NORTHERN STAR
RESOURCES LTD

Safety & Critical Risk Control

26,002

Number of Active Field Leadership Interactions Reported

7,008

Number of Inspections Reported

883

Number of Risk Management Events Reported

17,339

Critical Control Verifications Completed

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

Our Approach

At Northern Star, continuously improving the health, safety, and wellbeing of our workforce is a priority. This commitment is reflected in our comprehensive safety programs, training, and risk management programs.

Our approach is guided by a Mine Health and Safety Management System (MHSMS) that aligns with best practice and regulatory requirements, ensuring that safety principles are integrated into our Operations culture.

0.5[1]

LTIFR (Workforce)

96%

Percentage of hazards rectified

2.4[1]

TRIFR (Workforce)

124,499

Hours of Workforce Safety Training Completed[2]

In FY24, Northern Star is pleased to have made progress in several key safety focus areas:

- Risk Register and Validation Sessions: Our risk management process was strengthened through the transfer of operational and strategic risk registers into the CGR platform, an enterprise risk and assurance system implemented in FY24. Cross-functional teams assisted in reviewing and validating register information for accuracy and completeness.
- ChemAlert Review and Audit: An extensive review and audit of our ChemAlert system, which holds chemical safety data, and our chemical handling procedures was completed.
- Permit to Work System Review: We have continued to review our Permit to Work (PTW) system to enhance its effectiveness in controlling high-risk work activities. This review includes updates to procedures and training and is scheduled for completion in FY26.
- Principal Mining Hazards Manual and Gap Analysis: We have completed the development of new detailed Principal Mining Hazards Management Plans Manuals for all Operations. These plans address hazards such as geotechnical structure instability, hazardous energy, confined spaces, roads and other areas where mobile plant operate, mine shafts and winding systems, hazardous substances, explosives, fire and explosion, and inrush of any substance.

[1] 12 month moving average per million exposure hours at 30 June 2024 under the Western Australian *Mines Safety & Inspection Act 1994*.
[2] Safety training delivered to our employees and contractors in FY24. Further information is available on page 11.

Safety & Critical Risk Control Governance

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

The Company's workplace health and safety governance structure is shown in Figure 1. Workplace health and safety related matters are considered quarterly by the Board through its ESS Committee meetings.

The function of the Committee is to assist the Board in fulfilling its corporate governance responsibilities by reviewing and making appropriate recommendations to the Board on workplace health and safety.

In addition, the Committee will refer any material 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.

Northern Star's Chief Operating Officer has workplace health and safety reporting and disclosure responsibilities within their portfolio supported by the Group Manager – Health & Safety, and the Health & Safety teams in the corporate office and on our sites.

Figure 1 Safety & Critical Risk Control Governance
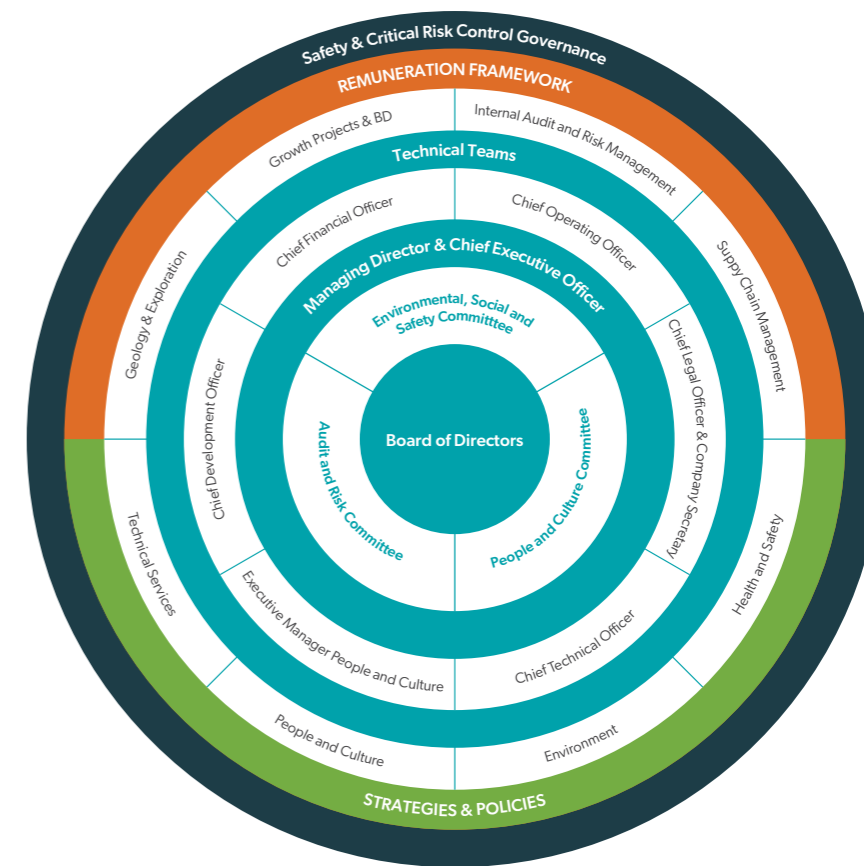
Restatements of Information

FY23 Employee LTIFR has been amended from 1.0 to 1.2 due to the reclassification of an FY23 injury from FAI to LTI in August 2023. FY23 Employee TRIFR has been amended from 3.5 to 3.6 due to the reclassification of an FY23 injury from FAI to RWI in July 2023. This has resulted in a restatement of our FY23 Workforce TRIFR from 3.2 to 3.3. The Workforce LTIFR for FY23 has been rounded up from 0.95 to 1.0

Nicole Campbell, Hygiene Technician
KCGM Operations, Kalgoorlie Production Centre, Western Australia

Leading & Lagging Indicators

At Northern Star, we employ a range of leading and lagging indicators to measure and enhance our safety performance. These indicators provide valuable insights into our health and safety management system, enabling us to proactively address potential issues and continuously improve our safety practices. Measuring both leading and lagging indicators allows us to take a balanced approach to safety management.

Leading indicators help us identify and address potential risks before they lead to incidents, fostering a proactive safety culture. Lagging indicators, on the other hand, provide insights into past performance, helping us learn from incidents and implement measures to prevent recurrence.

By tracking leading and lagging indicators we can:

- **Identify Trends:** Detect patterns in safety performance over time, allowing us to address emerging risks;
- **Benchmark Performance:** Compare our safety performance against industry standards and best practice. This helps us understand how we are performing relative to our peers and identify areas for improvement; and
- **Drive Continuous Improvement:** Use data-driven insights to refine our safety programs and initiatives, ensuring they remain effective and relevant.

Leadership, Communication & Consultation

Leadership, communication and consultation is key in a culture where safety and wellbeing of the workforce is seen as a priority.

Safety Leadership Program

In FY24, we advanced the Safety Leadership Program, aimed at strengthening our leaders' ability to uphold and promote high safety standards. Originally a 2-day course, the program has been streamlined into a one-day session, supporting our leaders' dedication to embedding health and safety principles into their everyday activities.

The Safety Leadership Program equips leaders with the skills to advocate for safety, communicate best practices, and reinforce our goal of a risk-based, human-centered workplace. This is supported through interactive workshops, real-life scenario analyses, and practical tools that enable leaders to identify and mitigate potential hazards.

The program emphasises the importance of empathetic communication and active listening, fostering a culture where safety concerns are promptly addressed and resolved. By empowering leaders with these skills, safety continues to be an integral part of our organisational culture and daily operations.

Our leaders are upskilled to verify critical controls, identify potential hazards, conduct risk assessments, lead value-adding investigations, and implement effective safety measures through the hierarchy of controls. The program incorporates the Resilience Shield, which equips leaders with strategies to enhance their mental and emotional resilience. Through this program, our leaders further enhance their skill and expertise needed to uphold a proactive safety culture and maintain a resilient, risk-based, human-centered workplace.

Communication & Consultation

Northern Star's Safety Consultation and Communication Charter[2] outlines the roles and responsibilities of Health and Safety Representatives (HSRs) in the Yandal and Kalgoorlie Production Centres, and Miners' Representatives (MRs) in the Pogo Production Centre.

It details the establishment and functioning of Site Safety Committees and the procedures for HSR/MR elections and meetings. According to the Charter, HSRs/MRs are elected employee members responsible for promoting safety, reviewing incidents, and making recommendations to improve workplace safety. Regular meetings facilitate consultation between management and employees, ensuring that safety processes are effectively implemented.
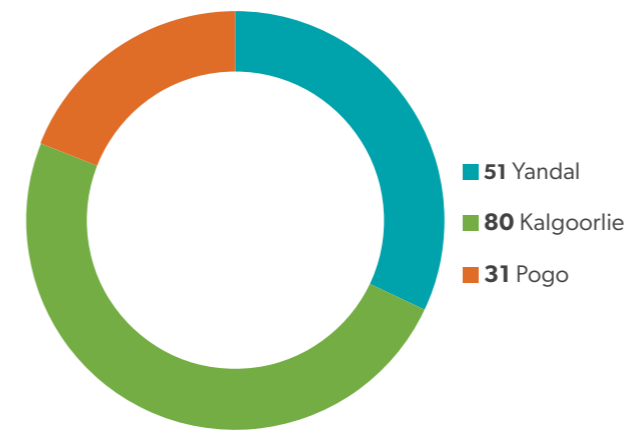
Engaging with our employees is recognised by Northern Star as critical to fostering a proactive and collaborative health and safety culture. We strive to achieve this through regular safety meetings, infield coaching and mentoring sessions. Our employees are encouraged to discuss safety concerns, provide feedback, and suggest improvements.

Health & Safety Representatives and Miners' Representatives

Our HSR's and MR's are employees elected by their peers to represent the health and safety interests of other workers. These representatives play a crucial role in improving workplace health and safety by advocating for safe practices and addressing concerns within their designated work group. HSR Committee Meetings are held regularly, with over 53 meetings reported in FY24.

During these meetings, our HSR/MR employees are actively involved in consultation and decision-making processes related to health and safety procedures, initiatives and improvements. This allows Northern Star to consider the perspectives of our employees when implementing new safety measures, and aims to make them more practical and effective while still aligning with regulatory requirements and best practice.

[2] NSR-OHS-057-CHA - Safety Consultation and Communication Charter

Figure 2 Employee HSRs/MRs by Production Centre at 30 June 2024

- **51** Yandal
- **80** Kalgoorlie
- **31** Pogo

In FY24, Northern Star launched the Health and Safety Representative Infield Day Program, aimed at empowering our HSR's and MR's through increased field engagement.

Under this initiative, HSRs/MRs spent at least one day each month conducting infield health and safety tasks, including workplace inspections, hazard identification, and critical control verifications.

To support the program, guidelines and checklists were development in collaboration with our subsidiary Northern Star Mining Services (NSMS) and site safety managers. These resources ensure that HSR/MRs are well-prepared to perform their duties effectively and consistently.

Highlight – The Value of Our Health & Safety Representatives and Miners' Representatives

Our HSR's or Miners Representatives (MR's) as they are referred to at Pogo, are an essential part of Northern Star's communication and consultation processes, supporting all workers to have an opportunity to actively participate in safety. They help to facilitate consistent open communication between all levels of the business, and from all workgroups to senior management.

They are given time within their normal role to allocate to their duties, which might include: running pre-start safety meetings, undertaking field inspections, meeting with management to discuss safety concerns, and engaging with other workers to discuss safety matters.

When asked how they contribute to their role as a MR, Jacob said:

"By running or participating in safety meetings and more importantly toolbox meetings - where the pulse of the workforce has an open venue to participate in. I enjoy many parts of the role but the most I enjoy working as a group to help make our workplace and lives safer and enjoyable"
Jacob Hicks, Pogo, NSMS UG

When asked about his role as MR at Pogo, David "Bear" Meagher said:

"Taking an active role really helps to bring ownership of the safety culture back to each worker here on site. It is a great way to meet people from other departments that you may never encounter in your normal day to day work. This then builds a better community on site." David has been at Pogo for over 7 years and contributes to his role by actively participating in the safety culture at Pogo. *"I encourage others to become miners reps, join the ERTs, be mental health first aiders, and to take an active role while here on site."*
David "Bear" Meagher, Pogo, Geology

Mine Health & Safety Management System

At Northern Star, our Mine Health and Safety Management System (MHSMS) provides a comprehensive framework, designed to manage and mitigate the risks associated with mining and mineral processing operations.

Our MHSMS aligns with industry best practice and regulatory requirements, ensuring that safety principles are integrated into our Operations culture. The framework is designed to be a continuously improving system, enabling the incorporation of lessons learned, new technology and regulatory changes to remain relevant and effective.

In accordance with regulations and our MHSMS, workers have the right to stop unsafe work if they have reasonable concern that they (or someone else) would be exposed to a serious and immediate WHS risk. Workers are also able to raise workplace health and safety issues or concerns without fear of reprisal.

Our MHSMS encompasses 14 elements that apply to our workforce across all Operations. These elements include:

- Leadership, Commitment and Policy;
- Management and Operational Control;
- Accountability, Responsibility and Resources;
- Emergency Preparation and Response;
- Objectives, Targets and Plans;
- Health and Wellness;
- Legal and regulatory Requirements;
- Records and Information Management;
- Training, Competency and Awareness;
- Procurement and Contractor Management;
- Communication and Consultation;
- Monitoring, Measurement and Evaluation; and
- Risk Management.

- Review and Improvement

The MHSMS structure and function is provided in Figure 3 overleaf.

Key documents serving a vital role in our overall safety system include:

- **Health and Safety Policy:** outlines our commitment to providing a safe and healthy work environment for all employees, contractors, and visitors;
- **Cardinal Rules:** the fundamental safety rules that apply to our workforce, and cover critical areas such as hazard identification, personal protective equipment usage, and emergency procedures;
- **Health & Safety Management System Manual:** Details the structure and components of our health and safety management system. It includes procedures for hazard identification, risk assessment, incident reporting, and continuous improvement;
- **Health and Safety Strategy Plan:** Strategic plan outlining our long-term goals and objectives for health and safety;
- **Contractor Safety Management Requirements Guideline:** sets out the safety requirements for all contractors working on our sites;
- **Event Reporting & Investigation Guidelines:** the process for reporting and investigating safety incidents; and
- **Safety Management Manuals & Plans:** These documents cover specific areas such as exploration activities, high-voltage/low-voltage electricity management, helicopter operations, principal mining hazards and site-specific safety plans. They provide detailed procedures and protocols to manage safety risks in these areas.

Paul Munro, H&S Advisor
Kanowna Belle, Kalgoorlie Production Centre, Western Australia

Figure 3 Northern Star's Mine Health and Safety Management System

1 Leadership, Commitment and Policy

Embed and further enhance the foundation of safety, leadership to improve the overall effectiveness of safety leaders across the Company.

Actions Progressed in FY24
- Implementation of our Safety Leadership Program

2 Accountability responsibility resources

Provide adequate resources to support the mine safety management system implementation in line with Western Australian legislative reform.

Actions Progressed in FY24
- Development of our Health & Safety Graduate Program

3 Objectives, targets and plans

Principal Mining Hazard Management Plans including risk assessments / bow tie analysis are implemented across all Australian Operations.

Actions Progressed in FY24
- Alignment of Health and Safety strategic planning across our Operations

4 Legal and other requirements

Develop and implement a documented process for tracking and complying with all relevant safety laws, regulations, and standards to ensure a robust safety management system.

Actions Progressed in FY24
- Integration of our Mine Health and Safety Management System

5 Training, competence and awareness

Enhance training capabilities through innovative technology platforms aligning training framework and systems across the Operations.

Actions Progressed in FY24
- Achieved training compliance goals
- Migration of our learning management system to Moodle

6 Communication and consultation

Develop a comprehensive health and safety communication strategy that promotes effective consultation and communication between all identified key stakeholders.

Actions Progressed in FY24
- Deployment of our Health and Safety Representative (HSR) Infield Coaching and Mentoring Program

7 Hazard identification and risk management

Embed critical risk management practices across sites and support the enhancement of the operational risk management framework to effectively identify, assess, and mitigate risks.

Actions Progressed in FY24
- Embedding Critical Risk Management and delivering the Plan on a Page.
- Development of our Principal Mining Hazard Manual and conducting a gap analysis.

8 Management and Operational

Develop an implementation framework for any new health and safety initiatives and exposures that impact operational activities ensuring a systematic and controlled approach.

Actions Progressed in FY24
- Development and deployment of our online Health Hub for the mobilisation of shutdown workers

9 Emergency preparedness and response

Guide the continual development of the Company's emergency management and response framework to improve operational capabilities.

Actions Progressed in FY24
- Emergency Management Plan alignment and implementation

10 Health and Wellness

Develop and implement a comprehensive health and hygiene monitoring framework across the Company.

Actions Progressed in FY24
- Launch of our online Health Hub clinic management system to align site health systems.

11 Records and Information Management

Develop and implement an automated and integrated reporting framework to verify the accuracy of health and safety data analytic.

Actions Progressed in FY24
- Development of PowerBI Health and Safety reports
- Improvements in our document control process

12 Procurement and Contractor Management

Lead and collaborate with contract owners to embed the safety and health elements of the contractor management framework.

Actions Progressed in FY24
- Development of the Health and Safety Contractor Management Module in the Health Hub, set to launch in FY25

13 Monitoring, measurement and evaluation

Develop and deploy an internal auditing and compliance framework to audit health and safety performance data, improve reporting information, and develop targeted strategic initiatives.

Actions Progressed in FY24
- Conducted an audit against our Mine Health and Safety Management System

14 Review & Improvement

Conduct an evaluation of safety data management performance, incident reporting and site-specific hazard control verifications, generate review outputs, and deliver improvement opportunities

Actions Progressed in FY24
- Improvement to our Flash Notification workflow

Our MHSMS framework is designed to be a continuously improving system, enabling the incorporation of lessons learned, new technology and regulatory changes to remain relevant and effective.

Training, Competency & Awareness

At Northern Star, we undertake a comprehensive array of training programs across all our Operations for both our employee and contract workforce, and with our exploration and corporate teams. This training is intended to help equip our workforce with skills and knowledge to aide in minimising risks and incidents in the work environment.

Our training programs are delivered via a combination of online, in person and in field processes. Our online training platform is designed to increase accessibility and consistent messaging across all our areas of our business.

In FY24, our key areas of training focus included:

- **Health and Safety Training:** This training aligns with the Work Health and Safety (WHS) legislation in Western Australia, which commenced on 31 March 2022. This training is focused on educating employees and contractors on best practices to identify, prevent, and manage workplace hazards. The primary objective is to ensure all personnel understand the legal requirements and safety protocols necessary for their roles. At Pogo, regular safety training continued to meet Federal requirements as a minimum.
- **Technical Skill Development:** These sessions are targeted at enhancing the technical capabilities of our workforce. Topics include hazard identification, incident investigation, and active field leadership.
- **Competency-Based Training:** Compliance and competency-based training is delivered through our online platform and supplemented by infield verifications of competency. This training is aimed at ensuring that

our workforce is competent for the requirements of their specific roles. Roles are mapped to a set of minimum competencies and compliances required by Northern Star, and our workforce is assigned these roles allowing our online system to track their progress and when updates or scheduled refresher training is required.

- **Continuous Improvement and Awareness:** Northern Star continuously reviews and enhances its training programs to address emerging risks and incorporate the latest industry best practices.

In FY24, we recorded over 124,499 hours of safety training for employees and contractors across various levels of the business.

Figure 4 Workforce Safety Training Completed During FY24

- **73.1%** Procedures
- **5.4%** Hazard & Risk Management
- **1.0%** Safety Leadership
- **20.4%** Company, Site & Area Inductions
- **0.2%** Emergency & Crisis Management
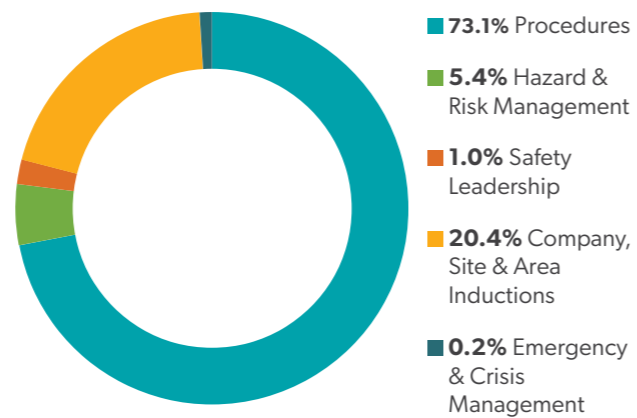
Safety Prestart Meeting
Carosue Dam Operations, Kalgoorlie Production Centre, Western Australia

Hazard Identification & Critical Risk Management

Risk and change management is fundamental to our operations and health and safety strategy. Our risk management framework is designed to facilitate the identification, assessment, and mitigation of risks associated with our mining and mineral processing activities. Our risk management framework is an integral part of the MHSMS and includes the following key components:

Critical Risk Standards

Our 10 Critical Risk Standards[3] form a crucial part of our fatality prevention program and risk management strategy, addressing principal mining hazards such as fall of ground, hazardous energy, confined spaces, mobile plant equipment, lifting operations, hazardous substance, explosives, fire and hazardous workplace exposures. These Critical Risk Standards ensure that critical controls are identified, implemented, and monitored and improved.

Risk Identification & Control Tools

- **Risk Registers:** Our risk registers provide a centralised and documented register of identified hazards and associated controls across our Operations for safety, environment, economic, social, regulatory, climate and other relevant risks in accordance with our Risk Management Standard[4]. These registers are maintained in a dedicated enterprise risk and assurance system implemented in FY24, CGR, and are validated, reviewed and updated in accordance with our schedule set out by our Risk Management Standard.
- **Hazard Identification:** We undertake systematic audits, inspections and consultation sessions with our workforce to identify potential hazards in our operations.
- **Risk Assessment:** Where a hazard has been identified, an assessment is completed to determine its potential impact. This assessment helps prioritise urgency of risk mitigation controls and allow for more effective resource allocation.
- **Management of Change (MoC):** Our MoC process manages changes in Operations that could impact health and safety. This process ensures that any operational changes are thoroughly assessed for potential risks and that appropriate controls are implemented before changes are made.
- **Control Implementation:** Controls are implemented across Northern Star using the hierarchy of controls. Physical controls are complemented by associated training and relevant documentation.
- **Critical Control Verification (CCV):** To ensure the effectiveness of our critical controls, we have implemented scheduled Manager and Supervisor CCV's. These schedules involve regular checks and validations of safety measures, enhancing our ability to manage high-risk activities consistently.

Site Design and Operational Risk Management

Risk identification and control processes are integrated into both site design and operational risk management at Northern Star. These processes address a variety of risks, including:

- **Heat Management in Surface and Underground Mines:** We implement ventilation and cooling systems to manage heat levels in underground mines, ensuring safe working conditions.
- **Flood Risk Analysis and Mitigation:** We conduct thorough flood risk assessments and implement mitigation measures to protect our operations from water ingress.
- **Inclement Weather:** Our plans include protocols for dealing with adverse weather conditions, ensuring the safety of our workforce and the stability of our Operations.
- **Isolations and Lockouts:** We have stringent isolation and lockout procedures to control hazardous energy during maintenance and other high-risk activities.
- **Tag Boards:** Tag boards are used to track and manage the status of equipment and personnel, ensuring that all safety measures are in place and adhered to.

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3   Fall of Ground NSR-OHS-001-CRS, Hazardous Energy NSR-OHS-002-CRS, Working At Height NSR-OHS-003-CRS, Confined Space NSR-OHS-004-CRS, Mobile Plant Equipment and Vehicles NSR-OHS-005-CRS, Lifting Operations NSR-OHS-006-CRS, Hazardous Substances NSR-OHS-007-CRS, Explosives NSR-OHS-008-CRS, Fire NSR-OHS-009-CRS, Hazardous Workplace Exposures NSR-OHS-010-CRS
4   Risk Management Standard NSR-COR-019A-STA

Highlight – Implementing Critical Risk Management

To support the Company five-year strategy and the three major production centres, Northern Star conducted a gap analysis of Critical Risk Management (CRM) practices. This gap analysis identified thirty-three (33) critical risks relevant to our mining operations, exploration and project sites, focusing on critical risks identified by industry peers, historical data on mining fatalities in Western Australia, and specific risks at our Pogo Operations in Alaska.

To manage these critical risks, Northern Star developed ten (10) critical risk standards to underpin the Company Mine Health and Safety Management System. The standards outline the necessary requirements to manage high-risk work activities and ensure workforce safety.

The rollout of the critical risk standards began in 2023, with considerable progress completed across the Australian operations extending to Pogo Operations in Alaska. The implementation process involved:

• Developing and delivering a 12-month implementation plan on a page;

• Assigning critical risk champions and subject matter experts to support implementation;

• Conducting audit level manager critical control verifications and supervisor field based critical control verifications;

• Training the workforce on the new critical risk standards; and

• Completing a gap analysis on each standard and developing action plans where required.

Key Steps in the CRM Implementation Process

• Assess, trial and implement an electronic and application-based CRM platform.

• Establish critical risk subject matter expert focus groups and develop improvement plans.

• Provide training and coaching to champions, subject matter experts, and leaders.

• Consistently communicate legislated Principal Mining Hazards and critical risk information.

• Establish targets for critical control verification and track progress.

• Regularly review and improve critical risk documentation and processes.

Specific Focus Areas and Milestones

The CRM implementation plan is structured to drive a standardised rollout across operations, with specific focus areas and milestones:

• Critical Risk workshops conducted in the Corporate office during July and August 2023, covering Standards 5 - Mobile Plant and Equipment and Standard 2 - Hazardous Energy;

• In October 2023, the commencement of monthly CRS focus areas across operations commencing with Standard 1 - Fall of Ground; and

• Developing a dedicated webpage to support site implementation, with Company risk owners scheduling workshops and networking opportunities.

"CRM is critical in maintaining Operational control and preventing serious injuries or fatalities. Workers understand and implement all critical controls before performing any task to safeguard our workforce"
Rob Williamson, General Manager, Jundee Operations

"While our standards are stringent, our workforce conducting verifications in the field ensures these critical controls are not merely procedural, they are verified and in place to protect lives. By fostering a culture where high-risk work is discussed on every shift and critical controls are known, implemented, and verified, at Northern Star everyone goes home safely to their family and friends"
Nick Strong, General Manager, KCGM Growth Project

Hawkin Hwang, Senior Geologist
KCGM Operations, Kalgoorlie Production Centre, Western Australia

Crisis Management & Emergency Preparedness

Emergency preparation and response are a fundamental part of our commitment to safety. Northern Star has in place detailed crisis and emergency management plans which aim to prepare personnel for a range of emergency situations.

Understanding the likelihood of an emergency and the potential consequences and mitigation strategies needed is at the core of our plans and structure.

Figure 5 Crisis & Emergency Management Structure

Level 3

Crisis Management
- Business Continuity
- Liability
- Reputation

Crisis Management Team (Perth)

Support Teams

Level 2

Emergency Management
- People
- Environment
- Assets
- Recovery

Emergency Management Team (Site/Country)

Support Teams

Level 1

Emergency Response
- Life Saving
- Fire Fighting
- Rescue

On Scene Commander (Area Supervisor)

Emergency Response Team

Plans for foreseeable scenarios are in place and regularly audited and tested with the assistance of external specialists' facilitators to test their robustness. Teams at site and the corporate office undertake regular emergency scenario drills to ensure that Northern Star is prepared to respond appropriately to any real event and recover quickly after. These drills are crucial for identifying potential gaps in our plans and making necessary improvements.

Northern Star's Emergency Management Standard sets the over-arching requirements that all Operations shall have in place to effectively manage an emergency event. The aim of this Standard is to:

- provide a minimum standard of emergency response & management planning;
- establish the use of Prevention, Preparation, Response and

Recovery (PPRR) as the method of managing emergency incidents, with the primary focus being on Prevention of an incident that may trigger an emergency response;

- to provide further detail on the structures, workflows and how teams interact and interrelate to ensure an integrated approach; and
- to give guidance around the preparation of plans and procedures for emergency management.

Sitting under this Standard is our Crisis Management Plan (Corporate), Emergency Management Plans (Operations), and Operations specific emergency response procedures. Enterprise risk management, emergency management and safety and security management are a seamless management continuum. The components are not independent processes or phases and they often

need to be managed concurrently to minimise impact, ensure continuity and expedite recovery.

Consultation in relation to emergency management is undertaken:

- Internally: we engage with our workforce through regular training sessions and drills to ensure everyone understands their roles and responsibilities during an emergency.
- Externally: we collaborate with local stakeholders, including nearby mines, communities, and emergency services, to enhance our preparedness and response capabilities. This includes mutual aid agreements and joint training exercises with local emergency services to ensure coordinated and effective responses to incidents.

Emergency Response Teams

In conjunction with Northern Star's emergency management system, our Emergency Response Teams (ERT) play a critical role in managing significant events and alleviating threats to life, our assets, the environment and business continuity. As such, our emergency response departments across the Company are provided with ongoing support from the corporate health and safety team to ensure effective competency is maintained across the business.

Providing scenario training opportunities to our emergency response teams is a critical part of their skills development, and we actively support our teams to participate in regional emergency response competitions. These teams consist of trained volunteers who are ready to respond to emergencies at any time. ERT members undergo extensive training, including first aid, firefighting, and rescue operations, to ensure

they are equipped to handle various emergency situations. Regular drills and refresher courses are conducted to maintain their skills and readiness.

In FY24 Northern Star was represented at multiple inter-company and inter-site emergency response competitions held in Perth and the Western Australian Goldfields (Australia), and in Kellogg (Idaho, USA).

Highlight – ERT Teams (Training & Competitions)

During FY24 teams from our KCGM Operations, Thunderbox Operations, Carosue Dam Operations and Kalgoorlie Operations participated in the 2024 Chamber of Minerals and Energy (CME) Surface Mine Emergency Response Competition. The competition is designed to promote, encourage, and improve mine site emergency response capabilities by providing ER Teams with realistic scenarios to test the skills they have developed in training, receive feedback from experienced personnel in each emergency response discipline, and identify opportunities on how to improve their overall capabilities and skillset.

The overall results for the competition were: 1st Place: NST Kalgoorlie Operations, 2nd Place: Norton Paddington, 3rd Place: Gold Fields Agnew, 4th Place: NST KCGM Operations. The teams' performances were fantastic throughout the competition with Northern Star teams receiving the following awards at the presentation night:

NST Kalgoorlie Operations	**1st Place**	Rope Rescue Incident Management – Ashton Cornwell Confined Space Best Captain – Robert Donohue Best New Captain – Robert Donohue
	2nd Place	Road Crash Rescue Overall, First Aid
	3rd Place	Team Skills Overall BA Skills
NST KCGM Operations	**1st Place**	Hazardous Materials
	2nd Place	First Aid Individual Theory (Sarah Jones)
	3rd Place	Road Crash Rescue First Aid Theory Overall, First Aid
NST Thunderbox Operations	**2nd Place**	Team Skills Overall BA Skills
	3rd Place	Rope Rescue Best New Team

Incident Reporting & Investigation

Northern Star has in place a set of systems and procedures to ensure that incidents can be effectively reported by all employees and contractors and communicated in a timely manner to ensure lessons learned are captured and circulated to reduce the risk of a repeat event.

Incident investigations are undertaken in accordance with our Incident Reporting Standard[5] requirements and are led by a trained Supervisor or Manager and include a Health and Safety Representative. Northern Star utilises a step-by-step process that follows the Incident Cause Analysis Method (ICAM) methodology and allows for either a basic or complex investigation depending upon the nature, actual or probable outcome of an incident or near miss.

The Standard details the protocols for reporting safety, health, and environmental incidents at Northern Star. It mandates that:

- all incidents be logged in Northern Star's designated reporting system;
- reporting must adhere to specified reporting and classification requirements set out in our procedures[6];
- application is across all of Northern Star's operations, including mines, projects, exploration sites, our accommodation camps on commercial property leases, and corporate offices.

Quality incident investigations and the implementation of SMART corrective actions with Northern Star can eliminate or reduce the chances of similar incidents re-occurring in the future by allowing us to identify deficiencies or potential improvements in our management system which can be addressed.

Incidents must be investigated in accordance with our procedures[7], which include various steps such as securing the incident site, gathering and documenting evidence, and conducting interviews. The framework details the roles and responsibilities of different personnel involved in the investigation process, from the Chief Operating Officer to site Health and Safety personnel.

The process incorporates tools like the ICAM for detailed examination and specifies the use of the InControl system for recording and managing health, safety and environment-related data. The document provides a structured investigation approach to ensure thoroughness and effectiveness in uncovering the causes of incidents and implementing appropriate corrective actions.

Northern Stars' Health and Safety communication encompasses the dissemination of significant incident alerts and sharing positive outcomes to foster a learning culture within the organisation. Monthly Health and Safety Snapshots serve as a vital tool, providing our wider team with relevant updates on safety metrics, trending data, actionable insights and core focus areas. These snapshots are instrumental in ensuring that all staff, including contractors, remain informed and engaged with our safety objectives.

Contractor engagement is further emphasised through active participation in incident reporting and investigations, where shared insights and experiences contribute to our collective safety knowledge. This collaboration is extended to lessons learned sessions, where contractors are encouraged to share their perspectives and improvements, enhancing our overall health and safety framework and driving a commitment to sustainability and continuous improvement in all operational aspects.
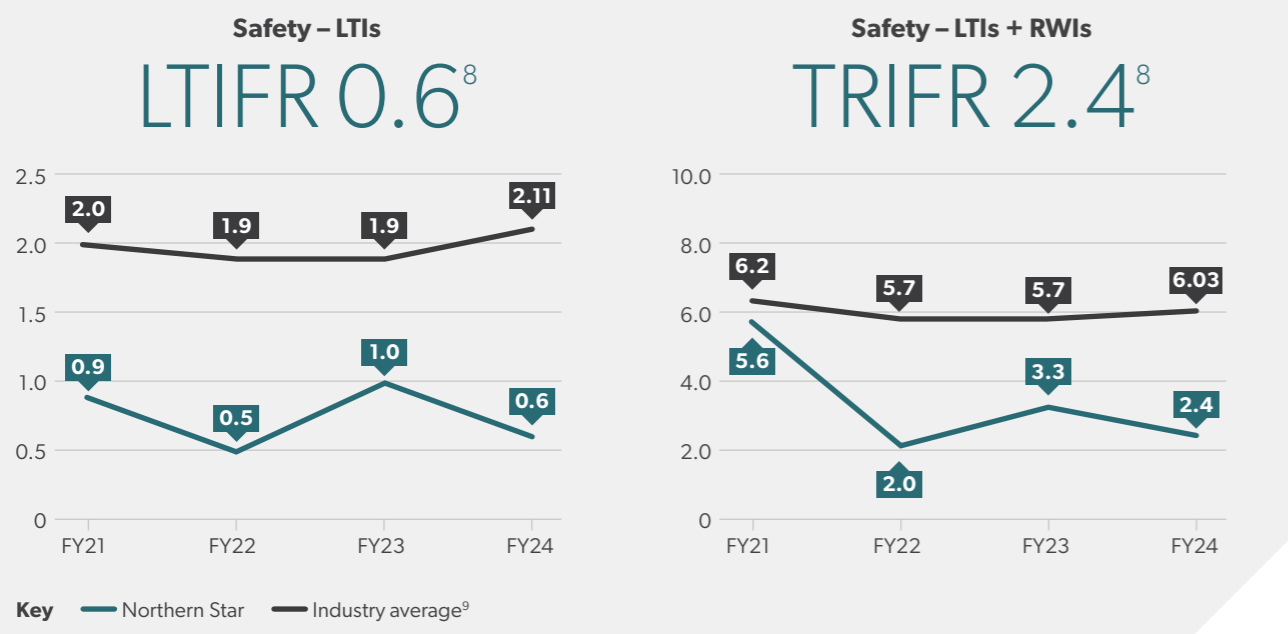
To effectively manage trends and enhance performance across operational areas, Northern Star implements a multi-faceted approach. Utilising data analytics for trend analysis through reports such as Health and Safety Executive, Site Operations and Critical Control. These assist in identifying performance declines or improvements, allowing for pre-emptive action. Regular root cause analysis ensures that underlying issues are addressed, preventing recurrence and enhancing safety. Comparing performance against industry standards through benchmarking identifies areas needing focus, while targeted training programs address specific skill gaps revealed by trends.

In Figure 6, we compare the FY22 Industry Safety Performance against our safety performance for a nine month period. During FY22, on 31 March 2022 the legislation and safety metrics in Western Australia changed and therefore references to LTIFR and TRIFR only apply for the 9 months of FY22 from 1 July 2021 to 31 March 2022.

Establishing feedback mechanisms encourages a culture of continuous improvement at Northern Star. Regular reviews assess the effectiveness of strategies, necessitating adjustments to optimise outcomes. Promoting a strong safety culture, introducing performance incentives, and fostering cross-departmental collaboration can further drive improvements and sustain high safety standards. By adopting these strategies, Northern Star can proactively manage incident trends and continuously enhance our safety and operational performance.

Figure 6 LTIFR & TRIFR (Per Million Exposure Hours) for Northern Star Employees and Contractors at all Operations in Australia and Alaska, USA.

Safety – LTIs

LTIFR 0.6[8]

FY21	FY22	FY23	FY24
2.0	1.9	1.9	2.11
0.9	0.5	1.0	0.6

Safety – LTIs + RWIs

TRIFR 2.4[8]

FY21	FY22	FY23	FY24
6.2	5.7	5.7	6.03
5.6	2.0	3.3	2.4

Key — Northern Star — Industry average[9]

5. Incident Reporting Standard (NSR-OHS-008-STA).
6. Health & Safety Incident Reporting Procedure (NSR-OHS-001-PRO) and Environmental Incident Reporting & Investigation Procedure (NSR-ENV-002-PRO).
7. Investigation Procedure (NSR-OHS-049-PRO).
8. at 31 March 2024 (DEMIRS - first nine months).
9. FY24 Industry means the DEMIRS Safety Performance in the Western Australian mineral industry 2021-22 – first nine months (Metalliferous excluding coal total). This is the most recent Industry safety performance information released by DEMIRS during June 2024.

FY23 Industry means the DMIRS Safety Performance in the Western Australian Mineral Industry – Accident and Injury Statistics 2020-21 Metalliferous total.
FY22 Industry means the DMIRS Safety Performance in the Western Australian Mineral Industry – Accident and Injury Statistics 2020-21 Metalliferous total.
FY21 Industry means the DMIRS Safety Performance in the Western. Australian Mineral Industry – Accident and Injury Statistics 2019-20 Metalliferous total.

Isolation and lockout system in place at our LV Workshop, Jundee Operations, Yandal Production Centre, Western Australia

Health, Hygiene & Wellness

Northern Star employs and engages a number of health professionals to support the policies and procedures that look after the health and wellbeing of our employees and contractors. It is important that not only occupational health is managed (such as workplace health exposures and workplace injuries), but that the general health and wellbeing of employees is considered and supported as well as meeting the requirements outlined in policies, standards, and legislation.

Occupational Hygiene

Occupational hygiene monitoring (also known as occupational exposure monitoring) is crucial to evaluate the risk of exposure to each specific health hazard. This type of assessment is conducted at all Northern Star Operations by qualified professionals like occupational hygiene consultants or technicians.

An annual monitoring program divided into quarters is developed to quantitatively assess the exposure risk of workers to the hazardous agents identified within our Operations, to detect any changes in exposure profiles within the workplace. In addition, this regular sampling regime provides a continuous validation of controls and demonstrates compliance with an exposure standard.

As part of the FY24 occupational exposure monitoring program, atmospheric sampling of various hazardous chemicals including gases, fumes and dusts, and noise sampling to measure workers' daily exposures to noise were completed. Figure 7 & 8 provide an overview of the total number of samples collected within Northern Star Operations[9] for FY24.

Sampling results were submitted to the DEMIRS reporting system as part of our legislative requirements. Elevated results that exceeded the adopted exposure standard were further investigated and actions taken to eliminate or reduce the risk of subsequent exposures. An investigation report was also submitted in SRS as part of DEMIRS' requirements.

Occupational Health & Wellness

Northern Star has a Health Monitoring program in place to provide an additional control for workers who have a risk of exposure to hazardous chemicals or substances throughout their role. Some of these exposures include noise, respirable crystalline silica, lead, and arsenic. The health monitoring program is developed through reviewing exposure data, each worker's role and the controls in place in the workplace, to determine who will be enrolled in the program.

Health monitoring assessments involve taking a work and brief medical history from the participant, an agent specific medical examination, and medical testing such as a blood sample or audiometric test. The results are reviewed by a Registered Medical Practitioner who can determine if exposure levels are normal, if further testing is required or if further workplace controls should be implemented.

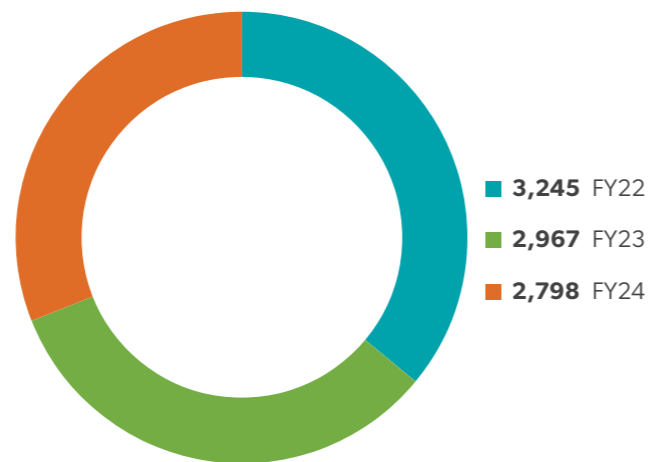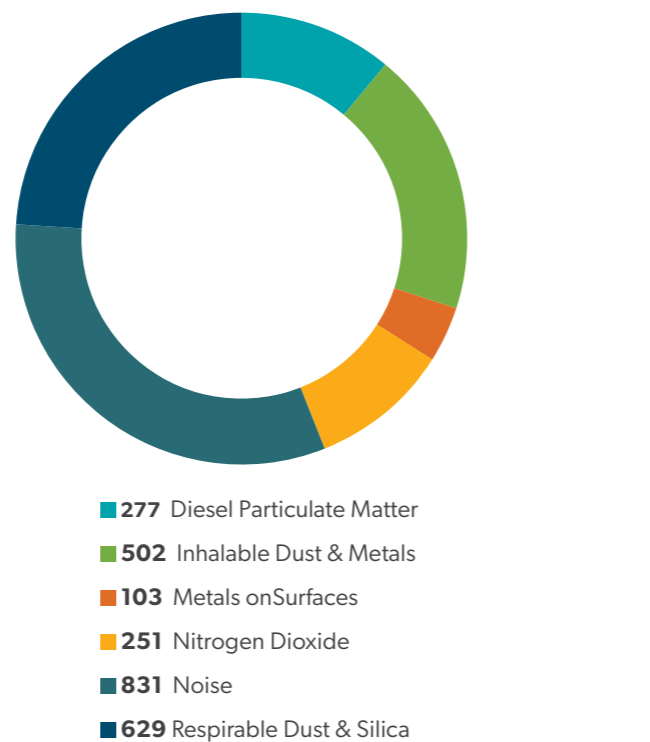**Figure 7** Occupational Hygiene Samples Collected

- **3,245** FY22
- **2,967** FY23
- **2,798** FY24

Figure 8 Examples of some of the key occupational hygiene samples collected in FY24

- **277** Diesel Particulate Matter
- **502** Inhalable Dust & Metals
- **103** Metals onSurfaces
- **251** Nitrogen Dioxide
- **831** Noise
- **629** Respirable Dust & Silica

9   Excludes Pogo Operations data due to different methodologies and terminology.

Highlight – Northern Star's Health & Safety "Hub"

The Northern Star Health and Safety Hub was designed and developed with six core modules in mind, fostering the highest standards of health and safety for our workforce and contractors within pre-employment medicals, health management, worker mobilisation and onboarding, injury management, health and safety contractor management framework and health monitoring.

The Hub is designed to manage worker health from onboarding throughout employment, streamline processes, ensure compliance, and provide proactive support, making health and safety an integral part of our operations. By transitioning from a manual, paper-based system to a digital platform, the Hub offers a more efficient, secure, and streamlined approach to managing health and safety related information. This modernisation has enabled cleaner data, quicker access to health records, and improved overall management of worker health and safety.

Completed:

Mobilisations | FY24, Q1
Streamlines mobilisation for shutdown workforce deployment across operations

Health Management | FY24, Q3
Onsite health clinic management

Pre - Employment | FY22, Q1
Internal recruitment
Pre-emplyment
Medical management

Planned:

Injury Management | FY25, Q3
Effective injury management and recovery support

Contractor Management | FY25, Q1
Contractor management system ensuring compliance, safety, and efficient operations

Health Monitoring | FY25, Q1
Contractor management system ensuring compliance, safety, and efficient operations

Health & Safety Hub

Completed:

Pre -Employment Medical	Health Management	Mobilisations
This module enables practitioners to log in and complete pre-employment medicals efficiently. It streamlines the process, with live, accurate health assessments. Onsite occupational health nurses (OHN) can easily access and update medical information, enhancing data integrity and compliance.	This module equips our onsite OHN with the tools to efficiently manage and document health data. This digital module allows OHN to record patient information, track treatments, and schedule follow-ups, by providing a centralised platform for health management.	Enables contractor groups to efficiently upload and manage all required site entry documents. This includes pre-employment medical assessments, medical declarations, police clearances and drug and alcohol lab results for review enhancing compliance and safety.

Planned:

Injury Management	Health Monitoring	Contractor Management
The injury management module will be developed to provide an efficient system for tracking and supporting injured workers throughout their recovery process. This digital platform aims to streamline documentation, monitoring, and coordination of treatment plans, facilitating a comprehensive and proactive approach to injury management and worker rehabilitation.	The health monitoring module sits within the Clinic Management and allows the management of all worker results associated with monitoring. This module gives the ability to review health trends of an individual that may be related to workplace exposures	The Contractor Management module is currently under development to further embed the 5-tier Health and Safety Contractor Management Framework. This enhancement aims to ensure rigorous oversight and compliance, promoting a safer and more efficient working environment for all contractors through the tendering, mobilisation, work execution and demobilisation.

Access to Non-Occupational Medical & Healthcare Services

Northern Star undertakes a range of programs across our sites to ensure our employees have access to non-occupational medical and healthcare services to supplement their own personal services and our work-related services.

Each year we offer:

- health and fitness assessments and exercise support programs can be provided by dedicated exercise physiologists at our Yandal and Kalgoorlie Production Centres;
- monthly health topics delivered by health professionals on site;
- team and individual health challenges focused on hitting exercise goals;
- ergonomic assessments at our site and corporate offices; and

- our accommodation camp services teams provide support and information on healthy eating and drinking options.

Northern Star continue to partner with a private health insurance provider to offer a subsidised health plan with extensive benefits for our eligible workforce.

Highlight – Supporting Our Employees Health

Classes and sport are on offer at Northern Star's FIFO sites on most nights of the week. At Jundee Mine Site there is a high engagement site wide and is one of the reasons why people love coming to site. Yoga, Circuit and Pilates classes are on offer each week, as well as soccer, basketball, touch rugby and beach volleyball.

The benefits of this are that it increases the morale around the site, encourages people to engage in physical activity which has many physical and mental benefits, increases department interactions and collaboration, leading to enhanced teamwork, one of Northern Star's core values, and provides healthy entertainment after work. Jundee prides itself on the healthy, active culture, and physical activity is celebrated around site.

Over the last 12 months, Jundee has benefited from upgrades of the soccer pitch which can also be used as a cricket or tennis court. The basketball court has been upgraded to a Dream Court and a fence has been installed to improve the safety of the facility.

Testimonials from our employees:

"Having organised fitness classes and sports after work has been a great way to wind down and take your mind off work at the end of the shift. It's also a great way to meet new people from around the site and maintain your fitness. The thing I like best about the classes is I don't have to plan my own workout, I can just go to a session and participate. I have found that the Yoga and stretching really helps with and muscle tension I have built up throughout the week, I always feel great afterwards."
Louise Neill,
Jundee, Project Geologist Growth

"Having sport onsite is really beneficial because it not only allows an alternative to the gym to achieve exercise on site, it also encourages interaction between workers from different departments and companies to build the Jundee community"
Jonathon Anderson,
Jundee, Metallurgist

Playing basketball after shift at our purpose built court at Carosue Dam Operations, Kalgoorlie Production Centre, Western Australia

Safety Performance Metrics

		FY24	FY23	FY22
Workforce (Employee & Contractor) Injury Rates (DEMIRS: first nine months MSIA)[10]				
Workforce (Employees & Contractors)	Exposure Hours[10]	11,735,047	Refer to Workforce (Employee & Contractor) Injury Rates below for FY23 and FY22	
	LTIFR (first 9 months)[10]	0.6		
	TRIFR (first 9 months)[10]	2.4		
Employee Injury Rates (GRI)[11]				
Employees	Exposure Hours	7,515,335	6,909,806	5,908,185
	LTIFR[11]	0.8	1.2	0.5
	TRIFR[11]	2.0	3.6	1.5
Contractor Injury Rates (GRI)[11]				
Contractors	Exposure Hours	8,595,900	7,785,619	7,193,719
	LTIFR[11]	0.2	0.9	0.6
	TRIFR[11]	2.7	3.0	2.5
Workforce (Employee & Contractor) Injury Rates (GRI)[11]				
Workforce (Employees & Contractors)	Exposure Hours	16,111,235	14,695,424	13,101,903
	LTIFR[11]	0.5	1.0	0.5
	TRIFR[11]	2.4	3.3	2.0
Employee Injuries (GRI)				
Employees	Fatalities	-	-	-
	Lost Time Injuries	6	8	3
	Restricted Work Injuries	9	17	7
Contractor Injuries (GRI)				
Contractors	Fatalities	-	-	-
	Lost Time Injuries	2	7	4
	Restricted Work Injuries	21	16	14
Workforce (Employee & Contractor) Injuries (GRI)				
Workforce (Employees & Contractors)	Fatalities	-	-	-
	Lost Time Injuries	8	15	7
	Restricted Work Injuries	30	33	21
Leading Indicators				
Leading Indicators	Active Field Leadership Interactions Reported	26,364	25,571	23,305
	Inspections Reported	7,061	6,923	8,216
	Risk Management Events Reported	883	744	574
	Critical Control Verifications Completed	17,339	1,679	-
	Hazard Identifications Reported	11,957	11,700	12,816
	Hazard Identification Reports Closed Out	11,476	11,583	12,096
Workforce Safety Training Completed				
Number of Sessions/ Items Completed	Procedures	364,081	341,615	209,469
	Hazard & Risk Management	13,346	13,310	20,154
	Safety Leadership	151	324	70
	Company, Site & Area Inductions	50,771	46,116	37,747
	Statutory Positions Appointed	765	379	447
	Emergency & Crisis Management	53	143	120
Number Training Hours Completed	Procedures (hrs)	91,020	85,403	52,367
	Hazard & Risk Management (hrs)	6,673	6,655	10,077
	Safety Leadership (hrs)	1,208	2,592	560
	Company, Site & Area Inductions (hrs)	25,386	23,058	18,873
	Statutory Appointments (hrs)	-	-	-
	Emergency & Crisis Management (hrs)	212	572	480

[10] During FY22, on 31 March 2022 the legislation and safety metrics in Western Australia changed and therefore references to LTIFR and TRIFR only apply for the 9 months of FY22 from 1 July 2021 to 31 March 2022.
[11] 12 month moving average per million exposure hours at 30 June 2024

Emergency Response Team conducting fire fighting training at their hot fire training ground facility at KCGM Operations, Kalgoorlie Production Centre, Western Australia

About This Disclosure

Northern Star has reported in accordance with the GRI Standards for the period 1 July 2023 to 30 June 2024. This disclosure supports the Northern Star Annual Report FY24 in relation to environment and social responsibility.

Management has sought independent, third-party assurance by Bureau Veritas of all data relating to GRI core and material disclosures in this disclosure. These disclosures are identified in our GRI, SASB and UN SDG Alignment Index. Where partial assurance received, or a topic note assured, that information has been included in the Index.

A copy of the assurance statement is provided on Northern Star's website at: Environment & Social Responsibility (ESR) Reporting

This disclosure was reviewed and approved by Northern Star's Board of Directors and published on 22 August 2024. Monetary amounts in this Report are reported in Australian dollars unless otherwise stated.

Feedback

We welcome feedback and invite readers to send any comments or enquiries about this disclosure to us at esgperformance@nsrltd.com

Disclaimer

This disclosure contains forward-looking statements, including statements of current intention and expectation. These forward-looking statements are based on information available at the date of this disclosure.

While these forward-looking statements discuss Northern Star's expectations at the date of this disclosure, they are not guarantees or predictions of future performance, and by their nature, are subject to significant uncertainties, many of which are beyond Northern Star's control. Actual results and developments may differ materially from those expressed in this disclosure and Northern Star cautions readers against reliance on any forward-looking statements or guidance.

There are also limitations with respect to scenario analysis, and it is difficult to predict which, if any, of the scenarios might eventuate. Scenario analysis is not an indication of probable outcomes and relies on assumptions that may or may not prove to be correct or eventuate. Except as required by applicable laws or regulations, Northern Star does not undertake to publicly update or review any forward-looking statements, whether as a result of new information or future events.

Assumptions

Nil.

FY24 ESR Disclosure Suite

This disclosure, and our supplementary website disclosures, form part of a suite of documents that provide information and updates on Northern Star's FY24 environment and social responsibility disclosures and should be read as a supporting accompaniment to the Northern Star Resources Ltd FY24 Annual Report, FY24 Modern Slavery Statement and FY24 Corporate Governance Statement.

Throughout this disclosure there are references to supporting information on our website which the reader is encouraged to read. The Northern Star website contains significant additional supporting information including our annual ESR Performance Data Tables, GRI Index and references to our previous disclosures.

Glossary

ABN
Australian Business Number

ASX
Australian Securities Exchange, trading as ASX

Audit & Risk Committee (ARC)
Audit and Risk Sub-Committee of the Board

Board
Board of Directors

CME
The Chamber of Minerals and Energy of Western Australia

Company
Northern Star Resources Ltd
ABN 43 092 832 892

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

Corporations Act
Corporations Act 2001 (Cth)

Critical Risk Standards
Northern Star has 10 Critical Risk Standards which apply across the Company mines, projects and exploration sites to define the health and safety performance requirements to prevent serious and or fatal injuries

DEMIRS
Department of Energy, Mines, Industry Regulation and Safety

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

EAP
Employee assistance providers(s)

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

ERT
Emergency Response Team

ESG
Environment, Social & Governance

ESR
Environment and Social Responsibility

ESR Disclosure Suite
Refers to the nine separate disclosures related to environment and social responsibility information available on the Northern Star Company website. These comprise: ESR Approach at Northern Star, People & Culture at Northern Star, Safety & Critical Risk Control at Northern Star, Community Engagement & Support at Northern Star, Supply Chain Management at Northern Star, Environmental Management at Northern Star, Climate Change at Northern Star, Water Security at Northern Star, and Waste & Tailings Management at Northern Star

ESR Performance Data Tables
Detailed spreadsheets containing key environment and social responsibility metrics for Northern Star for FY24 and relevant preceding years available from the Company website.

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

FIFO
Fly-in fly-out; those personnel who fly to our Operations and stay in an accommodation village while at work

FY
Financial Year ending 30 June

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

GRI
Global Reporting Initiative

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

HSR
Health and Safety Representative

ICAM
Incident Cause Analysis Method

Incident
means the partial or whole damage or destruction of an area of cultural or heritage significance without Traditional Owner consent and/or required legal or regulatory approvals

KCGM
KCGM means Kalgoorlie Consolidated Gold Mines Pty Ltd, a wholly owned subsidiary of the Company, which operates the Super Pit and Mt Charlotte Underground Mines and Fimiston Processing Plant

KMP
Key Management Personnel

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

M or m
Million

MERC
Mine Emergency Response Competition

Mine Health Safety Management System
Northern Star's set of structured policies, procedures and plans used to assist in mitigating and controlling safety and health

NSMS
Northern Star Mining Services Pty Ltd, a wholly owned subsidiary of Northern Star Resources Ltd

OHS
Occupational Health and Safety

Officer
An officer of the Company defined under the Corporations Act

PPE
Personal Protective Equipment

Principal Mining Hazards
As defined in the Work Health and Safety (Mines) Regulations 2022 (Western Australia). A principal mining hazard at a mine is any activity, process, procedure, plant, structure, substance, situation or other circumstance relating to the carrying out of mining operations at the mine that has a reasonable potential to result in multiple deaths in a single incident or a series of recurring incidents

SASB
Sustainability Accounting Standards Board

shareholder
A shareholder of Northern Star Resources Ltd

SMERC
Surface Mine Emergency Response Competition

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

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

TRIFR
Total Reportable Injury Frequency Rate; calculated according to the number of reportable work-related injuries or illness for each one million hours worked

UMERC
Underground Mine Emergency Response Competition

UN SDG(s)
The United Nations Sustainable Development Goals

US or USA
United States of America

WA
Western Australia

WASM
Western Australian School of Mines (Curtin University of Technology)

WHS
Work, Health and Safety

$
Australian dollars, unless the context states otherwise. All A$ to $US currency conversions used in this ESR Disclosure Suite are at $0.6556

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General Enquiries	info@nsrltd.com
Media Officer	mediaofficer@nsrltd.com
Compliance	compliance@nsrltd.com
ASX Code	NST
Share Registry	MUFG Corporate Markets (formerly known as Link Market Services)

Additional Website ESR Disclosures:
Environment & Social Responsibility Approach
People & Culture at Northern Star
Safety & Critical Risk Control at Northern Star
Community Engagement & Support at Northern Star
Supply Chain Management at Northern Star
Environmental Management at Northern Star
Climate Change at Northern Star
Water Security at Northern Star
Waste & Tailings Management at Northern Star
FY24 Performance Data Tables
FY24 GRI, SASB and UN SDG Alignment Index
FY24 Tailings Disclosure Report
FY24 Biodiversity Values

Cover Image: Elevated walkway at Pogo Operations
Photo Credit: Robert McGill, Geologist - Exploration
Pogo Operations, Pogo Production Centre, Alaska

Joseph Ieraci, Charge Up Operator, and Zachary Belle, Charge Up Operator,
Carosue Dam Oeprations, Kalgoorlie Production Centre, Western Australia