



Community & Indigenous Engagement & Support at Northern Star FY26

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Community & Indigenous Engagement & Support



\$8.89M

Group Community Investment Commitments in FY26 (A\$)

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

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.

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.



\$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.



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.



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.



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 Procedure³.

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 Complaint and Grievance Management Procedure.

Figure 4-1 Number of Community Complaints Reported in FY26^{1,2}

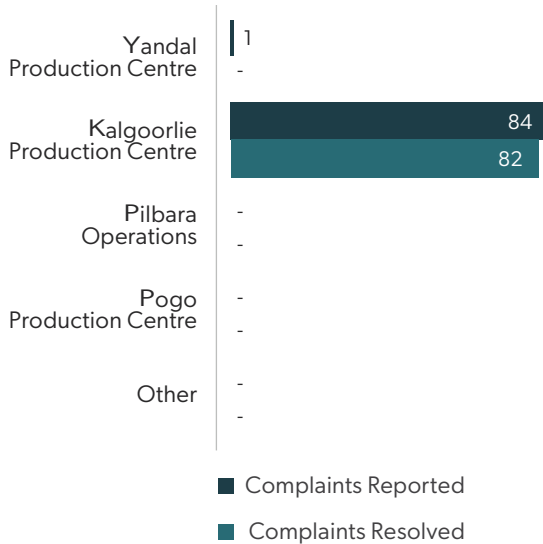
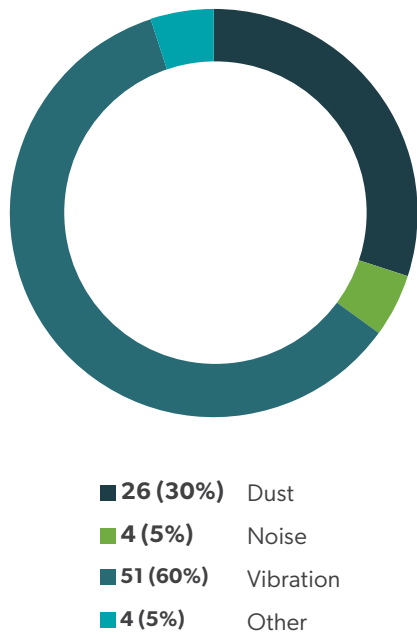


Figure 4-2 Primary Drivers of Complaints Reported During FY26



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.



KCGM Operations
Kalgoorlie Production Centre, Western Australia

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](#).

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.

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	



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	Athabaskan 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

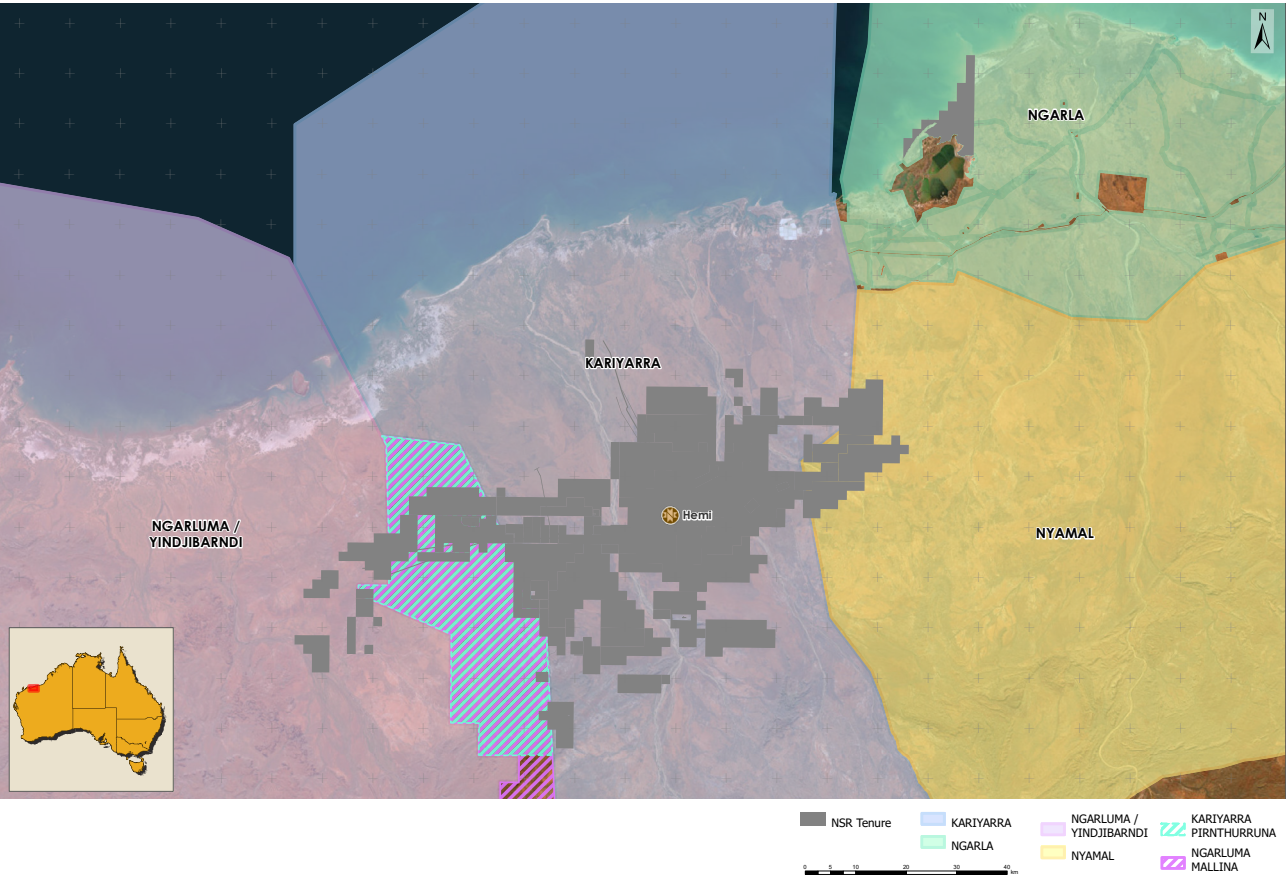
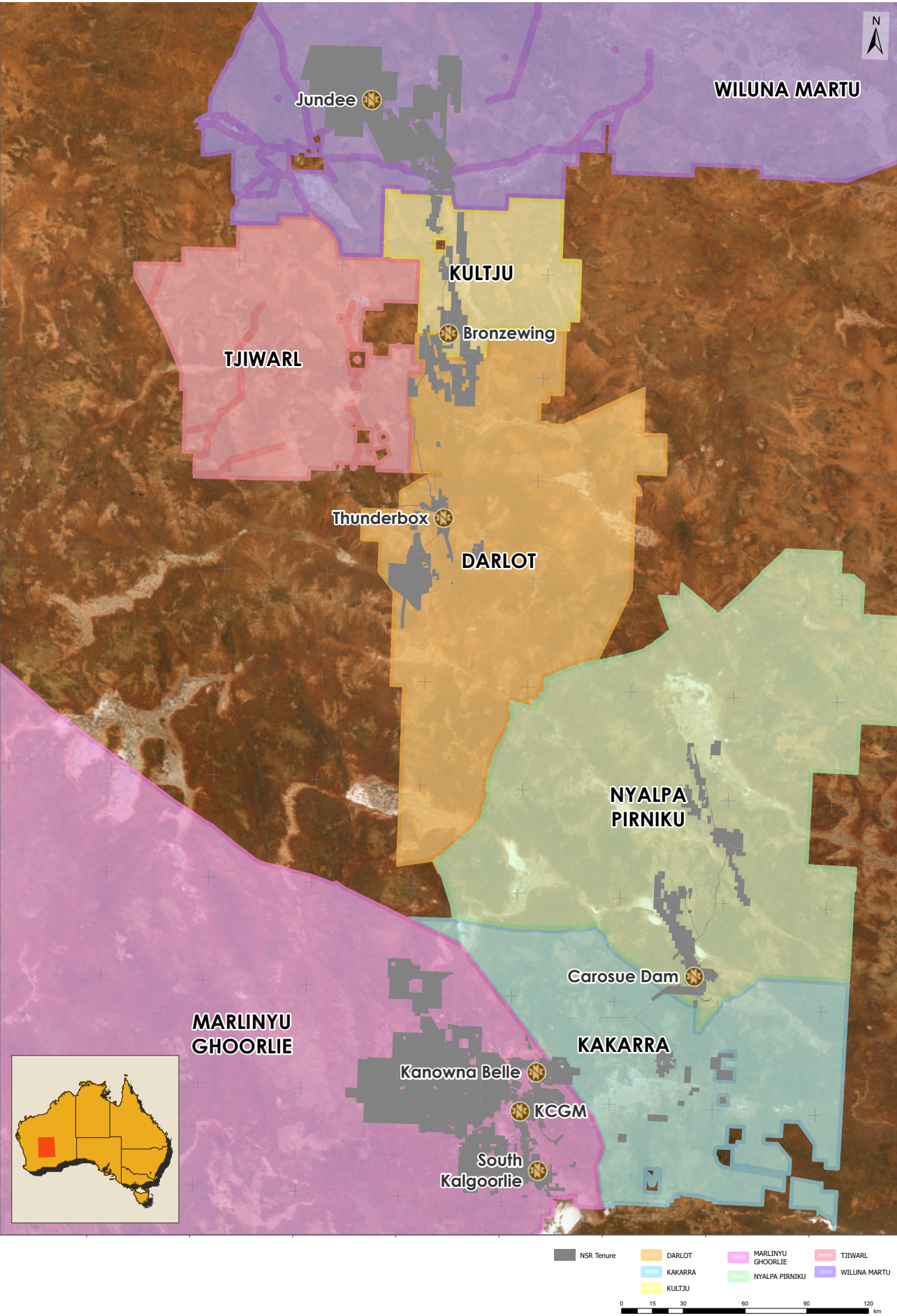


Figure 4-5 Northern Star’s Operations Within the Kalgoorlie & Yandal Production Centres in the Goldfields Region of Western Australia , Relative to Traditional Owner and First Nation Groups



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.

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 Guidelines⁴ based on our Community Investment Policy⁵ 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:

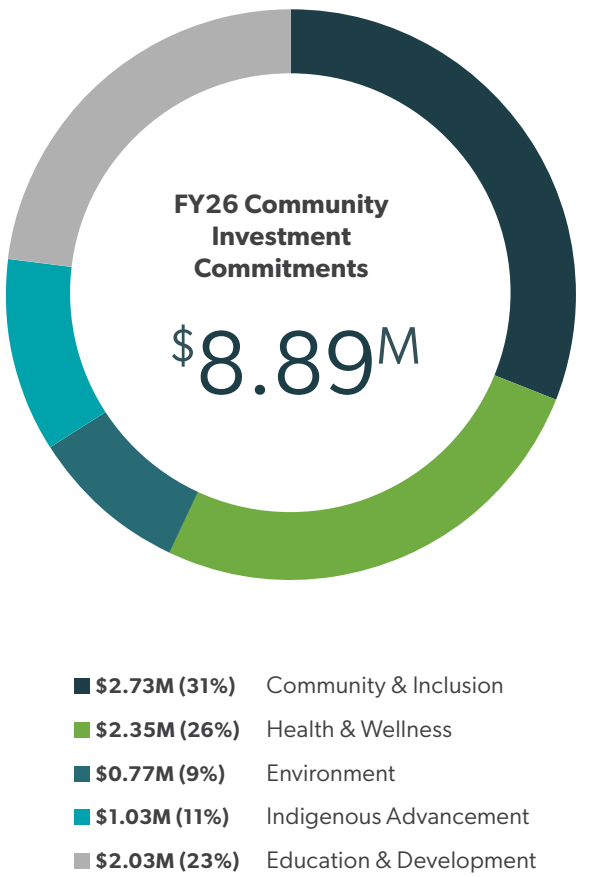
- **Community & Inclusion:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. Support inclusion of all, including breaking down barriers between different groups.
- **Health & Wellness:** Support food security and improved nutrition and promote 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.

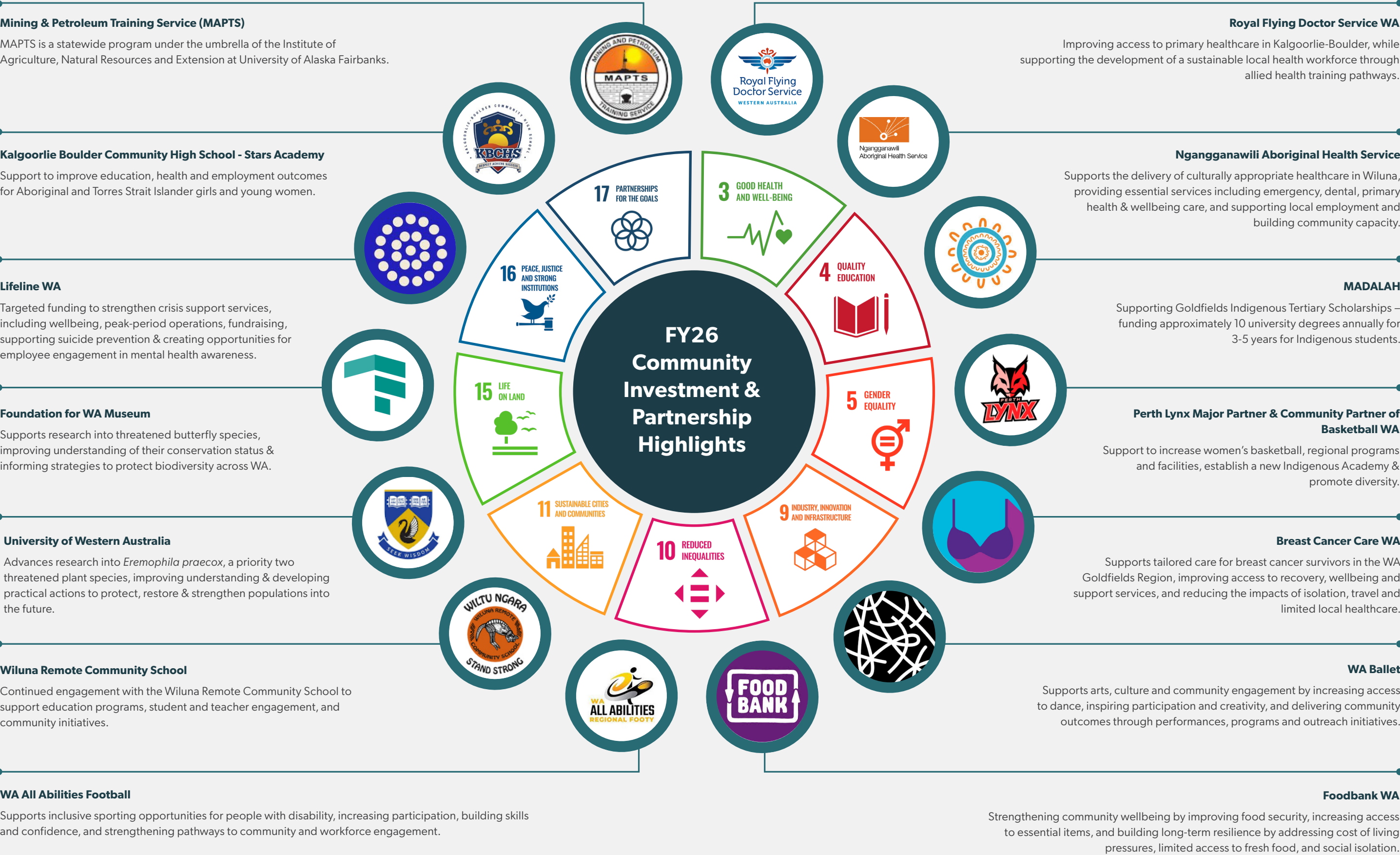
Figure 4-6 Community Investment Committed Funds in FY26



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

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



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.



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.

Ngangganawili Aboriginal Health Services

Northern Star’s ongoing partnership with Ngangganawili 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.



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.

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.



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.

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.

Supporting the Breast Cancer
Detection Center of Alaska
Pogo Operations
Pogo Production Centre, Alaska
Photo Credit: Emilee Sloan
- Environmental Specialist



About This Disclosure

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

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

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

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

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

FY26 ESR Disclosure Suite

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

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

The Sustainable Development Goals (SDGs)

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

Assumptions

Nil

Disclaimer

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

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

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

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

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

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

Glossary

- ABN**
Australian Business Number
- ASX**
Australian Securities Exchange Ltd, trading as ASX
- ASX Corporate Governance Council Principles and Recommendations Principles and Recommendations**
(4th edition) of the ASX Corporate Governance Council on the corporate governance practices to be adopted by ASX listed entities and which are designed to promote investor confidence and to assist listed entities to meet shareholder expectations
- Audit & Risk Committee or ARC**
The Audit and Risk Committee, a sub-committee of the Board
- Board**
Board of Directors
- Company**
Northern Star Resources Ltd
ABN 43 092 832 892
- contractor(s)**
Individuals who are employed by other companies, or, other companies, who provide services to the Group to support its Operations
- Corporations Act**
Corporations Act 2001 (Cth)
- Director**
A director of the Company duly appointed under the Corporations Act
- employees**
Employees of the Northern Star Group including permanent, fixed term and part-time. Does not include contractors
- ESG**
Environment, Social & Governance
- ESR**
Environment & Social Responsibility

- ESR Disclosure Suite**
Refers to the ten separate disclosures related to ESR information available on the Northern Star Company website. These are voluntary disclosures in addition to the Annual Report and the Sustainability Report
- ESR Performance Data Tables**
Detailed spreadsheets containing key ESR metrics for Northern Star for FY26 and relevant preceding years available from the Company website
- Environment, Social & Safety Committee or ESS Committee**
The Environmental, Social & Safety Committee, a sub-Committee of the Board
- FPIC**
Free, prior and informed consent
- FY**
Financial Year ending 30 June
- GRI**
Global Reporting Initiative
- Group**
Northern Star Resources Ltd and all of its wholly owned subsidiaries
- 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
- material incidents**
Incidents with a Major or Catastrophic (actual) consequence rating as defined by Northern Star’s Risk Management Standard
- NSMS**
Northern Star Mining Services, a wholly owned subsidiary of the Company, dedicated to underground mining Operations

- Officer**
An officer of the Company defined under the Corporations Act
- SASB**
Sustainability Accounting Standards Board
- shareholder**
A shareholder of Northern Star Resources Ltd
- stakeholders**
An individual, group or organisation that is impacted by the Company, or has an impact on the Company. Examples of stakeholders are investors, employees, suppliers and local communities
- STARR Core Values**
Our Core Values of Safety, Teamwork, Accountability, Respect and Results
- UN**
United Nations
- UN SDG(s)**
The United Nations Sustainable Development Goals
- US or USA**
United States of America

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



Wiluna Remote Community School End of Term Attendance Dinner at Jundee Operations
Jundee Operations
Yandal Production Centre, Western Australia

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Company Secretary	compliance@nsr ltd.com
ASX Code	NST
Share Registry	Automic Group

Additional Website ESR Disclosures:

- Environment & Social Responsibility Approach
- People & Culture at Northern Star
- Safety & Critical Risk Control at Northern Star
- Community & Indigenous Engagement & Support at Northern Star
- Supply Chain Management at Northern Star
- Environmental Management at Northern Star
- Biodiversity & Land Management at Northern Star
- Climate Change at Northern Star
- Water Security at Northern Star
- Waste & Tailings Management at Northern Star
- FY26 Performance Data Tables
- FY26 GRI, SASB and UN SDG Alignment Index
- FY26 Tailings Storage Summary

Feedback

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

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



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