













































































Northern Star Resources FY25 GRI Report Index: In Accordance With							Statement of Use		Northern Star Resources Ltd	
							GRI 1 Used		GRI 1: Foundation 2021	
							Applicable GRI Sector Standard(s)		14 - Mining	
GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation	
GENERAL DISCLOSURES										
GRI 2	General Disclosures 2021	2-1 Organizational details	-	-	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Boundary & ScopeFY25 ESR Suite: ESR Approach – Contact InformationFY25 AR - Corporate Directory	<ul style="list-style-type: none">Page 4Page 26Page 230	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	-	-	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Boundary & ScopeFY25 ESR Suite: ESR Approach – Contact InformationFY25 AR – Where we OperateFY25 AR - Corporate DirectoryFY25 MSS – Our Corporate Structure	<ul style="list-style-type: none">Page 4Page 26Pages 12, 13Page 230Page 1-41	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-3 Reporting period, frequency and contact point	-	-	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – About This DisclosureFY25 ESR Suite: ESR Approach – Contact Information	<ul style="list-style-type: none">Page 21-22Page 26	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-4 Restatements of information	-	-	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Boundary & ScopeFY25 ESR Suite: People & Culture – Restatements of InformationFY25 ESR Suite: Safety & Critical Risk Control – Restatements of InformationFY25 ESR Suite: Community Engagement & Support – Restatements of InformationFY25 ESR Suite: Supply Chain Management – Restatements of InformationFY25 ESR Suite: Environmental Management – Restatements of InformationFY25 ESR Suite: Climate Change – Restatements of InformationFY25 ESR Suite: Water Security – Restatements of InformationFY25 ESR Suite: Waste & Tailings Management – Restatements of Information	<ul style="list-style-type: none">Page 4Page 4Page 4Page 4Page 4Page 4Page 5Page 4Page 4	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-5 External assurance	-	-	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – About This DisclosureFY25 CGS – Environment & Social ResponsibilityWeb: Northern Star Website	<ul style="list-style-type: none">Page 21-22Page 30-41Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-6 Activities, value chain and other business relationships		EM-MM-000.A EM-MM-000.B	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Value ChainFY25 ESR Suite: Supply Chain – Contract ManagementFY25 MSS	<ul style="list-style-type: none">Page 5Page 9Page 1-41	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-7 Employees		EM-MM-000.B	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Our ApproachFY25 ESR Suite: ESR Approach – ESR Performance MetricsFY25 ESR Suite: People & CultureFY25 ESR Suite: Safety & Critical Risk – Safety Performance MetricsWeb: Northern Star Website	<ul style="list-style-type: none">Page 3Page 18Pages 3 - 24Page 25-26Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">Number of employees reported is total headcount of active employees in Northern Star's relevant human resources management systems as at 30 June (the number is not an average of employees over the course of the reporting period and is not calculated by FTE).	
					<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Our ApproachFY25 ESR Suite: ESR Approach – ESR Performance MetricsFY25 ESR Suite: People & CultureFY25 ESR Suite: Safety & Critical Risk – Safety Performance MetricsWeb: Northern Star Website	<ul style="list-style-type: none">Page 3Page 22Pages 3 - 22Page 22Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A		
GRI 2	General Disclosures 2021	2-8 Workers who are not employees		EM-MM-000.B	<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Our ApproachFY25 ESR Suite: ESR Approach – ESR Performance MetricsFY25 ESR Suite: People & CultureFY25 ESR Suite: Safety & Critical Risk – Safety Performance MetricsWeb: Northern Star Website	<ul style="list-style-type: none">Page 3Page 18Pages 3 - 24Page 25-26Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">Number of contractors reported is a headcount average as at 30 June based on the number of contractors with a work duration of >14 days reported on all sites (the number is not a count of all contractors who have been present on sites during the reporting period, does not include short term contractors and is not calculated by FTE).	
					<ul style="list-style-type: none">FY25 ESR Suite: ESR Approach – Our ApproachFY25 ESR Suite: ESR Approach – ESR Performance MetricsFY25 ESR Suite: People & CultureFY25 ESR Suite: Safety & Critical Risk – Safety Performance MetricsWeb: Northern Star Website	<ul style="list-style-type: none">Page 3Page 18Pages 3 - 24Page 25-26Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A		
GRI 2	General Disclosures 2021	2-9 Governance structure and composition		-	<ul style="list-style-type: none">FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach)Web: Northern Star WebsiteFY25 CGSFY25 AR: Directors Report	<ul style="list-style-type: none">Page 3Northern Star WebsitePages 12-43Pages 92-105	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-10 Nomination and selection of the highest governance body		-	<ul style="list-style-type: none">FY25 ESR Suite: People & CultureFY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Page 16Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
				-	<ul style="list-style-type: none">FY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-11 Chair of the highest governance body		-	<ul style="list-style-type: none">FY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts		-	<ul style="list-style-type: none">FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach)Web: Northern Star Website – FY25 Stakeholder Engagement SummaryFY25 CGSFY25 AR: Directors Report	<ul style="list-style-type: none">Page 3Northern Star Website - Reports & DisclosuresPages 12-43Pages 92-105	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-13 Delegation of responsibility for managing impacts		-	<ul style="list-style-type: none">FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach)Web: Northern Star WebsiteFY25 CGSFY25 AR: Directors Report	<ul style="list-style-type: none">Page 3Northern Star WebsitePages 12-43Pages 92-105	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting		-	<ul style="list-style-type: none">FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach)Web: Northern Star WebsiteFY25 CGSFY25 AR: Directors Report	<ul style="list-style-type: none">Page 3Northern Star WebsitePages 12-43Pages 92-105	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 2	General Disclosures 2021	2-15 Conflicts of interest		-	<ul style="list-style-type: none">FY25 CGSWeb: Northern Star Website	<ul style="list-style-type: none">Pages 12-43Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	




















<div>  <div> <div>Northern Star Resources FY25 GRI Report Index: In Accordance With</div> </div> </div>							Statement of Use	Northern Star Resources Ltd	
							GRI 1 Used	GRI 1: Foundation 2021	
							Applicable GRI Sector Standard(s)	14 - Mining	
GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2	General Disclosures 2021	2-16 Communication of critical concerns		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 ESR Suite: Community Engagement & Support Web: Northern Star Website FY25 CGS 	<ul style="list-style-type: none"> Pages 7-10 Pages 3-15 Northern Star Website Pages 12-43 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-17 Collective knowledge of the highest governance body		-	<ul style="list-style-type: none"> FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach) Web: Northern Star Website FY25 CGS FY25 AR: Directors Report 	<ul style="list-style-type: none"> Page 3 Northern Star Website Pages 12-43 Pages 92-105 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body		-	<ul style="list-style-type: none"> FY25 ESR Suite: Refer to Governance in each section (excluding ESR Approach) Web: Northern Star Website FY25 CGS FY25 AR: Directors Report 	<ul style="list-style-type: none"> Page 3 Northern Star Website Pages 12-43 Pages 92-105 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-19 Remuneration policies	-	-	<ul style="list-style-type: none"> FY25 CGS FY25 AR: Remuneration Report 	<ul style="list-style-type: none"> Pages 12-43 Pages 106-145 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-20 Process to determine remuneration	-	-	<ul style="list-style-type: none"> FY25 CGS FY25 AR: Remuneration Report 	<ul style="list-style-type: none"> Pages 12-43 Pages 106-145 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-21 Annual total compensation ratio	-	-	• N/A	• N/A	<ul style="list-style-type: none"> Omission: Information unavailable / incomplete 	<ul style="list-style-type: none"> Due to the acquisition of De Grey Mining in FY25, Northern Star are currently utilising multiple systems for the collation of data. Integration of this data into Northern Star's consolidated Human Resources Information System (HRIS) will take additional time. Therefore, reporting against 2-21 is delayed while data is integrated. Previous human resources/ payroll systems were not able to calculate the required data. Historical compensation payable for all employees is not available to the required metric. 	<ul style="list-style-type: none"> The integrated HRIS will enable total compensation of all Australian employees, and percentage increases, to be calculated for future financial years. It is proposed that Northern Star will aim to commence reporting this data in the future.
GRI 2	General Disclosures 2021	2-22 Statement on sustainable development strategy		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 CGS FY25 AR: Environment & Social Responsibility Overview FY25 AR: Remuneration Report Web: Northern Star Website 	<ul style="list-style-type: none"> Pages 3-20 Pages 12-43 Pages 52-59 Pages 106-145 Northern Star Website 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-23 Policy commitments	-	-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 CGS Web: Northern Star Website 	<ul style="list-style-type: none"> Pages 3-20 Pages 12-43 Northern Star Website 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-24 Embedding policy commitments	-	-	<ul style="list-style-type: none"> FY25 CGS Web: Northern Star Website 	<ul style="list-style-type: none"> Pages 12-43 Northern Star Website 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-25 Processes to remediate negative impacts		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 ESR Suite: Community Engagement & Support Web: Northern Star Website FY25 CGS 	<ul style="list-style-type: none"> Pages 7-13 Pages 1-22 Northern Star Website Pages 12-43 	<ul style="list-style-type: none"> Omission: 2.25d Process not applicable. 	<ul style="list-style-type: none"> Process not currently part of Northern Star's negative impacts remediation processes 	<ul style="list-style-type: none"> Process not currently part of Northern Star's negative impacts remediation processes
GRI 2	General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 ESR Suite: Community Engagement & Support Web: Northern Star Website FY25 CGS 	<ul style="list-style-type: none"> Pages 7-13 Pages 1-22 Northern Star Website Pages 12-43 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-27 Compliance with laws and regulations		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 ESR Suite: Safety & Critical Risk FY25 ESR Suite: Community Engagement & Support FY25 ESR Suite: Environment FY25 ESR Suite: Water Security FY25 ESR Suite: Waste & Tailings Management FY25 AR: Directors Report FY25 AR: Environment & Social Responsibility Overview 	<ul style="list-style-type: none"> Page 9, 18 Page 1-32 Page 1-28 Page 1-30 Page 1-18 Page 1-20 Page 92-105 Pages 52-59 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-28 Membership associations		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach 	<ul style="list-style-type: none"> Page 14 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-29 Approach to stakeholder engagement		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 CGS Web: Northern Star Website – FY25 Stakeholder Engagement Summary 	<ul style="list-style-type: none"> Page 13 Pages 12-43 Northern Star Website - Reports & Disclosures 	• N/A	• N/A	• N/A
GRI 2	General Disclosures 2021	2-30 Collective bargaining agreements		EM-MM-310a.1	<ul style="list-style-type: none"> FY25 ESR Suite: People & Culture 	<ul style="list-style-type: none"> Page 7 	• N/A	• N/A	• N/A
N/A	N/A	Number and Duration of Strikes and Lockouts	-	EM-MM-310a.2	<ul style="list-style-type: none"> FY25 ESR Suite: People & Culture 	<ul style="list-style-type: none"> Page 23-24 	• N/A	• N/A	• N/A
MATERIAL TOPICS									
GRI 3	Material Topics 2021	3-1 Process to determine material topics	-	-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach Web: Northern Star Website – FY25 Stakeholder Engagement Summary 	<ul style="list-style-type: none"> Pages 9-10 Northern Star Website - Reports & Disclosures 	• N/A	• N/A	• N/A
GRI 3	Material Topics 2021	3-2 List of material topics	-	-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach Web: Northern Star Website – FY25 Stakeholder Engagement Summary 	<ul style="list-style-type: none"> Pages 9-10 Northern Star Website - Reports & Disclosures 	• N/A	• N/A	• N/A
ECONOMIC PERFORMANCE									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> FY25 ESR Suite: ESR Approach FY25 AR: Operating & Financial Review FY25 AR: Environment & Social Responsibility Overview 	<ul style="list-style-type: none"> Pages 9-10 Pages 18-51 Pages 52-59 	• N/A	• N/A	• N/A














Legend: FY25 ESR Suite – FY25 Environment & Social Responsibility Disclosure Suite, FY25 CGS – FY25 Corporate Governance Statement, FY25 AR – FY25 Annual Report, FY25 MSS – FY25 Modern Slavery Statement, Web – Northern Star Resources Ltd Company Website (<http://www.nsrld.com>)


















Northern Star Resources FY25 GRI Report Index: In Accordance With							Statement of Use	Northern Star Resources Ltd																																		
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GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation																																	
GRI 201	Economic Performance 2016	201-1 Direct economic value generated and distributed		EM-MM-000.A	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 AR: Operating & Financial ReviewFY25 AR: Financial Report	<ul style="list-style-type: none">Page 8Pages 18-51Pages 146-209	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
					<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 AR: Operating & Financial ReviewFY25 AR: Financial Report	<ul style="list-style-type: none">Page 8Pages 18-51Pages 146-209	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
PROCUREMENT PRACTICES																																										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Supply ChainFY25 AR: Operating & Financial ReviewFY25 AR: Environment & Social Responsibility Overview	<ul style="list-style-type: none">Pages 1-20Pages 18-51Pages 52-59	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
GRI 204	Procurement Practices 2016	204-1 Proportion of spending on local suppliers		-	<ul style="list-style-type: none">FY25 ESR Suite: Supply ChainFY25 AR: Operating & Financial ReviewFY25 AR: Environment & Social Responsibility Overview	<ul style="list-style-type: none">Pages 1-20Pages 18-51Pages 52-59	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
ANTI-CORRUPTION																																										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 CGS	<ul style="list-style-type: none">Page 9-10Pages 12-43	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
GRI 205	Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		-	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 CGSGRI Index	<ul style="list-style-type: none">Page 9Pages 12-43Workforce Trained between 01-Jul-21 and 30-Jun-25<table><tr><td>Employees Kalgoorlie</td><td>4,428</td><td>16.54%</td></tr><tr><td>Employees Yandal</td><td>1,855</td><td>6.93%</td></tr><tr><td>Employees Pogo</td><td>1,238</td><td>4.63%</td></tr><tr><td>Employees Pilbara</td><td>111</td><td>0.41%</td></tr><tr><td>Employees Other</td><td>405</td><td>1.51%</td></tr><tr><td>Contractors Kalgoorlie</td><td>10,611</td><td>39.65%</td></tr><tr><td>Contractors Yandal</td><td>6,799</td><td>25.40%</td></tr><tr><td>Contractors Pogo</td><td>1,128</td><td>4.21%</td></tr><tr><td>Contractors Pilbara</td><td>2</td><td>0.01%</td></tr><tr><td>Contractors Other</td><td>187</td><td>0.70%</td></tr><tr><td>Total</td><td>26,764</td><td>100.00%</td></tr></table>Total number and percentage of governance body members that have received training on anti-corruption, broken down by region = 100% Group.	Employees Kalgoorlie	4,428	16.54%	Employees Yandal	1,855	6.93%	Employees Pogo	1,238	4.63%	Employees Pilbara	111	0.41%	Employees Other	405	1.51%	Contractors Kalgoorlie	10,611	39.65%	Contractors Yandal	6,799	25.40%	Contractors Pogo	1,128	4.21%	Contractors Pilbara	2	0.01%	Contractors Other	187	0.70%	Total	26,764	100.00%	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">The Managing Director completes formal Policy training in our Learning Management System (LMS) as part of their Executive KMP role.The Non-Executive Directors on the Board maintain awareness of the Anti-Bribery & Corruption Policy requirements as part of their formal annual review of all core Corporate Governance Policies.
Employees Kalgoorlie	4,428	16.54%																																								
Employees Yandal	1,855	6.93%																																								
Employees Pogo	1,238	4.63%																																								
Employees Pilbara	111	0.41%																																								
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Contractors Pilbara	2	0.01%																																								
Contractors Other	187	0.70%																																								
Total	26,764	100.00%																																								
GRI 205	Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken		-	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 CGS	<ul style="list-style-type: none">Page 9-10Pages 12-43	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
ANTI-COMPETITIVE BEHAVIOUR																																										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 CGS	<ul style="list-style-type: none">Page 9-10Pages 12-43	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
GRI 206	Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		-	<ul style="list-style-type: none">FY25 ESR Suite: ESR ApproachFY25 CGS	<ul style="list-style-type: none">Page 9-10Pages 12-43	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
ENERGY																																										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
GRI 302	Energy 2016	302-1 Energy consumption within the organization		EM-MM-130a.1	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	
GRI 302	Energy 2016	302-3 Energy intensity		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A																																	

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								GRI 1 Used	GRI 1: Foundation 2021
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GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
WATER AND EFFLUENTS									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 303	Water and Effluents 2018	303-1 Interactions with water as a shared resource		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 303	Water and Effluents 2018	303-2 Management of water discharge-related impacts		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 303	Water and Effluents 2018	303-3 Water withdrawal		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: Withdrawals of seawater or produced water.	<ul style="list-style-type: none">No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: Withdrawals of seawater or produced water.	<ul style="list-style-type: none">No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: Withdrawals of seawater or produced water.	<ul style="list-style-type: none">No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: Withdrawals of seawater or produced water.	<ul style="list-style-type: none">No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either: third-party, surface or groundwater.	<ul style="list-style-type: none">N/A
GRI 303	Water and Effluents 2018	303-4 Water discharge		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.	<ul style="list-style-type: none">No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY25.	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none">Freshwater (≤1,000 mg/L Total Dissolved Solids);Other water (>1,000 mg/L Total Dissolved Solids).
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.	<ul style="list-style-type: none">No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY25.	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none">Freshwater (≤1,000 mg/L Total Dissolved Solids);Other water (>1,000 mg/L Total Dissolved Solids).
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.	<ul style="list-style-type: none">No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY25.	A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none">Freshwater (≤1,000 mg/L Total Dissolved Solids);Other water (>1,000 mg/L Total Dissolved Solids).
GRI 303	Water and Effluents 2018	303-5 Water consumption		-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Water SecurityFY25 ESR Suite: ESR ApproachWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Pages 18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A

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GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation	
BIODIVERSITY										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 304	Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		EM-MM-160a.1	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 304	Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		EM-MM-160a.1 EM-MM-160a.3	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data TablesWeb: FY25 Biodiversity Values	<ul style="list-style-type: none">Pages 1-30Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
EMISSIONS										
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 305	Emissions 2016	305-1 Direct (Scope 1) GHG emissions		EM-MM-110a.1	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
					<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 305	Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-40Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	
GRI 305	Emissions 2016	305-3 Scope 3 GHG emissions		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	

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GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-40Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 305	Emissions 2016	305-4 GHG emissions intensity		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-40Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 305	Emissions 2016	305-5 Reduction of GHG Emissions		-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-40Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Climate ChangeWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-46Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 305	Emissions 2016	305-7 Nitrogen oxides (NOx) sulfur oxides (SOx) and other significant emissions		-	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-30Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-30Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-30Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Environmental ManagementWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-30Northern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
WASTE									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 306	Waste 2020	306-1 Waste generation and significant waste-related impacts		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 306	Waste 2020	306-2 Management of significant waste-related impacts		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A

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								Applicable GRI Sector Standard(s)	14 - Mining
GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 306	Waste 2020	306-3 Waste generated		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
				-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
GRI 306	Waste 2020	306-4 Waste diverted from disposal		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-18Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
				-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
GRI 306	Waste 2020	306-5 Waste directed to disposal		-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
				-	<ul style="list-style-type: none">FY25 ESR Suite: Waste & Tailings ManagementWeb: Northern Star WebsiteWeb: FY25 Performance Data Tables	<ul style="list-style-type: none">Pages 1-20Northern Star WebsiteNorthern Star Website - Reports & Disclosures	<ul style="list-style-type: none">Tonnes of mineralised waste produced and recycled are excluded from the FY25 assurance process.Onsite landfill wastes are excluded from the assurance process in FY25 due to the variability on methodologies to capture the data.	<ul style="list-style-type: none">Northern Star aim to develop a new consolidated database with this data.Northern Star are developing a revised standard methodology for consistent calculations between all sites.	<ul style="list-style-type: none">Propose to include mineralised waste in the assurance process in future disclosures.Propose to include onsite landfill wastes in the assurance process in future disclosures.
EMPLOYMENT									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 401	Employment 2016	401-1 New employee hires and employee turnover		-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 401	Employment 2016	401-3 Parental leave		-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">Omission for 401-3d and 401-3e: Information unavailable / incomplete	<ul style="list-style-type: none">Northern Star introduced the paid parental leave policy in FY22 for Australian Operations and in FY25 for Pogo Operations for primary and secondary carers. As a result, there is not currently sufficient data available for calculation of 401-3d across the full Company.We are not able to report on 401-3e due to omission of 401-3d (described above)	<ul style="list-style-type: none">Data will become available with time.
				-	<ul style="list-style-type: none">FY25 ESR Suite: People & Culture	<ul style="list-style-type: none">Pages 1-30	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
OCCUPATIONAL HEALTH AND SAFETY									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A

Northern Star Resources FY25 GRI Report Index: In Accordance With							Statement of Use	Northern Star Resources Ltd	
							GRI 1 Used	GRI 1: Foundation 2021	
							Applicable GRI Sector Standard(s)	14 - Mining	
GRI STD	Disclosure		UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 403	Occupational Health and Safety 2018	403-1 Occupational health and safety management system		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-3 Occupational health services		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-6 Promotion of worker health		-	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 403	Occupational Health and Safety 2018	403-9 Work-related injuries		EM-MM-320a.1	<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	<ul style="list-style-type: none">Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.	<ul style="list-style-type: none">Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future disclosures.
					<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	<ul style="list-style-type: none">Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.	<ul style="list-style-type: none">Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future disclosures.
					<ul style="list-style-type: none">FY25 ESR Suite: Safety & Critical Risk Control	<ul style="list-style-type: none">Pages 1-32	<ul style="list-style-type: none">Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete	<ul style="list-style-type: none">Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.	<ul style="list-style-type: none">Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future disclosures.
DIVERSITY AND EQUAL OPPORTUNITY									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: People & CultureFY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Page 1-30Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 405	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		-	<ul style="list-style-type: none">FY25 ESR Suite: People & CultureFY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Page 1-30Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
				-	<ul style="list-style-type: none">FY25 ESR Suite: People & CultureFY25 CGSFY25 AR: Directors ReportWeb: Northern Star Website	<ul style="list-style-type: none">Page 1-30Pages 12-43Pages 92-105Northern Star Website	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
RIGHTS OF INDIGENOUS PEOPLES									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Community Engagement & Support	<ul style="list-style-type: none">Pages 1-28	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 411	Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples		EM-MM-210a.2 EM-MM-210a.3	<ul style="list-style-type: none">FY25 ESR Suite: Community Engagement & Support	<ul style="list-style-type: none">Pages 1-28	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
LOCAL COMMUNITIES									
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none">FY25 ESR Suite: Community Engagement & Support	<ul style="list-style-type: none">Pages 1-28	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A
GRI 413	Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		EM-MM-210a.1 EM-MM-210b.1	<ul style="list-style-type: none">FY25 ESR Suite: Community Engagement & Support	<ul style="list-style-type: none">Pages 1-28	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A	<ul style="list-style-type: none">N/A