



# 2023 SUSTAINABILITY REPORT DATA SHEET

NOVAGOLD is a precious metals company focused on the advancement of its Donlin Gold project in Alaska, owned in equal partnership with Barrick. The project is federally permitted and is at the development stage. Donlin Gold LLC is a committed partner with the Alaska Native Corporations who own the mineral and surface rights on which the project is located, as well as the Native communities surrounding the project site and throughout the state. An important factor that distinguishes the Donlin Gold project from most other mining assets in Alaska is that the project is located

on Alaska Native-owned, private land that was designated for mining activities over fifty years ago. The commitments that NOVAGOLD has made to our Alaska Native Corporation partners to protect the lands and peoples of the Y-K region are at the heart of all our sustainability planning, implementation, performance assessment, and reporting efforts. In 2023, NOVAGOLD continued its longstanding record of mitigating impacts to the environment, ensuring the health and safety of our employees, and investing in the communities and people of the places we work.

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## 2023 ENVIRONMENTAL PERFORMANCE

The results below are reported separately for Donlin Gold LLC and NOVAGOLD. Additional details on environmental practices can be found on the Donlin Gold LLC website: [www.donlingold.com](http://www.donlingold.com).

| ITEM   | DONLIN GOLD LLC |  | NOVAGOLD |  |
|--|-----------------|--|----------|--|
|  | VALUE           | COMMENTS   | VALUE    | COMMENTS   |
| <b>PRODUCTION STATISTICS</b>                                     |                 |  |          |  |
| Ounces of Gold Produced (Poured Ounces)                          | 0               | Not applicable – All of these are not applicable because the Donlin Gold project is not yet in operation.  | 0        | Not applicable – NOVAGOLD has no operating projects.   |
| Ore Mined – Open Pit   | 0               | Not applicable   | 0        | Not applicable   |
| Waste Rock Mined – Open Pit                                      | 0               | Not applicable   | 0        | Not applicable   |
| Total Ore Processed  | 0               | Not applicable   | 0        | Not applicable   |
| Cyanide Used   | 0               | Not applicable   | 0        | Not applicable   |
| Waste Rock Backfilled – Surface                                  | 0               | Not applicable   | 0        | Not applicable   |
| Tailings Produced  | 0               | Not applicable   | 0        | Not applicable   |
| Waste That is Geochemically Reactive                             | 0               | Not applicable   | 0        | Not applicable   |
| <b>ENVIRONMENTAL INCIDENTS</b>                                   |                 |  |          |  |
| Class I – High   | 0               | Immediately reportable to government agencies or impacts beyond site boundary or to surface or ground water, or wildlife mortality of a protected species.                 | 0        | Immediately reportable to government agencies or impacts beyond site boundary or to surface or ground water, or wildlife mortality of a protected species.                 |
| Class II – Medium  | 0               | Reportable within 48 hours to government agencies, within site boundary, no impacts to surface or ground water, or multiple wildlife mortalities of non-protected species. | 0        | Reportable within 48 hours to government agencies, within site boundary, no impacts to surface or ground water, or multiple wildlife mortalities of non-protected species. |
| Class III – Low  | 5               | Reportable monthly, but not immediately, to government agencies, minimal impact within site boundary, and no more than one wildlife mortality.                             | 0        | Reportable monthly, but not immediately, to government agencies, minimal impact within site boundary, and no more than one wildlife mortality.                             |
| How Many Environmental Incidents were Reported to the Authority? | 5               |  | 0        |  |
| <b>NON-COMPLIANCES</b>   |                 |  |          |  |
| Air  | 0               |  | 0        |  |
| Water  | 0               |  | 0        |  |
| Waste  | 0               |  | 0        |  |
| Land   | 0               |  | 0        |  |
| Wildlife   | 0               |  | 0        |  |
| Other  | 0               |  | 0        |  |

| ITEM   | DONLIN GOLD LLC |   | NOVAGOLD |          |
|--|-----------------|---|----------|----------|
|  | VALUE           | COMMENTS  | VALUE    | COMMENTS |
| <b>ENVIRONMENTAL-RELATED FINES</b>   |                 |   |          |          |
| Number of Fines Levied   | 0               |   | 0        |          |
| Value of Environmental-Related Fines   | 0               |   | 0        |          |
| <b>SPILLS</b>  |                 |   |          |          |
| Number of Spills   | 5               | None immediately reportable to agencies, none to water, all less than 10 gallons to land.   | 0        |          |
| Volume of Oil Spills – Liters  | 18.93           | None immediately reportable to agencies, none to water, all less than 10 gallons to land.   | 0        |          |
| Volume of Fuel Spills – Liters   | 3.76            | None immediately reportable to agencies, none to water, all less than 10 gallons to land.   | 0        |          |
| Volume of Waste Spills – Liters  | 0               |   | 0        |          |
| Volume of Chemical Spills – Liters   | 17.03           | None to water, all less than 10 gallons to land.  | 0        |          |
| Volume of Other Spills – Liters  | 0               |   | 0        |          |
| <b>CLOSURE AND REHABILITATION</b>  |                 |   |          |          |
| Total Land Disturbed and Not Yet Rehabilitated at Start of Reporting Period – Hectares | 6.88            | All land disturbance is associated with limited exploration level activities, no on-site mine waste or water management facilities. | 0        |          |
| Total Amount of Land Newly Disturbed within Reporting Period – Hectares                | 2.43            | All land disturbance is associated with limited exploration level activities, no on-site mine waste or water management facilities. | 0        |          |
| Total Amount of Land Newly Rehabilitated within Reporting Period – Hectares            | 1.21            | All land disturbance is associated with limited exploration level activities, no on-site mine waste or water management facilities. | 0        |          |
| Total Rehab Planned for the Year (Hectares)  | 1.21            | All land disturbance is associated with limited exploration level activities, no on-site mine waste or water management facilities. | 0        |          |
| <b>WASTE</b>   |                 |   |          |          |
| Hazardous Waste Produced – Tonnes  | 0.0             |   | 0        |          |
| Non-hazardous Waste Produced – Tonnes  | 96.9            |   | 0        |          |
| Hazardous Waste Recycled – Tonnes  | 0.0             |   | 0        |          |
| Non-Hazardous Waste Recycled – Tonnes  | 1.8             |   | 0        |          |
| Total Reused – Tonnes  | 3.3             |   | 0        |          |

| ITEM   | DONLIN GOLD LLC |  | NOVAGOLD |  |
|--|-----------------|--|----------|--|
|  | VALUE           | COMMENTS   | VALUE    | COMMENTS                                       |
| Total Waste to Landfill – Tonnes                         | 93.6            |  | 0        |  |
| Total Waste Incinerated – Tonnes                         | 31.8            |  | 0        |  |
| Mercury produced as a By-Product/<br>Co-Product – Tonnes | 0               | No production or processing at Donlin Gold.                                | 0        |  |
| <b>EMISSIONS</b>   |                 |  |          |  |
| NO <sub>x</sub> – Stationary Sources – Tonnes            | 1.4             |  | 0        |  |
| Number of Regulatory Exceedances                         | 0               | Small camp with no production at the Donlin Gold project.                  | 0        |  |
| SO <sub>x</sub> – Stationary Sources – Tonnes            | 0               | De minimis, small camp with no production at the Donlin Gold project.      | 0        |  |
| Number of Regulatory Exceedances                         | 0               | Small camp with no production at the Donlin Gold project.                  | 0        |  |
| Particulate Matter – PM10 – µg/m <sup>3</sup>            | 0               | De minimis, small camp with no production at the Donlin Gold project.      | 0        |  |
| Mercury Air Emissions – Tonnes                           | 0               | No production or processing at Donlin Gold.                                | 0        |  |
| Number of Regulatory Exceedances                         | 0               |  | 0        |  |
| <b>WATER USE</b>   |                 |  |          |  |
| Surface Water – Cubic Meters                             | 0               |  | 331      | Includes Salt Lake City and Vancouver offices. |
| Groundwater – Cubic Meters                               | 1068.53         | All returned to ground with treatment in an engineered leach field system. | 0        |  |
| Total Withdrawals – Cubic Meters                         | 1068.53         | All returned to ground with treatment in an engineered leach field system. | 331      |  |
| <b>BIODIVERSITY</b>                                      |                 |  |          |  |
| Biodiversity Policy                                      |                 |  |          | <a href="#">Biodiversity Policy.pdf</a>        |
| <b>CLIMATE CHANGE</b>                                    |                 |  |          |  |
| Climate Change Policy                                    |                 |  |          | <a href="#">Climate Change Policy.pdf</a>      |
| <b>ENERGY INPUTS / GHG EMISSIONS</b>                     |                 |  |          |  |
| Electricity – from Outside Sources – Kwh                 | 0               | All on-site power generation.  | 89,162   | All NOVAGOLD power from outside sources.       |
| Electricity – Self-generated – Kwh                       | 647,891         |  | 0        |  |
| Diesel used for Power Generation – Liters                | 123,561         |  | 0        |  |

| ITEM   | DONLIN GOLD LLC |          | NOVAGOLD |          |
|--|-----------------|----------|----------|----------|
|  | VALUE           | COMMENTS | VALUE    | COMMENTS |
| HFO used for Power Generation – Liters                       | 0               |          | 0        |          |
| Electricity Produced by Renewable Sources – kWh              | 0               |          | 0        |          |
| Natural Gas – MMBTU  | 0               |          | 0        |          |
| Diesel used (Less Consumption for Power Generation) – Liters | 319,291         |          | 0        |          |
| Propane used – Liters  | 1,519           |          | 0        |          |
| Petrol / Gasoline used – Liters                              | 13,527          |          | 0        |          |
| Aviation Fuel used   | 73,138          |          | 0        |          |
| Total Scope 1 GHG Emissions – Tonnes of CO <sub>2</sub>      | 1,235           |          | 0        |          |
| Scope 1 GHG Emissions from Diesel – Stationary               | 332             |          | 0        |          |
| Scope 1 GHG Emissions from Diesel – Mobile                   | 856             |          | 0        |          |
| Total Scope 2 GHG Emissions                                  | 0               |          | 219      |          |

## 2023 SOCIAL PERFORMANCE

The results below are reported separately for Donlin Gold LLC and NOVAGOLD, where applicable. Donlin Gold LLC information is reported on a 100 percent basis. For additional current details on NOVAGOLD's community and social development practices, please refer to NOVAGOLD's most recent Form 10-K, Form 10-Q,

and management information circular dated March 22, 2024, available at [www.sec.gov](http://www.sec.gov), [www.sedarplus.ca](http://www.sedarplus.ca) or on NOVAGOLD's website [here](http://www.donlingold.com). Additional details on social practices can also be found on the Donlin Gold LLC website: [www.donlingold.com](http://www.donlingold.com).

| ITEM  | DONLIN GOLD LLC        |                         | NOVAGOLD       | COMMENTS  |
|---|------------------------|-------------------------|----------------|---|
|   | TOTAL OR               |                         |                |   |
|   | LOW<br>(IF APPLICABLE) | HIGH<br>(IF APPLICABLE) |                |   |
| <b>EMPLOYMENT</b>   |                        |                         |                |   |
| Male Employees  | 26                     | 50                      | 7              | High ranges of Donlin Gold LLC employees in all rows reflect the seasonal nature of work at the project site. |
| Female Employees  | 10                     | 16                      | 6              |   |
| Male Contractors  | 2                      | 2                       | 0              |   |
| Female Contractors  | 0                      | 0                       | 0              |   |
| Local Employees   | 27                     | 53                      | Not applicable | "Local" is defined as Alaska.   |
| Regional Employees  | 5                      | 19                      | Not applicable | "Regional" is defined as Yukon-Kuskokwim region.  |
| Shareholder Employees   | 13                     | 35                      | Not applicable | "Shareholder" refers to having a relationship with Calista or TKC*.   |
| National Employees  | 36                     | 67                      | 13             | "National" for Donlin Gold LLC refers to the U.S.; For NOVAGOLD, to U.S. and Canada.                          |
| Foreign National Employees  | 0                      | 0                       | 0              |   |
| Local Senior Managers   | 5                      | 5                       | Not reported   |   |
| Regional Senior Managers  | 0                      | 0                       | Not reported   |   |
| National Senior Managers  | 5                      | 5                       | Not reported   |   |
| Foreign National Senior Managers  | 0                      | 0                       | Not reported   | All employees / contractors are U.S. or Canadian citizens.  |
| Number of Non-Management Employees who are Female                         | 7                      | 14                      | 5              | "Non-Management" for NOVAGOLD means non-executive.  |
| Number of Management-level Employees who are Female                       | 2                      | 2                       | 1              | "Management" for NOVAGOLD means executive.  |
| Local Contractors   | 2                      | 2                       | Not applicable |   |
| Regional Contractors  | 0                      | 0                       | Not reported   |   |
| National Contractors  | 0                      | 0                       | Not reported   |   |
| Foreign National Contractors  | 0                      | 0                       | Not applicable | All employees / contractors are U.S. or Canadian citizens.  |
| Number of Suppliers with Clauses in Contracts Related to Local Employment | 0                      | 0                       | Not applicable |   |

\* Calista Corporation (Calista), which owns the mineral resources at the Donlin Gold project, and The Kuskokwim Corporation (TKC), which owns much of the surface land, are the Alaska Native Corporations that are our partners on the Donlin Gold project.

| ITEM   | DONLIN GOLD LLC        |                         | NOVAGOLD       | COMMENTS   |
|--|------------------------|-------------------------|----------------|--|
|  | TOTAL OR               |                         |                |  |
|  | LOW<br>(IF APPLICABLE) | HIGH<br>(IF APPLICABLE) |                |  |
| <b>TURNOVER</b>  |                        |                         |                |  |
| Total Number of Employees Who Left the Organization Voluntarily          | 7                      |                         | 0              | Donlin Gold field season ended, camp closure.  |
| Total Number of Employees Who Left the Organization Due to Dismissal     | 6                      |                         | 0              |  |
| Total Number of New Employee Hires                                       | 24                     |                         | 0              |  |
| Percentage of Open Positions Filled by Internal Candidates               | 0                      |                         | 0              |  |
| <b>LABOR UNIONS</b>  |                        |                         |                |  |
| Number of Employees Covered by Collective Bargaining Agreements          | Not reported           |                         | Not reported   | There are no unionized employees at either NOVAGOLD or Donlin Gold LLC.  |
| Days Lost to Strike Action   | 0                      |                         | 0              |  |
| <b>TRAINING</b>  |                        |                         |                |  |
| Hours of Environmental Training for Employees and Contractors            | 213                    |                         | Not reported   |  |
| Hours of Health, Safety, and Emergency Response Training for Employees   | 197                    |                         | Not reported   |  |
| Hours of Health, Safety, and Emergency Response Training for Contractors | 143                    |                         | Not applicable |  |
| <b>LOCAL EMPLOYMENT PLAN</b>   |                        |                         |                |  |
| Is a Local Employment Plan in Place?                                     | Yes                    |                         | Not applicable | For Donlin Gold LLC, this relates to local land agreement/shareholder hire agreements with Calista and TKC.  |
| <b>HEALTH AND SAFETY</b>   |                        |                         |                |  |
| Near Misses  | 5                      |                         | 0              |  |
| First Aid / Minor Injury   | 5                      |                         | 0              |  |
| Medical – Days of Restriction  | 0                      |                         | 0              |  |
| Hours Worked – Employees and Contractors                                 | 123,901                |                         | 0              |  |
| LTIFR  | 0                      |                         | 0              | Lost Time Incident Frequency Rate is defined using the calculation of number of lost-time injuries per one million employee hours worked.  |
| TRIFR  | 0                      |                         | 0              | Total Recordable Incident Frequency Rate is defined as an incidence rate of lost-time injuries, fatalities, and medical incidents and is computed using the formula: (number of injuries and illnesses X 200,000) / employee hours worked = medical incidence rate. Note: '200,000' represents the number of hours 100 employees work based on 40 hours per week, 50 weeks per year, and provides the standard base for calculating the incidence rate for an entire year. |

| ITEM   | DONLIN GOLD LLC        |                         | NOVAGOLD       | COMMENTS   |
|--|------------------------|-------------------------|----------------|--|
|  | TOTAL OR               |                         |                |  |
|  | LOW<br>(IF APPLICABLE) | HIGH<br>(IF APPLICABLE) |                |  |
| <b>HUMAN RIGHTS</b>  |                        |                         |                |  |
| Number of Employees Trained on Human Rights                                | 21                     |                         | 13             |  |
| Number of Human Rights Grievances Escalated to Human Resources             | 0                      |                         | 0              |  |
| <b>BUSINESS ETHICS</b>   |                        |                         |                |  |
| Number of Reportable Code of Conduct Breaches Reported in the Fiscal Year  | 0                      |                         | 0              |  |
| Number of Hours of Training on Anti-Corruption Received in the Fiscal Year | 21                     |                         | Not reported   |  |
| <b>PURCHASES</b>   |                        |                         |                |  |
| Purchases from Regional Suppliers – \$USD                                  | \$ 157,937.12          |                         | Not reported   | Goods / Services from Y-K region   |
| Purchases from Local Suppliers – \$USD                                     | \$ 10,064,745.24       |                         | Not reported   | Regional and Local (Alaska)  |
| Purchases from National Suppliers – \$USD*                                 | \$ 7,159,373.60        |                         | Not reported   | Regional, Local, and National (U.S.)   |
| Purchases from International Suppliers – \$USD                             | \$ 7,909,453.27        |                         | Not reported   | International only   |
| <b>SUPPLIERS</b>   |                        |                         |                |  |
| Number of Regional Suppliers   | 562                    |                         | Not reported   | "Regional" is defined as Y-K region  |
| Number of Local Suppliers  | 872                    |                         | Not reported   | "Local" is defined as Alaska   |
| Number of National Suppliers*  | 520                    |                         | Not reported   | Regional, Local, and National (U.S.)   |
| Number of International Suppliers  | 215                    |                         | Not reported   | International only   |
| Local Procurement Plan in Place  | 0                      |                         | Not applicable | NOVAGOLD has contracting preferences in life-of-mine agreements with Calista and TKC |
| <b>GRIEVANCES RECEIVED</b>   |                        |                         |                |  |
| Human Rights (Automatically Escalated)                                     | 0                      |                         | 0              |  |
| Unmet Obligation   | 0                      |                         | 0              |  |
| Resettlement / Relocation  | 0                      |                         | 0              |  |
| Land Compensation  | 0                      |                         | 0              |  |
| Land Encroachment  | 0                      |                         | 0              |  |
| Land Access  | 0                      |                         | 0              |  |
| Property Damage  | 0                      |                         | 0              |  |
| Road Quality   | 0                      |                         | 0              |  |
| Driving / Speeding   | 0                      |                         | 0              |  |
| Security Behavior  | 0                      |                         | 0              |  |
| Employee Behavior  | 0                      |                         | 0              |  |
| Contractor Behavior  | 0                      |                         | 0              |  |

\* Excludes Alaska and Y-K region suppliers.



| ITEM  | DONLIN GOLD LLC        |                         | NOVAGOLD       | COMMENTS  |
|---|------------------------|-------------------------|----------------|---|
|   | TOTAL OR               |                         |                |   |
|   | LOW<br>(IF APPLICABLE) | HIGH<br>(IF APPLICABLE) |                |   |
| Contractor Payment Problems                                   | 0                      |                         | 0              |   |
| Local Procurement / Contracting                               | 0                      |                         | 0              |   |
| Local Employment  | 0                      |                         | 0              |   |
| Spills  | 0                      |                         | 0              |   |
| Water   | 0                      |                         | 0              |   |
| Dust  | 0                      |                         | 0              |   |
| Emissions   | 0                      |                         | 0              |   |
| Noise / Light   | 0                      |                         | 0              |   |
| Vibrations  | 0                      |                         | 0              |   |
| Other   | 0                      |                         | 0              |   |
| <b>🔗 GRIEVANCES RESOLUTIONS</b>                               |                        |                         |                |   |
| Total Number of Grievances Remaining from the Previous Period | 0                      |                         | 0              |   |
| Total Number of Grievances Received                           | 0                      |                         | 0              |   |
| <b>🔗 COMMUNITY ENGAGEMENT</b>                                 |                        |                         |                |   |
| Number of Engagements with Local Community Members            | 13,103                 |                         | Not applicable | For Donlin Gold LLC, this is tracked across more than 56 communities in the Y-K region.   |
| <b>🔗 COMMUNITY INVESTMENT - DONLIN GOLD PROJECT ONLY</b>      |                        |                         |                |   |
| Health – \$USD  | \$ 420,315             |                         | Not applicable | All NOVAGOLD investments are made through Donlin Gold LLC under the 50/50 partnership with Barrick. Therefore, NOVAGOLD provides 50 percent of the funds for the Donlin Gold LLC investments. |
| Education – \$USD   | \$ 172,850             |                         | Not applicable |   |
| Arts, Culture & Sports – \$USD                                | \$ 431,561             |                         | Not applicable |   |
| Environment – \$USD   | \$ 409,235             |                         | Not applicable |   |
| Economic Development – \$USD                                  | \$ 26,500              |                         | Not applicable |   |
| Infrastructure – \$USD  | \$ 192,271             |                         | Not applicable |   |
| Water Infrastructure – \$USD                                  | \$ 0                   |                         | Not applicable |   |
| Community Engagement – \$USD                                  | \$ 0                   |                         | Not applicable |   |
| Other – \$USD   | \$ 0                   |                         | Not applicable |   |
| Quantity to Scholarships Provided – \$USD                     | \$ 125,000             |                         | \$ 5,000       |   |
| Compensation Payments – \$USD                                 | \$ 0                   |                         | Not applicable |   |

## 2023 CORPORATE GOVERNANCE PERFORMANCE

For additional details on NOVAGOLD's corporate governance practices, please see the most recent management information circular dated March 22, 2024 and posted to [www.sec.gov](http://www.sec.gov), [www.sedarplus.ca](http://www.sedarplus.ca) or the NOVAGOLD website [here](#).

| GOVERNANCE ITEM   | VALUE   |
|---|---|
| <b>GENERAL</b>  |   |
| Location of Corporate Office  | Vancouver, B.C., Canada; Salt Lake City, UT, U.S.   |
| Description of Services / Products  | Gold mine developer   |
| Location of Projects  | Alaska  |
| Status of Operations  | Development stage   |
| Ownership   | Publicly traded corporation organized under the laws of British Columbia, Canada, and trading on the NYSE American and TSX stock exchanges under the symbol NG.   |
| Does the Company have an Enterprise Level Environmental Policy?   | Yes. Applicable policy: <a href="#">Environmental Policy.pdf</a>  |
| Global Compact Signatory  | No  |
| Memberships in Associations   | Alaska Miners Association, Council of Alaska Metal Mines, National Mining Association, Resource Development Council (Alaska), and American Exploration and Mining Association (national)  |
| Statement from Senior Decision Maker  | See President and CEO message in this report pages 9-10   |
| Values, Principles, Standards, and Norms of Behavior  | See <a href="#">Code of Business Conduct and Ethics.pdf</a> and Code of Business Conduct  |
| Does the Company have a Publicly Disclosed Code of Conduct?   | Yes. Applicable policy: <a href="#">Code of Business Conduct and Ethics.pdf</a>   |
| Mechanisms for Advice and Concerns about Ethics   | Yes. Applicable policy: <a href="#">Code of Business Conduct and Ethics.pdf</a>   |
| Whistleblower Policy or Programs, Including Confidential Hotline and Stated Protection of Whistleblowers  | Yes. Applicable policy: <a href="#">Code of Business Conduct and Ethics.pdf</a>   |
| Process for Delegating Authority for Economic, Environmental, and Social Topics from the Highest Governance Body to Senior Executives and Other Employees | Yes. Applicable policy: See pages 90-101 of Management Proxy Circular dated March 22, 2024  |
| Board Member or Board Committee Responsible for ESG Issues  | Applicable resources: <a href="#">Corporate Governance &amp; Nominations Committee Charter.pdf</a> , <a href="#">Engineering &amp; Technical Committee Charter.pdf</a> , and <a href="#">Sustainability Committee Charter.pdf</a>   |
| Composition of the Highest Governance Body and its Committees   | The Board of Directors is the highest governing body, consisting of 11 director seats. Nine of the 11 directors in 2023 are independent. There are five standing committees: Audit; Compensation; Engineering & Technical; Corporate Governance and Nominations; and Sustainability. Read more <a href="#">here</a> . |
| How many Women / What Proportion of Women are on the Board?   | 3 of 11, or 27%   |

| GOVERNANCE ITEM  | VALUE  |
|--|--|
| How many Directors Serve on the Board?   | 11 seats   |
| Board Diversity and Board Independence   | Yes. See page 90-92 of Management Information Circular dated March 22, 2024 regarding Board independence and pages 24-25 regarding Board diversity   |
| Diversity Programs   | See pages 92-94 of Management Information Circular dated March 22, 2024  |
| Chair of the Highest Governance Body   | Thomas Kaplan, Chairman of the Board   |
| The Classification of the Board Chair  | Non-independent  |
| Does the Board have an Independent Lead Director?  | Yes. Anthony Walsh serves as the Board's independent Lead Director   |
| Conflicts of Interest  | See pages 90-94 of Management Information Circular dated March 22, 2024 and the <a href="#">Code of Business Conduct and Ethics.pdf</a>  |
| Role of the Highest Governance Body in Setting Purpose, Values, and Strategy               | See pages 90-101 of the Management Information Circular dated March 22, 2024   |
| Collective Knowledge of Highest Governance Body  | Board of Directors is highest governance body; see biographies of Directors <a href="#">here</a> and additional Director background in the Management Information Circular dated March 22, 2024  |
| Evaluation of the Highest Governance Body's Performance                                    | See page 101 of the Management Information Circular dated March 22, 2024   |
| Remuneration Policies  | See the Compensation Discussion & Analysis section beginning on page 31 of the Management Information Circular dated March 22, 2024  |
| Responsibility for Board and Executive Compensation  | See pages 31-76 of Management Information Circular dated March 22, 2024 and the <a href="#">Compensation Committee Charter.pdf</a> and the <a href="#">Board Charter.pdf</a>   |
| Process for Determining Remuneration   | See Compensation Discussion and Analysis and Non-Executive Director Compensation on pages 31 through 76 in the Management Information Circular dated March 22, 2024  |
| Has the Company Adopted an Advisory Executive Compensation "Say on Pay" Vote? <sup>1</sup> | Yes, vote held annually  |
| Approach to Shareholder Engagement   | Maintaining an active shareholder engagement program is a high priority for the Company and is an integral part of our corporate governance practices. The Board Chair, CEO, and Vice President of Corporate Communications meet regularly with large shareholders, and the Company's Corporate Communications team is very responsive to shareholder inquiries regardless of ownership level. In 2023, NOVAGOLD placed calls to or met in person with all of its shareholders owning 40,000 shares or more; in other words, NOVAGOLD contacted or attempted to contact its owners holding approximately 92% of the Company's issued and outstanding Common Shares entitled to vote at NOVAGOLD's 2023 annual meeting of shareholders. NOVAGOLD plans to continue to regularly engage with our shareholders. |
| Date of Most Recent Annual Financial Report  | Annual Report on Form 10-K filed January 24, 2024  |
| Financial Reporting Cycle  | 2023 annual financial results reported January 24, 2024. Q1 2024 financial report on Form 10-Q filed April 3, 2024; additional Form 10-Q filings planned in June 2024 and October 2024.  |
| Sustainability Reporting Cycle   | Sustainability Report issued annually  |
| Contact Point for Questions Regarding ESG Disclosure                                       | Communications Department: <a href="mailto:info@novagold.com">info@novagold.com</a> or Telephone: 604-669-6227; Toll-free: 1-866-669-6227  |

1. In 2022 shareholders cast 95.3% of votes in favor of "Say on Pay"

| GOVERNANCE ITEM   | VALUE  |
|---|--|
| <b>HUMAN RIGHTS</b>   |  |
| Human Rights Policy and Scope   | See <a href="#">Human Rights Policy.pdf</a>  |
| Does the Company's Human Rights or Other Formal Policy Cover Community Consultations and Indigenous Rights?             | Yes  |
| Number of Grievances about Human Rights Filed, Addressed, and Resolved through Formal Grievance Mechanisms              | 0  |
| Incidents of Discrimination and Corrective Actions Taken  | 0  |
| Anti-Discrimination Policy  | See page 100-106 in the Management Information Circular dated March 22, 2024 and the <a href="#">Code of Business Conduct and Ethics.pdf</a> |
| Operations and Suppliers at Significant Risk for Incidents of Child Labor   | No. All operations and suppliers are located in and operated under U.S. or Canadian regulations and labor standards                          |
| Does the Company's Code of Vendor Conduct Address Child Labor?  | No. NOVAGOLD does not have a Code of Vendor Conduct; see <a href="#">Human Rights Policy</a>   |
| Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor                                | No. All operations and suppliers are located in and operated under U.S. or Canadian regulations and labor standards                          |
| Does the Company's Code of Vendor Conduct Address Forced Labor?   | No. NOVAGOLD does not have a Code of Vendor Conduct; see <a href="#">Human Rights Policy</a>   |
| Incidents of Violations Involving Rights of Indigenous Peoples  | 0  |
| Operations that have been Subject to Human Rights Reviews or Impact Assessments <sup>1</sup>                            | 0  |
| Employee Training on Human Rights Policies and Procedures   | All NOVAGOLD employees affirm their commitment to the Code of Business Conduct and Ethics annually   |
| <b>ANTI-BRIBERY AND ANTI-CORRUPTION</b>   |  |
| Anti-Bribery and Anti-Corruption Policy   | <a href="#">Anti-Corruption Anti-Bribery Anti-Fraud Policy.pdf</a>   |
| Highest Level of Executive Oversight for the Company's Anti-Bribery or Anti-Corruption Program                          | Company Ethics Officer (Vice President and CFO)  |
| Number of Grievances about Anti-Corruption and Anti-Bribery, Addressed and Resolved through Formal Grievance Mechanisms | 0  |
| Operations Assessed for Risks Related to Corruption   | Not applicable   |
| Does the Company Provide Anti-Corruption Training to all Employees, Including Management?                               | All NOVAGOLD employees affirm their commitment to the Code of Business Conduct and Ethics annually   |
| Confirmed Incidents of Corruption and Actions Taken   | 0  |
| Payments to Governments   | <a href="#">NOVAGOLD 2023 ESTMA Report</a>   |

1. At Donlin Gold LLC, all employees have been trained in human rights. No grievances at either NOVAGOLD or Donlin Gold LLC were escalated to legal in 2023.