NORTHERN STAR
RESOURCES LTD

Environment & Social Responsibility Approach at Northern Star FY25

4,744

Employees
at 30 June 2025

3,984

Contractors
at 30 June 2025

8,728

Our global workforce
at 30 June 2025

3

Production Centres (and the Hemi Development Project in our Pilbara Operations)

Environment & Social Responsibility Approach

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our Approach

Northern Star's approach is to create sustainable and profitable value for our shareholders and other stakeholders through ongoing review and improvement of our environmental, social and governance performance. We aim to achieve this by identifying, managing, and mitigating risks and impacts from our Operations while delivering superior outcomes for our shareholders, our people, our communities, and our natural environment.

Our approach to environment and social responsibility is underpinned by our STARR Core Values and framed by our governance structures and systems. Our STARR Core Values, together with our Code of Conduct and our Group policies, are fundamental to the sustainability of our Operations. They are our decision compass and integral to the working lives of all our employees and Operations, and they define what it means to work at Northern Star. They are at the heart of our culture and the way we do business.

Our commitment to improving our Environment, Social and Governance (ESG) performance is clearly demonstrated through the business wide ESG targets and KPIs that we set ourselves and through our ESG performance targets forming meaningful proportions of our leadership team's remuneration. By monitoring and tracking local to global ESG developments and priorities, we ensure that we remain informed and able to proactively respond to our stakeholders and the ESG issues important to them.

2.9[1] Workforce Serious Injury Frequency Rate (SIFR)	$6.89B Total Economic Value Add in FY25
$7.24M Group Community Investment Commitments in FY25 (AUD)	$929.6M FY25 Total Local Supply Spend

We do this using a range of approaches including sector, industry and peer benchmarking and gap analyses, stakeholder and investor surveys, and employee ESG focus groups. We benchmark our ESG performance and levels of assurance against that of our peers to provide guidance for improving our performance and ESG disclosures. We are committed to transparently reporting our ESG performance and to act on areas identified for improvement.

[1] 12 month moving average per million exposure hours at 30 June 2025 in accordance with the Western Australian Work Health & Safety Act 2020

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

Boundary & Scope

The Northern Star FY25 Annual Report (Report) and the additional disclosures in our environment and social responsibility (ESR) disclosure suite, provide information on Northern Star's sustainability performance across its Operations during the period from 1 July 2024 to 30 June 2025. The Report and our ESR disclosures should be read in conjunction with our public disclosures on our Company website https://www.nsrltd.com/sustainability. Northern Star's assets included in our ESR Disclosure Suite are listed in Figure 1 below (all data for FY24 and FY23 should be considered to have been restated to include the Pilbara Operations, unless specifically stated otherwise).

Figure 1 Organisational Boundaries

Corporate Offices, Perth, Western Australia

Kalgoorlie Production Centre	Yandal Production Centre	Pilbara Operations	Pogo Production Centre	Exploration
Carosue Dam Operations	Bronzewing Operations	Hemi Development Project[2]	Pogo Operations	Central Tanami Project[3]
Kanowna Belle Operations	Jundee Operations	Regional Exploration[2]		Tanami Regional[3]
KCGM Operations	Thunderbox Operations			
South Kalgoorlie Operations				

[2] Please refer to the FY25 Annual Report for information on the Scheme of Arrangement.
[3] Northern Star's Central Tanami Project Joint Venture interest and regional Tanami tenements are subject to sale as announced on the ASX on 16th July 2025.

Bronzewing go line
Bronzewing Operations
Yandal Production Centre, Western Australia

Our Value Chain

The value chain of a gold mine involves several key stages: exploration, mining, processing, refining, and distribution. Also recognised in this value chain is the rehabilitation of the land from which the gold-bearing ore was initially extracted.

During exploration, geologists and surveyors identify potential gold deposits using advanced techniques and equipment, supported by consumables like drilling materials. In the mining phase, heavy machinery and equipment are used to excavate and transport ore, with consumables such as explosives and fuel being crucial.

Processing the ore requires specialised equipment for crushing, grinding, and chemical separation, along with consumables like reagents. Gold doré bars produced onsite are sold to refineries for further processing and on selling.

The refineries use specialised equipment and chemicals to produce refined gold ready for marketing and distribution both domestically and internationally.

We sell most of our physical gold to the Perth Mint. Ultimately end users purchase this refined gold for use in various areas including investment, jewellery, medical equipment, technology, and electronics.

Figure 2 Northern Star's Value Chain

Exploration
- Drilling services & equipment
- Environment & heritage services
- Land management services
- Technical services & consultants
- Logistics, freight & consumables

Development
- Technical services & consultants
- Engineering services
- Construction services & materials
- Environment services

Mining
- Technical services & consultants
- Mining services & equipment
- Materials, fuels & lubricants
- Logistics, freight & consumables
- Environment & heritage services
- Waste management

Processing
- Technical services & consultants
- Consumables & reagents
- Power & water
- Logistics, freight, consumables
- Environment & heritage services

Outputs
- Gold Doré

Rehabilitation
- Technical services & consultants
- Rehabilitation services & materials
- Rehabilitation equipment
- Environment & heritage services

Customers (Refineries)
- Technical services & consultants
- Logistics & transport (by customer)

Gold Traders
- Technical services & consultants

End Users
- Investment
- Jewellery
- Electronics
- Medical
- Technology

Economic Contribution
- Taxes & royalties
- Local & regional employment
- Community investment
- Local & regional goods & services
- Native Title compensation & royalties' payments

Our ESR Journey

Northern Star has continued to embrace and progress our environment and social responsibility journey with ongoing focus and commitment to maintaining responsible and sustainable exploration and mining practices.

In FY25 we continued to progress our climate related projects with renewable energy infrastructure installations and we commenced a periodic refresh of our climate scenario analysis studies and our previous financial quantification modelling. We progressed our alignment in preparation for the FY26 AASB S2 (mandatory climate change related financial disclosures for certain Australian entities) reporting requirements. We continued to look at opportunities to improve water conservation at our sites, and progressed the implementation of our environmental management system improvements.

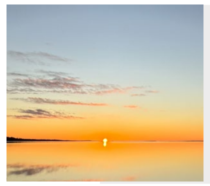
Our communities and stakeholders remained a key area of focus and priority for us, with ongoing community investment and engagement activities. Indigenous engagement and procurement have remained high priorities with multiple projects in progress. We continued to work on alignment to the GISTM over time, using a risk-informed approach. Responsible supply chain management has continued through supplier reviews, enhancement of contracting and procurement policies and procedures, and our ongoing modern slavery mitigation programs. Safety and critical controls remain a significant priority for our workforce, along with enhanced contractor engagement and management processes and systems; and we continued to focus on ensuring our ESR disclosures are transparent, informative and address stakeholder interests.

Figure 3 Our FY25 ESR Journey

Renewable Energy
- Commissioning of our Jundee Operations wind farm, Carosue Dam Operations third solar array, and our Porphyry solar facility.
- Preliminary voluntary financial disclosures in the FY25 Annual Report, aligned with most of the requirements of the FY26 mandatory AASB S2 Climate-related Disclosures Standard.

Environmental Management
- Completed a follow-up audit of our Environmental Management System, assessing our progress towards alignment with ISO14001:2015.
- Conducted a comprehensive review of our closure practices across several of our Operations with an aim to increasing consistency and alignment in closure planning processes, and cohesiveness of closure practices.

Community Investments
- Continued focus on sustainable support of our regions and local communities.
- Continuous improvement in our commitments to community with over $7.24M in commitments made during FY25 with 169 initiatives supported.

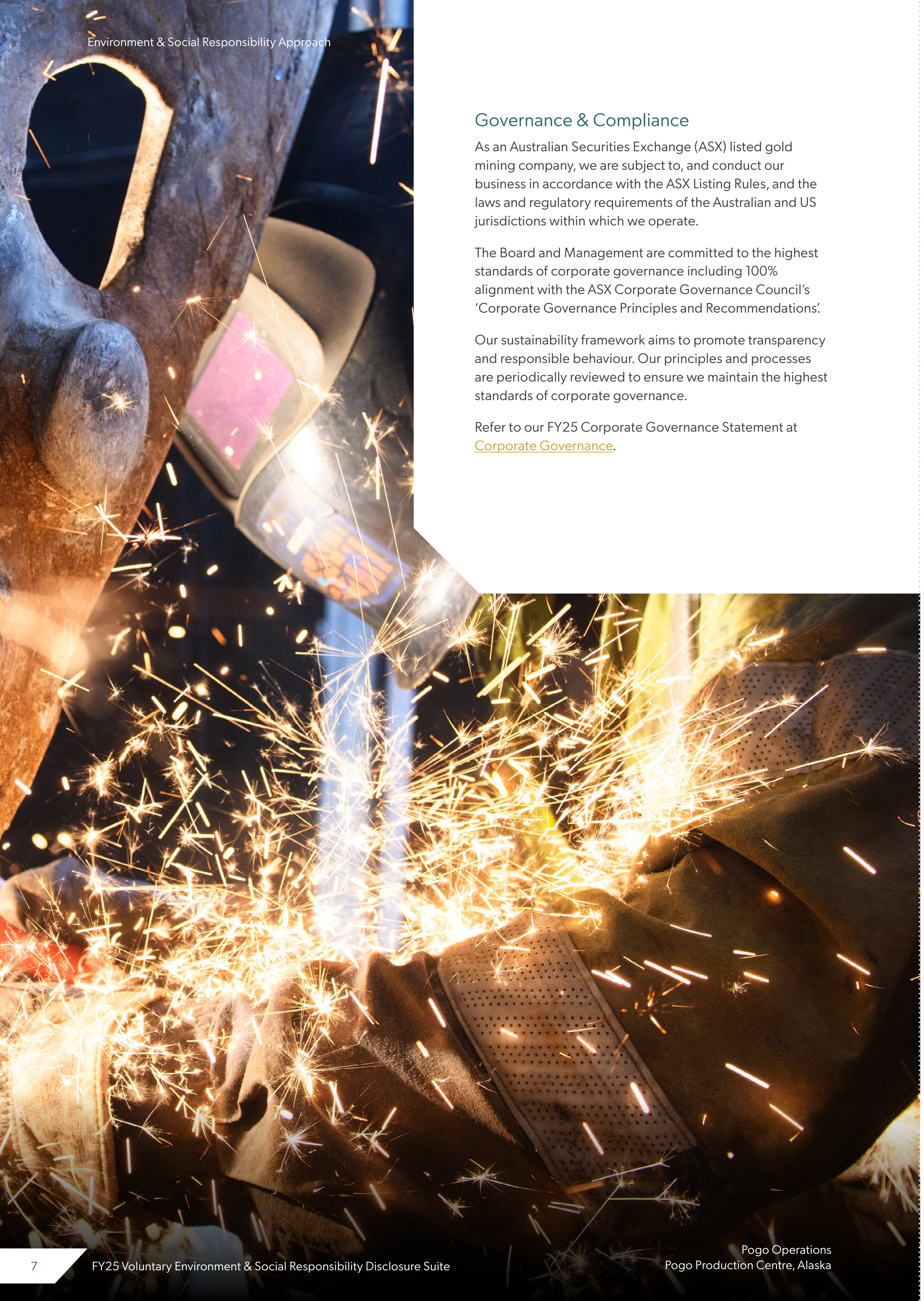


Indigenous Engagement
- Ongoing engagement with Indigenous groups and negotiation of land access and native title compensation agreements.
- Preparations for Indigenous workshops to increase employment and contracting opportunities.

Responsible Supply Chain & Human Rights
- Updated key policies, procedures and systems to enhance contractor management.
- Improved supplier screening, audits and action plans for human rights & modern slavery.

Safety & Critical Risk Controls
- Further alignment of our health and safety plans across our Operations to facilitate a more cohesive approach to application of our Mine Health and Safety Management System (MHSMS).
- Further embedded the MHSMS contractor management framework with our employees.

Workforce Culture & Wellbeing
- Completed our biennial Culture & Engagement Survey, highlighting areas of strength and opportunities for improvement.
- Continued to embed a robust risk management approach for psychosocial hazards in the way we operate, to sustainably achieve continued improvement in the psychological health and wellbeing of our people.



Pogo Operations
Pogo Production Centre, Alaska

Governance & Compliance

As an Australian Securities Exchange (ASX) listed gold mining company, we are subject to, and conduct our business in accordance with the ASX Listing Rules, and the laws and regulatory requirements of the Australian and US jurisdictions within which we operate.

The Board and Management are committed to the highest standards of corporate governance including 100% alignment with the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations'.

Our sustainability framework aims to promote transparency and responsible behaviour. Our principles and processes are periodically reviewed to ensure we maintain the highest standards of corporate governance.

Refer to our FY25 Corporate Governance Statement at Corporate Governance.

Ethical Business Practices

Northern Star actively promotes a corporate culture committed to ethical business practices, compliance with the law and exercising integrity in decision making by our people and in our Operations through our STARR Core Values, Code of Conduct and other key core corporate governance policies.

All inductions completed by our workers cover these key documents. Northern Star's policy commitments for responsible business conduct apply to all the Company's activities and business relationships equally.

Employees and other stakeholders who suspect or see unethical, illegal or improper behaviour within the Company are encouraged to report under our Whistleblower Policy. This provides for a confidential and where possible an anonymous process for people to report their concerns free of fears of retaliation, with confidence the Board will be made aware of material breaches of the Code of Conduct.

Whistleblower reports are standing items on an anonymous basis for confidential discussion on all Audit & Risk Committee and Board agendas.

In FY25 Northern Star received and addressed 7 Whistleblower Policy reports, all of which were investigated and reported to and discussed by the Audit and Risk Committee and the Board.

Figure 4 FY25 Economic Contribution

- **$5,150M** Goods & Services Payments
- **$5.6M** Community Investment Commitments
- **$129.5M** Corporate Tax Paid
- **$842.2M** Total Employee Costs
- **$189.6M** Royalties
- **$573.5M** Dividends Provided to Shareholders

Economic Contribution & Value Sharing

Northern Star continues to be a positive contributor to Australian and Alaskan economies and communities, particularly in the regional areas where we operate through direct and indirect financial support.

Payments for goods and services and employee wages are pivotal for local economies and communities. Our payment times reporting is transparently disclosed under Australian federal legislative requirements, responsibly supporting our supply chain. Money spent locally and regionally initiates a cycle of economic activity, fostering growth and investment in the community. Wages provide our employees with the means to support themselves, stimulating demand for goods and services and sustaining local jobs, and continues to circulate within the community, amplifying the economic impact through a multiplier effect.

Additionally, Northern Star contributes to the State and national economies in which we operate through payments of royalties and other taxes, which contribute to funds for essential public services.

Northern Star remains committed to maintaining our strong support of our local and regional communities through our long-term partnerships, and support of local and regional community initiatives, local governments, education bodies, non-government organisations and charities.

For instance, two of Northern Star's three production centres are located in Western Australia's Goldfields region. The importance of the Goldfields to our Company cannot be underestimated. Central to our Company's growth objectives in Western Australia is a strong residential workforce in Kalgoorlie-Boulder, supporting local businesses and thriving regional communities. Approximately 77% of our employees working across the Kalgoorlie Production Centre (excluding the Carosue Dam Operations) live and work in Kalgoorlie-Boulder, Coolgardie, and Kambalda, delivering in aggregate more than $224 million in annual wages locally. Our Operations also help to drive regional investment and procurement.

Anti-Bribery & Anti-Corruption

In accordance with Northern Star's Anti-Bribery and Anti-Corruption Policy, it is the policy of the Company to conduct its business fairly, honestly, transparently, with integrity and in compliance with the law in all jurisdictions where we operate (and in compliance with all legislation having extra-territorial jurisdiction over the Company).

The Policy sets out Northern Star's committed opposition to bribery and corruption and to ensure all relevant persons understand their individual responsibilities for compliance in connection with our business and operations. The Policy is supported by internal training programs, our Code of Conduct, and incident reporting and investigation processes for suspected breaches.

Northern Star recognises that maintenance of a robust culture of integrity, transparency and compliance is critical to our long-term success.

Figure 5 FY25 Anti-Bribery & Corruption Status

0

- # of all confirmed incidents of corruption in FY25
- # incidents when contracts with business partners were terminated or not renewed due to violations related to corruption
- # public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases
- # of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant
- # Main outcomes of completed legal actions, including any decisions or judgments

Materiality & Disclosure

Northern Star consistently evaluates and explores forthcoming opportunities for disclosure, encompassing reporting frameworks and standards to align with Company objectives. This process prioritises stakeholder input, which allows us to delineate material topics and refine our approach in response.

In our ongoing efforts to enhance the depth and calibre of our disclosures, we systematically gauge our voluntary reporting against key industry material topics as defined by prominent reporting standards and frameworks. This practice affords insight into our stakeholders' key areas of interest. Subsequently, we transparently share information enabling stakeholders to evaluate and benchmark our sustainability performance.

The Company's Materiality Matrix (Figure 6) was reviewed and updated during FY25 to continuously improve our disclosures, strategic action plans, and stakeholder engagement programs and ensure our FY25 Environment and Social Responsibility suite of disclosures contain the most material topics for our stakeholders.

The materiality assessment incorporated consideration of impacts that are potentially material to our industry according to GRI and SASB; changing regulatory and socioeconomic influences; results from social impact assessments and community feedback; commentary from external reviews, and interviews conducted by an independent third party with key stakeholder engagement resources.

Each disclosure contains information related to our governance processes around the material topic, as well as key information on compliance with minimum internal or regulatory standards and key performance metrics.

The Company's material topics for inclusion in this disclosure and the FY25 Annual Report are provided in Figure 7. These material topics were derived from our materiality assessment update which was undertaken in FY25.

The Northern Star FY25 Annual Report, FY25 Corporate Governance Statement, FY25 Modern Slavery Statement and our website disclosures also form part of our overall disclosure.

Figure 6 Northern Star's Materiality Matrix at 30 June 2025

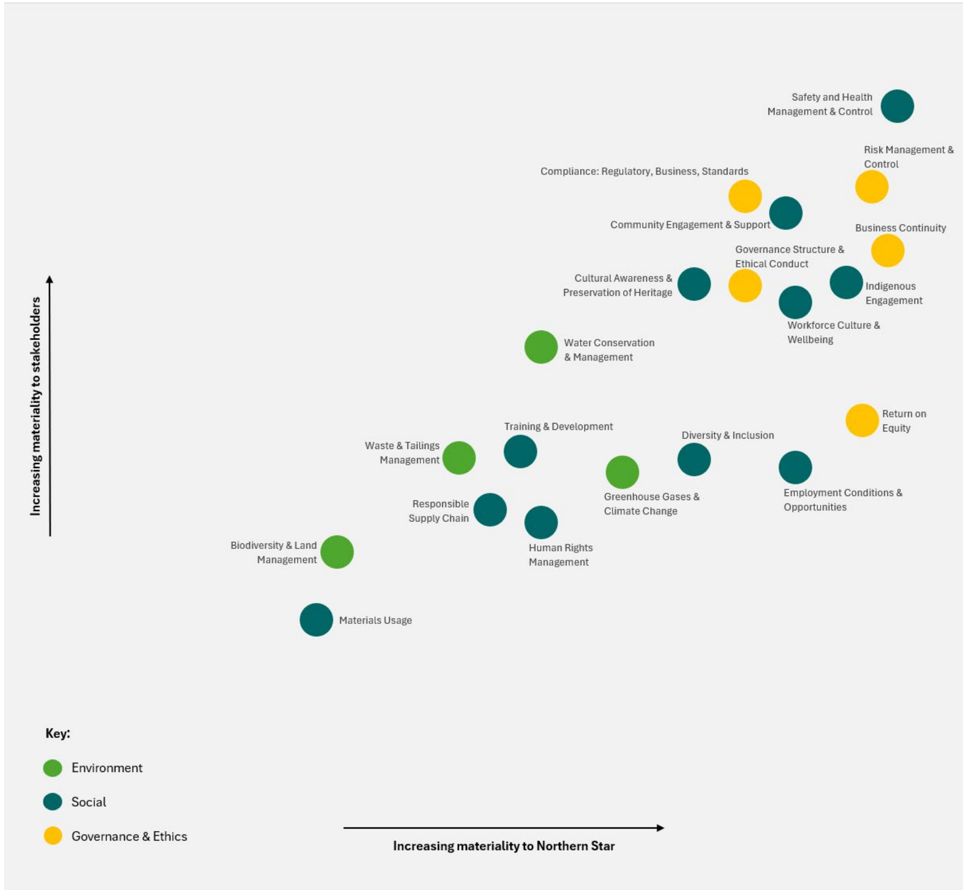


Figure 7 Material Topics for Disclosure in FY25

ESR Material Topics	ESR Disclosure Suite Module
• Governance structure & ethical conduct • Risk management & control	• ESR Approach
• Safety and health management & control	• Safety & Critical Risk
• Diversity & Inclusion • Employment conditions & opportunities • Training & development • Workforce culture & wellbeing	• People & Culture
• Community engagement & support • Indigenous engagement • Cultural awareness & preservation of heritage	• Community Engagement & Support
• Human rights management • Materials usage • Responsible supply chain	• Supply Chain Management
• Biodiversity & land management	• Environment Management
• Greenhouse gases & climate change	• Climate Change
• Water conservation & management	• Water Security
• Waste & tailings management	• Waste & Tailings Management

Voluntary Alignments & Commitments

In this disclosure we demonstrate our voluntary alignment with the following:

Figure 8 Voluntary Alignments

Global Reporting Initiative (GRI) Standards

The GRI Standards enable an organisation to report on their impacts on people, the environment, and the economy in a standardised manner. The aim is to increase an organisation's transparency in reporting and demonstrate its contribution to organisational sustainability.

Northern Star has prepared the reported information in accordance with the GRI Universal Standards. Northern Star's FY25 GRI, SASB and UN SDG Alignment Index is available on our Company website.

Sustainability Accounting Standards Board (SASB)

The SASB Standards are aimed at connecting businesses and investors on the financial impacts of sustainability.

Northern Star uses the Mining and Metals Sustainability Accounting Standard, updated in December 2021 to guide its sustainability disclosures.

United Nations Sustainable Development Goals (UN SDGs)

The United Nations members developed 17 Sustainable Development Goals, which are an urgent call for action by all countries in partnership to achieve a more sustainable future.

We recognise our impact on, and opportunity to positively contribute to all 17 UN SDGs. Northern Star has been reporting against the UN SDGs in our annual Sustainability Reports since 2018.

In FY25 we completed an updated assessment of our alignment with the goals (refer to our Sustainability Reporting website for additional information), which highlighted our priority is to focus on the following ten UN SDGs, because this is where we believe we make the greatest impact:

- UN SDG 1 – No poverty
- UN SDG 3 – Good health and wellbeing
- UN SDG 4 – Quality education
- UN SDG 5 – Gender equality
- UN SDG 6 – Clean water and sanitation
- UN SDG 8 – Decent work and economic growth
- UN SDG 10 – Reduced inequalities
- UN SDG 13 – Climate action
- UN SDG 15 – Life on land
- UN SDG 17 – Partnerships for the goals

Task Force on Climate-Related Financial Disclosures (TCFD)

The Financial Stability Board created the TCFD to improve and increase reporting of climate related financial information.

While the TCFD was disbanded in 2023 as the IFRS Foundation has taken over monitoring of progress of company's climate-related disclosures, companies are allowed to continue reporting their progress against the recommendations. As a result, Northern Star has continued to disclose in alignment with TCFD recommendations since 2019 for continuity purposes.

Australian Sustainability Reporting Standards

Australian Sustainability Reporting Standards set out the sustainability-related and climate-related financial disclosures for sustainability reports/general purpose financial reports.

Certain entities are required by the Corporations Act to comply with AASB S2 Climate-related Disclosures in their Annual Reports, this includes Northern Star in the FY26 Annual Report disclosures.

Northern Star has elected to demonstrate our alignment with most of the principles of AASB S2 in our FY25 Annual Report, with the early inclusion of a Sustainability Report. We will comply with the mandatory reporting requirements in our FY26 Annual Report disclosures, in accordance with regulatory requirements.

Entities may elect to apply the voluntary Standard AASB S1 General Requirements for Disclosure of Sustainability-related Financial Information. Northern Star has elected not to apply this standard at the current time due to our existing assured disclosures under the GRI Standards.

Taskforce on Nature-related Financial Disclosures (TNFD)

In July 2020, an initiative to bring together a Taskforce on Nature-related Financial Disclosures was announced, with a preparatory phase lasting until June 2021. With support from founding partners and funders, the TNFD was launched in June 2021.

The TNFD disclosure framework consists of conceptual foundations for nature-related disclosures, a set of general requirements, a set of recommended disclosures structured around the four recommendation pillars of governance, strategy, risk and impact management, and metrics and targets. This is consistent with the approach of the TCFD and the ISSB's IFRS Standards.

During FY25, Northern Star undertook a TNFD analysis of the Yandal Production Centre and we aim to take a staged approach in relation to TNFD disclosures.

We also participate in, or are included in, the following external ESG performance benchmarking initiatives and assessments conducted by global third-party rating agencies:

- CDP (Climate Change and Water Security)
- S&P Global (Dow Jones Best in Class)
- Sustainalytics
- MSCI
- ISS (Environmental, Social and Governance)
- FTSE4Good

In conjunction with these ratings, we have continued to focus on the quality and availability of our own ESG metrics and to allow transparency in the information we provide to our stakeholders. We also engage directly with investors and custodians, responding to general and specific questions about ESG practices within our operations.

We use the outcomes of these assessments and engagements to change or improve how we disclose our performance in ESG and consider what further steps we can take which may benefit the business and improve our ESG performance.

Our Stakeholders

Northern Star is committed to ongoing positive stakeholder collaboration and engagement. Our corporate governance framework adopted by the Board of Directors includes key policy documents which set out Northern Star's standards for stakeholder engagement.

Figure 9 Our stakeholders

We are dedicated to providing clear and unambiguous information regarding our corporate structure, operations, performance, and governance in our communications. This commitment serves to foster genuine dialogue with our shareholders and stakeholders.

Aligned with Northern Star's Continuous Disclosure Policy and Shareholder Communication Policy, our public disclosures adhere to principles of integrity, openness, fairness, and accountability.

Northern Star consistently evaluates and enhances our periodic disclosures to uphold these standards in all external communications.

In our pursuit of transparency, we actively engage with proxy advisors and extend invitations to shareholders for questions to our Board and Auditor before our Annual General Meeting.

This opportunity, whether in advance or during the meeting (whether in person or through hybrid meeting technology), underscores our dedication to open communication and accountability.

Industry Body Participation

In order to maintain a broad understanding of emerging social expectations and issues that relate to our business, we regularly engage with our host communities, investors, Indigenous stakeholders, governments and other relevant third parties.

We are active leaders and members in industry representative bodies, including:

Figure 10 Northern Star's Industry Body Participation

Chamber of Minerals & Energy (Western Australia)	Alaska Miners Association (USA)	Association of Mining & Exploration Companies (Australia)	Alaska Metal Mines (USA)
Chamber of Commerce & Industry (Western Australia)	National Mining Association (USA)	Australian Institute of Mining & Metallurgy	Gold Industry Group

Risk Management

The Audit and Risk Committee (ARC) oversees risk management, while the ESS Committee focuses specifically on addressing ESR risks, providing regular updates to the Board.

Environment and social responsibility factored prominently in our decision-making, strategic planning and risk management processes during FY25.

Leveraging our company-wide Risk Management Standard, we continued to identify and assess potential risks, ensuring that these risks receive due consideration from senior management and the Board.

Our process for the identification, analysis, evaluation, and treatment of risk, is in line with ISO 31000:2018 Risk Management - Guidelines. This process provides a consistent and structured approach to understanding, communicating and managing risk at Northern Star.

In FY25, management reviewed climate change related and other ESR risks, with updates communicated to the ESS Committee. These risks are integrated into the organisation's strategic risk profile. For information on our internal audit function refer to the FY25 Corporate Government Statement at Corporate Governance.

ESR Approach

Integrating ESR into our business strategy involves a Company wide approach that respects nature, supports and engages our community and values our workforce.

We aim to minimise our environmental impacts through practices and technological improvements, including renewable energy sources and efficient resource management. We are committed to responsible land management and minimising and mitigating long-term liabilities.

Engaging actively with local communities is central to our approach, building relationships based on trust and shared prosperity. We uphold fair labour standards and are committed to the safety and well-being of our workforce, fostering a culture of fairness, honesty and respect.

By embedding these principles into our strategy, we aim to create sustainable value for our Company, the environment, and all stakeholders involved.

Figure 11 Our Integrated ESR Approach

Operations
- Creating long term enduring value for all stakeholders
- Continued development and maintenance of a quality portfolio of assets
- Demonstrating innovation, adaptation and resilience

Nature
- Respect the natural environment
- Minimise and mitigate long term liabilities
- Design for long term nature-positive outcomes
- Contribute positively to environmental resilience

Community
- Trust and credibility through respectful engagement
- Positive contribution to social and economic development in our regions
- Employer of choice and respected business partner

Workforce
- Committed to a safe and healthy work environment
- Respectful, fair and honest interactions
- Build and promote a diverse and inclusive workforce
- Workforce engaged and committed to a sustainable future

Governance
- Responsible and ethical business culture and practices
- Demonstrating integrity in decision making and compliance with laws
- Transparency and honesty in disclosures

ESR Targets

Our ESR targets demonstrate the key areas where we are committed to continuous improvement. In FY25, we remained on track with our 10 focus areas. Progress towards our longer-term goals is actively underway.

Further insights into our efforts across these focus areas can be found in the respective sections of our ESR Disclosure Suite, detailing the ongoing initiatives undertaken by our business.

Table 1 ESR Targets

Focus Area	Category	Targets	Status at 30 June 2025 (on track to meet target)
Biodiversity	Report on progress of phased implementation of the TNFD	Conform by FY26	✓
Community Investment	Economic investments and commitments in host communities and regions per annum	maintain at least $6M annually	✓
Decarbonisation	Reduce Scope 1 and 2 absolute Emissions relative to 01 July 2020 baseline of 931k t CO_2-e	35% by 30 June 2030	✓
Diversity	Female representation (all employees)	maintain at least 23% annually	✓
	Female representation at the Board Level	maintain at least 30% annually	✓
Environment	Material environmental incidents	0 annually	✓
Human Rights	Implement risk mitigation plans for major contracts where suppliers are identified as having a high likelihood of impacting human rights	100%	✓
Indigenous Procurement	Disclosure of direct spend through sustainable supply contracts with Indigenous businesses	Annually	✓
Safety and Health	Fatalities	0 annually	✓
Tailings Management	Disclosures in accordance with the Northern Star's Global Tailings Management Standard	Annually	✓
Water Stewardship	Proportion of water recycled or reused per annum relative to net total water consumption	maintain at least 40% annually	✓
	Establish a baseline year for future water efficiency projects	Determine by FY26	✓

The "Blue Moon" from the Carosue Dam village
Carosue Dam Operations
Kalgoorlie Production Centre, Australia
Photo Credit: Jaxon Wilkins - Site Services Technician

ESR Performance Metrics

Category	Material Risk	Sustainability Metric	FY25	FY24	FY23
Environment	Biodiversity, GHG Emissions, Climate Change, Waste & Water Management	**Net Zero Ambition for Emissions by 2050**			
		Total Scope 1 & 2 GHG emissions (t CO_2-e)	**1,304,775**	1,240,319	1,206,278
		Scope 1 & 2 GHG emissions intensity (t CO_2-e/tonne ore processed)	**0.046**	0.045	0.045
		Scope 3 GHG emissions (t CO_2-e)	**1,156,717**	667,309	632,428
		Electricity consumed from renewable sources (GJ)	**311,384**	38,953	37,598
		2030 Emissions Reduction target	**35% reduction on FY20 baseline**		
		Responsible Environmental Stewardship			
		Cost of regulatory infringements received ($USD)	-	-	600,000
		Rehabilitation completed per annum (ha)	222	183	324
		Proportion of waste recycled/reused - excluding tailings or waste rock (T)	9,695	10,369	5,938
		Total volume of fresh and other water withdrawn (ML)	48.996	50,791	52,752
		Total volume of water recycled/reused (ML)	12,479	12,252	14,039
		Total volume of water discharges (ML)	25,276	28,547	27,717
		Net volume of fresh and other water consumed (ML)	22,991	24,217	25,029
		Total net water consumption efficiency (ML/tonne ore processed)	0.000817	0.000882	0.000943
Social	Employment Conditions & Opportunities	**Fostering Diversity & Inclusion**			
		Our employee workforce[2,3]	4,744	3,587	3,409
		Indigenous employment in Australia (%)[2,3]	2.41	2.48	2.27
		Female employment (%)[2,3]	22.8	23.4	23.1
	Training & Development	**Talent Management, Skills Development**			
		Graduates, Undergraduates, Trainees, Vacation Students & Interns[2,3]	276	307	247
		Apprentices (including trade upgrades)[2,3]	104	101	76
		Number of employees participated in leadership development training[2,3]	96	121	141
	Community Support & Engagement	**Managing Community Expectations & Demonstrating Contribution**			
		Total funds committed to community investment, and sponsorships (A$M)	7.24	6.25	6.68
		% Local employment Pogo[2,3]	52.2	56.8	59
		% Kalgoorlie workforce residential (excluding Carosue Dam)[2,3]	77	83.1	91
		Supporting Local and Indigenous businesses			
		Procurement spend (A$M):	5,123	3,975	3,054
		• Western Australia	3,868	2,942	2,228
		• Other Australia	512	390	412
		• Alaska	204	178	167
		• Other	539	465	248
		• Indigenous Procurement Direct Spend (A$M)	10.4	11.8	5.3
	Safety Management & Risk Control	**Safety Management & Risk Control**			
		Workforce Serious Injury Frequency Rate (DEMIRS)	2.9	2.1	N/A
		Lost Time Injury Frequency Rate: Contractors (GRI)	0.4	0.2	0.9
		Lost Time Injury Frequency Rate: Employees (GRI)	0.05	0.8	1.2
		Total Reportable Injury Frequency Rate: Contractors (GRI)	4.0	2.7	3.0
		Total Reportable Injury Frequency Rate: Employees (GRI)	5.7	2.0	3.6
		% close out of hazard identification events reported (GRI)[2]	98	96	99
	Compliance - Regulatory, Business, Standards	**Respecting Communities & Resolving Issues**			
		Total community complaints received	29	20	-
		Proportion of community complaints resolved	28	20	1
		Operations with Social Impact Assessment Reports	3 (43%)	3 (43%)	3 (43%)
Governance	Governance Structure & Ethical Conduct	**Demonstrating Ethical behaviour**			
		Whistleblower complaints received[2]	7	17	10
		Whistleblower complaints investigated[2]	7	17	10
	Business Continuity & Return on Equity	**Economic Contribution**			
		Dividends Paid (A$M)[2]	573	350	261
		Gold sold (Moz)[2]	1.63	1.62	1.56
		Total revenue (A$M)[2]	6.4	4.9	4.1
		Royalties paid to governments (A$M)[2]	189.6	129.6	99
		Cash Earnings (A$B)[2]	2.9	1.8	1.2

[2] Due to the nature of this data, FY24 and FY23 has not been restated to include Pilbara Operations.
[3] Excludes contractors

Appendix A: Minesite Disclosure Table

			Yandal Production Centre						Pilbara Operations		Pogo Production Centre		Kalgoorlie Production Centre					
	Corporate		Jundee Operations		Bronzewing Operations		Thunderbox Operations		Hemi Development Project		Pogo Operations		Carosue Dam Operations		Kalgoorlie Operations		KCGM Operations	
	Country	Australia	Country	Australia	Country	Australia	Country	Australia	Country	Australia	Country	Alaska	Country	Australia	Country	Australia	Country	Australia
GRI 14 Material Topics	**Topic Disclosures**	**Company Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**	**Topic Disclosures**	**Site Level Data**
GHG Emissions	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Air Emissions	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Biodiversity	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Waste	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Tailings	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Water & Effluents	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Closure & Rehabilitation	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Economic Impacts	Y	Y	Y								Y		Y		Y			
Local Communities	Y	Y	Y								Y		Y		Y			
Rights of Indigenous Peoples	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Land & Resource Rights	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Artisanal & Small-Scale Mining	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Security Practices	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Critical Incident Management	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Occupational Health & Safety	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Employment Practices	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Child Labour	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Forced Labour & Modern Slavery	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Freedom of Association & Collective Bargaining	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-Discrimination & Equal Employment Opportunity	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Anti-corruption	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Payments to Governments	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public Policy	Y	Y	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Conflict-affected & High-risk Areas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

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

Au
The chemical symbol for gold

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

Assurance
Third party assurance (whether limited or reasonable, stated in the assurance statement) by Bureau Veritas of all data relating to GRI core and material disclosures

B or bn
Billion

Board
Board of Directors

CDP
Carbon Disclosure Project

CO_2
Carbon dioxide

CO_2-e
The universal unit of measurement to indicate the global warming potential of each greenhouse gas, expressed in terms of the global warming potential of one unit of carbon dioxide. This unit is used to evaluate releasing (or avoiding releasing) different greenhouse gases against a common basis

Company
Northern Star Resources Ltd ABN 43 092 832 892

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

Corporations Act
Corporations Act 2001 (Cth)

CME
The Chamber of Minerals and Energy of Western Australia

DEMIRS
Department of Energy, Mines, Industry Regulation and Safety (Western Australian)

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

Doré
A doré bar is a semi-pure alloy of gold and silver. It is usually created at the site of a mine and then transported to a refinery for further purification.

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 website

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

FY
Financial Year ending 30 June

GAR
The Group Audit and Risk function

GHG
The seven greenhouse gases listed in the Kyoto Protocol—carbon dioxide (CO2); methane (CH4); nitrous oxide (N2O); hydrofluorocarbons (HFCs); nitrogen trifluoride (NF3); perfluorocarbons (PFCs) and sulphur hexafluoride (SF6)

GISTM
Global Industry Standard on Tailings Management

GJ
Gigajoule; one billion joules

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

GRI
Global Reporting Initiative

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

ha
Hectare

ICMM
International Council on Mining and Metals

K or k
Thousand

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

kl
kilolitre; one thousand litres

KMP
Key Management Personnel

KPI
Key Performance Indicator

Limited Assurance
Audit and assurance undertaken by an external auditor on whether the data or statements made in Northern Star's disclosures have been prepared in accordance with GRI

Local Procurement
Procurement from a defined area surrounding our Operations, established by selected postcode boundaries for Western Australia or State boundaries for Alaska and Northern Territory

Local Supplier
A supplier from a defined area surrounding our Operations, established by selected postcode boundaries for Western Australia or State boundaries for Alaska and Northern Territory

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

M or m
Million

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

ML
Mega-litre; one million litres

MW
megawatt; one million watts

Net Zero
Net Zero refers to achieving a balance between the amount of operational Scope 1 and Scope 2 greenhouse gas Emissions produced and those removed

Net Zero Ambition
Our Net Zero Ambition is our ambition to achieve Net Zero by 2050, as expressed in our Climate Change Policy available on our website

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

Operations
Mining, exploration and mineral processing activities conducted by Northern Star Resources in the three Regional Production Centres of Kalgoorlie, Yandal and Pogo and in the Hemi development project

Oz
Ounce

P&C
People and Culture

PEP
Performance Evaluation Process

Reasonable Assurance
Audit and assurance undertaken to a higher level on whether the data or statements in this or related disclosure(s) have been prepared in accordance with GRI

SASB
Sustainability Accounting Standards Board

Scope 1 Emissions
Emissions released to the atmosphere as a direct result of an activity, or series of activities at a facility level

Scope 2 Emissions
Emissions released to the atmosphere from the indirect consumption of an energy commodity

Scope 3 Emissions
Indirect greenhouse gas Emissions other than Scope 2 Emissions that are generated in the wider economy.They occur as a consequence of the activities of a facility, but from sources not owned or controlled by that facility's business

shareholder
A shareholder of Northern Star Resources Ltd

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

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

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

T or t
Tonnes; one thousand kilograms

TCFD
Task Force on Climate-related Financial Disclosures

TNFD
The Taskforce on Nature-related Financial Disclosures

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

TSF
Tailings Storage Facility

UN
United Nations

UN SDG(s)
The United Nations Sustainable Development Goals

US or USA
United States of America

WA
Western Australia

WHS
Work, Health and Safety

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

Dave Holle - Processing Manager
KCGM Operations
Kalgoorlie Production Centre, Western Australia

Contact Information

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

Northern Star Resources Ltd

ABN 43 092 832 892

Corporate office

Level 4, 500 Hay Street, Subiaco WA 6008 Australia

Telephone

+61 8 6188 2100

Website

www.nsrltd.com

Email

ESG Enquiries	esgperformance@nsrltd.com
Investor Relations	investorrelations@nsrltd.com
General Enquiries	info@nsrltd.com
Media Officer	mediaofficer@nsrltd.com
Company Secretary	compliance@nsrltd.com
ASX Code	NST
Share Registry	Automic Group

Additional Website ESR Disclosures:

Environment & Social Responsibility Approach
People & Culture at Northern Star
Safety & Critical Risk Control at Northern Star
Community 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:
Kanowna Belle processing plant at sunrise
Kanowna Belle Operations
Kalgoorlie Production Centre, Western Australia
Photo Credit: **Lesley van der Merwe - Tradesperson | Fixed Plant Boilermaker**