



# Community Engagement & Support at Northern Star FY25

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# Community Engagement & Support



\$860<sup>K</sup>

FY25 Community Investment Commitments Kalgoorlie Production Centre

\$229<sup>K</sup>

FY25 Community Investment Commitments Yandal Production Centre

\$986<sup>K</sup>

FY25 Community Investment Commitments Pogo Production Centre

\$195<sup>K</sup>

FY25 Community Investment Commitments Pilbara Operations

## Our Approach

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



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

- Developing, implementing, and maintaining management systems to identify, assess and manage impacts on the community at all stages of its Operations, as a fundamental part of its long-term strategy.
- Recognising that communities are comprised of internal and external stakeholders.
- Establishing mutually acceptable methods of communication, consultation, and participation processes to create enduring and beneficial relationships built on shared respect and trust.
- Engaging in open and honest dialogue with local communities over their concerns about the impacts of the Company’s mining activities in their locality and incorporating these concerns into studies and business plans.
- Encouraging consultation and providing opportunities for local communities to share in the benefits which flow from mining activities in their regions, including local employment and business opportunities.

- Valuing diversity through the recognition and respect of different local cultures, values, traditions, and customs, and by providing our workforces with the development of location specific cross-cultural awareness training and enforcing the adherence to the Company’s STARR Core Values.
- Incorporating sustainable development initiatives in business plans to ensure that the social and economic benefits obtained by communities are safeguarded in the long-term.
- Holding managers and supervisors accountable for their responsibilities to local communities at all stages of the Company’s activities and operations.
- Monitoring, continuously improving and reporting our stakeholder relations performance.

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

## Community Engagement & Support Governance

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

The Company’s community engagement & support governance structure is shown in Figure 1. Social related matters are considered quarterly by the Board through its ESS Committee meetings.

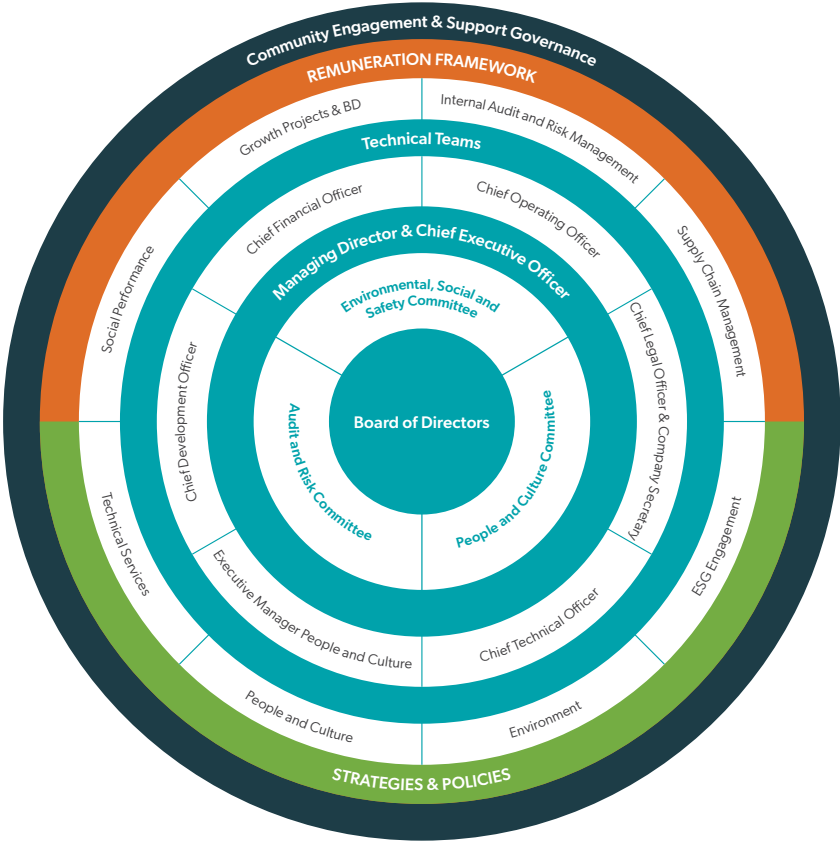
The function of the Committee is to assist the Board in implementing the Company’s, environmental, social and safety strategies and ensuring responsible and sustainable business practices. In particular, the Committee will assist the Board in its oversight, monitoring and review of the Company’s practices in the following key areas:

- human rights, including modern slavery,
- community and social responsibility,
- native title, cultural heritage, and land access,
- sound business ethics and fair and ethical dealings with stakeholders, and
- long term environmental, social and safety strategic goals.

In addition, the Committee will refer any material environmental, social and safety related risk exposures or potential risks identified to the Audit & Risk Committee, for review and perform such other functions as assigned by the Board.

Development and delivery of Northern Star’s social performance function is overseen by the ESS Committee and the Chief Legal Officer & Company Secretary (reporting to the Managing Director and to the Board), supported by the ESG engagement, legal, business development and community & heritage teams in the corporate office and on our sites.

Figure 1 Community Engagement & Support Governance



## Restatements of Information

Data for FY24 and FY23 has been restated to include the Pilbara Operations.

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



Community & Stakeholder Engagement

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

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

Kalgoorlie Production Centre

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

Key areas of focus included:

- Improving the engagement of all relevant stakeholders in mining proposal and other environmental approval processes, to share advice, expertise and experience, and possibly generate innovative ideas and solutions for potentially complex issues.
- Engagement with stakeholders to inform a new Social Impact Assessment.
- Investigating and addressing stakeholder complaints and grievances in accordance with our procedures.
- Undertaking monitoring and feedback programs throughout the community to minimise negative environmental or social impacts from operations.
- Ensuring our leaders are aware of the importance of our local communities and stakeholders at all stages of our activities and operations and acting in line with our STARR Core Values.
- Prioritising strong, collaborative and transparent relationships with our stakeholders including our Native Title holders, knowledge holders and pastoral station owners.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.

Pilbara Operations

The Pilbara Operations have worked to build strong, open and trustworthy relationships with key stakeholders across the region during FY25. Key areas of focus included:

- Continuing to develop relationships and robust two-way communication processes with the Port Hedland community.
- Delivering stakeholder consultation and information sessions on the Hemi 2023 definitive feasibility study, allowing shared interests and open questions.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.
- Endeavouring to promote collaborative and transparent relationships with our stakeholders including our Native Title holders, knowledge holders and pastoral station owners.

Yandal Production Centre

The Yandal Production Centre has continued to build transparent, and trusted relationships with key stakeholders throughout FY25. A range of community and stakeholder engagement initiatives were undertaken, with key areas of focus including:

- Fostering and strengthening ongoing relationships with the Shire of Wiluna and the local community.
- Continued engagement with the Wiluna Remote Community School to support education programs and events such as NAIDOC Week.
- Prioritising open and collaborative relationships with local Traditional Owners.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.

Pogo Production Centre

The Pogo Production Centre has actively participated in community investment and leadership programs focusing on wellbeing, health, education and economic resilience. Key focus areas for FY25 included:

- Engaging with policymakers, regulators and community representatives.
- Representation on the Boards and committees of the Alaska Miners Association, Alaska Metal Mines, and Resource Development Council.
- Maintaining transparent communication with local governments such as the City of Delta Junction, and community leaders across the region.
- Continuing to focus on economic support and sustainable investments in community programs through our Community Investment processes.



Highlight – Celebrate Hedland

In May 2025, our Pilbara operations proudly took part in Celebrate Hedland, as part of our ongoing commitment to meaningful engagement with the Port Hedland community and key stakeholders.

Our presence at the event provided an opportunity to share updates on the Hemi Project, community engagement initiatives, sustainability efforts, while also listening to feedback and building stronger connections.

Celebrate Hedland is a well-loved annual celebration of the region’s culture and community spirit, featuring live entertainment, local art, and interactive activities. This year’s event drew over 5,000 attendees, reflecting the strong interest and support from residents and visitors alike.

Our engagement included a gold panning interactive activity which was very popular with the children who attended. Events like Celebrate Hedland are vital for fostering trust and collaboration, and we’re proud to be part of them.



Social Impact Assessment & Needs Analysis

Northern Star acknowledges the recommendations of the International Council on Mining and Metals (ICMM) that requires companies to engage with stakeholders based on an analysis of the local context. We recognise that the data generated by independent, objective social impact assessments can be a valuable source of information on how we are achieving social performance and how we can improve.

The findings of SIA reports are used to prioritise the social performance team’s work, targeted to key stakeholder areas of interest and needs, and maximise the impact of our social performance. Findings undertaken on our individual sites are used to direct social performance and stakeholder engagement efforts tailored to operational environments.

Northern Star’s aspiration is that social impact assessments and needs analyses are conducted for each operation, with associated Social Impact Management Plans to be developed, that consider our material risks/opportunities at different life stages of operations and major projects.

A major growth project or change in mining operations triggers the need for a Social Impact Assessment.

Figure 2 Northern Star’s Identified Social Impacts & Management Processes



Kalgoorlie Town Hall – Hannan Street  
Kalgoorlie Production Centre, Western Australia

Highlight – KCGM & Kalgoorlie Operations  
Social Impact Assessment Update

Northern Star has commenced a refresh of our Social Impact Assessment (SIA) of KCGM and Kalgoorlie Operations, with the assistance of external consultants. The SIA is scheduled for completion in FY26 and included the following approach to evaluating impact significance:

- **Community:** composition, character, cohesion, function, and sense of place.
- **Way of life:** how people live, how they get around, how they work, how they play, how they interact on a daily basis.
- **Access:** how people access and use infrastructure, services, and facilities, whether provided by local, state, or federal governments, or by for-profit or not-for-profit organisations or groups.
- **Culture:** both Aboriginal and non-Aboriginal culture, including shared beliefs, customs, values, and stories, and connections to country, land, waterways, places, and buildings.
- **Health and wellbeing:** physical and mental health, especially for those who are highly vulnerable to social exclusion or substantial change, plus wellbeing of individuals and communities.
- **Surroundings:** access to, and use of, services that ecosystems provide, public safety and security, access to use of the natural and built environment, and its aesthetic value and amenity.
- **Livelihoods:** people’s capacity to sustain themselves, whether they experience personal disadvantage, and the distributive equity of impacts and benefits.
- **Decision-making systems:** whether people experience procedural fairness; can make informed decisions; have power to influence decisions; and can access complaint, remedy, and grievance mechanisms.



These eight categories are used to organise, understand and document information throughout the Social Impact Assessment process.

This SIA is an opportunity for Northern Star to identify, define, and understand the cumulative social impacts of simultaneous growth projects occurring near the Kalgoorlie-Boulder community.

Insights from Previous SIA’s

A Social Impact Assessment was prepared for the Hemi Development Project in 2022. It provided insights into several key themes:

- Access to country, land and natural environment
- Regional liveability, e.g. access to housing, cost of living and local service provision
- Road safety
- Local and Aboriginal procurement, employment and capacity building
- Regional economic diversity

This insight has been important in development of the Social Impact Management Plan for the Hemi Development Project.



Complaints & Grievances

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

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

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

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

Figure 3 Number of Community Complaints Reported in FY25\*

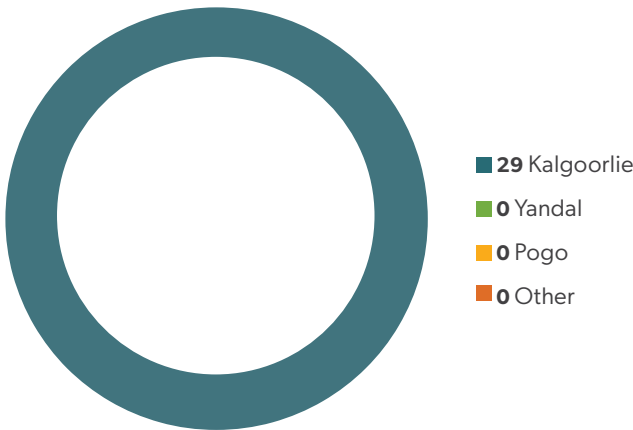
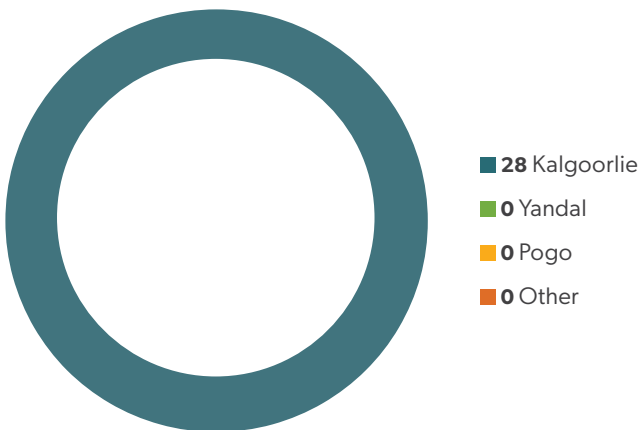


Figure 4 Number of Community Complaints Resolved in FY25<sup>1</sup>



<sup>1</sup> Does not include Whistleblower Reports, that are reported separately in our ESR Approach.

**Sunset across the Yandal landscape**  
Bronzewing Operations  
Yandal Production Centre, Western Australia

Highlight – External Complaints and Grievance Management Review

In FY25, Northern Star conducted a review of its External Complaints and Grievance Management Standard and Procedure.

This review encompassed an assessment of all related documentation across the Company’s operations, with the goal of enhancing consistency, transparency, and responsiveness in how we manage external complaints and grievances.

The revised Standard and Procedure applies uniformly across all Northern Star Production Centres, establishing a cohesive and efficient framework for receiving and addressing external complaints and grievances.

To better align with stakeholder expectations and clarify internal responsibilities, we introduced several key improvements:

- Clearly defined escalation pathways by refining our structured, tiered approach for escalating complaints, including Board reporting.
- Enhanced clarity on roles and responsibilities of personnel involved in the complaints process-from frontline staff to senior management.
- Improved accessibility for external stakeholders with the updated Standard and Procedure soon to be publicly available on our website, making it easier for community members and other stakeholders to understand how to raise concerns.
- Planned launch of a user-friendly online complaint submission form that allows stakeholders to submit complaints quickly and securely.
- Alternative submission methods including clear contact details for those who prefer or require non-digital options, such as phone, mail, or in person.

These enhancements reflect our ongoing commitment to accountability, transparency, and respectful engagement with the communities in which we operate. By strengthening our complaints and grievance management framework, we aim to foster trust, improve responsiveness, and ensure that all concerns are handled with fairness and integrity.

In addition, the Company’s Whistleblower Policy provides an alternative mechanism.



Indigenous Relations

Indigenous People Statement

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

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

Northern Star commits to the 2013 ICMM Position Statement on Indigenous Peoples and Mining. Northern Star is developing Cultural Awareness Training for all Manager level employees and above, as well as a making a Cultural Awareness E-Learning module available for all employees and contractors. This training is designed to complement site-specific Cultural Awareness Training also being developed, to be facilitated by Traditional Owners across our Australian Operations.

Highlight – MADALAH Scholarships

Northern Star has been a long-term partner of MADALAH, a First Nations led not-for-profit organisation that offers Secondary and Tertiary education scholarships for First Nations students in Western Australia.

This comprises funding of approximately \$20,000pa to ten Indigenous university students annually across a variety of 3-5 year degree courses including, but not limited to law, medicine, and allied health.

Through our partnership, Northern Star supports Tertiary Scholarships for Goldfields students. In April 2025, to raise awareness of the program and encourage applications for 2026, the MADALAH team visited Kalgoorlie-Boulder, meeting with local stakeholders, families, and community organisations.

As a result of the visit, MADALAH has established a partnership with Kalgoorlie-Boulder school John Paul College, providing an alternative secondary education pathway for Aboriginal and Torres Strait Islander students in the Goldfields.



Highlight – Kalgoorlie-Boulder NAIDOC Week

Northern Star has been a proud supporter and active participant in Kalgoorlie-Boulder NAIDOC Week celebrations.

Coordinated by a community-led committee, a vibrant calendar of events is available to the Kalgoorlie-Boulder community throughout the national week, including an Opening Festival, Parade and Elders Luncheon.

Northern Star employees residential to Kalgoorlie-Boulder are encouraged to participate in the celebrations, with an opportunity to recognise the history, culture and achievements of Aboriginal and Torres Strait Islander people.

Engagement Approach

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

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

Agreement Making

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

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

In the Northern Territory of Australia, the Central Tanami Project, in which we own a 50% joint venture interest, is located on freehold Indigenous land, under the Aboriginal Land Rights Act 1976 (Northern Territory).<sup>2</sup>

The Pogo mine in Alaska US is located wholly on State land.

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

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

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

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

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

Equitable Gender Participation in Indigenous Relations

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

Figure 5 Northern Star continues to commit to FPIC

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

<sup>2</sup> Subject to a conditional sale agreement announced on the ASX in July 2025.



Indigenous Areas Relative to Operations

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

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

Production Centre	Traditional Owner Groups
Kalgoorlie Production Centre	<ul style="list-style-type: none"><li>Kakarra</li><li>Marlinyu Ghoorlie</li><li>Maduwongga</li><li>Nyalpa Pirniku</li></ul>
Pogo Production Centre	<ul style="list-style-type: none"><li>Athabaskan people</li></ul>
Yandal Production Centre	<ul style="list-style-type: none"><li>Darlot</li><li>Kultju</li><li>Tjiwarl</li><li>The Wiluna Martu</li></ul>
Perth	<ul style="list-style-type: none"><li>Whadjuk Noongar</li></ul>
Pilbara	<ul style="list-style-type: none"><li>Kariyarra</li><li>Ngarluma</li><li>Nyamal</li><li>Ngarla</li><li>Kariyarra Pirnthurruna</li><li>Ngarluma (Mallina)</li></ul>
Exploration	<ul style="list-style-type: none"><li>Walpiri, Gurindji and Jaru</li><li>Wajarri Yamatji</li><li>Central Land Council (NT)</li></ul>

Figure 6 Northern Star’s Operations relative to Traditional Owner and First Nation Groups



\* Subject to sale. See ASX Announcement dated 16 July 2025 at [www.nsrld.com](http://www.nsrld.com)

Cultural Heritage

Northern Star understands that physical and spiritual cultural heritage is critically important to Indigenous people and provides a connection between their past and contemporary existence. Our overarching process for managing heritage risks is as follows:

- Northern Star’s cross-functional team consists of Legal, Heritage, Community, Environment, Geology and Mining who are responsible for working between project and production teams and Traditional Owners to understand where a planned activity may adversely impact an area which may include a heritage site, in advance of the proposed ground disturbance occurring.
- If this engagement process indicates that an area of heritage value may be adversely impacted, representatives of the team will further engage with the relevant Traditional Owners and the broader project team to evaluate means of avoiding the impact, acknowledging and incorporating the views of Traditional Owners.

- If the adverse impacts to the heritage site or area cannot be avoided, and the Traditional Owners do not consent to the activity proceeding, then Northern Star will not proceed with the activity in the manner proposed.

During FY25, Northern Star undertook a range of cultural heritage management activities across our Operations, in conjunction with our relevant Traditional Owner groups. These activities included:

- Archaeological and ethnographic heritage surveys conducted in collaboration with relevant Traditional Owner groups and independent consultants.
- Continuing to integration of heritage-related information into our Geographic Information Systems (GIS) in a culturally safe manner. This allows for identification and avoidance of disruption to sensitive heritage areas based on advice from Traditional Owners.
- Ongoing engagement and collaboration with Traditional Owner groups on the development of Cultural Heritage Management Plans (CHMPs).
- Introductions between our Chairman and Managing Director to the Kariyarra Aboriginal Corporation at the Hemi Development Project.

Community Investments & Partnerships

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

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

Northern Star has established clear Donations and Sponsorship Guidelines<sup>3</sup> based on our Donations and Sponsorship Policy<sup>4</sup> to ensure fairness and consistency across all its operations.

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

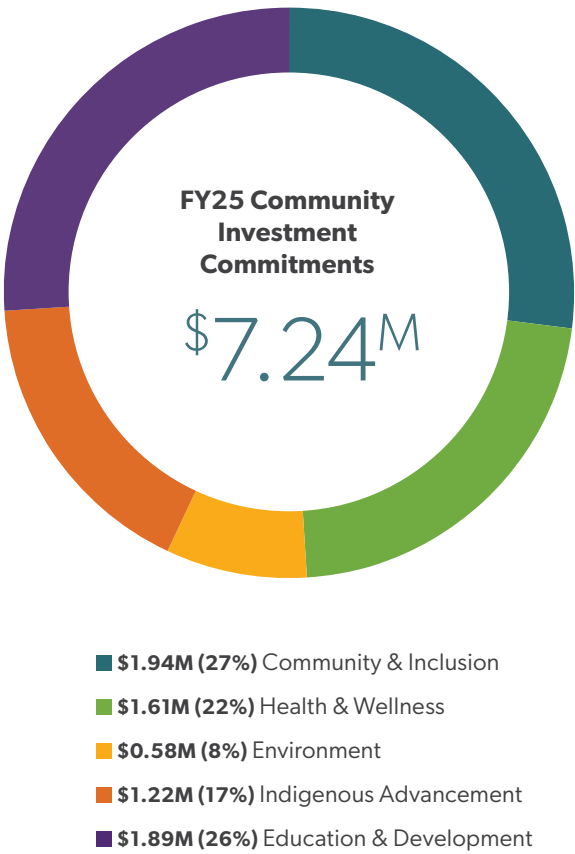
- Community & Inclusion:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation. Support inclusion of all, including breaking down barriers between different groups.
- Health & Wellness:** Support food security and improved nutrition and promote sustainable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

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

In FY25, Northern Star partnered with or maintained support for 169 initiatives that deliver measurable, sustainable development outcomes in the regions where we operate. These investments reflect our broader strategy to foster inclusive growth, strengthen local partnerships, and contribute to long-term community resilience.

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

Figure 7 Community Investment Committed Funds in FY25



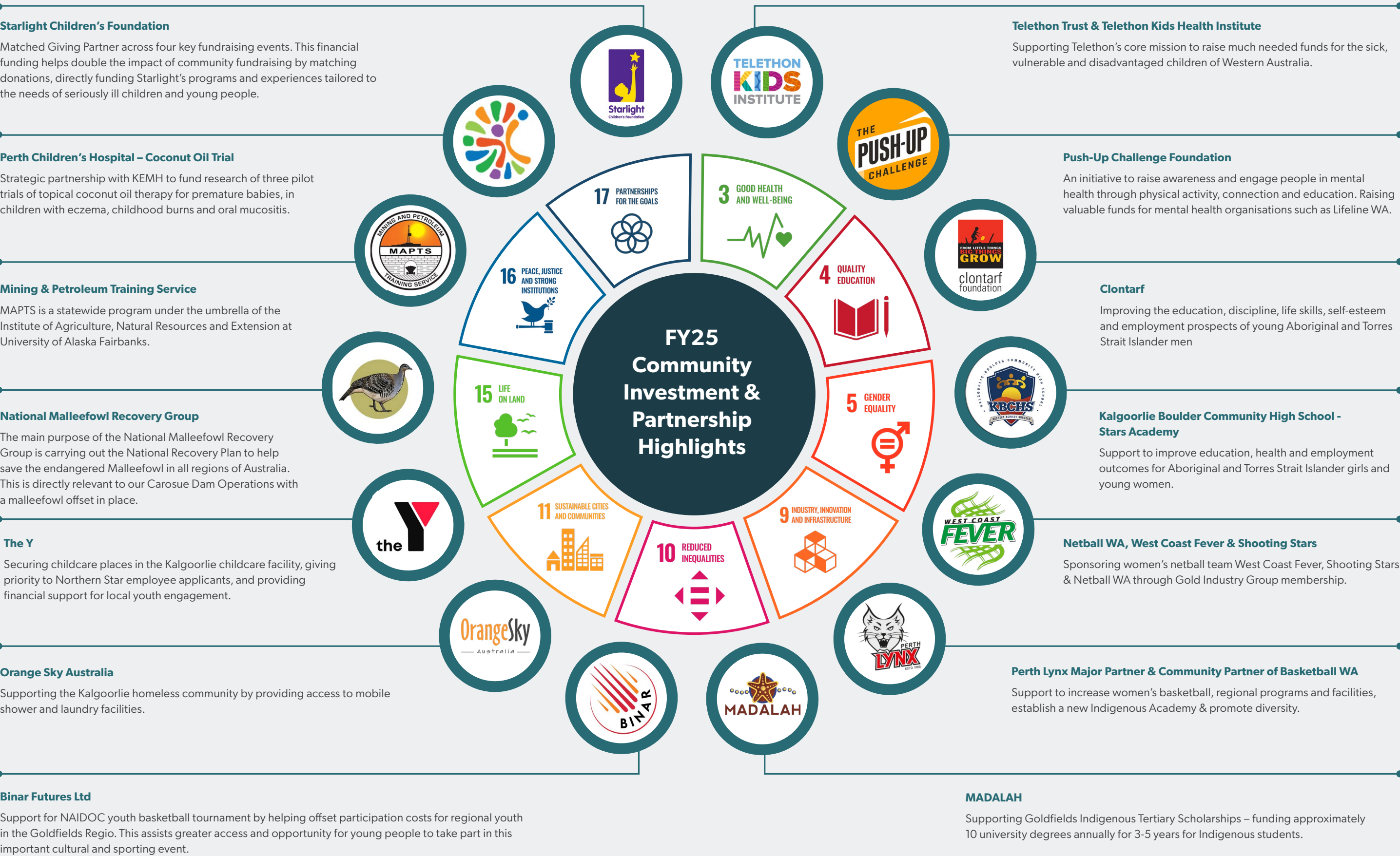
Political Contributions

In FY25, Northern Star made two political contributions in line with internal governance policies. As reported to, and publicly disclosed by the [Australian Electoral Commission](#), these contributions totalling \$30,000 during FY25 aligned with our ongoing commitment to ethical, transparent and responsible engagement with stakeholders.

<sup>3</sup> Community Investment Guideline (NSR-COR-014D-GUI)  
<sup>4</sup> Community Investment Policy (NSR-COR-014-POL)



**Figure 8** Some of our Valued Partners and Community Investment Commitments for FY25







Highlight – Care for Hedland

Northern Star has partnered with [Care for Hedland](#), a community organisation dedicated to environmental conversation and community education in the Pilbara. Care for Hedland’s programs are divided into three key areas: circular waste management; sustainable living; and marine and coastal biodiversity.

Care for Hedland acts as a conduit for the communication of environmental and sustainability information into the community and provides a forum whereby business, industry, government and community can discuss barriers, opportunities and solutions to sustainable development for Hedland and the Pilbara.

The two-year community investment partnership supports the Turtle Monitoring Program and Hedland Sustainable Living Show Day.

Highlight – Breast Cancer Support in Alaska and Western Australia

During FY25 Northern Star has continued to support the invaluable efforts of the Breast Cancer Detection Center of Alaska and Breast Cancer Care WA .

Breast Cancer Detection Center of Alaska

Also known as the BCDC, the [Breast Cancer Detection Center of Alaska](#) was founded in Fairbanks in 1976 and has been guided by the mission to increase awareness of the survivability of breast cancer and the benefits of early detection by delivering screening services and educational programs throughout the state of Alaska.

Northern Star is pleased to have been able to support the BCDC as it brings state-of-the-art breast cancer screening services to communities across Alaska through its mobile mammography service, ensuring access to life-saving care regardless of insurance status. By reaching underserved areas, BCDC breaks down barriers to early detection and provide the resources needed to empower individuals in the fight against breast cancer.



Breast Cancer Care WA

[Breast Cancer Care WA](#) provides the Western Australian community with specialist breast cancer nursing, counselling and financial support to people and their families living with breast cancer.

Northern Star is proud to contribute funds to Breast Cancer Care WA to continue to support their programs. As a community funded organisation, contributions enable them to provide their services free of charge to the community without government funding. Breast Cancer Care WA’s vision is to ensure all West Australians have access to the best breast cancer support and education.







Community Performance Metrics

		FY25	FY24	FY23
Community Investment Commitments				
Funds Committed	Kalgoorlie Production Centre (\$M)	0.86	0.69	0.67
	Yandal Production Centre (\$M)	0.23	0.44	0.42
	Pilbara Operations (\$M)	0.19	0.13	0.11
	Pogo Production Centre (\$M)	0.99	0.92	1.23
	Corporate (\$M)	4.97	4.07	4.25
	Total (\$M)	7.24	6.25	6.68
Initiatives Directly Supported	Kalgoorlie Production Centre	66	49	53
	Yandal Production Centre	9	12	6
	Pilbara Operations	15	17	12
	Pogo Production Centre	17	22	32
	Corporate	62	66	73
	Total	169	166	176
Grievances and Complaints				
Complaints & Grievances	Number of grievances and/or complaints received	29	20	-
	Proportion of grievances and/or complaints resolved	28	20	2
Community Incidents				
Community Related Incidents	Number of material community related incidents	-	-	-
	Number of community related infringements	-	-	-
	Cost of community related infringements (\$)	-	-	-
Heritage Management				
Heritage Related Incidents	Number of material heritage related incidents	-	-	-
	Number of heritage related infringements	-	-	-
	Cost of heritage related infringements (\$)	-	-	-





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

**ASX Corporate Governance Council Principles and Recommendations**  
Principles and Recommendations (4th edition) of the ASX Corporate Governance Council on the corporate governance practices to be adopted by ASX listed entities and which are designed to promote investor confidence and to assist listed entities to meet shareholder expectations

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

**Board**  
Board of Directors

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

**Contractor(s)**  
Individuals who are employed by other companies, or, other companies, who provide services to the Group to support its Operations

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

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

**employees**  
Total number of employees of the Group including permanent, fixed term and part-time. Does not

include contractors

**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’s website

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

**FPIC**  
Free, Prior and Informed Consent

**FY**  
Financial Year ending 30 June

**GRI**  
Global Reporting Initiative

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

**KCGM**  
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

**material incidents**  
Incidents with a Major or Catastrophic (actual) consequence rating as defined by Northern Star’s Risk Management Standard.

**Material incidents**  
Environment, community or heritage incidents with a Major or Catastrophic (actual) classification within Northern Star’s incident reporting system.

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

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

**SASB**  
Sustainability Accounting Standards Board

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

**stakeholders**  
An individual, group or organisation that is impacted by the Company, or has an impact on the Company. Examples of stakeholders are investors, employees, suppliers and local communities

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

**UN**  
United Nations

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

**US or USA**  
United States of America

**WA**  
Western Australia

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





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# Contact Information

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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

Cover Image:  
**Emidio Boto - Deputy Principal**  
Wiluna Remote Community School – Regional School of the Year 2024  
Yandal Operations, Western Australia



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