



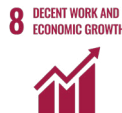
# Safety & Critical Risk Control at Northern Star FY25

Our Approach	3
Safety & Critical Risk Control Governance	4
Restatements of Information	4
Leading & Lagging Indicators	5
Leadership, Communication & Consultation	5
Mine Health & Safety Management System	8
Training, Competency & Awareness	11
Hazard Identification & Critical Risk Management	12
Crisis Management & Emergency Preparedness	15
Emergency Response Teams	17
Incident Reporting & Investigation	19
Health, Hygiene & Wellness	20
Access to Non-Occupational Medical & Health Services	23
Safety Performance Metrics	25
Glossary	29
Contact Information	32





# 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 programs, 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, ensuring that safety principles are integrated 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. We experienced a slight decline in our safety performance statistics from FY24. The decline has been observed in both the employee and contractor workforce, however no change in the mechanism of injury to FY24 has been observed. We have not seen a significant increase in critical risks contributing to high consequence work related injuries. Refer to the Safety Performance Metrics on pages 25 and 26.

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 25 & 26), 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.

34,693	2.9	149,940
Number of Active Field Leadership Interactions Reported	Workforce Serious Injury Frequency Rate (SIFR)	Hours of Workforce Safety Training Completed
10,527	0.5	4.8
Number of Inspections Reported	Workforce Lost Time Injury Frequency Rate (LTIFR)	Workforce Total Reportable Injury Frequency Rate (TRIFR)
1,786		
Number of Risk Management Events Reported		
70,599		
Critical Control Verifications Completed		

In FY25, Northern Star has 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.

<sup>1</sup> The FY23 industry statistics released by DMPE during late FY25 indicates a Metalliferous serious injury rate of SIFR 5.5. Northern Star's SIFR is 48% less than that at only 2.9 even though we still have a two-year lag with industry statistics.

<sup>2</sup> 12 month moving average per million exposure hours at 30 June 2025 in accordance with the Western Australian Work Health & Safety Act 2020.

<sup>3</sup> 12 month moving average per million exposure hours at 30 June 2025 in accordance with GRI 403.

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

- Developed a coaching framework to support and further enhance aspects of our MHSMS such as: communication tools and processes, HSR & MR training and skills, application and understanding of Critical Risk Standards, and continuous Critical Control verifications.
- Implemented a new compliance framework for our health and hygiene programs, to further improve application and monitoring, with an aim to achieve improved outcomes.
- Reviewed and enhanced our reporting framework to assist in verification and quality control of health and safety data and analytics.
- Further embedded the MHSMS contractor management framework with our employees.
- Undertook further integration of the Contractor Management framework into the NSR Hub, a centralised online system that streamlines the full contractor lifecycle through automated workflows and real-time visibility, supporting stronger compliance with MHSMS.

## 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.

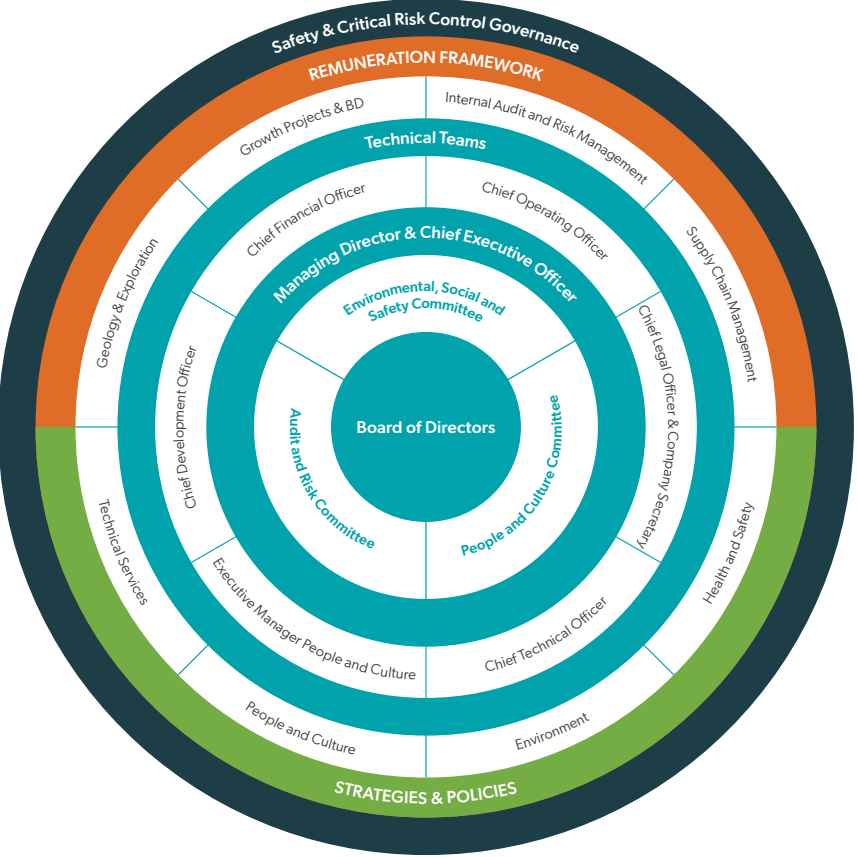
The Company's workplace health and safety governance structure is shown in Figure 1. Workplace health and safety related matters are considered quarterly by the Board through its ESS Committee meetings.

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 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 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.

Figure 1 Safety & Critical Risk Control Governance



## Restatements of Information

FY24 and F23 data has been restated to include Pilbara Operations.

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.

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 FY25, 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.

Now delivered as a refined 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 equips our leaders with the capabilities to:

- Verify and monitor critical controls, reinforcing control ownership and assurance.
- Lead value-adding incident investigations, shifting from fault-finding to learning and systems improvement.
- Apply the hierarchy of controls, ensuring effective and 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, and Resilience Shield frameworks. This ensures transfer of learning into everyday behaviours, not just theoretical understanding.

The inclusion of the “Resilience Shield” model continues to play a pivotal role in supporting leaders’ mental fitness and adaptability, essential for navigating high-pressure environments and promoting sustainable performance.

Ultimately, the program is not just about safety compliance, it’s about shaping leaders who drive a proactive, human-centered safety culture, grounded in operational credibility, accountability, and care.

Communication & Consultation

Northern Star’s Safety Consultation and Communication Charter<sup>4</sup> outlines the roles and responsibilities of Health and Safety Representatives (HSR) and Miners’ Representatives (MR).

It details the establishment and functioning of Site Safety Committees and the procedures for HSR/MR elections and meetings. According to the Charter, HSRs/MRs are elected employee members responsible for promoting safety, reviewing incidents, and making recommendations to improve workplace safety. Regular meetings facilitate consultation between management and employees, ensuring that safety processes are effectively implemented.

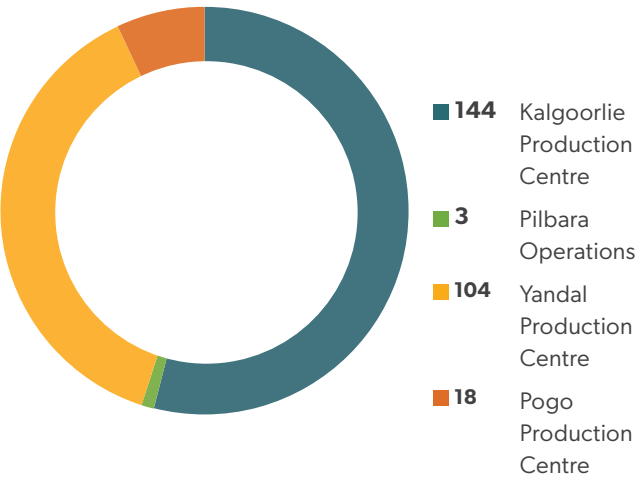
Engaging with our workforce is recognised by Northern Star as critical to fostering a proactive and collaborative health and safety culture. We strive to achieve this through regular safety meetings, infield coaching and mentoring sessions. Our workforce are encouraged to discuss safety concerns, provide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

Health & Safety Representatives and Miners’ Representatives

Our HSR’s are workers 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. HSR Committee Meetings are held regularly, with 523 meetings reported in FY25.

During these meetings, our HSR employees 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.

Figure 2 Workforce HSR’s by Production Centre at 30 June 2025



Northern Star continued 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 53 infield inspections completed across underground and open pit 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 visibility and consistency in frontline risk management.

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

Highlight – The Value of Our Health & Safety Representatives and Miners’ Representatives

Our HSR’s or Miners Representatives (MR’s) as they are referred to at Pogo, are an essential part of Northern Star’s communication and consultation processes, supporting all workers to have an opportunity to actively participate in safety. They help to facilitate consistent open communication between all levels of the business, and from all workgroups to senior management.

They are given time within their normal role to allocate to their duties, which might include: 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 attend a five day external training course to equip them with the skills to complete their role.

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

Michel Alam from KCGM, who has been in the role of HSR for more than 12 months said:

“I enjoy the hands-on side: doing inspections, looking into hazard reports, and finding practical ways to make the job safer. It’s satisfying to combine what I know from mining and engineering with keeping people’s wellbeing front of mind. Feels like I’m genuinely making a difference.”

When asked what an important aspect of the role was Michel said

“I think creating that trust and open communication is just as important as the formal side, because it means people actually feel comfortable raising problems, which makes everyone safer.”



Tom Stevens, a Geology Technician from Northern Star’s Pilbara Operation said:

“Being a HSR has given me a greater appreciation for how much safety depends on communication, clarity, consistency and teamwork.

I am proud to be in the role where I can support my workmates and contribute to a safer and more proactive workplace environment.”



<sup>4</sup> NSR-OHS-057-CHA - Safety Consultation and Communication Charter





## Mine Health & Safety Management System

At Northern Star Resources, our Mine Health and Safety Management System (MHSMS) provides a comprehensive 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, ensuring that safety principles are integrated 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.

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).

These elements include:

- Leadership, Commitment and Policy
- Management and Operational Control
- Accountability, Responsibility and Resources
- Emergency Preparation and Response
- Objectives, Targets and Plans
- Health and Wellness
- Legal and other Requirements
- Records and Information Management
- Training, Competency and Awareness
- Procurement and Contractor Management
- Communication and Consultation
- Monitoring, Measurement and Evaluation
- Risk Management
- Review and Improvement

The MHSMS structure and function is provided in Figure 3 overleaf.

Key documents serving a vital role in our overall safety system include:

- **Health and Safety Policy:** outlines our commitment to providing a safe and healthy work environment for all employees, contractors, and visitors.
- **Cardinal Rules:** the fundamental safety rules that apply to our workforce, and cover critical areas such as hazard identification, personal protective equipment usage, and emergency procedures.
- **Health & Safety Management System Manual:** Details the structure and components of our health and safety management system. It includes procedures for hazard identification, risk assessment, incident reporting, and continuous improvement.
- **Health and Safety Strategy Plan:** Strategic plan outlining our long-term goals and objectives for health and safety.
- **Contractor Safety Management Requirements Guideline:** sets out the safety requirements for all contractors working on our sites.
- **Event Reporting & Investigation Guidelines:** the process for reporting and investigating safety incidents.
- **Mines Health and Safety Management Manuals & Plans:** These documents cover specific areas such as exploration activities, high-voltage/low-voltage electricity management, helicopter operations, principal mining hazards and site-specific safety plans. They provide detailed procedures and protocols to manage safety risks in these areas.
- **Implementation of Serious Injury Classification Framework:** Introduced a more robust, legislatively aligned serious injury classification framework across all Operations, promoting transparent reporting and proactive trend response.

These documents, combined with leadership and a commitment to continuous improvement, enable Northern Star Resources to uphold a resilient safety culture.

By embedding safety into every facet of our Operations, we endeavour to support our people, manage risks systematically, and meet or exceed our regulatory obligations.



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.

Figure 3 Northern Star’s Mine Health and Safety Management System

<div>1</div> <div></div> <div>Leadership, Commitment and Policy</div> <div><p>Embed and further enhance the foundation of safety leadership to improve the overall effectiveness of safety leaders across the Company.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Over 40% of safety leaders attended the FY25 Safety Leadership Forum, building alignment on critical risk strategy.</li><li>Embedded accountability for key safety roles within INX, improving visibility of leadership responsibilities.</li></ul></div>	<div>2</div> <div></div> <div>Accountability responsibility resources</div> <div><p>Provide adequate resources to support the mine safety management system implementation in line with Western Australian legislative reform.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Deployed Health and Safety Coaching Framework to support frontline ownership, risk control verification, and leadership development.</li><li>Assigned health &amp; safety resources to strategic initiatives and developed reporting cadence to monitor impact.</li></ul></div>	<div>3</div> <div></div> <div>Objectives, targets and plans</div> <div><p>Principal Mining Hazard Management Plans including risk assessments / bow tie analysis are implemented across all Australian Operations.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Aligned site-specific health &amp; safety action plans with risk themes and legislative requirements.</li><li>Critical risk management “plan on a page” deployed and embedded into operational planning with &gt;50% stakeholder engagement achieved.</li></ul></div>	<div>4</div> <div></div> <div>Legal and other requirements</div> <div><p>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.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Audits of site statutory training competencies completed.</li><li>Deployed sites compliance schedules - 100%.</li></ul></div>	<div>5</div> <div></div> <div>Training, competence and awareness</div> <div><p>Enhance training capabilities through innovative technology platforms aligning training framework and systems across the Operations.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>WHS statutory appointment training is ongoing, supported by a dedicated internal SharePoint page that provides relevant information and resources.</li><li>Pre-Incident Support Module has been developed and deployed to prepare first responders for the psychological and operational demands of emergency response.</li></ul></div>	<div>6</div> <div></div> <div>Communication and consultation</div> <div><p>Develop a comprehensive health and safety communication strategy that promotes effective consultation and communication between all identified key stakeholders.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>MHSMS internal website developed and deployed.</li><li>Coaching framework developed for the MHSMS: communication tools and processes.</li></ul></div>	<div>7</div> <div></div> <div>Hazard identification and risk management</div> <div><p>Embed critical risk management practices across sites and support the enhancement of the operational risk management framework to effectively identify, assess, and mitigate risks.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Coaching framework developed for MHSMS: application and understanding of Critical Risk Standards.</li></ul></div>
<div>8</div> <div></div> <div>Management and Operational</div> <div><p>Develop an implementation framework for any new health and safety initiatives and exposures that impact operational activities ensuring a systematic and controlled approach.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Facilitated collaboration with internal operational contract owners to further embed the MHSMS contractor management framework elements.</li></ul></div>	<div>9</div> <div></div> <div>Emergency preparedness and response</div> <div><p>Guide the continual development of the Company’s emergency management and response framework to improve operational capabilities.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Pre-Incident module developed and delivered to ERT personnel.</li></ul></div>	<div>10</div> <div></div> <div>Health and Wellness</div> <div><p>Develop and implement a comprehensive health and hygiene monitoring framework across the Company.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>New compliance framework for health and hygiene programs, to further improve application and monitoring, with an aim to achieve improved outcomes.</li></ul></div>	<div>11</div> <div></div> <div>Records and Information Management</div> <div><p>Develop and implement an automated and integrated reporting framework to verify the accuracy of health and safety data analytics.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Continued enhancements to INX and Power BI integrations for improved data validation.</li><li>Health and safety dashboards developed in the NSR Hub.</li><li>The Health and Hygiene Standard has been updated to establish a standardised framework across the business.</li></ul></div>	<div>12</div> <div></div> <div>Procurement and Contractor Management</div> <div><p>Lead and collaborate with contract owners to embed the safety and health elements of the contractor management framework.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Collaboration with internal operational contract owners to further embed the MHSMS contractor management framework.</li><li>Launched Contractor Management Module in the NSR Hub, supporting end-to-end contractor oversight.</li><li>Enhanced collaboration with operational contract owners to apply risk-based oversight and performance metrics.</li><li>Internal audit completion.</li></ul></div>	<div>13</div> <div></div> <div>Monitoring, measurement and evaluation</div> <div><p>Develop and deploy an internal auditing and compliance framework to audit health and safety performance data, improve reporting information, and develop targeted strategic initiatives.</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Reviewed and enhanced the reporting framework to assist in verification and quality control of health and safety data and analytics.</li><li>Implemented Operation Quarterly Risk Review Process, delivering insights into emerging risks, overdue actions, and system effectiveness.</li><li>Evaluated critical risk management implementation effectiveness and data consistency across Operations.</li></ul></div>	<div>14</div> <div></div> <div>Review &amp; Improvement</div> <div><p>Conduct an evaluation of safety data management performance, incident reporting and site-specific hazard control verifications, generate review outputs, and deliver improvement opportunities</p><p><b>Actions Progressed in FY25</b></p><ul style="list-style-type: none"><li>Developed Management of Change (MoC) performance review dashboards, identifying improvement trends in system design and risk control application.</li><li>More than 80% of planned FY25 actions completed, with lessons learned to be incorporated into FY26 plans.</li></ul></div>

Training, Competency & Awareness

At Northern Star, we undertake an array of training programs across all our Operations for both our employee and contract workforce, and with our exploration and corporate teams. This training is intended to help equip our workforce with skills and knowledge to aid in minimising risks and incidents in the work environment.

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

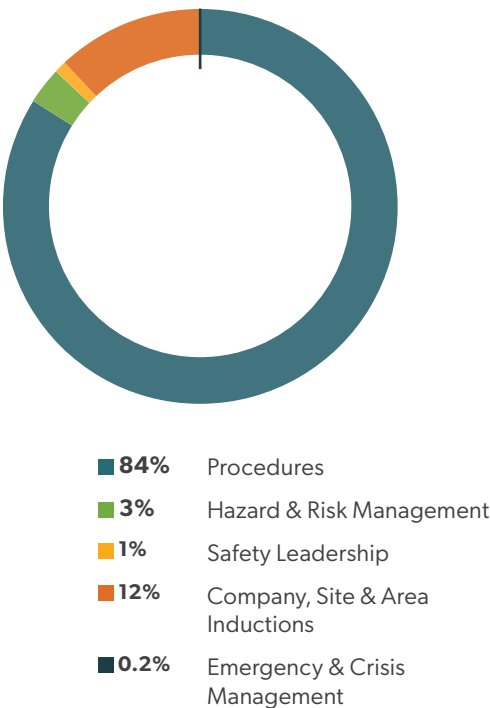
In FY25, our key areas of training focus included:

- **Health and 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, 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 and Awareness:** Northern Star actively reviews and enhances its training programs to address emerging risks and integrate current industry best practices.

In FY25, we recorded over 149,940 hours of safety training across various levels of the business.

Figure 4 Workforce Safety Training Completed During FY25



Safeer Muhammad Fidaie  
- Graduate Geotechnical Engineer  
Thunderbox Operations  
Yandal Production Centre, Western Australia

Hazard Identification & Critical Risk Management

Risk and change management is fundamental to our Operations and health and safety strategy. Our risk management framework is designed to facilitate the identification, assessment, and mitigation of risks associated with our mining and mineral processing activities.

Our risk management framework is an integral part of the MHSMS and includes the following key components:

Critical Risk Standards

Our 10 Critical Risk Standards<sup>5</sup> form a crucial part of our fatality prevention program and risk management strategy, addressing most of the WHS Act principal mining hazards such as fall of ground, hazardous energy, confined spaces, mobile plant equipment, lifting operations, hazardous substance, explosives, fire and hazardous workplace exposures. These Critical Risk Standards support critical controls being identified, implemented, monitored and improved.

Risk Identification & Control Tools

Our risk registers provide a centralised and documented register of identified hazards and associated controls across our Operations including for safety in accordance with Risk Management Standard.<sup>6</sup> These registers are maintained in a dedicated software system, CGR, and are validated, reviewed and updated in accordance with our schedule set out by our Risk Management Standard.

- **Hazard Identification:** We undertake systematic audits, inspections and consultation sessions with our workforce to identify potential hazards in our Operations.
- **Risk Assessment:** Where a hazard has been identified, an assessment is completed to determine its potential impact. This assessment helps prioritise urgency of risk mitigation controls and allow for more effective resource allocation.
- **Management of Change (MoC):** Our MoC process manages changes in Operations that could impact health and safety. This process supports operational changes being assessed for potential risks and that appropriate controls are implemented before 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):** To support the effectiveness of our critical controls, we have implemented scheduled Manager and Supervisor CCV's. These schedules involve regular checks and validations of safety measures, enhancing our ability to manage high-risk activities consistently.

Site Design and 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 and Underground Mines:** We implement ventilation and cooling systems to manage heat levels in underground mines.
- **Flood Risk Analysis and Mitigation:** We conduct flood risk assessments and implement mitigation measures designed to protect our Operations from water ingress.
- **Inclement Weather:** Our plans include protocols for dealing with adverse weather conditions.
- **Isolations and Lockouts:** We have isolation and lockout procedures minimise risks associated with hazardous energy during maintenance and other high-risk activities.
- **Tag Boards:** Tag boards are used to track and manage the status of equipment and personnel.

Through the continuous application, verification, and improvement of these processes, we aim to foster a proactive and accountable health and safety culture across all levels of our organisation. We seek to drive behavioural change, empowering our workforce to take ownership of risk management and critical control performance in their daily activities. 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.

<sup>5</sup> 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  
<sup>6</sup> Risk Management Standard NSR-COR-019A-STA



Highlight – NSR Hub: Contractor Management Module

Northern Star is transforming its contractor engagement with the rollout of our Contractor Management Module in the NSR Hub. The NSR Hub is a digital solution designed to manage contractors end-to-end across the full lifecycle, from planning and scoping through to demobilisation and performance review.

The module automates checkpoints across all five lifecycle stages including:

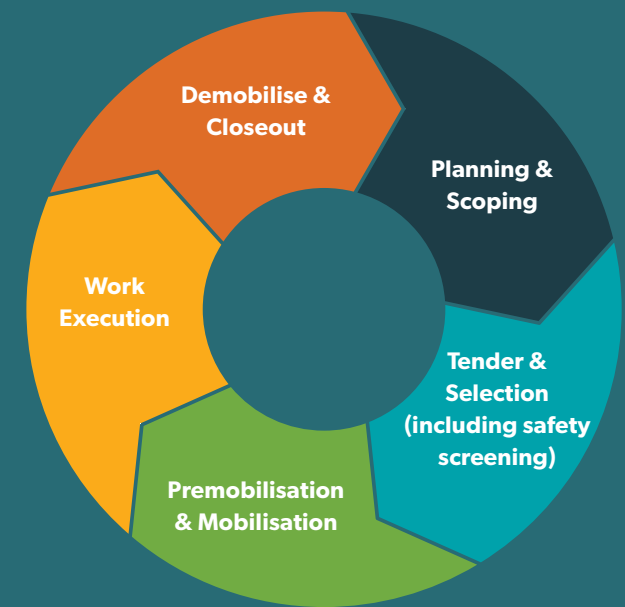
- risk profiling,
- scope alignment,
- onboarding approvals,
- work execution monitoring, and
- close-out.

The NSR Hub integrates safety, commercial, and operational functions into a single system, driving consistency, reducing duplication, and enabling real-time visibility for both site teams and contractors.

The NSR Hub provides contract owners with milestone tracking, and escalation prompts. It also enables procurement, health and safety and Operations teams to validate contractor readiness, track insurance and competency compliance, and assess safety performance through embedded dashboards.

After an initial pilot in FY25, the Contractor Management Module will formally launch across all our Operations during FY26, supporting enhanced visibility into the safety practices of our contractors and how we manage third-party risk and operational readiness from a safety perspective.

Figure 5 Northern Star’s Contractor Management Framework



Winter maintenance at the 40 Mile communications hut  
Pogo Operations  
Pogo Production Centre, Alaska  
Photo Credit: Richard Ely  
- Light Vehicle Mechanic, NSMS

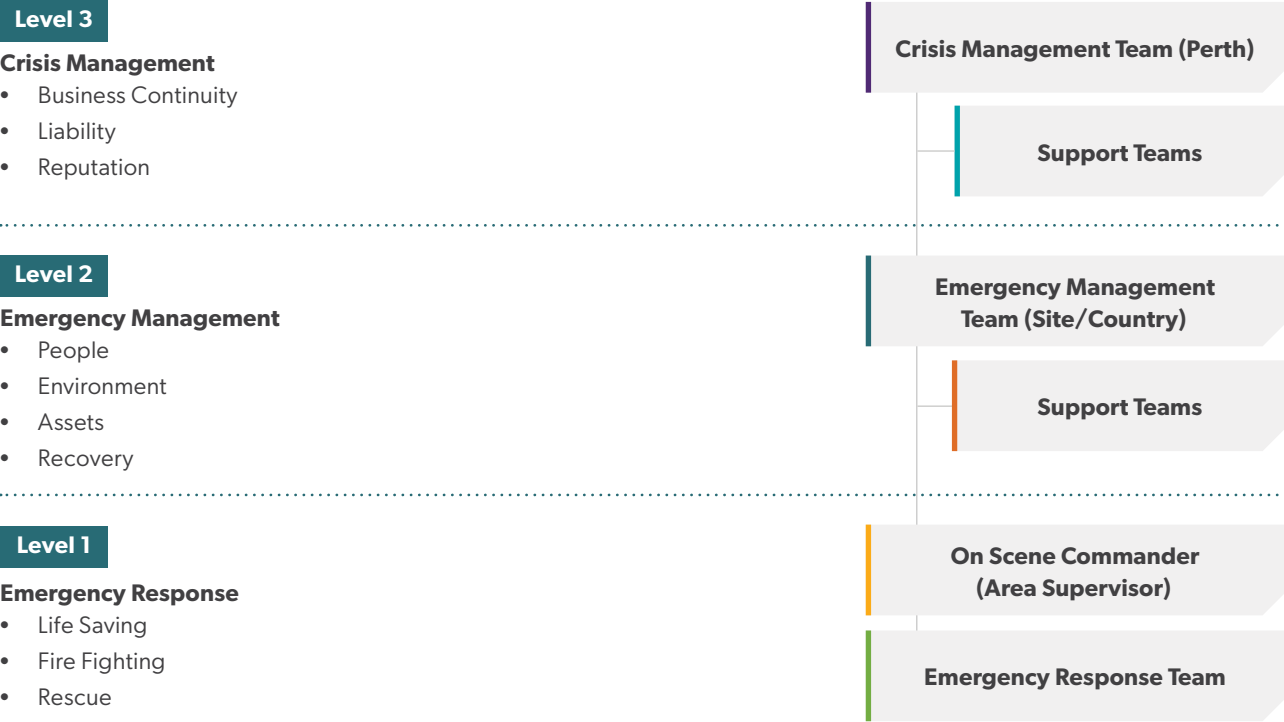




Crisis Management & Emergency Preparedness

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 and the potential consequences and mitigation strategies needed is at the core of our plans and structure.

Figure 6 Crisis & Emergency Management Structure



Plans for foreseeable scenarios are in place and regularly audited and tested with the assistance of external specialists’ facilitators to test their robustness. Teams at site 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. These drills are crucial for identifying potential gaps in our plans and making necessary improvements.

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 (PPRR) 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; and
- to give guidance around the preparation of plans and procedures for emergency management.

In addition, there is a Crisis Management Plan (Corporate), as well as Emergency Management Plans (Operations), and Operations specific emergency response procedures. Enterprise risk management, emergency management and safety and security management are a seamless management continuum. The components are not independent processes or phases and they often need to be managed concurrently to minimise impact, ensure continuity and expedite recovery.

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 corporately, but the decision to activate would be the 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. This includes communication, finance and 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 Training - Firefighting  
KCGM Operations  
Kalgoorlie Production Centre, Western Australia



Emergency Response Teams

In conjunction with Northern Star’s emergency management system, our Emergency Response Teams (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.



Emergency Response Team training at the Kanowna Belle ERT Training Ground  
KCGM Operations  
Kalgoorlie Production Centre, Western Australia  
Photo Credit: Michel Alam - Mining Technician




Highlight – ERT Training & Competition

During FY25 teams from our KCGM Operations, Kalgoorlie Operations, Thunderbox Operations and Pogo Operations came together to participate in the 2025 Western Australian Chamber of Minerals and Energy (CME) Surface Mine Emergency Response Competition.

The competition is designed to promote, encourage, and improve mine site emergency response capabilities by providing ER Teams with realistic scenarios to test the skills they have developed in training, receive feedback from experienced personnel in each emergency response discipline, and identify opportunities on how to improve their overall capabilities and skillset.

The overall results for the competition were: 1st Northern Star Resources, 2nd Fortescue Chichester, 3rd Regis Resources Duketon Gold Mine, 4th West African Resources Sanbrado.

The team’s performance was outstanding throughout the competition with the Northern Star Global team receiving the following awards at the presentation night:

Northern Star Resources Global Operations Team	1st Place	Best Team Overall Vertical Rescue Incident Management - Leith Evans Overall First Aid Overall Breathing Apparatus Best Captain - Maritza Potgieter Best Medic - Sarah Jones	
	2nd Place	Fire Fighting	
	3rd Place	Road Crash Rescue ERT Readiness	



Incident Reporting & Investigation

Northern Star has in place a set of systems and procedures which all employees and contractors are required to observe to ensure that incidents can be effectively reported in a timely manner to ensure lessons learned are captured and circulated to reduce the risk of a repeat event.

Incident investigations are undertaken in accordance with our Incident Reporting Standard<sup>7</sup> requirements and are led by a trained Supervisor or Manager and include a Health and Safety Representative.

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 procedures<sup>8</sup>.
- Application is across all of Northern Star’s Operations, including mines, projects, exploration sites, our accommodation camps on 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<sup>9</sup>, 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 such as Health and Safety Executive and Site Operations assists in identifying performance declines or improvements, allowing for pre-emptive action.
- Regular root cause analysis ensures that underlying issues are addressed, preventing 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.

<sup>7</sup> Incident Reporting Standard (NSR-OHS-008-STA).  
<sup>8</sup> Health & Safety Incident Reporting Procedure (NSR-OHS-001-PRO) and Environmental Incident Reporting & Investigation Procedure (NSR-ENV-002-PRO).  
<sup>9</sup> Investigation Procedure (NSR-OHS-049-PRO).



Completing a Critical Control Verification (CCV) on charge up at Cook Decline  
Griffin  
Jundee Operations, Western Australia  
Photo Credit: Jason Barton,  
Safety Training - Supervisor, NSMS



Health, Hygiene & Wellness

Northern Star employs and engages a number of health professionals to support the health and wellbeing of our workforce. It is important that not only occupational health is managed (such as workplace health exposures and workplace injuries), but that the general health and wellbeing is considered as well as meeting the requirements outlined in policies, standards, and legislation.

Occupational Hygiene

Occupational hygiene monitoring (also known as occupational exposure monitoring) is crucial to evaluate the risk of exposure to each specific health hazard. This type of assessment is conducted at all our Operations by qualified professionals like 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, 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 FY25 occupational exposure monitoring program, atmospheric sampling of various hazardous chemicals including gases, fumes and dusts, and noise sampling to measure workers’ daily exposures to noise were completed. Figures 7 & 8 provide an overview of the total number of samples collected within Northern Star Operations<sup>10</sup>.

Sampling results were submitted to the DEMIRS 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 (SRS) as part of DEMIRS 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.

Figure 7 Occupational hygiene samples collected

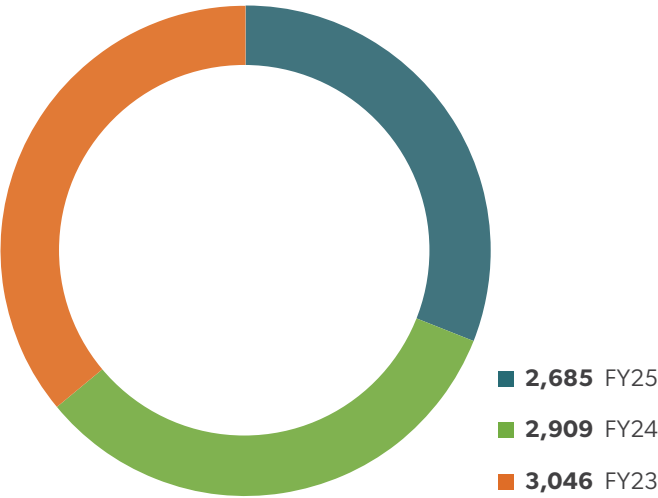
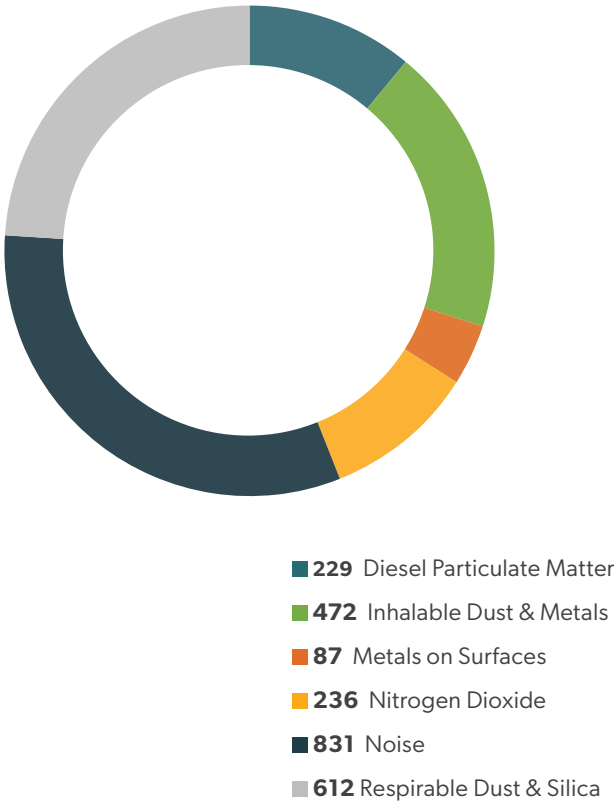


Figure 8 Examples of some of the key occupational hygiene samples collected in FY25



<sup>10</sup> Excludes Pogo data.

Highlight – Proactive Health Monitoring

Northern Star is committed to early identification and prevention of occupational illness through a structured, medically led health monitoring program. Health Monitoring plays a critical role in detecting potential impacts before they become long-term concerns. The program enables us to take prompt and effective action to protect our people by verifying that our current control measures are working and improving our controls where required through targeted actions.

One of the key areas of focus is the management of exposure to Respirable Crystalline Silica (RCS), a fine dust generated during the breaking, cutting, or drilling of materials like soil, sand, and granite.

To address this hazard, our silica health monitoring program has been developed in consultation with a team of experienced Registered Medical Practitioners specialising in occupational health within the mining sector. The program is designed in accordance with regulatory requirements and tailored to the specific nature of worker exposure, chemical characteristics, work environments, and existing control measures.

The silica health monitoring program includes:

- Annual work exposure history and medical history with an emphasis on respiratory disorders, autoimmune disorders, and potential for lung cancer.
- Clinical examinations targeting lung function and rheumatological indicators.
- Spirometry testing.
- Low-dose high-resolution computerised tomography (CT) chest scan (every five years, or sooner if medically indicated).



Beyond testing, workers are supported holistically. On-site Occupational Health Nurses and Exercise Physiologists are available to help manage incidental findings and provide tailored health advice. This may include personalised nutrition and fitness plans, health risk assessments, and smoking cessation support.

In the past year, 76 workers across our Australian operations completed this health monitoring. To accommodate different rosters and living arrangements, medical appointments were held both in Perth and onsite in Kalgoorlie, with doctors travelling to ensure accessibility for residential employees. Looking ahead, our Pogo Operation in Alaska will implement a similar health monitoring program aligned with business standards and local regulatory frameworks.

By investing in comprehensive health monitoring and support, we are meeting regulatory requirements and taking meaningful steps to protect our workforce and foster a culture of care across all our sites.



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 corporate offices; and
- 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.



Highlight – Supporting our employees’ health: Occupational hygiene field task observations & real time monitoring

During FY25 we strengthened the use of our in-field task observations, by adding them into the scheduled exposure monitoring program and incorporating real-time monitoring techniques.

Our occupational hygienists carried out a series of comprehensive field task observations covering a wide range of activities including those in boilermaker workshops, explorations core sheds, mobile plant ore loading, paste plant clean-ups, and exploration drilling tasks.

These in-field activities provided us with a deeper understanding of how specific work activities impact exposure to various health hazards, such as respirable dust, welding fumes, hydrogen cyanide, heat stress, and noise.

Through observations and comparisons of existing controls against regulatory requirements and industry best practice, we can identify control gaps, alternative engineering solutions, gaps in PPE usage, or other administrative controls that could also be implemented.

Additionally, it reveals environmental and task specific factors that may affect worker health. These valuable findings help identify improvements needed to reduce workers exposures as low as reasonably practicable, as well as having a strong impact on worker education and training by allowing direct interaction with workers to discuss the observations and provide immediate actionable recommendations.

Real time monitoring allows us to combine exposure data with video footage, making it easier to link specific job actions to measured levels of airborne contaminants, such as respirable dust and welding fumes. This visual method demonstrates to workers how their actions and the control measures in place affect exposure, showing the extent controls are effective and identifying the areas where controls need improvement.

Having the opportunity to engage specialised occupational hygiene services and their onsite support ensures that workers are both informed and actively participate in shaping safe work practices. This collaboration promotes an ongoing commitment to improving our work environment, ultimately supporting long term health and wellbeing.



Duane Semini - Senior Metallurgist  
Marcus Pierre - Process Technician  
Jundee Operations  
Yandal Production Centre, Western Australia



Safety Performance Metrics

		FY25	FY24	FY23
Workforce (Employee & Contractor) Injury Rates (DEMIRS: first nine months MSIA) <sup>10</sup>				
Workforce (Employees & Contractors)	Exposure Hours	19,826,576	16,506,887	Refer to Workforce (Employee & Contractor) Injury Rates below for FY23
	SIFR	2.9	2.1	
Employee Injury Rates (GRI) <sup>11</sup>				
Employees	Exposure Hours	8,646,136	7,706,115	7,040,944
	LTIFR <sup>11</sup>	0.05	0.8	1.2
	TRIFR <sup>11</sup>	5.7	2.0	3.6
Contractor Injury Rates (GRI) <sup>11</sup>				
Contractors	Exposure Hours	11,050,672	8,816,400	7,946,573
	LTIFR <sup>11</sup>	0.4	0.2	0.9
	TRIFR <sup>11</sup>	4.0	2.7	3.0
Workforce (Employee & Contractor) Injury Rates (GRI) <sup>11</sup>				
Workforce (Employees & Contractors)	Exposure Hours	19,826,576	16,522,515	14,987,517
	LTIFR <sup>11</sup>	0.5	0.5	1.0
	TRIFR <sup>11</sup>	4.8	2.4	3.3
Employee Injuries (GRI)				
Employees	Fatalities	-	-	-
	Lost Time Injuries	9	6	8
	Restricted Work Injuries	42	9	17
Contractor Injuries (GRI)				
Contractors	Fatalities	-	-	-
	Lost Time Injuries	4	2	7
	Restricted Work Injuries	40	21	16
Workforce (Employee & Contractor) Injuries (GRI)				
Workforce (Employees & Contractors)	Fatalities	-	-	-
	Lost Time Injuries	13	8	15
	Restricted Work Injuries	82	30	33
High Consequence Injuries (GRI)				
Employees	Number of high consequence injuries	38	19	20
	Rate of high consequence injuries (per million exposure hours)	4.39	2.53	2.89
	Critical risks which have contributed to “high consequence” work related injuries	LTIs = 0 RWIs = 2	LTIs = 1 RWIs = 1	LTIs = 2 RWIs = 2
Nature of Injury (GRI)				
Employees	Most common “nature of injury” reported	Sprains and strains Superficial Injury Effects of weather Foreign body Contusion	Sprains & Strains Superficial Contusion Open Wound Foreign Body	Sprains & Strains Superficial Contusion Open Wound Foreign Body
Contractors	Most common “nature of injury” reported	Sprains and strains Superficial Injury Foreign body Contusion Open Wound	Sprains & Strains Superficial Contusion Open Wound Foreign Body	Sprains & Strains Superficial Contusion Open Wound Foreign Body

<sup>11</sup> 12 month moving average per million exposure hours at 30 June per annum.

Safety Performance Metrics

		FY25	FY24	FY23
Mechanism of Injury (GRI)				
Employees	Most common “mechanism” reported	Repetitive Movements	Repetitive movements	Repetitive movements
		Hit by Moving Objects	Hitting Objects Body	Hitting Objects Body
		Hitting Objects Body	Falls same level	Falls same level
		Ergonomic - Pushing or Pulling	Hit moving object	Hit moving object
		Falls on the same level	Ergonomic - Pushing	Ergonomic - Pushing
Contractors	Most common “mechanism” reported	Repetitive Movements	Repetitive movements	Repetitive movements
		Hitting Objects Body	Hitting Objects Body	Hitting Objects Body
		Hit by Moving Objects	Falls same level	Falls same level
		Ergonomic - Pushing or Pulling	Hit moving object	Hit moving object
		Falls on the same level	Ergonomic - Pushing	Ergonomic - Pushing
Leading Indicators				
Leading Indicators	Active Field Leadership Interactions Reported	34,693	26,364	25,571
	Inspections Reported	10,527	7,227	6,923
	Risk Management Events Reported	1,786	883	744
	Critical Control Verifications Completed	70,599	17,339	1,679
	Hazard Identifications Reported	11,381	12,290	11,833
	Hazard Identification Reports Closed Out	11,132	11,804	11,583
Workforce Safety Training Completed				
Number of Sessions/ Items Completed	Procedures	430,818	371,812	345,498
	Hazard & Risk Management	17,056	13,548	13,563
	Safety Leadership	242	165	324
	Company, Site & Area Inductions	61,630	51,438	46,928
	Statutory Positions Appointed	855	765	379
	Emergency & Crisis Management	239	53	143
Number Training Hours Completed	Procedures (hrs)	107,705	92,953	86,375
	Hazard & Risk Management (hrs)	8,528	6,774	6,782
	Safety Leadership (hrs)	1,936	1,312	2,592
	Company, Site & Area Inductions (hrs)	30,815	25,719	23,464
	Statutory Appointments (hrs)	-	-	-
	Emergency & Crisis Management (hrs)	956	212	572
Occupational Hygiene Monitoring				
Number of Occupational Hygiene Samples Collected  (Examples of Key Contaminants Monitored)	Diesel Particulate Matter	229	277	288
	Inhalable Dust & Metals	472	526	563
	Metals on surfaces	87	103	-
	Nitrogen Dioxide	236	251	252
	Noise	831	865	754
	Respirable Dust & Silica	612	658	618
	Total Samples (includes additional contaminants)	2,685	2,909	3,046





About This Disclosure

Northern Star has reported in accordance with the GRI Standards for the period 1 July 2024 to 30 June 2025. This disclosure supports the Northern Star Annual Report FY25 in relation to environment and social responsibility.

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

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

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

This disclosure was reviewed and approved by Northern Star’s Board of Directors and published on 21 August 2025. Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

Disclaimer

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

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

FY25 ESR Disclosure Suite

This disclosure, and our supplementary website disclosures, form part of a suite of documents that provide information and updates on Northern Star’s FY25 environment and social responsibility disclosures and should be read as a supporting accompaniment to the Northern Star Resources Ltd Annual Report FY25, Modern Slavery Statement FY25 and Corporate Governance Statement FY25.

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

Assumptions

Nil

Feedback

We welcome feedback and invite readers to send any comments or enquiries about this disclosure to us at [esgperformance@nsrltd.com](mailto:esgperformance@nsrltd.com)



Glossary

**ABN**  
Australian Business Number

**ASX**  
Australian Securities Exchange, trading as ASX

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

**Board**  
Board of Directors

**CME**  
The Chamber of Minerals and Energy of Western Australia

**Company**  
Northern Star Resources Ltd ABN 43 092 832 892

**Contractor(s)**  
Externally employed contracted workers engaged by the Company to support Operations

**Corporations Act**  
Corporations Act 2001 (Cth)

**Critical Risk Standards**  
Northern Star has 10 Critical Risk Standards apply across the Company mines, projects and exploration sites to define the health and safety performance requirements to prevent serious and or fatal injuries. There is some overlap with the Principal Mining Hazards under the Western Australian Work Health and Safety (Mines) Regulations 2022

**DEMIRS**  
The Western Australian Department of Energy, Mines, Industry Regulation and Safety, which was split and re-named with effect on 1 July 2025 to the Department of Local Government, Industry Regulation and Safety (LGIIRS) and the Department of Mines, Petroleum and Exploration (DMPE)

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

**EAP**  
Employee assistance providers(s)

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

**ERT**  
Emergency Response Team

**ESG**  
Environment, Social & Governance

**ESR**  
Environment and Social Responsibility

**ESR Disclosure Suite**  
Refers to the nine separate disclosures related to environment and social responsibility information available on the Northern Star Company website. These comprise: ESR Approach at Northern Star, People & Culture at Northern Star, Safety & Critical Risk Control at Northern Star, Community Engagement & Support at Northern Star, Supply Chain Management at Northern Star, Environmental Management at Northern Star, Climate Change at Northern Star, Water Security at Northern Star, and Waste & Tailings Management at Northern Star. These are voluntary disclosures in addition to the Annual Report and the Sustainability Report

**ESR Performance Data Tables**  
Detailed spreadsheets containing key environment and social responsibility metrics for Northern Star for FY25 and relevant preceding years available from the Company website

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

**FIFO**  
Fly-in fly-out; those personnel who fly to our Operations and stay in an accommodation village while at work

**FY**  
Financial year ended 30 June

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

**GRI**  
Global Reporting Initiative

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

**HSR**  
Health and Safety Representative

**ICAM**  
Incident Cause Analysis Method, an approach used to investigate incidents and identify their root causes

**Incident**  
means the partial or whole damage or destruction of an area of cultural or heritage significance without Traditional Owner consent and/or required legal or regulatory approvals

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

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

**LTIFR**  
Lost Time Injury Frequency Rate; calculated based on the number of reportable lost time injuries occurring in a workplace per 1 million hours worked

**M or m**  
Million

**MERC**  
Mine Emergency Response Competition

**Merger**  
The merger of Saracen Mineral Holdings Limited ABN 52 009 215 347 and all of its wholly owned subsidiaries with Northern Star by way of Scheme of Arrangement implemented on 12 February 2021

**Mine Health Safety Management System**  
Northern Star’s set of structured policies, procedures and plans used to assist in mitigating and controlling safety and health.

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

**OHS**  
Occupational Health and Safety

**Officer**  
An officer of the Company defined under the Corporations Act

**PPE**  
Personal Protective Equipment

**Principal Mining Hazards**  
As defined in the Western Australian Work Health and Safety (Mines) Regulations 2022. 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.

**Saracen or SAR**  
Saracen Mineral Holdings Limited ABN 52 009 215 347 and all of its wholly owned subsidiaries, as acquired by Northern Star by way of Scheme of Arrangement implemented on 12 February 2021

**SASB**  
Sustainability Accounting Standards Board

**Serious Injury**  
As defined in section 36 of the WHS Act

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

**shareholder**  
A shareholder of Northern Star Resources Ltd

**SMERC**  
Surface Mine Emergency Response Competition

**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**  
Northern Star’s Core Values of Safety, Teamwork, Accountability, Respect and Results

**TRIFR**  
Total Reportable Injury Frequency Rate per million hours worked. This includes Lost Time Injuries and Restricted Work Injuries

**UMERC**  
Underground Mine Emergency Response Competition

**UN SDG(s)**  
The United Nations Sustainable Development Goals

**US or USA**  
United States of America

**WA**  
Western Australia

**WASM**  
Western Australian School of Mines (Curtin University of Technology)

**WHS**  
Work, Health and Safety

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





# Contact Information

## Northern Star Resources Ltd

ABN 43 092 832 892

## Corporate office

Level 4, 500 Hay Street, Subiaco WA 6008 Australia

## Telephone

+61 8 6188 2100

## Website

[www.nsrld.com](http://www.nsrld.com)

## Email

ESG Enquiries	<a href="mailto:esgperformance@nsrld.com">esgperformance@nsrld.com</a>
Investor Relations	<a href="mailto:investorrelations@nsrld.com">investorrelations@nsrld.com</a>
General Enquiries	<a href="mailto:info@nsrld.com">info@nsrld.com</a>
Media Officer	<a href="mailto:mediaofficer@nsrld.com">mediaofficer@nsrld.com</a>
Company Secretary	<a href="mailto:compliance@nsrld.com">compliance@nsrld.com</a>
ASX Code	NST
Share Registry	Automic Group

## Additional Website ESR Disclosures:

- Environment & Social Responsibility Approach
- People & Culture at Northern Star
- Safety & Critical Risk Control at Northern Star
- Community Engagement & Support at Northern Star
- Supply Chain Management at Northern Star
- Environmental Management at Northern Star
- Climate Change at Northern Star
- Water Security at Northern Star
- Waste & Tailings Management at Northern Star
- FY25 Performance Data Tables
- FY25 GRI, SASB and UN SDG Alignment Index
- FY25 Tailings Storage Summary
- FY25 Biodiversity Values
- FY25 Stakeholder Engagement Summary



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