

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With

GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
<b>GENERAL DISCLOSURES</b>								
GRI 2	General Disclosures 2021	2-1 Organizational details	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – Boundary &amp; Scope</li> <li>FY24 ESR Suite: ESR Approach – Contact Information</li> <li>FY24 AR - Corporate Directory</li> </ul>	<ul style="list-style-type: none"> <li>Page 4</li> <li>Page 30</li> <li>Page 184</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-2 Entities included in the organization's sustainability reporting	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – Boundary &amp; Scope</li> <li>FY24 ESR Suite: ESR Approach – Contact Information</li> <li>FY24 AR – Where we Operate</li> <li>FY24 AR - Corporate Directory</li> <li>FY24 MSS – Our Corporate Structure</li> </ul>	<ul style="list-style-type: none"> <li>Page 4</li> <li>Page 30</li> <li>Pages 12, 13</li> <li>Page 184</li> <li>Page 7</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-3 Reporting period, frequency and contact point	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – About This Disclosure</li> <li>FY24 ESR Suite: ESR Approach – Contact Information</li> </ul>	<ul style="list-style-type: none"> <li>Page 25</li> <li>Page 30</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-4 Restatements of information	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Safety &amp; Critical Risk Control – Restatements of Information</li> <li>FY24 ESR Suite: Climate Change – Restatements of Information</li> </ul>	<ul style="list-style-type: none"> <li>Page 4</li> <li>Page 5</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-5 External assurance	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – About This Disclosure</li> <li>FY24 CGS – Environment &amp; Social Responsibility</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 25</li> <li>Page 20</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-6 Activities, value chain and other business relationships	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	EM-MM-000.A EM-MM-000.B	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – Value Chain</li> <li>FY24 ESR Suite: Supply Chain – Contract Management</li> <li>FY24 MSS</li> </ul>	<ul style="list-style-type: none"> <li>Page 5</li> <li>Page 9</li> <li>Page 1-37</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-7 Employees	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.B	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – Our Approach</li> <li>FY24 ESR Suite: ESR Approach – ESR Performance Metrics</li> <li>FY24 ESR Suite: People &amp; Culture</li> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Safety Performance Metrics</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Page 22</li> <li>Pages 3 - 22</li> <li>Page 22</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
			10 REDUCED INEQUALITIES			<ul style="list-style-type: none"> <li>Page 3</li> <li>Page 22</li> <li>Pages 3 - 22</li> <li>Page 22</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-8 Workers who are not employees	8 DECENT WORK AND ECONOMIC GROWTH	EM-MM-000.B	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach – Our Approach</li> <li>FY24 ESR Suite: ESR Approach – ESR Performance Metrics</li> <li>FY24 ESR Suite: People &amp; Culture</li> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Safety Performance Metrics</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Page 22</li> <li>Pages 3 - 22</li> <li>Page 22</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
			10 REDUCED INEQUALITIES			<ul style="list-style-type: none"> <li>Page 3</li> <li>Page 22</li> <li>Pages 3 - 22</li> <li>Page 22</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-9 Governance structure and composition	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-10 Nomination and selection of the highest governance body	5 GENDER EQUALITY	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 16</li> <li>Pages 4-22</li> <li>Pages 62-75</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
			16 PEACE, JUSTICE AND STRONG INSTITUTIONS	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Pages 62-75</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A	
GRI 2	General Disclosures 2021	2-11 Chair of the highest governance body	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Pages 62-75</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website - Stakeholder Engagement Summary</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-15 Conflicts of interest	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Northern Star Website</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-16 Communication of critical concerns	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Pages 7-13</li> <li>Pages 3-11</li> <li>Northern Star Website</li> <li>Pages 4-22</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-17 Collective knowledge of the highest governance body	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Refer to Governance in each section (excluding ESR Approach)</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Northern Star Website</li> <li>Pages 4-22</li> <li>Pages 62-75</li> </ul>	• N/A	• N/A
GRI 2	General Disclosures 2021	2-19 Remuneration policies	-	-	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>FY24 AR: Remuneration Report</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Pages 76-111</li> </ul>	• N/A	• N/A

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GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 2	General Disclosures 2021 2-20 Process to determine remuneration	-	-	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>FY24 AR: Remuneration Report</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Pages 76-111</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-21 Annual total compensation ratio	-	-	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>Omission: Information unavailable / incomplete</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star's new consolidated Human Resources Information System (HRIS) was implemented to our Australian Operations in FY23 and will require time to be populated with sufficient comparative data before reporting can be undertaken against 2-21.</li> <li>Previous human resources/ payroll systems were not able to calculate the required data. Historical compensation payable for all employees is not available to the required metric.</li> </ul>	<ul style="list-style-type: none"> <li>The new HRIS will enable total compensation of all Australian employees, and percentage increases, to be calculated for future financial years. It is proposed that Northern Star will aim to commence reporting this data in the future.</li> </ul>
GRI 2	General Disclosures 2021 2-22 Statement on sustainable development strategy		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> <li>FY24 AR: Environment &amp; Social Responsibility Overview</li> <li>FY24 AR: Remuneration Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 3-22</li> <li>Pages 4-22</li> <li>Pages 44-61</li> <li>Pages 76-111</li> <li>Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-23 Policy commitments	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>FY24 ESR Suite - Page</li> <li>Pages 4-22</li> <li>Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-24 Embedding policy commitments	-	-	<ul style="list-style-type: none"> <li>FY24 CGS</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 4-22</li> <li>Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-25 Processes to remediate negative impacts		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Pages 7-13</li> <li>Pages 3-11</li> <li>Northern Star Website</li> <li>Pages 4-22</li> </ul>	<ul style="list-style-type: none"> <li>Omission: 2.25d Process not applicable.</li> </ul>	<ul style="list-style-type: none"> <li>Process not currently part of Northern Star's negative impacts remediation processes</li> </ul>	<ul style="list-style-type: none"> <li>Process not currently part of Northern Star's negative impacts remediation processes</li> </ul>
GRI 2	General Disclosures 2021 2-26 Mechanisms for seeking advice and raising concerns		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> <li>Web: Northern Star Website</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Pages 7-13</li> <li>Pages 3-11</li> <li>Northern Star Website</li> <li>Pages 4-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-27 Compliance with laws and regulations		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> <li>FY24 ESR Suite: Environment</li> <li>FY24 AR: Directors Report</li> <li>FY24 AR: Environment &amp; Social Responsibility Overview</li> </ul>	<ul style="list-style-type: none"> <li>Page 9, 22</li> <li>Page 11</li> <li>Page 3, 20</li> <li>Page 62-103</li> <li>Pages 44-61</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-28 Membership associations		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> </ul>	<ul style="list-style-type: none"> <li>Page 14</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-29 Approach to stakeholder engagement		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 13</li> <li>Pages 4-22</li> <li>Northern Star Website - Stakeholder Engagement Summary</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 2	General Disclosures 2021 2-30 Collective bargaining agreements		EM-MM-310a.1	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Page 5</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
N/A	N/A	-	EM-MM-310a.2	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Page 22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>MATERIAL TOPICS</b>								
GRI 3	Material Topics 2021 3-1 Process to determine material topics	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 9-10</li> <li>Northern Star Website - Stakeholder Engagement Summary</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 3	Material Topics 2021 3-2 List of material topics	-	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Pages 9-10</li> <li>Northern Star Website - Stakeholder Engagement Summary</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>ECONOMIC PERFORMANCE</b>								
GRI 3	Material Topics 2021 3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 AR: Operating &amp; Financial Review</li> <li>FY24 AR: Environment &amp; Social Responsibility Overview</li> </ul>	<ul style="list-style-type: none"> <li>Pages 9-10</li> <li>Pages 18-43</li> <li>Pages 44-61</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 201	Economic Performance 2016 201-1 Direct economic value generated and distributed		EM-MM-000.A	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 AR: Operating &amp; Financial Review</li> <li>FY24 AR: Financial Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 8</li> <li>Pages 18-43</li> <li>Pages 112-167</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 AR: Operating &amp; Financial Review</li> <li>FY24 AR: Financial Report</li> </ul>	<ul style="list-style-type: none"> <li>Page 8</li> <li>Pages 18-43</li> <li>Pages 112-167</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>PROCUREMENT PRACTICES</b>								
GRI 3	Material Topics 2021 3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Supply Chain</li> <li>FY24 AR: Operating &amp; Financial Review</li> <li>FY24 AR: Environment &amp; Social Responsibility Overview</li> </ul>	<ul style="list-style-type: none"> <li>Pages 3-14</li> <li>Pages 18-43</li> <li>Pages 44-61</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 204	Procurement Practices 2016 204-1 Proportion of spending on local suppliers		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Supply Chain</li> <li>FY24 AR: Operating &amp; Financial Review</li> <li>FY24 AR: Environment &amp; Social Responsibility Overview</li> </ul>	<ul style="list-style-type: none"> <li>Pages 3-14</li> <li>Pages 18-43</li> <li>Pages 44-61</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

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<b>ANTI-CORRUPTION</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Page 9</li> <li>Pages 4-22</li> </ul>	• N/A	• N/A
GRI 205	Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> <li>GRI Index</li> </ul>	<ul style="list-style-type: none"> <li>Page 9</li> <li>Pages 4-22</li> <li>Workforce trained between 01-Jul-21 and 30-Jun-24 <ul style="list-style-type: none"> <li>Employees Kalgoorlie = 2,476 (15.4%)</li> <li>Employees Yandal = 1,167 (7.3%)</li> <li>Employees Pogo = 630 (3.9%)</li> <li>Employees Other = 194 (1.2%)</li> <li>Contractors Kalgoorlie = 6,025 (37.5%)</li> <li>Contractors Yandal = 4,751 (29.6%)</li> <li>Contractors Pogo = 712 (4.4%)</li> <li>Contractors Other = 117 (0.7%)</li> <li><b>TOTAL = 16,072 (100%)</b></li> </ul> </li> </ul>	• N/A	• N/A
GRI 205	Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Page 9</li> <li>Pages 4-22</li> </ul>	• N/A	• N/A
<b>ANTI-COMPETITIVE BEHAVIOUR</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Page 9</li> <li>Pages 4-22</li> </ul>	• N/A	• N/A
GRI 206	Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: ESR Approach</li> <li>FY24 CGS</li> </ul>	<ul style="list-style-type: none"> <li>Page 9</li> <li>Pages 4-22</li> </ul>	• N/A	• N/A
<b>ENERGY</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
GRI 302	Energy 2016	302-1 Energy consumption within the organization		EM-MM-130a.1	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
GRI 302	Energy 2016	302-3 Energy intensity		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
<b>WATER AND EFFLUENTS</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
GRI 303	Water and Effluents 2018	303-1 Interactions with water as a shared resource		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
GRI 303	Water and Effluents 2018	303-2 Management of water discharge-related impacts		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
					<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	• N/A	• N/A
GRI 303	Water and Effluents 2018	303-3 Water withdrawal		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: Withdrawals of seawater or produced water.</li> </ul>	<ul style="list-style-type: none"> <li>No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either third-party, surface or groundwater.</li> </ul>

Legend: FY24 ESR Suite – FY24 Environment & Social Responsibility Disclosure Suite, FY24 CGS – FY24 Corporate Governance Statement, FY24 AR – FY24 Annual Report, FY24 MSS – FY24 Modern Slavery Statement, Web – Northern Star Resources Ltd Company Website (<http://www.nsrld.com>)

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With





















GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: Withdrawals of seawater or produced water.</li> </ul>	<ul style="list-style-type: none"> <li>No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either third-party, surface or groundwater.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: Withdrawals of seawater or produced water.</li> </ul>	<ul style="list-style-type: none"> <li>No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either third-party, surface or groundwater.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: Withdrawals of seawater or produced water.</li> </ul>	<ul style="list-style-type: none"> <li>No withdrawals of seawater or produced water due to the nature of our Operational Licences. All water withdrawals are either third-party, surface or groundwater.</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 303	Water and Effluents 2018	303-4 Water discharge		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.</li> </ul>	<ul style="list-style-type: none"> <li>No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY24.</li> </ul>	<ul style="list-style-type: none"> <li>A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none"> <li>Freshwater (≤1,000 mg/L Total Dissolved Solids);</li> <li>Other water (&gt;1,000 mg/L Total Dissolved Solids).</li> </ul> </li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.</li> </ul>	<ul style="list-style-type: none"> <li>No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY24.</li> </ul>	<ul style="list-style-type: none"> <li>A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none"> <li>Freshwater (≤1,000 mg/L Total Dissolved Solids);</li> <li>Other water (&gt;1,000 mg/L Total Dissolved Solids).</li> </ul> </li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Omitted: No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences.</li> </ul>	<ul style="list-style-type: none"> <li>No point source discharges to seawater, groundwater, or third-party water due to the nature of our Operational Licences. All point source water discharges were to surface water in FY24.</li> </ul>	<ul style="list-style-type: none"> <li>A breakdown of total water discharge from each of the sources listed in Disclosures 303-3-a and 303-3-b in ML by the following categories: <ul style="list-style-type: none"> <li>Freshwater (≤1,000 mg/L Total Dissolved Solids);</li> <li>Other water (&gt;1,000 mg/L Total Dissolved Solids).</li> </ul> </li> </ul>
GRI 303	Water and Effluents 2018	303-5 Water consumption		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Water Stewardship</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Pages 17-18</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>BIODIVERSITY</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>FY24 ESR Suite: ESR Approach</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li>Pages 6, 12</li> <li><a href="#">Northern Star Website</a></li> <li>FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 304	Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 304	Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> <li>Web: FY24 Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website</a> – FY24 Performance Data Tables</li> <li><a href="#">Northern Star Website</a> – Biodiversity Values</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

**EMISSIONS**

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With

GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 3	Material Topics 2021 3-3 Management of material topics		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 305	Emissions 2016 305-1 Direct (Scope 1) GHG emissions		EM-MM-110a.1	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 305	Emissions 2016 305-2 Energy indirect (Scope 2) GHG emissions		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 305	Emissions 2016 305-4 GHG emissions intensity		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Climate Change</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-40</li> <li><a href="#">Northern Star Website</a></li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 305	Emissions 2016 305-7 Nitrogen oxides (NOx) sulfur oxides (SOx) and other significant emissions		-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Environmental Management</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-26</li> <li><a href="#">Northern Star Website - FY24 Performance Data Tables</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

WASTE

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 3	Material Topics 2021 3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 306	Waste 2020 306-1 Waste generation and significant waste-related impacts	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 306	Waste 2020 306-2 Management of significant waste-related impacts	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 306	Waste 2020 306-3 Waste generated	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star aim to develop a new consolidated database with this data.</li> <li>Northern Star are developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
		15 LIFE ON LAND	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star are currently developing new consolidated database with this data.</li> <li>Northern Star are currently developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
GRI 306	Waste 2020 306-4 Waste diverted from disposal	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star are currently developing new consolidated database with this data.</li> <li>Northern Star are currently developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
		15 LIFE ON LAND	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star are currently developing new consolidated database with this data.</li> <li>Northern Star are currently developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
GRI 306	Waste 2020 306-5 Waste directed to disposal	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star are currently developing new consolidated database with this data.</li> <li>Northern Star are currently developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
		15 LIFE ON LAND	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: Waste &amp; Tailings Management</li> <li>Web: Northern Star Website</li> <li>Web: FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-18</li> <li>Northern Star Website</li> <li>Northern Star Website - FY24 Performance Data Tables</li> </ul>	<ul style="list-style-type: none"> <li>Tonnes of mineralised waste produced and recycled are excluded from the FY24 assurance process.</li> <li>Onsite landfill wastes are excluded from the assurance process in FY24 due to the variability on methodologies to capture the data.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star are currently developing new consolidated database with this data.</li> <li>Northern Star are currently developing a revised standard methodology for consistent calculations between all sites.</li> </ul>	<ul style="list-style-type: none"> <li>Propose to include mineralised waste in the assurance process post FY26 once the new database is operational</li> <li>Propose to include onsite landfill wastes in the assurance process post FY26.</li> </ul>
<b>EMPLOYMENT</b>								
GRI 3	Material Topics 2021 3-3 Management of material topics	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 401	Employment 2016 401-1 New employee hires and employee turnover	5 GENDER EQUALITY	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
		8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
		10 REDUCED INEQUALITIES	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 401	Employment 2016 401-3 Parental leave	5 GENDER EQUALITY	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>Omission for 401-3d and 401-3e: Information unavailable / incomplete</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star introduced the paid parental leave policy in FY22 for Australian Operations and in FY24 for Pogo Operations for primary and secondary carers. As a result, there is not currently sufficient data available for calculation of 401-3d across the full Company.</li> <li>We are not able to report on 401-3e due to omission of 401-3d (described above)</li> </ul>	<ul style="list-style-type: none"> <li>Data will become available with time.</li> </ul>
		8 DECENT WORK AND ECONOMIC GROWTH	-	<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-28</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>								

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
GRI 3	Material Topics 2021 3-3 Management of material topics		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-1 Occupational health and safety management system		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-2 Hazard identification, risk assessment, and incident investigation		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-3 Occupational health services		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-4 Worker participation, consultation, and communication on occupational health and safety		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
			-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-5 Worker training on occupational health and safety		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-6 Promotion of worker health		-	• FY24 ESR Suite: Safety & Critical Risk Control	• Pages 1-28	• N/A	• N/A	• N/A
GRI 403	Occupational Health and Safety 2018 403-9 Work-related injuries		EM-MM-320a.1	<ul style="list-style-type: none"> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Our Approach</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Restatements of Information</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Incident Reporting &amp; Investigation</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Safety Performance Metrics</li> <li>• GRI Index</li> </ul>	<ul style="list-style-type: none"> <li>• Page 3</li> <li>• Page 4</li> <li>• Page 17</li> <li>• Page 22</li> <li>• Northern Star's most common "nature of injury" for FY24 for employees <ul style="list-style-type: none"> <li>○ Sprains and Strains</li> <li>○ Superficial</li> <li>○ Contusion</li> <li>○ Open Wound</li> <li>○ Foreign Body</li> </ul> </li> <li>• Northern Star's most common "nature of injury" for FY24 contractors <ul style="list-style-type: none"> <li>○ Sprains and Strains</li> <li>○ Superficial</li> <li>○ Contusion</li> <li>○ Open Wound</li> <li>○ Foreign Body</li> </ul> </li> <li>• Northern Star's most common "mechanism of injury" for FY24 employees <ul style="list-style-type: none"> <li>○ Repetitive movements</li> <li>○ Hitting Objects Body</li> <li>○ Falls Same Level</li> <li>○ Hit Moving Object</li> <li>○ Ergonomic – Pushing</li> </ul> </li> <li>• Northern Star's most common "mechanism of injury" for FY24 contractors <ul style="list-style-type: none"> <li>○ Repetitive movements</li> <li>○ Hitting Objects Body</li> <li>○ Falls Same Level</li> <li>○ Hit Moving Object</li> <li>○ Ergonomic – Pushing</li> </ul> </li> <li>• Northern Star's "high consequence" work related injuries as defined by GRI are for FY24 (employees only): <ul style="list-style-type: none"> <li>○ Number of high consequence injuries = 19</li> <li>○ Rate of high consequence injuries per million exposure hours = 2.53</li> <li>○ Critical risks (CR) as outlined on our <a href="#">Northern Star Website</a>, which have contributed to "high consequence" work related injuries: <ul style="list-style-type: none"> <li>▪ Number of LTIs = 1 (CR Vehicles)</li> <li>▪ Number of RWIs = 1 (CR Falling Objects)</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete</li> </ul>	<ul style="list-style-type: none"> <li>• Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.</li> </ul>	<ul style="list-style-type: none"> <li>• Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.</li> </ul>
				<ul style="list-style-type: none"> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Our Approach</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Restatements of Information</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Incident Reporting &amp; Investigation</li> <li>• FY24 ESR Suite: Safety &amp; Critical Risk – Safety Performance Metrics</li> <li>• GRI Index</li> </ul>	<ul style="list-style-type: none"> <li>• Page 3</li> <li>• Page 4</li> <li>• Page 17</li> <li>• Page 22</li> <li>• Northern Star's most common "nature of injury" for FY24 for employees <ul style="list-style-type: none"> <li>○ Sprains and Strains</li> <li>○ Superficial</li> <li>○ Contusion</li> <li>○ Open Wound</li> <li>○ Foreign Body</li> </ul> </li> <li>• Northern Star's most common "nature of injury" for FY24 contractors <ul style="list-style-type: none"> <li>○ Sprains and Strains</li> <li>○ Superficial</li> <li>○ Contusion</li> <li>○ Open Wound</li> <li>○ Foreign Body</li> </ul> </li> <li>• Northern Star's most common "mechanism of injury" for FY24 employees <ul style="list-style-type: none"> <li>○ Repetitive movements</li> <li>○ Hitting Objects Body</li> <li>○ Falls Same Level</li> <li>○ Hit Moving Object</li> <li>○ Ergonomic – Pushing</li> </ul> </li> <li>• Northern Star's most common "mechanism of injury" for FY24 contractors <ul style="list-style-type: none"> <li>○ Repetitive movements</li> <li>○ Hitting Objects Body</li> <li>○ Falls Same Level</li> <li>○ Hit Moving Object</li> <li>○ Ergonomic – Pushing</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete</li> </ul>	<ul style="list-style-type: none"> <li>• Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.</li> </ul>	<ul style="list-style-type: none"> <li>• Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.</li> </ul>

Statement of Use	Northern Star Resources Ltd
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

## Northern Star Resources FY24 GRI Report Index: In Accordance With



GRI STD	Disclosure	UNSDG	SASB	Reference	Location	Requirement Omitted	Reason	Explanation
					<ul style="list-style-type: none"> <li>Northern Star's "high consequence" work related injuries as defined by GRI are for FY24 (employees only):               <ul style="list-style-type: none"> <li>Number of high consequence injuries = 19</li> <li>Rate of high consequence injuries per million exposure hours = 2.53</li> <li>Critical risks (CR) as outlined on our <a href="#">Northern Star Website</a>, which have contributed to "high consequence" work related injuries:                   <ul style="list-style-type: none"> <li>Number of LTIs = 1 (CR Vehicles)</li> <li>Number of RWIs = 1 (CR Falling Objects)</li> </ul> </li> </ul> </li> </ul>			
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Our Approach</li> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Restatements of Information</li> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Incident Reporting &amp; Investigation</li> <li>FY24 ESR Suite: Safety &amp; Critical Risk – Safety Performance Metrics</li> <li>GRI Index</li> </ul>	<ul style="list-style-type: none"> <li>Page 3</li> <li>Page 4</li> <li>Page 17</li> <li>Page 22</li> <li>Northern Star's most common "nature of injury" for FY24 for employees               <ul style="list-style-type: none"> <li>Sprains and Strains</li> <li>Superficial</li> <li>Contusion</li> <li>Open Wound</li> <li>Foreign Body</li> </ul> </li> <li>Northern Star's most common "nature of injury" for FY24 contractors               <ul style="list-style-type: none"> <li>Sprains and Strains</li> <li>Superficial</li> <li>Contusion</li> <li>Open Wound</li> <li>Foreign Body</li> </ul> </li> <li>Northern Star's most common "mechanism of injury" for FY24 employees               <ul style="list-style-type: none"> <li>Repetitive movements</li> <li>Hitting Objects Body</li> <li>Falls Same Level</li> <li>Hit Moving Object</li> <li>Ergonomic – Pushing</li> </ul> </li> <li>Northern Star's most common "mechanism of injury" for FY24 contractors               <ul style="list-style-type: none"> <li>Repetitive movements</li> <li>Hitting Objects Body</li> <li>Falls Same Level</li> <li>Hit Moving Object</li> <li>Ergonomic – Pushing</li> </ul> </li> <li>Northern Star's "high consequence" work related injuries as defined by GRI are for FY24 (employees only):               <ul style="list-style-type: none"> <li>Number of high consequence injuries = 19</li> <li>Rate of high consequence injuries per million exposure hours = 2.53</li> <li>Critical risks (CR) as outlined on our <a href="#">Northern Star Website</a>, which have contributed to "high consequence" work related injuries:                   <ul style="list-style-type: none"> <li>Number of LTIs = 1 (CR Vehicles)</li> <li>Number of RWIs = 1 (CR Falling Objects)</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Omission: 403-9 a (iii) and 403-9 b (iii): Information unavailable / incomplete</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star reports Total Reportable Injury Frequency Rate (LTI + RWI) and does not externally report Total Recordable Injury Frequency Rate (LTI+RWI+MTI) as stipulated by GRI.</li> </ul>	<ul style="list-style-type: none"> <li>Northern Star will review the potential to provide a Total Recordable Injury Frequency Rate (LTI+RWI+MTI) in future Sustainability Reports.</li> </ul>
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 1-28</li> <li>Pages 4-22</li> <li>Pages 62-75</li> <li><a href="#">Northern Star Website</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 405	Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		<ul style="list-style-type: none"> <li>FY24 ESR Suite: People &amp; Culture</li> <li>FY24 CGS</li> <li>FY24 AR: Directors Report</li> <li>Web: Northern Star Website</li> </ul>	<ul style="list-style-type: none"> <li>Page 1-28</li> <li>Pages 4-22</li> <li>Pages 62-75</li> <li><a href="#">Northern Star Website</a></li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
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<b>RIGHTS OF INDIGENOUS PEOPLES</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 411	Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of Indigenous peoples		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
<b>LOCAL COMMUNITIES</b>								
GRI 3	Material Topics 2021	3-3 Management of material topics		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 413	Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
GRI 413	Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities		<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>
				<ul style="list-style-type: none"> <li>FY24 ESR Suite: Community Engagement &amp; Support</li> </ul>	<ul style="list-style-type: none"> <li>Pages 1-22</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>