



DONLIN **GOLD**

SUMMER
2025 NEWSLETTER

A MESSAGE FROM THE COMMUNITY RELATIONS TEAM

Waqaa (Greetings) Friends and Neighbors,

As the fireweed tops out and summer begins to wind down, we're excited to bring you the latest updates from Donlin Gold in this edition of our community newsletter. Inside, you'll find stories that reflect the partnerships, progress, and shared values that continue to guide our work across the region.

We're excited to welcome new leadership at Donlin Gold—Todd Dahlman as general manager and Wendy Lindskoog as external affairs manager. Their experience and energy bring a fresh perspective to the project, and we look forward to the road ahead. You'll also find an important ownership update that marks a new chapter in Donlin Gold's journey.

This issue highlights some of the ways we've been engaging with stakeholders, from distributing life jackets in the Y-K region to hosting fish-cutting demonstrations with Alaska Resource Education. We've also included an update from the Alaska

Department of Fish & Game on our Snow Gulch fish habitat reclamation project and a recap of a recent site visit from Alaska officials.

We're proud to feature intern Josie Evans-Grant, who's part of the next generation of leaders, and share a feature with Curtis McQueen on 7(i)/7(j) revenue sharing. Our employee spotlight features HR Manager Shaun Tygart, who offers thoughtful insights on workforce development and training.

If your organization is thinking about submitting a donation request, we've included details on how to get started.

We look forward to seeing many of you at the Alaska Federation of Natives Annual Convention in October!

Wishing you a safe and fulfilling fall season,

The Donlin Gold Community Relations Team

DONLIN GOLD WELCOMES NEW PARTNERSHIP WITH NOVAGOLD AND PAULSON ADVISERS

This June, Paulson Advisers LLC and NOVAGOLD Resources Inc. completed the acquisition of Barrick Mining Corporation's 50% interest in Donlin Gold LLC.

This transaction marks an evolution in ownership and continued dedication to the people and communities in the Yukon-Kuskokwim region. Donlin Gold remains fully committed to the safe and responsible development of the project.

Donlin Gold will continue executing its 2025 drill program with its current workforce and as previously budgeted, while shifting the program's focus to the conversion and expansion of reserves and resources. Donlin Gold will also continue advancing technical work and engineering designs as planned. Additionally, work will commence to update the Feasibility Study.

As always, our priority is operating in a safe, respectful and transparent manner in collaboration with key stakeholders and the broader Yukon-Kuskokwim region. We continue to value and honor these long-standing partnerships and remain focused on advancing a project committed to community engagement, local employment, training opportunities, and responsible environmental practices.



MEET TODD DAHLMAN, DONLIN GOLD'S NEW GENERAL MANAGER

Donlin Gold welcomed Todd Dahlman as general manager in April of this year. With more than 40 years of mining experience across the globe – his most recent leadership role at Kinross Gold's Alaska Fort Knox mine – Dahlman brings a strong background in operational excellence, team development and cultural engagement. His career has spanned work in North America, Africa and Asia, across gold, copper and oil sands projects. A native of Butte, Montana, Dahlman began his mining career in 1986. He holds a B.S. in mining engineering from Montana Technological University, an executive MBA from the University of Utah, and completed the Advanced Management Program at Harvard Business School in 2024. He is a proud father of three children and grandfather of five.



DONLIN GOLD HIRES WENDY LINDSKOOG AS EXTERNAL AFFAIRS MANAGER

To support its long-term development goals and strengthen stakeholder partnerships, Donlin Gold LLC welcomed Wendy Lindskoog as external affairs manager in July, joining an experienced and long-standing team specializing in external affairs and community engagement.

A veteran in public policy and stakeholder engagement, Lindskoog brings over three decades of experience working at the intersection of industry, government and enhancing relationships with Alaska communities.



INTERN HIGHLIGHT **JOSIE EVANS-GRANT**

In partnership with First Alaskans Institute, Donlin Gold’s summer intern Josie Evans-Grant spent the summer learning about our community relations priorities and environmental efforts at the project site.



DONLIN GOLD IN THE COMMUNITY

SUMMER SAFETY INITIATIVE

As part of our annual Summer Safety Initiative, our Community Relations team visited Y-K communities to distribute life jackets and five-gallon buckets. This year, our team visited Napakiak, Napaskiak, Oscarville, Kwethluk, Tuluksak, Akiak and Akiachak.



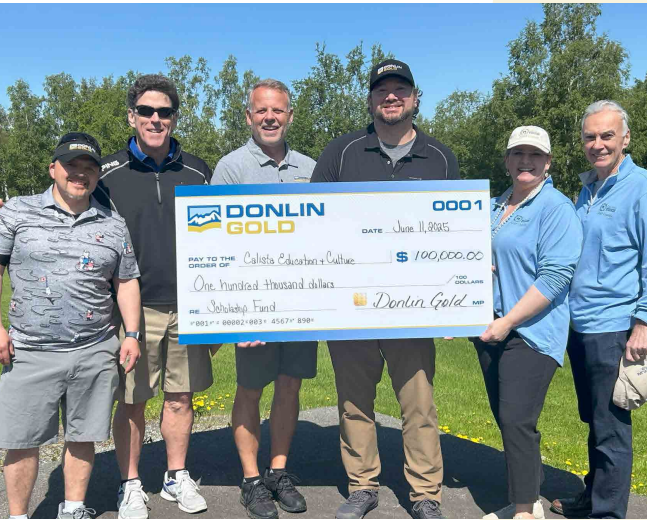
Summersafety items are handed out by CR staff in Napakiak during the Clean Up Green Up event. Vernon Chimegalrea, Community Development and Sustainability Coordinator, passes out life vests to community members.



A mystery guest joined in on the Clean Up Green Up action in Napakiak, and to find a life vest in his size!

CALISTA EDUCATION AND CULTURE FOUNDATION DONATION

We were honored to support Calista Education & Culture with a \$100,000 contribution toward scholarships for Calista shareholders and descendants in June! At Donlin Gold, investing in education, career training and cultural preservation is central to our commitment to creating opportunities in the Y-K region.



PILUGUQ SEWING CLASS

Donlin Gold sponsored a Piluguq sole sewing class in Bethel led by Yup’ik Elder master sewers Martha Ayagalria and Sophie Enoch, sisters originally from Nunapitchuk. They joined students to share their expertise in sewing sealskin soles onto fur mukluks. The sessions were recorded so that this craft can be passed down for years to come.



KING TECH HIGH FISH DEMO

The Donlin Gold Community Relations team recently demonstrated fish-cutting and preservation techniques at the King Tech High as a part of the first ever Alaska Resource Education/Kenai River Sportfishing Association Jr. Classic Education Day, sponsored by Alaska Airlines. In addition to learning how to head, gut, and fillet a fish, the students also learned how to make salmon “earring” style and salmon “strips” for smoking, drying and jarring. Students helped mix the brine and got hands-on experience with tying strips and hanging fish on a drying rack. The students were keenly interested in learning how to process the salmon as they were going on a fishing expedition the very next day and were excited to share what they had just learned with their families. At the end of each session, students sampled what the finished product would taste like! We were excited to be included in this event and look forward to continued collaboration with our partners at Alaska Resource Education.



ALASKA OFFICIALS VISIT PROJECT SITE

We were honored to host a number of government officials at the project site on Thursday, July 17. While on the ground, our guests started the day with a safety briefing, followed by a tour of the project site and then took to the skies via helicopter for a trip to Snow Gulch, an area we’ve been rehabilitating from historical placer mining.



BUILDING THE FUTURE: DONLIN GOLD’S COMMITMENT TO WORKFORCE DEVELOPMENT

We sat down with Donlin Gold’s HR Manager Shaun Tygart to talk about Donlin Gold’s approach to workforce development and opportunities for current and potential employees.

Q: How would you describe Donlin Gold’s approach to workforce development, especially in the communities near the project?

Shaun: We work very closely with our landowner partners, Calista Corporation and The Kuskokwim Corporation (TKC), to focus first on building opportunities within the region. Our goal is to invest in local hire and make sure people have access to the training they need to succeed. That means looking ahead at the project’s workforce needs and preparing for them together.

Q: What kinds of job training programs or apprenticeships does Donlin Gold currently offer or support?

Shaun: Workforce development is at the forefront of what we do, and it often starts as early as high school. We help students understand the different career paths available with Donlin Gold, whether a degree, training program, or learning a trade. We support statewide programs like Alaska EXCEL and contribute to Calista’s Education & Culture scholarship fund. As the project advances, we’re looking to expand those efforts even further.

Q: Are there partnerships with schools, vocational programs, or Alaska Native organizations that help prepare people for careers with Donlin Gold?

Shaun: We’ve worked with organizations like First Alaskans Institute and have hosted Alaska EXCEL interns. When we look at internships or training programs, we try to partner with groups that already have the infrastructure in place to support students and participants. These collaborations tie directly back to our priority in investing in local communities and partnerships.



Q: How does the project help employees grow their skills once they’re on the job?

Shaun: At the project site, the sky’s the limit. If you show initiative and interest, we’ll provide the training you need. Cross-training happens all the time, and there are always opportunities to take on new responsibilities. Looking ahead, we know our employees and the organization overall will benefit from our expanding continuing education opportunities.

Q: For someone without direct mining experience, what kinds of entry-level roles could be a good fit?

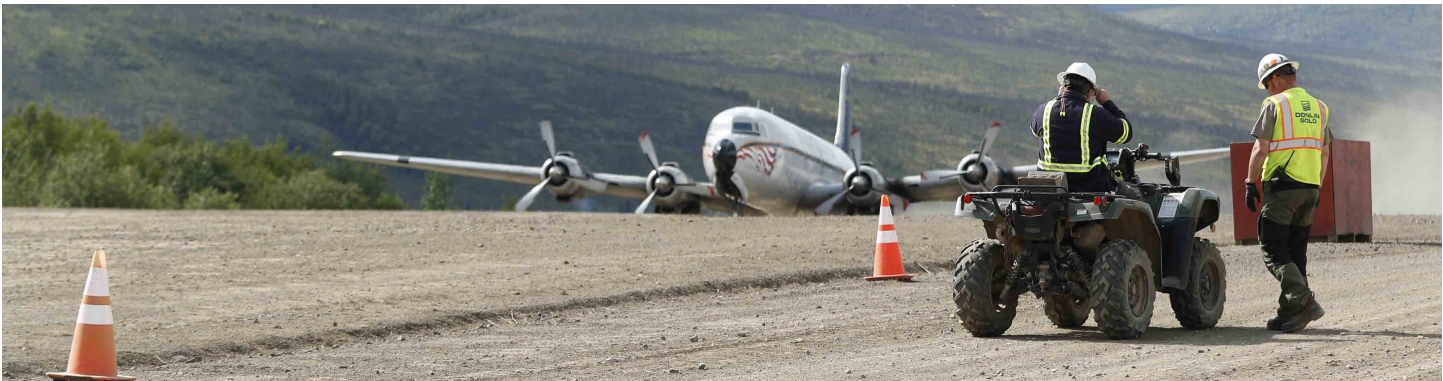
Shaun: You actually don’t need mining experience to get started. Skills in carpentry, mechanics, or heavy equipment operation are always valuable, but we also have many entry-level roles for people who bring a positive attitude, a strong work ethic, and a willingness to learn. Even office and administrative skills are transferable to our project site. If you’re motivated, we’ll train you.

Q: How can interested applicants find out about open positions and apply?

Shaun: The best place to start is DonlinGold.com, where all open positions are posted. Right now, we’re in the process of recruiting for our engineering team. We also work closely with Calista and TKC, so shareholders can check in with their Corporations for opportunities as well.

Q: Anything else you’d like to share?

Shaun: This is a great time to consider a career with Donlin Gold. In the near term, we’ll be hiring as the project site opens through the end of the year, and eventually we plan to operate year-round. We typically start ramping up hiring for the busy project season in late November or early December, so I encourage anyone interested to check our website or connect with Calista or TKC for the latest opportunities.



DONLIN GOLD AND THE FUTURE OF ANCSA REVENUE SHARING

How the 7(i) and 7(j) clauses could bring lasting benefits statewide - and why Alaska Native Village Corporation Association's Curtis McQueen says Donlin Gold is critical for the future of Alaska Native Corporations.



When Congress passed the Alaska Native Claims Settlement Act (ANCSA) in 1971, it created a framework that was not only about land and corporations but about sharing. Lawmakers and Alaska Native leaders recognized some regions of Alaska had more natural resources than others and built into the act sections 7(i) and 7(j) to ensure resource wealth would be distributed equitably across all Alaska Native Corporations.

Those provisions have had a profound impact for more than five decades. Section 7(i) requires that 70% of revenues from resource development by regional corporations be shared with the other regions, while 7(j) ensures that half of those revenues are further passed on to village corporations and at-large shareholders within each region. The result: a unique system where one major project can ripple benefits across the entire state.

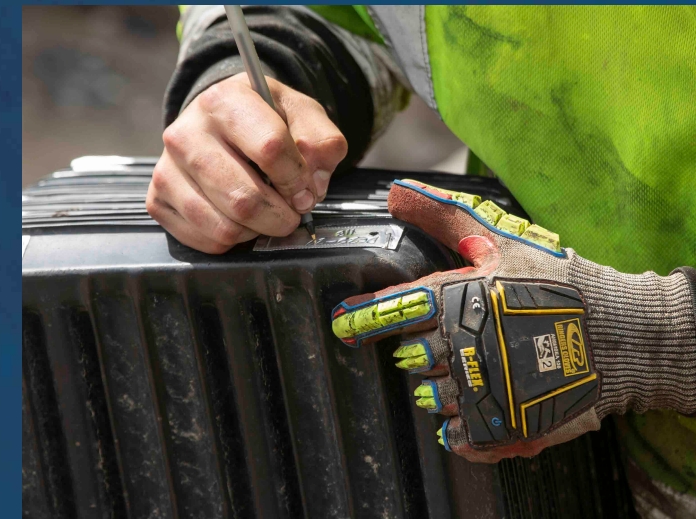
Few people know this system better than Curtis McQueen, executive director of the Alaska Native Village Corporation Association. A veteran of Alaska Native business leadership, McQueen has witnessed firsthand how 7(i) and 7(j) checks can mean survival for some corporations or spark reinvestment and growth for others. Today, Red Dog Mine, located on NANA Corporation lands, is nearing depletion of its current deposit, and he sees the Donlin Gold project as the next crucial chapter in ANCSA's revenue-sharing story.



The power of revenue sharing

McQueen recalls learning early about the power of ANCSA's revenue sharing. When he moved to Juneau in 1977, Sealaska Corporation - of which McQueen is a shareholder - was already harvesting old-growth timber and sharing revenues with other corporations. Later, as CEO of Eklutna Inc. from 2005-2019, he saw what those checks meant on the ground. "When I was at Eklutna, we had enough income that we were driving on our own, but every April, we would get a check from CIRI - our regional Alaska Native Corporation - averaging about \$168,000. For us, that was big."

Over the decades, Red Dog Mine in Northwest Alaska has become the standard-bearer for 7(i) and 7(j), generating more than \$2 billion in shared revenues. But with its resources projected to be depleted by 2031, McQueen warns the system faces a crossroads. "Many corporations rely on that once-per-year check. Some corporations might use it to fulfill payroll, others might invest it to start a new subsidiary. Without new projects, we could see some village corporations struggle to survive. These distributions matter."



Donlin Gold's statewide impact

The proposed Donlin Gold project, located on Calista Corporation subsurface lands and The Kuskokwim Corporation surface lands, represents one of the largest undeveloped gold deposits in the world. If developed, royalties paid to Calista would flow into the 7(i) pool, meaning every regional and village corporation in Alaska would benefit through the 7(i)/7(j) system.

"One tide lifts all boats. The high tide we are all praying for is Donlin Gold. It might not be the largest project ever, but it is the next project that can bring shareable revenues back to the Alaska Native Corporations," McQueen said. "Anytime we can bring this project up, we should. It's critical for the future of all ANCs."



Facing uncertainty without new development

The concern isn't just about lost revenue but about what happens to corporations and communities if the checks stop coming. Alaska once had more than 200 village corporations and today there are 176. Some merged for survival, others dissolved. Without the stability of shared revenue, McQueen cautions, that number could shrink further. "We should be asking ourselves: when are the lights going to go off? What's our timeline? Right now, it's unknown."

As Red Dog's era winds down, Donlin Gold looms large as the project that could reenergize the 7(i)/7(j) system and ensure the spirit of sharing at the heart of ANCSA continues to benefit Alaska Native people for generations to come.



RESTORING AQUATIC HABITAT AT SNOW GULCH:

A CONVERSATION WITH ADF&G

For the past five years, Donlin Gold has worked to restore aquatic habitat just north of the proposed mine site in an area called Snow Gulch. The vision for the project is to make an area transformed by nearly 80 years of placer mining more hospitable to fish and other wildlife.

Although Snow Gulch was reclaimed properly after placer mining ended, Donlin Gold saw an opportunity to make the area more ecologically productive and developed a detailed plan, which was authorized through permits issued by the U.S. Army Corps of Engineers and the Alaska Department of Fish and Game (ADF&G) in 2018.

That work includes making improvements to the Snow Gulch channel, changing a straight drainage channel into a more natural meandering one; enlarging and deepening a pond to increase aquatic habitat and reduce low-oxygen conditions in the winter; designing shorelines to promote aquatic vegetation and shallow habitat critical for juvenile fish; and creating hundreds of feet of new stream but returning the water into its historic channel.

In 2024, the restored areas were opened to fish access, and monitoring began, showing early signs of success.

Here more from Chelsea Clawson, a habitat biologist with ADF&G, on the progress made at Snow Gulch in 2025.

Q: What is Snow Gulch, and why is restoration important here?

Chelsea Clawson: The construction of the proposed mine facilities will require the placement of fill in wetlands, including the elimination of nearly all of American Creek and a portion of Anaconda Creek, where there will be some loss of fish habitat. Snow Gulch and other surrounding creeks, however, have already been impacted by historical placer mining. At one time, the lower reach of Snow Gulch probably had good fish habitat for coho salmon rearing, but that was lost due to that historical placer mining.



Pictured: Nine-spined stickleback

This restoration project helps compensate for the wetlands and aquatic habitat that will be lost in the Crooked Creek drainage by improving a historically impacted area. We’ve seen this approach with other larger mining projects, like Kinross Fort Knox Gold Mine up near Fairbanks, where restoring historical placer mined areas has been really successful, notably for Arctic grayling growth.

Q: What has been your role in the project?

Clawson: I’m a habitat biologist with ADF&G, and our section issues fish habitat permits. Any development activity that takes place within water that could affect fish habitat requires a permit from us. In this case, we issued Donlin Gold’s Snow Gulch reclamation project fish habitat permit in 2018.

People don’t always realize how complex it is to restore habitat. Trying to replicate what nature did is surprisingly difficult. But it has been exciting to see this start to come to fruition, with outlet and inlet channel construction completed, fish sampling underway, and signs of juvenile fish using the new habitat.



Pictured: Juvenile coho salmon

Q: Tell us about what your team saw during fish sampling this spring.

Clawson: To give you some context, Owl Ridge, natural resource consultants for Donlin Gold, had caught juvenile coho salmon in the pond in fall 2024, but this spring we caught coho again, which means they overwintered. That’s a huge success! They even looked like they were about to smolt and head downstream to the ocean.

We also caught juvenile Dolly Varden, slimy sculpin, and nine-spined stickleback. Slimy sculpin, in particular, are a great indicator because they don’t tolerate low pH levels.

Q: That’s exciting to hear about signs of juvenile fish using the new habitat. What conditions are needed for them to thrive?

Clawson: Anadromous fish like salmon move between freshwater and saltwater, and their needs change at different life stages. Adults need clean gravel and flowing water all winter long to ensure their eggs don’t freeze or suffocate under sediment.

Young salmon will rear in freshwater for one to three

years, so they need food, cover (like woody debris to hide in), and safe places to overwinter. That means ponds deep enough not to freeze, with enough connectivity so fish can move in and out in the fall and spring.

All of these conditions exist at Snow Gulch, which is why we were hopeful to see successful overwintering of the coho salmon that were sampled in fall 2024.

Q: You mentioned food sources—what did you find at Snow Gulch?

Clawson: Juvenile salmon need to eat as much as they can to grow. We do fish trapping to see what species are present and then sample aquatic invertebrates—the bugs! The big three we look for are mayflies, stoneflies, and caddisflies. They’re big, nutritious, and also good indicators of water quality.

At Snow Gulch, we found caddisflies and stoneflies in our nets, along with the fish we were sampling. Those bugs wouldn’t be there if water quality was poor, so it’s a good sign.

Q: What should people know about this work at Snow Gulch?

Clawson: The main thing I want people to know is how complex it is to get things back to nature. It might seem simple, but it’s actually very involved if you want it to last and truly achieve the spirit of compensatory mitigation. It’s been exciting to see the progress so far, and I’m looking forward to what the next couple of years bring as the fish habitat reclamation project phases move forward. When you see a company putting as much time and thought into it as Donlin Gold has, it really increases the likelihood of success.

REQUEST A DONATION FROM DONLIN GOLD

If you are involved in a school or educational program in the Y-K region and would like to request a donation or other support from Donlin Gold, we’d love to hear from you.

Scan the QR code for more information.





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