



Northern Star Resources

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Read full terms of disclosure](#)

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☒ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☒ AUD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☒ Privately owned organization

(1.3.3) Description of organization

Northern Star Resources Ltd is a global-scale Australian gold producer listed on the Australian Securities Exchange (ASX: NST). Northern Star continues to safely and responsibly deliver strong operational performance, driving significant Cash Earnings in line with our Purpose of generating superior returns for our shareholders. We are proud of the strong platform we have built on which to achieve our Purpose and deliver our five-year profitable growth strategy in FY26, targeting 2Moz production per annum. We maintain our focus on the organic growth of the three large scale production centres which we operate in the world class locations of Western Australia and Alaska, through targeted exploration programs and expanding the operating lives of our operations by investing in expansions to maximise efficiencies. 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. 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.

[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

06/29/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☒ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☒ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☒ 3 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☒ 3 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☒ 3 years

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

6414900000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☒ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

USQ6951UAA99

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

AU0000000NST8

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

Q6951U101

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

NST

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

6717456

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

254900XFXCRYYZAX6M78

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

755830911

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☒ Yes

(1.6.2) Provide your unique identifier

A0BLDY
[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

- ☒ Australia
- ☒ United States of America

(1.17) In which part of the metals and mining value chain does your organization operate?

Mining
☒ Gold

(1.18) Provide details on the mining projects covered by this disclosure, by specifying your project(s) type, location and mining method(s) used.

Row 1

(1.18.1) Mining project ID

Select from:
☒ Project 1

(1.18.2) Name

Carosue Dam Operations (includes Carosue Dam and Porphyry)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-30.153752

(1.18.6) Longitude

122.350349

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut and underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining Carosue Dam Operations (CDO) includes the Carosue Dam and Porphyry Projects. Northern Star acquired the original CDO assets in 2006 and commenced commercial gold production (openpit and underground) in 2010. For more information regarding our mine assets, please refer to our website: www.nsr ltd.com/our-assets/kalgoorlie-operations/

Row 2

(1.18.1) Mining project ID

Select from:

☒ Project 2

(1.18.2) Name

Kalgoorlie Operations (includes Kanowna Belle and South Kalgoorlie Operations).

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-30.603864

(1.18.6) Longitude

121.578231

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut and underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining Kanowna Belle open pit gold mining commenced in 1993, with full underground production in 1998. The KB Operations were acquired by Northern Star in 2014. The South Kalgoorlie Operations (SKO) gold mining commenced in 1987 and were acquired by Northern Star in 2018. For more information regarding our mine assets, please refer to our website: www.nsrld.com/our-assets/kalgoorlie-operations/

Row 3

(1.18.1) Mining project ID

Select from:

☒ Project 3

(1.18.2) Name

KCGM Operations (includes Fimiston, Mt Charlotte and Gidji)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-30.777598

(1.18.6) Longitude

121.50389

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut and underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining KCGM Operations include the Fimiston open pit (Super Pit), Fimiston and Mt Charlotte underground mines and the Fimiston and Gidji processing plants. Kalgoorlie Consolidated Gold Mines Pty Ltd (KCGM) was formed to manage the KCGM Operations in 1989. The KCGM Operations became 100% Australian-owned by northern star on 3 January 2020. For more information regarding our mine assets, please refer to our website: www.nsr ltd.com/our-assets/kalgoorlie-operations/

Row 4

(1.18.1) Mining project ID

Select from:

☒ Project 4

(1.18.2) Name

Jundee Operations (includes Jundee, Ramone and Julius)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-26.358869

(1.18.6) Longitude

120.620634

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut and underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining Production commenced in 1995 from a complex of open pits (now ceased), and in 1997 from two underground mines. Jundee was acquired by Northern Star in 2014. Ore is currently sourced from the Jundee and Ramone underground mines and the Julius open pit. For more information regarding our mine assets, please refer to our website: www.nsrld.com/our-assets/kalgoorlie-operations/

Row 5

(1.18.1) Mining project ID

Select from:

☒ Project 5

(1.18.2) Name

Bronzewing Operations (includes Orelia)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-27.383406

(1.18.6) Longitude

121.005978

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining The Bronzewing open pit gold mine commenced production in 1991. Northern Star acquired the Bronzewing Operations in 2019, after being on care and maintenance since March 2013. For more information regarding our mine assets, please refer to our website: www.nsrld.com/our-assets/kalgoorlie-operations/

Row 6

(1.18.1) Mining project ID

Select from:

☒ Project 6

(1.18.2) Name

Thunderbox Operations (includes Thunderbox, Otto Bore, Bannockburn, and Wonder)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-28.192009

(1.18.6) Longitude

121.008142

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Open-cut and underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining Northern Star acquired the Thunderbox Operations (TBO) in 2014 and commenced commercial gold production in 2016. Ore is currently sourced from the Thunderbox underground, Thunderbox open pits (D Zone and Otto Bore) plus the satellite Orelia open pit. The Wonder underground continues to ramp-up with high-grade ore feed expected from FY25. For more information regarding our mine assets, please refer to our website: www.nsrld.com/our-assets/kalgoorlie-operations/

Row 7

(1.18.1) Mining project ID

Select from:

☒ Project 7

(1.18.2) Name

Pogo Operations (includes Pogo)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ United States of America

(1.18.5) Latitude

64.453265

(1.18.6) Longitude

-144.902773

(1.18.7) Project stage

Select from:

☒ Production

(1.18.8) Mining method

Select from:

☒ Underground

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Gold Mining The Pogo mine commenced gold production in 2006. Northern Star acquired the Pogo Mine in 2018. Mining at Pogo is via underground mining methods. Four portals are in use which provide access to the various underground mining block areas. For more information regarding our mine assets, please refer to our website: www.nsrld.com/our-assets/kalgoorlie-operations/

Row 8

(1.18.1) Mining project ID

Select from:

☒ Project 9

(1.18.2) Name

Tanami

(1.18.3) Share (%)

50

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-19.89005

(1.18.6) Longitude

128.83656

(1.18.7) Project stage

Select from:

☒ Exploration

(1.18.8) Mining method

Select from:

☒ Other, please specify :Tenements

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Exploration activities on tenement blocks.

Row 9

(1.18.1) Mining project ID

Select from:

☒ Project 8

(1.18.2) Name

Pilbara Operations (includes the Hemi Development Project)

(1.18.3) Share (%)

100

(1.18.4) Country/Area

Select from:

☒ Australia

(1.18.5) Latitude

-20.862439

(1.18.6) Longitude

118.429754

(1.18.7) Project stage

Select from:

☒ Exploration

(1.18.8) Mining method

Select from:

☒ Other, please specify :Exploration

(1.18.9) Raw material(s)

Select all that apply

☒ Gold

(1.18.12) Description of project

Northern Star acquired the Hemi Development Project from De Grey Mining Limited by way of a Court-approved Scheme of Arrangement on 5 May 2025. The Hemi discovery is an intrusion-hosted form of gold mineralisation new to the Pilbara region and shows a scale of mineralisation not previously encountered in the Mallina Basin. Gold mineralisation at Hemi is hosted in a series of intrusions associated with stringer and disseminated sulphide rich zones. The high value of the discovery is driven by its size, grade continuity and growth potential. Hemi has a mineral estimate of 11.2Moz and the potential to be mined by large-scale, low strip ratio, low-cost open pit mining. Hemi currently comprises six main zones – Aquila, Brolga, Crow, Diucon, Eagle and Falcon. Mineralisation has been confirmed over an area of +2,000m north-south, +3,500m east-west and to depths of up to 500m in some areas. Hemi remains open in multiple directions and significant potential remains to further extend mineralisation.

[Add row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- ☒ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

- ☒ Upstream value chain
☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- ☒ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- ☒ Tier 3 suppliers

(1.24.7) Description of mapping process and coverage

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.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☒ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☒ Not an immediate strategic priority

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

*Single use plastic items are not a material volume of our current waste streams on our Operational sites, therefore current priority is on material waste stream types.
[Fixed row]*

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Horizon 1: Operational Horizon 1 represents risks to delivering the core business and operational activities of the organisation, focusing on optimising existing operations, improving efficiencies, and driving incremental growth in support of delivering NST's 5 Year Strategy objectives. The primary objective of Horizon 1 is to deliver consistent performance and meet short-term objectives and market expectations. Generally, these risks are owned and controlled by Management.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Horizon 2: Strategy delivery Horizon 2 represents risks to delivering NST's 5 Year Strategy. Generally, these risks are owned and monitored by Executive Management.

Long-term

(2.1.1) From (years)

5

(2.1.2) Is your long-term time horizon open ended?

Select from:

☒ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Horizon 3: Business sustainability Horizon 3 represents risks to the longer-term sustainability of the organisation, beyond the current 5 Year Strategy. It acknowledges and monitors external factors that may impact the organisation. Horizon 3 initiatives often involve high uncertainty and risk, requiring long-term vision and strategic partnerships. Generally, these risks are the focus of the Board, supported by Executive Management.

[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process	Biodiversity impacts evaluated before the mining project development stage
	Select from: ☒ Yes	Select from: ☒ Both dependencies and impacts	Select from: ☒ Yes, in all cases

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☒ Yes	Select from: ☒ Both risks and opportunities	Select from: ☒ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☒ Direct operations

(2.2.2.4) Coverage

Select from:

☒ Full

(2.2.2.7) Type of assessment

Select from:

☒ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☒ More than once a year

(2.2.2.9) Time horizons covered

Select all that apply

☒ Short-term

☒ Medium-term

☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
- ☒ TNFD – Taskforce on Nature-related Financial Disclosures

Enterprise Risk Management

- ☒ Enterprise Risk Management
- ☒ ISO 31000 Risk Management Standard

International methodologies and standards

- ☒ Environmental Impact Assessment
- ☒ IPCC Climate Change Projections

Databases

- ☒ Other databases, please specify :Greenbase

Other

- | | |
|--|---|
| ☒ Scenario analysis | ☒ Jurisdictional/landscape assessment |
| ☒ Desk-based research | ☒ Partner and stakeholder consultation/analysis |
| ☒ External consultants | |
| ☒ Materiality assessment | |
| ☒ Internal company methods | |

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☑ Drought
- ☑ Landslide
- ☑ Wildfires
- ☑ Heat waves
- ☑ Subsidence

Chronic physical

- ☑ Heat stress
- ☑ Water stress
- ☑ Change in land-use
- ☑ Changing wind patterns
- ☑ Temperature variability
- ☑ Changing temperature (air, freshwater, marine water)
- ☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

- ☑ Carbon pricing mechanisms
- ☑ Changes to national legislation
- ☑ Poor coordination between regulatory bodies
- ☑ Increased difficulty in obtaining operations permits
- ☑ Changes to international law and bilateral agreements

Market

- ☑ Availability and/or increased cost of certified sustainable material
- ☑ Availability and/or increased cost of raw materials
- ☑ Changing customer behavior
- ☑ Uncertainty in the market signals

Reputation

- ☑ Impact on human health
- ☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

- ☑ Cyclones, hurricanes, typhoons
- ☑ Rupture of tailings dams and toxic spills
- ☑ Heavy precipitation (rain, hail, snow/ice)
- ☑ Flood (coastal, fluvial, pluvial, ground water)
- ☑ Storm (including blizzards, dust, and sandstorms)

- ☑ Limited area for disposing solid waste
- ☑ Water quality at a basin/catchment level
- ☑ Precipitation or hydrological variability
- ☑ Increased severity of extreme weather events
- ☑ Water availability at a basin/catchment level

- ☑ Lack of mature certification and sustainability standards

- ☒ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
- ☒ Stakeholder conflicts concerning water resources at a basin/catchment level
- ☒ Stigmatization of sector

Technology

- ☒ Dependency on water-intensive energy sources
- ☒ Data access/availability or monitoring systems
- ☒ Transition to lower emissions technology and products
- ☒ Transition to water intensive, low carbon energy sources
- ☒ Unsuccessful investment in new technologies

Liability

- ☒ Exposure to litigation
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- | | |
|--|--|
| ☒ NGOs | ☒ Local communities |
| ☒ Employees | ☒ Indigenous peoples |
| ☒ Investors | |
| ☒ Suppliers | |
| ☒ Regulators | |

(2.2.2.16) Further details of process

Major refresh of the organisations risk approach has resulted in Climate Change and Water risks being embedded in each site's operations risk registers. Annual review of strategic risks also considers climate change.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☒ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☒ Direct operations

(2.2.2.4) Coverage

Select from:

☒ Full

(2.2.2.7) Type of assessment

Select from:

☒ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

☒ Annually

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national
- ☒ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
- ☒ TNFD – Taskforce on Nature-related Financial Disclosures
- ☒ WRI Aqueduct

Enterprise Risk Management

- ☒ ISO 31000 Risk Management Standard

International methodologies and standards

- ☒ Environmental Impact Assessment
- ☒ ISO 14001 Environmental Management Standard

Databases

- ☒ Other databases, please specify :Greenbase

Other

- ☒ Scenario analysis
- ☒ Desk-based research
- ☒ External consultants
- ☒ Materiality assessment
- ☒ Internal company methods
- ☒ Jurisdictional/landscape assessment
- ☒ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- ☒ Drought
- ☒ Flood (coastal, fluvial, pluvial, ground water)
- ☒ Heavy precipitation (rain, hail, snow/ice)
- ☒ Pollution incident

Chronic physical

- ☒ Water stress
- ☒ Saline intrusion
- ☒ Groundwater depletion
- ☒ Declining water quality
- ☒ Poorly managed sanitation
- ☒ Water quality at a basin/catchment level
- ☒ Precipitation or hydrological variability
- ☒ Increased severity of extreme weather events
- ☒ Water availability at a basin/catchment level
- ☒ Seasonal supply variability/interannual variability
- ☒ Declining ecosystem services
- ☒ Increased ecosystem vulnerability
- ☒ Rationing of municipal water supply
- ☒ Acid rock drainage and metal leaching
- ☒ Limited area for disposing solid waste
- ☒ Changing temperature (air, freshwater, marine water)
- ☒ Changing precipitation patterns and types (rain, hail, snow/ice)
- ☒ Increased levels of environmental pollutants in freshwater bodies

Policy

- ✓ Increased pricing of water
- ✓ Regulation of discharge quality/volumes
- ✓ Increased difficulty in obtaining operations permits
- ✓ Lack of mature certification and sustainability standards
- ✓ Increased difficulty in obtaining water withdrawals permit
- ✓ Statutory water withdrawal limits/changes to water allocation
- ✓ Mandatory water efficiency, conservation, recycling, or process standards
- ✓ Uncertainty and/or conflicts involving land tenure rights and water rights
- ✓ Introduction of regulatory standards for previously unregulated contaminants

Market

- ✓ Availability and/or increased cost of raw materials
- ✓ Changing customer behavior
- ✓ Inadequate access to water, sanitation, and hygiene services (WASH)

Reputation

- ✓ Impact on human health
- ✓ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ✓ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)
- ✓ Stakeholder conflicts concerning water resources at a basin/catchment level
- ✓ Stigmatization of sector

Technology

- ✓ Dependency on water-intensive energy sources
- ✓ Data access/availability or monitoring systems
- ✓ Transition to water efficient and low water intensity technologies and products
- ✓ Transition to water intensive, low carbon energy sources
- ✓ Unsuccessful investment in new technologies

Liability

- ✓ Exposure to litigation
- ✓ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- | | |
|---|--|
| ☒ NGOs | ☒ Regulators |
| ☒ Customers | ☒ Local communities |
| ☒ Employees | ☒ Indigenous peoples |
| ☒ Investors | ☒ Water utilities at a local level |
| ☒ Suppliers | ☒ Other water users at the basin/catchment level |

(2.2.2.16) Further details of process

Major refresh of the organisations risk approach has resulted in Climate Change and Water risks being embedded in each site's operations risk registers. Annual review of strategic risks also considers climate change.

Row 3

(2.2.2.1) Environmental issue

Select all that apply

- ☒ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- ☒ Direct operations

(2.2.2.4) Coverage

Select from:

- ☒ Full

(2.2.2.7) Type of assessment

Select from:

- ☒ Quantitative only

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Every three years or more

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local

☒ Sub-national

☒ National

(2.2.2.12) Tools and methods used

International methodologies and standards

☒ IPCC Climate Change Projections

☒ Other international methodologies and standards, please specify :NGFS

Databases

☒ Nation-specific databases, tools, or standards

☒ Other databases, please specify

Other

☒ Desk-based research

☒ External consultants

(2.2.2.13) Risk types and criteria considered

Chronic physical

☒ Heat stress

☒ Changing temperature (air, freshwater, marine water)

☒ Temperature variability

☒ Precipitation or hydrological variability

☒ Increased severity of extreme weather events

☒ Water availability at a basin/catchment level

Policy

☒ Other policy, please specify :Divergent Net Zero - NGFS

Row 4

(2.2.2.1) Environmental issue

Select all that apply

☒ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☒ Direct operations

(2.2.2.4) Coverage

Select from:

☒ Partial

(2.2.2.6) Mining projects covered

Select all that apply

☒ Project 4

☒ Project 5

☒ Project 6

(2.2.2.7) Type of assessment

Select from:

- ☒ Qualitative only

(2.2.2.8) Frequency of assessment

Select from:

- ☒ Every three years or more

(2.2.2.9) Time horizons covered

Select all that apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

Select from:

- ☒ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- ☒ Site-specific
- ☒ Local
- ☒ Sub-national

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
- ☒ TNFD – Taskforce on Nature-related Financial Disclosures

Enterprise Risk Management

- ☒ Internal company methods

☒ ISO 31000 Risk Management Standard

International methodologies and standards

☒ Environmental Impact Assessment

☒ ISO 14001 Environmental Management Standard

Databases

☒ Nation-specific databases, tools, or standards

☒ Regional government databases

☒ Other databases, please specify

Other

☒ Desk-based research

☒ External consultants

☒ Internal company methods

[Add row]

(2.2.3) Provide mining-specific details of your organization's process for identifying, assessing, and managing biodiversity impacts.

Row 1

(2.2.3.1) Mining project ID

Select from:

☒ Project 1

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

- ☒ Direct impacts
- ☒ Indirect impacts
- ☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements
- ☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 2

(2.2.3.1) Mining project ID

Select from:

☒ Project 2

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 3

(2.2.3.1) Mining project ID

Select from:

☒ Project 3

(2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 4

(2.2.3.1) Mining project ID

Select from:

☒ Project 4

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements
- ☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 5

(2.2.3.1) Mining project ID

Select from:

- ☒ Project 5

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

- ☒ Direct impacts
- ☒ Indirect impacts
- ☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements
- ☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 6

(2.2.3.1) Mining project ID

Select from:

☒ Project 6

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 7

(2.2.3.1) Mining project ID

Select from:

☒ Project 7

(2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 8

(2.2.3.1) Mining project ID

Select from:

☒ Project 8

(2.2.3.2) Extent of assessment

Select from:

☒ Full-scale environmental and social impact assessment

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

- ☒ Indirect impacts
- ☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

- ☒ Governmental agency requirements
- ☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

- ☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

- ☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations

Row 9

(2.2.3.1) Mining project ID

Select from:

- ☒ Project 9

(2.2.3.2) Extent of assessment

Select from:

☒ Other, please specify :Detailed environmental assessments including surveys and mapping, and consideration of existing land uses (including pastoral and Indigenous use).

(2.2.3.3) Impacts considered

Select all that apply

☒ Direct impacts

☒ Indirect impacts

☒ Cumulative impacts

(2.2.3.4) Scope defined by

Select all that apply

☒ Governmental agency requirements

☒ Company own standards and/or policies

(2.2.3.6) Baseline biodiversity data available

Select from:

☒ Yes

(2.2.3.7) Environmental Impact Statement publicly available

Select from:

☒ Yes

(2.2.3.8) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. The understanding of biodiversity values

gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☒ Yes

(2.2.7.2) Description of how interconnections are assessed

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. Strategic risks are those that could impact on Northern Star's ability to achieve our long-term sustainability and value objectives. These are categorised as risks to Operational Performance, Social Licence to Operate, Growth or as External risks and are depicted overleaf. They include the key environmental and social risks to which the Company has an exposure that are likely to affect Northern Star's financial position or operating performance. For further information please refer to: FY25 Annual Report - pages 44-51. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsr ltd. com/ media / vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf](https://www.nsr ltd. com/ media / vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf)
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☒ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

- ☒ Areas important for biodiversity
- ☒ Areas of high ecosystem integrity
- ☒ Areas of rapid decline in ecosystem integrity
- ☒ Areas of limited water availability, flooding, and/or poor quality of water
- ☒ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water
- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Northern Star undertakes baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. Northern Star utilises external expertise, but we also seek input from appropriate internal and external stakeholders. We are increasingly consulting with Traditional Owners to understand the cultural values associated with biodiversity by conducting ethnobotanical and in some cases ethnozoological surveys. For water, Northern Star undertakes a risk assessment every time a new water source is identified. Baseline surface and groundwater hydrology and geochemical characterisations are conducted for new projects or project expansions as relevant. All water discharges and water harvesting are managed in accordance with licence requirements, environmental management plans and in consultation with stakeholders. Northern Star has also assessed each of its sites to determine their current and potential future "Water Stress" classifications in accordance with Aqueduct 4.0 Water Risk Atlas4, the latest iteration of the Water Risk Atlas. For more information, please refer to our Environmental and Water disclosures on our website: www.nsrld.com/media/4rafryiv/fy24-esr-suite-water-security.pdf www.nsrld.com/media/krtjvldw/fy24-esr-suite-environmental-management.pdf For priority locations please refer to our Biodiversity values: www.nsrld.com/media/tcrpxcot/fy24-northern-star-biodiversity-values.pdf

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

- ☒ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

fy25-northern-star-biodiversity-values.pdf

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☒ EBITDA

(2.4.3) Change to indicator

Select from:

☒ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

500000000

(2.4.6) Metrics considered in definition

Select all that apply

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

☒ Other, please specify :Consequence - A risk event can have multiple causes and consequences and can affect multiple objectives. Where a risk event has multiple consequences, the assessed consequence should be the highest rating level in any consequence category.

(2.4.7) Application of definition

Northern Star has in place a Risk Management Standard (NSR-COR-019A-STA) containing Risk Assessment Criteria relevant to the consequence and likelihood of occurrence of events. The consequence is rated from Insignificant (1) through to Catastrophic (5). It is assessed over multiple categories such as Financial, Safety, Health, Community, Heritage, Environment, Legal/Compliance and Reputation. The likelihood represents the probability of the selected level of consequence occurring if the risk were to eventuate within the defined timeframe. This ranges from Rare (E) to Almost Certain (A). The risks for an event are assessed using a Risk Matrix against these two categories to produce a Risk Rating of Low/Medium/High or Extreme. The Company has implemented an enterprise-wide risk management system, CGR Foundation, to record, track and report on risk management activities

Opportunities

(2.4.1) Type of definition

Select all that apply

☒ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

☒ Other, please specify :Consequence - A risk event can have multiple causes and consequences and can affect multiple objectives. Where a risk event has multiple consequences, the assessed consequence should be the highest rating level in any consequence category.

(2.4.7) Application of definition

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[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☒ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

Monitoring allows us to ensure all water-related infrastructure complies with licence requirements and is maintained to minimise the risk of unintended spills or discharges to the environment. Most aquifers in the Goldfields are of poor quality with total dissolved solids (TDS) ranging from 50,000-300,000mg/L (sea water is about 35,000mg/L; Freshwater TDS is <1,000mg/L). As a result, we use a mix of fresh and saline/hypersaline groundwater where possible, as using large quantities of fresh water for gold processing is not appropriate nor efficient. Northern Star Production Centres have in place detailed management and control systems, which include but are not limited to: • Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN and organic matter depending on the water origin; • Monitoring aims to verify that Northern Star has remained compliant with environmental and regulatory compliance requirements, as well as providing valuable insights into efficiency opportunities and detection of potential issues with water sources; • Flow meters and water mass balancing to measure and manage site water transfers. Flow meters are installed at drawpoints as well as discharge points to monitor both abstraction and discharge volumes; • Control systems for automation of water transfers (leak detections systems, density control etc); and • Sites may have specific emergency preparedness and response procedures to address uncontrolled releases of saline/hypersaline water and tailings/process water. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☒ Oil

(2.5.1.2) Description of water pollutant and potential impacts

Oil pollution can have a devastating effect on the water environment, it spreads over the surface in a thin layer that stops oxygen getting to the plants and animals that live in the water.

(2.5.1.3) Value chain stage

Select all that apply

☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☒ Water recycling

☒ Resource recovery

☒ Upgrading of process equipment/methods

☒ Requirement for suppliers to comply with regulatory requirements

☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Northern Star Production Centres have in place detailed management and control systems, which include but are not limited to: • Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN and organic matter depending on the water origin; • Monitoring aims to verify that Northern Star has remained compliant with environmental and regulatory compliance requirements, as well as providing valuable insights into efficiency opportunities and detection of potential issues with water sources; • Flow meters and water mass balancing to measure and manage site water transfers. Flow meters are installed at drawpoints as well as discharge points to monitor both abstraction and discharge volumes³; • Control systems for automation of water transfers (leak detections systems, density control etc); and • Sites may have specific emergency preparedness and response procedures to address uncontrolled releases of saline/hypersaline water and tailings/process water. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

Row 2

(2.5.1.1) Water pollutant category

Select from:

☒ Nitrates

(2.5.1.2) Description of water pollutant and potential impacts

Nitrates are essential plant nutrients, but in excess amounts they can cause significant water quality problems. Nitrates in excess amounts can accelerate eutrophication, causing dramatic increases in aquatic plant growth and changes in the types of plants and animals that live in the stream

(2.5.1.3) Value chain stage

Select all that apply

☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☒ Water recycling

☒ Resource recovery

☒ Upgrading of process equipment/methods

☒ Requirement for suppliers to comply with regulatory requirements

☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Northern Star Production Centres have in place detailed management and control systems, which include but are not limited to: • Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN and organic matter depending on the water origin; • Monitoring aims to verify that Northern Star has remained compliant with environmental and regulatory compliance requirements, as well as providing valuable insights into efficiency opportunities and detection of potential issues with water sources; • Flow meters and water mass balancing to measure and manage site water transfers. Flow meters are installed at drawpoints as well as discharge points to monitor both abstraction and discharge volumes; • Control systems for automation of water transfers (leak detections systems, density control etc); and • Sites may have specific emergency preparedness and response procedures to

address uncontrolled releases of saline/hypersaline water and tailings/process water. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

Row 3

(2.5.1.1) Water pollutant category

Select from:

☒ Pathogens

(2.5.1.2) Description of water pollutant and potential impacts

Pathogens are disease causing bacteria, viruses, or parasites. These microorganisms that can cause disease in humans and animals especially if they enter the drinking water systems.

(2.5.1.3) Value chain stage

Select all that apply

☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☒ Water recycling

☒ Resource recovery

☒ Upgrading of process equipment/methods

☒ Requirement for suppliers to comply with regulatory requirements

☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Northern Star Production Centres have in place detailed management and control systems, which include but are not limited to: • Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN and organic matter depending on the water

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Row 4

(2.5.1.1) Water pollutant category

Select from:

- ☒ Other physical pollutants

(2.5.1.2) Description of water pollutant and potential impacts

Physical pollution is change in physical properties of water e.g. temperature, colour, turbidity, suspended solids etc. It is caused due to waste heat, construction, eroded stream banks, mining sites. These physical pollutants can, for example, effect the oxygen levels in water and have a negative impact on the ecosystems.

(2.5.1.3) Value chain stage

Select all that apply

- ☒ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

- ☒ Water recycling
- ☒ Resource recovery
- ☒ Upgrading of process equipment/methods
- ☒ Requirement for suppliers to comply with regulatory requirements
- ☒ Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements
- ☒ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

(2.5.1.5) Please explain

Northern Star Production Centres have in place detailed management and control systems, which include but are not limited to: • Conducting groundwater and surface water quality monitoring. This may include analyses such as pH, TDS, elemental analysis, chlorine, WAD CN and organic matter depending on the water origin; • Monitoring aims to verify that Northern Star has remained compliant with environmental and regulatory compliance requirements, as well as providing valuable insights into efficiency opportunities and detection of potential issues with water sources; • Flow meters and water mass balancing to measure and manage site water transfers. Flow meters are installed at drawpoints as well as discharge points to monitor both abstraction and discharge volumes³; • Control systems for automation of water transfers (leak detections systems, density control etc); and • Sites may have specific emergency preparedness and response procedures to address uncontrolled releases of saline/hypersaline water and tailings/process water. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsr ltd.com/media/3oagazru/fy25-water-security.pdf>

[Add row]

(2.6) By river basin, what number of active and inactive tailings dams are within your control?

Row 1

(2.6.1) Country/area & River basin

Australia

☒ Other, please specify :Western Plateau - Salt Lakes

(2.6.2) Number of tailings dams in operation

18

(2.6.3) Number of inactive tailings dams

26

(2.6.4) Comment

Yandal Production Centre, including Jundee, Bronzewing and Thunderbox. Kalgoorlie Production Centre, including Carosue Dam, Kanowna Belle, KCGM and South Kalgoorlie. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsr ltd.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>

Row 2

(2.6.1) Country/area & River basin

Australia

☒ Other, please specify :Western Plateau Division - Mackay

(2.6.2) Number of tailings dams in operation

0

(2.6.3) Number of inactive tailings dams

14

(2.6.4) Comment

Central Tanami Operations. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>

Row 3

(2.6.1) Country/area & River basin

United States of America

☒ Yukon River

(2.6.2) Number of tailings dams in operation

1

(2.6.3) Number of inactive tailings dams

0

(2.6.4) Comment

Pogo Production Centre. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>

Row 4

(2.6.1) Country/area & River basin

Australia

☒ Other, please specify :Turner River

(2.6.2) Number of tailings dams in operation

0

(2.6.3) Number of inactive tailings dams

0

(2.6.4) Comment

Pilbara Operations Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>
[Add row]

(2.6.1) Do you evaluate and classify the tailings dams under your control according to the consequences of their failure to human health and ecosystems?

(2.6.1.1) Evaluation of the consequences of tailings dam failure

Select from:

- ☒ Yes, we evaluate the consequences of tailings dam failure

(2.6.1.2) Evaluation/Classification guideline(s)

Select all that apply

- ☒ Australian National Committee on Large Dams (ANCOLD)
- ☒ Canadian Dam Association (CDA)
- ☒ Other, please specify :APEGBC 2016, ICMM 2016, ICOLD 2011, DMIRS 1998/2013/2015, Alaska Dam Safety Program, Internal Standards.

(2.6.1.3) Tailings dams have been classified as 'hazardous' or 'highly hazardous'

Select from:

- ☒ None of our tailings dams have been classified as 'hazardous' or 'highly hazardous' (or equivalent)

(2.6.1.4) Please explain

Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>
[Fixed row]

(2.6.3) To manage the potential impacts to human health or water ecosystems associated with the tailings dams in your control, what procedures are in place for all of your dams?

Row 1

(2.6.3.1) Procedure

Select from:

- ☒ Assurance program

(2.6.3.2) Detail of the procedure

Assurance program

- ☒ An assurance program for each phase of the facilities' life that includes the frequency of the various levels of inspections, audits and reviews
- ☒ An assurance program for each phase of the facilities' life that includes the scope of the various levels of inspections, audits and reviews
- ☒ An assurance program that details the competence requirements for the persons undertaking the inspections, audits and reviews
- ☒ An assurance program that includes an external audit covering the life of facility or the operating plans

(2.6.3.3) Please explain

Northern Star has aligned the management of tailings storage facilities (TSF) with international requirements and complying with regulatory requirements. Northern Star has made a commitment to progress towards alignment with the Global Industry Standard on Tailings Management (GISTM) through a risk-based strategy. GISTM was developed with a collaborative group of industry experts, including academics, consultants and mining companies. Governance is important to ensure that all stakeholders understand the TSF and risks surrounding the TSF and its operation and this is provided through topic areas of GISTM. In May 2024, Northern Star commenced GISTM compliance audits across all operational and under-construction TSFs, completing baseline assessments by the end of Q1 FY25. Throughout FY25, sites commenced planning documentation reviews and foundational technical work to support alignment. GISTM-related actions at KCGM continue to be advanced through an active Independent Technical Review Board (ITRB), which has been providing structured recommendations to close identified gaps, alongside GISTM specific action planning. The ESS Committee regularly reviews progress in closing identified gaps. The objectives of Northern Star's Tailings Management Standard¹ are to:

- Ensure that Northern Star effectively manages its TSFs through all phases of their life cycle in compliance with all applicable laws and regulations and in alignment with accepted industry practice.
- Establish the minimum geotechnical, hydrological, geochemical and environmental design and performance criteria for all facilities.
- Mandate the development, compliance and routine updating of key tailings management procedures and documents.
- Define the minimum resource requirements for effective management and critical review of all facilities.
- Promote transparent, fair and consistent tailings management approaches and practices across all sites and regions.
- Define readiness to respond to emergency events including necessary recovery action.
- Nominated Engineer of Record who is responsible for the design and construction of the TSF.

For information please refer to the following Tailings related disclosures (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persist): <https://www.nsr ltd. com/ media / jczlowdg / fy25-waste-tailings-management. pdf> <https://www.nsr ltd. com / media / 4kyp4ytj / fy25-northern-star-tailings-storage-summary. pdf>

Row 2

(2.6.3.1) Procedure

Select from:

- ☒ Operating plan

(2.6.3.2) Detail of the procedure

Operating plan

- ☒ An operating plan that includes the operating constraints of the dam and its construction method
- ☒ An operating plan that considers the consequences of breaching the operating constraints of the dam.
- ☒ An operating plan that includes periodic review of the foundations and slope materials
- ☒ An operating plan that evaluates the effectiveness of the risk management measures and whether performance objectives are being met

(2.6.3.3) Please explain

• Facility engineering design plans are in place. The Engineer of Record (EOR) ensures that the site operational management plans align with the design and construction to ensure that the TSF is maintained in accordance with the design. • Operations Manual including monitoring requirements such as vibrating wire piezometer, water monitoring bores, radar, and prisms are all used depending on the TSF Risk. • Inspection and audit requirements to monitor that all tailings management processes and practices are meeting the Company standards. This oversight also includes regular third-party audits. • Dam break studies are undertaken to determine the most likely failure mechanism and the location in the TSF that would cause the most damage if a failure occurred • Emergency Response procedures in place. • Routine operational inspection processes and documents. For information please refer to the following Tailings related disclosures (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persist): <https://www.nsrld.com/media/jczlowdg/fy25-waste-tailings-management.pdf> <https://www.nsrld.com/media/4kyp4ytj/fy25-northern-star-tailings-storage-summary.pdf>

Row 3

(2.6.3.1) Procedure

Select from:

- ☒ Other management procedure

(2.6.3.2) Detail of the procedure

Other management procedure

- ☒ Other, please specify :NSR-TS-006-STA Tailings Management Standard

(2.6.3.3) Please explain

• Northern Star Tailings Management Standard (NSR-TS-006-STA). This requires all sites to have a Tailings Management Plan for each tailings facility. For information please refer to the following Tailings related disclosures (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persist):

Row 4

(2.6.3.1) Procedure

Select from:
☒ Life of facility plan

(2.6.3.2) Detail of the procedure

- Life of facility plan
- ☒ A life of facility plan that identifies minimum specifications and performance objectives for the operating and closure phases
 - ☒ A life of facility plan that considers post-closure land and water use
 - ☒ A life of facility plan that details the financial and human resources needed

(2.6.3.3) Please explain

•Northern Star prepared a closure and reclamation plans for all its sites in accordance with our Reclamation and Closure Preparedness Global Standard (NSR-ENV-003-STA). • Life of Mine TSF Strategy ensuring remaining landforms such as tailings facilities and waste landforms are safe, stable and non-polluting. • Northern Star ensures there is adequate financial provisions for implementing closure requirements and regularly undertakes a detailed analysis to update our closure provisioning across our operations. For information please refer to the following Tailings related disclosures (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persist): https://www.nsr ltd. com/ media / jczlowdg / fy25-waste-tailings-management. pdf https://www.nsr ltd. com / media / 4kyp4ytj / fy25-northern-star-tailings-storage-summary. pdf
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☒ Yes, both in direct operations and upstream/downstream value chain

Water

(3.1.1) Environmental risks identified

Select from:

☒ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

Select from:

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☒ Not an immediate strategic priority

(3.1.3) Please explain

Not an immediate strategic priority.

Biodiversity

(3.1.1) Environmental risks identified

Select from:

☒ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Precipitation or hydrological variability

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

- ☒ Australia
- ☒ United States of America

(3.1.1.9) Organization-specific description of risk

Climate change could result in decreased average total annual rainfall causing drier surface conditions and underground aquifers to be replenished slowly. This would impact on operations that source drinking and operational water from aquifers.

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ More likely than not

(3.1.1.14) Magnitude

Select from:

- ☒ High

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

- ☒ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.29) Description of response

Northern Star's key control measures include:

- Third party annual and triennial reviews of usage and aquifer health at WA sites
- Recycled water use with underground and processing
- Decant water from tailings facilities for reuse in all our operating process plants
- Completed thickener installation at existing operations and consider thickeners at all new or expanding sites
- Setting water intensity reduction targets
- Develop group water security strategy (incl. identification of consumption metrics, water efficiency opportunities and baseline data/targets)
- Investigate water storage evaporation reduction at water negative sites.
- Investigate construction of supplementary borefields at applicable sites
- Consider open pit resources for water harvesting opportunities
- Monitoring at all sites
- Site specific water balances maintained

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Drought

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Australia

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Other, please specify :Western Plateau - Salt Lakes

(3.1.1.9) Organization-specific description of risk

Groundwater Scarcity (Australia) - Decreased average total annual rainfall causes drier surface conditions and underground aquifers to be replenished slowly. This would impact on operations that source drinking and operational water from aquifers.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ High

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Adopt water efficiency, water reuse, recycling and conservation practices

(3.1.1.29) Description of response

Northern Star's key control measures include: • Third party annual and triennial reviews of usage and aquifer health at WA sites • Recycled water use with underground and processing • Decant water from tailings facilities for reuse in all our operating process plants • Completed thickener installation at existing operations and consider thickeners at all new or expanding sites • Setting water intensity reduction targets • Develop group water security strategy (incl. identification of consumption metrics, water efficiency opportunities and baseline data/targets) • Investigate water storage evaporation reduction at water negative sites. • Investigate construction of supplementary borefields at applicable sites • Consider open pit resources for water harvesting opportunities • Monitoring at all sites • Site specific water balances maintained

Biodiversity

(3.1.1.1) Risk identifier

Select from:

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Declining ecosystem services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Australia

(3.1.1.8) Mining project ID

Select all that apply

☒ Project 1

(3.1.1.9) Organization-specific description of risk

Development of a new cell (Cell 4) at its Tailings Storage Facility (TSF) at Carosue Dam Operations was predicted to impact 152.6 ha of Malleefowl (Leipoa ocellata) habitat.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Fines, penalties or enforcement orders

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ High

(3.1.1.26) Primary response to risk

Nature based solutions, restoration and conservation

☒ Biodiversity offsetting

(3.1.1.29) Description of response

Northern Star set up an offset site south of Coolgardie in the Kalgoorlie Production Centre. It provides conservation and protection for Malleefowl habitat to offset the impact of our tailings facility at Carosue Dam Operations. Northern Star is protecting and monitoring an active Malleefowl population at this site which contains 800 ha

of critical breeding habitat and is being managed in accordance with the approved Offset Management Plan. Key components of this plan include securing a conservation covenant over the offsite location, excluding grazing, controlling feral predators and weeds, and installing bushfire protection measures such as firebreaks. Annual monitoring of the active Malleefowl population at the offset location occurs with the results reported on annually under regulatory requirements.

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Changing precipitation patterns and types (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Australia

☒ United States of America

(3.1.1.9) Organization-specific description of risk

In Western Australia, rainfall is becoming more concentrated and cyclones more severe; in Alaska, total rainfall is increasing and permafrost melting off-site, both pointing to an increase in the frequency and severity of floods

(3.1.1.11) Primary financial effect of the risk

Select from:

- ☒ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- ☒ More likely than not

(3.1.1.14) Magnitude

Select from:

- ☒ High

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

- ☒ Improve maintenance of infrastructure

(3.1.1.29) Description of response

Northern Star's key control measures include: • Flood/inrush management included in site based management plans • Surface water management infrastructure installed at all sites (e.g. diversion ditches, bunds) • Water level monitoring of key infrastructure • Water pond monitoring of TSFs • Severe Weather and Cyclone Management Plans and Procedures in place • Scenario analysis completed as per TCFD recommendations • Flood mitigation infrastructure review • Update and review current risk profile of storm events • Set a minimum standard on the level of buffer/contingency to be retained at sites for key processing consumables and diesel • Review flood mitigation infrastructure for each site • Identify water storage areas onsite to handle and store increased water prior to treatment/disposal. • Asset review to ensure contingency equipment (e.g. dewatering pumps) on site is suitable, available and still in working order

Climate change

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☒ Changing temperature (air, freshwater, marine water)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Australia

☒ United States of America

(3.1.1.9) Organization-specific description of risk

The effects of climate change will see a higher frequency of extreme hot and extreme cold days across our areas of operations

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Decreased revenues due to reduced production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ High

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☒ Improve maintenance of infrastructure

(3.1.1.29) Description of response

Northern Star's key control measures include: • Working in Adverse Temperature Conditions guideline and procedures • Regular hydration testing completed at all sites during high risk months • Heat shields and structures around sensitive mill infrastructure • Use of suitably rated lubricants, oils and equipment for extreme temperature environments • Majority of onsite buildings, mobile plant and vehicles fitted with enclosed cabs and heating/air conditioning • Review of continuous monitoring of underground environmental conditions to supplement use of handheld Kestrel devices • Consider cooling systems for underground ventilation • Consider enhanced ventilation systems

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ Australia

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Other, please specify :Western Plateau - Salt Lakes

(3.1.1.9) Organization-specific description of risk

Flooding (Australia) - In Western Australia, rainfall is becoming more concentrated and cyclones more severe

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ High

(3.1.1.26) Primary response to risk

Policies and plans

☒ Develop flood emergency plans

(3.1.1.29) Description of response

Northern Star's key control measures include:

- Flood management included in site based management plans
- Surface water management infrastructure installed at all sites (e.g. diversion ditches, bunds)
- Water level monitoring at surface water structures
- Severe Weather and Cyclone Management Plans and Procedures in place
- Scenario analysis completed as per TCFD recommendations
- Flood mitigation infrastructure review
- Update and review current risk profile of storm events
- Set a minimum standard on the level of buffer/contingency to be retained at sites for key processing consumables and diesel
- Review flood mitigation infrastructure for each site
- Identify water storage areas onsite to handle and store increased water prior to treatment/disposal.
- Asset review to ensure contingency equipment (e.g. dewatering pumps) on site is suitable, available and still in working order

Water

(3.1.1.1) Risk identifier

Select from:

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☒ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☒ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☒ Yukon River

(3.1.1.9) Organization-specific description of risk

Flooding (Alaska) - In Alaska, total rainfall is increasing and permafrost melting off-site, both pointing to an increase in the frequency and severity of floods.

(3.1.1.11) Primary financial effect of the risk

Select from:

☒ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☒ More likely than not

(3.1.1.14) Magnitude

Select from:

☒ High

(3.1.1.26) Primary response to risk

Policies and plans

☒ Develop flood emergency plans

(3.1.1.29) Description of response

Northern Star's key control measures include: • Flood management included in site based management plans • Surface water management infrastructure installed at all sites (e.g. diversion ditches, bunds) • Water level monitoring at surface water structures • Severe Weather and Cyclone Management Plans and Procedures in place • Scenario analysis completed as per TCFD recommendations • Flood mitigation infrastructure review • Update and review current risk profile of storm events • Set a minimum standard on the level of buffer/contingency to be retained at sites for key processing consumables and diesel • Review flood mitigation infrastructure for each site • Identify water storage areas onsite to handle and store increased water prior to treatment/disposal. • Asset review to ensure contingency equipment (e.g. dewatering pumps) on site is suitable, available and still in working order

[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

Australia

☒ Other, please specify :Western Plateau Division - Salt Lake

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ Less than 1%

(3.2.11) Please explain

Due to the current life of mine of these assets and the data from regional climate models, there is currently no material economic risk to these Operations from water criticality at this time. Northern Star has assessed each of its Production Centres (and the Hemi Development Project, following the acquisition of De Grey) to determine their current and potential future "Water Stress" classifications in accordance with Aqueduct 4.0 Water Risk Atlas, the latest iteration of the Water Risk Atlas. This water risk framework is designed to translate complex hydrological data into intuitive indicators of water-related risk. Current baseline and predicted future water stress for our Operations is provided on page 10 of our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsrld. com/ media / 3oagazru / fy25-water-security.pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf)

Row 2

(3.2.1) Country/Area & River basin

United States of America

☒ Yukon River

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ Less than 1%

(3.2.11) Please explain

Due to the current life of mine of these assets and the data from regional climate models, there is currently no material economic risk to these Operations from water criticality at this time. Northern Star has assessed each of its Production Centres (and the Hemi Development Project, following the acquisition of De Grey) to determine their current and potential future "Water Stress" classifications in accordance with Aqueduct 4.0 Water Risk Atlas, the latest iteration of the Water Risk Atlas. This water risk framework is designed to translate complex hydrological data into intuitive indicators of water-related risk. Current baseline and predicted future water stress for our Operations is provided on page 10 of our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsrld. com/ media / 3oagazru / fy25-water-security.pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf)

Row 3

(3.2.1) Country/Area & River basin

Australia

☒ Other, please specify :Turner River

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☒ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☒ Less than 1%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☒ Less than 1%

(3.2.11) Please explain

Due to the current life of mine of these assets and the data from regional climate models, there is currently no material economic risk to these Operations from water criticality at this time. Northern Star has assessed each of its Production Centres (and the Hemi Development Project, following the acquisition of De Grey) to determine their current and potential future "Water Stress" classifications in accordance with Aqueduct 4.0 Water Risk Atlas, the latest iteration of the Water Risk Atlas. This water risk framework is designed to translate complex hydrological data into intuitive indicators of water-related risk. Current baseline and predicted future water stress for our Operations is provided on page 10 of our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsrld. com/ media / 3oagazru / fy25-water-security.pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf)

[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations
	Select from: ☒ No

[Fixed row]

(3.4) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for violation of biodiversity-related regulation?

	Any penalties for violation of biodiversity-related regulation?
	Select from: ☒ No

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☒ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	Select from: ☒ Yes, we have identified opportunities, and some/all are being realized
Water	Select from: ☒ Yes, we have identified opportunities, and some/all are being realized

	Environmental opportunities identified
Biodiversity	<i>Select from:</i> ☒ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☒ Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Australia

(3.6.1.8) Organization specific description

On 16th June 2023 Northern Star entered into a 15 year Power Purchase Agreement (PPA) with Zenith Energy for supply of electricity to the Jundee Operations. The PPA included the provision of 24 MW of wind, 16MW of solar energy and a 12 MW/13.4 MWh BESS. The Jundee project was successfully executed, with solar and BESS energised in late FY24 and the last wind turbine commissioned on 15th October 2024. The operation of the Jundee wind/solar/BESS system has resulted in an average of 43% renewable energy in the generation since being commissioned in mid-February 2025, with a maximum weekly penetration of 57%. This is an abatement of approximately 18,000 t CO2-e during the period since commissioning. The project is on-track to deliver the forecast abatement of over 50,000 t CO2-e/annum. On 21st February 2024 Northern Star entered into a Power Purchase Agreement (PPA) with Pacific Energy for supply of electricity to the Carosue Operations incorporating 8 MW of solar generation. The solar generation facility achieved commercial operation on 13th March 2025. The new 8MW plant has taken the total RE penetration at CDO from 6.5% to 13.8% and has reduced carbon emissions by over 8,000t CO2-e per annum. At 30 June 2025 Northern Star has reduced Carbon Emissions (Scope 1 & Scope 2) by 108,297 t CO2-e as per Table 1 in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change. <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Returns on investment in low-emission technology

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☒ Unknown

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Unknown

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

Water

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Australia

☒ United States of America

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

- ☒ Yukon River
- ☒ Other, please specify :Western Plateau - Salt Lakes

(3.6.1.8) Organization specific description

Some sites utilise a thickener for water recovery prior to tailings disposal. In the case where a plant does not have a final tailings thickener, the density at the back end of the circuit is controlled to recover as much water prior to tailings disposal. Where thickeners are utilised for water recovery, control systems are in place to monitor and change the density to a target setpoint which is chosen to optimise water recovery. The control systems are being reviewed across some Northern Star sites to more tightly manage the water recovery. Tailings that are discharged settle in the tailings dam and the water that decants is recovered and used back in the process. In contrast, Pogo filter their tailings slurry with large mechanical filters which capture the water before the tailings are trucked to a dry stack facility. Tailings lines have leak detection sensors to detect any release of slurry (and hence water) to the environment which mitigates any uncontrolled water loss. Water is used underground in the mining process mainly for dust control. Roads are consistently wetted down and all drilling is done with water to prevent dust being created. The water drains to the bottom of the mine. It is then pumped back to the surface and then re-used. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists: <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>)

(3.6.1.9) Primary financial effect of the opportunity

Select from:

- ☒ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

- ☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

- ☒ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☒ Unknown

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Unknown

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

Biodiversity

(3.6.1.1) Opportunity identifier

Select from:

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☒ Other resource efficiency opportunity, please specify :Application of 'mitigation hierarchy' to minimise impacts on biodiversity as much as possible.

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☒ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☒ Australia

☒ United States of America

(3.6.1.8) Organization specific description

*We aim to: Avoid clearing and disturbing vegetation as much as possible: this means finding existing disturbed land to place facilities instead of clearing new areas
Minimise clearing that is required: We do this by optimising clearing footprints. Rehabilitate all areas disturbed by our operations where possible at mine closure:
However, we progressively rehabilitate areas where possible. Offset where significant impact cannot be avoided: Northern Star provides biodiversity offsets to compensate for the impacts. Our offset site south of Coolgardie in the Kalgoorlie Production Centre provides conservation and protection for malleefowl habitat to offset the impact of our tailing's facility at Carosue Dam Operations. Northern Star is protecting and monitoring an active malleefowl population at this site which contains 800 ha of critical breeding habitat and is being managed in accordance with the approved Offset Management Plan. The Management Plan takes an adaptive management approach and, after consultation with the National Malleefowl Recovery Group, the Goldfields Nullabor Rangelands Biodiversity Association, and the Department of Climate Change, Energy, the Environment and Water (DCCEEW), the management plan has been reviewed and is in the process of being assessed and approved by DCCEEW. In FY26, we will implement the revised management plan once approved. Refer to: [https:// www. nsrld. com/ media/ p35kqkfg / fy25-environmental-management.pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)*

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☒ Other, please specify :Unknown

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☒ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☒ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☒ Unknown

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Unknown

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☒ No

[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☒ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☒ Non-executive directors or equivalent

☒ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The policy describes the selection and appointment of the Board of Directors. It outlines the process for determining suitable candidates for the Board.
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	Select from: ☒ Yes
Water	Select from: ☒ Yes
Biodiversity	Select from: ☒ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Director on board
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board mandate
- ☒ Other policy applicable to the board, please specify :Environmental, Social & Safety Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Overseeing and guiding scenario analysis
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Overseeing reporting, audit, and verification processes
- ☒ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

Northern Star's Board has oversight of the physical and transitional risks posed by climate change assisted by the ESS Committee's oversight of environmental and social performance risks, and climate change related risks and the Audit & Risk Committee's oversight of the Company-wide risk management framework. The Company's climate change related governance structure is shown in Figure 1 of the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module. Climate change related matters are considered quarterly by the Board through its ESS Committee meetings. Northern Star's Chief Technical Officer who reports to the Managing Director & CEO is responsible for developing and implementing the Company's clean energy transition projects. The Company's Chief Legal Officer & Company Secretary has climate change related disclosure responsibilities within her portfolio. Links here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf> <https://www.nsrld.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Director on board
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☒ Board mandate

☒ Other policy applicable to the board, please specify :Environmental, Social & Safety Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☒ Overseeing and guiding scenario analysis

☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☒ Overseeing reporting, audit, and verification processes

☒ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

Northern Star's Board has oversight of water security 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 risk management framework. The Company's water security governance structure is shown in Figure 1 of the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module. Water related matters are considered 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: • environmental management, • 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 water security function is overseen by the ESS Committee and the Chief Operating Officer

(reporting to the Managing Director and to the Board), supported by the technical services, operational, environmental and legal teams in the corporate office and on our sites. Links here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsrltd.com/media/ytfnuq3u/fy25-climate-change.pdf> <https://www.nsrltd.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- ☒ Director on board
- ☒ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- ☒ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- ☒ Board mandate
- ☒ Other policy applicable to the board, please specify :Environmental, Social & Safety Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- ☒ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- ☒ Overseeing and guiding scenario analysis
- ☒ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
- ☒ Overseeing reporting, audit, and verification processes

- ☒ Approving corporate policies and/or commitments

(4.1.2.7) Please explain

Northern Star's Board has oversight of environmental risks and opportunities within Northern Star assisted by the Environmental, Social & Safety (ESS) Committee's oversight of operational risks and the Audit & Risk Committee's oversight of the Company-wide risk management framework. The Company's environmental management governance structure is shown in Figure 1 of the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. Environmental related matters are considered quarterly by the Board with particular focus being applied in the 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: • environmental management, • community and social responsibility, • 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 environmental management function is overseen by the ESS Committee and the Chief Operating Officer to whom all the site General Managers report, the Chief Legal Officer & Company Secretary to whom the General Manager - Environment in the corporate office reports, (reporting to the Managing Director and to the Board). Northern Star employs technical expertise that support the implementation of our Environmental Policy, Global Standards and all environmental systems and procedures. This expertise includes a team in our corporate office that supports our site-based teams in the onground implementation of environmental management. Links here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists): <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf> <https://www.nsrld.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
☒ Engaging regularly with external stakeholders and experts on environmental issues

- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- ☒ Consulting regularly with an internal, permanent, subject-expert working group
- ☒ Engaging regularly with external stakeholders and experts on environmental issues
- ☒ Integrating knowledge of environmental issues into board nominating process
- ☒ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

- ☒ Executive-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	Select from: ☒ Yes
Water	Select from: ☒ Yes
Biodiversity	Select from: ☒ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ Quarterly

(4.3.1.6) Please explain

The Managing Director and Chief Executive Officer is responsible for running the affairs of the Company under delegated authority from the Board and to implement the policies and strategy set by the Board. Senior management supports the Managing Director and Chief Executive Officer with the Company's business operations, finances and ESG performance, in accordance with the delegated authority of the Board.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ As important matters arise

(4.3.1.6) Please explain

The Managing Director and Chief Executive Officer is responsible for running the affairs of the Company under delegated authority from the Board and to implement the policies and strategy set by the Board. Senior management supports the Managing Director and Chief Executive Officer with the Company's business operations, finances and ESG performance, in accordance with the delegated authority of the Board.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Monitoring compliance with corporate environmental policies and/or commitments
- ☒ Measuring progress towards environmental corporate targets
- ☒ Setting corporate environmental policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues
- ☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ As important matters arise

(4.3.1.6) Please explain

The Managing Director and Chief Executive Officer is responsible for running the affairs of the Company under delegated authority from the Board and to implement the policies and strategy set by the Board. Senior management supports the Managing Director and Chief Executive Officer with the Company's business operations, finances and ESG performance, in accordance with the delegated authority of the Board.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Other C-Suite Officer, please specify :Chief Legal Officer and Company Secretary

(4.3.1.2) Environmental responsibilities of this position

Other

- ☒ Other, please specify :Disclosure in relation to the following: climate-related corporate targets; monitoring of progress against climate-related corporate targets; assessing and managing climate-related risks and opportunities

(4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Managing Director and CEO reporting line

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal Officer and Company Secretary's portfolio includes climate-related reporting and disclosure responsibilities. The corporate ESG Engagement and Environmental teams report to this position.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Other C-Suite Officer, please specify :Chief Legal Officer & Company Secretary

(4.3.1.2) Environmental responsibilities of this position

Other

- ☒ Other, please specify :Disclosure of assessments and managing of water-related risks and opportunities.

(4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Managing Director and CEO reporting line

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal Officer and Company Secretary's role has executive responsibility for Environment, Social Performance and ESG engagement.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Managing Director and CEO reporting line.

(4.3.1.2) Environmental responsibilities of this position

Other

☒ Other, please specify :Disclosure of assessments and managing of water-related risks and opportunities.

(4.3.1.4) Reporting line

Select from:

☒ Other, please specify :Managing Director and CEO reporting line.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Legal Officer and Company Secretary's role has executive responsibility for Environment, Social Performance and ESG engagement.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Chief Technical Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Conducting environmental scenario analysis
- ☒ Developing a climate transition plan
- ☒ Implementing a climate transition plan
- ☒ Implementing the business strategy related to environmental issues

(4.3.1.4) Reporting line

Select from:

- ☒ Other, please specify :Managing Director and CEO reporting line.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Technical Officer's portfolio includes the identification of opportunities to reduce emissions, and the planning for and execution of decarbonisation actions.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Chief Technical Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☒ Assessing environmental dependencies, impacts, risks, and opportunities

☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☒ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☒ Other, please specify :Managing Director and CEO reporting line.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Technical Officer's portfolio includes existing projects in relation to tailings storage facilities for example, and Growth projects in relation to ensuring water resources available are sufficient and accommodated in the permitting timeline for the projects.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☒ Other C-Suite Officer, please specify :Chief Technical Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing environmental dependencies, impacts, risks, and opportunities
- ☒ Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- ☒ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☒ Other, please specify :Managing Director and CEO reporting line.

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☒ More frequently than quarterly

(4.3.1.6) Please explain

The Chief Technical Officer's portfolio includes existing and Growth projects in relation to ensuring biodiversity resources available are sufficient and accommodated in the permitting timeline for the projects.

[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

7.8

(4.5.3) Please explain

Please refer to the FY25 Annual Report for a detailed breakdown of KMP remuneration linked to ESG metrics, including climate change and water related - per executive KMP. Details of who the KMP are defined as are provided on page 114, and includes Executives and Non-Executive Directors. Remuneration report is provided on pages 108 - 145. Breakdown of KMP (C-Suite) monetary incentives linked to the management of this environmental issue are in Table 1 on page 64., Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsr ltd. com/ media/ vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf](https://www.nsr ltd. com/ media/ vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf)

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ Yes

(4.5.3) Please explain

Please refer to the FY25 Annual Report for a detailed breakdown of KMP remuneration linked to ESG metrics, including climate change and water related - per executive KMP. Details of who the KMP are defined as are provided on page 114, and includes Executives and Non-Executive Directors. Remuneration report is provided on pages 108 - 145. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsr ltd. com/ media/ vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf](https://www.nsr ltd. com/ media/ vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf)

Biodiversity

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☒ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

Please refer to the FY25 Annual Report for a detailed breakdown of KMP remuneration linked to ESG metrics, including climate change and water related - per executive KMP. Details of who the KMP are defined as are provided on page 114, and includes Executives and Non-Executive Directors. Remuneration report is provided on pages 108 - 145. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) [https:// www. nsrld. com/ media/ vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf](https://www.nsrld.com/media/vehd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf)
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Reduction in absolute emissions in line with net-zero target

Emission reduction

☒ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

In FY25, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on achieving an absolute reduction in greenhouse gas emissions in the 20% weighted KPI for the FY24 long term incentive (LTI) grant (measurement period 1 June 2022 to 30 June 2026), as follows: - Demonstrate tangible, sustainable Scope 1 & 2 Emissions Reductions of $\geq 250,000$ tonnes CO₂ equivalent between 1 July 2021 and 30 June 2028 below business as usual baseline levels at 1 July 2021. The 250kt CO₂-e targeted reduction will take into account any aggregate reduction achieved under the FY22 LTI-2, FY22 LTI-1, FY23 LTI and FY24 LTI KPIs. 1 July 2021 represents business as usual baseline levels. Please see the Annual Remuneration report for further details as well as FY22/23/24 incentives referenced: <https://www.nsr ltd.com/media/vermd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

Policies and commitments

☒ Other policies and commitments-related metrics, please specify :Reduce usage of potable scheme water sources (KCGM)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

In FY22, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on water conservation in the 10% weighted KPI for the FY22 long term incentive 1 (LTI-1) grant (measurement period 1 July2021 to 30 June 2025): - To reduce baseline usage on potable scheme water sources (KCGM) by 10%. Please see the FY25 Annual Remuneration report for further details: <https://www.nsrld.com/media/vermd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Operating Officer (COO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Reduction in absolute emissions in line with net-zero target

Emission reduction

☒ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

In FY25, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on achieving an absolute reduction in greenhouse gas emissions in the 20% weighted KPI for the FY24 long term incentive (LTI) grant (measurement period 1 June 2022 to 30 June 2026), as follows: - Demonstrate tangible, sustainable Scope 1 & 2 Emissions Reductions of ≥250,000 tonnes CO2 equivalent between 1 July 2021 and 30 June 2028 below business as usual baseline levels at 1 July 2021. The 250kt CO2-e targeted reduction will take into account any aggregate reduction achieved under the FY22 LTI-2, FY22 LTI-1, FY23 LTI and FY24 LTI KPIs. 1 July 2021 represents business as usual baseline levels. Please see the Annual Remuneration report for further details as well as FY22/23/24 incentives referenced: <https://www.nsr ltd.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Operating Officer (COO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

Policies and commitments

☒ Other policies and commitments-related metrics, please specify :Reduce usage of potable scheme water sources (KCGM)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

In FY22, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on water conservation in the 10% weighted KPI for the FY22 long term incentive 1 (LTI-1) grant (measurement period 1 July 2021 to 30 June 2025): - To reduce baseline usage on potable scheme water sources (KCGM) by 10%. Please see the FY25 Annual Remuneration report for further details: <https://www.nsrld.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Reduction in absolute emissions in line with net-zero target

Emission reduction

☒ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

In FY25, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on achieving an absolute reduction in greenhouse gas emissions in the 20% weighted KPI for the FY24 long term incentive (LTI) grant (measurement period 1 June 2022 to 30 June 2026), as follows: -

Demonstrate tangible, sustainable Scope 1 & 2 Emissions Reductions of ≥250,000 tonnes CO2 equivalent between 1 July 2021 and 30 June 2028 below business as usual baseline levels at 1 July 2021. The 250kt CO2-e targeted reduction will take into account any aggregate reduction achieved under the FY22 LTI-2, FY22 LTI-1, FY23 LTI and FY24 LTI KPIs. 1 July 2021 represents business as usual baseline levels. Please see the Annual Remuneration report for further details as well as FY22/23/24 incentives referenced: <https://www.nsrld.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

Policies and commitments

☒ Other policies and commitments-related metrics, please specify :Reduce usage of potable scheme water sources (KCGM)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

In FY22, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on water conservation in the 10% weighted KPI for the FY22 long term incentive 1 (LTI-1) grant (measurement period 1 July 2021 to 30 June 2025): - To reduce baseline usage on potable scheme water sources (KCGM) by 10%. Please see the FY25 Annual Remuneration report for further details: <https://www.nsrld.com/media/vermd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Other C-Suite Officer, please specify :Chief Legal Officer (CLO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Reduction in absolute emissions in line with net-zero target

Emission reduction

☒ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

In FY25, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on achieving an absolute reduction in greenhouse gas emissions in the 20% weighted KPI for the FY24 long term incentive (LTI) grant (measurement period 1 June 2022 to 30 June 2026), as follows: - Demonstrate tangible, sustainable Scope 1 & 2 Emissions Reductions of $\geq 250,000$ tonnes CO2 equivalent between 1 July 2021 and 30 June 2028 below business as usual baseline levels at 1 July 2021. The 250kt CO2-e targeted reduction will take into account any aggregate reduction achieved under the FY22 LTI-2, FY22 LTI-1, FY23 LTI and FY24 LTI KPIs. 1 July 2021 represents business as usual baseline levels. Please see the Annual Remuneration report for further details as well as FY22/23/24 incentives referenced: <https://www.nsr ltd. com / media / vemd3ef5 / 2-2025-annual-report-double-page-21-08-2025. pdf>

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY25 Northern Star achieved 100% of its FY22 LTI-1 ESG performance measures. The 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.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Other C-Suite Officer, please specify :Chief Legal Officer (CLO)

(4.5.1.2) Incentives

Select all that apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

Policies and commitments

☒ Other policies and commitments-related metrics, please specify :Reduce usage of potable scheme water sources (KCGM)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☒ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

In FY22, the remuneration framework included a policy objective to focus on positive ESG outcomes, which included a focus on water conservation in the 10% weighted KPI for the FY22 long term incentive 1 (LTI-1) grant (measurement period 1 July 2021 to 30 June 2025): - To reduce baseline usage on potable scheme water sources (KCGM) by 10%. The FY23 short term incentive (STI) grant (measurement period 1 July 2022 to 30 June 2023) included a 5% weighted KPI requiring: "Nil materially adverse community, heritage or environmental incidents" generally. No equivalent water-related KPI was included in the FY24 STI/LTI grant. See Remuneration report in the FY24 Annual report: www.nsr ltd.com/media/kmlbwkzn/2-2024-annual-report-double-page-22-08-2024. Pdf

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

In FY24 Northern Star achieved 100% in its LTI ESG performance measures. The 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.

[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	<i>Select from:</i> ☒ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Water

(4.6.1.2) Level of coverage

Select from:

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(4.6.1.4) Explain the coverage

Northern star has a separate Climate Change Policy to our Environmental Policy. It covers Northern Star's commitments to: - the Paris Agreement and the journey towards a net-zero carbon future by limiting global warming to well below 2°C, preferably 1.5°C above pre-industrial levels by 2050. - a Net Zero ambition for Scope 1 and 2 greenhouse gas emissions by 2050, targeting emission reductions of 35% by 2030. - the necessity to scale up efforts and support actions to reduce emissions and/or to build resilience and decrease vulnerability to the adverse effects of climate change

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to net-zero emissions

Water-specific commitments

- ☒ Commitment to reduce water consumption volumes

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

nsr-cor-034-pol-climate-change-policy.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☒ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☒ Direct operations

(4.6.1.4) Explain the coverage

Environmental policy outlines Northern Star's commitment to implementing and maintaining an Environmental Management System to identify, assess and minimise environmental risk at all stages of its operations as a fundamental part of its long-term strategy. It outlines all steps how NSR will continue their approach to environmental care and their effective management practices to ensure its activities have a minimum impact on the environment.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to avoidance of negative impacts on threatened and protected species
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to respect legally designated protected areas
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Additional references/Descriptions

☒ Description of biodiversity-related performance standards

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☒ Yes, in line with another global environmental treaty or policy goal, please specify :ISO14001:2015

(4.6.1.7) Public availability

Select from:
☒ Publicly available

(4.6.1.8) Attach the policy

nsr-cor-003-pol-environmental-policy.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

	Are you a signatory or member of any environmental collaborative frameworks or initiatives?
	Select from: ☒ No, but we plan to within the next two years

[Fixed row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☒ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|--|--|
| ☒ Strategy | ☒ Value chain engagement |
| ☒ Governance | ☒ Dependencies & Impacts |
| ☒ Emission targets | ☒ Biodiversity indicators |
| ☒ Emissions figures | ☒ Public policy engagement |
| ☒ Risks & Opportunities | ☒ Water accounting figures |
| ☒ Water pollution indicators | |
| ☒ Other, please specify | |

(4.12.1.6) Page/section reference

Refer to the: ESR Overview on pages 52-59 Sustainability Report on pages 60-91 and relevant content within the Remuneration Report 106-145

(4.12.1.7) Attach the relevant publication

(4.12.1.8) Comment

FY25 Annual Report

Row 2

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ GRI
- ☒ TCFD
- ☒ TNFD
- ☒ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|--|
| ☒ Strategy | ☒ Value chain engagement |
| ☒ Governance | ☒ Dependencies & Impacts |
| ☒ Emission targets | ☒ Public policy engagement |
| ☒ Emissions figures | ☒ Water accounting figures |
| ☒ Risks & Opportunities | ☒ Water pollution indicators |
| ☒ Content of environmental policies | |
| ☒ Other, please specify | |

(4.12.1.6) Page/section reference

This is module 1 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-esr-approach.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 1: Environment & Social Responsibility Approach

Row 3

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ GRI

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Governance

☒ Public policy engagement

☒ Strategy

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 2 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-people-and-culture.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 2: People & Culture

Row 4

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Public policy engagement

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 3 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-safety-critical-risk.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 3: Safety & Critical Risk

Row 5

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Public policy engagement

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 4 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-community-engagement-and-support.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 4: Community Engagement & Support

Row 6

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ GRI
☒ TCFD
☒ Other, please specify

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|--|--|
| ☒ Strategy | ☒ Public policy engagement |
| ☒ Governance | ☒ Other, please specify |
| ☒ Risks & Opportunities | |
| ☒ Value chain engagement | |
| ☒ Dependencies & Impacts | |

(4.12.1.6) Page/section reference

This is module 5 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-supply-chain-management.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 5: Supply Chain Management

Row 7

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ TCFD

☒ TNFD

☒ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

☒ Water

☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Biodiversity indicators

☒ Public policy engagement

☒ Content of environmental policies

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 6 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-environmental-management.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 6: Environmental Management

Row 8

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ IFRS

☒ TCFD

☒ TNFD

☒ Other, please specify

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Public policy engagement

☒ Content of environmental policies

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 7 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-climate-change.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 7: Climate Change

Row 9

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ GRI

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Water

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|--|
| ☒ Strategy | ☒ Value chain engagement |
| ☒ Governance | ☒ Dependencies & Impacts |
| ☒ Emission targets | ☒ Public policy engagement |
| ☒ Emissions figures | ☒ Water accounting figures |
| ☒ Risks & Opportunities | ☒ Water pollution indicators |
| ☒ Other, please specify | |

(4.12.1.6) Page/section reference

This is module 8 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-water-security.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 8: Water Security

Row 10

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ GRI

☒ Other, please specify :SASB

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Governance

☒ Risks & Opportunities

☒ Value chain engagement

☒ Dependencies & Impacts

☒ Public policy engagement

☒ Other, please specify

(4.12.1.6) Page/section reference

This is module 9 of our 9 modules that comprise our FY25 Voluntary Environment & Social Responsibility Disclosure Suite. Limited and reasonable assurance is provided by Bureau Veritas. GRI Index is supplied separately.

(4.12.1.7) Attach the relevant publication

fy25-waste-tailings-management.pdf

(4.12.1.8) Comment

FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Module 9: Waste & Tailings Management
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

Select from:

☒ No, and we do not plan to within the next two years

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP3

(5.1.1.3) Approach to scenario

Select from:

☒ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 2.5°C - 2.9°C

(5.1.1.7) Reference year

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Climate change (one of five drivers of nature change)
- ☒ Other local ecosystem asset interactions, dependencies and impacts driving forces, please specify

Finance and insurance

- ☒ Other finance and insurance driving forces, please specify

Stakeholder and customer demands

- ☒ Other stakeholder and customer demands driving forces, please specify

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Other regulators, legal and policy regimes driving forces, please specify

Relevant technology and science

- ☒ Granularity of available data (from aggregated to local)
- ☒ Other relevant technology and science driving forces, please specify

Direct interaction with climate

- ☒ Perception of efficacy of climate regime
- ☒ Other direct interaction with climate driving forces, please specify

Macro and microeconomy

☒ Other macro and microeconomy driving forces, please specify

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Scenario 2 uncertainties include - Financial crises in major economies reinforce and spread distrust in globalisation. Protectionist and national security issues slowly take priority over environmental protection. Demand for local goods increases, putting upward pressure on inflation. In the longer term, more stringent regulation comes into play, including climate policy, to safeguard national resources. The mining sector becomes affected by decreased globalisation and policy which aims to protect upstream supply chains and retain a greater share of returns in Australia. Assumptions include: • Renewable energy technology cost assumptions utilise: - reports commissioned by the Australian Energy Market Operator (Aurecon – 2024) and CSIRO (GenCost 2023-24) - specialist industry advisors; and - commercial offerings from technology providers. • Renewable energy projects installed on Northern Star sites are to be registered for the purpose of generating green products, for the benefit of or use by Northern Star. • Grid emission intensity factors published by the Australian Clean Energy Regulator for grid supplied sites. • Northern Star's wholly owned subsidiary GKL Properties Pty Ltd has been assessed for eligibility for Human Induced Regeneration projects. • Renewable energy resources modelling uses a combination of publicly available data (weather satellites) and site-specific measurements. • Scope 1 Emissions reductions based on modelled reduction in fossil fuel requirements from renewable energy projects (Wind, Solar and Battery Energy Storage Systems) installed at Northern Star Operations using original equipment manufacturer (OEM) performance curves. • Scope 2 Emissions will be reduced through a combination of grid greening and contracting for electricity from renewable generators. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf

(5.1.1.11) Rationale for choice of scenario

This scenario was elected to be included as it is commonly used by our peers, which increases the comparability of results for our external Stakeholders. This scenario illuminates our future exposure to climate-related physical and transitional risks and opportunities in relation to gold production and demand for gold up to 2050. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP5

(5.1.1.3) Approach to scenario

Select from:

☒ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 4.0°C and above

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2025

- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Climate change (one of five drivers of nature change)
- ☒ Other local ecosystem asset interactions, dependencies and impacts driving forces, please specify

Finance and insurance

- ☒ Other finance and insurance driving forces, please specify

Stakeholder and customer demands

- ☒ Other stakeholder and customer demands driving forces, please specify

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Other regulators, legal and policy regimes driving forces, please specify

Relevant technology and science

- ☒ Granularity of available data (from aggregated to local)
- ☒ Other relevant technology and science driving forces, please specify

Direct interaction with climate

- ☒ Perception of efficacy of climate regime
- ☒ Other direct interaction with climate driving forces, please specify

Macro and microeconomy

- ☒ Other macro and microeconomy driving forces, please specify

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Scenario 3 uncertainties include - Connections across a greater portion of the population in developed and emerging economies through the digital revolution increasingly facilitate access to education and enable discourse and collaboration. In this highly globalised society, investments in health and education are favoured to support human capital and drive innovation and economic growth. With equality and comfort pursued at all costs and no environmental focus, there is a global exploitation of fossil fuel resources and a widespread adoption of resource and energy intensive lifestyles. Regulation is minimised so as not to shackle progress. Assumptions include: • Renewable energy technology cost assumptions utilise: - reports commissioned by the Australian Energy Market Operator (Aurecon – 2024) and CSIRO (GenCost 2023-24) - specialist industry advisors; and - commercial offerings from technology providers. • Renewable energy projects installed on Northern Star sites are to be registered for the purpose of generating green products, for the benefit of or use by Northern Star. • Grid emission intensity factors published by the Australian Clean Energy Regulator for grid supplied sites. • Northern Star's wholly owned subsidiary GKL Properties Pty Ltd has been assessed for eligibility for Human Induced Regeneration projects. • Renewable energy resources modelling uses a combination of publicly available data (weather satellites) and site-specific measurements. • Scope 1 Emissions reductions based on modelled reduction in fossil fuel requirements from renewable energy projects (Wind, Solar and Battery Energy Storage Systems) installed at Northern Star Operations using original equipment manufacturer (OEM) performance curves. • Scope 2 Emissions will be reduced through a combination of grid greening and contracting for electricity from renewable generators. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf

(5.1.1.11) Rationale for choice of scenario

This scenario was elected to be included as it is commonly used by our peers, which increases the comparability of results for our external Stakeholders. This scenario illuminates our future exposure to climate-related physical and transitional risks and opportunities in relation to gold production and demand for gold up to 2050. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP1

(5.1.1.3) Approach to scenario

Select from:

☒ Quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical
- ☒ Policy
- ☒ Market

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature

- ☑ Climate change (one of five drivers of nature change)
- ☑ Other local ecosystem asset interactions, dependencies and impacts driving forces, please specify

Finance and insurance

- ☑ Other finance and insurance driving forces, please specify

Stakeholder and customer demands

- ☑ Other stakeholder and customer demands driving forces, please specify

Regulators, legal and policy regimes

- ☑ Global regulation
- ☑ Other regulators, legal and policy regimes driving forces, please specify

Relevant technology and science

- ☑ Granularity of available data (from aggregated to local)
- ☑ Other relevant technology and science driving forces, please specify

Direct interaction with climate

- ☑ Perception of efficacy of climate regime
- ☑ Other direct interaction with climate driving forces, please specify

Macro and microeconomy

- ☑ Other macro and microeconomy driving forces, please specify

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Scenario 1 uncertainties include - Environmental degradation and accumulating impacts from climate-related events lead to increased environmental awareness and concern. An increased focus on managing climate change risk and capturing opportunity influences investors, business, governments, and public opinion. This drives more sustainable policy, practices, and investments, both in terms of environmental and social outcomes. Assumptions include: • Renewable energy technology cost assumptions utilise: - reports commissioned by the Australian Energy Market Operator (Aurecon – 2024) and CSIRO (GenCost 2023-24) - specialist industry advisors; and - commercial offerings from technology providers. • Renewable energy projects installed on Northern Star sites are to be registered for the purpose of generating green products, for the benefit of or use by Northern Star. • Grid emission intensity factors published by the Australian Clean Energy Regulator for grid supplied sites. • Northern Star's wholly owned subsidiary GKL Properties Pty Ltd has been assessed for eligibility for Human Induced Regeneration projects. • Renewable energy resources modelling uses a combination of publicly available data (weather satellites) and site-specific measurements. • Scope 1 Emissions

reductions based on modelled reduction in fossil fuel requirements from renewable energy projects (Wind, Solar and Battery Energy Storage Systems) installed at Northern Star Operations using original equipment manufacturer (OEM) performance curves. • Scope 2 Emissions will be reduced through a combination of grid greening and contracting for electricity from renewable generators. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf

(5.1.1.11) Rationale for choice of scenario

Northern Star has used a 2°C scenario (a pathway and an emissions trajectory consistent with limiting the average global temperature increase to a temperature range around 2°C above pre-industrial levels with a certain probability). The 2°C scenario was selected as it has greater data availability than the 1.5°C scenario. For more information please refer to our climate change disclosure: www.nsrld.com/media/ehhdzmqm/fy24-esr-suite-climate-change.pdf
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Capacity building
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Northern Star completed initial financial quantification of its climate-related risks and opportunities in FY23, based on the climate-related risks and opportunities identified as part of the scenario analysis conducted in 2020. To ensure we can meet the mandatory reporting requirements of AASB S2 Climate-related Disclosures

in FY26 we are revisiting this modelling to assess the financial impacts of our priority climate-related risks: Water security Extreme temperature Extreme rainfall and flooding Emissions management This will involve reassessing the variables that contribute to the model, both site specific and climatic. The newly acquired Pilbara Operations will be included as well. The refresh will include the same four scenarios from the previous work: NGFS Divergent Net Zero NGFS Below 2°C IPCC SSP2 – RCP4.5 IPCC SSP5 – RCP8.5 These scenarios represent a wide range of possible futures and provide Northern Star with a diverse range of possible impacts to test our Operations against. Scenario analysis is required to be completed with respect to a low (1.5°C) and high (2.5°C or higher) temperature scenario, which is met by the NGFS Divergent Net Zero and IPCC SSP5 – RCP8.5 scenarios. Refer to page 13 of the Northern Star FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module. Information on the processes and findings of Northern Star's Climate-related Scenario Analysis are available at: Appendix A: (pages 25-32) of the Northern Star FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module. Information on the processes and findings of Northern Star's Climate-Related Financial Quantification Modelling are available at: Appendix B: (pages 33-34) of the Northern Star FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ Yes, but we have a climate transition plan with a different temperature alignment

(5.2.2) Temperature alignment of transition plan

Select from:

☒ 2°C aligned

(5.2.3) Publicly available climate transition plan

Select from:

☒ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Northern Star has committed to a Decarbonisation pathway to reduce its reliance on fossil fuels. It has not committed to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion as the business relies on such activities to continue and the technology required to make this commitment has yet to be developed. Northern Star is keen to incorporate technology that is safe, secure, cost effective and low-carbon. We are investigating a range of options, such as human-induced regeneration projects, simple drop-in biofuels, dynamic charging of heavy-duty electric mining vehicles and green hydrogen for vehicles, energy storage or fuel.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☒ Our climate transition plan is voted on at Annual General Meetings (AGMs)

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ No

(5.3.4) Explain why environmental risks and/or opportunities have not affected your strategy and/or financial planning

Our strategy is clear – to develop a responsible Company that is attractive to global investors by: Sustaining critical mass - maintaining gold production from three world class mining production centres Maintaining a diversified asset base - through our portfolio of high-quality operations Ensuring our assets have significant operating lives - improving mine lives to greater than 10 years through in-mine and near-mine exploration, and investing in expansions to maximise efficiencies Maintaining low cost operations - constantly driving efficiencies and productivity Upholding strong financial disciplines - continuing to deliver superior results and maintaining our track record of paying dividends to shareholders 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. Environment risks and opportunities factor prominently in our existing decision-making, strategic planning and risk management processes.

[Fixed row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☒ No, but we plan to in the next two years

[Fixed row]

(5.5) Does your organization invest in research and development (R&D) of low-carbon products or services related to your sector activities?

(5.5.1) Investment in low-carbon R&D

Select from:

☒ Yes

(5.5.2) Comment

Northern Star has assessed a wide range of technologies and remains actively engaged in a number of workstreams with proponents that are most likely to facilitate the transition to Net Zero. Our approach continues to focus on four key areas: Maximum green power - Northern Star is actively engaged with proponents of these technologies, assessing the suitability, availability, scalability, and cost of these opportunities. Transition to green fleet - Northern Star is collaborating with a number of OEMs in these projects, providing mine-specific information to ensure that the final solution is suitable for our needs. In FY25 Northern Star initiated detailed modelling for a clean energy fleet by the OEM's as well as independently developing our own. The modelling work is intended to quantify the capacity of renewable energy generation that will be required to meet demand from the future fleet. Energy efficiency opportunities - In FY25 we have made progress in ensuring this power utilisation and generation data is accessible and valuable in our decision making. We expect to complete the process in FY26 and begin investigating energy

efficiency on a site-by site basis. Emerging Technologies - Northern Star actively considers all forms of low-carbon technologies and has investigated a number of carbon abatement projects in FY25 (such as human-induced regeneration). Cost and benefit are always important considerations when we assess options, with some solutions still appearing cost-prohibitive (for instance drop-in biofuels). Other technologies such as green hydrogen are impeded by our particular constraints (namely, our constrained access to the large volumes of high-quality water needed). Northern Star continues to investigate other feasible projects & prioritising them on the basis of their abatement impact, the risk and opportunity they present, their economic viability, timeline to energisation, operational integration, & the amount of carbon reduction they are expected to achieve.

[Fixed row]

(5.5.4) Provide details of your organization’s investments in low-carbon R&D for metals and mining production activities over the last three years.

Row 1

(5.5.4.1) Technology area

Select from:

☒ Other, please specify :Maximum green power

(5.5.4.2) Stage of development in the reporting year

Select from:

☒ Applied research and development

(5.5.4.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Maximum green power - Northern Star is actively engaged with proponents of these technologies, assessing the suitability, availability, scalability, and cost of these opportunities. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

Row 2

(5.5.4.1) Technology area

Select from:

☒ Other, please specify :Transition to green fleet

(5.5.4.2) Stage of development in the reporting year

Select from:

☒ Applied research and development

(5.5.4.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Transition to green fleet - Northern Star is collaborating with a number of OEMs in these projects, providing mine-specific information to ensure that the final solution is suitable for our needs. In FY25 Northern Star initiated detailed modelling for a clean energy fleet by the OEM's as well as independently developing our own. The modelling work is intended to quantify the capacity of renewable energy generation that will be required to meet demand from the future fleet. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

Row 3

(5.5.4.1) Technology area

Select from:

☒ Other, please specify :Energy efficiency opportunities

(5.5.4.2) Stage of development in the reporting year

Select from:

☒ Applied research and development

(5.5.4.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Energy efficiency opportunities - In FY25 we have made progress in ensuring this power utilisation and generation data is accessible and valuable in our decision making. We expect to complete the process in FY26 and begin investigating energy efficiency on a site-by site basis. Refer to our FY25 Voluntary Environment &

Social Responsibility Disclosure Suite - Climate Change module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

Row 4

(5.5.4.1) Technology area

Select from:

☒ Other, please specify :Emerging technologies

(5.5.4.2) Stage of development in the reporting year

Select from:

☒ Applied research and development

(5.5.4.6) Explain how your R&D investment in this technology area is aligned with your climate commitments and/or climate transition plan

Emerging Technologies - Northern Star actively considers all forms of low-carbon technologies and has investigated a number of carbon abatement projects in FY25 (such as human-induced regeneration). Cost and benefit are always important considerations when we assess options, with some solutions still appearing cost-prohibitive (for instance drop-in biofuels). Other technologies such as green hydrogen are impeded by our particular constraints (namely, our constrained access to the large volumes of high-quality water needed). Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for further information. Link here (spaces added to allow the CDP platform to save due to an error flagged in 2024 that still persists) <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>
[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	<i>Select from:</i> ☒ No, and we do not plan to in the next two years	<i>Select from:</i> ☒ Not an immediate strategic priority	<i>Not an immediate strategic priority.</i>

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	<i>Select from:</i> ☒ Yes	<i>Select all that apply</i> ☒ Climate change ☒ Water

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	<i>Select from:</i> ☒ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years
Water	<i>Select from:</i> ☒ No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☒ Other, please specify :As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices.

(5.11.2.4) Please explain

As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices. In addition, we have in place a detailed internal ESG screening tool which can be used to better understand how our

prospective suppliers may mitigate modern slavery risks, consider climate related actions, contribute to Indigenous and community initiatives, and support diversity and inclusion.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☒ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☒ Other, please specify :As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices.

(5.11.2.4) Please explain

As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices. In addition, we have in place a detailed internal ESG screening tool which can be used to better understand how our prospective suppliers may mitigate modern slavery risks, consider climate related actions, contribute to Indigenous and community initiatives, and support diversity and inclusion.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ No, and we do not plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.3) Comment

As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices. In addition, we have in place a detailed internal ESG screening tool which can be used to better understand how our prospective suppliers may mitigate modern slavery risks, consider climate related actions, contribute to Indigenous and community initiatives, and support diversity and inclusion. As part of our supplier on-boarding process, suppliers must confirm their compliance with both our Supplier Code of Conduct and our Standard Terms and Conditions (unless a contract has been separately negotiated with the supplier) which reinforce our expectations with regards to safety, environment and social governance.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ No, and we do not plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.3) Comment

As part of tender processes, we request that selected prospective suppliers disclose key details of their workplace health & safety (WHS), environmental, social responsibility and other relevant practices. In addition, we have in place a detailed internal ESG screening tool which can be used to better understand how our prospective suppliers may mitigate modern slavery risks, consider climate related actions, contribute to Indigenous and community initiatives, and support diversity and inclusion. As part of our supplier on-boarding process, suppliers must confirm their compliance with both our Supplier Code of Conduct and our Standard Terms and Conditions (unless a contract has been separately negotiated with the supplier) which reinforce our expectations with regards to safety, environment and social governance.

[Fixed row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ No other supplier engagement

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ No other supplier engagement

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Northern Star ESR disclosures provide information on Northern Star's sustainability performance across its Operations. Northern Star discloses our performance data in accordance with GRI requirements, and we utilise operational control as our boundary.

Water

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Northern Star ESR disclosures provide information on Northern Star's sustainability performance across its Operations. Northern Star discloses our performance data in accordance with GRI requirements, and we utilise operational control as our boundary.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

The Northern Star ESR disclosures provide information on Northern Star's sustainability performance across its Operations. Northern Star discloses our performance data in accordance with GRI requirements, and we utilise operational control as our boundary.

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply

☒ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

De Grey Mining

(7.1.1.3) Details of structural change(s), including completion dates

Northern Star Resources Ltd (ASX: NST) (Northern Star) is pleased to confirm that its acquisition of De Grey Mining Ltd (De Grey) by way of a Court-approved Scheme of Arrangement has today (05 May 2025) completed. [https:// www. nsrld. com/ media / zhnl4vxa / de-grey-acquisition-completes-05-05-2025. pdf](https://www.nsrld.com/media/zhnl4vxa/de-grey-acquisition-completes-05-05-2025.pdf)
[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply

☒ Yes, a change in boundary

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Data for FY25 includes the former De Grey Mining assets (exploration & development). Data for FY24 and FY23 is also restated to include the former De Grey Mining assets (exploration & development). Restated data for the new combined assets are included in our FY25 published Performance Data Tables that accompany our FY25 Voluntary Environment & Social Responsibility Disclosure Suite <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx> Northern Star has released a voluntary AASB S2 climate-related disclosures in the FY25 Sustainability Report within the FY25 Annual Report. Northern Star is required to measure our Scope 1 and 2 GHG emissions from our Australian Operations in accordance with the National Greenhouse and Energy Reporting (NGER) Scheme. Within Australia we have a jurisdictional requirement to calculate our Scope 1 and 2 GHG emissions in accordance with NGER Scheme. However, this does not cover all Scope 1 GHG emissions, just those that are applicable as defined in the National Greenhouse and Energy Reporting (Measurement) Determination 2008 (NGER Determination). As a result, we have assessed the gap between Scope 1 GHG emissions reporting as required by the NGER Scheme and all Scope 1 GHG emission sources that could be reasonably identified and calculated. Where gaps were found methodology from the NGER Determination was used where possible. Where the NGER Determination does not provide methodology best practice has been applied in alignment with the GHG Protocol. For our Alaskan Operations we do not have a jurisdictional requirement to report GHG emissions to the United States Environmental Protection Agency under Part 98 Mandatory Greenhouse Gas Reporting of the Code of Federal Regulations. However, the GHG Protocol largely uses Part 98 as the basis of its United States guidance for calculation. Therefore, by applying the GHG Protocol we have effectively applied Part 98. This is a change to the previous approach, where only GHG emission sources required to be reported by the NGER Scheme were reported for both Australian and Alaskan Operations. The ESR suite aligns with this approach, except for Scope 1 GHG emissions at our Alaskan Operations which uses the previous approach of applying the NGER Scheme. The difference between these approaches is approximately 1,127t CO₂-e. Refer to page 76: <https://www.nsrld.com/media/vemd3ef5/2-2025-annual-report-double-page-21-08-2025.pdf>
[Fixed row]

(7.1.3) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☒ No, because the operations acquired or divested did not exist in the base year

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Data is not available and material for the Northern Star baseline emissions year. We have however included all relevant available ESG related data for FY24 and FY23 in our performance data tables.

(7.1.3.4) Past years' recalculation

Select from:

☒ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ Australia - National Greenhouse and Energy Reporting Act
- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Comment
	Select from: ☒ We are reporting a Scope 2, location-based figure	Northern Star is using a location-based approach to reporting Scope 2 emission only.

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

06/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

467619.0

(7.5.3) Methodological details

Northern Star is committed to reducing its Scope 1 and 2 Emissions by 35% (from a 1 July 2020 baseline of 931kt CO2-e) by 2030, on the way to Net Zero operational emissions by 2050.

Scope 2 (location-based)

(7.5.1) Base year end

06/30/2020

(7.5.2) Base year emissions (metric tons CO2e)

463743

(7.5.3) Methodological details

Northern Star is committed to reducing its Scope 1 and 2 Emissions by 35% (from a 1 July 2020 baseline of 931kt CO2-e) by 2030, on the way to Net Zero operational emissions by 2050.

Scope 3 category 1: Purchased goods and services

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 2: Capital goods

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 4: Upstream transportation and distribution

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 5: Waste generated in operations

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 6: Business travel

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

Scope 3 category 7: Employee commuting

(7.5.3) Methodological details

We continue to be focused on being able to assess and understand our Scope 3 Emissions sources so that we may be in a position to develop a baseline and target in the future.

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

	Gross global Scope 1 emissions (metric tons CO2e)	End date	Methodological details
Reporting year	836894	Date input [must be between [11/19/2015 - 11/19/2024]	Australia - NGERS
Past year 1	792397	06/29/2024	Australia - NGERS
Past year 2	793197	06/29/2023	Australia - NGERS
Past year 3	677225	06/29/2022	Australia - NGERS

[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

	Gross global Scope 2, location-based emissions (metric tons CO2e)	End date	Methodological details
Reporting year	467881	Date input [must be between [11/19/2015 - 11/19/2024]	Australia - NGERS
Past year 1	447922	06/29/2024	Australia - NGERS
Past year 2	413081	06/29/2023	Australia - NGERS
Past year 3	486410	06/29/2022	Australia - NGERS

[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

663746

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data – total spend and generic emission factor (US EPA Factors)

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

155014

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data – total spend and generic emission factor (US EPA Factors)

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

232503

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

NGER data – actual fuel consumed by Northern Star (NGA Factors)

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

65683

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data – total spend and generic emission factor (US EPA Factors)

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6020

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

ESG data – total waste generated by Northern Star (NGA Factors & UK Factors)

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

7136

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

1. AMEX & InFlight extracts – passenger flights and emissions factors (US EPA factors included in the generated reports) 2. Pilbara Operations utilised a combined business travel and employee commuting report for FY25, where data was allocated to Categories 6 and 7 based on an individual assessment of the nature of each travel instance.

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

26423

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We also continued to calculate the Scope 3 Emissions from our directly chartered flights and buses to and from our operations, and our business travel reports.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

No currently leased upstream assets not already considered in Scope 1 or 2 Emissions

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Where Northern Star transports the doré to the Perth Mint the GHG Emissions are captured under the Upstream Transportation and Distribution category. Where the Perth Mint collects and transports the doré directly we aspire to include the GHG Emissions in future disclosures.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

192

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Spend data – total spend and generic emission factor (US EPA Factors)

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

06/29/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

342119

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

52525

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

205913

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

43217

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

5721

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

5167

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

12457

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

191

Past year 2

(7.8.1.1) End date

06/29/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

345235

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

22659

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

208594

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

37180

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

4783

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

2294

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

11499

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

184

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> ☒ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.1.4) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.1.6) Relevant standard

Select from:

☒ ISAE 3410

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.2.5) Attach the statement

[fy25-reasonable-and-limited-assurance-statement.pdf](#), [fy25-northern-star-gri-sdg-sasb-index.pdf](#)

(7.9.2.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Purchased goods and services

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Capital goods

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 3

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 4

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Upstream transportation and distribution

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 5

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Waste generated in operations

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 6

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Business travel

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 7

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Employee commuting

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

fy25-reasonable-and-limited-assurance-statement.pdf,fy25-northern-star-gri-sdg-sasb-index.pdf

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 8

(7.9.3.1) Scope 3 category

Select all that apply

☒ Scope 3: Processing of sold products

(7.9.3.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☒ Reasonable assurance

(7.9.3.5) Attach the statement

[fy25-reasonable-and-limited-assurance-statement.pdf](#), [fy25-northern-star-gri-sdg-sasb-index.pdf](#)

(7.9.3.7) Relevant standard

Select from:

☒ ISAE 3410

(7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

☒ Increased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

108297

(7.10.1.2) Direction of change in emissions

Select from:

☒ Decreased

(7.10.1.4) Please explain calculation

At 30 June 2025 Northern Star has reduced Carbon Emissions (Scope 1 & Scope 2) by 108,297 t CO2-e. An additional ~27,700 t CO2-e has also been potentially reduced, but Northern Star has not included it in stated reductions at this time as it is still subject to external verification processes. Refer to our FY25 FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change Module for further information: Link below - note there are deliberate spaces added to the address due to a known issue with CDP that has been present since 2024: [https:// www. nsrld.com/ media/ ytfnuq3u/ fy25-climate-change.pdf](https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf)

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

3762

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.4) Please explain calculation

Acquisition of De Grey Mining and inclusion of FY emissions data for the Hemi Development Project and the West Perth Office. Refer to our FY25 FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change Module for further information: Link below - note there are deliberate spaces added to the address due to a known issue with CDP that has been present since 2024: [https:// www. nsrld.com/ media/ ytfnuq3u/ fy25-climate-change.pdf](https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf)

Change in output

(7.10.1.2) Direction of change in emissions

Select from:

☒ No change

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

60695

(7.10.1.2) Direction of change in emissions

Select from:

☒ Increased

(7.10.1.4) Please explain calculation

In FY25 our net energy consumption increased from 15.3M GJ to 16.2M GJ resulting in changes in our Scope 1 & 2 GHG emissions. Increases in net energy consumption are attributable to increases at our Thunderbox Operations & Bronzewing Operations (365K MJ), KCGM Operations (656K MJ) and Carosue Dam Operations (148K MJ). These increases were offset by energy consumption reductions at Jundee and Pogo Operations. Net energy consumed on our Operations comprises all energy consumed by our facilities, including site produced, grid purchased electricity and fuels burnt, less any power generated. A number of factors can influence the overall energy consumption on our sites, including but not limited to: production throughput and grades, ore composition, development and construction activities, depth of operations, open pit versus underground operations, demand on underground ventilation systems, and workforce size. Refer to our FY25 FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change Module for further information: Link below - note there are deliberate spaces added to the address due to a known issue with CDP that has been present since 2024: [https:// www. nsrld.com/ media/ ytfnuq3u/ fy25-climate-change.pdf](https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf)
[Fixed row]

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☒ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:

☒ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:

☒ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

833432

(7.15.1.3) GWP Reference

Select from:

☒ Other, please specify :Global Warming Potential as per Australian National Greenhouse and Energy Reporting Regulations and Australian National Greenhouse and Energy Reporting (Measurement) Determination.

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☒ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

1272

(7.15.1.3) GWP Reference

Select from:

☒ Other, please specify :Global Warming Potential as per Australian National Greenhouse and Energy Reporting Regulations and Australian National Greenhouse and Energy Reporting (Measurement) Determination.

Row 3

(7.15.1.1) Greenhouse gas

Select from:

☒ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

2094

(7.15.1.3) GWP Reference

Select from:

☒ Other, please specify :Global Warming Potential as per Australian National Greenhouse and Energy Reporting Regulations and Australian National Greenhouse and Energy Reporting (Measurement) Determination.

Row 4

(7.15.1.1) Greenhouse gas

Select from:

☒ SF6

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

96.4

(7.15.1.3) GWP Reference

Select from:

☒ Other, please specify :Global Warming Potential as per Australian National Greenhouse and Energy Reporting Regulations and Australian National Greenhouse and Energy Reporting (Measurement) Determination.

[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)
Australia	798959	306131
United States of America	37935	161750

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

Fimiston

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

271033

(7.17.2.3) Latitude

-30.604106

(7.17.2.4) Longitude

121.506895

Row 2**(7.17.2.1) Facility**

Thunderbox

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

190322

(7.17.2.3) Latitude

-28.154752

(7.17.2.4) Longitude

121.002718

Row 3**(7.17.2.1) Facility**

Carosue Dam

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

104476

(7.17.2.3) Latitude

-30.153608

(7.17.2.4) Longitude

122.351022

Row 4**(7.17.2.1) Facility**

Jundee

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

115914

(7.17.2.3) Latitude

-26.358019

(7.17.2.4) Longitude

120.621251

Row 5**(7.17.2.1) Facility**

Black Flag, Mungari & Mount Burgess Station Operations

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

46.6

(7.17.2.3) Latitude

-30.846784

(7.17.2.4) Longitude

121.115566

Row 6

(7.17.2.1) Facility

Porphyry

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

41333

(7.17.2.3) Latitude

-29.780281

(7.17.2.4) Longitude

122.312688

Row 7

(7.17.2.1) Facility

Kanowna Belle

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

14769

(7.17.2.3) Latitude

-30.604106

(7.17.2.4) Longitude

121.578512

Row 8

(7.17.2.1) Facility

Gidji

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

21.2

(7.17.2.3) Latitude

-30.588948

(7.17.2.4) Longitude

121.456867

Row 9

(7.17.2.1) Facility

Bronzewing

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

45962

(7.17.2.3) Latitude

-27.36792

(7.17.2.4) Longitude

121.009647

Row 10

(7.17.2.1) Facility

Pogo

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

37935

(7.17.2.3) Latitude

64.453575

(7.17.2.4) Longitude

-144.903995

Row 11

(7.17.2.1) Facility

Central Tanami

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1248

(7.17.2.3) Latitude

-19.89005

(7.17.2.4) Longitude

128.83656

Row 12**(7.17.2.1) Facility**

South Kalgoorlie (Jubilee)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

10140

(7.17.2.3) Latitude

-31.038928

(7.17.2.4) Longitude

121.61585

Row 13**(7.17.2.1) Facility**

Hemi Development Project

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

3695

(7.17.2.3) Latitude

-20.862439

(7.17.2.4) Longitude

118.429754

[Add row]

(7.19) Break down your organization's total gross global Scope 1 emissions by sector production activity in metric tons CO2e.

	Gross Scope 1 emissions, metric tons CO2e
Metals and mining production activities	836894

[Fixed row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☒ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

Gidji

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

18616

Row 2

(7.20.2.1) Facility

Pogo

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

161750

Row 3

(7.20.2.1) Facility

Northern Star Corporate Office

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

137

Row 4

(7.20.2.1) Facility

Fimiston

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

206829

Row 5

(7.20.2.1) Facility

South Kalgoorlie (Jubilee)

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

16110

Row 6**(7.20.2.1) Facility**

Kanowna Belle

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

64371

Row 7**(7.20.2.1) Facility**

West Perth Office

(7.20.2.2) Scope 2, location-based (metric tons CO2e)

67.4

[Add row]

(7.21) Break down your organization's total gross global Scope 2 emissions by sector production activity in metric tons CO2e.

	Scope 2, location-based, metric tons CO2e
Metals and mining production activities	467881

[Fixed row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)
Consolidated accounting group	836894	467881

[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☒ Not relevant as we do not have any subsidiaries

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: ☒ Yes
Consumption of purchased or acquired electricity	Select from: ☒ Yes
Consumption of purchased or acquired heat	Select from: ☒ No
Consumption of purchased or acquired steam	Select from: ☒ No
Consumption of purchased or acquired cooling	Select from: ☒ No
Generation of electricity, heat, steam, or cooling	Select from: ☒ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☒ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

3663542

(7.30.1.4) Total (renewable + non-renewable) MWh

3663542.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1233647

(7.30.1.4) Total (renewable + non-renewable) MWh

1233647.00

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

86496

(7.30.1.4) Total (renewable + non-renewable) MWh

86496.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

86496

(7.30.1.3) MWh from non-renewable sources

4897188

(7.30.1.4) Total (renewable + non-renewable) MWh

4983684.00

[Fixed row]

(7.30.4) Report your organization's energy consumption totals (excluding feedstocks) for metals and mining production activities in MWh.

	Heating value	Total MWh
Consumption of fuel (excluding feedstocks)	<i>Select from:</i> ☒ HHV (higher heating value)	3663542
Consumption of purchased or acquired electricity	<i>Select from:</i> ☒ Unable to confirm heating value	1233647
Consumption of self-generated non-fuel renewable energy	<i>Select from:</i> ☒ Unable to confirm heating value	86496
Total energy consumption	<i>Select from:</i> ☒ Unable to confirm heating value	4983684

[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	<i>Select from:</i> ☒ Yes
Consumption of fuel for the generation of heat	<i>Select from:</i> ☒ Yes
Consumption of fuel for the generation of steam	<i>Select from:</i> ☒ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of cooling	Select from: ☒ No
Consumption of fuel for co-generation or tri-generation	Select from: ☒ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Oil

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

2435481

(7.30.7.8) Comment

Includes all fuels, oils, lubricating oils and non-lubricant fluid oils that are combusted as part of operations for fixed plant and mobile equipment. Refer to the Northern Star Performance Data tables at: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

Gas

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

1709021

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1464216

(7.30.7.8) Comment

Includes all LNG and pipeline gases used on site for both electricity production, heating and general operations. Electricity production is from a combination of gas, diesel and LNG but for the purpose of this report it has been grouped together. Refer to the Northern Star Performance Data tables at: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

Total fuel

(7.30.7.1) Heating value

Select from:

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

3663542

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1464216

(7.30.7.8) Comment

Excludes Scope 1 energy generated onsite from renewable sources. Refer to the Northern Star Performance Data tables at: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

567456

(7.30.9.2) Generation that is consumed by the organization (MWh)

567456

(7.30.9.3) Gross generation from renewable sources (MWh)

86496

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

86496

[Fixed row]

(7.30.12) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed for metals and mining production activities.

	Total gross generation (MWh) inside metals and mining sector boundary	Generation that is consumed (MWh) inside metals and mining sector boundary
Electricity	567456	567456

[Fixed row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

588097

(7.30.16.2) Consumption of self-generated electricity (MWh)

567456

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1155553.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

164590

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

164590.00

[Fixed row]

(7.42) Provide details on the commodities relevant to the mining production activities of your organization.

Row 1

(7.42.1) Output product

Select from:

☒ Gold

(7.42.3) Production, metric tons

46.3

(7.42.5) Scope 1 emissions

836894

(7.42.6) Scope 2 emissions

467881

(7.42.9) Comment

Production figure is gold sold (1,633,614 Troy oz). Refer to the Northern Star FY25 Performance Data Tables or FY25 Annual Report for further information and guidance. <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0464

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

1304775

(7.45.3) Metric denominator

Select from:

☒ metric ton of ore processed

(7.45.4) Metric denominator: Unit total

28132463

(7.45.5) Scope 2 figure used

Select from:

☒ Location-based

(7.45.6) % change from previous year

2.65

(7.45.7) Direction of change

Select from:

☒ Increased

(7.45.8) Reasons for change

Select all that apply

☒ Acquisitions

☒ Change in physical operating conditions

☒ Other, please specify :Variations in fuel blends for power generation.

(7.45.9) Please explain

A number of factors can influence the overall energy consumption and emissions outputs on our sites, including but not limited to: production throughput and grades, ore composition, development and construction activities, depth of operations, open pit versus underground operations, demand on underground ventilation systems, and workforce size.

[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☒ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☒ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☒ No, and we do not anticipate setting one in the next two years

(7.53.1.5) Date target was set

02/14/2022

(7.53.1.6) Target coverage

Select from:

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☒ Location-based

(7.53.1.11) End date of base year

06/29/2020

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

467619

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

463743

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

931362.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

(7.53.1.54) End date of target

06/29/2030

(7.53.1.55) Targeted reduction from base year (%)

35

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

605385.300

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

836894

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

467881

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1304775.000

(7.53.1.79) % of target achieved relative to base year

-114.55

(7.53.1.80) Target status in reporting year

Select from:

☒ Underway**(7.53.1.82) Explain target coverage and identify any exclusions**

Northern Star's clean energy transition continued to be an important focus in FY25. Prioritising the reduction of electricity generated from sources such as diesel and gas, we scoped, planned, designed and commissioned projects to implement solar, wind and battery electric storage systems on our grid-connected and islanded mine sites. This approach continues to be recognised as having the biggest impact on our current Scope 1 and Scope 2 emissions, while providing a secure supply of power at lower overall costs. Northern Star is on track to meet our goal to reduce 35% of our Scope 1 and Scope 2 Emissions by 2030; a reduction in greenhouse gas emissions from our baseline (1 July 2020) of 931k t CO2-e down to approximately 605k t CO2-e. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for more information on our planned pathway to achieve our target to reduce Scope 1 and Scope 2 emissions by 2030. Link below (note extra spacing to accommodate known issue with CDP platform): <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>
[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

- ☒ Net-zero targets
- ☒ Other climate-related targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

- ☒ NZ1

(7.54.3.2) Date target was set

02/14/2022

(7.54.3.3) Target Coverage

Select from:

- ☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☒ Abs1

(7.54.3.5) End date of target for achieving net zero

06/29/2050

(7.54.3.6) Is this a science-based target?

Select from:

☒ No, but we anticipate setting one in the next two years

(7.54.3.8) Scopes

Select all that apply

☒ Scope 1

☒ Scope 2

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

(7.54.3.10) Explain target coverage and identify any exclusions

The whole Northern Star organisation is committed to align to the Paris agreement on an emissions reduction pathway (1.5°C ambition) and a net-zero carbon future.

(7.54.3.11) Target objective

After announcing our Net Zero Ambition on 22 July 2021, in February 2022 we outlined our decarbonisation pathway for achieving our 2030 Emissions Reduction Targets of 35% reduction in Scope 1 and Scope 2 Emissions on the way to achieving Net Zero operational Emissions by 2050.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:
☒ Unsure
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:
☒ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	3	<i>Numeric input</i>
To be implemented	4	653857
Implementation commenced	1	27700
Implemented	9	108297

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

9693

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

(7.55.2.9) Comment

CDO Solar Stage 3 Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for more information on our planned pathway to achieve our target to reduce Scope 1 and Scope 2 emissions by 2030. Link below (note extra spacing to accommodate known issue with CDP platform): <https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Wind

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

34282

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

(7.55.2.9) Comment

Jundee Wind Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for more information on our planned pathway to achieve our target to reduce Scope 1 and Scope 2 emissions by 2030. Link below (note extra spacing to accommodate known issue with CDP platform): [https:// www. nsr ltd. com/ media/ ytfnuq3u / fy25-climate-change.pdf](https://www.nsr ltd. com/ media/ ytfnuq3u / fy25-climate-change.pdf)
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☒ Financial optimization calculations

(7.55.3.2) Comment

We have developed inhouse capabilities to model our sites' power and energy demand, wind efficiency and timing, and solar efficiency and timing. Through this work, we are developing a financial model for each of our five operations where we anticipate commissioning renewables, as shown in our 2030 Emissions Reduction pathway, in Figure 2 on page 6 of our Climate Change section of the ESR suite.

[Add row]

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ No

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☒ No

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Potable water measured via meter at source Water abstraction measured via meter at licensed abstraction point Recycled water measured via meter at source

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Potable water measured via meter at source Water abstraction measured via meter at licensed abstraction point Recycled water measured via meter at source

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrltd.com/media/3oagazru/fy25-water-security.pdf>

Entrained water associated with your metals & mining and/or coal sector activities - total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Measured via meter at source

(9.2.4) Please explain

Monitoring is undertaken as part of processing requirements, as well as management of tailings management.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☒ 100%

(9.2.2) Frequency of measurement

Select from:

☒ Monthly

(9.2.3) Method of measurement

Measured via combination of meter and water sampling.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsr ltd.com/media/3oagazru/fy25-water-security.pdf>

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Measured via meter at discharge point.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): [https: // www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf](https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf)

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Measured via meter at discharge point.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks,

opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf>

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Measured via meter at discharge point.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf>

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Measured via meter at discharge point.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): [https:// www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf](https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf)

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https:// www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf>

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☒ 1-25

(9.2.2) Frequency of measurement

Select from:

☒ Continuously

(9.2.3) Method of measurement

Measured via meter at discharge point.

(9.2.4) Please explain

Water abstraction, use and discharge is highly regulated and, as such, significant monitoring is undertaken to ensure volumes and discharges are within limits. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf>

[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

48996

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Unknown

(9.2.2.6) Please explain

Northern Star does not currently do five-year forecasts. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

Total discharges

(9.2.2.1) Volume (megaliters/year)

25276

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Unknown

(9.2.2.6) Please explain

Northern Star does not currently do five-year forecasts. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

Total consumption

(9.2.2.1) Volume (megaliters/year)

22991

(9.2.2.2) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.2.4) Five-year forecast

Select from:

☒ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☒ Unknown

(9.2.2.6) Please explain

Northern Star does not currently do five-year forecasts. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☒ No

(9.2.4.8) Identification tool

Select all that apply

☒ WRI Aqueduct

(9.2.4.9) Please explain

Northern Star has assessed each of its Production Centres (and the Hemi Development Project, following the acquisition of De Grey) to determine their current and potential future “Water Stress” classifications in accordance with Aqueduct 4.0 Water Risk Atlas, the latest iteration of the Water Risk Atlas. This water risk framework is designed to translate complex hydrological data into intuitive indicators of water-related risk. We have two Operations listed as low baseline and predicted future

water stress, and the remaining Operations are all classed as Arid and Low Water Use. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for more information. Link below (extra spaces added to a known platform issue carried over from 2024): [https:// www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf](https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf)
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

25968

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.7.5) Please explain

Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): [https:// www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf](https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf)

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

703

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

20564

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

Third party sources

(9.2.7.1) Relevance

Select from:

☒ Relevant

(9.2.7.2) Volume (megaliters/year)

1726

(9.2.7.3) Comparison with previous reporting year

Select from:

☒ About the same

[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☒ Relevant

(9.2.8.2) Volume (megaliters/year)

25276

(9.2.8.3) Comparison with previous reporting year

Select from:

☒ Lower

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.8.5) Please explain

This figure relates to treated water discharged into the Goodpaster River from our Pogo Operations. Pogo Operations primarily access freshwater, however their overall net water consumption is maintained at a lower level due to their managed treatment and discharge of high quality water back to the environment. There have been no changes to operations that have affected the volume of discharges significantly. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): [https:// www. nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf](https://www.nsr ltd. com/ media/ 3oagazru / fy25-water-security.pdf)

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:
☒ Not relevant

Groundwater

(9.2.8.1) Relevance

Select from:
☒ Not relevant

Third-party destinations

(9.2.8.1) Relevance

Select from:
☒ Not relevant
[Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Not relevant

(9.2.9.6) Please explain

N/A

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

(9.2.9.2) Volume (megaliters/year)

25276

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☒ Lower

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☒ Increase/decrease in efficiency

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☒ 11-20

(9.2.9.6) Please explain

This figure relates to treated water discharged into the Goodpaster River from our Pogo Operations. Pogo Operations primarily access freshwater, however their overall net water consumption is maintained at a lower level due to their managed treatment and discharge of high quality water back to the environment. There have been no changes to operations that have affected the volume of discharges significantly. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for information on water security governance, risks, opportunities, management, conservation, recycling and water performance metrics. Link below (extra spaces added to a known platform issue carried over from 2024): <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

8

(9.3.3) % of facilities in direct operations that this represents

Select from:

☒ 100%

(9.3.4) Please explain

Northern Star's climate-related risk analysis indicate that long term climate change could impact on all operations, with variable levels of financial or strategic risk. High inherent climate change risks identified included: • Decreased average total annual rainfall causes drier surface conditions and underground aquifers to be replenished slowly; and • In Western Australia, rainfall is becoming more concentrated and cyclones more severe; • In Alaska, total rainfall is increasing and

permafrost melting off-site, both pointing to an increase in the frequency and severity of floods. <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>
<https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf>

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☒ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years

[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:

☒ Facility 1

(9.3.1.2) Facility name (optional)

Carosue Dam Operations (includes Carosue Dam and Porphyry)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

- ☒ Dependencies
- ☒ Impacts
- ☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

- ☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf)

(9.3.1.7) Country/Area & River basin

Zimbabwe

- ☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-30.153752

(9.3.1.9) Longitude

122.350349

(9.3.1.10) Located in area with water stress

Select from:

- ☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

4769

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

4769

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.27) Total water consumption at this facility (megaliters)

4769

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Lower

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site and the decrease in water value relates to the cessation of the Deep South Operations and increasing efficiencies. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 2

(9.3.1.1) Facility reference number

Select from:

☒ Facility 4

(9.3.1.2) Facility name (optional)

Jundee Operations (includes Jundee, Ramone and Julius)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf)

(9.3.1.7) Country/Area & River basin

Afghanistan

☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-26.358869

(9.3.1.9) Longitude

120.620634

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

1962

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

1962

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.27) Total water consumption at this facility (megaliters)

1962

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 3

(9.3.1.1) Facility reference number

Select from:

☒ Facility 7

(9.3.1.2) Facility name (optional)

Pogo Operations (includes Pogo)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

Canada

☒ Yukon River

(9.3.1.8) Latitude

64.453265

(9.3.1.9) Longitude

-144.902773

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

27413

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

25968

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.21) Total water discharges at this facility (megaliters)

25276

(9.3.1.23) Discharges to fresh surface water

25276

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 4

(9.3.1.1) Facility reference number

Select from:

☒ Facility 2

(9.3.1.2) Facility name (optional)

Kalgoorlie Operations (includes Kanowna Belle and South Kalgoorlie Operations).

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

(9.3.1.7) Country/Area & River basin

Afghanistan

☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-30.603864

(9.3.1.9) Longitude

121.578231

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

2072

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

2028

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

44

(9.3.1.27) Total water consumption at this facility (megaliters)

2072

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 5

(9.3.1.1) Facility reference number

Select from:

☒ Facility 5

(9.3.1.2) Facility name (optional)

Bronzewing Operations (includes Orelia)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

(9.3.1.7) Country/Area & River basin

Afghanistan

☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-27.383406

(9.3.1.9) Longitude

121.005978

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

332

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

332

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.27) Total water consumption at this facility (megaliters)

368

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 6

(9.3.1.1) Facility reference number

Select from:

☒ Facility 3

(9.3.1.2) Facility name (optional)

KCGM Operations (includes Fimiston, Mt Charlotte and Gidji)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

☒ Opportunities

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

(9.3.1.7) Country/Area & River basin

Afghanistan

☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-30.777598

(9.3.1.9) Longitude

121.50389

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

7697

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

703

(9.3.1.17) Withdrawals from groundwater - renewable

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

1681

(9.3.1.27) Total water consumption at this facility (megaliters)

7697

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same**(9.3.1.29) Please explain**

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrltd. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrltd. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

Row 7**(9.3.1.1) Facility reference number**

Select from:

☒ Facility 6

(9.3.1.2) Facility name (optional)

Thunderbox Operations (includes Thunderbox, Otto Bore, Bannockburn and Wonder)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Our sites in the Goldfields of Western Australia primarily use saline or hypersaline water, with some limited freshwater use by exception. These sites are typically operated as nil discharge sites. Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module for further information: <https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf>

(9.3.1.7) Country/Area & River basin

Afghanistan

☒ Other, please specify :Western Plateau - Salt Lakes

(9.3.1.8) Latitude

-28.192009

(9.3.1.9) Longitude

121.008142

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

4687

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

4687

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.27) Total water consumption at this facility (megaliters)

4687

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ Higher

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site and the increase in water value relates to increased development activities and related dust suppression activities, as well as increased recycling from the TSFs. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsr ltd. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsr ltd. com/ media/ 3oagazru/ fy25-water-security. pdf) <https:// www. nsr ltd. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx>

Row 8

(9.3.1.1) Facility reference number

Select from:

☒ Facility 8

(9.3.1.2) Facility name (optional)

Pilbara Operations (includes the Hemi Development Project)

(9.3.1.3) Value chain stage

Select from:

☒ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☒ Dependencies

☒ Impacts

☒ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☒ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

The Hemi Development Project in our Pilbara Operations is undergoing environmental approval assessments and therefore the water management requirements and strategy are still being reviewed and developed, in consultation with our stakeholders.

(9.3.1.7) Country/Area & River basin

Australia

☒ Other, please specify :Turner River

(9.3.1.8) Latitude

-20.862439

(9.3.1.9) Longitude

118.429754

(9.3.1.10) Located in area with water stress

Select from:

☒ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

24

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☒ Lower

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

24

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

0

(9.3.1.27) Total water consumption at this facility (megaliters)

24

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☒ About the same

(9.3.1.29) Please explain

Water consumption rates have remained relatively steady at site. Refer to the FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Water Security module and the FY25 Performance Data Tables for further information or data. [https:// www. nsrld. com/ media/ 3oagazru/ fy25-water-security. pdf](https://www.nsrld.com/media/3oagazru/fy25-water-security.pdf) [https:// www. nsrld. com / media/ xysmx4cy / fy25-northern-star-esr-performance-data-tables. xlsx](https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx)

[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water discharges – total volumes

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI

Water consumption – total volume

(9.3.2.1) % verified

Select from:

☒ 51-75

(9.3.2.2) Verification standard used

GRI
[Fixed row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency
	6414900000	130927.01

[Fixed row]

(9.10) Do you calculate water intensity information for your metals and mining activities?

Select from:

☒ Yes

(9.10.1) For your top 5 products by revenue, provide the following intensity information associated with your metals and mining activities.

Row 1

(9.10.1.1) Product name

Gold

(9.10.1.2) Numerator: Water aspect

Select from:

☒ Total water withdrawals

(9.10.1.3) Denominator

Select from:

☒ Ton of ore processed

(9.10.1.4) Comparison with previous reporting year

Select from:

☒ Lower

(9.10.1.5) Please explain

The decrease in this intensity metric is attributed to decreased water withdrawals and increase tonnes, resulting in decreased operational water intensity needs. Total Water Withdrawal per tonne of ore processed: FY2025 0.0017 ML/Tonne FY2024 0.0018 ML/Tonne FY2023 0.0020 ML/Tonne FY2022 0.0018 ML/Tonne For more information or detailed data please refer to our FY25 Performance Data tables located on our website: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

Row 2

(9.10.1.1) Product name

Gold

(9.10.1.2) Numerator: Water aspect

Select from:

☒ Freshwater consumption

(9.10.1.3) Denominator

Select from:

☒ Ton of ore processed

(9.10.1.4) Comparison with previous reporting year

Select from:

☒ About the same

(9.10.1.5) Please explain

Total Freshwater Consumption per tonne of ore processed: FY2025 0.00007 ML/Tonne FY2024 0.00007 ML/Tonne FY2023 0.00010 ML/Tonne FY2022 0.00007 ML/Tonne For more information or detailed data please refer to our FY25 Performance Data tables located on our website: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

Row 3

(9.10.1.1) Product name

Gold

(9.10.1.2) Numerator: Water aspect

Select from:

☒ Total water consumption

(9.10.1.3) Denominator

Select from:

☒ Ton of ore processed

(9.10.1.4) Comparison with previous reporting year

Select from:

☒ Lower

(9.10.1.5) Please explain

The decrease in this intensity metric is attributed to decreased water withdrawals and increase tonnes, resulting in decreased operational water intensity needs. Total Water Consumption per tonne of ore processed: FY2025 0.00082 ML/Tonne FY2024 0.00088 ML/Tonne FY2023 0.00094 ML/Tonne For more information or detailed data please refer to our FY25 Performance Data tables located on our website: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>

[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
	Select from: ☒ No	N/A

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact
	Select from: ☒ No, and we do not plan to address this within the next two years

[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

☒ No, and we do not plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

☒ Important but not an immediate business priority

(9.15.3.2) Please explain

As part of our ongoing organisation risk identification and mitigation processes, Northern Star monitors and reviews water security risks and opportunities in our mining and mineral processing operations. Water-related risks and opportunities, and the action plans surrounding them, are integrated into our existing risk management processes. Sites operate within their licence limits, and seek opportunities for efficiency improvements as part of BAU.

[Fixed row]

C11. Environmental performance - Biodiversity

(11.1) Within your reporting boundary, are there any geographical areas, business units or mining projects excluded from your disclosure?

Select from:

☒ No

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☒ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☒ Land/water protection

☒ Land/water management

☒ Species management

☒ Education & awareness

☒ Other, please specify :Planning and preparation for TNFD assessment commencing in a staged approach in FY25.

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☒ Yes, we use indicators	Select all that apply ☒ State and benefit indicators ☒ Response indicators ☒ Other, please specify :Refer to annual biodiversity disclosure for more information. www.nsrld.com/media/tcrpxcot/fy24-northern-star-biodiversity-values.pdf

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

Database searches are conducted during the Environmental approvals process to determine any Legally Protected areas. Proximity to these areas, such as conservation reserves or Priority Ecological Communities (PEC) are stated within approval documentation, with any potential impacts and mitigation measures captured in the risk assessment process. For more information please see: <https://www.nsrld.com/media/5a0nusz1/fy25-northern-star-biodiversity-values.pdf> Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Assessed as part of the approvals process to understand biodiversity values in the area. For more information please see: <https://www.nsrld.com/media/5a0nusz1/fy25-northern-star-biodiversity-values.pdf> Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Assessed as part of the approvals process to understand biodiversity values in the area. For more information please see: <https://www.nsrld.com/media/5a0nusz1/fy25-northern-star-biodiversity-values.pdf> Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ No

(11.4.2) Comment

Assessed as part of the approvals process to understand biodiversity values in the area. For more information please see: [https:// www. nsr ltd. com / media / 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com / media / 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf) Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. <https:// www. nsr ltd. com / media / p35kqkfg / fy25-environmental-management. pdf>

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

Assessed as part of the approvals process to understand biodiversity values in the area. For more information please see: <https:// www. nsr ltd. com / media / 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf> Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. <https:// www. nsr ltd. com / media / p35kqkfg / fy25-environmental-management. pdf>

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☒ Yes

(11.4.2) Comment

These areas may include important habitats for Threatened or Priority Fauna or areas containing priority flora species. Surveys are conducted during the Environmental Approvals process to identify these areas and ensure potential impacts are managed appropriately. Areas important for Biodiversity and Species of Conservation Significance for each operation are outlined in the Biodiversity Values table. For more information please see: <https:// www. nsr ltd. com / media />

5a0nusz1/ fy25-northern-star-biodiversity-values. pdf Also refer to our TNFD and Biodiversity, Conservation & Land Management disclosures in our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module. [https:// www. nsrltd. com/ media /p35kqkfg / fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)
[Fixed row]

(11.4.1) Provide details of your organization’s activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.1) Mining project ID

Select from:

☒ All disclosed mining projects

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☒ Legally protected areas

☒ Key Biodiversity Areas

☒ Other areas important for biodiversity

(11.4.1.3) Protected area category (IUCN classification)

Select from:

☒ Not applicable

(11.4.1.4) Country/area

Select from:

☒ Australia

(11.4.1.5) Name of the area important for biodiversity

(11.4.1.6) Proximity

Select from:

☒ Adjacent

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☒ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☒ Scheduling

☒ Site selection

☒ Project design

☒ Physical controls

☒ Abatement controls

☒ Operational controls

☒ Biodiversity offsets

☒ Other, please specify

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

(11.4.1.12) Further context for mining projects

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

Row 2

(11.4.1.1) Mining project ID

Select from:

☒ Project 7

(11.4.1.2) Types of area important for biodiversity

Select all that apply

☒ Legally protected areas

☒ Key Biodiversity Areas

☒ Other areas important for biodiversity

(11.4.1.3) Protected area category (IUCN classification)

Select from:

☒ Not applicable

(11.4.1.4) Country/area

Select from:

☒ United States of America

(11.4.1.5) Name of the area important for biodiversity

Various

(11.4.1.6) Proximity

Select from:

☒ Adjacent

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

Select from:

☒ Yes, but mitigation measures have been implemented

(11.4.1.10) Mitigation measures implemented within the selected area

Select all that apply

☒ Scheduling

☒ Site selection

☒ Project design

☒ Physical controls

☒ Abatement controls

☒ Operational controls

☒ Other, please specify

(11.4.1.11) Explain how your organization's activities located in or near to the selected area could negatively affect biodiversity, how this was assessed, and describe any mitigation measures implemented

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

(11.4.1.12) Further context for mining projects

Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)
[Add row]

(11.5) Can you disclose the mining project area and the area of land disturbed for each of your mining projects?

(11.5.1) Disclosing mining project area and area of land disturbed

Select from:

☒ Yes

(11.5.2) Comment

Northern Star discloses its Conservation and Land Management figures as part of its Environmental disclosures. Please refer Environmental Performance Metrics in the Environment disclosure for data disclosed: [www. nsr ltd. com/ media/ krtjvldw/ fy24-esr-suite-environmental-management. pdf](http://www.nsr ltd. com/ media/ krtjvldw/ fy24-esr-suite-environmental-management. pdf) Also: www. nsr ltd. com/ media/ dk3dhveu/ fy24-northern-star-esr-performance-data-tables. xlsx
[Fixed row]

(11.5.1) Provide details on the mining project area and the area of land disturbed for each of your mining projects.

Row 1

(11.5.1.1) Mining project ID

Select from:

☒ Project 1

(11.5.1.4) Area disturbed in the reporting year (hectares)

17.1

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

- ☒ Modified habitat
- ☒ Natural habitat

(11.5.1.6) Comment

Carosue Dam Operations (including Carosue Dam and Porphyry) FY25 Land Cleared = 17.1 ha FY25 Land Rehabilitated = 0.0 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsrld. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 2

(11.5.1.1) Mining project ID

Select from:

- ☒ Project 2

(11.5.1.4) Area disturbed in the reporting year (hectares)

38.7

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

- ☒ Modified habitat
- ☒ Natural habitat

(11.5.1.6) Comment

Kalgoorlie Operations (includes Kanowna Belle and South Kalgoorlie Operations) FY25 Land Cleared = 38.7 ha FY25 Land Rehabilitated = 19.2 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity,

conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf)

Row 3

(11.5.1.1) Mining project ID

Select from:

☒ Project 3

(11.5.1.4) Area disturbed in the reporting year (hectares)

39.5

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

☒ Modified habitat

☒ Natural habitat

(11.5.1.6) Comment

KCGM Operations (includes Fimiston, Mt Charlotte and Gidji) FY25 Land Cleared = 39.5 ha FY25 Land Rehabilitated = 4.95 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf)

Row 4

(11.5.1.1) Mining project ID

Select from:

☒ Project 4

(11.5.1.4) Area disturbed in the reporting year (hectares)

(11.5.1.5) Type(s) of habitat disturbed in the reporting year*Select all that apply*☒ Modified habitat☒ Natural habitat**(11.5.1.6) Comment**

Jundee Operations (includes Jundee, Ramone & Julius) FY25 Land Cleared = 172 ha FY25 Land Rehabilitated = 0.3 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsr ltd.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 5**(11.5.1.1) Mining project ID***Select from:*☒ Project 5**(11.5.1.4) Area disturbed in the reporting year (hectares)****(11.5.1.5) Type(s) of habitat disturbed in the reporting year***Select all that apply*☒ Modified habitat☒ Natural habitat**(11.5.1.6) Comment**

Bronzewing Operations FY25 Land Cleared = 142 ha FY25 Land Rehabilitated = 0.0 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsrld. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 6

(11.5.1.1) Mining project ID

Select from:

☒ Project 6

(11.5.1.4) Area disturbed in the reporting year (hectares)

354

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

☒ Modified habitat

☒ Natural habitat

(11.5.1.6) Comment

Thunderbox Operations (includes Thunderbox, Otto Bore, Bannockburn and Wonder) FY25 Land Cleared = 354 ha FY25 Land Rehabilitated = 6.0 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsrld. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 7

(11.5.1.1) Mining project ID

Select from:

☒ Project 7

(11.5.1.4) Area disturbed in the reporting year (hectares)

10.1

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

☒ Modified habitat

☒ Natural habitat

(11.5.1.6) Comment

Pogo Operations (includes Pogo) FY25 Land Cleared = 10.1 ha FY25 Land Rehabilitated = 2.8 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsr ltd. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsr ltd.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 8

(11.5.1.1) Mining project ID

Select from:

☒ Project 8

(11.5.1.4) Area disturbed in the reporting year (hectares)

109

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

☒ Modified habitat

☒ Natural habitat

(11.5.1.6) Comment

Pilbara Operations (includes the Hemi Development Project) FY25 Land Cleared = 109 ha FY25 Land Rehabilitated = 187 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsrld. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

Row 9

(11.5.1.1) Mining project ID

Select from:

☒ Project 9

(11.5.1.4) Area disturbed in the reporting year (hectares)

18.3

(11.5.1.5) Type(s) of habitat disturbed in the reporting year

Select all that apply

☒ Modified habitat

☒ Natural habitat

(11.5.1.6) Comment

Tanami FY25 Land Cleared = 18.3 ha FY25 Land Rehabilitated = 1.68 ha Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information in relation to biodiversity, conservation, land management, rehabilitation liabilities and levies. Link below (note spaces are added deliberately due to known issues with the CDP Platform): [https:// www. nsrld. com / media/ p35kqkfg/ fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)
[Add row]

(11.6) Are there artisanal and small-scale mining (ASM) operations active in your mining project areas or in their area of influence?

Select from:

☒ No

(11.7) Do you adopt biodiversity action plans to manage your impacts on biodiversity?

Select from:

☒ Yes

(11.7.1) Describe your criteria for defining which sites are required to produce biodiversity action plans.

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Northern Star applies the 'mitigation hierarchy' to ensure we minimise the impact on biodiversity as much as possible. This hierarchy means we aim to: Avoid clearing and disturbing vegetation as much as possible: this means finding existing disturbed land to place facilities instead of clearing new areas. We did this at Jundee Operations in the Yandal Production Centre, for example, where our solar farm has been placed on a waste rock dump rather than undisturbed areas and at Porphyry where the solar farm was placed on an area previously used as a laydown area. Minimise clearing that is required: We do this by optimising clearing footprints. Rehabilitate all areas disturbed by our operations where possible at mine closure: However, we progressively rehabilitate areas where possible. Offset where significant impact cannot be avoided: Northern Star provides biodiversity offsets to compensate for the impacts.re we minimise the impact on biodiversity as much as possible. This hierarchy means we aim to: Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. In Australia, we are increasingly consulting with Traditional Owners to understand the cultural values associated with biodiversity by conducting ethnobotanical and in some cases ethnozoological surveys. Traditional Owners are given the opportunity, if desired, to harvest plants and other material prior to clearing. The understanding of biodiversity values gained from baseline studies ensures we can undertake an appropriate level of environmental impact assessment (EIA) to understand the potential impacts on biodiversity from our operations. Where specific risks are identified, targeted measures are implemented to effectively apply the mitigation hierarchy described above. At a project level, once regulatory approval is granted to disturb land, Northern Star's internal land disturbance procedures are followed. These processes are different for our Australian and Alaskan Operations but ensure that all land disturbance is conducted in line with relevant statutory and regulatory requirements and that the impact of clearing on the environment is minimised in line with our Environmental Policy. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. Link below (includes deliberate spacing due to known CDP Platform issue): [https:// www. nsrld. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

(11.8) Provide details on mining projects that are required to produce Biodiversity Action Plans.

(11.8.1) Number of mining projects required to produce a BAP

(11.8.2) % of mining projects required to produce a BAP that have one in place

100

(11.8.3) Format

Select all that apply

- ☒ Stand-alone document
- ☒ Part of general Environmental Management System

(11.8.4) Frequency BAPs are reviewed

Select all that apply

- ☒ Regularly

(11.8.5) Please explain

Assessment of biodiversity impacts and relevant management measures are undertaken through the Environmental approvals process. Sites capture biodiversity management actions either within a stand-alone Biodiversity Management plan or as part of other relevant environmental management procedures (e.g. Land Disturbance Procedure). The requirement for a Biodiversity Management Plan is determined through a risk-based approach and level of environmental value within the area. Some sites may also require additional targeted Biodiversity Management Plans (e.g. EEL55 Offset Management Plan for Malleefowl Conservation – available on the company website). Biodiversity Management Plans provide guidance for the effective management of biodiversity and to ensure impacts and risks from our operations can be minimised. Relevant documents relating to Biodiversity Management are outlined in the Biodiversity Values table. Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): [https:// www. nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf](https://www.nsr ltd. com/ media/ 5a0nusz1 / fy25-northern-star-biodiversity-values. pdf)

[Fixed row]

(11.9) Have any of your projects caused, or have the potential to cause, significant adverse impact(s) on biodiversity?

(11.9.1) Any projects caused, or have the potential to cause, significant adverse impacts on biodiversity

Select from:

☒ Yes

(11.9.2) Comment

Certain projects undertaken by Northern Star do have the potential to cause adverse impacts. Please refer to our FY25 Biodiversity Values table which outlines all taxa, communities and habitats and their locations relative to our various Operations and Projects, as well as the key management practices we have in place in relation to each one. Link below (please note deliberate spaces added to allow posting due to known issue with CDP platform): <https://www.nsrld.com/media/5a0nusz1/fy25-northern-star-biodiversity-values.pdf> Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. Link below (includes deliberate spacing due to known CDP Platform issue): <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

[Fixed row]

(11.10) Are biodiversity issues integrated into any aspects of your long-term strategic business plan, and if so how?

Long-term business objectives

(11.10.1) Are biodiversity-related issues integrated?

Select from:

☒ No, biodiversity-related issues not yet reviewed, but there are plans to do so in the next two years

(11.10.3) Please explain

Since the TNFD release in September 2023, Northern Star has begun to work towards adopting the recommendations in the management and disclosure of our nature-related risks and opportunities. In FY25 we took our first steps by commencing an analysis of our nature-related dependencies, impacts, risks and opportunities at our Yandal Production Centre. Some of the key items highlighted in our study included: • Our nature-related dependencies align with our previous TCFD analysis (e.g. interrelationships with water and climate stability). • Our material impacts include land management and water use, with our rehabilitation having a positive impact on nature. • Material risks to the business could arise if altered rainfall patterns and unsustainable water extraction occurred, without appropriate risk mitigation processes in place. • Opportunities include operational water efficiency, exceeding statutory rehabilitation obligations and proactively engaging earlier with key stakeholders on closure planning processes. From this process we have identified a number of existing embedded processes and strategies that we can use to replicate this analysis across our remaining production centres in a staged approach. We aim to meet the recommended disclosures in a staged approach, similar to our adoption of the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations. Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Northern Star applies the 'mitigation hierarchy' to ensure we minimise the impact on biodiversity as

much as possible. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf)

Strategy for long-term objectives

(11.10.1) Are biodiversity-related issues integrated?

Select from:

☒ No, biodiversity-related issues not yet reviewed, but there are plans to do so in the next two years

(11.10.3) Please explain

Since the TNFD release in September 2023, Northern Star has begun to work towards adopting the recommendations in the management and disclosure of our nature-related risks and opportunities. In FY25 we took our first steps by commencing an analysis of our nature-related dependencies, impacts, risks and opportunities at our Yandal Production Centre. Some of the key items highlighted in our study included: • Our nature-related dependencies align with our previous TCFD analysis (e.g. interrelationships with water and climate stability). • Our material impacts include land management and water use, with our rehabilitation having a positive impact on nature. • Material risks to the business could arise if altered rainfall patterns and unsustainable water extraction occurred, without appropriate risk mitigation processes in place. • Opportunities include operational water efficiency, exceeding statutory rehabilitation obligations and proactively engaging earlier with key stakeholders on closure planning processes. From this process we have identified a number of existing embedded processes and strategies that we can use to replicate this analysis across our remaining production centres in a staged approach. We aim to meet the recommended disclosures in a staged approach, similar to our adoption of the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations. Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Northern Star applies the 'mitigation hierarchy' to ensure we minimise the impact on biodiversity as much as possible. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf)

Financial planning

(11.10.1) Are biodiversity-related issues integrated?

Select from:

☒ No, biodiversity-related issues not yet reviewed, but there are plans to do so in the next two years

(11.10.3) Please explain

Since the TNFD release in September 2023, Northern Star has begun to work towards adopting the recommendations in the management and disclosure of our nature-related risks and opportunities. In FY25 we took our first steps by commencing an analysis of our nature-related dependencies, impacts, risks and opportunities at our Yandal Production Centre. Some of the key items highlighted in our study included: • Our nature-related dependencies align with our previous TCFD analysis (e.g. interrelationships with water and climate stability). • Our material impacts include land management and water use, with our rehabilitation having a positive impact on nature. • Material risks to the business could arise if altered rainfall patterns and unsustainable water extraction occurred, without appropriate risk mitigation processes in place. • Opportunities include operational water efficiency, exceeding statutory rehabilitation obligations and proactively engaging earlier with key stakeholders on closure planning processes. From this process we have identified a number of existing embedded processes and strategies that we can use to replicate this analysis across our remaining production centres in a staged approach. We aim to meet the recommended disclosures in a staged approach, similar to our adoption of the Taskforce on Climate-related Financial Disclosure (TCFD) recommendations. Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Northern Star applies the ‘mitigation hierarchy’ to ensure we minimise the impact on biodiversity as much as possible. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsrld. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)
[Fixed row]

(11.11) Have you specified any measurable and time-bound targets related to your commitments to reduce or avoid impacts on biodiversity?

Select from:

☒ Yes

(11.11.1) Provide details of your targets related to your commitments to reduce or avoid impacts on biodiversity, and progress made.

Row 1

(11.11.1.1) Target reference number

Select from:

☒ Target 1

(11.11.1.2) Target label

Complete the staged TNFD analysis of our remaining operational centres (Pogo, Kalgoorlie, Pilbara)

(11.11.1.3) Base year

2025

(11.11.1.4) Target year

2030

(11.11.1.5) % of target achieved

Select from:

☒ 0%

(11.11.1.6) Please explain

Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf)

Row 2

(11.11.1.1) Target reference number

Select from:

☒ Target 2

(11.11.1.2) Target label

Determine applicable and appropriate metrics or targets for routine disclosure; and continue to disclose progress against TNFD.

(11.11.1.3) Base year

2025

(11.11.1.4) Target year

2030

(11.11.1.5) % of target achieved

Select from:

☒ 0%

(11.11.1.6) Please explain

Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsr ltd. com/ media / p35kqkfg / fy25-environmental-management. pdf)

Row 3

(11.11.1.1) Target reference number

Select from:

☒ Target 3

(11.11.1.2) Target label

Consider the benefits of quantitative modelling of key nature-related risks to estimate financial impacts and opportunities

(11.11.1.3) Base year

2025

(11.11.1.4) Target year

2030

(11.11.1.5) % of target achieved

Select from:

☒ 0%

(11.11.1.6) Please explain

Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

[Add row]

(11.12) Has your organization adopted avoidance and/or minimization as strategies to prevent or mitigate significant adverse impacts on biodiversity?

Select from:

☒ Yes

(11.12.1) Provide relevant company-specific examples of your implementation of avoidance and minimization actions to manage adverse impacts on biodiversity.

Row 1

(11.12.1.1) Mining project ID

Select from:

☒ Project 4

(11.12.1.2) Approach and type of measure

Avoidance

☒ Site selection

(11.12.1.3) Description

At our Jundee Operations in the Yandal Production Centre, our solar farm has been placed on a waste rock dump rather than undisturbed areas. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf) Please also refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for further information: [https:// www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf](https://www.nsrld.com/media/ytfnuq3u/fy25-climate-change.pdf)

Row 2

(11.12.1.1) Mining project ID

Select from:

☒ Project 1

(11.12.1.2) Approach and type of measure

Avoidance

☒ Site selection

(11.12.1.3) Description

At our Porphyry site (within Carosue Dam Operations), in the Kalgoorlie Production Centre, the solar farm was placed on an area previously used as a laydown area. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsr ltd. com / media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsr ltd. com / media / p35kqkfg / fy25-environmental-management. pdf) Please also refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Climate Change module for further information: <https:// www. nsr ltd. com / media / ytfnuq3u / fy25-climate-change. pdf>
[Add row]

(11.13) Have significant impacts on biodiversity been mitigated through restoration?

	Have significant impacts on biodiversity been mitigated through restoration?	Comment
	Select from: ☒ Data not available	N/A

[Fixed row]

(11.14) Have significant residual impacts of your projects been compensated through biodiversity offsets?

(11.14.1) Have residual impacts been compensated through biodiversity offsets?

Select from:

☒ Partially

(11.14.2) Comment

In FY24, Northern Star's Offset Management Plan was approved by the Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW). The offset site has been placed under a Conservation Covenant under the Soil and Land Conservation Act 1945 which provides protection from clearing and disturbance in perpetuity for the site. This site offsets impacts to Malleefowl habitat at our Carosue Dam Operations which resulted from clearing land for an expansion to the tailings storage facility. The Offset Management Plan outlines the land management actions, completion criteria, monitoring and reporting that will be undertaken over the next 30 years as we protect and enhance the quality of malleefowl habitat at the site.

[Fixed row]

(11.14.1) Provide details on the biodiversity offsets you have in place.

Row 1

(11.14.1.1) Mining project ID

Select from:

☒ Project 1

(11.14.1.2) Description of the impact being offset

Development of Cell 4 at the Carosue Dam Operations Tailings Storage Facility (TSF) was predicted to impact 152.6 ha of Malleefowl (Leipoa ocellata) habitat.

(11.14.1.3) Motivation

Select from:

☒ Legal requirements

(11.14.1.4) Type of offset

Select from:

☒ Averted loss offset (other)

(11.14.1.5) Area (hectares)

800

(11.14.1.6) Describe the offset

Northern Star set up an offset site south of Coolgardie in the Kalgoorlie Production Centre. It provides conservation and protection for Malleefowl habitat to offset the impact of our tailings facility at Carosue Dam Operations. Northern Star is protecting and monitoring an active Malleefowl population at this site which contains 800 ha of critical breeding habitat and is being managed in accordance with the approved Offset Management Plan. Key components of this plan include securing a conservation covenant over the offsite location, excluding grazing, controlling feral predators and weeds, and installing bushfire protection measures such as firebreaks. Annual monitoring of the active Malleefowl population at the offset location occurs with the results reported on annually under regulatory requirements.
[Add row]

(11.15) Is your organization implementing or supporting additional conservation actions?

(11.15.1) Implementing or supporting additional conservation actions?

Select from:

☒ Yes

(11.15.2) Comment

Northern Star has partnered with The National Malleefowl Recovery Group (NMRG) to assist with the implementation of conservation projects such as their National Malleefowl Monitoring Program.
[Fixed row]

(11.15.1) Provide details on the main ACAs you are implementing or supporting.

Row 1

(11.15.1.1) Project title

The National Malleefowl Recovery Group (NMRG) Partnership.

(11.15.1.2) Project theme

Select from:

☒ Threatened species

(11.15.1.3) Country/Area

Select from:

☒ Australia

(11.15.1.4) Location

Select from:

☒ In the area of influence of mining project

(11.15.1.5) Primary motivation

Select from:

☒ Voluntary

(11.15.1.6) Timeframe

Select from:

☒ Defined

(11.15.1.7) Start year

2023

(11.15.1.8) End year

(11.15.1.9) Description of project

Partnership with The National Malleefowl Recovery Group (NMRG) to assist with the implementation of conservation projects such as their National Malleefowl Monitoring Program.

(11.15.1.10) Description of outcome to date

The NMRG are successfully monitoring the health of Malleefowl populations across Australia and using knowledge gained to determine what impact actions such as predator control and fire management have on breeding populations and species numbers.

[Add row]

(11.16) Do your mining projects have closure plans in place?

(11.16.1) Are there closure plans in place?

Select from:

☒ Yes

(11.16.2) Comment

Northern Star has prepared closure and reclamation plans for all its sites other than the Pilbara Operations, in accordance with our Reclamation and Closure Preparedness Global Standard. These plans are approved by the relevant regulators and are updated every three years or when new projects are implemented on site. They contain more detail as sites progress toward final closure. Planning for closure commences at the very beginning of a mine's life. As a new mine undergoes planning and design, attention is given to how it will be rehabilitated and closed at the end of its life. Consideration is given to final landform design, topsoil requirements, reuse, removal or demolition of buildings and other infrastructure, as well as ensuring the long-term stability of pits and waste rock dumps. Each closure and reclamation plan establishes closure objectives and criteria, along with strategies to achieve these. These are informed by site-specific risk assessments that identify the risks to safety or the environment closure. If plans change at a site, the closure risks and requirements of the new plans must be considered and provided to the regulator for approval. Opportunities for progressive rehabilitation are identified where practicable. Northern Star looks to streamline rehabilitation costs by scheduling them alongside other projects that also use the same required equipment. Northern Star ensures there is adequate financial provisions for implementing closure requirements and regularly undertakes a detailed analysis to update our closure provisioning across our operations. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. [https:// www. nsrld. com/ media / p35kqkfg / fy25-environmental-management. pdf](https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf)

[Fixed row]

(11.16.1) Please provide details on mines with closure plans.

(11.16.1.1) % of mines with closure plans

100

(11.16.1.2) % of closure plans that take biodiversity aspects into consideration

100

(11.16.1.3) Is there a financial provision for mine closure expenditure?

Select from:

☒ Yes, for all mines

(11.16.1.4) Frequency closure plans are reviewed

Select all that apply

☒ Regularly (all projects)

(11.16.1.5) Please explain

Northern Star has prepared closure and reclamation plans for all its sites other than the Pilbara Operations (Pilbara Operations has no active mines therefore is not included in the % left), in accordance with our Reclamation and Closure Preparedness Global Standard. These plans are approved by the relevant regulators and are updated every three years or when new projects are implemented on site. They contain more detail as sites progress toward final closure. Planning for closure commences at the very beginning of a mine's life. As a new mine undergoes planning and design, attention is given to how it will be rehabilitated and closed at the end of its life. Consideration is given to final landform design, topsoil requirements, reuse, removal or demolition of buildings and other infrastructure, as well as ensuring the long-term stability of pits and waste rock dumps. Each closure and reclamation plan establishes closure objectives and criteria, along with strategies to achieve these. These are informed by site-specific risk assessments that identify the risks to safety or the environment closure. If plans change at a site, the closure risks and requirements of the new plans must be considered and provided to the regulator for approval. Opportunities for progressive rehabilitation are identified where practicable. Northern Star looks to streamline rehabilitation costs by scheduling them alongside other projects that also use the same required equipment. Northern Star ensures there is adequate financial provisions for implementing closure requirements and regularly undertakes a detailed analysis to update our closure

provisioning across our operations. Please refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental Management module for further information. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>
[Fixed row]

(11.17) Can you disclose the area rehabilitated (in total and in the reporting year) for each of your mining projects?

(11.17.1) Disclosing area rehabilitated (in total and in the reporting year)

Select from:

☒ Yes

(11.17.2) Comment

Northern Star has disclosed the area rehabilitated in the reporting year in our FY25 Performance Data Tables. Refer to: <https://www.nsrld.com/media/xysmx4cy/fy25-northern-star-esr-performance-data-tables.xlsx>
[Fixed row]

(11.17.1) Provide details on the area rehabilitated (total/reporting year) for each of your mining projects, including post-mining land use.

Row 1

(11.17.1.1) Mining project ID

Select from:

☒ Project 1

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

0

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 2

(11.17.1.1) Mining project ID

Select from:

☒ Project 2

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

19.2

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 3

(11.17.1.1) Mining project ID

Select from:

☒ Project 3

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

4.95

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 4

(11.17.1.1) Mining project ID

Select from:

☒ Project 4

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

0.3

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 5

(11.17.1.1) Mining project ID

Select from:

☒ Project 5

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

0

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 6

(11.17.1.1) Mining project ID

Select from:

☒ Project 6

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

6

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage

with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 7

(11.17.1.1) Mining project ID

Select from:

☒ Project 7

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

2.8

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 8

(11.17.1.1) Mining project ID

Select from:

☒ Project 8

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

187

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

Row 9

(11.17.1.1) Mining project ID

Select from:

☒ Project 9

(11.17.1.3) Area rehabilitated in the reporting year (hectares)

1.68

(11.17.1.4) Describe post-mining land use

Although there are regulatory requirements associated with closure planning, an important component is engaging with relevant stakeholders to understand their requirements and expectations for the final land use around our operations. Northern Star undertakes a stakeholder mapping exercise to ensure we identify who needs to be consulted with regards to our closure objectives. This includes ensuring that not only regulators, but Traditional Owners and neighbouring pastoralists have input into our closure planning. Closure plans initially cover broad aspects and become more detailed over time. As a site approaches final closure, we engage with key stakeholders to explore potential post-mining land uses that could benefit them. For instance, we might leave certain infrastructure, such as groundwater bores or access tracks, that pastoralists could utilize. Each site must establish closure completion criteria - specific, measurable targets that must be met before regulatory approval is granted for closure.

[Add row]

(11.18) Do you collaborate or engage in partnerships with non-governmental organizations to promote the implementation of your biodiversity-related goals and commitments?

	Collaborating or partnering with NGOs	Comment
	Select from: ☒ Yes	Northern Star has continued to partner with an NGO to promote the implementation of biodiversity-related goals and commitments.

[Fixed row]

(11.18.1) Provide details on main collaborations and/or partnerships with non-governmental organizations that were active during the reporting year.

Row 1

(11.18.1.1) Organization

The National Malleefowl Recovery Group

(11.18.1.2) Scope of collaboration

Select from:

☒ Specific mining projects

(11.18.1.3) Mining project ID

Select all that apply

☒ Project 1

(11.18.1.4) Areas of collaborations

Select all that apply

☒ Endangered species

(11.18.1.5) Describe the nature of the collaboration

Partnership with The National Malleefowl Recovery Group (NMRG) to assist with the implementation of conservation projects such as their National Malleefowl Monitoring Program.

(11.18.1.6) Duration (until)

Select from:

☒ 2026-2030

[Add row]

(11.20) Do you engage with other stakeholders to further the implementation of your policies concerning biodiversity?

Select from:

☒ Yes

(11.20.1) Provide relevant examples of other biodiversity-related engagement activities that happened during the reporting year.

Row 1

(11.20.1.1) Activities

Select from:

☒ Engaging with local communities

(11.20.1.2) Mining project ID

Select all that apply

☒ All disclosed mining projects

(11.20.1.3) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard¹ guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. In Australia, we are increasingly consulting with Traditional Owners to understand the cultural values associated with biodiversity by conducting ethnobotanical and in some cases ethnozoological surveys. Traditional Owners are given the opportunity, if desired, to harvest plants and other material prior to clear Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental module for further information. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

Row 2

(11.20.1.1) Activities

Select from:

☒ Engaging with indigenous peoples

(11.20.1.2) Mining project ID

Select all that apply

☒ All disclosed mining projects

(11.20.1.3) Please explain

Northern Star works within a variety of natural environments that must be understood and protected. Our Biodiversity Management Global Standard¹ guides our high-level approach to managing biodiversity across all our sites, and site risk assessments guide specific actions to protect biodiversity in and around each site. Northern Star understands the significance of biodiversity and land management to the Native Title holders of the lands we operate on. Our objective is to ensure that sufficient consultation with Traditional Owners is undertaken and are work to improve and strengthen our engagement with them. Baseline studies such as vegetation, flora and fauna surveys help us understand the biodiversity values in and around our operations and planned disturbance areas. These are undertaken utilising external expertise, but we also seek input from appropriate internal and external stakeholders. In Australia, we are increasingly consulting with Traditional Owners to understand the cultural values associated with biodiversity by conducting ethnobotanical and in some cases ethnozoological surveys. Traditional Owners are given the opportunity, if desired, to harvest plants and other material prior to clear Refer to our FY25 Voluntary Environment & Social Responsibility Disclosure Suite - Environmental module for further information. <https://www.nsrld.com/media/p35kqkfg/fy25-environmental-management.pdf>

[Add row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☒ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Introduction

- ☒ All data points in module 1

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

Third-party assurance was completed by Bureau Veritas in accordance with the GRI Standards Please refer to our Reasonable & Limited Assurance Statement and our GRI, SDG, SASB Alignment Index for details on all material topics and data assured. <https://www.nsrld.com/media/hy1k312h/fy25-reasonable-and-limited-assurance-statement.pdf> <https://www.nsrld.com/media/rgvn0x4u/fy25-northern-star-gri-sdg-sasb-index.pdf>

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Identification, assessment, and management of dependencies, impacts, risks, and opportunities

- ☒ Identification of priority locations
- ☒ Identification, assessment, and management processes
- ☒ All data points in module 2

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Disclosure of risks and opportunities

- ☒ All data points in module 3

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 4

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Governance

- ☒ Environmental policies
- ☒ All data points in module 4

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 5

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Business strategy

- ☒ All data points in module 5

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

Third-party assurance was completed by Bureau Veritas in accordance with the GRI Standards Please refer to our Reasonable & Limited Assurance Statement and our GRI, SDG, SASB Alignment Index for details on all material topics and data assured. <https://www.nsrld.com/media/hy1k312h/fy25-reasonable-and-limited-assurance-statement.pdf> <https://www.nsrld.com/media/rgvn0x4u/fy25-northern-star-gri-sdg-sasb-index.pdf>

Row 6

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Consolidation approach

- ☒ Consolidation approach
- ☒ All data points in module 6

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 7

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

- ☑ Waste data
- ☑ Carbon removals
- ☑ Fuel consumption
- ☑ Methane emissions
- ☑ Base year emissions
- ☑ Electricity/Steam/Heat/Cooling generation
- ☑ Electricity/Steam/Heat/Cooling consumption
- ☑ Emissions reduction initiatives/activities
- ☑ Renewable Electricity/Steam/Heat/Cooling generation
- ☑ Year on year change in absolute emissions (Scope 3)
- ☑ Progress against targets
- ☑ Renewable fuel consumption
- ☑ All data points in module 7
- ☑ Emissions breakdown by country/area
- ☑ Emissions breakdown by business division
- ☑ Renewable Electricity/Steam/Heat/Cooling consumption
- ☑ Year on year change in emissions intensity (Scope 3)
- ☑ Year on year change in absolute emissions (Scope 1 and 2)
- ☑ Year on year change in emissions intensity (Scope 1 and 2)

(13.1.1.3) Verification/assurance standard

General standards

- ☑ ISAE 3000
- ☑ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☑ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 8

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Water security

- ☒ All data points in module 9
- ☒ Water consumption– total volume
- ☒ Water discharges– total volumes
- ☒ Water withdrawals– total volumes
- ☒ Water withdrawals – volumes by source
- ☒ Facilities with water-related dependencies, impacts, risks and opportunities
- ☒ Emissions to water in the reporting year
- ☒ Water discharges – volumes by destination
- ☒ Water intensities of products and services
- ☒ Water discharges – volumes by treatment method
- ☒ Volume withdrawn from areas with water stress (megaliters)

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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Row 9

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

- ☒ Climate change
- ☒ Water
- ☒ Biodiversity

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Biodiversity

- ☒ Mining projects
- ☒ Potential impact of activities on areas important for biodiversity
- ☒ Proximity of activities to areas important for biodiversity
- ☒ All data points in module 11

(13.1.1.3) Verification/assurance standard

General standards

- ☒ ISAE 3000
- ☒ ISAE 3410, Assurance Engagements on Greenhouse Gas Statements
- ☒ Other general verification standard, please specify :Global Reporting Initiative (GRI)

(13.1.1.4) Further details of the third-party verification/assurance process

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[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

(13.2.1) Additional information

Further information and guidance, along with additional supporting documentation is available on our Corporate website at: [https:// www. nsrld. com / sustainability /](https://www.nsrld.com/sustainability/) [https:// www. nsrld. com / sustainability / reports-and-disclosures /](https://www.nsrld.com/sustainability/reports-and-disclosures/) [https:// www. nsrld. com / about-us / corporate-governance /](https://www.nsrld.com/about-us/corporate-governance/) [https:// www. nsrld. com / investors / reports / #type=Annual+Reports](https://www.nsrld.com/investors/reports/#type=Annual+Reports)
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Legal Officer and Company Secretary

(13.3.2) Corresponding job category

Select from:

☒ Other C-Suite Officer

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☒ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute

