

## **NOVAGOLD RESOURCES INC. HUMAN RIGHTS POLICY**

NOVAGOLD RESOURCES INC. and its subsidiaries (collectively "NOVAGOLD") are committed to having a positive influence in the communities where we operate which includes ensuring that we respect human rights. The primary duty to protect and secure human rights rests with government. NOVAGOLD accepts and embraces the duty of business to respect human rights as defined in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. Specifically, NOVAGOLD commits to use human rights due diligence processes to identify, prevent, mitigate, and provide remedy for adverse human rights impacts resulting from or caused by our business activities.

Overall, NOVAGOLD believes and works to ensure that the human rights of all stakeholders, regardless of gender, race, religion, language, or ethnicity, are protected. NOVAGOLD has identified the following ten areas of salient human rights risks associated with our business activities and relationships. NOVAGOLD identified these risks based on management's experience in the gold mining industry, through engagement with stakeholders potentially affected by our operations, and through interaction with the indigenous peoples who own, occupy, or use the lands on which our projects are located.

Implementation of this policy is the responsibility of the Chief Executive Officer (CEO) with support and strategic guidance from the Sustainability Committee of NOVAGOLD's Board of Directors.

### **Stakeholder Involvement**

This policy has been developed to reflect the values of NOVAGOLD's key stakeholders. At the corporate level, NOVAGOLD regularly engages via verbal and electronic communication and in-person and virtual meetings with employees, shareholders, and other market participants regarding our human rights performance. At the Donlin Gold project level, our human rights values are defined through ongoing engagement with key regional stakeholders, including through community meetings, surveys, subsistence and socio-economic advisory committees, and regular dialogue with our Native Corporation partners, contractors, and suppliers. For both NOVAGOLD and Donlin Gold, informal dialogue with stakeholders on human rights performance generally occurs daily. More formal feedback is requested at least annually with input incorporated into policy implementation and revisions, as appropriate.

### **Health and Safety**

NOVAGOLD's commitment to the safety, health and welfare of our employees and their families, our contractors and our visitors, as well as the safety and well-being of the communities in which we work is expressed in NOVAGOLD's Health and Safety Policy which is available at: <http://www.novagold.com>. NOVAGOLD supports the principles of freedom of association, the right to collective bargaining, the elimination of all forms of forced, compulsory and child labor, and the elimination of discrimination in the workplace.

## **Indigenous Peoples**

NOVAGOLD is committed to respecting the history, culture and customs of indigenous communities who own, inhabit, or use lands on which the company operates. In conducting its operations, NOVAGOLD will avoid relocation or resettlement whenever possible. If resettlement is unavoidable, NOVAGOLD will work collaboratively and transparently with local communities, including indigenous peoples, to obtain the free, prior, and informed consent of the community relative to any such resettlement.

## **Social License & Sustainable Development**

NOVAGOLD's commitment to responsible mining, protection of human life, health and the environment, and to adding value to the communities in which it operates is expressed in NOVAGOLD's Social License & Sustainable Development Policy which is available at: [www.novagold.com](http://www.novagold.com).

## **Environment**

NOVAGOLD's commitment to excellence in environmental management is expressed in NOVAGOLD's Environmental Policy which is available at: <http://www.novagold.com>. NOVAGOLD will specifically ensure that all our operations are compliant with the International Cyanide Management Code for the Manufacture, Transport, and Use of Cyanide in the Production of Gold. NOVAGOLD further recognizes water as a fundamental human right and strives to minimize our impacts on waterways and to improve water conditions for the areas in which our projects are located.

## **Security**

NOVAGOLD is committed to encouraging high standards of conduct by security forces, and to having a positive impact on local governance, peace and stability in the areas in which we operate consistent with the Voluntary Principles on Security and Human Rights.

## **Ethics and Anti-Corruption**

NOVAGOLD's commitment to the highest standards of legal and ethical business conduct is expressed in NOVAGOLD's Code of Business Conduct & Ethics which is available at: <https://www.novagold.com>.

## **Suppliers and Contractors**

NOVAGOLD will encourage our suppliers and contractors to treat their employees and interact with communities in ways that respect human rights and are consistent with the letter and spirit of our Human Rights Policy.

## **Fair and Living Wage**

NOVAGOLD is committed to providing a fair and living wage to all its employees and ensuring this occurs for employees and contractors at all our projects. The Company complies with all applicable laws regarding employee compensation.

## **Review and Assessment**

NOVAGOLD is committed to continual improvement of our human rights practices and will regularly review and assess the effectiveness of and our compliance with this policy. Information regarding assessments and performance will be made available to the public through annual reporting.

Adopted January 28, 2015, updated August 27, 2025.