

NOVAGOLD

A COMMITTED,  
TRANSPARENT STRATEGY



2023

Sustainability Report

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# A COMMITTED, TRANSPARENT STRATEGY

NOVAGOLD is firmly committed to responsible mining, emphasizing the protection of human life, promotion of good health, environmental stewardship, and the enhancement of local communities surrounding our project sites.

Our dedication extends to fostering trust, transparency, and continual improvement in our sustainability initiatives and policies. NOVAGOLD firmly believes in collaborative mine development, and engaging with individuals possessing crucial local knowledge.

Our unwavering commitment to environmental and social responsibility is upheld through conscientious management and robust corporate governance, with the aim of being a reliable partner for all stakeholders. NOVAGOLD strives to minimize environmental impacts while deriving economic benefits, aligning with the principles of sustainable development, including the conservation and preservation of natural resources and the environment.



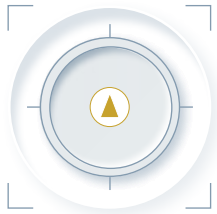
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# 2023 SUSTAINABILITY PERFORMANCE



DONLIN GOLD

## ENVIRONMENT

**ZERO** hazardous material spills to water

**ZERO** spills of 10 gallons or more to land

**1,235 tonnes** CO<sub>2</sub> Eq (GHG) emissions (Scope 1)

**11** regional partners helped remove 235,000 pounds of hazardous and electronic wastes from local villages

**BIODIVERSITY** plan implemented through engaging in fisheries discussions throughout the region and planning for fisheries studies in the Kuskokwim River

**ACCESS** provided to reclaimed waterbodies in mine site area for salmon and resident fish use

**ZERO** significant environmental incidents



DONLIN GOLD

## SOCIAL

### HEALTH & SAFETY

**ZERO** fatalities

**ZERO** lost-time incidents

**ZERO** TRIFR (Total Recordable Incident Frequency Rate)

**340 HOURS** dedicated to health, safety and emergency response training

### PEOPLE

**80%** of direct hires are Alaska Native

**13,103** direct engagements with key stakeholders

**\$3,318,980** value of payments, sponsorships, and community initiatives

**872** suppliers based in Alaska

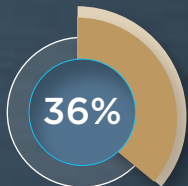
**ZERO** community or human rights incidents

**THREE** new Shared Values Statements (total of 16)

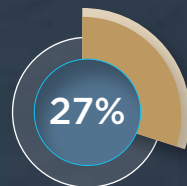


NOVAGOLD

## GOVERNANCE



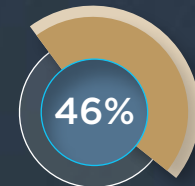
of our Board members are ETHNIC MINORITIES



of our Board members are WOMEN



of our employees are ETHNIC MINORITIES



of our employees are WOMEN



# 2024 OBJECTIVES



**BIODIVERSITY ACTION PLAN**  
implementation

**ZERO**  
spills of 10 gallons or more to land

**ZERO**  
spills to water

**FISHERIES STUDIES**  
collaboration in the Kuskokwim River

**HABITAT RESTORATION**  
completion and restoration of fish use in Snow Gulch

**AQUATIC RESOURCE**  
monitoring throughout Crooked Creek



**ECONOMIC AND SOCIAL**  
development projects

**SAFETY**  
initiatives in communities

**ZERO**  
lost-time incidents

**1.5 OR LOWER**  
total TRIFR





# INTRODUCTION



“The Donlin Gold Project is a critical opportunity for Calista Corporation, its shareholders, and the communities in the Yukon-Kuskokwim region. We support the project because our region needs economic development that protects our subsistence resources and provides jobs and training for our young people.

We actively participate in developing the Donlin Gold project because this is our land, where Calista shareholders live and gather food. We cannot continue our subsistence lifestyle without income. Over decades, we have witnessed the positive impact of Donlin Gold on our shareholders who have worked there. If developed, the project will provide many more living-wage jobs in our region. Past Donlin staff have shared that being employed allowed them to continue, or return to, living in the region.”

**ANDREW GUY**

President and CEO, Calista Corporation





## ABOUT NOVAGOLD

(GRI 2-1, 2-2, 2-6)

NOVAGOLD Resources Inc. (“NOVAGOLD”) is a well-financed precious metals company, solely focused on the responsible and sustainable development of its flagship 50 percent-owned Donlin Gold project in Alaska, one of the safest mining jurisdictions in the world. Donlin Gold LLC, the company tasked with the development and operation of the Donlin Gold project, is owned equally by NOVAGOLD and Barrick Gold Corporation (“Barrick”).

NOVAGOLD has a corporate office in Vancouver and an executive office in Salt Lake City; all activities are confined to North America. Funding to explore our mineral properties and to operate NOVAGOLD was acquired primarily through previous equity financing consisting of public offerings of our common shares and warrants, as well as through debt financing consisting of convertible notes and additionally through the sale of assets. As no gold is currently produced, no operating earnings are currently generated.

One of NOVAGOLD’s core values is to deliver long-term benefits to our shareholders and project stakeholders through responsible mining. The Donlin Gold project is being developed with input from our Alaska Native Corporation partners and local stakeholders who have knowledge of the region and understand the importance of a subsistence lifestyle. This valuable input helps us manage and minimize environmental impacts and assists us in setting and meeting high standards for environmental, social and governance (ESG) performance. With a strong balance sheet, NOVAGOLD is well-positioned to continue to advance the Donlin Gold project.



## ABOUT DONLIN GOLD

(GRI 2-1, 2-2, 2-6)

The Donlin Gold project is located on private land that was designated by law for mining activities five decades ago. Donlin Gold LLC has life-of-mine agreements with Calista Corporation (Calista), the regional Alaska Native Corporation which owns the subsurface mineral rights and some of the surface land rights, and The Kuskokwim Corporation (TKC), a collection of 10 village corporations which owns most of the surface land rights. These rights were conveyed to both Calista and TKC by the United States Congress through the Alaska Native Claims Settlement Act (ANCSA). Donlin Gold LLC partners with and provides support to Alaska Native communities surrounding the project.

With approximately 39 million ounces of gold in the measured and indicated mineral resource categories (534 million tonnes at an average grade of approximately 2.24 grams per tonne on a 100 percent basis)<sup>1</sup>, inclusive of proven and probable mineral reserves, Donlin Gold is considered one of the largest, highest-grade, and most prospective known open-pit gold deposits in the world. According to our 2021 Technical Report and the S-K 1300 Technical Report Summary, once in production, Donlin Gold is expected to produce an average of more than one million ounces per year over a 27-year mine life on a 100 percent basis.

As an advanced stage development project, current activities are focused on updating the geologic resource model, engineering trade-off studies, community outreach, government engagement, and workforce development in preparation for the eventual construction and operation of the project. Donlin Gold has received all of its Federal permits and most of its major State permits; it is currently working on securing the remaining State permits.



1. Donlin Gold data as per the report entitled "NI 43-101 Technical Report on the Donlin Gold Project, Alaska, U.S." with an effective date of June 1, 2021 (the "2021 Technical Report") and the report titled "S-K 1300 Technical Report Summary on the Donlin Gold Project, Alaska, U.S." (the "S-K 1300 Technical Report Summary"), dated November 30, 2021. Donlin Gold possesses Measured Resources of approximately 8 Mt grading 2.52 g/t and Indicated Resources of approximately 534 Mt grading 2.24 g/t, each on a 100% basis and inclusive of Mineral Reserves, of which approximately 4 Mt of Measured Resources and approximately 267 Mt of Indicated Resources inclusive of Reserves is attributable to NOVAGOLD through its 50% ownership interest in Donlin Gold LLC. Exclusive of Mineral Reserves, Donlin Gold possesses Measured Resources of approximately 1 Mt grading 2.23 g/t and Indicated Resources of approximately 69 Mt grading 2.44 g/t, of which approximately 0.5 Mt of Measured Resources and approximately 35 Mt of Indicated Resources exclusive of Mineral Reserves is attributable to NOVAGOLD. Donlin Gold possesses Proven Reserves of approximately 8 Mt grading 2.32 g/t and Probable Reserves of approximately 497 Mt grading 2.08 g/t, each on a 100% basis, of which approximately 4 Mt of Proven Reserves and approximately 249 Mt of Probable Reserves is attributable to NOVAGOLD. Mineral Reserves and Resources have been estimated in accordance with NI 43-101 and S-K 1300.





## ABOUT THIS REPORT

(GRI 2-2, 2-3, 2-4, 2-5, 2-6, G4-MM5)

This year marks the release of our fourth annual sustainability report, and the first time that the Company is reporting in alignment with the core Global Reporting Initiative (GRI) Standards as well as integrating its climate change disclosure reporting. The contents of this report pertain to activities conducted by NOVAGOLD and Donlin Gold LLC. All data presented covers the period from January 1, 2023, to December 31, 2023. Please note that this timeframe differs from NOVAGOLD's financial year end of November 30, 2023.

There are no restatements of information from previous reporting periods. As a development-stage project with limited operations, neither NOVAGOLD nor Donlin Gold has conducted third-party audits of its ESG reporting to date, and the contents of this report have not been externally assured. For 2024, Donlin Gold is planning an independent third-party audit, specifically of its environmental performance including compliance with environmental standards and use of its environmental management system (EMS). 2023 was the first year that the EMS was implemented at Donlin Gold.

NOVAGOLD is dedicated to transparency, communicating our Company's sustainability and ESG priorities, performance, and ongoing improvements in environmental and social reporting. Since 2020, NOVAGOLD has published annual sustainability reports, divulging our continuous endeavors toward responsible business conduct, governance, and the significant economic, environmental, and social performance metrics. Last year's release featured our third annual sustainability report, incorporating expanded ESG data,

enabling us to monitor performance changes and improvements over time, and allowing us to track ESG performance trends year-over-year. For the first time this year, a detailed Disclosure Index can be found at the end of this report, mapping relevant GRI disclosures against the content presented in this report.

As a development-stage mining company primarily focused on the Donlin Gold project, NOVAGOLD adopts a long-term approach to developing, implementing, and reporting our sustainability practices and measurements. Our emphasis lies in conveying information and data regarding our collaborative efforts with Alaska Native Corporation partners to safeguard the environment and invest in the Indigenous communities and businesses of southwestern Alaska. Our commitment to the Yukon-Kuskokwim (Y-K) region's people has been integral to our project development strategy for over two decades, reflected in life-of-mine agreements with Calista and TKC.

For any queries about the content of this report, please contact:

**Corporate Communications  
Department, NOVAGOLD**

[info@novagold.com](mailto:info@novagold.com)



## OUR SUSTAINABILITY POLICIES

[Health and Safety Policy](#)

[Anti-Corruption, Anti-Bribery,  
Anti-Fraud Policy](#)

[Board Diversity, Equity and Inclusion Policy](#)

[Climate Change Policy](#)

[Biodiversity Policy](#)

[Code of Business Conduct and Ethics](#)

[Environmental Policy](#)

[Human Rights Policy](#)

## OUR ESG DISCLOSURES

[Climate Change 2022](#)

[Water Security 2022](#)



# PRESIDENT AND CEO MESSAGE

In our continuous efforts to advance the Donlin Gold project toward a construction decision and eventual operation, NOVAGOLD maintains close collaboration with our Alaska Native Corporation partners, Calista and TKC. Our shared goal is to deliver economic, social, and environmental benefits to the people of the Y-K region while respecting their lands, waters, and traditional ways of life.



(GRI 2-22)

NOVAGOLD is delighted to unveil its sustainability report, highlighting our achievements during 2023 in environmental stewardship, health and safety, social engagement, and corporate governance. I extend my heartfelt appreciation to the Donlin Gold site team, whose unwavering commitment and hard work have been instrumental in our successes in successfully advancing our extraordinary asset in western Alaska, a joint venture with Barrick, our 50/50 co-owner in Donlin Gold LLC.

In alignment with our dedication to sustainability, NOVAGOLD chose to focus its attention on the sustainability report for 2023, opting not to publish an annual report. This decision reflects our belief that our focus on business is directly related to our focus on sustainability, as the two are closely intertwined.

NOVAGOLD views Donlin Gold as a top-tier mining asset globally. Located in Alaska, a secure mining jurisdiction, the project offers unparalleled potential, reflecting NOVAGOLD's longstanding commitment to guide this asset responsibly. With industry-leading size, grade, and exploration potential, Donlin Gold is among the premier development assets in the gold industry. Furthermore, exploration opportunities extend well beyond the current resource areas, which covers only a fraction of the extensive land package. These factors collectively position Donlin Gold as a compelling narrative in gold development. NOVAGOLD's consistent strategy has propelled Donlin Gold up the value chain, maintaining financial health without equity issuances since January 2012. As of November 30, 2023, NOVAGOLD's treasury stands at \$126 million, supported by a \$25 million note payment from Newmont in July 2023. This financial

strength ensures adequate funding for Donlin Gold for the foreseeable future at current spending levels, underpinning NOVAGOLD's commitment to fulfilling promises to shareholders since 2012 through responsible stewardship and effective risk management.

Significant milestones were achieved in 2023 for both NOVAGOLD and Donlin Gold. These included the successful completion of the Donlin Gold field program in July, which involved comprehensive fieldwork and geotechnical drilling for the Alaska Dam Safety certification applications. Additionally, updated groundwater flow characterization was conducted, including 1,279 meters of hydrogeologic drilling with instrumentation and pump tests, providing crucial information for mine planning and design. Restoration work was also advanced at the Lyman family's historic



placer site, with plans for pond habitat creation and anticipated aquatic life access and use in the 2024 field season. Moreover, together with Calista and the Village of Crooked Creek representatives, meetings were held in Alaska and Washington D.C. with State and Federal government officials to emphasize the project's environmental review and collaboration with Alaska Native land and mineral owners. Finally, in December, the Donlin Gold LLC board approved a \$28.5 million (100% basis) budget for 2024. This budget encompasses resource modelling, mine planning, metallurgical test work, regional infrastructure support, geoscience and hydrology studies, closure planning, advancement of the Alaska Dam Safety certificates, litigation support, government affairs, community engagement, development initiatives, and sponsorships.

In our continuous efforts to advance the Donlin Gold project toward a construction decision and eventual operation, NOVAGOLD maintains close collaboration with our Alaska Native Corporation partners, Calista and TKC. Our shared goal is to deliver economic, social, and environmental benefits to the people of the Y-K region while respecting their lands, waters, and traditional ways of life. In 2023, our notable achievements included maintaining an excellent health and safety record with zero lost-time incidents (LTIs) in over ten years, building a project site workforce comprised of 80% Alaska Native employees, and expanding community engagements and investments throughout the Y-K region.

NOVAGOLD acknowledges the profound impact of climate change on Alaska and also that preserving biodiversity is crucial for the communities and residents who rely on subsistence resources. As such, NOVAGOLD is committed to addressing these pressing environmental concerns as part of advancing the Donlin Gold project.



This is evidenced by the development of NOVAGOLD's formal corporate policies on Climate Change and Biodiversity, and the 2023 release of our inaugural Task Force on Climate-Related Financial Disclosures (TCFD) report. In 2024, NOVAGOLD will continue to implement these policies and practices outlined in our TCFD report within our Donlin Gold operations. Concurrently, our corporate offices in Salt Lake City and Vancouver will incorporate these policies and practices, marking a significant further step toward fostering environmental responsibility across our operations.

Looking ahead, I am optimistic about the upcoming year. As the Company continues to grow and mature, our ESG practices at NOVAGOLD will continuously evolve to further align with our commitments to the people of the Y-K region. At the heart of NOVAGOLD's ethos is a dedication to sustainable development. By working closely with local communities, our aim is to leverage their knowledge, minimize environmental impacts, and foster economic activity while collaboratively developing Donlin Gold. This commitment reflects our belief that responsible mining is

not only about the resources extracted but also about the positive influence that can be had on communities, while mitigating impacts to the environment. Through these efforts, NOVAGOLD aspires to set new standards in the industry, demonstrating that a commitment to sustainability is integral to building a resilient and reputable mining business for the future.

Our aim is to become a leader in the development and implementation of our ever more ambitious ESG programs. As always, NOVAGOLD welcomes input from our valued shareholders, stakeholders, and other interested parties as the Company strives for excellence in responsible mining.

Sincerely,

**Gregory A. Lang**  
President and CEO





# OUR ESG APPROACH



Our business is built on the principle that robust financial, social, environmental, and governance performance are equally vital for our success. Embracing strong ESG practices is crucial in achieving our business objectives, generating enduring value for local communities, and meeting the financial expectations of our shareholders. From establishing and fostering relationships with local communities from the start of project planning to implementing socially and environmentally responsible closure practices, sustainability is ingrained in our activities, and NOVAGOLD continually explores innovative ways to enhance stakeholder value.

Our commitment to responsible mining extends throughout our corporate vision and management systems, forming the bedrock of our business. We employ a comprehensive and agile strategy for risk management, which integrates input and output from diverse stakeholders spanning ESG, finance, technology, legal, and overarching business risks. The significance of ESG is acknowledged at the highest levels of the Company, with direct Board engagement in goal setting and performance oversight, including the Company's actions regarding climate change.



## ENVIRONMENT

Recognize environmental management as a corporate priority. Focused efforts on reducing and addressing our environmental impacts while actively promoting environmental sustainability.



## SOCIAL

Prioritize the health, safety, and well-being of our workforce and local communities. Collaborate closely with community partners to deliver tangible social and economic benefits.



## GOVERNANCE

Operate with integrity and transparency. Uphold governance frameworks and management processes that fortify our business and safeguard the interests of our shareholders, employees, regulatory agencies, market participants and other stakeholders.

## OUR ESG JOURNEY





## INTEGRATED MANAGEMENT FOR A LASTING LEGACY

GRI 2-13, 2-29

NOVAGOLD works with Donlin Gold to understand stakeholder perspectives through interviews and surveys, analysis, and interpretation. In addition to communities,

engagement with a range of stakeholders ensures that external views are also considered. To ensure meaningful dialogue with different stakeholder groups, efforts are

made to facilitate a two-way dialogue, using the most appropriate method of interaction for the stakeholder group and covering key interests and concerns of that group.

STAKEHOLDER	METHOD OF INTERACTION		KEY INTERESTS/CONCERNS	
<b>Employees</b>	<ul style="list-style-type: none"> <li>Corporate and site personnel engagement</li> <li>Workplace committees</li> </ul>	<ul style="list-style-type: none"> <li>Site training programs</li> <li>Regular briefings/meetings</li> </ul>	<ul style="list-style-type: none"> <li>Workforce management</li> <li>Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Career development</li> <li>Strategy and direction of Company</li> </ul>
<b>Alaska Native Organizations/Indigenous Organizations</b>	<ul style="list-style-type: none"> <li>Ongoing community engagement activities</li> <li>Collaborative projects with Alaska Native Partners</li> <li>Community forums, associations, councils, and committees</li> <li>Regular meetings with authorities and village associations</li> <li>Donlin Gold website</li> <li>Site tours</li> <li>Newspapers, radio, advertisements</li> </ul>	<ul style="list-style-type: none"> <li>Engaging with Indigenous communities in Alaska to:               <ul style="list-style-type: none"> <li>Increase project awareness</li> <li>Increase employment opportunities</li> <li>Support educational and socio-economic initiatives and programs</li> <li>Support environmental and cultural initiatives and programs</li> </ul> </li> <li>Face-to-face meetings</li> </ul>	<ul style="list-style-type: none"> <li>Employment and business opportunities</li> <li>Training and career development</li> <li>Informed consultation on project developments</li> </ul>	<ul style="list-style-type: none"> <li>Inform, identify, assess and manage risks, opportunities and impacts at the project level</li> <li>Economic development</li> <li>Health and safety</li> <li>Environmental protection</li> <li>Respect for and preservation of traditional ways of life</li> </ul>
<b>Government</b>	<ul style="list-style-type: none"> <li>Ongoing dialogue at municipal, regional and federal levels</li> <li>Stakeholder engagement meetings in Alaska with State Officials and U.S. Army Corps of Engineers</li> </ul>	<ul style="list-style-type: none"> <li>Stakeholder gatherings in Washington, D.C. with members of Congressional delegation</li> <li>Bipartisan outreach campaign with Biden Administration</li> </ul>	<ul style="list-style-type: none"> <li>Environmental stewardship</li> <li>Permitting process</li> <li>Alaska partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory and legal compliance</li> <li>Economic development</li> <li>Infrastructure investments</li> </ul>
<b>Shareholders, Investors and Analysts</b>	<ul style="list-style-type: none"> <li>Proxy outreach campaign</li> <li>Conference calls</li> <li>Annual General Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Shareholder engagement policy</li> <li>Email and telephone inquiries</li> <li>Frequent industry conferences</li> </ul>	<ul style="list-style-type: none"> <li>Company performance</li> <li>Share price performance</li> <li>ESG performance</li> </ul>	<ul style="list-style-type: none"> <li>Permitting and litigation</li> <li>Joint venture matters</li> <li>Project direction</li> </ul>
<b>Suppliers and Contractors</b>	<ul style="list-style-type: none"> <li>Contract negotiation</li> <li>Participation in training programs</li> </ul>	<ul style="list-style-type: none"> <li>Meetings and personnel communication</li> </ul>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Environmental protection</li> </ul>	<ul style="list-style-type: none"> <li>Responsible business practices</li> <li>Strong partnerships</li> </ul>
<b>Industry Associations</b>	<ul style="list-style-type: none"> <li>Membership/Involvement/Interaction in industry associations such as: Alaska Miners Association, Resource Development Council</li> </ul>		<ul style="list-style-type: none"> <li>Government affairs</li> <li>Industry reputation</li> </ul>	<ul style="list-style-type: none"> <li>Education and workforce development</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>Press releases</li> <li>Regulatory filings</li> <li>Presentations and publications</li> </ul>	<ul style="list-style-type: none"> <li>Interviews</li> <li>Social media</li> </ul>	<ul style="list-style-type: none"> <li>Financial, operational and ESG performance</li> <li>Project development</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing project level initiatives related to environmental, cultural and socio-economic matters</li> </ul>





## Integrated Risk Management

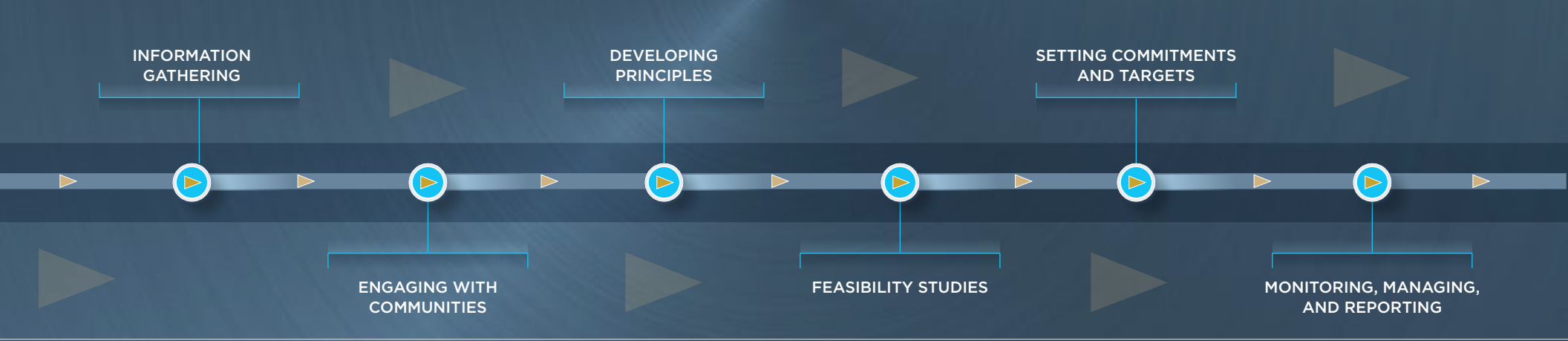
TCFD. GRI 2-12, 2-13, 2-25

Proactive management of present and future potential threats and opportunities is integral to all our activities. NOVAGOLD takes an iterative approach to its risk management and related sustainability and climate change reporting, both at the corporate level and at development sites.

NOVAGOLD’s Risk Management process was updated in 2022, following multiple risk workshops held across the organization. The main repository of information is the risk register, which includes sustainability and climate change risks. To enable integration, the risk register consists of a traditional risk register and control library contained in a single document. Therefore, controls (which also encompass Company objectives) can uphold

relationships that are multi-faceted and interconnected. All risks are prioritized using a profile tool which uses “anticipated difficulty / complexity to manage + impact” on the x axis, against “is action needed” on the y axis. The system is dynamic, and links to our Company objectives. With regards to how Risk Management is specifically implemented at the Donlin Gold site level, this approach is outlined below:

### RISK MANAGEMENT IMPLEMENTATION AT DONLIN GOLD SITE LEVEL



## Business Planning Strategy & Action

TCFD. GRI 2-12, 2-13

The integration of risk and materiality into business decisions utilizes the systems outlined above. Company objectives are risk-informed and are regularly updated in line with appropriate consideration of ESG for our stage of development. As the project progresses and sustainability (including climate change) becomes more pertinent, more sustainability-related risks will come into the risk register.

NOVAGOLD establishes rigorous annual Company goals and discloses details of levels of achievement for the goals of the previous year and for the upcoming year in the Management Information Circular. The senior leadership team and Sustainability Committee review all work and information related to climate change, biodiversity, health and safety, environment, and social engagement goals, including the tracking of goals and targets, inclusive of risk controls and actions.

NOVAGOLD’s sustainability goals are reviewed annually, encompassing the commitments outlined within our corporate Climate Change Policy, amongst others. The Sustainability Committee oversees the progress made in relation to these goals, concurrently monitoring sustainability risks on a corporate scale and providing comprehensive reports to the Board which has the ultimate oversight responsibility.

## Ensuring Accountability

TCFD. GRI 2-12, 2-13, 2-25

As an integral component of the risk management system, risks are escalated as necessary. At the Donlin Gold project site, employee grievances are assessed by either the Human Resources Manager or the External Affairs Manager for complaints related to external parties, both of whom operate under the supervision of the General Manager. At NOVAGOLD, employees, directors and officers are obligated to promptly report any known or suspected violations of laws, governmental regulations, or the Company's Code of Business Conduct and Ethics (the "Code"), either in person or in writing, to either the Company Ethics Officer or the Chair of the Corporate Governance & Nominations Committee. Additionally, directors, officers, and employees are encouraged to reach out to the Company Ethics Officer or the Chair of the Corporate Governance & Nominations Committee with any questions or concerns about the Code or business practices. All questions or reports of violations will be taken seriously and addressed immediately, with the option for individuals to remain anonymous if preferred. Furthermore, if employees, officers, or directors feel uncomfortable reporting suspected violations through regular channels, they have the option to use a toll-free whistleblower hotline, submit reports online on a third-party website, or report to NOVAGOLD's outside counsel. Moreover, Donlin Gold project-level employees can also anonymously report through a separate whistleblower hotline.

NOVAGOLD's highest management-level position with responsibility for sustainability (and climate change) matters is the Vice President of Environment, Health, Safety, and Sustainability (VP of EHSS), who also reports directly to the Sustainability Committee.



The senior leadership team and Sustainability Committee review all work and information related to climate change, biodiversity, health and safety, environment, and social engagement goals, including the tracking of goals and targets, inclusive of risk controls and actions.



# HEALTH AND SAFETY

“At Donlin Gold, we are committed to ESG excellence. We believe that ESG is not only a responsibility, but also a competitive advantage. By operating in a sustainable and responsible manner, we create value for our stakeholders, protect the environment, and contribute to the well-being of the communities where we work.”

**ENRIC FERNANDEZ**

Interim General Manager, Donlin Gold LLC



Health and Safety Policy



## OVERVIEW OF NOVAGOLD'S COMMITMENTS TO HEALTH AND SAFETY

GRI 403-1, 403-4, 403-5

NOVAGOLD is unwavering in its commitment to achieving excellence in health and safety management. Acknowledging our responsibilities, we prioritize providing a secure and healthy working environment for our workforce. Our dedication extends to preventing incidents, work-related injuries, and mitigating health and safety risks and hazards. At NOVAGOLD, fostering a culture of zero harm is paramount, emphasizing that health and safety are collective responsibilities and top priorities for everyone.

This commitment to health and safety, as outlined in NOVAGOLD's Health and Safety Policy, is fundamental to fostering an environment where every individual returns home safely every day. It is extended to the safety, health, and welfare of NOVAGOLD's employees and their families, Donlin Gold's employees and their families, contractors, visitors, and all communities surrounding operations. NOVAGOLD management is resolute in providing leadership in health and safety, with all team members holding themselves accountable for personal safety and that of their colleagues. Collaborating with Donlin Gold, we actively encourage a culture promoting safe work practices, through individual and group employee motivation, safety achievement rewards, and recognition of safety performance, both within the workplace and in our local communities.

This dedication empowers individuals and fosters collaborative efforts within communities, ensuring a promising future for all. NOVAGOLD and Donlin Gold provide team members with the necessary training, guidance, direction, and knowledge to safely perform



We actively encourage a culture promoting safe work practices, through individual and group employee motivation, safety achievement rewards, and recognition of safety performance, both within the workplace and in our local communities.

their tasks, while requiring continuous demonstration of essential skills and competence for safety. Rigorous standards are implemented for the protection of all employees and contractors, actively promoting safety programs at our worksites and throughout the Y-K region and investing in the development of the current and future workforce through training and educational activities and programs. Moreover, we actively support and encourage efforts to promote a safe and healthy lifestyle beyond the workplace with initiatives

accessible across the Y-K region's communities. We continuously identify and then eliminate, isolate, or mitigate risks and hazards for every task, while seeking improvements in policies and procedures through team member communication and feedback, motivation, reward and recognition, health and safety system reviews, and the incorporation of new technology, techniques, and processes. Furthermore, we maintain and test emergency response plans to minimize the impacts of unforeseen events.



## OUR APPROACH TO HEALTH AND SAFETY

GRI 403-1, 403-2, 403-3, 403-6, 403-8

NOVAGOLD's health and safety approach is guided by the vision of achieving zero harm, aspiring for an injury- and fatality-free workplace. To realize this vision, we diligently:

- Comply with relevant health and safety laws and regulations<sup>1</sup>.
- Implement effective health and safety management systems.
- Proactively identify and mitigate health and safety hazards to ensure every member of our workforce returns home safely after each shift.
- Investigate all near misses and safety incidents, sharing valuable learnings across all sites.
- Continuously monitor and assess safety practices and performance at each location, identifying areas for improvement.

NOVAGOLD's occupational health and safety management program is guided by our Corporate Health and Safety Policy. NOVAGOLD's Board, along with its Sustainability Committee, assumes oversight of health and safety policies, systems, and performance. Spearheading our comprehensive safety program is the VP of EHSS.

At the Donlin Gold site, the occupational health and safety management program has been meticulously crafted. It's built upon a combination of corporate

policies from both joint venture partners, a comprehensive formal plan devised by health and safety management, along with standard operating procedures, and an internal health and safety management software program. All Donlin Gold employees and contractors are covered by the occupational health and safety system. This system undergoes rigorous auditing every two years to evaluate its delivery, performance, and continual improvement over time. Furthermore, current site operations are governed by the Occupational Safety and Health Administration regulations (OSHA).

Integral to Donlin Gold's safety governance are monthly safety review meetings, attended by the site General Manager, and Health and Safety management site teams. Together, they examine the causal factors of significant incidents, evaluating the quality of subsequent investigations and corrective actions aimed at preventing recurrence. Weekly safety meetings are conducted when the camp is open, involving senior management from each department and the site General Manager, where all employees review safety procedures and processes. Before the start of each working day at site, supervisors hold safety briefings. In the event of an incident or concern, the respective department manager devises an action plan, with more serious matters escalated to the Donlin Gold site General Manager. Employees who are unable to attend these meetings receive safety information through safety flash reports and virtual safety meetings.

1. <https://www.osha.gov/data/sic-manual/division-b>

## 2023 HEALTH AND SAFETY PERFORMANCE

GRI 403-5, 403-9

Donlin Gold LLC maintained an impressive health and safety record in 2023, again achieving a commendable zero Lost-Time Injury Incident (LTI) frequency rate. The Total Recordable Incident Frequency Rate (TRIFR)<sup>1</sup> for the year was 0, surpassing our target of 1.5 or lower. In 2023, employees and contractors at Donlin Gold LLC received a total of 340 hours dedicated to health, safety, and emergency response training<sup>2</sup>.

Notably, the collective efforts of Donlin Gold LLC employees and contractors have resulted in over 3.0 million work hours spanning more than a decade without a single LTI or fatality. In 2024, in the realm of health and safety our goal will continue to be zero LTIs and a TRIFR of 1.5 or lower.

In pursuit of this objective, NOVAGOLD’s collaboration with Donlin Gold LLC will persist in developing and executing comprehensive health and safety training programs for all employees and contractors before

initiating field operations. Concurrently, we will maintain ongoing scrutiny and reporting mechanisms to evaluate the efficacy of these programs.

Donlin Gold, alongside its commitment to investing in and supporting its employees, actively participates in various community safety programs within the Y-K region. In 2023, NOVAGOLD sponsored the Alaska Safe Riders project, focusing on promoting safe practices in snow machine use, a prevalent activity during the winter months for most residents in the Y-K region. Additionally, through collaboration with TKC, the Village of Crooked Creek, the Akiak Native community, and the Napaimute Tribe, Donlin Gold provided financial support to construct and maintain ice roads. These roads facilitate winter travel between remote Kuskokwim River communities, fostering increased participation in community events, cultural activities, and sports, and providing essential access for emergency services, law enforcement, and general travel. On an annual basis, an average of 300 miles of ice road are constructed and maintained.

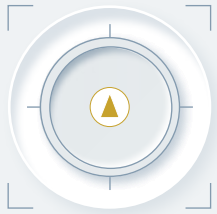


1. Total Recordable Incident Frequency Rate is defined as an incidence rate of lost-time injuries, fatalities, and medical incidents and is computed using the formula: (number of injuries and illnesses X 200,000) / employee hours worked = medical incidence rate.

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.

2. Safety training hours are tracked using attendance logs from camp orientation and weekly safety meetings at camp.





# ENVIRONMENT

“For more than two decades, Donlin Gold has been focused on protecting the environment around the project site. Environmental protection is integrated into every element of our work programs. Our site safety team, comprised of trained individuals from throughout the Y-K region, actively oversees and audits all field activities and ensures implementation of best management practices. I am very proud that again in 2023, Donlin Gold had no occurrences of non-compliance with permit requirements or incidents of damage to the surrounding environment.”

**RON RIMELMAN**

Vice President, Environment,  
Health, Safety & Sustainability




[Biodiversity Policy](#)  
[Climate Change Policy](#)  
[Environmental Policy](#)



## OVERVIEW OF NOVAGOLD'S COMMITMENTS TO THE ENVIRONMENT

NOVAGOLD places a significant emphasis on environmental management, considering it a top corporate priority. Our Board of Directors, employees, and the personnel of Donlin Gold LLC, are dedicated to minimizing and mitigating impacts to the environment for future generations while ensuring safe, responsible, and profitable operations for the benefit of employees, shareholders, and local communities. NOVAGOLD upholds and consistently monitors excellence in environmental performance across all office and project locations. Our comprehensive Environmental Policy outlines principles for all project stages, with a primary focus on the Donlin Gold project site in Alaska.

Specifically, NOVAGOLD's environmental performance measurement centers around activities at the Donlin Gold project site, where detailed procedures guide environmental management across all operations, maintaining a robust environmental compliance track record. Stringent standards are adopted from the planning and environmental impact assessment process through drilling and other field work and environmental programs, and site rehabilitation, integrating the management of environmental, social, cultural, and economic aspects into strategic business planning and risk assessment processes. Recognizing stakeholders' concerns about the environmental impact of Donlin Gold's site activities, NOVAGOLD applies the precautionary principle to avoid or minimize potential impacts, and where not feasible, to mitigate and remediate our footprint. Effectively and responsibly managing the natural environment is fundamental to our success, and NOVAGOLD remains committed to implementing high environmental standards.



Effectively and responsibly managing the natural environment is fundamental to our success, and NOVAGOLD remains committed to implementing high environmental standards

In 2022, Donlin Gold LLC implemented an Environmental Management System (EMS), integrating processes and tools to mitigate environmental impacts and ensure compliance with regulatory and permitting requirements. This initiative is led and overseen by NOVAGOLD's VP of EHSS, who reports directly to NOVAGOLD's President and CEO. In accordance with our permit obligations and the corporate policies of both NOVAGOLD and Donlin Gold LLC, the project site maintains a consistently high level of environmental performance. The environmental team conducts daily inspections of all ongoing activities at the site, diligently monitoring for potential releases to air, land, and water. These activities encompass various aspects

such as water and wastewater management, air quality, hazardous and solid waste management, and fuel storage and usage (including associated spill risks), as well as the protection of biological resources in the vicinity of the site. However, as a non-producing mining company with limited operations, these effects are minimal. In addition, land disturbance is very limited at present, and impact footprints are small and fluctuate based on the amount of site activity planned for each season. Nevertheless, all relevant data is carefully managed through Donlin Gold's EMS, which includes tracking and verifying the completion of any action items.



## Components of the Environmental Management System (EMS)

GRI 304-1, 304-2, 304-3, G4-MM2

- A centralized document repository, known as the Environmental Document Management System (EDMS), holds all relevant environmental documents (e.g., permits, agency communication, reports, and plans).
- Documentation of all Standard Operational Procedures (SOPs) which are regularly updated as needed.
- Experienced personnel from the environmental team ensure that the EMS is maintained, monitored, and managed accurately.
- Permit requirements and other environmental obligations and incidents are recorded, cataloged, scheduled, assigned, and tracked using Intelex, a proven environmental management software solution.
- Third-party audits are planned on a regular annual basis for assurance that environmental standards have been met. A third-party audit was conducted in 2022 and all recommendations were implemented. Another third-party audit, including EMS review, is planned for 2024.

## OUR APPROACH TO THE ENVIRONMENT

NOVAGOLD's commitment to responsible environmental management is embodied in our Environmental Policy, and includes:

- Communication of its commitment to excellence in environmental performance to its subsidiaries, employees, contractors, other agents, and the communities in which it operates.
- Management of new activities and operations to ensure compliance with applicable laws and regulations. In the absence of regulation, best management practices will be applied to minimize environmental risk.
- Remediation and mitigation of historical mining impacts on properties acquired by NOVAGOLD will be managed through the cooperative involvement of NOVAGOLD with previous owners, government agencies, and the community.
- Striving to minimize releases to the air, land, or water, and ensure appropriate treatment and disposal of waste.
- Allocation of the necessary resources to meet its reclamation and environmental obligations.
- Continuous seeking of opportunities to improve its environmental performance through adherence to these principles.
- Regular reporting of progress to its employees, shareholders, and the communities in which it operates.





Donlin Gold is committed to safeguarding the subsistence culture dependent on the water and lands surrounding the project site, while also respecting the traditions of Alaska Native culture practiced by its employees and neighbors. To minimize environmental impacts, the Donlin Gold project site has implemented detailed operating and monitoring plans and policies, addressing various aspects such as safe drinking water; sanitary wastewater systems; stormwater management; spill prevention and control; fuel, oil, and hazardous materials management; wetlands protection; wildlife interactions; and more.

During the 2023 field season, the camp accommodated 68 employees and contractors, contrasting with the future mine construction stage, which will necessitate around 2,000 year-round workers over several years. The production stage will require fewer employees but entails year-round extraction and processing activities that are energy- and water-intensive. As operations advance into the development and construction stages, environmental impacts will therefore change. As a result, it is important to consider year-to-year performance when evaluating certain metrics in this report, as performance may vary annually. The establishment of targets related to water use or carbon emissions reduction is challenging and generally inconsequential at this time due to the project's developmental stage.

### Environmental Programs

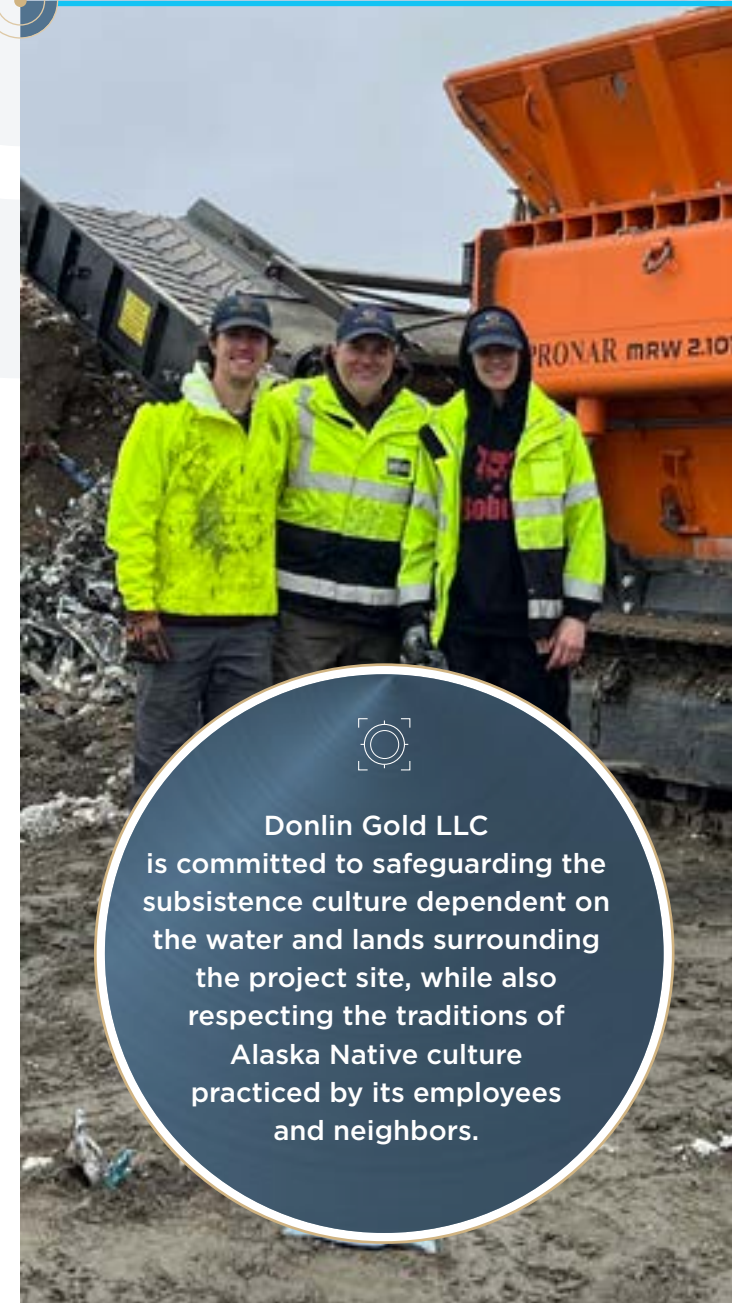
GRI 304-3, G4-MM2

Conducting a comprehensive environmental baseline-study program since 1996 has been integral to NOVAGOLD's and Donlin Gold's commitment to responsible development and permitting. This ongoing initiative covers a spectrum of resources and topics, such as air quality, aquatic resources, geotechnical

conditions, water quality and quantity, land use, public health, socioeconomics, sediment quality, subsistence, vegetation, wetlands, and wildlife. In tandem with collecting baseline scientific data, extensive dialogue with local communities and our Alaska Native Corporation partners has been maintained, incorporating Traditional Ecological Knowledge (TEK) about the local environment.

This wealth of information and many years of environmental baseline data have guided the location and design of the mine and associated infrastructure, aiming to avoid or minimize potential impacts to sensitive and culturally significant habitats. This information was incorporated into the Donlin Gold Final Environmental Impact Statement (FEIS) in 2018, and ongoing studies continue to inform our understanding of baseline conditions, including TEK as well as how the region is being affected by climate change, the project's potential effects on climate change and its impacts on the project, with corresponding risks integrated into the design. The potential environmental effects of the proposed mine were thoroughly detailed and evaluated as part of the National Environmental Policy Act (NEPA) process, including climate change considerations and biodiversity analyses.

NOVAGOLD supports a project development plan for Donlin Gold that considers risks and opportunities throughout all phases, emphasizing exploration, development, operation, closure, and reclamation. The project design specifically ensures no uncontrolled discharge of mine-contacted water, utilizing it in the milling process or treating and discharging it according to stringent permit standards. Transporting supplies up the Kuskokwim River by barge during the open-water shipping season involves a detailed plan, developed



**Donlin Gold LLC**  
is committed to safeguarding the subsistence culture dependent on the water and lands surrounding the project site, while also respecting the traditions of Alaska Native culture practiced by its employees and neighbors.



with community input, to protect aquatic resources and minimize impacts on subsistence fishing activities. This includes plans for safe transport of fuel and chemicals such as cyanide that would be used in future mining operations.

A comprehensive tailings management plan, aligned with the Global Industry Standard for Tailings Management (GISTM) and Alaska's Dam Safety Program is under development, featuring a fully lined facility and tailings storage dam constructed using the downstream method

for enhanced stability and safety. Dry closure of the tailings storage facility is planned to significantly reduce long-term water management requirements.

Mitigation measures for potential impacts on biodiversity are extensive and integrated into the project plan and permits. A reclamation and closure plan, already approved by the State of Alaska, ensures proper closure and land reclamation to a stable, healthy condition after mining ceases. The plan addresses specific revegetation requirements and limits long-term water management

needs. Additionally, it includes measures to stabilize, contour, re-slope, and re-vegetate various portions of the site post-mining operations.

Consistent with leading practices, the reclamation plan was updated in 2023 for its regular five-year renewal by the State of Alaska<sup>1</sup>. The updated reclamation plan was reviewed by Calista and TKC prior to submittal to the State. Financial assurance, as required by state law, will be provided to ensure the implementation of the approved reclamation plan, in the event of any failure to complete the work as outlined. This is updated for each plan renewal.

### Regional Environmental Initiatives

Beyond site activities, Donlin Gold actively participated in regional initiatives aimed at enhancing environmental conditions. Donlin Gold collaborated with the Village of Napaimute and the Association of Village Council Presidents (AVCP) as the primary supporter of "In it for the Long Haul" backhaul program for the sixth straight year. This crucial initiative focuses on the collection, removal, and safe disposal of household hazardous and electronic waste from villages across the Y-K region, effectively minimizing the adverse impacts from the disposal of these wastes in village landfills and protecting regional waterways. The program achieved noteworthy new milestones in the latest year, including waste removal from fish camps in the Middle Kuskokwim and the commencement of waste backhaul operations along the Yukon River. In total, this year's program successfully collected and disposed of approximately 235,000 pounds of waste.


Donlin Gold also extended its support to 52 villages as part of the annual Clean-up Green-up program. This initiative targets the collection and proper disposal of trash from the tundra, roads, public areas, and beaches in the Y-K region that accumulates over the winter months.

1. The updated plan approval was scheduled to be issued by the State in 2024 but this is now scheduled for 2025; the existing approval has been administratively extended until this occurs.



## Climate Change

TCFD. GRI 302-4



At NOVAGOLD, minimizing our climate footprint is not only the ethical choice but is integral to the long-term prosperity of our company.

At NOVAGOLD, minimizing our climate footprint is not only the ethical choice but is integral to the long-term prosperity of our Company. NOVAGOLD is in the process of defining our overall objective(s) in relation to energy and GHG emissions but our view is that the most impactful targets are those set for its future operations, due to their very nature requiring far more energy (and potentially producing more GHG emissions). In line with the [Paris Agreement](#), [commitments made by industry bodies such as the ICMM](#) (International Council on Mining and Metals), and [commitments made by Donlin Gold's co-owner, Barrick](#), NOVAGOLD's long-term climate ambition is to strive to achieve Net Zero Carbon Emissions by 2050. NOVAGOLD expects all operations to adhere to the ambition of Net Zero Carbon Emissions by 2050; and to work toward setting short- and medium-term goals to achieve this aspiration. Therefore, NOVAGOLD commits to working closely with all subsidiaries and partnerships to ensure this is possible, and priority has been given to this action as opposed to internal Company target setting. Overall, the intention is to mitigate threats to all assets and minimize any negative impacts our activities may have on the environment. More information on targets and commitments can be found specifically in our Climate Change Policy.

In 2023, NOVAGOLD began reporting climate change information in line with recommendations from TCFD. From this point onwards, TCFD shall be an integral part of our sustainability reports; recommended disclosures are integrated throughout the report, and a [TCFD index](#) highlights where pertinent information can be found.

While climate change risks are included in our corporate risk register and are considered in all risk workshops and register updates, NOVAGOLD holds specific climate change risk management workshops to ensure that adequate time and attention are allocated to the consideration of climate change risks and opportunities, and to ensure that requirements of TCFD are met. NOVAGOLD recognizes its obligation to stakeholders to assess, manage, and, when possible, mitigate the potential impacts of climate change on our operations. Our commitment extends to considering biodiversity, deforestation, and reclamation in our planning and management activities. When considering risks, direct operations and upstream processes are considered. No product is produced yet, so while market considerations are included, the downstream profile created is limited.

As per [recommendations from TCFD](#), risks related to climate change can be categorized as Transition Risks (both threats and opportunities which are associated with transitioning to a low-carbon economy, including risks related to Market, Technology, and Policy and Legal changes, in addition to changes to Reputation) and Physical Risks (both threats and opportunities which are associated with the physical impacts of climate change). Physical risks are then further categorized into acute (short-term but high impact risks such as storms or forest fires) or chronic (those which are gradual and prolonged). A number of transition and physical risks have been identified as having potentially significant impacts across the different scenarios.





## TRANSITION RISKS

### MARKET

- Increasing investor pressure regarding climate change management and targets, including a potential preference for low-carbon producers or industries.
- Supply chain disruption as a result of physical and transitional impacts of climate change, for materials including fuel, resulting in uncertain lead times and increased competition for supplies.
- Contractors unavailable due to the energy transition requiring more materials and causing a boom phase in mining, resulting in delays, increase in CAPEX, and negative incidents.
- Increased cost of raw materials and fuel could increase costs. Alternatively, improvements to design, construction, operation, closure or post closure, may be optimized and provide unique benefits.

### REPUTATION

- Confidence and perceptions of Donlin Gold could be damaged by alterations to Alaska’s ecosystems and biodiversity where impacts are attributed to Donlin Gold, even in instances of exceptional environmental performance.
- Conversely, NOVAGOLD could be viewed more positively than competitors in light of ESG progress, achievements, and reporting, including aligning sustainability reporting to GRI and climate change reporting to TCFD.

### TECHNOLOGY

- Transition to low carbon technologies may present a risk to Donlin Gold in the event that investor’s expectations grow, as there are limited opportunities for renewable power and the plan is to use natural gas (which is cleaner than the diesel primarily used for power generation across the region). As time progresses, there may be opportunities to leverage new technologies across all sites and offices to improve efficiency and reduce impacts.

### POLICY AND LEGAL

- Uncertainty over emerging regulation due to international treaties and pressure to meet climate change targets can hinder decision making.
- Addressing permit compliance, higher regulatory hurdles, and imposition of new laws have associated costs and require significant time.
- Increasing carbon pricing could affect the feasibility of mining projects and increase operating costs through need to hire additional employees and adapt current designs.

## PHYSICAL RISKS

### ACUTE

- Extreme weather events such as: increased frequency or intensity of storms, increased snowpack, blizzards, and extended periods of extreme cold, and wildfires represent a threat to the mine site through disruption of operations, communities, and supply chains. Impacts include damage to infrastructure including community waste disposal, homes, and the site. Some events could create unsafe working conditions due to air quality.

While Donlin Gold has developed contingency plans for extreme weather conditions, extended disruptions to site access and supply lines could result in interruption of activities, delays, and increased costs. Unplanned closures would decrease production and profits, including those shared with our Alaska Native Corporation partners.

### CHRONIC

- Hydrological variability at Donlin Gold is not directly threatened by current predictions of sea level rise, though changes in sea level could affect global transportation and shipping facilities. Donlin Gold proposes to deliver most equipment, supplies, consumables, and materials to the site via the Kuskokwim River from June 1 until October 1, when it is ice free. If climate changes and sea level rise alter the ice-free season or river flow patterns, supply logistics may need to be modified. The same is true for increased drought.

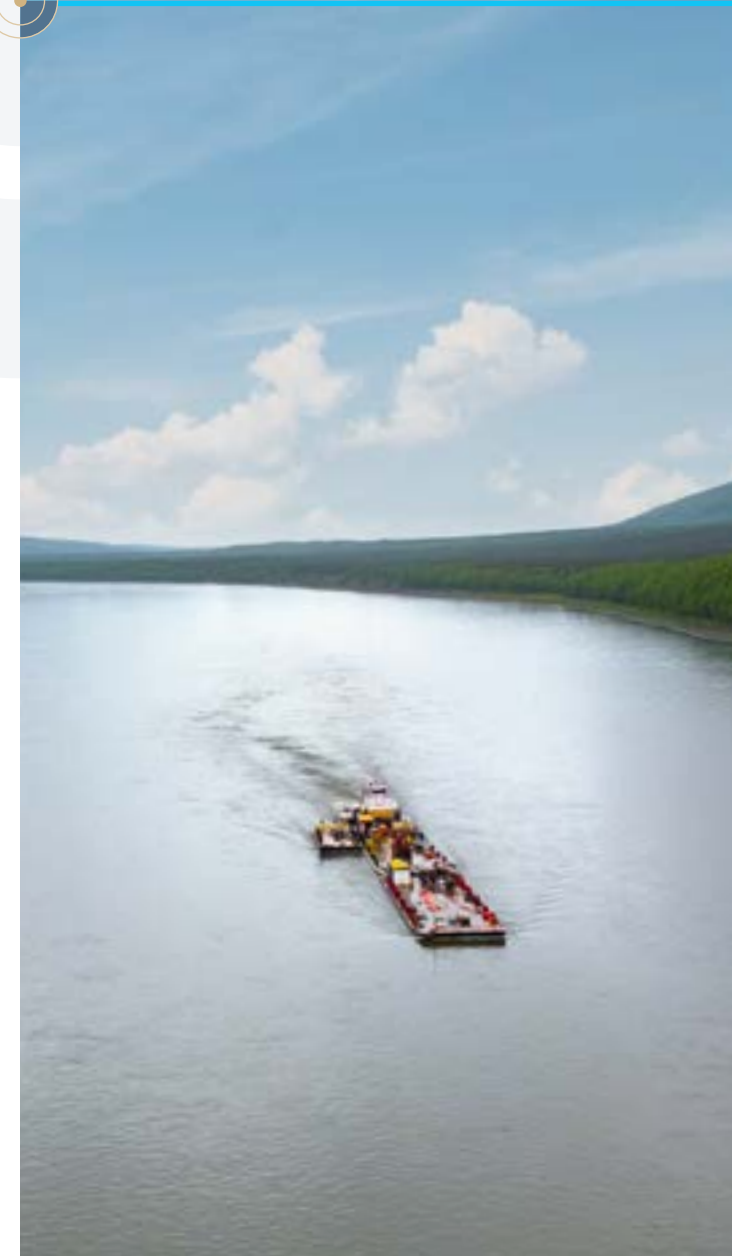
NOVAGOLD has an opportunity to enhance the resilience of Donlin Gold through effective weatherization strategies, not only to shield the site from climate-related challenges but also bolstering the ability to mitigate, prevent, and recover from such adversities, ensuring the enduring success of the project.

Several techniques have been utilized in the development of our climate change strategy in addition to risk identification exercises, including desktop studies and information gathering, data collection and quantitative analysis, and live interactive workshops. Short-, medium- and long-term impacts through to 2050 are considered through scenario analysis to assess risks. The scenarios used in NOVAGOLD’s analysis were developed by the Network for Greening the Financial System (NGFS), recommended by TCFD. NGFS scenarios identify a range of plausible futures to provide a common reference point, illustrating how physical and transition risks could develop in different future scenarios from the present day through to 2050 and beyond. In each scenario, and at every time interval, additional risks are added as appropriate.

As per the scenario descriptions below, risk profiles developed for NOVAGOLD across the scenarios show:

- Orderly – Net Zero 2050 has the highest transition risks, especially regarding emerging regulation and shareholder / investor expectation.
- Disorderly also has high transition risks, as well as physical risks becoming more prominent.
- The Hot House Current Policies scenario has the risk profile containing the most impactful physical risks. Reputation risks were also ranked highly with respect to impact, due to the potential for the perception being that any changes are due to activity by Donlin Gold.

Name	Descriptions
Hot House Current Policies	<ul style="list-style-type: none"> <li>• The world implements policies it has agreed to by law, resulting in warming of 4-6 degrees Celsius.</li> <li>• Lower transition risks are likely, with e.g., carbon prices remaining low or rarely introduced.</li> <li>• High physical risks, with extreme weather events; extreme drought; sea level rise; and serious disruption of supply chains.</li> </ul>
Disorderly – Delayed	<ul style="list-style-type: none"> <li>• The global response to climate change is slow until 2030, when e.g., extreme weather events, drought etc. become a certainty, initiating rapid policy and significant transition risk.</li> <li>• Carbon pricing imposed rapidly at very high levels.</li> <li>• Insurance and litigation also pose a particularly high risk.</li> </ul>
Orderly – Net Zero 2050	<ul style="list-style-type: none"> <li>• All countries work together coherently toward a ‘Net Zero’ carbon economy, resulting in a smaller temperature rise of approximately 1.5 degrees; physical risks are kept limited.</li> <li>• Global economies experience transition risks such as high carbon prices; border adjustment; litigation; insurance; and investor sentiment.</li> </ul>



## 2023 ENVIRONMENTAL PERFORMANCE

In 2023, NOVAGOLD and Donlin Gold continued to maintain high environmental standards, enact new policies, and report transparently, including submitting comprehensive climate change and water security disclosures to the Carbon Disclosure Project (CDP), with plans for continued submissions in 2024.

### Energy, Emissions, and Climate Change

TCFD. GRI 302-1, 302-2, 302-3, 305-1, 305-2

In 2023, NOVAGOLD adopted formal corporate Climate Change and Biodiversity policies. Beyond the aspirational goal of achieving Net Zero by 2050, the Climate Change Policy details our approach to addressing climate change across our current and future operations, including the Donlin Gold project. In 2023, NOVAGOLD commenced the implementation of the Climate Change Policy, and released our inaugural Climate Change Report, aligning with the recommendations of the TCFD.

NOVAGOLD adheres to the following definitions:

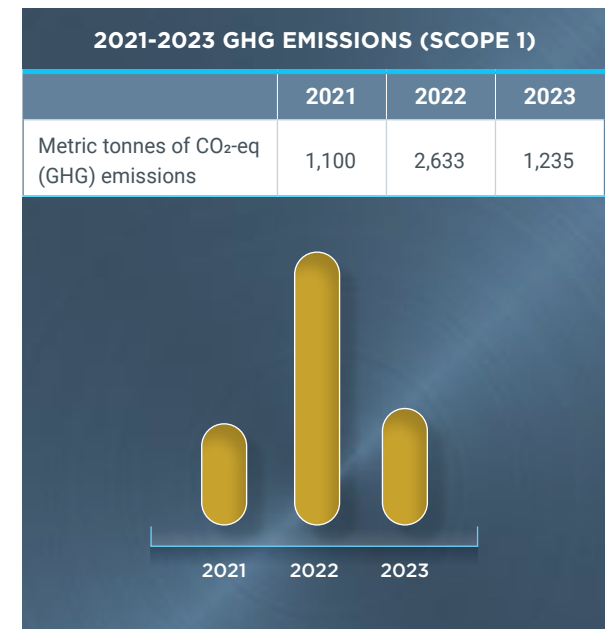
- **Scope 1 (direct):** *Direct emissions from owned or controlled sources.* NOVAGOLD’s principal source of Scope 1 emissions is fuel supply at Donlin Gold.
- **Scope 2 (indirect):** *Indirect emissions from the generation of purchased energy.*
- **Scope 3 (indirect):** *Indirect emissions from upstream and downstream activities.*

NOVAGOLD currently includes all Donlin Gold emissions within its boundaries. In line with current TCFD requirements, the Company calculates and discloses Scope 1 and 2 emissions. Scope 3 emissions are not yet required; nor are they measured. As the Company



transitions to a new platform for measuring emissions, this may evolve for future disclosures. Explanations for each category of Scope 3 emissions are reported to CDP.

Due to the remote location of Donlin Gold, on-site diesel-fired power generation and heaters are essential to support current project site activities. In 2023, Donlin Gold’s Scope 1 greenhouse gas (GHG) emissions were approximately 1,235 metric tonnes of CO<sub>2</sub> equivalent (CO<sub>2</sub>-eq), marking a decrease from 2,633 metric tonnes of CO<sub>2</sub>-eq recorded in 2022. This decrease is primarily attributed to a significantly larger drill program completed during the 2022 field season and reduced site activity in 2023. This relatively low site activity, including power generation, also resulted in virtually no emissions of other air pollutants such as sulfur oxides, nitrogen oxides, mercury, and total particulate matter with a diameter of less than 10 micrograms per cubic meter.







### Biodiversity and Baseline Environmental Studies / Mitigation

GRI 304-1, 304-2, 304-3, G4-MM2

Protecting biodiversity is crucial, especially in connection with the development of the Donlin Gold project in western Alaska, where fish and wildlife are vital to residents' lives. NOVAGOLD's Biodiversity Policy expresses dedication to defining key biological resources and ensuring they are not adversely affected by our operations, aiming for no net loss of biodiversity values and enhancement of such values across the Y-K region.

In 2023, NOVAGOLD commenced the implementation of our Biodiversity Policy at the Donlin Gold project site, initiating the development of a Biodiversity Action Plan addressing species of concern, incorporating key indicator terrestrial and aquatic species but focused on salmon as it is a species under threat and of extraordinary importance to regional stakeholders. In 2024, NOVAGOLD will specifically re-initiate baseline aquatic monitoring program in the Crooked Creek watershed around the mine site, including comprehensive studies of salmon and other fish, macroinvertebrates, and periphyton populations. Furthermore, sampling efforts will also be directed at further characterizing sediment and fish tissue quality to define pre-mining conditions.

Beginning in 2021, Donlin Gold initiated the planning for a fish habitat restoration project in the Crooked Creek watershed. This project aims to restore fish habitat in areas adversely affected by historic placer mining activities, with a focus on both resident fish and coho salmon. In 2023, site reclamation work was begun to re-establish pre-mining hydrologic conditions while also retaining pond areas formed by the historic mining that is valuable fish habitat not otherwise found in the drainage. In 2024, the reclaimed areas will be opened

No Scope 2 emissions were documented for Donlin Gold as the site remains remote and unconnected to the electrical grid. Anticipated annual fluctuations in emissions are attributed to varying levels of fieldwork and camp activities, determined by priorities set each year by the Donlin Gold LLC board. With a further reduction of field activity expected in 2024, GHG emissions are anticipated to remain relatively low and similar to the levels recorded in 2023, rather than the higher levels observed in 2022 when there was significantly increased site activity.

In contrast, the NOVAGOLD offices in Salt Lake City and Vancouver draw all their electricity from the grid, resulting in Scope 2 emissions. Combined Scope 2 emissions from these offices in 2023 totaled

approximately 220 metric tonnes of CO<sub>2</sub> eq, a significant increase from the 34 metric tonnes of CO<sub>2</sub> eq recorded in 2022. This rise can be attributed to heightened in-office activity throughout 2023.

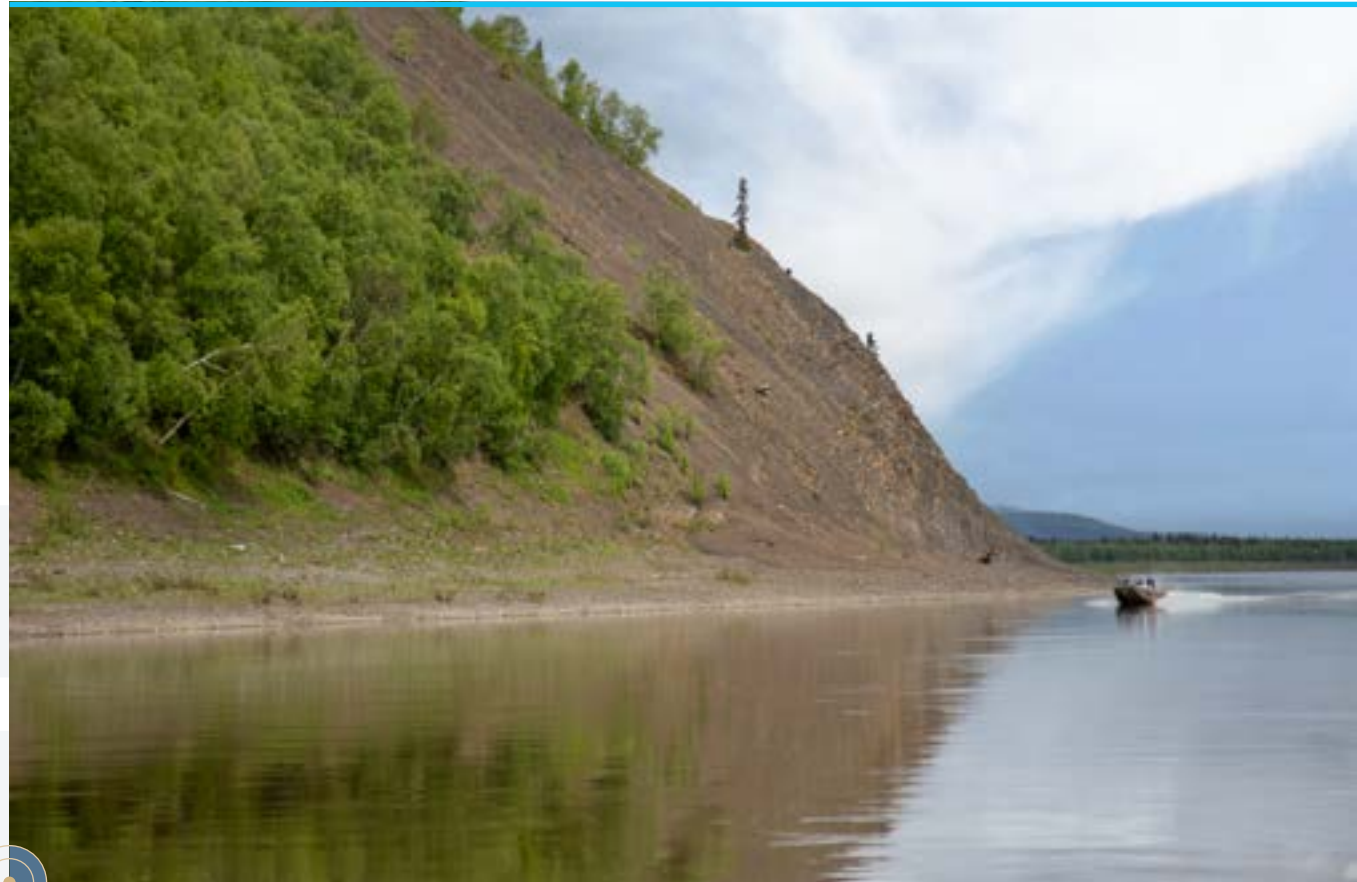
As the Donlin Gold project advances through its life cycles, NOVAGOLD aims to incorporate considerations regarding carbon footprint and energy usage into the development and construction phases. This involves implementing energy-efficient systems, technologies, and processes, as well as sourcing energy from low-carbon and renewable sources. Recognizing that our energy consumption significantly impacts our ability to contribute to global climate change goals, NOVAGOLD prioritizes maximizing energy efficiency to minimize consumption.



Protecting biodiversity is crucial, especially in connection with the development of the Donlin Gold project in western Alaska, where fish and wildlife are vital to residents' lives.

to fish access and use. Monitoring will also be initiated to assess the success of the restoration project. This will allow for any necessary modifications and provide valuable insights for guiding additional fish habitat restoration efforts in other areas within the watershed. Initial observations during 2023 indicate that the project is poised for high success, particularly in creating important pond habitat.

In 2023, Donlin Gold extended its investigations in the Middle Kuskokwim River to further delineate potential baseline populations and spawning behavior of rainbow smelt, a key subsistence species for certain villages. Over the past decade, Donlin Gold diligently identified the locations and timing of rainbow smelt spawning and migration, marking a groundbreaking effort in the Y-K region. The study was augmented in 2022 and 2023, with additional hydrodynamic surveys conducted to map shallow areas in the river where rainbow smelt eggs could be found and help ensure they will not be affected by barging activities. In collaboration with local subsistence users, this gathered information will play a crucial role in confirming that barging will not adversely impact rainbow smelt or their subsistence uses.



During 2023, Donlin Gold expanded its collaboration with Alaska Native Corporation partners to monitor and assess salmon fisheries conditions throughout the Kuskokwim and Yukon River watersheds. Declining salmon populations have been a key concern for stakeholders throughout these watersheds, as salmon are integral to preserving the traditional ways of life in the region. In the second half of 2023, Donlin Gold and NOVAGOLD began to identify specific potential project opportunities aimed at helping to monitor, evaluate,

and enhance the health of salmon populations. Looking ahead in 2024, consistent with the goals and provisions of the Biodiversity Action Plan (BAP), Donlin Gold and NOVAGOLD are poised to work with regional stakeholders to initiate one or more of these projects with the long-term aim of initiating additional off-site biodiversity enhancement and protection projects in the vicinity of the project site and throughout the broader Kuskokwim River watershed.



In 2023, the Donlin Gold project site demonstrated a commendable record of environmental compliance, with no instances of non-compliance with permit requirements. Donlin Gold has never received a citation or fine for impacts on the environment around the project site.



### Waste Management, Spills, Reclamation, & Compliance

GRI 2-27, 306-1, 306-2, 306-3

In 2021, Donlin Gold obtained permits for a new on-site landfill and a higher-capacity incinerator. The subsequent clean-up efforts, initiated in 2022, significantly contributed to an environmentally beneficial restoration of the site. With the clean-up concluded and a reduced field program in 2023, the waste volumes on-site were substantially lower. Looking ahead to 2024, there is an ongoing commitment to explore additional measures to enhance recycling levels at the site.

In 2023, the Donlin Gold project site demonstrated a commendable record of environmental compliance, with no instances of non-compliance with permit requirements. Donlin Gold has never received a citation or fine for impacts on the environment around the project site.

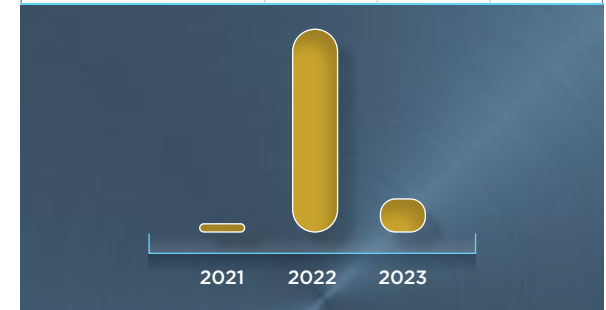
During the same period in 2023, no hazardous waste was generated at the site, as there was limited drilling activity conducted in 2023. Non-hazardous waste production amounted to approximately 97 tonnes, with about 1.8 tonnes recycled, 93.6 tonnes disposed in the state-permitted on-site landfill, and the remaining portion incinerated in the state-permitted on-site facility. As a development stage company without operating mines or industrial operations in 2023, NOVAGOLD, including the Donlin Gold project, did not generate tailings, waste rock, or processing waste or

2021-2023 SPILLS			
	2021	2022	2023
Spills of 10 gallons or more to land	0	0	0

2021-2023 HAZARDOUS WASTE			
	2021	2022	2023
Hazardous Waste Produced (tonnes)	0	0.23	0



2021-2023 NON-HAZARDOUS WASTE			
	2021	2022	2023
Non-Hazardous Waste Produced (tonnes)	27	576	97





wastewater. Adhering to state permit requirements, Donlin Gold undertook the stabilization of all 2023 fieldwork sites and associated access roads, successfully reclaiming a total of three acres.

The Donlin Gold project utilizes diesel, Jet A aviation fuel, gasoline, and propane for camp operations, along with minimal quantities of hazardous chemicals. Rigorous protocols ensure secure transportation and management of these substances. NOVAGOLD, consistent with its policies, sets annual environmental targets for spills at project sites. In 2023, our goal of no spills to water and no spills of ten gallons or more to land at any project sites or offices was achieved. Specifically, there were no spills requiring immediate reporting to government agencies, and all of the small spills to land were promptly and fully remediated in accordance with Donlin Gold policies, leaving no trace on or below the ground surface.

### Water Management & Use

GRI 303-1, 303-2, 303-3, 303-4, 303-5

In 2023, Donlin Gold initiated a field program at the project site, which ran from February to July, completing comprehensive fieldwork and geotechnical drilling necessary for Alaska Dam Safety certification applications. This involved data collection at locations designated for water retention structures, including the proposed Tailings Storage Facility (TSF). The fieldwork comprised 1,840 meters of geotechnical drilling, 74 test pits in planned water retention structure locations, 25 kilometers of seismic survey, and TSF test plot liner installation. Additionally, 1,279 meters of hydrogeologic drilling with instrumentation and pump tests were conducted to further characterize and define groundwater conditions, providing vital information



for mine planning and design. As mentioned above, restoration work at the historic Lyman placer site involved significant stream and pond habitat creation.

All runoff resulting from ongoing field activities, including drill sites, is meticulously managed to uphold water quality in compliance with State permit requirements. Authorization for all water withdrawals and uses is obtained from the State of Alaska, ensuring the protection of local water resources, and preventing adverse impacts on streams and aquatic life.

The current camp relies on groundwater wells for its domestic water supply, while sanitary wastewater undergoes treatment in a leach field, allowing for recycling to the subsurface. As of 2024, the environmental risk posed by current camp septic wastewater and waste management activities is minimal, given that the site is not an operational mine and it continued to not generate industrial waste or wastewater.

Primary water-related risks are associated with the Donlin Gold project, which are anticipated to become

material when the full-scale project enters large-scale construction and operation. As stated above, present operations are minimal and, therefore, carry negligible risk. The Donlin Gold project has been carefully designed to prevent uncontrolled discharge of mine-contacted water. Any water in contact with mine facilities would be utilized in the milling process to the maximum extent feasible or treated and discharged in accordance with stringent permit standards.

Donlin Gold used approximately 282,276 gallons of ground water to support camp operations during 2023.

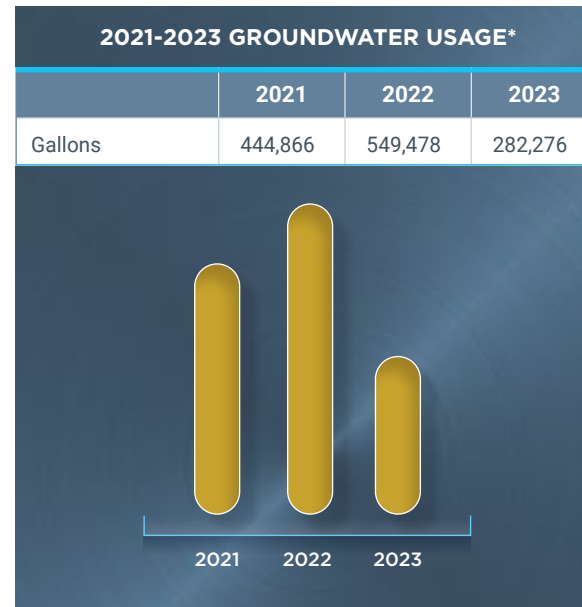


This reflects the small field program in 2023 compared to 2022 (approximately 549,478 gallons were used in 2022). With the site's current minimal water uses and abundant supplies in the region, water scarcity is not a current concern.

Like the low but variable GHG emissions, water use at the project site changes on an annual basis depending on camp needs such as domestic supply, core cutting, and equipment and facility washdowns. With again expected limited field activity in 2024, it is projected that the camp water use volume will remain relatively similar. In addition, all water withdrawals and uses are authorized by the State of Alaska. The permitting process provides for protection of other local water

uses, including ensuring no adverse impacts to streams and aquatic life. Finally, as noted previously, the plans for the full-scale mine operation maximize re-use to limit water supply needs.

NOVAGOLD's offices in Vancouver and Salt Lake City combined used approximately 87,000 gallons of water in 2023, all drawn from municipal water systems and largely recycled back to the environment (minus minimal losses for personal consumption). Between the Donlin Gold project and NOVAGOLD about 370,000 gallons were used in 2023, a notable decrease from 2022, which was primarily the result of a smaller field program during 2023. Essentially all water used was recycled to the environment.



\* Groundwater is related to Donlin Gold and surface water is related to NOVAGOLD Salt Lake City and Vancouver corporate offices





# COMMUNITIES



“Investing and prioritizing the well-being of the communities of the Yukon-Kuskokwim region, where the majority of our employees reside, is an integral pillar of Donlin Gold’s operations. Being good stewards of the land and waters, ensuring preservation of traditional practices and natural resources while upholding our commitment to the safety of our employees is what drives our rooted dedication to building a better future for all.”

**KRISTINA WOOLSTON**  
External Affairs Manager,  
Donlin Gold LLC



[Social License & Sustainable Development](#)



## OVERVIEW OF NOVAGOLD'S COMMITMENT TO COMMUNITIES

GRI 2-29

NOVAGOLD places community and social responsibility at the forefront of our operations, encompassing every aspect of our endeavors. Whether within the boardroom, on project sites, or in the communities, this commitment has been ingrained in our practices for over two decades, as particularly evident at the Donlin Gold project. Our dedication to social responsibility is exemplified by the transparent approach our project team adopts in interactions with stakeholders. The Donlin Gold team, located in Anchorage and villages within the Y-K region, collaborates closely with NOVAGOLD and Barrick to champion community and social responsibility initiatives.

From the initial stages of exploration to the eventual reclamation and rehabilitation of a mine site, NOVAGOLD relies on strong relationships with stakeholders to foster socially inclusive and sustainable development. Recognizing that the communities neighboring our sites bear the most direct social,



### DONLIN GOLD'S STRATEGIC INVESTMENT PRIORITIES IN THE YUKON-KUSKOKWIM REGION

1

Environmental Stewardship

2

Community and Economic Development

3

Preservation of Cultural Traditions

4

Education and Workforce Development

5

Health, Safety, and Wellness

6

Community and Partner Engagement



**Donlin Gold-aam arcaqak'laraa calistenqellerkarteng Alaska-armiunek avatemtenek-llu, tangerrnaqluni arcakumacia makumiunek calistengllerkarteng, Alaska-rmiunek, U.S.-aarmiunek-llu piyungaaqameng, piqunqegguluteng caliakegcillerkarteng ciukluku.**

Donlin Gold places a high priority on the recruitment of local Alaskans, demonstrating a steadfast commitment to hiring from the local community, Alaskan region, and the U.S. whenever feasible, all while upholding quality and efficiency standards. (English translation)

environmental, and economic impacts, prioritizing open and transparent communication is essential.

To mitigate these impacts, competitive wages and benefits are offered, local hiring is prioritized, and investments are made in community programs and infrastructure. Through these efforts, dedication to supporting the development goals of our host communities and governments is evident.

**OUR APPROACH TO COMMUNITIES**

GRI 203-2, 413-1

NOVAGOLD actively contributes to shaping and executing the Donlin Gold LLC Community Development and Strategic Plan, built on guiding principles centered

around trust. This encompasses key initiatives aimed at educating and engaging with stakeholders, investing in communities, and monitoring the social and environmental conditions in the Y-K region. Collaboration with Donlin Gold's Alaska Native Corporation partners, Calista and TKC, underscores our commitment to responsible development.

In our role, NOVAGOLD assists Donlin Gold in community outreach planning and execution, emphasizing local hiring and supplier selection in alignment with agreements and commitments to Calista and TKC. As land and mineral owners, Calista and TKC share dedication to developing a mining operation aligned with the Elders' vision, generating jobs, economic benefits, and environmental preservation. This philosophy guides both NOVAGOLD and Donlin Gold in project development.

Mutual project goals emphasize openness, transparency, and constructive dialogue, respecting the values, culture, and language of the Y-K region's people. Ongoing engagement and consultation with stakeholders, in partnership with Calista and TKC, remain central throughout the project development process. In collaboration with Calista Corporation and TKC, Donlin Gold engages stakeholders and governmental entities in the Y-K region, Alaska, and Washington, D.C.

**Alaska Native and Tribal Member Employment**

Donlin Gold places a high priority on the recruitment of local Alaskans, demonstrating a steadfast commitment to hiring from the local community, Alaska region, and the U.S. whenever feasible, all while upholding quality and efficiency standards, and, where appropriate, provides education and training opportunities to empower community members with the skills needed to join the team and progress within the organization.



Job creation stands out as one of our paramount commitments, contributing significantly to the economic development and well-being of the people in the regions where the Company operates.





The community relations team at Donlin Gold consistently engages with local community representatives, working closely to pinpoint and prioritize development projects capable of creating enduring, self-sustaining legacies, and significant improvements in livelihoods.



### Community Support

NOVAGOLD upholds a robust commitment to education, community wellness, cultural preservation, and environmental stewardship, actively reinforcing these principles at the Donlin Gold project site and within the communities of the Y-K region. Emphasizing community and social responsibility, the Company focuses on supporting diverse initiatives such as fisheries studies, environmental activities, subsistence, cultural preservation, education, and grants for community development.

Committed to preserving traditional lifestyles and creating economic opportunities, NOVAGOLD and its project partners prioritize engagement with a broad spectrum of social, business, and governmental entities representing the political and social structure of the Y-K region. A diverse array of projects and activities actively contributed to achieving overarching objectives in 2023, solidifying NOVAGOLD's role in fostering positive and mutually beneficial relationships within the region.

Entities such as Calista, TKC, and various other Alaska Native business entities and associations have a longstanding interest in the Donlin Gold project and its potential benefits for the region. Additionally, Donlin Gold is actively advancing efforts to broaden connections and establish common ground with Alaska Native villages. This is achieved through the development of Shared Values Statements that build upon existing long-term agreements with Calista and TKC. These agreements encompass educational, environmental, and social initiatives, providing crucial support to villages across the Y-K region.

### Community Engagement

A detailed stakeholder engagement plan, which is updated annually in collaboration with Calista and TKC, guides outreach activity at the project level and considers each local stakeholder's level of responsibility, proximity, dependence, and representation in the project region. In addressing flooding challenges faced by Crooked Creek in the spring of 2023, the closest community to the project site in the Y-K region, Donlin Gold, Calista, and TKC played a vital role in providing a fast response and much needed support. Donlin Gold employees also assisted with delivery of relief supplies and repair of equipment after the flood.

Illustrating this outreach approach, Donlin Gold LLC consistently engages in discussions to explore options for mitigating or modifying project activities that might adversely impact stakeholders. Continuous feedback on project activities is organized through the Donlin Advisory Technical Review and Oversight Committee (DATROC). Comprising senior leadership from Calista and TKC, the DATROC advises Donlin Gold LLC on issues of specific interest to the communities.

### Community Investment

GRI 203-1

Our community investment strategy is tailored to address specific local needs, while upholding the fundamental principles of inclusivity and transparency. To ensure the effectiveness of our initiatives, Donlin Gold actively engages with local stakeholders, aiming to enhance both our benefits and their aspirations for sustainable



community development. This collaborative approach forms the basis for identifying and executing community investment projects. The community relations team at Donlin Gold consistently engages with local community representatives, working closely to pinpoint and prioritize development projects capable of creating enduring, self-sustaining legacies, and significant improvements in livelihoods. Donlin Gold proudly supports a broad spectrum of organizations and causes, including youth sports, scholarships, and search and rescue, among others. As a potential economic catalyst for host communities, the aim is to enhance well-being and reduce poverty. In the commitment to fostering lasting positive change, the goal is to deliver sustainable benefits extending beyond the operational life of the mine.

In an impactful initiative, Donlin Gold has partnered with the Bethel Community Services Foundation and the Aruqet Project on a regional program aimed at tackling food insecurity throughout the Bethel community. Presently, the program has enrolled over 550 local households, and the active involvement of local staff and dedicated volunteers has proven to be instrumental in its success. As noted previously, in partnership with the Village of Napaimute, Donlin Gold was the primary supporter of the sixth annual “In It for The Long Haul” backhaul program. This crucial initiative focuses on collecting, removing, and safely disposing of household hazardous and electronic waste from villages across the Y-K region. This effort aims to prevent the adverse impact of such waste on landfills and waterways.

Both NOVAGOLD and Donlin Gold collaborate in advancing education. NOVAGOLD annually funds a scholarship at the University of Alaska, tailored for underrepresented students majoring in Mine Engineering and Geology, contributing significantly to nurturing talent in these vital professional fields. Education takes center

stage in Donlin Gold’s community engagement initiatives, underscoring a resolute commitment to advancing educational opportunities in Alaska. Through a close partnership with Alaska Resource Education, Donlin Gold actively supports the mission of educating Alaskan students about the state’s rich natural resources and further shows its dedication to education by endorsing the Alaska School Activities Association, a statewide non-profit overseeing and supporting high school interscholastic sports, academic, and fine arts activities.

In addition, Donlin Gold supports the Alaska EXCEL program – a non-profit providing supplemental academic, career and technical education for rural youth and young adults across the Y-K region. Numerous student interview preparation sessions took place in the first quarter, with four more planned over the next two quarters. Through this rigorous process, the students receive high school credits toward graduation as well as concurrent college credits.

As an enduring sponsor of the Rural Alaska Community Action Program, Donlin Gold actively recruits and places local Elders in Y-K schools, fostering the exchange of traditional knowledge and values, enriching the educational experience for students in the region. Donlin Gold has further strengthened its sponsorship of the First Alaskans Institute, actively participating in key events like the Elders & Youth Statewide Conference and the Alaska Federation of Natives annual convention, contributing to cultural enrichment and fostering meaningful community engagement. Additionally, Donlin Gold provides support to the Rural Alaska Honors Institute, offering Alaska Native and Y-K region students a chance to experience college life. The program includes an in-dorm experience at the University of Alaska Fairbanks, college credit courses, and outdoor activities, enhancing their educational journey.





### Fundraising and Community Support

In 2023, NOVAGOLD provided funding to Lotus Light Charity Society's Survival Backpack pilot project, in partnership with Vancouver's First Responders (police and paramedics) to help the downtown eastside's poorest and most vulnerable impacted by hospital discharge from medical emergencies or drug overdose, with emergency disaster relief and extreme weather alerts.

"Vancouver's first responders are able to distribute these survival backpacks filled with essential clothing, blankets, hygiene kits and non-perishable food directly

to individuals in crisis situations, where and when they need it the most," said Mélanie Hennessey, VP, Corporate Communications.

NOVAGOLD employees participated in and contributed to Lotus Light Charity's annual winter drive event which distributed 1,075 winter care packages, 252 survival backpacks and 200 winter jackets through the Vancouver Police Department's Homelessness Outreach and Supportive Housing Team, BC Ambulance Services, and City of Vancouver and Richmond homeless shelters.

NOVAGOLD employees also contributed to and supported Lotus Light Charity's Food Recovery Program which rescues excess food inventories from local food manufacturers and retailers to reduce food waste. The program distributes 7,000 pounds of food each month from warehouses, restaurants, bakeries, and grocery chains to a recipient network of dozens of charities, including the Lotus Light Emergency Kitchen which has provided over 38,000 nutritious hot meals, fruits, and snacks for the homeless and seniors in Vancouver's downtown eastside neighborhood. In 2023, this program provided over 80,000 pounds of food to benefit low-income meal programs and charity soup kitchens in the Lower Mainland.

### Engaging with Governments

Government authorities stand as pivotal stakeholders and indispensable partners. Their implementation of laws and regulations establishes the framework for responsible mining practices. The presence of stable regulations and transparent government processes empowers NOVAGOLD to navigate risks and make investment decisions with confidence.

The existence of appropriate regulation, complemented by robust judicial and political institutions, enables us to develop operations that generate value for all stakeholders. In a collaborative effort with Calista and the Village of Crooked Creek, Donlin Gold has been actively engaged in proactive, bipartisan outreach in Alaska. This outreach aims to emphasize the detail of the project's environmental review and permitting procedures, as well as the strong partnerships with Native Alaskans who own the land and mineral resources.



Beyond Alaska, additional engagements were conducted with the federal government in 2023 in Washington, D.C., involving members of the Congressional delegation and senior leadership from the U.S. Department of the Interior. This is part of an ongoing bipartisan outreach campaign directed at the Biden Administration and the U.S. Congress. Key participants included Senators Lisa Murkowski and Dan Sullivan, along with Alaska State Representative Mary Peltola who happens to be from the Y-K region. Notably, at the Alaska Oil & Gas Association's Annual Conference, Rep. Peltola recognized Donlin Gold for exceptional project outreach and community engagement efforts.

This acknowledgment underscores Donlin Gold's commitment to fostering positive relationships and actively involving local communities in the Y-K region. It reflects the paramount importance placed on responsible and sustainable resource development in Alaska.

## 2023 COMMUNITY PERFORMANCE

GRI 203-2, 204-1

Pride is taken in the fact that, on average over the last four years, nearly 80% of Donlin Gold's workforce annually has originated from the State of Alaska. In the 2023 field season specifically, 80% of direct hires by Donlin Gold LLC were Alaska Natives from 18 Y-K communities, many of whom are members of federally recognized Tribes. This is particularly significant in a region marked by high unemployment and limited employment opportunities compared to urban areas.

In 2023, Donlin Gold successfully recruited four new community liaisons from Nunapitchuk, Tuluksak, Pilot Station, and Kwigillingok, expanding the total to nine.



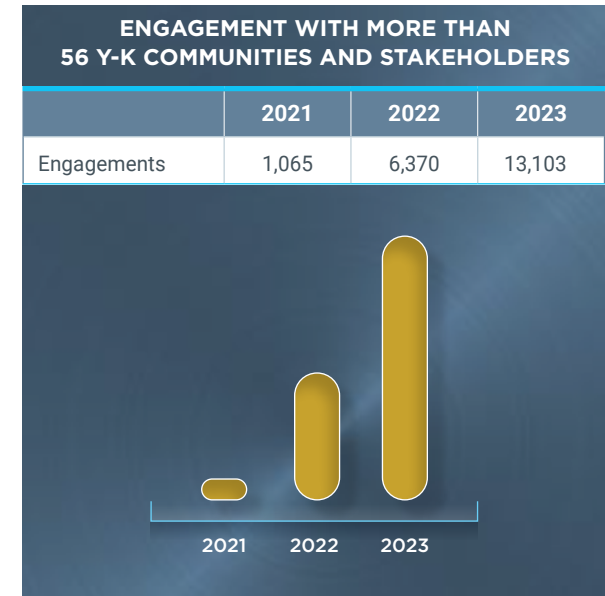




Donlin Gold also established three additional Shared Values Statements with Alaska Native villages, bringing the total to 16. These statements, along with their implementation, formalize and strengthen the existing engagement with key local communities. They address specific community needs, including water, sewer, and solid waste projects, the maintenance of the ice road connecting remote villages in the Y-K region, studies on salmon and other aquatic life, and suicide prevention programs, as well as other health and public safety initiatives. This proactive approach not only deepens our long-term relationships but also actively contributes to collaboratively addressing and fulfilling the unique needs of each community. It is our goal in 2024 to continue to increase the number of communities with Shared Values Statements with Donlin Gold and ensure that the agreed-upon commitments are met.

In 2023, Donlin Gold had 13,103 engagements with key individual stakeholders and community organizations across 56 communities in the Y-K region, representing a significant increase from last year's total of 6,370. This notable rise is a result of the year-over-year increase in efforts to actively engage with local communities and stakeholders of the Y-K region. Led by the project's community relations team, composed entirely of Alaska Natives and Tribal members, communication is conducted with utmost respect for community traditions. The team's approach goes beyond information dissemination; it actively seeks feedback on both ongoing and future project activities. A significant portion of this engagement is conducted in Yup'ik, the primary language for many Elders and villages.

In addition, Donlin Gold received recognition as a regional leader for its support to Crooked Creek during significant spring flooding. Donlin Gold staff offered on-site assistance, supplies, transportation, and



comfort to those affected. They played a pivotal role in providing critical information to the State, leading to the declaration of a state of emergency.

In collaboration with Calista and TKC, Donlin Gold organized the inaugural informational meeting for the Subsistence Community Advisory Committee (SCAC) in Aniak during the second quarter of 2023. The SCAC is a Sub-Committee of the DATROC that includes community members from throughout the Y-K region who advise Donlin Gold LLC on promoting and safeguarding subsistence activities as the project progresses. All participants, representing diverse perspectives on the Donlin Gold project, completed applications to join the SCAC. A second meeting was held in late 2023 and plans are to continue to hold regular meetings to address subsistence issues. The SCAC's role is especially important as the region grapples with ongoing challenges related to salmon declines and fishing restrictions.

During 2023, Donlin Gold actively supported various search and rescue teams in the region, as well as providing crucial financial assistance to both the Bethel Community Services Foundation and Special Olympics Alaska. Furthermore, Donlin Gold continued its collaboration with Covenant House Alaska and Bethel Community Services to develop an action plan addressing chronic youth food insecurity in the Y-K region. Notably, these entities have successfully leased space from Bethel Winter House, marking a significant step toward establishing a housing and service hub for youth aged 18 to 24.

Overall, Donlin Gold LLC provided approximately \$3.3 million in sponsorships, direct payments to communities, and other community investments in 2023, a slight decrease from \$3.5 million in 2022.





# PEOPLE

“Employment at Donlin Gold provides well-paying job opportunities in a remote part of the state. These positions will allow Donlin Gold employees to stay in the region, subsist and support their families. One of the most important aspects of Donlin Gold is our partnerships with the Native Corporations and the people of the region.”

**SHAUN TYGART**

Human Resources Manager, Donlin Gold LLC



[Human Rights Policy](#)



**OVERVIEW OF NOVAGOLD'S COMMITMENT TO PEOPLE**

At NOVAGOLD, our core values revolve around empowering each employee to reach their full potential, providing opportunities for every individual to make a meaningful impact, and ensuring that every voice is heard.

At Donlin Gold, commitment to supporting local Alaska Native communities is demonstrated through various initiatives. This includes prioritizing local hiring preferences, fostering employment opportunities, providing assistance to business enterprises, promoting economic diversification, preserving subsistence lifestyles, and offering preferential contract considerations for suppliers owned by Native individuals or entities. These efforts align with specific Alaska Native employment and contracting requirements outlined in life-of-mine agreements with Calista and TKC. Our focus as the project advances remains unwavering on developing programs that benefit local communities. These programs encompass enhancements to infrastructure, support for education and health services, preservation of cultural heritage, creation of employment and business prospects, generation of income through the mining lease and surface use agreements with Calista and TKC, respectively, and a commitment to environmental restoration and protection.



NOVAGOLD AND DONLIN GOLD PEOPLE			
	2021	2022	2023
Direct hires for Donlin Gold's field program are Alaska Natives	70%	82%	80%
Donlin Gold LLC employees are Alaska Natives and Tribal Members	50%	47%	53%
NOVAGOLD's employees are women	46%	46%	46%
NOVAGOLD's employees are ethnic minorities	8%	8%	8%
NOVAGOLD's Board members are women	30%	30%	27%
NOVAGOLD's Board members are ethnic minorities	40%	30%	36%
Donlin Gold LLC employees are women	21%	21%	24%



NOVAGOLD's commitment to diversity, equity, and inclusion (DEI) is embedded in the selection process for executive and other positions, guided by our DEI Statement and the Code of Business Conduct and Ethics.



## OUR APPROACH TO PEOPLE

### Local Hiring

NOVAGOLD prioritizes the recruitment of local talent whenever possible, emphasizing education and training opportunities to empower community members with the skills necessary to join our team and advance their careers. Job creation stands as one of our paramount commitments, contributing significantly to the economic development and overall well-being of the regions where operations take place.

The Company's belief in recruiting locally extends to senior roles, recognizing the value of local knowledge and expertise in enhancing our business operations. At Donlin Gold, the highest level of management includes positions such as General Manager, Human Resources Manager, Project Manager, External Affairs Manager, Administration Manager, and Environmental and Permitting Manager, all of whom reside in Alaska. Donlin Gold is dedicated to identifying and nurturing local skills, offering opportunities for growth and development. In communities less acquainted with mining, proactive measures are taken to train employees, equipping them with valuable and transferable skills that leave a positive legacy beyond their tenure with Donlin Gold. There is immense pride in achieving exceptionally high rates of local employment, underscoring the commitment to the sustainable development of the Y-K communities.

### Diversity, Equity, Inclusion

NOVAGOLD's commitment to diversity, equity, and inclusion (DEI) is embedded in the selection process for executive and other positions, guided by our DEI Statement and the Code of Business Conduct and Ethics. Discrimination and harassment are staunchly prohibited in all aspects of employment, considering factors such as race, color, religion, ancestry, national origin, ethnicity, age, gender, pregnancy, genetic information, marital status, parenthood, disability, veteran status, sexual orientation, gender identity, gender expression, or any other protected status.

Acknowledging the significance of diversity in gender, race, ethnic origin, business skills, and experience, NOVAGOLD's Board and management prioritize a comprehensive evaluation of candidates for executive positions. The primary goal is to ensure a well-rounded mix of skills, experience, and capacity essential for success.

As integral partners in this journey of business growth and sustainability, our people form a robust foundation supporting our performance. NOVAGOLD recognizes that a positive and inspiring workplace is key to attracting, retaining, and motivating top talent. Fully engaged teams contribute better ideas and results, ultimately enhancing value for all stakeholders.



## Employment Benefits

GRI 401-2, 404-3

In an industry facing a skilled labor shortage amid rising gold demand, strategic investments in talent acquisition are paramount. NOVAGOLD aspires to be an employer of choice by offering competitive pay and benefits, cultivating a culture of inclusivity and fairness, and upholding the highest principles to respect the rights of our employees. Our commitment extends to providing training programs that create opportunities for community members seeking to join our team.

NOVAGOLD and Donlin Gold conduct annual evaluations for all employees, encompassing performance and career development assessments across the entire Company. These evaluations involve a structured review process, during which managers evaluate the work performance and conduct of employees against established targets, key performance indicators (KPIs), and parameters for the given performance period.

Both NOVAGOLD and Donlin Gold are committed to providing fair and living wages to all its employees and ensuring compliance with applicable laws regarding compensation. The pay practices follow local legislation, and include competitive compensation for employees, without gender distinction. Additionally, highly qualified executive officers are recruited and retained by offering overall compensation competitive with that of comparable positions at peer companies. Employees are incentivized to achieve important corporate and individual performance objectives and are rewarded accordingly. Moreover, at NOVAGOLD executive officers' interests are aligned with shareholders through participation in the Company's stock-based compensation plans.

Furthermore, dedication extends to the prohibition of child labor and all forms of modern slavery, encompassing forced labor and human trafficking. Adhering to local working hours legislation, NOVAGOLD complies with the applicable regulations in the areas where corporate offices and sites operate, spanning Vancouver, Canada; Salt Lake City, U.S.; and Anchorage, U.S.. This holistic strategy underscores our commitment to creating a workplace environment that upholds the highest ethical standards and values the well-being and dignity of every member of this diverse workforce.

## Oversight

The Director of Human Resources has overall responsibility for employment matters at NOVAGOLD corporate offices. The Compensation Committee of the Board oversees the Company's performance regarding human resources. The Human Resources Manager at Donlin Gold is specifically tasked with hiring and employment-related duties. At the operational level of the Donlin Gold project site, daily workforce responsibilities are overseen by the General Manager.

With a total workforce exceeding 60 individuals at Donlin Gold, the commitment is unwavering in fostering corporate and site operations that are free from discrimination and abusive practices, ensuring every employee and contractor receives respectful treatment. NOVAGOLD actively seeks to maintain a workplace that aligns with its values by hiring individuals who share the commitment to these principles. This comprehensive approach includes the establishment of policies, ongoing training on anti-harassment and anti-discrimination, and implementing a robust complaint reporting process, including a whistleblower hotline, and targeted training programs addressing behaviors inconsistent with our values.

NOVAGOLD adopts a practical approach to disclosing ESG and sustainability performance, sharing benchmarks considered the most pertinent indicators of these achievements. The commitment extends to maintaining robust corporate governance practices, ensuring alignment with Company objectives, and upholding the trust of shareholders, employees, regulatory bodies, market participants, and other stakeholders.

There were no formal workplace grievances at either NOVAGOLD or Donlin Gold filed in 2023 (also zero in 2022).

## 2023 PEOPLE PERFORMANCE

GRI 2-7, 202-2, 401-1

As previously mentioned, for the 2023 Donlin Gold site work program, 80% of the direct hires by Donlin Gold LLC were Alaska Natives from 18 villages in the Y-K region. This marks a slight decrease from the 82% of direct hires who were Alaska Natives from 24 villages in the Y-K region in 2022. However, it's important to note that this slight downward trend in the percentage of Alaska Native hires and villages represented also coincides with a smaller 2023 field program and a reduced workforce at the Donlin Gold site overall. Additionally, in 2023, Donlin Gold welcomed 24 new hires, with 88% being male and 12% female. Among these hires, 46% were aged 30 and under, 42% were between the ages of 31 and 45, and 12% were over the age of 45. Notably, 96% of the new hires were Alaska Natives, with the remaining recruits originating from elsewhere in the U.S.

## Employee Turnover

In 2023, the turnover rate was approximately 11% at Donlin Gold and 0% at NOVAGOLD.





# GOVERNANCE



“At NOVAGOLD, our governance practices are pivotal for achieving our robust ESG goals. In 2023, we focused on strengthening our governance foundations to drive sustainable value for stakeholders. Our diverse Board underscores our commitment to inclusion, and our Committee will continue aligning with diversity objectives while enhancing practices for ongoing improvement. Strong corporate governance, with clear policies and active oversight, guides our direction, ensuring integrity, exceeding stakeholder expectations, and fulfilling sustainability commitments.”

## DAWN WHITTAKER

Director and Chair of NOVAGOLD's Corporate Governance and Nominations Committee



[Disclosure Policy](#)

[Board Service Policy](#)

[Board Diversity, Equity Inclusion Policy](#)

[Anti-Corruption Anti-Bribery Anti-Fraud Policy](#)

[Amended and Restated Majority Voting Policy](#)



## OVERVIEW OF NOVAGOLD'S COMMITMENTS TO GOVERNANCE

GRI 2-9, 2-12, 2-13, 2-23, 2-24, 2-27

NOVAGOLD's ESG leadership framework underscores the organization's commitment to integrating ESG priorities across all levels. The governance of ESG issues is robust and originates from the highest echelons, establishing clear responsibilities across various reporting lines. Recognizing the vital role of consistent, transparent, and proactive communication, NOVAGOLD actively encourages stakeholders to share their perspectives, deepening our understanding of their interests, concerns, and priorities. Each year,

NOVAGOLD establishes rigorous goals, disclosing details in the Management Information Circular for the upcoming year and achievements for the preceding year. The executive team and Board collaborate on setting both long-term strategic and short-term annual goals.

Company management and the Board recognize the crucial role of a comprehensive sustainability strategy in achieving our strategic objectives. Such a strategy fosters positive relationships with both internal and external stakeholders and enhances our processes for identifying and managing risks. Moreover, it directly and indirectly benefits the local communities

surrounding both Donlin Gold and NOVAGOLD, both presently and throughout the proposed mine's lifecycle.

At the core of our sustainability strategy lies robust governance. The Board, through the Sustainability Committee, which comprises directors with expertise in environmental stewardship, permitting, compliance, climate change, biodiversity, and worker health and safety, oversees our environmental direction. While maintaining ultimate oversight of ESG performance, the Sustainability Committee regularly reviews environmental matters with management, convening at least quarterly and providing reports at each regular Board meeting.

## SUSTAINABILITY COMMITTEE

- Oversight of both development and implementation of NOVAGOLD's health, safety, environment, and sustainability policies, including climate change and biodiversity
- Provides strategic direction to management regarding community relations and government affairs matters
- Reviews NOVAGOLD's disclosures containing environmental, health, safety, and sustainability information
- Reports to the Board following each regular Committee meeting

### ELAINE DORWARD-KING

- Dr. Elaine Dorward-King's mining career: Newmont EVP, Rio Tinto experience
- Over 30 years leadership in sustainable development, safety, and environment
- Board member: Sibanye-Stillwater, Kenmare Resources, Nevada Copper
- Education: PhD in Analytical Chemistry (Colorado State Univ.), Maryville College Bachelor's

### GREG LANG

- NOVAGOLD's President and CEO
- 35+ years in mine operations, project development
- Past roles: President of Barrick Gold North America and project development positions with Homestake Mining Company and International Corona Corporation
- Education: Mining Engineering degree (Univ. of Missouri-Rolla), Stanford Exec Program

### KALIDAS MADHAVPEDDI

- 40 years international experience in strategy, M&A, mining, and capital
- Currently President of Azteca Consulting LLC, advising metals and mining sector
- Former CEO of China Molybdenum Int'l, with roles in Phelps Dodge over 25 years
- Director at Trilogy Metals, Dundee Precious Metals; Chairman of Glencore plc. Alumnus of Indian Institute of Technology, Univ. of Iowa, Harvard Business School

### ETHAN SCHUTT

- EVP & General Counsel at Bristol Bay Native Corp, Chair of the Alaska Permanent Fund Board of Trustees
- Former CEO of Alaska Native Resource Development, LLC, linked to Alaska Native Tribal Health Consortium
- Previously served as General Counsel, Senior VP of Land and Energy Dev at CIRI
- Expert in ANCSA lands/resources, teaches at Univ. of Alaska Anchorage. Holds degrees from Washington State Univ. and Stanford Law School



## Governance Policies

GRI 205-1, 205-2, 205-3, 206-1

NOVAGOLD's Code of Business Conduct and Ethics, Anti-Bribery and Corruption Policy, Human Rights Policy, Insider Trading Policy, and Corporate Disclosure Policy serve to strengthen our standards and values. These policies articulate our firm expectation that employees adhere to the utmost standards of legal and ethical behavior. All employees at both NOVAGOLD and Donlin Gold are expected to follow each company's policies and receive appropriate training and communication regarding these policies and procedures, including our Anti-Corruption Policies. In 2023, there were no reported or observed incidents of corruption at either NOVAGOLD or Donlin Gold, highlighting our commitment to maintaining integrity and transparency in all aspects of our operations. In addition, our Human Rights Policy, Health and Safety Policy, Climate Change Policy, Biodiversity Policy, and Environmental Policy outline our commitments to protecting the environment and the health and safety of our people and communities.

The Company's Code of Business Conduct and Ethics, along with other policies, play a crucial role in managing NOVAGOLD's business activities, contributing to our long-term success. Regular reviews of governance policies ensure alignment with changes in our business and relevant regulations. The NOVAGOLD Board oversees our Code of Business Conduct and Ethics along with related policies to ensure compliance, regularly reviewing them to align with evolving ethical standards.

## OUR APPROACH TO GOVERNANCE

GRI 2-9, 2-10, 2-12, 2-13, 2-15

Within NOVAGOLD, the Board assumes a pivotal role in overseeing the Company's performance and the management of ESG risks and opportunities. The formulation of our ESG strategy and the oversight of its execution lie with senior management. Site-based teams are responsible for implementing on-the-ground initiatives. The President and CEO bears accountability for social, environmental, and health and safety performance, while the VP of EHSS exercises oversight at the corporate level. Additionally, the VP of EHSS, is responsible for the preparation of this sustainability report.

The nomination process for Board members at NOVAGOLD is overseen by the Corporate Governance and Nominations Committee (the "Governance Committee"), which is comprised of four directors, all of whom must be independent as determined by the Board in accordance with applicable rules and regulations. The Governance Committee members are appointed annually by the Board, typically following the annual meeting of shareholders. Regarding nominations, the Governance Committee develops and maintains a long-term plan for the composition of the Board, considering factors such as the current skills, competencies, and experience of existing members, as well as diversity in various aspects. Additionally, the Governance Committee conducts an annual review of the Board's size to ensure effectiveness, recommending adjustments as necessary. Moreover, the Governance Committee monitors and addresses conflicts of

interest, whether real or perceived, among both the Board and management, adhering strictly to the Code of Business Conduct and Ethics.

The Company's dedication to strong corporate governance is evident in the establishment of policies, principles, and practices that form the framework for our management approach, responsibilities, and corporate culture. Stewardship lies with the NOVAGOLD Board, responsible for maintaining our robust corporate governance system, ensuring the execution of ongoing strategy, and meeting obligations in a safe and reliable manner. Senior management develops long-term strategies, and annual operating and capital plans for operations, which are then reviewed and approved by the Board.

The Board and senior management team work closely together to ensure that matters are addressed at site as well as at the corporate level. In addition to conducting site visits, our senior management team actively fosters open communication and ensures appropriate supervision by regularly receiving reports on sustainability-related matters. These reports cover aspects such as health and safety, environmental and social performance, and are submitted by site and health and safety managers.

While the Board has ultimate responsibility, oversight of key aspects and topics are delegated to specific Board committees.





## BOARD OF DIRECTORS

- Oversight of environmental, social, and governance (ESG) matters and the risk management process
- Development of business strategy and major resource allocation
- Leadership of management succession planning
- Business conduct and compliance oversight
- Review of reports from Board committees with specific risk oversight responsibilities



## AUDIT COMMITTEE

- Oversight of enterprise risk management activities of NOVAGOLD, including cybersecurity and the activities of the Company's IT Steering Committee comprised of employees including the VP & CFO.
- Oversight of the staffing and performance of NOVAGOLD's internal audit function
- Oversight of integrity of NOVAGOLD's financial statements and internal control over financial reporting
- Responsible for the appointment, compensation, and oversight of NOVAGOLD's independent registered public accounting firm
- Oversight of NOVAGOLD's finance requirements, plans, and strategies



## COMPENSATION COMMITTEE

- Oversight of compensation-related risks and overall executive compensation philosophy as further described under "Risk Assessment of Compensation Policies and Practices" in our CD&A
- Responsible for executive succession planning recommendations to the Board
- Reports to the Board following each regular committee meeting



## CORPORATE GOVERNANCE & NOMINATIONS COMMITTEE

- Overall corporate governance leadership
- Provide recommendations regarding Board and Committee composition and performance in accordance with the Board Charter, Board Service Policy, Board Diversity, Equity, and Inclusion Policy, and the Committee Charter
- Oversight of regulatory compliance and corporate initiatives
- Reports to the Board following each regular committee meeting



## ENGINEERING AND TECHNICAL COMMITTEE

- Advise board on engineering and technical aspects of project site operations and capital projects, including oversight of the development, implementation and monitoring of the Company's policies, project site operations, and capital project plans
- Reports to the Board following each regular committee meeting



## SUSTAINABILITY COMMITTEE

- Oversight of both development and implementation of NOVAGOLD's health, safety, environment, and sustainability policies, including climate change and biodiversity
- Provide strategic direction to management regarding community relations and government affairs matters
- Review NOVAGOLD's disclosures containing environmental, health, safety, and sustainability information
- Reports to the Board following each regular committee meeting



leading the annual review of Company goal setting, executive performance evaluations, and compensation programs, as well as providing recommendations on those topics to the Board for its consideration.

The Company integrates health, safety, environmental, and social performance indicators into the assessment of both corporate and individual performance goals, including ESG performance goals set for senior management. This approach guides the determination of executive compensation and evaluates officer performance relative to annual corporate goals and objectives, including ESG performance and annual incentive compensation plans. NOVAGOLD establishes rigorous annual goals and discloses details of levels of achievement for the goals of the previous year and Company goals for the upcoming year in the Management Information Circular. NOVAGOLD's success in both public markets and communities is grounded in sound management, recognizing that strong governance and accountability enhance business performance and mitigate risks, aligning with stakeholder interests.

### Governance, Sustainability & Climate Change

GRI 2-14

While the Board is ultimately responsible for oversight of the Company's ESG performance, the Sustainability Committee reviews the Company's environmental direction with management on these matters. The Board and the Sustainability Committee are responsible for the Company's climate related risk management and strategy. The Sustainability Committee meets at least quarterly and provides a report at each regular Board meeting. To ensure adherence to ethical, transparent, and responsible behavior, the Sustainability Committee

receives regular reports for all sites and collaborates with NOVAGOLD leadership to provide directives for senior management.

Committee members periodically visit our sites for firsthand validation and interaction with site personnel. The Committee has specific responsibility for overseeing the Company's climate change related activities and performance, and climate change related issues are addressed in detail at quarterly committee meetings, as well as reviewed at all Board meetings. All reviews and recommendations are sent to the full Board for approval, including approval of all annual ESG performance goals, including climate-related goals.



### Goal Setting, KPIs, and Remuneration

At NOVAGOLD, success is driven by our people, making it imperative to actively cultivate our organizational culture to achieve our goals effectively, which necessitates continuous performance discussions to maintain a focus on results. The executive team and the Board work together to set long-term strategic Company goals and short-term annual goals. The assessment of performance against these goals is monitored regularly during the year by the Board. At the end of each year, the Board's Compensation Committee oversees the assessment of performance against goals,



## 2023 CORPORATE GOVERNANCE PERFORMANCE

(GRI 2-11, 2-28)

### DIRECTOR INDEPENDENCE

- Eight of our ten nominees are independent
- All of our key Board committees (Audit, Compensation, and Corporate Governance and Nominations) are composed exclusively of independent Directors
- Our CEO is the only executive Director

### BOARD PRACTICES AND GOVERNANCE

- Our Board regularly reviews its effectiveness
- The Board has created five standing committees to oversee specific areas of importance to the Company which report to the Board on a regular basis. The Board has ultimate oversight of all matters of strategic importance to the Company
- The Board has adopted a Board Charter to formalize its practices and responsibilities
- In January 2022 the Board adopted a Diversity, Equity and Inclusion Policy
- The independent Directors meet in executive session without the presence of management or the non-independent Directors immediately following each regular Board meeting

### BOARD LEADERSHIP

- The positions of Chairman and CEO are separate
- Our Board has appointed an independent Lead Director

### SHARE OWNERSHIP

- Our Directors must hold at least C\$128,400 (3 times their annual retainer) worth of NOVAGOLD common stock within five years of joining the Board (increased from C\$50,000)
- Our CEO must, within five years of commencement of employment, hold NOVAGOLD common stock valued at an amount at least equal to five times his annual base pay (recently increased from three times his annual base pay)
- Our CFO must, within five years of commencement of employment, hold NOVAGOLD common stock valued at an amount at least equal to two times his annual base pay
- Hedging or pledging of NOVAGOLD stock is prohibited for Directors as well as employees
- NOVAGOLD encourages its employees to be shareholders in the Company by making share-based compensation and employee stock purchase programs available to all employees

### ACCOUNTABILITY AND SHAREHOLDER RIGHTS

- Extensive proxy season shareholder engagement involved reaching out to holders of approximately 92% of our issued and outstanding Common Shares in 2023
- Proactive Shareholder engagement is a year-round activity, not limited to proxy season
- All Directors stand for election annually
- In uncontested elections, Directors must be elected by a majority of votes cast
- Eligible shareholders may nominate Directors and submit other proposals for consideration at annual meetings

### BOARD OVERSIGHT OF RISK MANAGEMENT

- Our Board reviews NOVAGOLD's systematic approach to identifying and assessing risks faced by NOVAGOLD and its projects; this practice is reflected in the NOVAGOLD Integrated Risk Management Policy adopted in August 2022
- In January 2023, the Company adopted a Climate Change Policy and a Biodiversity Policy to set out the approach NOVAGOLD takes to address its contributions to and impacts of climate change and biodiversity with reference to its operations
- See the chart on the following page for a description of the Board's allocation of risk assessment oversight





# TCFD DISCLOSURE INDEX

NOVAGOLD recognizes that over the coming years, Earth is likely to experience unprecedented climatic changes along with the transition to a low-carbon economy, and that our stakeholders are increasingly concerned about the significant risk this poses. The Company recognizes the significance of considering climate change when evaluating the effects of our operations on the global environment, as well as how climate change and the transition to a low-carbon economy is likely to influence our business.

NOVAGOLD commits to annually disclosing the progression and enhancement of its climate management strategy and disclosure practices in a transparent manner, and from this point will be integrating TCFD-aligned climate change reporting into sustainability reporting.

The purpose of this reporting is to outline the progress being made by NOVAGOLD in developing a robust climate change strategy, reaffirming our established targets, and summarizing the methodologies being enacted to ensure that climate change targets are met. All information required by the four pillars of TCFD is included throughout this report, with key disclosures mapped in the below index.

DISCLOSURE	LOCATION
<b>GOVERNANCE</b>	
Describe the <b>Board's oversight</b> of climate-related risks and opportunities	Governance – Overview of NOVAGOLD's Commitments to Governance; Governance – Our Approach to Governance
Describe <b>management's role</b> in assessing and managing climate-related risks and opportunities	Governance – Overview of NOVAGOLD's Commitments to Governance; Governance – Our Approach to Governance
<b>STRATEGY</b>	
Describe the climate-related <b>risks and opportunities</b> the organization has identified over the <b>short, medium, and long term</b>	Environment – Our Approach to the Environment – Climate Change
Describe the <b>impact of climate-related risks and opportunities</b> on the organization's businesses, strategy, and financial planning	Environment – Our Approach to the Environment – Climate Change; Governance – Our Approach to Governance
Describe the <b>resilience of the organization's strategy</b> , taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Environment – Our Approach to the Environment – Climate Change
<b>RISK MANAGEMENT</b>	
Describe the organization's <b>processes for identifying and assessing climate-related risks</b>	Our ESG Approach – Integrated Management for a Lasting Legacy – Integrated Risk Management; Environment – Our Approach to the Environment – Climate Change
Describe the organization's <b>processes for managing climate-related risks</b>	Our ESG Approach – Integrated Management for a Lasting Legacy – Integrated Risk Management; Environment – Our Approach to the Environment – Climate Change
Describe how processes for identifying, assessing, and managing climate-related risks are <b>integrated into the organization's overall risk management</b>	Our ESG Approach – Integrated Management for a Lasting Legacy – Integrated Risk Management; Environment – Our Approach to the Environment – Climate Change
<b>METRICS AND TARGETS</b>	
Disclose the <b>metrics used</b> to assess climate-related risks and opportunities in line with its strategy and risk management process	Environment – 2023 Environmental Performance – Energy, Emissions, and Climate Change
Disclose <b>Scope 1, Scope 2, and, if appropriate, Scope 3</b> greenhouse gas (GHG) emissions, and the related risks.	Environment – 2023 Environmental Performance – Energy, Emissions, and Climate Change
Describe the <b>targets</b> used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment – Our Approach to the Environment – Climate Change



# GRI DISCLOSURE INDEX

DISCLOSURE	LOCATION/RESPONSE
2-1 Organizational details	About NOVAGOLD (page 6)
2-2 Entities included in the organization's sustainability reporting	About NOVAGOLD (page 6) About this Report (page 8)
2-3 Reporting period, frequency and contact point	About this Report (page 8)
2-4 Restatements of information	About this Report (page 8)
2-5 External assurance	About this Report (page 8)
2-6 Activities, value chain and other business relationships	About this Report (page 8) About NOVAGOLD (page 6) About the Donlin Gold Project (page 7)
2-7 Employees <sup>1</sup>	People – 2023 People Performance (page 46)
2-8 Workers who are not employees <sup>2</sup>	
2-9 Governance structure and composition	Governance – Overview of NOVAGOLD's Commitments to Governance (page 48) Governance – Our Approach to Governance (page 49)
2-10 Nomination and selection of the highest governance body	Governance – Our Approach to Governance (page 49)
2-11 Chair of the highest governance body	Governance – 2023 Corporate Governance Performance (page 52)
2-12 Role of the highest governance body in overseeing the management of impacts	Our ESG Approach – Integrated Management for a Lasting Legacy (page 14) Our ESG Approach – Ensuring Accountability (page 15) Governance – Overview of NOVAGOLD's Commitments to Governance (page 48) Governance – Our Approach to Governance (page 49)
2-13 Delegation of responsibility for managing impacts	Our ESG Approach – Integrated Management for a Lasting Legacy (pages 13-14) Governance – Overview of NOVAGOLD's Commitments to Governance (page 48) Governance – Our Approach to Governance (page 49)
2-14 Role of the highest governance body in sustainability reporting	Governance – Our Approach to Governance – Governance, Sustainability & Climate Change (page 51)
2-15 Conflicts of interest	Our Approach to Governance (page 49)
2-16 Communication of critical concerns <sup>2</sup>	
2-17 Collective knowledge of the highest governance body	Management Information Circular (page 98) – Orientation and Continuing Education
2-18 Evaluation of the performance of the highest governance body	Management Information Circular (page 104) – Board Renewal
2-19 Remuneration policies	Management Information Circular (page 46) – Compensation Governance
2-20 Process to determine remuneration	Management Information Circular (page 47) – Risk Assessment of Compensation Policies and Practices

1. Some breakdowns requested under this disclosure are omitted as NOVAGOLD does not report on these indicators

2. NOVAGOLD does not report on this indicator



## GRI DISCLOSURE INDEX

DISCLOSURE	LOCATION/RESPONSE
2-21 Annual total compensation ratio	Management Information Circular (page 81) – CEO Pay Ratio – 10.3 to 1
2-22 Statement on sustainable development strategy	President and CEO Message (pages 9-10)
2-23 Policy commitments	Governance – Overview of NOVAGOLD's Commitments to Governance (page 48)
2-24 Embedding policy commitments	NOVAGOLD Governance website page Governance – Overview of NOVAGOLD's Commitments to Governance (page 48)
2-25 Processes to remediate negative impacts	Our ESG Approach – Integrated Management for a Lasting Legacy (page 14) Ensuring Accountability (page 15)
2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics (page 7)
2-27 Compliance with laws and regulations	Governance – Overview of NOVAGOLD's Commitments to Governance (page 48) Environment – Compliance, Spills and Waste Management (page 31)
2-28 Membership associations	Governance – 2023 Corporate Governance Performance (page 52)
2-29 Approach to stakeholder engagement	Our ESG Approach – Integrated Management for a Lasting Legacy (page 13) Communities – Overview of NOVAGOLD's Commitment to Communities (page 35)
2-30 Collective bargaining agreements <sup>1</sup>	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage <sup>1</sup>	
202-2 Proportion of senior management hired from the local community	People – 2023 People Performance (Page 46)
203-1 Infrastructure investments and services supported	Communities – Our Approach to Communities – Community Investment (page 37)
203-2 Significant indirect economic impacts	Communities – Our Approach to Communities (page 36) Communities – 2023 Community Performance (page 40)
204-1 Proportion of spending on local suppliers	Communities – 2023 Community Performance (page 40)
205-1 Operations assessed for risks related to corruption	Governance – Overview of NOVAGOLD's Commitment to Governance – Governance policies (page 49) 2023 Sustainability Report Data Sheet (pages 66, 70)
205-2 Communication and training about anti-corruption policies and procedures	Governance – Overview of NOVAGOLD's Commitment to Governance – Governance policies (page 49) 2023 Sustainability Report Data Sheet (page 66, 70)
205-3 Confirmed incidents of corruption and actions taken	Governance – Overview of NOVAGOLD's Commitment to Governance – Governance policies (page 49) 2023 Sustainability Report Data Sheet (page 70)
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Governance – Overview of NOVAGOLD's Commitment to Governance – Governance policies (page 49)
302-1 Energy consumption within the organization	Environment – 2023 Environmental Performance – Energy, Emissions and Climate Change (pages 28-29) 2023 Sustainability Report Data Sheet (page 62-63)
302-2 Energy consumption outside of the organization	Environment – 2023 Environmental Performance – Energy, Emissions and Climate Change (pages 28-29) 2023 Sustainability Report Data Sheet (page 62)
302-3 Energy intensity	Environment – 2023 Environmental Performance – Energy, Emissions and Climate Change (page 28) 2023 Sustainability Report Data Sheet (page 62)

1. NOVAGOLD does not report on this indicator





GRI DISCLOSURE INDEX

DISCLOSURE	LOCATION/RESPONSE
302-4 Reduction of energy consumption	Environment – Our Approach to the Environment – Climate Change (page 25)
302-5 Reductions in energy requirements of products and services <sup>1</sup>	
303-1 Interactions with water as a shared resource	Environment – 2023 Environmental Performance – Water Management and Use (page 32) 2023 Sustainability Report Data Sheet (page 62)
303-2 Management of water discharge-related impacts	Environment – 2023 Environmental Performance – Water Management and Use (page 32) 2023 Sustainability Report Data Sheet (page 62)
303-3 Water withdrawal	Environment – 2023 Environmental Performance – Water Management and Use (page 32) 2023 Sustainability Report Data Sheet (page 62)
303-4 Water discharge	Environment – 2023 Environmental Performance – Water Management and Use (page 32) 2023 Sustainability Report Data Sheet (page 62)
303-5 Water consumption	Environment – 2023 Environmental Performance – Water Management and Use (page 32) 2023 Sustainability Report Data Sheet (page 62)
304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Environment – Overview of NOVAGOLD’s Commitment to the Environment – Components of the EMS (page 22) Environment – 2023 Environmental Performance – Biodiversity and Baseline Environmental Studies / Mitigation (page 29) 2023 Sustainability Report Data Sheet (pages 61-62)
304-2 Significant impacts of activities, products and services on biodiversity	Environment – Overview of NOVAGOLD’s Commitment to the Environment – Components of the EMS (page 22) Environment – 2023 Environmental Performance – Biodiversity and Baseline Environmental Studies / Mitigation (page 29)
304-3 Habitats protected or restored	Environment – Overview of NOVAGOLD’s Commitment to the Environment – Components of the EMS (page 22) Environment – Our Approach to the Environment – Environmental Programs (page 23) Environment – 2023 Environmental Performance – Biodiversity and Baseline Environmental Studies / Mitigation (page 29)
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations <sup>1</sup>	
G4 MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated <sup>1,2</sup>	
G4 MM2 Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Environment – Overview of NOVAGOLD’s Commitment to the Environment – Components of the EMS (page 22) Environment – Our Approach to the Environment – Environmental Programs (page 23) Environment – 2023 Environmental Performance – Biodiversity and Baseline Environmental Studies / Mitigation (page 29)

1. NOVAGOLD does not report on this indicator

2. Not applicable as there are currently no production or extractive use activities at Donlin Gold



## GRI DISCLOSURE INDEX

DISCLOSURE	LOCATION/RESPONSE
305-1 Direct (Scope 1) GHG emissions	Environment – 2023 Environmental Performance – Energy, Emissions and Climate Change (pages 28-29) 2023 Sustainability Report Data Sheet (pages 61-62)
305-2 Energy indirect (Scope 2) GHG emissions	Environment – 2023 Environmental Performance – Energy, Emissions and Climate Change (pages 28-29) 2023 Sustainability Report Data Sheet (pages 61-62)
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 Sustainability Report Data Sheet (page 62) Environment – Energy, Emissions and Climate Change (page 28)
306-1 Waste generation and significant waste-related impacts	Environment – 2023 Environmental Performance – Waste Management, Spills, Reclamation, & Compliance (pages 31-32) 2023 Sustainability Report Data Sheet (pages 61-62)
306-2 Management of significant waste-related impacts	Environment – 2023 Environmental Performance – Waste Management, Spills, Reclamation, & Compliance (pages 31-32) 2023 Sustainability Report Data Sheet (pages 61-62)
306-3 Waste generated	Environment – 2023 Environmental Performance – Waste Management, Spills, Reclamation, & Compliance (pages 31-32) 2023 Sustainability Report Data Sheet (pages 61-62)
306-4 Waste diverted from disposal	2023 Sustainability Report Data Sheet (pages 61-62)
306-5 Waste directed to disposal	2023 Sustainability Report Data Sheet (pages 61-62)
308-1 New suppliers that were screened using environmental criteria <sup>1</sup>	
308-2 Negative environmental impacts in the supply chain and actions taken <sup>1</sup>	
401-1 New employee hires and employee turnover	People – 2023 People Performance – Donlin Gold Employee Turnover (page 46)
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees <sup>1</sup>	
401-3 Parental leave <sup>1</sup>	
403-1 Occupational health and safety management system	Health and Safety – Overview of NOVAGOLD’s Commitment to Health and Safety (page 17) Health and Safety – Our Approach to Health and Safety (page 18)
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety – Our Approach to Health and Safety (page 18)
403-3 Occupational health services	Health and Safety – Our Approach to Health and Safety (page 18)
403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety – Overview of NOVAGOLD’s Commitment to Health and Safety (page 17)
403-5 Worker training on occupational health and safety	Health and Safety – Overview of NOVAGOLD’s Commitment to Health and Safety (page 17) Health and Safety – 2023 Health and Safety Performance (page 19)

1. NOVAGOLD does not report on this indicator



## GRI DISCLOSURE INDEX

DISCLOSURE	LOCATION/RESPONSE
403-6 Promotion of worker health	Health and Safety – Our Approach to Health and Safety (page 18)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships <sup>1</sup>	
403-8 Workers covered by an occupational health and safety management system	Health and Safety – Our Approach to Health and Safety (page 18)
403-9 Work-related injuries	Health and Safety – 2023 Health and Safety Performance (page 19)
403-10 Work-related ill health <sup>2</sup>	
405-1 Diversity of governance bodies and employees	People – 2023 People Performance (page 46)
405-2 Ratio of basic salary and remuneration of women to men <sup>2</sup>	
406-1 Incidents of discrimination and corrective actions taken	2023 Sustainability Report Data Sheet (page 70)
408-1 Operations and suppliers at significant risk for incidents of child labor	2023 Sustainability Report Data Sheet (page 70)
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 Sustainability Report Data Sheet (page 70)
411-1 Incidents of violations involving rights of Indigenous Peoples	2023 Sustainability Report Data Sheet (page 70)
G4 MM5 Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or site tools where there are formal agreements with Indigenous Peoples' communities	About this Report (page 8)
413-1 Operations with local community engagement, impact assessments, and development programs	Communities – Our Approach to Communities (page 36) 2023 Data sheet (page 65)
413-2 Operations with significant actual and potential negative impacts on local communities	2023 Sustainability Report Data Sheet (pages 66-67)
G4 MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples <sup>2,3</sup>	
G4 MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples and the outcomes <sup>2,3</sup>	
GM MM8 Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks <sup>4</sup>	

1. Not material

2. NOVAGOLD does not report on this indicator

3. The Donlin Gold project operates on lands and minerals owned by Indigenous peoples, in accordance with agreements made with them

4. Not Applicable as ASM does not occur where the Donlin Gold project is located





# 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 by law 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 where 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/ 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		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		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	
HFO used for Power Generation – Liters	0		0	
Electricity Produced by Renewable Sources – kWh	0		0	



ITEM	DONLIN GOLD LLC		NOVAGOLD	
	VALUE	COMMENTS	VALUE	COMMENTS
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 (IF APPLICABLE)	HIGH (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 (IF APPLICABLE)	HIGH (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 (IF APPLICABLE)	HIGH (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 (IF APPLICABLE)	HIGH (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, 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

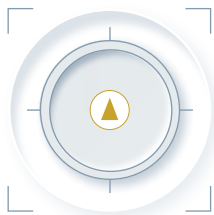
1. In 2022 shareholders cast 95.3% of votes in favor of "Say on Pay"



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.





# CAUTIONARY STATEMENTS

## FORWARD-LOOKING STATEMENTS

This report includes certain “forward-looking information” and “forward-looking statements” (collectively “forward-looking statements”) within the meaning of applicable securities legislation, including the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements are frequently, but not always, identified by words such as “expects”, “continue”, “ongoing”, “guidance”, “strategy”, “poised”, “anticipates”, “believes”, “intends”, “estimates”, “potential”, “possible”, and similar expressions, or statements that events, conditions, or results “will”, “may”, “could”, “would” or “should” occur or be achieved. Forward-looking statements are necessarily based on several opinions, estimates and assumptions that management of NOVAGOLD considered appropriate and reasonable as of the date such statements are made, are subject to known and unknown risks, uncertainties, assumptions, and other factors that may cause the actual results, activity, performance, or achievements to be materially different from those expressed or implied by such forward-looking statements. All statements, other than statements of historical fact, included herein are forward-looking statements. These forward-looking statements include statements regarding the anticipated timing of certain judicial and/or administrative decisions; the 2024 outlook; the timing and potential for a new feasibility study on the Donlin Gold project; our goals and planned expenditures for 2024; ongoing support provided to key stakeholders including Native Corporation partners; Donlin Gold’s continued support for the state and federal permitting process; the potential development and construction of the Donlin Gold project; the sufficiency of funds to continue to advance development of Donlin Gold, including to a construction decision; perceived merit of properties; mineral reserve and mineral resource estimates; Donlin Gold’s ability to secure the permits needed to construct and operate the Donlin Gold project in a timely manner, if at all; legal challenges to Donlin Gold’s existing permits and the timing of decisions in those challenges; whether the Donlin Gold LLC board will continue to advance the Donlin Gold project up the value chain; the success of the strategic mine plan for the Donlin Gold project; the success of the Donlin Gold community relations plan; the outcome of exploration drilling at the Donlin Gold project and the timing thereof; and implementation of the Company’s ESG policies, studies, programs, initiatives and goals. In addition, any statements that refer to expectations, intentions, projections or other characterizations of future events or circumstances are forward-looking statements. Forward-looking statements are not historical facts but instead represent the expectations of NOVAGOLD management’s estimates and projections regarding future events or circumstances on the date the statements are made. Important factors that could cause actual results to differ materially from expectations include the need to obtain additional permits and governmental approvals; the timing and likelihood of obtaining and maintaining permits necessary to construct and operate; the need for additional financing to explore and develop properties and availability of financing in the debt and capital markets; COVID-19; uncertainties involved in the interpretation of drill results and geological tests and the estimation of reserves and resources; changes in mineral production performance, exploitation and exploration successes; changes in national and local government legislation, taxation, controls or regulations and/or changes in the administration of laws, policies and practices, expropriation or nationalization of property and political or economic developments in the United States or Canada; the need for continued cooperation between Barrick and NOVAGOLD for the continued exploration, the need for additional capital if NOVAGOLD determined to proceed with an updated feasibility study on its own; development and eventual construction of the Donlin Gold property; the need for cooperation of government agencies and Native groups in the development and operation of properties; risks of construction and mining projects such as accidents, equipment breakdowns, bad weather, disease pandemics, non-compliance with environmental and permit requirements, unanticipated variation in geological structures, ore grades or recovery rates; unexpected cost increases, which could include significant increases in estimated capital and operating costs; fluctuations in metal prices and currency exchange rates; whether or when a positive construction decision will be made regarding the Donlin Gold project; and other risks and uncertainties disclosed in NOVAGOLD’s most recent reports on Forms 10-K and 10-Q, particularly the “Risk Factors” sections of those reports and other documents filed by NOVAGOLD with applicable securities regulatory authorities from time to time. Copies of these filings may be obtained by visiting NOVAGOLD’s website at [www.novagold.com](http://www.novagold.com), or the SEC’s website at [www.sec.gov](http://www.sec.gov), or at [www.sedarplus.ca](http://www.sedarplus.ca). The forward-looking statements contained herein reflect the beliefs, opinions and projections of NOVAGOLD on the date the statements are made. NOVAGOLD assumes no obligation to update the forward-looking statements of beliefs, opinions, projections, or other factors, should they change, except as required by law.

Forward-looking statements contained in this report are based on a number of material assumptions, including but not limited to the following, which could prove to be significantly incorrect: our ability to achieve production at any of our mineral exploration and development properties; estimated capital costs, operating costs, production and economic returns; estimated metal pricing, metallurgy, mineability, marketability and operating and capital costs, together with other assumptions underlying our resource and reserve estimates; our expected ability to develop adequate infrastructure and that the cost of doing so will be reasonable; assumptions that all necessary permits and governmental approvals will be obtained and the timing of such approvals; assumptions made in the interpretation of drill results, the geology, grade and continuity of our mineral deposits; our expectations regarding demand for equipment, skilled labor and services needed for exploration and development of mineral properties; our ability to improve our ESG initiatives and goals; and that our activities will not be adversely disrupted or impeded by development, operating or regulatory risks.

## CAUTIONARY NOTE CONCERNING RESERVE & RESOURCE ESTIMATES

This report uses the terms “mineral resources”, “measured mineral resources”, “indicated mineral resources” and “inferred mineral resources”. Mineral resources that are not mineral reserves do not have demonstrated economic viability. You should not assume that all or any part of measured or indicated mineral resources will ever be converted into mineral reserves. Further, inferred mineral resources have a great amount of uncertainty as to their existence and as to whether they can be mined legally or economically. On October 31, 2018, the SEC adopted new mining disclosure rules (“S-K 1300”) that are more closely aligned with current industry and global regulatory practices and standards, including National Instrument 43-101 – Standards of Disclosure for Mineral Projects (“NI 43-101”). NOVAGOLD has elected to comply with S-K 1300 beginning with its fiscal year ended November 30, 2021.

While S-K 1300 is more closely aligned with NI 43-101 than the prior SEC mining disclosure rules, there are some differences. Notably, unlike NI 43-101, S-K 1300 requires that resources be disclosed exclusive of mineral reserves, and that mineral resources and reserves be disclosed on the basis of our interest in them. NI 43-101 is a rule developed by the Canadian Securities Administrators, which established standards for all public disclosure an issuer makes of scientific and technical information concerning mineral projects. Unless otherwise indicated, all resource estimates contained in this report have been prepared in accordance with NI 43-101 and the CIM Definition Standards, as well as S-K 1300.

Project	Qualified Person(s)	Most Recent Disclosure
Donlin Gold	Kirk Hanson, MBA, P.E. Michael Woloschuk, P.Eng. Henry Kim, P.Geo. Wood Canada Limited	“NI 43-101 Technical Report on the Donlin Gold Project, Alaska, U.S.” (“2021 Technical Report”) prepared by Wood Canada Limited (“Wood”), effective June 1, 2021. Wood Canada Limited “S-K 1300 Technical Report Summary on the Donlin Gold project, Alaska U.S.” (“S-K 1300 Technical Report Summary”) prepared by Wood, dated November 30, 2021.

Paul Chilson, P.E., who is the Manager, Mine Engineering for NOVAGOLD and a “qualified person” under NI 43-101 and S-K 1300, has approved the scientific and technical information contained in this report.



# CORPORATE INFORMATION

## MANAGEMENT TEAM

### GREGORY LANG

President and Chief Executive Officer

### DAVID OTTEWELL

Vice President and Chief Financial Officer

### RICHARD WILLIAMS

Vice President and Chief Operating Officer

### MÉLANIE HENNESSEY

Vice President, Corporate Communications

### RON RIMELMAN

Vice President, Environment,  
Health, Safety, and Sustainability

### BEN MACHLIS

Vice President and General Counsel

## BOARD OF DIRECTORS

### DR. THOMAS S. KAPLAN

Chairman, NOVAGOLD RESOURCES INC.;  
Chairman and CEO, The Electrum Group

### DR. ELAINE DORWARD-KING <sup>(2, 4)</sup>

Corporate Director

### DR. DIANE GARRETT <sup>(3, 5)</sup>

President, CEO, and Director of  
Hycroft Mining Holding Corporation

### HUME KYLE <sup>(1, 5)</sup>

Corporate Director

### GREGORY LANG <sup>(3, 4)</sup>

President and CEO,  
NOVAGOLD RESOURCES INC.

### KALIDAS MADHAVPEDDI <sup>(2, 4)</sup>

Corporate Director

### KEVIN MCARTHUR <sup>(3, 5)</sup>

Corporate Director

### ETHAN SCHUTT <sup>(1, 4)</sup>

Executive Vice President and General Counsel,  
Bristol Bay Native Corporation

### DANIEL MUÑIZ QUINTANILLA <sup>(2, 3)</sup>

Corporate Director

### ANTHONY WALSH <sup>(1, 2)</sup>

Corporate Director  
Independent Lead Director,  
NOVAGOLD RESOURCES INC.

### DAWN WHITTAKER <sup>(1, 5)</sup>

Corporate Director

Member of:

1. Audit Committee
2. Compensation Committee
3. Engineering and Technical Committee

4. Sustainability Committee
5. Corporate Governance and  
Nominations Committee

## CORPORATE OFFICE

400 Burrard Street, Suite 1860  
Vancouver, BC, Canada V6C 3A6

**T** 604.669.6227

**TF** 1.866.669.6227

**F** 604.669.6272

[info@novagold.com](mailto:info@novagold.com)

## SALT LAKE CITY EXECUTIVE OFFICE

201 South Main Street, Suite 400  
Salt Lake City, UT, U.S. 84111

**T** 801.639.0511

**F** 801.639.0509

## AGM SHAREHOLDERS MEETING

Thursday, May 16, 2024 at 1:00 pm PT  
Live Webcast at:

[www.virtualshareholdermeeting.com/  
NG2024](http://www.virtualshareholdermeeting.com/NG2024)

## INVESTOR INQUIRIES

**T** 604.669.6227

**TF** 1.866.669.6227

[info@novagold.com](mailto:info@novagold.com)

 [linkedin.com/company/novagold](https://www.linkedin.com/company/novagold)

 [twitter.com/novagold](https://twitter.com/novagold)

 [facebook.com/novagold](https://www.facebook.com/novagold)

## TRANSFER AGENT

For information on share transfers,  
lost certificates, or a change of address:

### Computershare

**TF** 1.800.564.6253 (Canada and the U.S.)

**T** 1.514.982.7555 (international)

[computershare.com](http://computershare.com)

## AUDITORS

PricewaterhouseCoopers LLP

## SHARE LISTINGS

TSX, NYSE American: NG

Issued and Outstanding at January 16, 2024:  
334,371,223

## 2023 FINANCIAL REPORT

From NOVAGOLD's Annual Report  
on Form 10-K for the fiscal year ended  
November 30, 2023.

For full Annual Report on Form 10-K,  
please visit one of the following websites:

[novagold.com](http://novagold.com)

[sec.gov](http://sec.gov)

[sedarplus.ca](http://sedarplus.ca)

or call Investor Relations  
at 1.866.669.6227

The logo for Novagold, featuring the word "NOVAGOLD" in a dark blue, sans-serif font. A small gold triangle is positioned above the letter 'A'.

NOVAGOLD

[novagold.com](http://novagold.com)