

Northern Star Resources Limited
ANNUAL MEETING OF SHAREHOLDERS
16TH NOVEMBER 2023
QUESTIONS FROM DWS INVESTMENT GMBH

Dear Mr. Chaney,
Dear Mr. Tonkin,
Dear members of the Board,

DWS Investment GmbH, also acting on behalf of funds of DWS Investment S.A. (incl. SICAVs and PLCs) and certain institutional mandates of DWS International GmbH, all according to delegation agreements (hereafter DWS), is one of the largest asset managers in Europe. As a responsible investor in Northern Star Resources, it is part of our fiduciary duty to express our expectations in the best interest of our clients. Our commitment to environmental, social and governance practices (ESG) is a crucial element of our responsibilities and forms an integral part of our investment process.

Ahead of your 2023 annual general meeting of shareholders (AGM), we would like to share our questions with you. We would greatly appreciate your answers in written form. Please note that we will also share our questions on our website (www.dws.com) on the day of your AGM. Thank you for your consideration.

Independence of the Committees

Qualified, experienced and independent directors are essential for competent and efficient decision-making processes at Board and committee level. Having at least 50% of independent members serving on the Board and key committees as well as independent chairpersons are important for us to ensure challenging Board discussions. Our expectation on independence also extends to the board's committees. Based on the reason(s) above, the chair of the Audit Committee is not considered independent as per our policy.

QUESTION 1: Do you have any plans to appoint an independent chair of the Audit committee in the near future?

Overboarding

In our opinion, directors should not hold excessive numbers of additional mandates. Directors must ensure that they have sufficient time and capacities to fulfil their Board commitments. DWS considers directors overboarded in case they hold more than five external non-executive mandates. In case a director also holds any external Executive Board mandate, three mandates are considered as the maximum. Further, due to their extended responsibilities, DWS attributes an additional mandate to members assuming the chair position of the Board and Audit Committee. In principle, internal Board seats are counted as one as long as they are clearly indicated as such.

In this regard, we noticed that Mr. John Fitzgerald is currently overboarded according to our Corporate Governance and Proxy Voting Policy.

QUESTION 2: Are there any plans for the above-mentioned director to reduce their mandates (listed directorships) and/or key committee appointments (if applicable) to our expected level by the next AGM?

Independence of External Auditors

We place high value on the quality and the independence of auditors. A strong degree of transparency regarding the audit fees, the proportionality and limitations on audit and non-audit fees, the tenure of the audit firm and the lead audit partner is key for DWS to assess whether ratifications for audit firms are deemed responsibly. We regard regular rotation of both the audit firm (after ten years at the latest) and the lead audit partner (after five years at the latest) as a reasonable measure to ensure reliable, independent and critical evaluation of a firm's accounts.

We observe that your audit firm, Deloitte Touche Tohmatsu has been associated with the company since 2014 and is likely to be eligible for a rotation in the near term.

QUESTION 3: How do you evaluate and ensure the objectivity and independence of the lead audit partner and the audit firms?

QUESTION 4: Would you be willing to commit to a regular audit tender process?

Net Zero

Corporations and investors have a key role to play towards the necessary reduction in emissions in order to collectively address the impacts of global warming. In this regard, we support the Climate Action 100+ and the Net Zero Asset Managers initiatives with the aim to enhance the governance of climate change risk and opportunities, to curb emissions and to strengthen climate-related financial disclosures.

Northern Star Resources targets 35% reduction in absolute scope 1 and scope 2 emissions by 2030 and aspires to reach net zero scope 1 and 2 emissions by 2050, while assessing its scope 3 emissions to set a target in future.

QUESTION 5: When can we expect the company to set ambitious medium-term scope 1 and 2 emissions reduction targets aligned with the Paris Agreement?

QUESTION 6: Could you provide information on CapEx allocation for attaining reduction in Scope 1 emission, especially through renewable programs?

To conclude, we would like to thank all members of the Board and all the employees of Northern Star Resources on their commitment and dedication.

Thank you in advance for your answers.