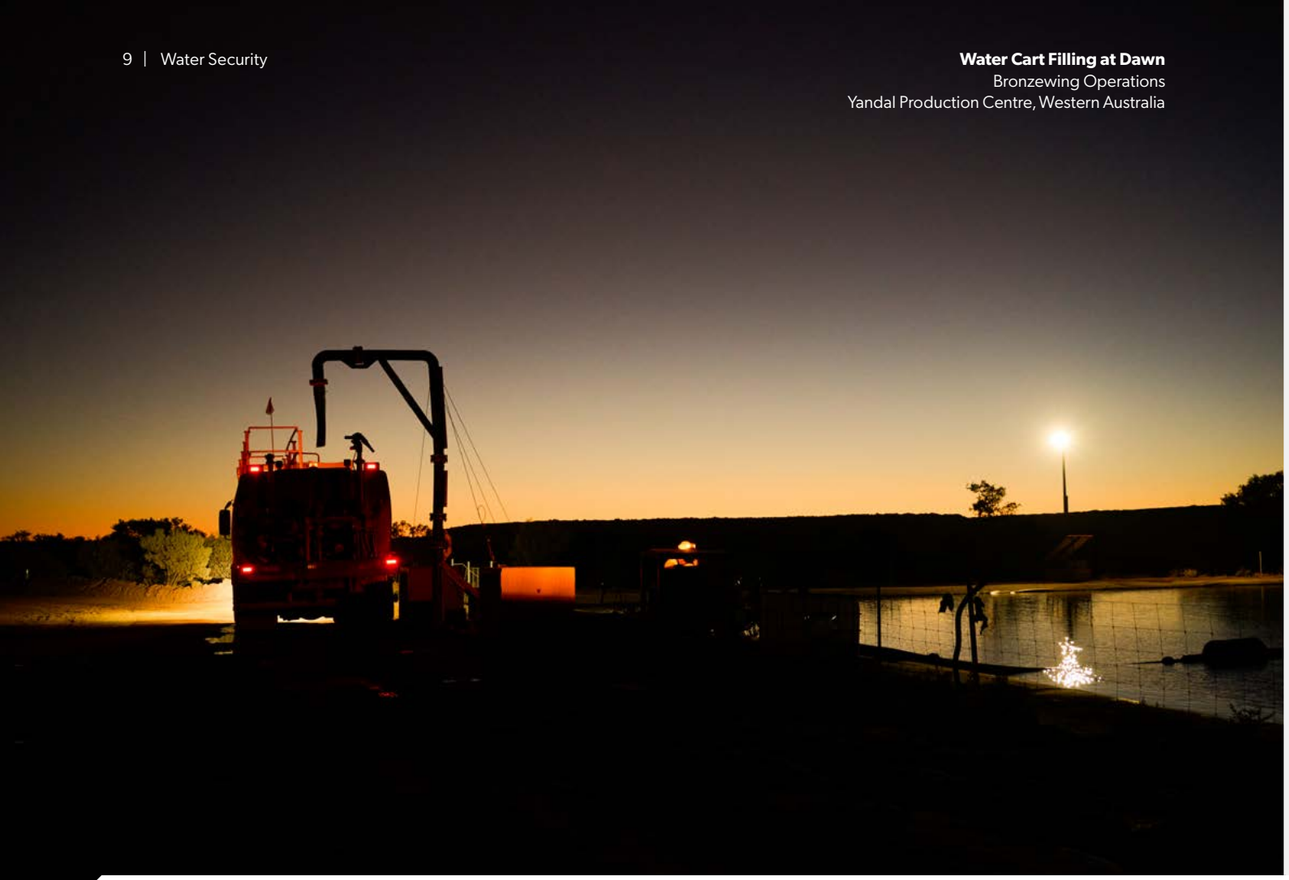
As part of our expansion project, we have aimed to maintain our potable water consumption at our pre-existing supply limit, while still targeting a doubling of our production rates. The new plant has been designed to incorporate increased use of hypersaline groundwater through a range of measures including:

- Utilising flocculants that can be mixed with hypersaline water.
- Where possible, using mechanical seals instead of gland seals as these require potable water to maintain the seal.
- A significant reduction in the number of pumps overall.
- A plan to progressively reduce the stripping rates.

We have also continued to focus on water conservation and management overall at our KCGM Operations through:

- Maintenance programs targeting leak mitigation.
- Continuing to identify opportunities to switch activities and assets over from potable water to saline or hypersaline water.
- Investigating other technologies to treat hypersaline groundwater to improve its quality and reduce our consumption of potable water even further.

We are committed to using and managing this valuable resource in a sustainable way to ensure shared users and the environment are not adversely impacted, including Traditional Owners in proximity to our Operations.



Water Cart Filling at Dawn
Bronzewing Operations
Yandal Production Centre, Western Australia

Figure 9-1 Operational Water Schematic FY26

Water Withdrawals by Source

20,621ML
Ground Water

1,866ML
Third Parties

28,733ML
Surface Water

Total Water Withdrawals

51,220ML
Total Managed Water Withdrawals
(fresh & other water)

Managed Water Discharges

29,098ML
Managed Operational Discharges
(to surface water)

Total Water Consumption

23,419ML
needed to sustain core Operational tasks of:

- Surface and underground mining
- Underground mining cooling
- Ore milling and processing
- Tailings, transport and deposition
- Dust suppression
- Construction requirements
- Wash, sanitation & hygiene services
- Exploration drilling

Water Stewardship

In Western Australia, all Northern Star's borefields are operated in accordance with Department of Water and Environmental Regulation (DWER) endorsed Groundwater Operating Strategies.

The Hemi Project in our Pilbara Operations is undergoing environmental approval assessments and therefore the water management requirements and strategy are still being reviewed and developed. This will continue in consultation with our stakeholders, particularly Traditional Owners.

Discharge Management – Pogo

In Alaska, our Pogo Operations are required to operate in accordance with the Alaskan Department of Environmental Conservation Alaska Pollutant Discharge Elimination System Permit, which allows for the discharge of treated water into the Goodpaster River.

In addition, Pogo must adhere to the Storm Water Pollution Prevention Plan which manages the risk of polluted stormwater entering creeks and the Goodpaster River.

In order to protect the values of the Goodpaster River and the environment more broadly, the Pogo Operation treats water that has come in contact with the mine to ensure it is of suitable quality before being discharged into the river. This includes diluting the treated water with fresh river water to maintain quality.

The discharges into the river are regulated under the Alaska Pollutant Discharge Elimination System (APDES) permit, which sets limits on contaminants like arsenic, cadmium, copper, lead, mercury and zinc.

Water quality is regularly monitored as part of the APDES permit and compliance reports sent to regulators.

Discharge Management - Goldfields

In the Goldfields Region of Western Australia, excess water that cannot be used in processing or for dust suppression is currently discharged into old open pits.

This is done under groundwater licences as well as operating licences, regulated by DWER, with annual compliance reports provided.

Water Quality, Monitoring & Control

Monitoring also allows us to ensure all water-related infrastructure complies with licence requirements and is maintained to minimise the risk of unintended spills or discharges to the environment.

Most aquifers in the Goldfields are of poor quality with total dissolved solids (TDS) ranging from 50,000-300,000mg/L (sea water is about 35,000mg/L; Freshwater TDS is <1,000mg/L).

As a result, we use a mix of fresh and saline/hypersaline groundwater where possible, as using large quantities of fresh water for gold processing is not appropriate nor efficient.

Northern Star's Production Centres have in place detailed management and control systems, which include but are not limited to:

- Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN, and organic matter depending on the water origin.
- Monitoring aims to verify that Northern Star has remained compliant with environmental and regulatory compliance requirements, as well as providing valuable insights into efficiency opportunities and detection of potential issues with water sources.
- Flow meters and water mass balancing to measure and manage site water transfers. Flow meters are installed at drawpoints as well as discharge points to monitor both abstraction and discharge volumes[3].
- Control systems for automation of water transfers (leak detections systems, density control etc).
- Sites may have specific emergency preparedness and response procedures to address uncontrolled releases of saline/hypersaline water and tailings/process water.

[3] Flow meters are typically read on a monthly basis, either via remote telemetry systems or manually. Where a flow meter is inaccessible (ie. due to weather issues) or where a flow meter has become unserviceable (ie. due to mechanical or electrical failure) the flow volumes in our site water balances for that period and water source are estimated to reduce the risk of under reporting water withdrawals/consumption.

Water Conservation & Recycling

Pumping water long distances is inefficient and requires energy, and it is important to limit this as much as possible. Wherever practicable, Northern Star prioritises the recycling of water to minimise fresh and bore water withdrawals and consumption.

Our sites have water storage dams or water tanks which receive and store water from various inputs, including freshwater and borefield supplies, washdown returns, runoff from buildings and hardstands, tailings storage facility decant returns, and mine dewatering. The water is then transferred to required sections of the mine for use.

Processing Plants

- Water is fed into process water tanks and potable water tanks for storage and distribution within the plant. Water of different quality will be sent to different sections of the plant depending on the process requirement. For example, fresh water will be used in areas that require a high quality of water compared to hypersaline water.
- At the back end of the gold recovery process, some sites, such as Jundee Operations and KCGM Operations in the future, will utilise a thickener for water recovery prior to tailings disposal. This is a good example of recycling water back into the process before sending to tailings where not all of the water is recovered via decant. In the case where a plant does not have a final tailings thickener, the density at the back end of the circuit is controlled to recover as much water prior to tailings disposal.
- Where thickeners are utilised for water recovery, control systems are in place to monitor and change the density to a target setpoint which is chosen to optimise water recovery. The control systems are being reviewed across some Northern Star sites to more tightly manage the water recovery.
- Tailings that are discharged settle in the tailings dam and the water that decants is recovered and used back in the process. In contrast, Pogo Operations filter their tailings slurry with large mechanical filters which capture the water before the tailings are trucked to a dry stack facility.
- Tailings lines have leak detection sensors to detect any release of slurry (and hence water) to the environment which mitigates any uncontrolled water loss.

Mining

Water is used underground in the mining process mainly for dust control. Roads are consistently wetted down and all drilling is done with water to prevent dust being created. The water drains to the bottom of the mine. It is then pumped back to the surface and then re-used.

Water Stress

Northern Star has assessed each of its Production Centres and the Hemi Project to determine their current and potential future Water Stress[4] classifications in accordance with Aqueduct 4.0 Water Risk Atlas[5], the latest iteration of the Water Risk Atlas. This water risk framework is designed to translate complex hydrological data into intuitive indicators of water-related risk.

Figure 9-2 Water Stress Classifications[4,5]

	Baseline Annual Water Stress	Predicted Future Water Stress (2050)	
		Business as Usual	Pessimistic
Current & Predicted Future Water Stress			
Carosue Dam Operations	Low (<10%)	Low (<10%)	Low (<10%)
Kalgoorlie Operations	Arid and Low Water Use	Arid and Low Water Use	Arid and Low Water Use
KCGM Operations	Arid and Low Water Use	Arid and Low Water Use	Arid and Low Water Use
Jundee Operations	Arid and Low Water Use	Arid and Low Water Use	Arid and Low Water Use
Thunderbox Operations	Arid and Low Water Use	Arid and Low Water Use	Arid and Low Water Use
Pogo Operations	Low (<10%)	Low (<10%)	Low (<10%)
Hemi Project	Arid and Low Water Use	Arid and Low Water Use	Arid and Low Water Use

[4] Baseline water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. Water demand include domestic, industrial, irrigation, and livestock uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users.
[5] Aqueduct 4.0 Water Risk Atlas.



After the Rain
Jundee Operations
Yandal Production Centre, Western Australia
Photo Credit: Daniel Allan – NSMS Operator Truck

Acid Mine Drainage Mitigation

Acid Mine Drainage (AMD) or Acid Rock Drainage (ARD) is a significant environmental issue in the Australian mining industry which results from the oxidation of sulphide minerals that are exposed during mining operations.

This process generates sulphuric acid which can also lead to the leaching of heavy metals from surrounding rocks, resulting in contamination of soil and water.

Types & Indicators of AMD

Indicators of AMD generally includes low pH levels in water and soils, high metal concentrations, such as iron, copper and zinc, discolouration of waste material, surface soils and/or water including accumulation of salts, and visible impacts to biodiversity including poor vegetation health or death.

Key factors contributing to AMD are largely due to the sulphide mineral content in waste rock and tailings. High concentrations of sulphidic minerals such as pyrite are primary contributors.

The geological composition of the mine site also influences the occurrence of AMD, as the presence or absence of neutralising minerals (for example carbonate minerals) play a crucial role in its development.

Climatic factors such as rainfall can also contribute to the acceleration and extent of AMD. Additionally, in arid regions such as the Goldfields, saline drainage may pose a greater risk, where evaporation exceeds rainfall leading to the accumulation of salts in mine drainage.

Mitigation & Management Techniques

AMD mitigation commences in the mine planning phase, with studies undertaken to determine potential risks of AMD through geological sampling and detailed material characterisation. Results from these studies determines how mine waste is managed on site and incorporated into final landform design.

Identifying potentially acid forming (PAF) materials and encapsulating them with non-acid forming (NAF) waste rock can limit exposure to air and provide sufficient buffering/ neutralising capacity within the landform reducing the risks of AMD.

Water management is also an important consideration in the prevention of AMD. Designing drainage systems to divert surface and groundwater flow away from mine sites to prevent clean water encountering sulphide materials.

Along with source control mitigation measures previously mentioned, Northern Star also implements monitoring programs across its sites to identify any early signs or potential risk of AMD occurrence.

Management of Waste Rock to Mitigate AMD

After initial waste characterisation studies are completed, a mine block model is prepared to classify ore and waste types, including identification of NAF and PAF waste. This indicative model is used to schedule the transport of waste rock to our waste dumps and control where PAF is deposited, to control the risk of AMD.

During the progression of mining, additional waste samples are collected from the pit and analysed for sulphur content to further refine our understanding of waste rock geochemistry. These results feed back into our mine model throughout the life of mine, confirming, correcting, and continually updating our understanding of the risk of AMD in our waste rock.

Northern Star Operations are typically conservative with PAF classification, over-estimating waste rock as PAF to ensure all true PAF material is treated as such and controlled as required.

Any significant deviations in understanding of waste rock characteristics will result in a revision to the Mine Plan, and submission to regulatory bodies for renewed approval to operate if required.

Management of Tailings to Mitigate AMD

Tailings Storage Facilities (TSF) are designed to minimise seepage during operation. TSFs are generally designed to include an underdrainage system to effectively manage water flow, a decant water return system for controlled discharge, installation of toe drains around the base of the facility to intercept water, and the establishment of a seepage monitoring and recovery bore network as required, to monitor and control potential seepage.

AMD Presence or Risk at Our Operations

Waste characterisation studies across Northern Star's Operations have identified PAF material in both ore and waste rock samples across most sites.

In these circumstances, sampling generally indicates only minor amounts of PAF materials are present, with the majority of the waste classified as NAF.

Due to our identification and management of these materials, Northern Star does not have AMD present on any of our Operations.



Drill Samples
KCGM Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Rojen Jomuad – Geologist Discovery

Water Performance Metrics

		FY26	FY25	FY24
Freshwater Withdrawal (≤1,000 mg/L Total Dissolved Solids)				
Kalgoorlie Production Centre	Kalgoorlie Operations (ML)	177	44	107
	KCGM Operations (ML)	1,689	1,617	1,508
Yandal Production Centre	Jundee Operations (ML)	273	254	239
	Bronzewing Operations (ML)	107	111	112
Pogo Production Centre	Pogo Operations (ML)	27,742	26,006	26,574
Pilbara Operations	Hemi Project (ML)	22	21	38
Exploration	Tanami (ML)[6]	-	-	6
Total (ML)		**30,011**	**28,053**	**28,584**
Other Water Withdrawal (>1,000 mg/L Total Dissolved Solids)				
Kalgoorlie Production Centre	Carosue Dam Operations (ML)	2,885	5,750	6,486
	Kalgoorlie Operations (ML)	2,279	2,028	2,052
	KCGM Operations (ML)	7,412	6,080	6,128
Yandal Production Centre	Jundee Operations (ML)	2,351	1,708	1,816
	Bronzewing Operations (ML)	256	257	82
	Thunderbox Operations (ML)	4,451	4,687	4,328
Pogo Production Centre	Pogo Operations (ML)	1,573	1,407	1,316
Pilbara Operations	Hemi Project (ML)	-	3	-
Exploration	Tanami (ML)[6]	3	4	6
Total (ML)		**21,209**	**21,924**	**22,214**
Total Water Withdrawal				
Kalgoorlie Production Centre	Carosue Dam Operations (ML)	2,885	5,750	6,486
	Kalgoorlie Operations (ML)	2,455	2,072	2,159
	KCGM Operations (ML)	9,101	7,697	7,636
Yandal Production Centre	Jundee Operations (ML)	2,624	1,962	2,054
	Bronzewing Operations (ML)	364	368	194
	Thunderbox Operations (ML)	4,451	4,687	4,328
Pogo Production Centre	Pogo Operations (ML)	29,315	27,413	27,890
Pilbara Operations	Hemi Project (ML)	22	24	38
Exploration	Tanami (ML)[6]	3	4	6
Total (ML)		**51,220**	**49,978**	**50,791**
Acid Mine Drainage (GRI14)				
AMD Presence	Carosue Dam Operations	Not present	Not present	Not present
	Kalgoorlie Operations	Not present	Not present	Not present
	KCGM Operations	Not present	Not present	Not present
	Pilbara Operations	Not present	Not present	Not present
	Jundee Operations	Not present	Not present	Not present
	Bronzewing Operations	Not present	Not present	Not present
	Thunderbox Operations	Not present	Not present	Not present
	Pogo Operations	Not present	Not present	Not present
	Tanami[6]	Not present	Not present	Not present

[6] 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.

Water Performance Metrics

		FY26	FY25	FY24
Water Recycled or Reused				
Kalgoorlie Production Centre	Carosue Dam Operations (ML)	462	335	520
	Kalgoorlie Operations (ML)	2,369	1,669	1,884
	KCGM Operations (ML)	6,803	6,380	7,310
Yandal Production Centre	Jundee Operations (ML)	1,417	1,531	1,352
	Thunderbox Operations (ML)	1,707	1,341	728
Pogo Production Centre	Pogo Operations (ML)	525	549	459
Pilbara Operations	Hemi Project (ML)	-	-	-
Exploration	Tanami (ML)[6]	-	-	-
Total (ML)		**13,282**	**11,805**	**12,252**
Water Discharged				
Kalgoorlie Production Centre	Carosue Dam Operations (ML)	-	-	-
	Kalgoorlie Operations (ML)	-	-	-
	KCGM Operations (ML)	-	-	-
Yandal Production Centre	Jundee Operations (ML)	-	-	-
	Thunderbox Operations (ML)	-	-	-
Pogo Production Centre	Pogo Operations (ML)	29,098	25,276	28,547
Pilbara Operations	Hemi Project (ML)	-	-	-
Exploration	Tanami (ML)[6]	-	-	-
Total (ML)		**29,098**	**25,276**	**28,547**
Net Total Water Consumption				
Kalgoorlie Production Centre	Carosue Dam Operations (ML)	2,885	5,750	6,486
	Kalgoorlie Operations (ML)	2,455	2,072	2,159
	KCGM Operations (ML)	9,101	7,697	7,636
Yandal Production Centre	Jundee Operations (ML)	2,624	1,962	2,054
	Bronzewing Operations (ML)	305	368	194
	Thunderbox Operations (ML)	4,451	4,687	4,328
Pogo Production Centre	Pogo Operations (ML)	1,573	1,407	1,316
Pilbara Operations	Hemi Project (ML)	22	24	38
Exploration	Tanami (ML)[6]	3	4	6
Total (ML)		**23,419**	**23,972**	**24,219**
Water Consumption Intensity				
Total Net Water Consumption Intensity (ML / t ore processed)		0.000887	0.000852	0.000882
Total Freshwater Consumption Intensity (ML / t ore processed)		0.0000837	0.0000728	0.0000730

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Waste & Tailings Management at Northern Star FY26

Thunderbox TSF at Sunset
Thunderbox Operations
Yandal Production Centre, Western Australia
Photo Credit: Lee Biddulph – Process Supervisor



Waste & Tailings Management

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 TSFs.

Each operational 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 a designated storage facility.

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 (DSTF).

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.

Waste and tailings related matters are considered on a scheduled basis by the Board through its ESS Committee meetings. The function of the Committee is to assist the Board in implementing the Companys, 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.
- 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 waste and tailings management function is overseen by the ESS Committee and the Chief Technical Officer (CTO) and the Chief Operating Officer (COO) supported by the technical services, operational, environmental, and legal teams in the corporate office and on our sites. The CTO and COO report to the Managing Director & Chief Executive Officer who in turn reports to the Board.

Restatements of Information

- Nil restatements.



Bronzewing Operations
Yandal Production Centre, Western Australia



10.0K
FY26 Total Non-Mineralised Waste Recycled (T)
(37% of Total Non-Mineralised Waste Generated)

27.3K
FY26 Non-Mineralised Waste Generated (T)

0
Material Tailings Loss or TSF Incidents in FY26

109
FY26 Total Hazardous Waste Generated (T)

8.19M
Waste Rock Recycled (T) in FY26

1.91M
Tailings Recycled for Pastefill (T) in FY26

10.1M
FY26 Total Mineralised Waste Recycled (T)
(7% of Total Mineralised Waste Generated)

144.9M
FY26 Total Mineralised Waste Generated (T)

Tailings Production

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 Operations.

- **Paddock – style facilities:** Mostly utilised in arid environments, consisting of dams with walls constructed from compacted earthen material and/or slurry waste.
- **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 tailings facility.
- **Underground tailings backfill (or paste fill):** Tailings material can be utilised on some sites 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 underground for use in controlled conditions.

Facility Design & Operation

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

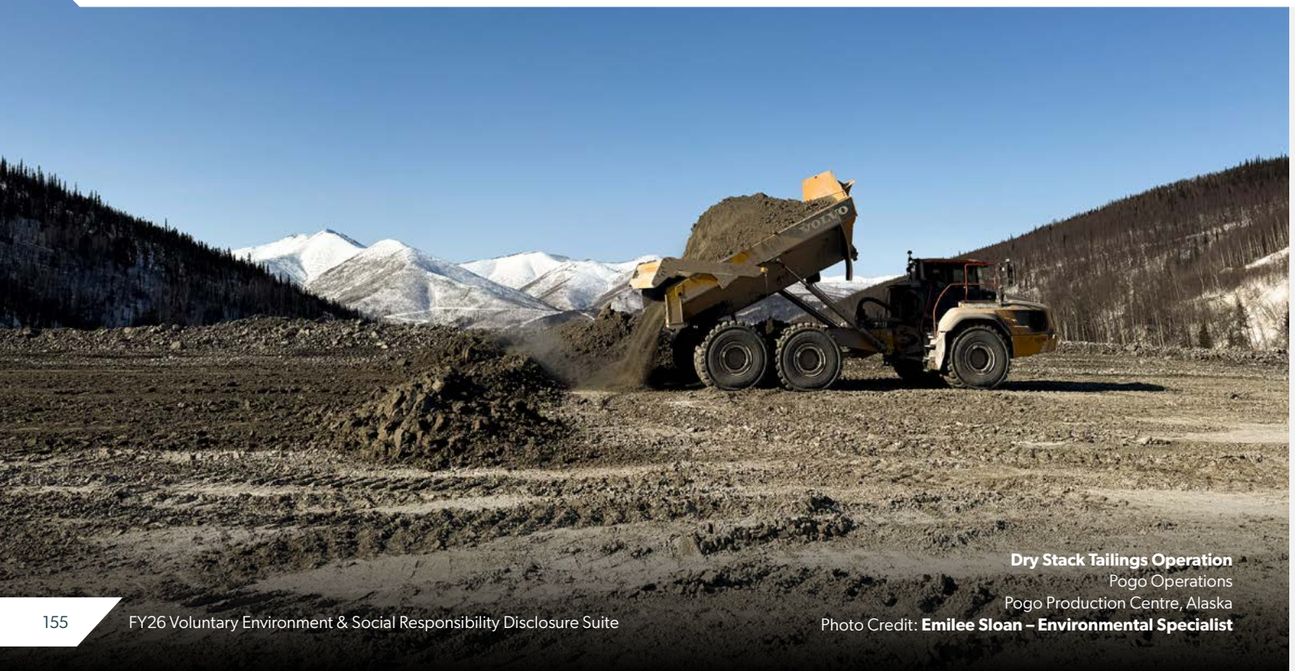
- Ensure that Northern Star effectively manages its TSFs through all phases of their life cycle in compliance with all applicable laws and regulations and in alignment with accepted industry practice.
- Establish the minimum geotechnical, hydrological, geochemical, and environmental design and performance 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 uses tailings as backfill in some of our 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 which consolidates to provide geotechnical support for the rest of the mine. This material can be driven on, forms walls for stopes to be mined, and allows ground support to be installed.

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

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



Dry Stack Tailings Operation
Pogo Operations
Pogo Production Centre, Alaska
Photo Credit: **Emilee Sloan – Environmental Specialist**

Risks & 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 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.

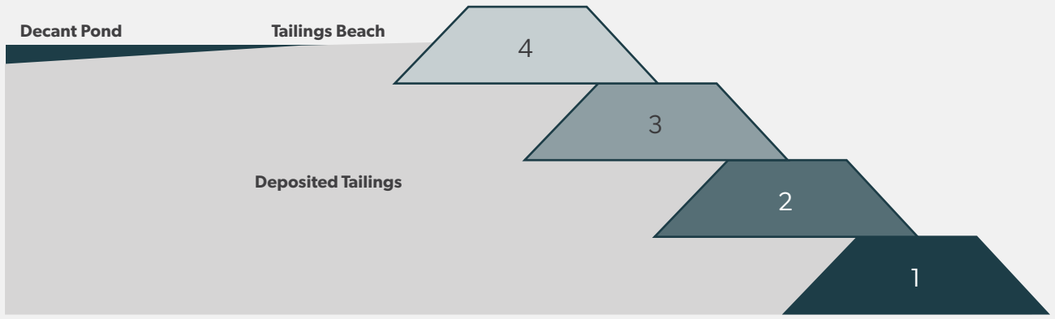
In the Yandal Production Centre, and in the Eastern Goldfields where our Kalgoorlie Production Centre is located, the general risk to people is relatively low due to the low population density, however this does not preclude Northern Star from consulting with local stakeholders to ensure they understand 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 global mining industry 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 to respond to online monitoring that shows movement outside of control limits.

The majority of the TSFs at the Australian assets are upstream construction as shown in Figure 10-1. In contrast, the Pogo Operations TSF is a DSTF constructed with filtered tailings and waste rock from underground. Both materials are truck dumped, then reshaped and compacted to form 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 10-1.

Figure 10-1 Typical Upstream TSF Construction (Cross Section)



Compliance with International Standards

Northern Star has aligned its TSF management approach with international expectations and applicable regulatory requirements.

The Company has committed to progressing alignment with the Global Industry Standard on Tailings Management (GISTM) through a risk-based approach. GISTM was developed through collaboration between industry experts, academics, consultants and mining companies.

Strong governance is central to effective TSF management, ensuring stakeholders understand each facility and the risks associated with its operation. GISTM supports this through a set of defined topic areas.

As disclosed in the FY25 ESR Disclosure Suite, Northern Star commenced GISTM compliance audits across all operational and under-construction TSFs in May 2024, with baseline assessments completed by the end of Q1 FY25.

These audits identified gaps against the 77 GISTM requirements, and each site was tasked with developing alignment plans outlining key actions, timeframes and indicative costs. Throughout FY25, sites began reviewing planning documentation and undertook foundational technical work to support alignment.

Regular reports on progress against Priority 1 and 2 recommendations were provided to the ESS Committee during FY26.

During FY26, we continued to progress GISTM-related activities:

- Our Independent Technical Review Board (ITRB) continued to meet and initiated independent design reviews across our Australian Operations.
- Emergency response drills were conducted to test site emergency response plans for active tailings storage facilities. Outcomes from these drills are being incorporated into action plans and procedures to further strengthen emergency preparedness and response capability.

  These reviews focused on verifying that the facilities at each Operation are operated safely, strengthen reporting, improve communication and support operational improvements through robust planning and execution.
- The ITRB also continued to provide structured recommendations to our Operations to facilitate closing identified gaps alongside the existing site-specific GISTM action programs.
- We restructured our Corporate Technical Services Team to allocate additional resources to improving communication and collaboration practices between TSF responsible persons, the Accountable Executive and the EOR.

  Northern Star is focused on aligning with GISTM and integrating these practices into business-as-usual processes and preparing for independent assessments and will continue to provide updates on its GISTM conformance self-assessments as part of our annual disclosures.



Carosue Dam Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: Mekhi Adams – Graduate Environmental Advisor

Non-Mineralised Waste Management & Recycling

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.

In FY26 our main waste streams included, but were not limited to:

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

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.

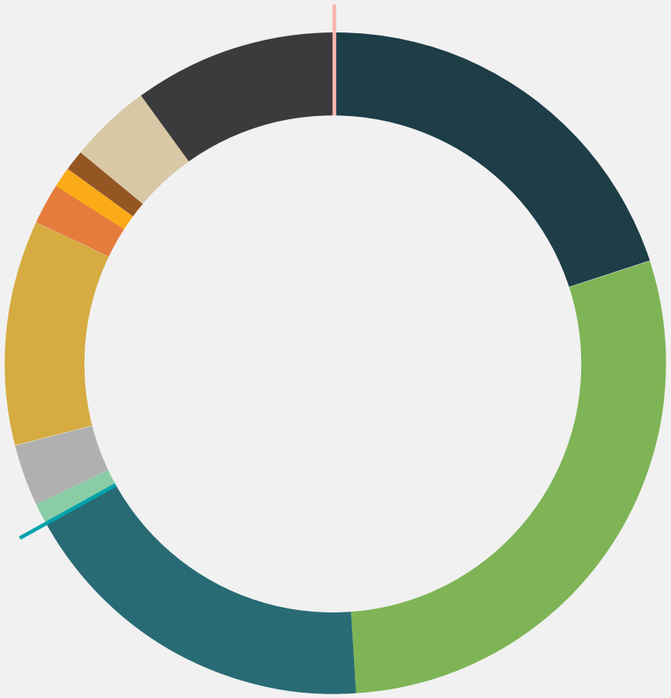
We saw an increase in scrap metal sent for recycling in FY26, which is attributable to periodic site recycling campaigns as well as increased volumes produced during construction and shutdown programs.

We also saw an increase in general and co-mingled waste generation and disposal, which reflects an increase in the scale of our overall workforce and reflective of increased waste generation as part of shutdown and construction activities.

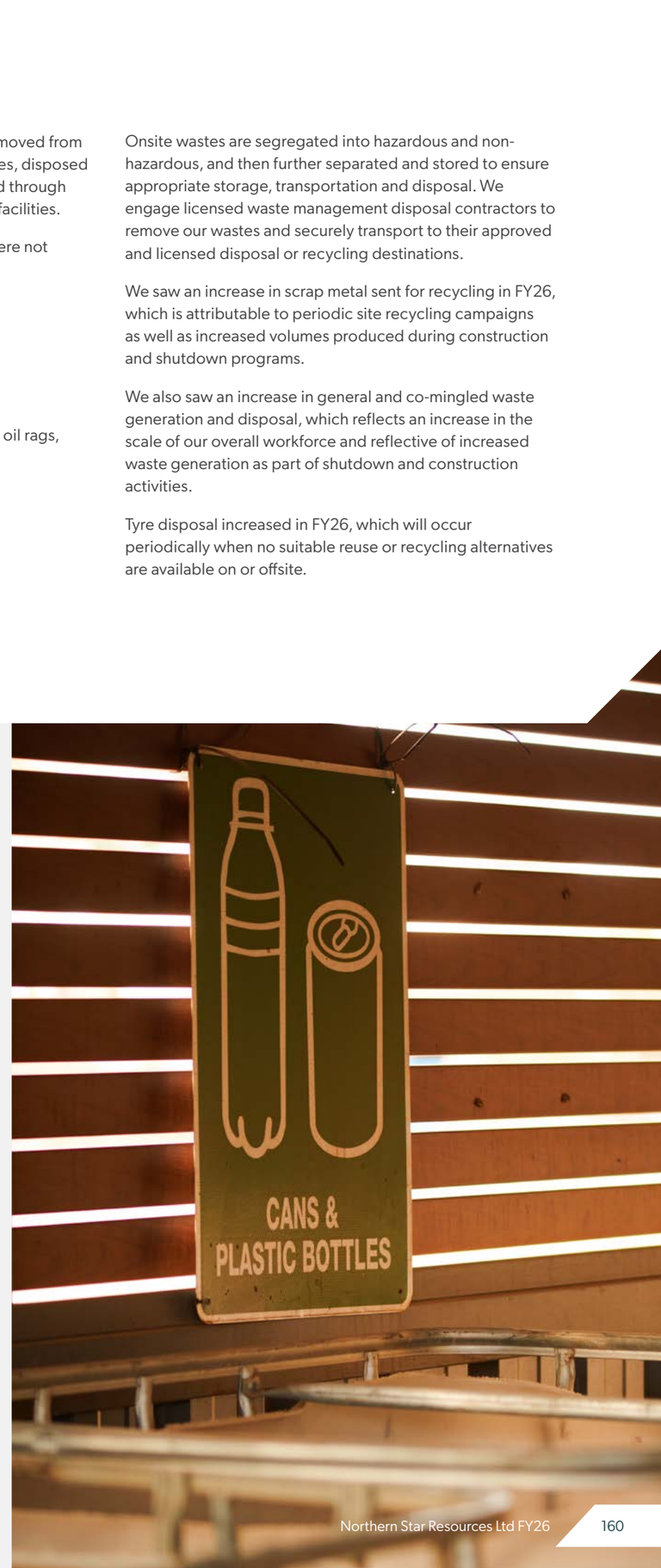
Tyre disposal increased in FY26, which will occur periodically when no suitable reuse or recycling alternatives are available on or offsite.

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

Figure 10-2 Distribution of Non-Mineralised Waste in FY26 in Accordance with GRI 306-4 Classifications



20.22%	Non-hazardous waste diverted from disposal for recycling offsite
28.77%	Non-hazardous waste directed to disposal for landfilling offsite
18.40%	Non-hazardous waste directed to disposal for landfilling onsite
0.03%	Non-hazardous waste directed to disposal for other disposal operations offsite
1.12%	Non-hazardous waste diverted from disposal for other recovery options offsite
2.73%	Hazardous waste diverted from disposal for other recovery options offsite
11.57%	Hazardous waste diverted from disposal for recycling offsite
1.96%	Hazardous waste diverted from disposal for reuse offsite
0.85%	Hazardous waste directed to disposal for incineration (with energy recovery) offsite
0.22%	Hazardous waste directed to disposal for incineration (without energy recovery) offsite
3.87%	Hazardous waste directed to disposal for landfilling offsite
10.14%	Hazardous waste directed to disposal for landfilling onsite
0.14%	Hazardous waste directed to disposal for other disposal operations offsite



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.

Cyanide Management Standard

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 Cyanide Management 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.

In FY26, Northern Star undertook an internal review of the controls supporting safe work with hazardous substances, with a specific focus on cyanide management. The review engaged stakeholders from each site and considered audit actions and hazards and learnings from site incidents, which were cross-referenced against work completed to update the associated bowtie risk assessment. Further information is available in the FY26 ESR Disclosure Suite Safety & Critical Risk Control module.

This ongoing program supports the validation of Company-wide and site-level critical controls, aims to strengthen risk governance and assurance, and enables targeted action to address identified control gaps as part of our broader commitment to continuous improvement.

International Cyanide Management Code

KCGM Operations 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, 2022 and 2025. 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.

As required under the Cyanide Code, the Operation was again audited against International Cyanide Management Institute's (ICMI) Mining Operations Verification Protocol by an independent professional third-party auditor within three years of its previous certification.

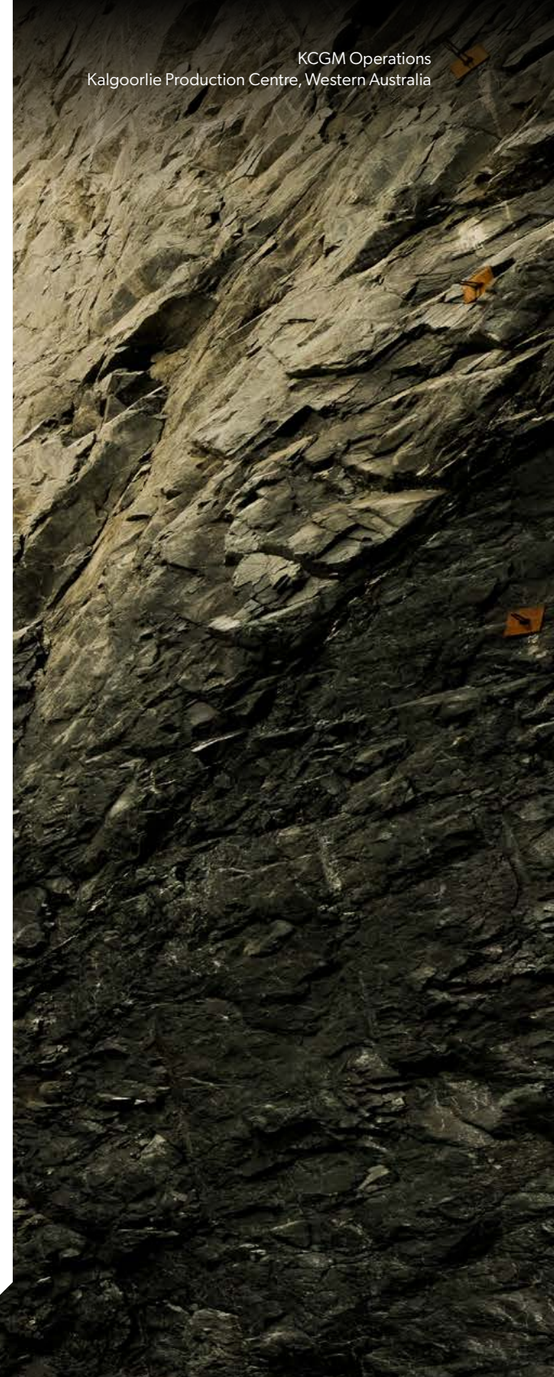
ICMI has received and accepted the auditor's Detailed Audit Findings Report and Summary Audit Report, which found KCGM in "substantial compliance" with the Cyanide Code's Principles and Standards of Practice, effective from December 2025. This represents a change in KCGM's certification standing from "full compliance".

The Summary Audit Report, Corrective Action Plan, and Auditor Credentials Form are available on Kalgoorlie Consolidated Gold Mines Pty Ltd.'s signatory page on the Cyanide Code website. The Operation can be fully certified once it has implemented its Corrective Action Plan and achieved full compliance with the Cyanide Code.

One Standard of Practice remains to be satisfied to allow KCGM Operations to regain Full Compliance. It relates to containment remediation works, which could not be carried out during the KCGM Mill Expansion works. The remediation work is now underway. ICMI has extended the relevant deadline to 18 December 2026. There is low risk of cyanide exposure or environmental harm.

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.



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.

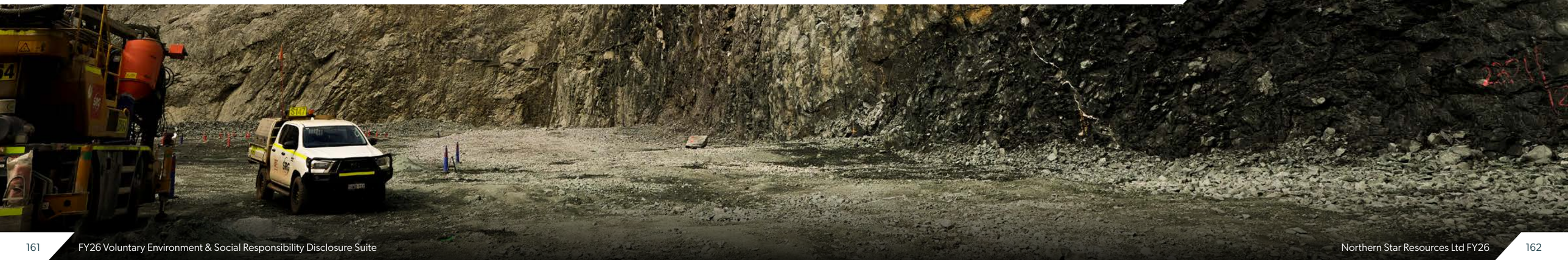
Volumes of waste generated and placed in waste dumps is reduced through a number of different ways including application of optimal mining methodologies, underground versus open pit mining, waste rock recycling and in-pit waste rehandling.

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. As an example, in FY26 our volume of waste rock sent to backfill reduced significantly. During FY25 KCGM Operations placed around 6M tonnes of waste rock in backfill in the open pit, but during FY26 there was no permanent backfill options at the KCGM Operations open pit.

Alternative uses after reprocessing may also include:

- Concrete aggregate.
- Underdrainage filter material in new TSF construction.
- Road base, stemming, and backfilling at selected sites, including conveyor-fed backfill to KCGM's Mt Charlotte underground mine.
- Run-of-mine (ROM) pad management, including demarcation, barriers, and control of wet surface conditions.
- Traffic management, including windrows, barriers, and demarcation of operational areas.
- Traffic management, including windrows, barriers, and demarcation of operational areas.



Waste & Tailings Performance Metrics

	FY26	FY25	FY24
Non-Mineralised Waste Recycled			
Batteries (T)	62	1,712	96
Co-Mingled Waste (T)	177	289	146
General Waste (T)	1	4	2
Scrap Metal (T)	5,369	3,096	7,317
Tyres (T)	431	580	336
Waste Oil (T)	3,971	4,034	2,472
Total (T)	**10,012**	**9,714**	**10,369**
Non-Mineralised Waste Disposed			
Batteries (T)	-	1	-
Co-Mingled Waste (T)	711	663	653
General Waste (T)	13,773	11,439	10,809
Tyres (T)	2,160	845	487
Waste Oil (T)	680	1,478	381
Total (T)	**17,325**	**14,426**	**12,330**
Hazardous Waste (SASB EM-MM-150a.7)			
Directed to disposal (T)	109	7.2	71.5
Directed to recycling (T)	-	-	-

Waste & Tailings Performance Metrics

		FY26	FY25	FY24
Mineralised Waste				
Waste Rock Sent to Waste Dumps	Kalgoorlie Production Centre (T)	71,182,463	65,615,515	70,449,509
	Yandal Production Centre (T)	38,320,985	28,425,838	30,273,413
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	1,119,871	940,680	855,002
	Total (T)	**110,623,319**	**94,982,033**	**101,577,924**
Waste Rock Recycled for Backfill	Kalgoorlie Production Centre (T)	7,936,293	15,050,589	1,497,547
	Yandal Production Centre (T)	249,868	201,933	169,678
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	-	-	-
	Total (T)	**8,186,162**	**15,252,522**	**1,667,225**
Total Waste Rock Generated	Kalgoorlie Production Centre (T)	79,118,756	80,666,104	71,947,056
	Yandal Production Centre (T)	38,570,854	28,627,771	30,443,091
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	1,119,871	940,680	855,002
	Total (T)	**118,809,480**	**110,234,555**	**103,245,149**
Tailings Sent to Tailings Storage Facilities (TSFs)	Kalgoorlie Production Centre (T)	14,677,936	16,452,611	17,089,731
	Yandal Production Centre (T)	8,415,525	8,494,007	6,489,744
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	1,062,235	938,120	1,365,171
	Total (T)	**24,155,696**	**25,884,738**	**24,944,647**
Tailings Recycled for Pastefill	Kalgoorlie Production Centre (T)	919,246	928,317	959,180
	Yandal Production Centre (T)	994,666	1,173,850	1,599,362
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	-	-	-
	Total (T)	**1,913,911**	**2,102,167**	**2,558,541**
Total Tailings Generated	Kalgoorlie Production Centre (T)	15,328,920	17,380,928	18,048,911
	Yandal Production Centre (T)	9,410,190	9,667,857	8,089,106
	Pilbara Operations (T)	-	-	-
	Pogo Production Centre (T)	1,062,235	938,120	1,365,171
	Total (T)	**25,801,345**	**27,986,905**	**27,503,188**
Mineralised Waste (Waste Rock & Tailings)	Total Sent for Disposal (T)	134,779,015	120,866,771	126,522,571
	Total Recycled (T)	10,100,073	17,354,689	4,225,766
	Total Generated (T)	**144,879,088**	**138,221,460**	**130,748,337**
Tailings Composition	Non-Cyanide Containing Tailings (T)	1,062,235	938,120	1,365,171
	Cyanide Containing Tailings (T)	24,739,110	27,048,785	26,138,017

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

Appendix B: Operations Biological Diversity FY26

Operation / Project	Taxa, Communities & Habitats	Location Relative to Operation/Project	Management Practices
Jundee Operations **Bronzewing Operations**	Multiple Priority Ecological Communities in association with invertebrates in groundwater calcretes	Within and outside proposed disturbance areas	• Minimise water abstraction and land disturbance where possible. • Subterranean fauna surveys are undertaken to understand species and extent.
	Brush Tailed Mulgara (*Dasycercus blythi*) (DBCA P4)(LC) *Aristida jerichoensis var. subspinulifera* (DBCA P3) *Baeckea sp. Sandstone* (DBCA P3) *Eremophila arguta* (DBCA P1) *Eremophila congesta* (DBCA P1) *Eremophila sp. long pedicels* (DBCA P2) *Eremophila pungens* (DBCA P4) *Stackhousia clementii* (DBCA P3) *Tribulus adelacanthus* (DBCA P3) *Xanthoparmelia nashii* (DBCA P3)	Outside proposed disturbance area	• Avoid where possible and apply hierarchy of mitigation (avoid, minimise & rehabilitate). • Biodiversity surveys completed prior to any disturbances within the area. • Land Disturbance Procedure (NSR-ENV-001-PRO). • Fauna relocation undertaken in areas of suitable habitat two weeks prior to disturbance. • Inspections conducted by suitably trained personnel immediately prior to disturbance activities. • Weed management practices are implemented during disturbance to prevent introduction of invasive species in line with Weed Management Procedure (NSR-ENV-004-PRO). • Implementation of Feral Animal & Pest Control Procedure (NSR-ENV-007-PRO). • Native Fauna Management Procedure (NSR-ENV-005-PRO). • Jundee Operations Biodiversity Management Plan (JUN-ENV-054-PLA).
Thunderbox Operations	*Lysiandra baeckeoides* (DBCA P3) *Acacia sp. Marshall Pool* (DBCA P3)	Within and outside proposed disturbance areas	• Avoid where possible and apply the mitigation hierarchy (avoid, minimise, rehabilitate, offset). • Biodiversity surveys completed prior to any disturbances within the area. • Secondary approvals are gained where required. • Biodiversity Management Plan (TBO-ENV-040-PLA). • Implementation of Feral Animal & Pest Control Procedure (NSR-ENV-007-PRO). • Native Fauna Management Procedure (NSR-ENV-005-PRO). • Land Disturbance Procedure (NSR-ENV-001-PRO).
Carosue Dam Operations	Malleefowl (*Leipoa ocellata*) (VU) Southern Whiteface (*Aphelocephala leucopsis*) (VU)	Within and outside proposed disturbance areas	• Avoid where possible and apply the mitigation hierarchy (avoid, minimise, rehabilitate, offset). • Biodiversity surveys completed prior to any disturbances within the area, including targeted Priority flora and fauna surveys in areas of suitable habitat. • Biodiversity Management Plan (CDO-ENV-051-PLA). • Rehabilitation Management Work Instruction (CDO-ENV-027-SWP). • Implementation of Weed Management Procedure (NSR-ENV-004-PRO). • Implementation of Feral Animal & Pest Control Procedure (NSR-ENV-007-PRO). • Land Disturbance Procedure (NSR-ENV-001-PRO). • Native Fauna Management Procedure (NSR-ENV-005-PRO). • Implementation of Annual Malleefowl Monitoring on site and regional surveys. • Where possible, avoid clearing or disturbing areas where this species is present.
	Long-tailed Dunnart (*Antechinomys longicaudatus*) (DBCA P4) Inland Hairstreak Butterfly (*Jalmenus aridus*) (DBCA P2) *Acacia eremophila var. Numerous-nerved variant* (DBCA P3) *Angianthus prostratus* (DBCA P3) *Calandrinia sp. Menzies* (F. Hort et al. FH 4100) (DBCA P3) *Eremophila arachnoides subsp. tenera* (DBCA P3) *Eremophila sp. Lake Carey* (E. Mattiske LM 197) (DBCA P1) *Isolepis australiensis* (DBCA P3) *Melaleuca apostiba* (DBCA P3) *Notisia intonsa* (DBCA P3) *Stackhousia sp. Lake Mackay* (P.K. Latz 12870) (DBCA P1) *Stackhousia muricata subsp. Perennial* (W.R. Barker 3641)(DBCA P3) *Tecticornia mellarium* (DBCA P3) *Tecticornia sp. Lake Way* (DBCA P1) *Thryptomene eremaea* (DBCA P2) *Tribulus adelacanthus* (DBCA P3) *Wurmbea murchisoniana* (DBCA P4)	Outside proposed disturbance areas	
Kanowna Belle Operations **South Kalgoorlie Operations**	Malleefowl (*Leipoa ocellata*) (VU) *Eremophila praecox* (DBCA P2)	Outside proposed disturbance areas	• Avoid where possible and apply hierarchy of mitigation (avoid, minimise & rehabilitate). • Weed management practices are implemented during disturbance to prevent introduction of invasive species. • Biodiversity surveys completed prior to any disturbances within the area, including targeted Priority flora and fauna surveys in areas of suitable habitat. • Weed Management Procedure (NSR-ENV-004-PRO). • Land Disturbance Procedure (NSR-ENV-001-PRO). • Feral Animal & Pest Control Procedure Native Fauna Management Procedure.

Notes

DBCA P1	Poorly known species; species known from one or a few locations (generally five or less) which are potentially at risk
DBCA P2	Poorly known species; species known from one or a few locations (generally five or less), some of which are on lands managed primarily for nature conservation and other land with secure tenure being managed for conservation.
DBCA P3	Poorly known species; species known from several locations, and the species does not appear to be under imminent threat, or from few but widespread locations with either large population size or significant remaining area of apparently suitable habitat much of it not under imminent threat.
DBCA P4	Rare, near threatened or other species in need of monitoring

NE	Not Evaluated IUCN Red List Assessment
DDi	Data Deficient IUCN Red List Assessment
VU	Vulnerable IUCN Red List Assessment
EN	Endangered IUCN Red List Assessment
LC	Least Concern IUCN Red List Assessment
NT	Near Threatened IUCN Red List Assessment
CE	Critically Endangered IUCN Red List Assessment
EW	Extinct In the Wild IUCN Red List Assessment
EX	Extinct IUCN Red List Assessment
EPBC Vulnerable	facing a high risk of extinction in the wild in the medium-term future
EPBC CR	Critically Endangered
EPBC NTh	near threatened
EPBC DD	Data deficientDDi

Operation / Project	Taxa, Communities & Habitats	Location Relative to Operation/Project	Management Practices
KCGM Operations	*Eremophila praecox* (DBCA P2) *Jalmenus aridus* (DBCA P1) *Ogyris subterrestris petrina* (EPBC CR) Malleefowl (*Leipoa ocellata*) (VU)	Within and outside proposed disturbance areas	• Biodiversity surveys undertaken prior to clearing activities, including targeted surveys for priority flora and fauna. • Flora and Fauna Management Plan (KCGM-ENV-070-PLA). • Significant Species Management Plan – Flora (KCGM-FIM-ENV-017-PLA). • Significant Species Management Plan - Fauna (KCGM-FIM-ENV-018-PLA). • Preliminary Bird and Bat Adaptive Management Plan. • Vegetation Clearing and Rehabilitation Material Stripping (KCGM-ENV-036-GUI). • Weed Management Procedure (NSR-ENV-004-PRO). • Implementation of Feral Animal & Pest Control Procedure (NSR-ENV-007-PRO). • Native Fauna Management Procedure (NSR-ENV-005-PRO). • Land Disturbance Procedure (NSR-ENV-001-PRO).
Pilbara Operations **Hemi Project**	Threatened and priority fauna and their respective critical and supporting habitats (recorded in Hemi development envelope): Greater bilby (*Macrotis lagotis*) (VU) - spinifex sandplain and sandplain drainage Grey falcon (*Falco hypoleucos*) (VU) - major river Northern quoll (*Dasyurus hallucatus*) (VU) - major river Pilbara olive python (*Liasis olivaceus barroni*)(VU) - major river Pilbara leaf-nosed bat (*Rhinonicteris aurantia*) (VU) - all habitat types Northern coastal free-tailed bat (DBCA P1) - major river Brushtailed mulgara (DBCA P4) - spinifex sandplain and sandplain drainage Western pebble-mound mouse (DBCA P4) Threatened and priority fauna and their respective critical and supporting habitats (possible or likely occurrence): Night parrot (*Pezoporus occidentalis*) (CE) Ghost bat (*Macroderma gigas*) (VU) - potentially all habitat types Pin-striped finesnout ctenotus (DBCA P1)(LC) - potentially all habitat types Gane's blind snake (DBCA P1) - potentially spinifex sandplain Spectacled Hare-wallaby (*Lagorchestes conspicillatus*)(DBCA P4)(LC) - potentially spinifex sandplain and sandplain drainage Threatened and priority flora: *Abutilon sp. prizelianum* (DBCA P3) *Euploca mutica* (DBCA P3) *Gymnanthera cunninghamii* (DBCA P3) *Rothia indica subsp. Australis* (DBCA P3) *Triodia chichesterensis* (DBCA P3) *Polymeria sp. nov* (undescribed, likely a DBCA P3) *Seringia exastia* (EPBC CR) Gregory Land System – Priority Ecological Community (PEC) (DBCA P3)	Within and outside proposed disturbance areas	• Internal Ground Disturbance Permit required prior to any land disturbance activities. • Exploration Environmental Management Plan. • Environmental Management Plan (under assessment). • Conservation Significant Species Management Plan (under assessment).
Pogo Operations	Goodpaster River – breeding ground for Chinook Salmon / King Salmon (*Oncorhynchus tshawytscha*) Federal and state laws protect both migratory and non-migratory species in Alaska. Most birds in Alaska fall under the Migratory Bird Treaty Act (MBTA), which makes it illegal to injure, capture, or kill migratory birds or to interfere with their nests when active.	Within and outside proposed disturbance areas	• Monitoring of water quality upstream and downstream of our Operations. • Management practices are outlined in Pogo's Fish Resources Permits and Fish Habitat Permits. • Bird nesting surveys prior to clearing. • Management practices established in the Migratory Bird Treaty Act. • Weed management practices follow guidelines established in ADNR's Strategic Plan for Invasive Weed and Agricultural Management and Prevention in Alaska. • Monitoring of wildlife interactions with the surface waste disposal facilities as per the Mine Plan of Operation Approval issued by ADNR.

Notes

DBCA P1	Poorly known species; species known from one or a few locations (generally five or less) which are potentially at risk
DBCA P2	Poorly known species; species known from one or a few locations (generally five or less), some of which are on lands managed primarily for nature conservation and other land with secure tenure being managed for conservation.
DBCA P3	Poorly known species; species known from several locations, and the species does not appear to be under imminent threat, or from few but widespread locations with either large population size or significant remaining area of apparently suitable habitat much of it not under imminent threat.
DBCA P4	Rare, near threatened or other species in need of monitoring

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EN	Endangered IUCN Red List Assessment
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EW	Extinct In the Wild IUCN Red List Assessment
EX	Extinct IUCN Red List Assessment
EPBC Vulnerable	facing a high risk of extinction in the wild in the medium-term future
EPBC CR	Critically Endangered
EPBC NTh	near threatened
EPBC DD	Data deficientDDi

Appendix C: Assumptions Used to Support Net Zero Ambition & Scope 1 & Scope 2 Emissions Reduction

- Renewable energy technology cost assumptions utilise:
  - reports commissioned by the Australian Energy Market Operator (Aurecon – 2025) and CSIRO (GenCost 2024-25);
  - specialist industry advisors; and
  - commercial offerings from technology providers.
- Renewable energy projects installed on Northern Star sites are to be registered for the purpose of generating green products, for the benefit of or use by Northern Star.
- Grid emission intensity factors published by the Department of Climate Change, Energy, the Environment and Water for grid supplied sites.
- Northern Star's wholly owned subsidiary GKL Properties Pty Ltd has been assessed for eligibility for Human Induced Regeneration projects.
- Renewable energy resources modelling is done using global industry standard software for microgrid and hybrid renewable energy modelling with inputs of publicly available data (weather satellites) and site-specific measurements.
- Scope 1 Emissions reductions based on modelled reduction in fossil fuel requirements from renewable energy projects (Wind, Solar and Battery Energy Storage Systems) installed at Northern Star Operations using original equipment manufacturer (OEM) performance curves.
- Scope 2 Emissions will be reduced through a combination of grid greening and contracting/ partnering for electricity from renewable generators.
- Northern Star's Emissions Reduction Pathway – Implemented & Anticipated Projects Targeting 25% Emissions Reduction (from a baseline of 01 July 2020) by 2030, as described in Figure 8-1, does not yet include potential emissions reduction projects that may be associated with the Hemi Project.

Appendix D: Scope 1 & 2 Methodology

Reportable Boundaries

Reportable operations and associated reporting boundaries for the FY26 ESR Disclosure Suite – Climate Change module have been determined in accordance with the operational control concept outlined by the Australian National Greenhouse and Energy Reporting (NGER) Scheme and associated legislation.

The National Greenhouse and Energy Reporting Act 2007 (NGER Act) defines operational control as the control of activities that make up a facility rather than control over a geographic area or physical location. More specifically, operational control is considered if a person or entity has the authority to introduce and implement any or all of the following for a facility: operating policies, health and safety policies and/or environmental policies.

To this end, facilities under Northern Star ownership during FY26 were assessed to determine operational control and those meeting the requirements have been included in this disclosure.

GHG Emissions Methodology

Greenbase provide facility datasheets to assist with data collection.

Scope 1 and 2 GHG emissions for the voluntary FY26 ESR Disclosure Suite have been calculated according to the requirements of AASB S2.

The jurisdictional requirement to calculate Northern Star's Scope 1 GHG emissions in accordance with NGER Scheme does not cover all Scope 1 GHG emissions, just those that are applicable as defined in the National Greenhouse and Energy Reporting (Measurement) Determination 2008 (NGER Determination).[7] As a result, Northern Star has assessed the gap between Scope 1 GHG emissions reporting as required by the NGER Scheme and all Scope 1 GHG emission sources that could be reasonably identified and calculated. Where gaps were found methodology from the NGER Determination was used where possible. Where the NGER Determination does not provide methodology best practice has been applied in alignment with the GHG Protocol.

For Northern Star's Alaskan Operations there is no jurisdictional requirement to report GHG emissions to the United States Environmental Protection Agency under Part 98 Mandatory Greenhouse Gas Reporting of the Code of Federal Regulations. However, the GHG Protocol largely uses Part 98 as the basis of its United States guidance for calculation. Therefore, by applying the GHG Protocol Northern Star has effectively applied Part 98.

Grid electricity factors for KCGM (Transalta) and Pogo (GVEA) were sourced from site and used instead of the relevant grid factors provided in the NGER Measurement Determination.

Emissions intensity calculated using scope 1 and 2 emissions (t CO_2-e) divided by:

a) gold sold (Troy oz)
b) ore processed (dry tonnes)
c) ore mined (dry tonnes)

Emissions-limiting regulations relevant to Australia include the Safeguard Mechanism. No applicable emissions-limiting regulations were identified for Pogo Operations.

GHG Emissions Data Sources

Scope 1 emissions sources include:

- Combustion of fuels (e.g. diesel, jet kerosene, LPG, LNG, PNG, ULP, heating oil) by mobile and stationary vehicles and equipment including generators
- Oils and greases
- SF_6 in switchgear

Scope 2 emissions sources include:

- Electricity purchased

Data is collected monthly by the site environmental teams but collated on a quarterly basis.

Invoices for material fuel sources are tracked via Northern Star invoicing system and supplier transaction reports.

Emissions for Australian Operations disclosed in alignment with AASB S2 will not match those submitted to meet NGER requirements due to the additional emission sources not required for NGER.

In FY26 the identified additional emission sources are:

- Land clearing,
- Explosives,
- On-site landfills,
- Wastewater handling, and
- Refrigerant leakage.

[7] The NGER Determination may provide methodology for certain GHG emissions but only require reporting of them under certain circumstances e.g. wastewater treatment GHG emissions only being required for facilities whose primary activities are water supply, sewerage and drainage services.

Appendix E: Scope 3 Methodology

Northern Star has continued to evolve our measurement and analysis of our Scope 3 Emissions in line with the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard and supported by the Greenbase environmental accounting team.

In FY26 we undertook a further review of our supply chain incorporating our Pilbara Operations and analysing our suppliers in further detail.

All suppliers to Northern Star during FY26 were assessed for materiality by spend and supplier categories. Supplier activities that were already being captured under our existing Scope 1 and 2 processes were excluded from the Scope 3 assessment to avoid duplication.

In FY26 we elected to assess all of our suppliers based on a supplier spend methodology. We also continued to calculate the Scope 3 emissions from our directly chartered flights and buses to and from our Operations, and our business travel reports.

Of the fifteen Scope 3 categories listed in the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard, the following were considered applicable to Northern Star Resources and included in our FY26 assessment:

- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Downstream transportation and distribution
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Processing of sold products

The following categories were assessed as not applicable to Northern Star's current Operations during FY26:

- Upstream leased assets – no currently leased upstream assets not already considered in Scope 1 or 2 Emissions
- Downstream transportation and distribution – doré transportation: elected reporting boundary is the safe in the gold room. We aspire in the future to capture Scope 3 Emissions involved from the collection of the doré from each gold room and secure transportation to the refinery then the refining process up until point of sale of the metal. Transportation of gold concentrate that commenced in FY26 has however been included in our FY26 assessment.
- Use of Sold Products – The majority of gold sold globally is retained as gold bars. It is not possible to quantify how much of Northern Star's gold sold is retained as gold bars or converted into alternate uses such as jewellery, medical devices, technology and so forth.
- End of life treatment of sold products – gold requires no end-of-life treatment as it does not have an expiration date, and requires no special treatment being inert and non-allergenic.
- Downstream leased assets – no currently leased downstream assets not already considered in Scope 1 or 2 Emissions
- Franchises – no franchises.
- Investments - no investments not already considered in Scope 1 or 2 Emissions

Emission Calculation Methodology

In FY26 Northern Star has elected to apply spend data calculation to our suppliers due to low levels of data submissions over previous years from a large proportion of our suppliers.

We also continued to calculate the Scope 3 emissions from our directly chartered flights and buses to and from our Operations, and our business travel reports.

Refer to Table 8-2 for further information on our approach and calculation methodologies applied.

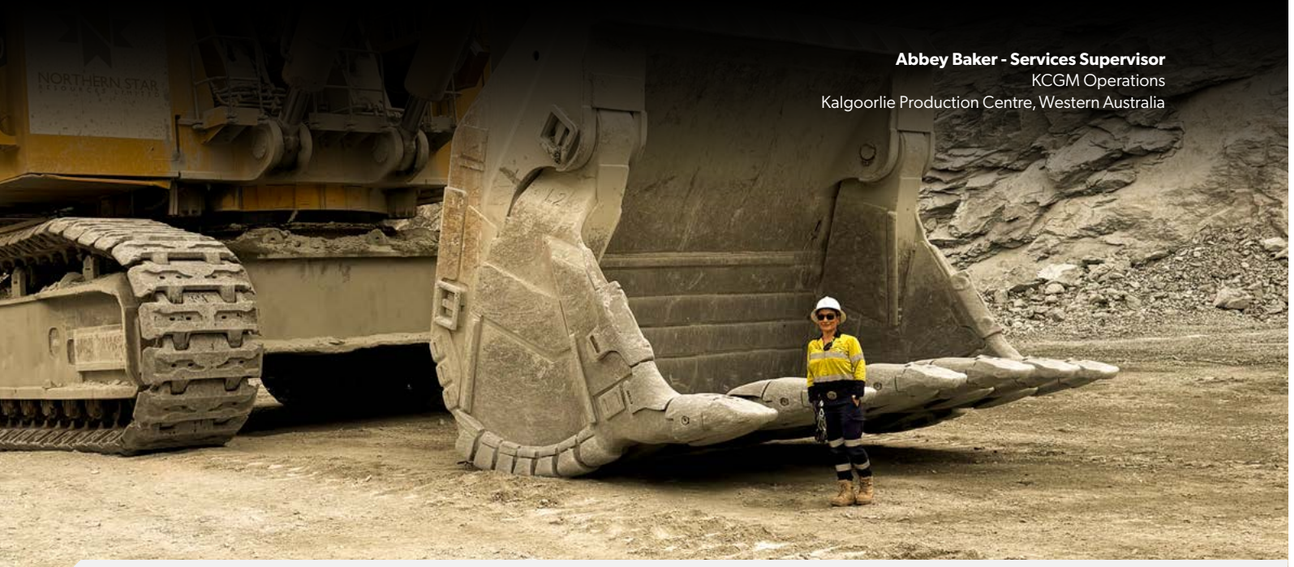
Scope 3 Emissions Reduction Targets

While Northern Star does not have a Scope 3 Emissions Reduction target, we continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

We anticipate that our suppliers will also be pursuing their own decarbonisation plans and may collaborate with Northern Star on targets that align with our own commitments to reducing our emissions. These supplier specific targets should also assist in contributing to a reduction in our overall Scope 3 Emissions and allow us to consider additional opportunities.

Table 8-2 Scope 3 Supplier Methodologies

Scope 3 Category	Calculation methodology options in accordance with the GHG Protocol	Our approach in preference order and factors utilised
Category 1: Purchased Goods and Services	Supplier specific method	Not utilised
	Hybrid method	Not utilised
Category 2: Capital Goods	Average data method	Not utilised
	Spend based method	1. Spend data – total spend and generic emission factor (US EPA Factors)
Category 3: Fuel and Energy Related Activities	Supplier specific method	1. NGER data – actual fuel consumed by Northern Star (NGA Factors)
	Average data method	Not utilised
Category 4: Upstream Transportation and Distribution	Fuel based method	Not utilised
	Distance based method	Not utilised
	Spend based method	1. Spend data – total spend and generic emission factor (US EPA Factors)
Category 5: Waste Generated in Operations	Supplier specific method	Not utilised
	Waste type specific method	1. ESG data – total waste generated by Northern Star (NGA Factors & UK Factors)
	Average data method	Not utilised
Category 6: Business Travel **Category 7: Employee Commuting**	Fuel based method	Not utilised
	Distance based method	1. Business Travel: AMEX emissions extracts – passenger flights, including cabin class, aircraft, and associated emissions factors (US EPA factors included in the generated reports) 2. Employee Commuting (Pilbara FIFO) AMEX extracts – passenger flights and emissions factors (US EPA factors included in the generated reports). Employee data was allocated to Category 7 based on comparison with rostered travel. 3. Employee Commuting (Other FIFO & DIDO): InFlight extracts – Northern Star chartered flights and road travel, including distance travelled, aircraft, passengers and passenger capacity.
	Spend based method	Not utilised
Category 9: Downstream Transportation	Fuel based method	Not utilised
	Distance based method	Not utilised
	Spend based method	Spend data – total spend and generic emission factor (US EPA Factors)
Category 10: Processing of Sold Products	Site specific method	Not utilised
	Average data method	Not utilised
	Spend based method	Spend data – total spend and generic emission factor (US EPA Factors)



Abbey Baker - Services Supervisor
KCGM Operations
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

°C
Degrees Celsius

ABN
Australian Business Number

ADNR
State of Alaska Department of Natural Resources

AMD
Acid Mine Drainage

aquifer
An underground layer of water-bearing material, consisting of permeable or fractured rock, or of unconsolidated materials (gravel, sand, or silt)

ARD
Acid Rock Drainage

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

AusIMM
Australian Institute of Mining & Metallurgy

Australian Accounting Standards
Standards developed, issued and maintained by the Australian Accounting Standards Board, an Australian Government agency under the Australian Securities and Investments Commission Act 2001 (Cth)

B or bn
Billion

BESS
Battery Energy Storage System

biodiversity
The variety of all life forms on Earth

Board
Board of Directors

BTM
Behind the Meter

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)

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

Critical Risk Standards
Northern Star has 10 Critical Risk Standards which apply across the Company's mines, projects and exploration sites to define the health and safety performance requirements to prevent serious and or fatal injuries.

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

DBCA
Western Australia's Department of Biodiversity, Conservation and Attractions

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

DMPE
The Western Australian Department of Mines, Petroleum and Exploration which was part of DEMIRS prior to 1 July 2025

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

DSTF
Dry stack tailings facility

DWER
The Western Australian Department of Water and Environmental Regulation

EAP
Employee assistance providers(s)

emissions reduction
The mitigation or abatement of greenhouse gas or airborne contaminant emissions

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

EMS
Environmental Management System

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

ERT
Emergency Response Team

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

Ethnobotanical
Surveys studying interactions and relationships between human cultures and native plants

Ethnozoological
Surveys studying interactions between human cultures and biodiversity

FAI
First aid injury

FIFO
Fly-in fly-out; those personnel who fly to our Operations and stay in an accommodation village while at work

FPIC
Free, prior and informed consent

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 Online 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

HR
Human Resources

HSR
Health and Safety Representative, in Australia

hydrology
Study of the distribution and movement of water both on and below the Earth's surface, as well as the impact of human activity on water availability and conditions

ICAM
Incident Cause Analysis Method

ICMM
International Council on Mining and Metals

Indigenous Business
Northern Star defines an Indigenous business as a business that is owned at least 51 per cent by Indigenous Australians, verified through completing a formal registration process with Supply Nation and/or the Aboriginal Business Directory of WA

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

IPCC
Intergovernmental Panel on Climate Change

ISO14001
The internationally recognised standard for environmental management systems

ISSB
The International Sustainability Standards Board

IUCN
International Union for Conservation of Nature

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

Kg or kg
Kilogram

kl
kilolitre; one thousa nd litres

KMP
Key Management Personnel

KPI
Key Performance Indicator limited assurance Audit and assurance undertaken by an external auditor on whether the data or statements made in this report have been prepared in accordance with relevant standards

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

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

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

LTIFR
Lost Time Injury Frequency Rate; calculated based on the number of lost time injuries occurring in a workplace per 1 million hours worked

M or m
Million

malleefowl
An Australian bird (*Leipoa ocellata*) of variegated gray, brown, white, and black plumage, that lays up to 35 eggs in an incubating mound

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

mg/L
milligrams per litre. A measure of a concentration of a dissolved substance in water, equivalent to parts per million

Mine Health Safety Management System or MHSMS
Northern Star's set of structured policies, procedures and plans used to assist in mitigating and controlling safety and health

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

MR
Miners Representative, in the USA

MRF
Mining Rehabilitation Fund is a pooled fund that all mining operators in WA contribute into to ensure the State government has the funds necessary to undertake rehabilitation at abandoned mines sites

MTI
Medically Treated Injury

NAF
Non Acid Forming

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

NGA Factors
Australian National Greenhouse Accounts Factors

non-binary
Includes gender identities that demonstrate a diversity of expression beyond the binary framework. In addition, purely for the purposes of the data disclosed in this document, we have included in the expression "non-binary" the individuals who, when invited to identify their gender, responded with either "prefer not to say" or "prefer to self-describe"

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

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

NGA Factors
Australian National Greenhouse Accounts Factors

NGER
National Greenhouse and Energy Reporting Act 2007

NGFS
Network for Greening the Financial System

Officer
An officer of the Company defined under the Corporations Act

OHS
Occupational Health and Safety

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

PAF
Potentially Acid Forming

Paris Agreement
Legally binding international treaty on climate change which was adopted by 196 Parties at the 21st session of the United Nations Conference of the Parties, in Paris on 12 December 2015, and entered into force on 4 November 2016

PEC
Priority ecological community

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

PEP
Performance Evaluation Process

pH
a figure expressing the acidity or alkalinity of a solution on a logarithmic scale on which 7 is neutral, lower values are more acid and higher values more alkaline

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

PPA
Power Purchase Agreement

PPE
Personal Protective Equipment

Principal Mining Hazards
As per the Work Health and Safety (Mines) Regulations 2002 (Western Australia). A principal mining hazard at a mine is any activity, process, procedure, plant, structure, substance, situation or other circumstance relating to the carrying out of mining Operations at the mine that has a reasonable potential to result in multiple deaths in a single incident or a series of recurring incidents

Quarter or Q
Financial year quarter, commencing either 1 July, 1 October, 1 January or 1 April

RCP or Representative Concentration Pathway
Greenhouse gas concentration trajectories which provide Emissions constraints and physical outcomes in Climate Change Scenario Analysis

RE
renewable energy

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

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

RO or reverse osmosis
A water purification process that uses a semi-permeable membrane to separate water molecules from other substances

SAQ
Self-assessment questionnaire

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

serious injury
As defined in section 36 of the WHS Act

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

Taxa
Groupings of organisms in a biological classification system, such as species, genus, family, or order

TDS
Total dissolved solids

Tier 1 Supplier
Suppliers that Northern Star engages directly to provide goods or services to our Operations. Suppliers and contractors are interchangeable expressions throughout this disclosure

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

TSF
Tailings Storage Facility

UN
United Nations

UN SDG(s)
The United Nations Sustainable Development Goals

US or USA
United States of America

WA
Western Australia

WAD CN
Weak acid dissociable cyanide

water stress
Baseline water stress measures the ratio of total water demand to available renewable surface and groundwater supplies. Water demand include domestic, industrial, irrigation, and livestock uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability. Higher values indicate more competition among users

WHS
Work, Health and Safety

WHS Act
Work Health and Safety Act 2020 (WA)

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

°C
Degrees Celsius

401 K
An employer-sponsored, defined-contribution, personal pension (savings) account in the United States

Contact Information

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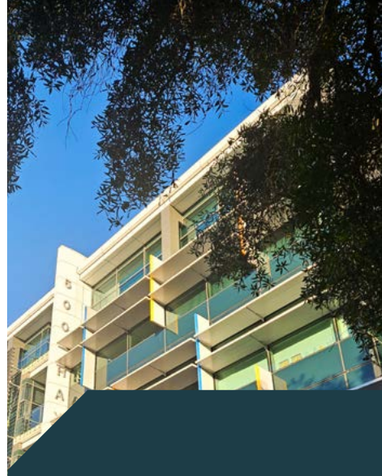
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Share Registry	Automic Group

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@nsrltd.com



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