

ANNUAL REPORT

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MESSAGE FROM BOARD CHAIRMAN



Over the past five years, Newmont Akyem Development Foundation (NAkDeF) has had the unique privilege of planning and implementing development projects in the Newmont Akyem Mine communities aimed at the socio-economic transformation of the area and its people. The Foundation had initially focused on addressing the communities' multiple infrastructure deficits, particularly, school projects – of which over thirty have been built or rehabilitated. With your understanding and encouragement, the Foundation executed a major shift in emphasis in 2019, scaling back on infrastructure projects in favour of interventions that would expand opportunities in job creation projects. Accordingly, we made conscious efforts to identify and implement projects targeted at improving the skills of the youth, creating employment and also diversifying the local economy. The status of our 2019 projects are highlighted below:

- Feasibility studies on tomato production and processes to deliver large scale open field tomato production are underway. The project aims to generate jobs to over 200 people in the NAkDeF communities within the first year of operations.
- The Pempamsie Cooperative Credit Union

(PCCU): established as part of the Akyem Skills, Entrepreneurship and Enterprise (A-SEED) programme to facilitate access to credit among individuals and businesses, the Cooperative Union, whose main operations began in April 2018 with a membership of 1,178 to date, has performed creditably well over the year.

- Tender process for the award of contract for the construction of the Akyem Vocational and Technical Institute (AVTI), which is the second component of the A-SEED programme is completed and construction has begun. The school will provide opportunities for job market-relevant skills training for eligible members of the NAkDeF communities.
- The Akyem Soft Skills Improvement and Sustainability Training (ASSIST) Programme is ongoing. The ASSIST Programme seeks to create employable skills in vocational and technical skills for the Newmont Akyem mine communities. Out of 52 youth who received apprenticeship training under master craftsmen based in our local communities, 49 completed their training. In partnership with the Newmont Learning & Development Department, a total of 32 master-craftsmen have graduated in different trades such as welding, industrial auto mechanics & electrical and they have been given tools, including vehicle diagnostic tools. Thirty (30) youth were selected for light vehicle training of which the first batch of 10 commenced their training on 23rd of October 2019.
- The first phase of the 28.5 acre Resettlement Community Oil Palm Plantation has reached maturity and harvesting has begun. Additional 15 acres is being cultivated.
- The Foundation has made modest gains in the advancement of education in the communities through vital interventions such as the scholarships, Educational Quality Improvement Programme (EQUIP)

and School Feeding projects. We note with pride that:

- » The Foundation has awarded scholarships to 2,780 secondary and tertiary students since the inception of the scholarship programme in 2015. And
- » Has continued with the implementation of mock exams for basic schools and vacation classes for secondary schools as part of the EQUIP programme.
- Infrastructural projects in progress include the construction of a new clinic for the Adausena, Hweakwae and the Amanfrom (Resettlement) communities as well as the Mamanso Presby Primary and KG school blocks. Two school projects (a new KG and a rehabilitated KG) were completed and handed-over to the Ntronang R/C B and A respectively.

The Foundation shares the emphasis placed by

the United Nations Sustainable Development Goal (SDG) 17 on partnership. Hence, we have actively pursued collaborations with international development agencies to source technical and financial resources to advance our goal of social and economic transformation for our communities.

I wish to place on record the Foundation's huge debt of gratitude to our distinguished traditional authorities, the indispensable Birim North District Assembly, our industrious Sustainable Development Committees, our generous benefactor Newmont Ghana, other development partners, and the entire community for your invaluable contributions towards our endeavours to bring the transformation of our communities.

We remain convinced that with your continued support, and the help of the Almighty God, we shall surely see better days in the Newmont Akyem mine area.

PROFILE OF BOARD OF TRUSTEES AND SOCIAL RESPONSIBILITY FORUM (SRF) MODERATOR



PROF. E. GYIMAH-BOADI
Board Chairman

Prof. Gyimah-Boadi is a co-founder and Executive Director of Afrobarometer, a pan-African survey research network, tracking public opinion on political, economic and social developments in African countries. He founded and for 20 years served as Executive Director of the Ghana Center for Democratic Development (CDD-Ghana), a leading policy think tank and advocacy group on democratic governance and inclusive development in Ghana. He was also a professor in the Department of Political Science at the University of Ghana, Legon.

With MA and PhD from the University of California and a BA from the University of Ghana, he has held teaching positions and fellowships in US universities and research institutions.

He has undertaken numerous consultancies and written commissioned reports on African/Ghanaian political and economic reforms for a

wide range of international agencies, including African Development Bank, Economic Commission for Africa, UNDP, DFID, USAID, GIZ, and Transparency International. He was an advisor on German President Horst Kohler's "Partnership with Africa Project" from 2006 to 2008.

He is a fellow of the Ghana Academy of Arts and Sciences, member of the Editorial Board of the Journal of Democracy; International Advisory Group of the Institute for Integrated Transitions (Barcelona); and Advisory Council of the Ibrahim Index of African Governance (London); among others.



PAUL SOWLEY
Senior Director, Sustainability and External Relations, Newmont Ghana

Paul Sowley joined Newmont Ghana in August 2009 as Regional Manager, Environmental Affairs. In August 2011, he accepted the position of General Manager, Environment and Social Responsibility for the Ahafo Mine; he currently is the Senior Director for Sustainability and External Relations for Newmont Africa, providing leadership, oversight, management and support at a regional level. With over 25 years in the mining industry, Paul has a wide range of experience within the Ghanaian Mining industry as well as International experience in coordinating mine related Sustainability and External Relations programs in Mali, Guinea and Tanzania.

He holds an Executive MBA at the Ghana Institute of Management and Public Administration (GIMPA), a Master's Degree in Environmental Management and Technology from Oxford Brookes University in the United Kingdom and a Bachelor of Arts Degree in Geography and

Resource Development from the University of Ghana.



BAAH WADIEH
Former Acting and Deputy
Government Statistician, Ghana
Statistical Service

Baah Wadieh is a former Acting and Deputy Government Statistician providing strategic direction for the periodic review of the legal and institutional framework of the Statistical service and the National Statistical System.

He was the acting Government Statistician responsible for providing technical and operational direction for the implementation of programs and activities related to the directorates of the service.

He acquired his first degree in Geography from the University of Ghana and his second degree in Regional Planning from the Kwame Nkrumah University of Science and Technology. He further did a post graduate diploma in Development Planning Techniques (with computer Applications) from the Institute of Social Studies in The Hague, Holland.



PERPETUA JOYCE NAANA DONTOH,
Former Chief State Attorney,
Attorney General's Department

Naana Dontoh was a former Chief State Attorney with over 35 years' experience, particularly, in negotiation of several international agreements, arbitration, public service policy formulation and management. She holds multiple degrees in LLB (Bachelor of Laws) and MA in International Relations from the University of Ghana. She is also a qualified lawyer, (Barrister at Law) from the Ghana School of Law. She has undertaken several international training programs, home and abroad.



FRANK APEAGYEI FOSUHENE
Quantity Surveyor

Frank has over 24 years in construction and project management and 14 years' experience in Management of Construction Project Procurement, Contract Administration and Project Supervision, Preparation of Tender and Contract Documents and Evaluation of bids, Materials Procurement and Management and Cost Control, General Administration of Project Office and Quantity Surveying. He was a Consulting Quantity Surveyor with Messrs' Avangarde Design Services and Quantity Surveyor with the Kumasi Metropolitan Assembly, Director, Project Designs Solutions Limited and Chief Executive Officer of Momentum FAF Ghana Limited

He acquired his first degree in Building Technology from the Kwame Nkrumah University of Science and Technology, Kumasi. He further did his MSc in Procurement Management at the Kwame University of Science and Technology, Kumasi.



DR. PETER ATTAFUAH (PHD)
Regional Director, Ghana Education Service, Brong Ahafo

A distinguished senior Graduate Teacher with wide range of experiences in Human Relations and management. He has proven leadership skills involving development and motivating groups and individuals to achieve set objectives. Experienced teaching at all levels of education including the University and Education office for over 24 years.

Dr. Attafuah holds a PhD (Sci.Edu.) from the University of Education, Winneba, an M Phil (Sci. Edu., 2008) from the University of Education, Winneba as well as B Ed (Hons, Sci. Edu., 1999) also from the University of Education, Winneba.



ELISHA ASIEDU-AMPONSAH

FCCA - Director, Internal Audit,
Forestry Commission

Elisha is a fellow member of the Association of Certified Chartered Accountants (FCCA) with twenty years of professional experience in Financial Accounting, Financial Management, Internal and External Auditing and Corporate Restructuring and Corporate Governance.

He is a versatile team player and leader who actualizes the concept of value addition at optimal cost. Elisha is also a self-motivated, independent-minded and objective individual with a track record of efficient, effective and unblemished professional performance; a computer literate with competency in installation, training and usage of customised financial and operational applications for Financial Management Information System (FMIS).

He also holds an Executive Master's degree in Business Administration from the Ghana Institute of Management and Public Administration (GIMPA).

Elisha has served and continues to serve on various Corporate Boards and National Governance Committees including the Finance Board of the Church of Pentecost and the Audit Committee of the National Sports Authority.



DEREK BOATENG

Senior Manager, Sustainability and
External Relations, Newmont Golden
Ridge Limited

Derek is a results-oriented strategist and leader. He possesses a strong track record in optimizing sustainability performance in Health, Safety, Environmental Management Systems, and Community Development. His strong leadership skills in sustainability management systems and risk control strategies are applicable across a wide spectrum of industries for reducing project/operational risks, impacts, cost, changing behaviors, reducing liabilities, protecting shareholder/stakeholder value, and optimizing business, Environmental, Social and Governance (ESG) performance.

He has over 20 years' experience of diversified industry experience in Mining, Infrastructure, Sub-surface Rail Engineering & Construction, and the UK National Health Service with brief assignments in the United States and Guinea, West Africa. He is an expert in executing international best practice management systems that have optimized business performance, reduced project and

operational risks, impacts and liabilities while protecting shareholder and stakeholder value.

Prior to joining Newmont, his role at Metronet Rail – UK included among others,

collaborating with subject-matter experts to develop appropriate health, safety, environmental risk mitigation strategies for the multi-billion pound Public Private Partnership (PPP) – Infrastructure projects.

Educational Background & Interests:

- Executive Education – London Business School (LBS) – Finance for Non-Finance Executives
- Executive Education – Harvard Business School (HBS) – Corporate Social Responsibility: Strategies To Create Business And Social Value
- MSc. – Environmental Epidemiology & Policy – London School of Hygiene & Tropical Medicine (LSHTM) with Health Economics at the London School Of Economics (LSE), UK.
- BA (Hons) – Development Studies & Geography – School of Oriental & African Studies (SOAS) – University of London, UK.
- NEBOSH Diploma & Certificate – The National Examination Board in Occupational Health and Safety (NEBOSH) – UK.

He is a trained Lead Auditor in Social Management Systems, a full member of the International Institute of Risk and Safety Management (MIIRSM), and a Graduate member of the Institution of Occupational Safety & Health – UK. He has keen interest in Community and Social Investment, Political Economy of Development, Environmental Affairs and Public Health. He enjoys reading and playing amateur golf. He attended the Presbyterian Boy’s Secondary School, Legon.



ADIKI AYITEVIE
 VP, Sustainability and External
 Relations, Newmont Ghana Gold
 Limited

Adiki Ofeibea Ayitevie oversees the Sustainability and External Relations function of Newmont Mining’s Africa operations. With more than 25 years combined experience in the public relations and journalism fields, Adiki is an accomplished and well-respected communications professional with in depth knowledge and expertise in the varied aspects of communications practice including internal and external communications, media relations, crisis communications, issues management brand positioning and reputation management.

Prior to joining Newmont, she served as the Communications Manager for SGSSB Limited, the Ghanaian subsidiary of the major French financial institution, Société Générale. She has also worked for the Volta River Authority, an energy utility and was previously senior journalist and News Editor with the Public Agenda. She has also worked as a private consultant to a range of non-government and private organizations in Ghana.

Adiki is a member of the Public Relations Society of America (PRSA) and the International Association of Business Communicators (IABC).



PROFESSOR EDWARD NTIFO-SIAW

Social Responsibility Forum (SRF)
Moderator

Professor Ntifo-Siaw has over 30 years working experience as a **Lecturer, Programme Specialist/ Researcher and Consultant** in the areas of Community Development Partnerships and Foundations, Agricultural Extension Education, Institutional Linkages, Youth Development; Socio-economic Research and Agri-Enterprise development in Ghana and abroad.

Ntifo-Siaw was Associate Professor at the University of Cape Coast where he taught Entrepreneurship, Project Planning, Agricultural Extension Management and Research Methods. He was also a Development Consultant, specializing in facilitation of educational interventions, Community development partnerships, Foundations and Social Investments. He has wide experience in the management and facilitation of partnerships and collaborative efforts among diverse community development partners and business groups within and outside Ghana.

He is fluent in Russian and English, with some knowledge of French, in addition to the major local dialects.

He has proven his strong administrative and management skills in his capacity as FAO-SG2000/ MOFA Consultant, Lecturer/Coordinator at Sasakawa Centre for Continuing Education in Agriculture, University of Cape Coast, and Team Leader in USAID and USDA funded projects. Specific assignments included a study of organization and management of Out-grower and Smallholder farmers' schemes in Ghana; the socio-economic impact of commercial plantations on local communities; as well as facilitation of Partnerships for sustainable development in mining and plantation communities. He is also a Farmer and the **National Best Oil Palm Farmer Award Winner, 2004**.

Since September 2007, Prof. Ntifo-Siaw has been a Consultant to the Newmont Akyem Mine project, in the Sustainability and External Relations (S&ER) Department, facilitating Community Development Partnerships and establishment of the Newmont Akyem Development Foundation (NAKDeF).

Prof. Ntifo-Siaw is the Chairman/Moderator of the Akyem Social Responsibility Forum, the 54-member body that manages social investments for the development partners. He also serves as a Technical Advisor to the NAKDeF Board of Trustees.

Education:

- 1991 – 1993, PhD. (Agricultural Education), Ohio State University, Col, OH, USA.
- 1989 – 1991, MS (Agribusiness), Ohio State University, Columbus, OH, USA.
- 1981 – 1986, Diploma (Economics), State Agric. University, Moscow, Russia.
- 1974 – 1978, Teacher's Certificate "A", St. Mary's Training College, Apowa.

EXECUTIVE SUMMARY

The Newmont Akyem Development Foundation has been working over the past 5 years in 9 Newmont Akyem Mine communities towards socio-economic transformation of the lives of the people. The first 5 years of the Foundation's operations was devoted towards provision of basic infrastructures and human capacity development interventions aimed at addressing the pressing basic infrastructural deficits within the communities. In 2019, the Foundation refocused its purpose towards economic projects that seeks to create employment for the community members. Some of the notable projects include:

- The Foundation is making modest gains in the advancement of education in the communities through the continuation of several interventions including the Scholarship programme, Educational Quality Improvement Programme (EQUIP) and School Feeding projects.
 - » Since the inception of the Scholarship programme in 2015, the Foundation has awarded scholarships to 2,780 secondary and tertiary students.
 - » The Foundation continued with the implementation of mock exams for basic schools and vacation classes for secondary schools as part of the broad EQUIP programme. Four hundred and thirteen (413) students took part in the vacation classes in 2019.
 - » Under the NAKDeF School Feeding Programme, three hundred and thirty-nine (339) pupils benefited from Adausena whereas two hundred and thirty-eight (238) pupils benefited from the programme at Resettlement D/A Basic School in the 2019 reporting year.
- The Foundation is making conscious efforts to identify and implement economic projects which aim to improve the skills of the youth, create employment and also diversify the local economy.
 - » In an attempt to create more employment for the people in the various communities, the Foundation undertook feasibility studies on large scale open field tomato production that seeks to generate jobs to over 200 community members within the first year of operations.
 - » The Credit Union, Pempamsie Cooperative Credit Union (PCCU) has a total of 1,178 members as at 2019 and a total of One Million, Nine Hundred and Twelve Thousand, Eight Hundred and Seventy-One Ghana Cedis, Three Pesewas (GH¢1,912,871.03) has been mobilised. Three Hundred and Sixty Nine Thousand, Four Hundred and Fifty Ghana Cedis (GH¢ 369,450.00) worth of loan was approved and disbursed to 72 (34 women) beneficiaries.
 - » Contracts were awarded to different companies for the construction of the AVTI. Construction of sub structure works began in the last quarter of 2019. Some of the programme to be offered at the Institute includes Welding & Fabrication, General Electrical, Plumbing and Building & Construction.
 - » Ten (10) out of the thirty (30) youth selected for light vehicle training commenced their training on 23rd of October 2019.

1.0 INTRODUCTION

The vision of Newmont Akyem Development Foundation (NAkDeF) is to create sustainable value for our communities through social and economic transformation. The Foundation has been providing support to the nine (9) communities in Newmont operational areas within Birim North District of Eastern Region of Ghana.

In 2019, the Foundation implemented programmes that were targeted at addressing specific social and economic needs of the communities. These were done through conscious means by engaging with the various stakeholders both locally within the communities and through partnership with other public institutions, private and international organizations such as the Birim North District Assembly, the District Education Directorate, the Ghana Health Service, the Ghana Police Service, Neighbourhood Watch Committee and the German Development Cooperation (GIZ) respectively.

A hybrid developmental planning approach concept has been socialized with the Sustainable Development Committees. The essence of the hybrid planning approach is to ensure that various levels and categories of people within the structure of the Foundation are aligned towards a common purpose and have had their input in the next development plans. The hybrid concept requires that the Board of the Foundation set broad goals and objectives in the form a strategic map for the Foundation – this includes analyzing and creating a greater focus on areas of development. The board strategic map serves as a guide for technocrats and relevant stakeholders to develop another layer/level of goals and objectives including targets that aligns with the Board strategic direction. An expert is required to play a middle level role in coordinating and facilitating the alignment of needs from down-line (community levels) to technocratic expectations. This approach departs from the initial planning approach where it was largely bottom up driven. The challenges faced with this approach include:

1. Limited top-level strategic development direction
2. Some projects appearing as “wish list” in the eyes of top level stakeholders/partners including the Board, Newmont, District Assembly, to mention a few.
3. Limited cross-community high impact projects as against projects planned in “silos” (Community specific). This was susceptible to duplication of projects across communities and inefficient use of resources.

In order to forestall the challenges above, the Board in conjunction with Newmont Goldcorp initiated a Foundation Redirection Strategy which sought to create a new path for channelling the Foundation's resources in economic projects that create employment for the people.

Notwithstanding the Foundation Redirection Strategy which has been socialized with stakeholders, it has been noted that the absence of an integrated community development plan which should include top level (Board) and bottom level (SDCs/Communities) projects has created a gap where the Foundation still receives ad-hoc and community specific needs including infrastructure through unstructured means (projects identified by sectional groupings without recourse to the larger communities).

This accentuates the fact that, irrespective of the Foundation Redirection Strategy which promotes cross community economic projects and ownership of businesses and companies to create jobs, there may be few critical community specific needs which have to be integrated with the holistic community development plan. Once all the projects have been planned and approved, there may not be a need to accommodate ad-hoc projects except for larger good and broad consensus at all levels of the Foundation on those emerging projects.

Quarterly updates on various specific

community projects and financial situations were provided in the various communities to bring them up to speed on their financial positions in terms of receipts (income) which were largely from Newmont Akyem which include One Dollar an Ounce of Gold and One Percent (1%) pre-tax profit based on the Foundation Agreement and expenditure across the various intervention areas.

The first part of this report focuses on the core mandate of NAkDeF which involves Programmes and Projects implementation, Monitoring and Evaluation. The final section provides details on finances and financial transactions in the reporting period based on audited financial statements at the end of the year.

2.0 FOURTH ANNUAL GENERAL MEETING (AGM)

The 4th Annual General Meeting (AGM) of the Foundation was held in April 2019 at the Obrempong Hall, Beige Village in New Abirem. The auditor's report was presented, discussed and subsequently approved.



Picture 1: Response to participants' questions during AGM



Picture 2: Stakeholders seeking clarification and questions during AGM

3.0 DEVELOPMENT PLANNING WORKSHOP

Following the implementation of the Mid-Term Development Plans which expired in 2018, NAKDeF devised other means of development planning called the hybrid approach. This approach requires NAKDeF Board of Trustees (BoT) to set out strategic direction at the macro level, technocrats, Sustainable Development Committees (SDCs) to establish goals and objectives with targets under the various sustainable development thematic areas in alignment with the BoT's Foundation Redirection Strategy at the

intermediary level and finally community needs assessment and programme and projects selection at the micro level.

In line with the above, the BoT provided broad level vision, mission and strategic objectives through the Foundation Redirection Strategy. Subsequently, NAKDeF sought the services of Experts who facilitated a workshop on pro bono for technocrats, SDCs and other stakeholders to develop goals and objectives under the various thematic areas.



Picture 3: Facilitators moderating development planning workshop

4.0 PROGRAMMES AND PROJECTS UPDATE

4.1 Education

Education is one of the sustainable development thematic areas of NAKDeF. It is believed to be one of the most lasting and effective ways NAKDeF can help students and their families to escape from the cycle of poverty. Education is a fundamental human right and is indispensable for the achievement of sustainable development and the business case to invest in education can range from improving brand leadership to developing the capacity of future employees and building a more diverse employee pipeline which can help address the mismatch between skills of the available workforce and job vacancies, which is a key problem in many markets.

Since 2015, NAKDeF has made modest gains in contributing to the achievement of the Sustainable Development Goal Four (SDG 4: Ensure inclusive and equitable quality

education and promote lifelong learning opportunities for all). Programmes and projects NAKDeF continued to implement under the Education thematic area includes Scholarships, Educational Quality Improvement Programme (EQUIP), School Feeding and construction of school buildings.

4.1.1 Scholarship Scheme

So far, the Foundation has provided scholarships to about 2,780 students since inception. A total of 582 students were provided with scholarships in 2019. Feedback from students, parents and a cross-section of beneficiary communities indicate that the scholarship scheme has relieved parents and students from the financial burden of educating their wards. The table below indicates the statistics of scholarship beneficiaries according to the various communities as well as the level of education and sex.

Table 1: Statistics of Scholarship Beneficiaries

Community	Academic Level		Sex		Total
	SHS	Tertiary	Male	Female	
Ahausena	163	377	288	252	540
Adjenua	85	385	240	230	470
Afosu	88	221	148	161	309
Hweakwae	160	325	246	239	485
Mamanso	60	67	78	49	127
New Abirem	139	221	188	172	360
Ntronang	65	154	121	98	219
Old Abirem	24	38	27	35	62
Resettlement	73	135	114	94	208
Grand Total	857	1,923	1,450	1,330	2,780

There were periodic monitoring visits to some of the scholarship beneficiaries to monitor performance and behavior and to also engage authorities to strengthen the existing relationship. Some of the schools visited were University of Cape Coast Senior High,

University of Education-Winneba, University of Ghana, Kwame Nkrumah University of Science and Technology, Koforidua Technical University, Kumasi Technical University and Ghana Institute of Management and Public Administration (GIMPA).



Picture 4: Scholarship Monitoring team at Koforidua Technical University



Picture 5: Visit to the office of Chairman of NAKDeF Board Finance Committee



Picture 6: Scholarship Monitoring Team at KNUST



Picture 7a: Scholarship Monitoring Team at UCC



Picture 7b: Scholarship Monitoring Team at UCC

So far, 990 students who were supported with scholarships have completed their studies.

scheme are females and that is a conscious effort in bridging the gender parity gap.

A total of 621 second cycle students have completed their various programs of study with 369 students completing their programs of study in the tertiary level. About 49.3% of the total number of graduates from the scholarship

Table 2 below shows the breakdown of the graduates by their educational level and sex and Table 3 below shows the scholarship graduates by their academic year.

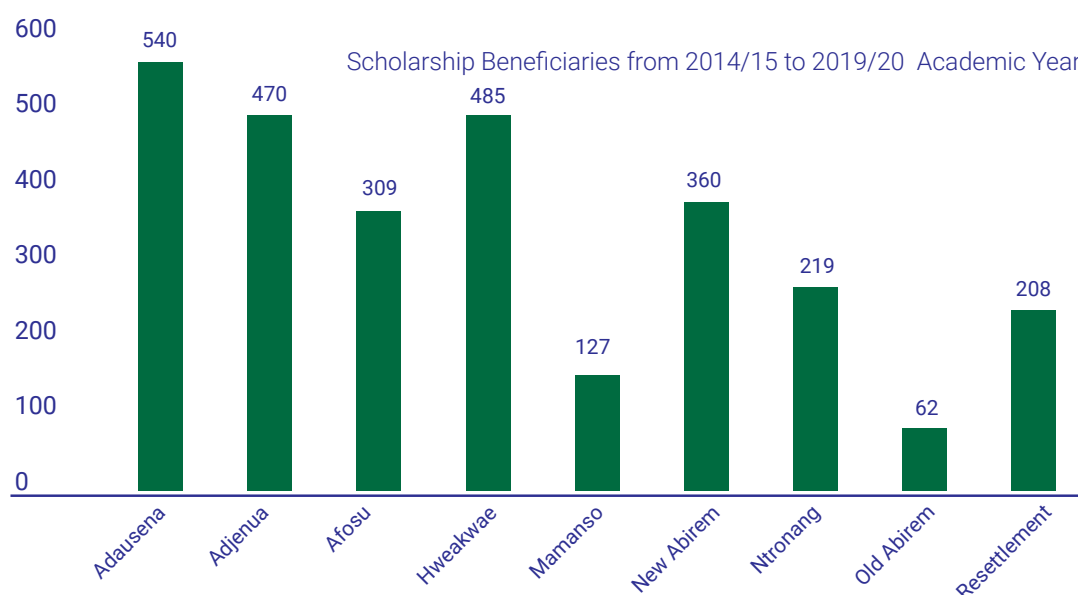
Table 2: Breakdown on Scholarship Graduates by institution and Sex, 2019

Academic Year	Level		Total	Sex		Total
	SHS	Tertiary		Male	Female	
2014/2015	269	141	410	226	184	410
2015/2016	322	138	460	226	234	460
2016/2017	24	56	80	35	45	80
2017/2018	2	14	16	5	11	16
2018/2019	4	20	24	10	14	24
TOTAL	621	369	990	502	488	990

Table 3: Scholarship Graduates by academic year

Academic Year	Adausena	Adjenua	Afosu	Hweakwae	Mamanso	New Abirem	Ntronang	Old Abirem	Yayaaso	Total
2014/15	94	19	59	101	22	74	0	22	19	410
2015/16	89	71	47	65	35	44	61	14	34	460
2016/17	10	15	13	10	3	15	7	3	4	80
2017/18	2	3	0	3	0	1	7	0	0	16
2018/19	5	4	2	3	3	3	2	1	1	24
Total	200	112	121	182	63	137	77	40	58	990

The figure below is a graphical representation of students who have benefited from the NAKDeF Scholarship scheme since 2014/2015 academic year till date based on community statistics.

Figure 1: Scholarship Beneficiaries/ Graduates by Community

Adausena scored 20.0% representing the highest number of graduates among the ten communities with Old Abirem scoring 2.23% as the community with the least number of graduates.

4.1.2 Educational Quality Improvement Programme (EQUIP)

4.1.2.1. Mock Examinations

In ensuring quality education for all, NAKDeF continued with the implementation of the Educational Quality Improvement Programme (EQUIP) which aims at improving the quality of education within the Newmont Akyem Mine communities. There were two separate Mock Examinations organised for the JHS 3 candidates in preparation towards the Basic Education Certificate Examinations (BECE) in the year under review. The purpose of the Mock Examinations was to prepare students for the main BECE by alleviating all fears associated with writing external exams in particular under the strict supervision by external invigilators.

It also serves as an avenue for teachers to guide students during revisions by identifying weaknesses of pupils in the various subjects as well as outlining strategies to improve such situations.

4.1.2.2 Vacation Classes

A series of vacation classes were organised for the Senior High School students during their vacation period. The classes are ran in collaboration with the New Abirem/Afosu Senior High School and are hosted at two centres; Adausena Social Center, hosting students from the western side of the Mine whereas New Abirem basic school hosts students at the eastern side of the Mine.

Four hundred and thirteen (413) students took part in the vacation classes in 2019 as against 428 students who participated in the classes in 2018. Table 4 below indicate the number of SHS students who participated in the vacation classes.

Table 4: Registered SHS students for vacation classes

Center	Class/ Form	2018			2019		
		Male	Female	Total	Male	Female	Total
New Abirem	SHS 1	59	70	129	56	75	131
	SHS 2	61	50	111	60	56	116
	SHS 3	50	45	95			
Adausena	SHS 1	21	18	36	40	37	77
	SHS 2	15	12	27	49	40	89
	SHS 3	7	20	27	----	----	----
GRAND TOTAL		213	215	428	205	208	413



Picture 8: Vacation classes ongoing at Ahausena Social Centre



Picture 9: Vacation classes ongoing at New Abirem

4.1.3 NAKDeF School Feeding Programme

The School Feeding Programmes being implemented at Ahausena Methodist School and Resettlement D/A Model School continues to be successful. Three hundred and thirty-nine (339) pupils benefited from Ahausena whereas

two hundred and thirty-eight (238) pupils benefited from the programme at Resettlement D/A Basic School in the 2019 reporting year. The pictures below indicate pupils enjoying their meals under the programme.



Picture 10: Pupils at lunch



4.1.4 Educational Infrastructure

The Foundation completed several educational infrastructural projects in the year 2019. The table below indicates the projects that were completed in 2019 and those that are ongoing.

Table 5: Educational Infrastructure Projects

SN	Name of Project	Community	Status
1.	Construction of 1No 3-Unit KG Block at R/C Primary School	Ntronang	Completed
2.	Renovation of 1No 3-Unit KG Block	Ntronang	Completed
3.	Construction of 1No 6-Unit classroom at Mamanso Presbyterian Primary	Mamanso	Ongoing
4.	Construction of 1No 2-Unit KG Block at Mamanso Presbyterian Primary	Mamanso	Ongoing
5.	Construction of Fence Wall at Adausena Methodist Primary School	Adausena	Ongoing
6.	Construction of School Feeding Shed at Amanfrom D/A School	Amanfrom	Ongoing
7.	Construction of 1No 3-Bay Urinal at Amanfrom D/A School	Amanfrom	Ongoing
8.	Construction of 1No 6-Seater Aqua Privy Toilet at Adausena Methodist Primary	Adausena	Completed
9.	Construction of 1No 4-Seater Aqua Privy Toilet at Adausena Methodist JHS	Adausena	Completed

5.0 ECONOMIC EMPOWERMENT/ ENTERPRISE DEVELOPMENT

The Foundation aligns its goals with the SDG 8 (Decent Work and Economic Growth):

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all) and conscious efforts were made in identifying projects which are to improve the skills of the youth, build the capacity, create employment and also diversify the local economy as well as creating opportunities outside the Newmont mine.

The mainstream programmes run by the Foundation in the area of economic development, continued in 2019 with progress made across the programmes. Updates on the other programmes are provided as follows:

5.1 Akyem Skills, Entrepreneurship and Enterprise Development

The Akyem Skills, Entrepreneurship and Enterprise Development (A-SEED) is ongoing. The overall programme objective is to improve the livelihood of 600 youth in the Akyem communities through vocational training and skills development leading to additional employment opportunities for the local population. The Foundation started the construction of the Akyem Vocational Technical Institute and it will be dedicated to the training of the youth within and beyond the mine communities in diverse National Vocational and Technical Institute (NVTI) certified skill areas using competency-based trainings.

5.1.1 Pempamsie Cooperative Credit Union (PCCU)

The Pempamsie Cooperative Credit Union (PCCU) was established as part of the A-SEED programme to facilitate access to credit among individuals and groups to start or improve their businesses. Membership of the Credit Union is growing in leaps and bounds as

a result of referrals from existing beneficiaries. The total membership of 1,178 members were encouraged and they registered with the Pempamsie Cooperative Credit Union. GHS 369,450.00 worth of loan was approved and disbursed to 72 (34 women) beneficiaries. The PCCU also achieved the following:

- **Employment creation** – the establishment of the Pempamsie Cooperative Credit Union created 12 direct and regular jobs to its workers from the 10 communities. Some of the MSMEs managed to employ more people. For example, GHS 10,000 loan was advanced to a chemist shop operator at Ntronang and he has since managed to employ additional 3 people.
- **Access to cheaper loans** – Interest rates on loans are between 3 and 3.5% per month on the various products. This was set at the minimum to allow community members to access faster and cheaper credit to support MSMEs.
- **Improved savings culture and financial inclusion** – Pempamsie Cooperative Credit Union promoted savings culture among the people in the communities. 1,178 people have been registered as members on the Credit Union. Some of these people are first time account or savings holders. Some members who were not used to saving can now accumulate savings to support their family needs.
- **Business growth/expansion** - Over 50% of the loans that were disbursed to members were used to expand their businesses.

The Credit Union business and strategic plans have been developed and being implemented to ensure compliance with sector regulations, registration of more members, increment of revenue and also growth of MSMEs. There is regular and open communication with the Credit Union Association Ghana for sharing lessons and also seeking better ways of management to ensure business growth and continuity.

5.1.2 Akyem Vocational and Technical Institute (AVTI)

The Akyem Vocational and Technical Institute (AVTI) which aims to provide the youth with skills training and also prepare them to assume the responsibility of adult life is still under construction. Some of the programme to be offered at the Institute includes:

- Welding and Fabrication
- General Electricals
- Plumbing
- Building & Construction

Other programmes to be offered in the near future are:

- Fashion and Designing (Dressmaking)
- Home Economics (Catering)
- Carpentry and Joinery
- Auto Engineering:
 - » Auto Mechanic
 - » Auto Body works and Spraying
 - » Auto Electricals
 - » Vulcanizing

The picture below shows the status AVTI which is to serve as a hub for Competency-Based Skills Training of youth in the Newmont operational areas.



Picture 11: AVTI Construction

5.1.3 Akyem Soft Skills and Sustainable Training (ASSIST) Programme

Newmont Akyem Development Foundation (NAkDeF) has been providing skills training to the nine (9) Newmont Akyem mine communities through the Akyem Soft Skills and Sustainability Training (ASSIST) Programme.

The goal of the Programme is to improve employable skills of Newmont Akyem Mine Community members through skills development and provision of start-up kits. The programme is expected to achieve the following outcomes:

- Improved skills levels of selected beneficiaries
- Creation of new jobs
- Improved and sustained existing businesses

The ASSIST Programme has three components which are:

- Short-term Master-craftsmen training in partnership with Newmont L&D section
- 3 years TVET training at Asankare Youth Leadership and Training Institute
- 3 to 4 years Apprenticeship training with community Master-craftsmen

Out of 52 youth who received apprenticeship training under master craftsmen based in our local communities, 49 completed their training and graduated successfully in trades including catering, welding and fabrication, masonry, plumbing and fashion.

In partnership with the Newmont Learning & Development section, a total of 32 master-craftsmen have graduated in different trades such as welding, industrial auto mechanics & electrical and they have been given tools, including vehicle diagnostic tools.

About 42 community members also graduated from Asankare Youth Leadership and Training Institute.

The Foundation in collaboration with Newmont L&D selected 30 beneficiaries for the light vehicle training of which the first batch of 10 commenced on 23rd October 2019 and were expected to complete on 29th February 2020. The remaining two batches will have their turn in the following year.



Pictures 12: Graduation ceremony of 2nd Batch beneficiaries at Newmont L&D



Pictures 13: Light Vehicle Trainees



Pictures 14: Graduation ceremony of 2nd Batch beneficiaries at Newmont L&D



5.2 Agriculture

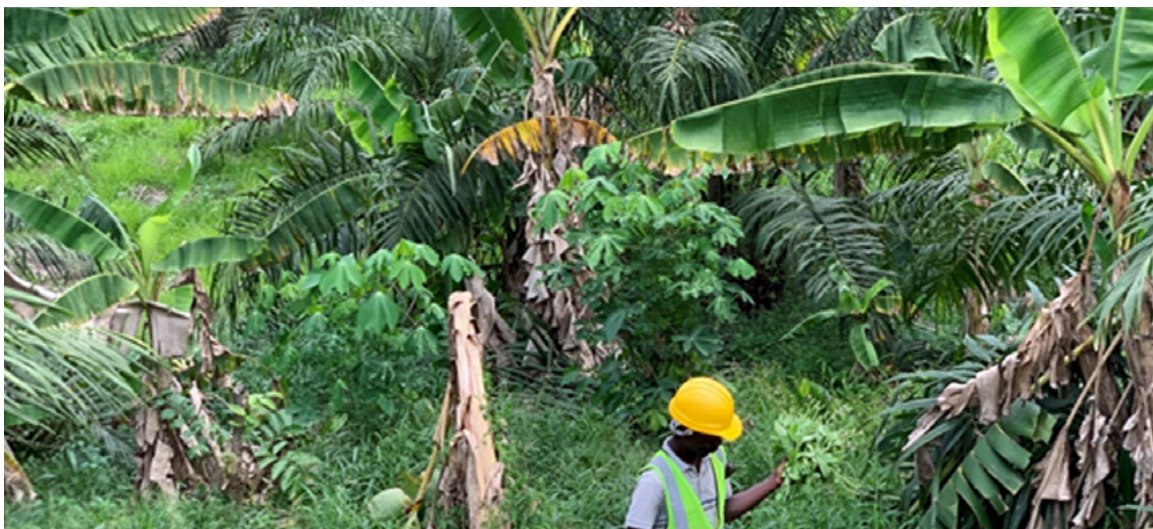
Agriculture which is one of the most important of all primary activities that is pursued throughout the world and has been the main sustaining factor of the people prior to the Mine’s operations. The 28.5-acre Oil Palm Plantation at community at Kyenkyenku which was acquired by NAKDeF for the Resettlement community has been progressing steadily with the palm trees at fruiting stage. The Foundation employed a Farm Manager to manage the plantation due to distance of the farm from the community as well as the need to pay attention to the farm.

Measures are being put in place to ensure efficient and effective post-harvest management and marketing strategies to bring

returns on investment. These may include, establishment of an Oil Palm Processing Plant, developing linkages with off-taker institutions amongst others. Currently the ten (10) acres which is being harvested is sold after harvesting. The Resettlement community has acquired 15 acres of land to expand the farm of which 8 acres has been planted. This has necessitated the interest of some other communities to undertaking similar oil palm plantation project. The Foundation is therefore aiming to undertake further studies to assess the possibility of investing in large-scale Oil Palm plantation and its value chain as one of the key areas to promoting local economic development. Pictures from the Resettlement farm project have been presented below.



Pictures 14: Oil palm trees at fruition stages



Pictures 15: Oil palm trees at fruition stages

5.3 Health

Following proposals from the sustainable development committees of Adausena, Hweakwae and Amanfrom to expand the current Adausena/Hweakwae Health Centre which lacked space and equipment to cater for

the growing population of the three connected towns, the Board of Trustees of NAKDeF approved the construction of an ultra-modern facility to serve the health needs of the above mentioned towns and its environs.



Picture 16: Adausena, Hweakwae and Amanfrom new health centre building

There was also an approval for the renovation of the existing OPD block, a structure which posed threats to the lives of its occupants.

5.4 Water and Sanitation

The Foundation constructed retaining wall and chain link fence around the Hweakwae/Adausena overhead water tank.



Picture 17: Amanfrom D/A school urinal bay





Picture 18: Construction of Hweakwae/Adausena high level water tank Retaining wall and chain link fencing

5.5 Safety and Security

5.5.1 Neighbourhood Watch Committee Programme

The activities of the Neighbourhood Watch Committee is ongoing. The committee was established in the communities to complement the effort of the Police in clamping down crime and related activities in the Foundations catchment area have been working assiduously in executing their mandate and the Foundation continues to supply their monthly incentives of one 25kg bag of rice, a gallon of oil, airtime and allowance. Efforts were made to secure for them logistics such as Uniforms, Safety boots, Torchlights, Raincoats, Jackets and Jeans with polo Shirt to enable them discharge their duties accordingly.

5.6 Youth and Sports Development and Recreation

5.6.1 Social/Community Centres

The Foundation continues to support the socio-cultural heritage of the communities. In 2019 the Foundation constructed a conference room and a chain-link fencing at Mamanso Durbar Grounds. The objective was to provide a space to attract conferences, meetings, workshops and general indoor functions which may generate income to the community. Below are some of the pictures from the site.



Pictures 19: Mamanso durbar grounds



Pictures 20: Construction of Conference Hall and an out house at Mamanso durbar ground

5.7 Road Improvements

The construction of 0.6km Adausena Methodist road is ongoing, however it has experienced delays.

6.0 GALLERY



7.0 FINANCIAL AUDIT REPORT

REPORTS AND FINANCIAL STATEMENTS

CORPORATE INFORMATION

Board of Trustees:

Prof. Emmanuel Gyimah-Boadi (Chairman)
Frank Apeageyi Fosuhene
Elisha Asiedu-Amponsah
Perpetua Joyce Naana Dontoh
Baah Wadieh
Dr. Peter Attafuah
Derek Boateng (Appointed 5/9/2019)
Felix Richard Kodzo Apoh (Resigned 5/9/2019)
Adiki Offeibea Ayitevie (Appointed 01/01/2019)
Paul Sowley

Secretary:

Paul Suchmann Apenu
CDZ/9, Salem Estate
Adjiringanor
East Legon – Accra

Registered Office:

NAkDeF Secretariat
#1 Market Street
New Abirem
P. O. Box NH 33
New Abirem
Eastern Region
Ghana

Independent Auditors:

Nexia Debrah & Co.
Chartered Accountants
BCB Legacy House
#1 Nii Amugi Avenue
East Adabraka, Accra
P. O. Box CT 1552,
Cantonments – Accra
info@nexiadebrah.com

Bankers:

Ecobank Ghana Limited

REPORT OF THE BOARD OF TRUSTEES TO THE MEMBERS OF NEWMONT AKYEM DEVELOPMENT FOUNDATION - Company Limited by Guarantee

The Board of Trustees of the Newmont Akyem Development Foundation (**NAkDeF**) has pleasure in presenting its Fourth report and Financial Statements for the year ended December 31, 2019.

Responsibility Of The Board Members For The Financial Statements

We, the Board of Trustees of the Newmont Akyem Development Foundation are responsible for the preparation and fair presentation of these Financial Statements in accordance with the International Financial Reporting Standards for Small and Medium Enterprises (IFRS-SME) and in the manner required by Ghana's Companies Act of 2019, (Act 992). As Board of Trustees, we are further responsible for establishing appropriate systems of accounting and internal controls that are requisite to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

Incorporation And Nature Of Business

The NEWMONT AKYEM DEVELOPMENT FOUNDATION is a Private Company Limited by Guarantee. It was registered and incorporated under the Companies Act of Ghana 2019, (Act 992) as amended, on 30th June, 2014 and was given certificate to Commence Business on 3rd July, 2014. The principal business objective of the Foundation is:

- To engage in sustainable community development projects in Akyem Mine Host Communities.

In pursuit of its stated objectives, the Foundation has promoted the establishment of community based development vehicles called the Sustainable Development Committees (SDCs), for each identifiable community within the catchment area of its operations.

There was no change in the nature of operation of the Foundation during the period under review.

Financial Statements And Results Of Operations

The financial results for the year ended 31st December, 2019 are set out in the attached Financial Statements. The Board of Trustees considers the state of affairs of the Foundation to be satisfactory.

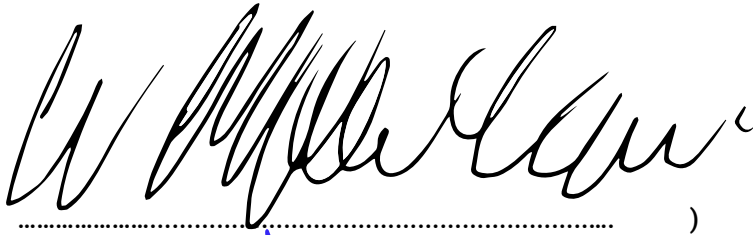
External Auditors

Messrs Nexia Debrah & Company, have indicated its willingness to continue in office as external auditors of the Foundation in accordance with the companies Act 2019, (Act 992) as amended. We therefore recommend their continued appointment.

Representation And Certification Of The Board And Management

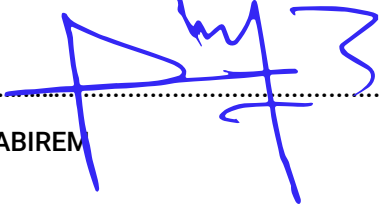
We certify that the Statement of Financial Position (i.e. Balance Sheet) on page 38, the Statement of Income and Expenditure (i.e. Comprehensive Income) on page 37 and the Statement of Cash Flows on page 39 together with the notes thereon pages 40 – 45 have been prepared from records, information and representations made by the Board of Trustees of Newmont Akyem Development Foundation.

We confirm that we have made available all relevant records and information for the purpose of preparing and examining the Financial Statements in reference. We approve the Financial Statement together with the notes thereon for the year ended December, 31, 2019.



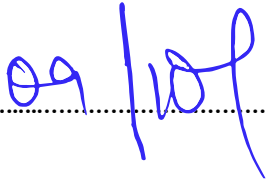
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REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF NEWMONT AKYEM DEVELOPMENT FOUNDATION

We have audited the Financial Statements of Newmont Akyem Development Foundation (**NAkDeF**) which comprise Statement of Financial Position as at 31st December, 2019, the Statement of Income and Expenditure, and the Statement of Cash Flow for the year then ended and a summary of significant accounting policies and other explanatory notes set out on pages 9 to 17.

In our opinion, these Financial Statements give a true and fair view of the financial position of Newmont Akyem Development Foundation at 31st December 2019, and of its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards (IFRSs) and in the manner required by the Companies Act, 2019 (Act 992) as amended.

Our report is made solely to the company's members, as a body, in accordance with the Companies Act 2019, (Act 992). The purpose of our audit is to enable us to make a statement to the members of the company on those matters specifically required by law to be mentioned in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and its members as a body for our audit work, our report, or the opinions we have expressed herein above.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the section of our report dealing with the Auditor's Responsibilities for the Audit of the Financial Statements. In form and substance, we are independent of the Company in accordance with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA Code) and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Financial Statements. These matters were addressed in the context of our audit of the Financial Statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For each matter below, our description of how our audit addressed the matter is provided in that context.

Revenue Recognition

(GH¢10,903,429)

Refer to Note 4 to the Financial Statements.

The Key Audit Matter

The activities of the Foundation are financed from two major sources: direct transfer of funds from Newmont Gold Ridge Limited and Return on Investments. Direct transfer from Newmont comprises of the sum of the levy of \$1.00 of every ounce of gold sold received on quarterly basis and 1% of the previous year's Profit before Tax (PBT) of Newmont Gold Ridge Limited (NGRL). The flow of cash is usually remitted and transferred in Dollar equivalent in Ghana Cedis.

How the matter was addressed in our audit

We examined inward transfer advices from Newmont Gold Ridge Limited into the bank on quarterly basis including other banking documentation and other receipts to confirm proof of income received. We also reviewed the entire investment portfolio held during and at the end of the year to ensure the accuracy of interest earned for the year and fair valuation as at the year end. We also examined the disbursement controls and procedures to ensure effective application of funds into appropriate project(s) and investment activities.

We also evaluated the adequacy of financial disclosures pertaining to income, expenditures and investment.

Other Information

Other information in this context comprises the information included in the Annual Report and the Directors' Report as required by the Companies Act, 2019 (Act 992). The other information does not include the Financial Statements and our auditor's report thereon. The Directors are responsible for the other information. Our opinion on the Financial Statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Financial Statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Financial Statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Statements

The Directors are responsible for the preparation of Financial Statements that give a true and fair view in accordance with International Financial Reporting Standards and in the manner required by the Companies Act, 2019 (Act 992).

The Director are also responsible for such internal control as they determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error. In preparing the Financial Statements, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so. The Directors are responsible for overseeing the Company's financial reporting process.

Auditors Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of

not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstance, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Assess the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions which are beyond the scope of this report may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with the Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- Provide the Directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be considered to bear on our independence, and where applicable, related safeguards.
- Determine, from the matters communicated with the Directors, those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be a communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

- a. Under the Companies Act 2019, (Act 992) as amended, we are required, when carrying out our audit, to consider and report on certain specific matters. We accordingly report that:
 - i. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
 - ii. In our opinion proper books of account have been kept by the Company, as far as appears from our examination of those books; and
 - iii. In all material respect, the Foundation's statement of financial position and statement of income and expenditure are in agreement with the books of account.

The engagement partner on the audit resulting in this independent auditor's report is **Rev. Romeo Siaw-Mensah (ICAG/P/1265)**.

Nyig Deborah & Co.

(ICAG/F/069) Chartered Accountants
BCB Legacy House
#1 Nii Amugi Avenue
East Adabraka, Accra
P. O. Box CT 1552
Cantonments – Accra
Ghana.

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STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST DECEMBER, 2019

INCOME	NOTES	2019 GH¢	2018 GH¢
Operating Revenue	4	10,903,429	11,120,253
Other Operating Income	5	1,800	10,450
Total Income		10,905,229	11,130,703
EXPENDITURE			
Project Cost	Sch. 1	7,368,572	6,525,662
Personnel Costs	Sch. 2	551,187	473,087
Contract Services	Sch. 3	91,148	127,130
Other Operation Expenses	Sch. 4	738,387	748,524
Total Expenditure		8,749,294	7,874,403
Surplus of Income over Expenditure		2,155,935	3,256,300

STATEMENT OF ACCUMULATED FUND FOR THE YEAR ENDED 31ST DECEMBER, 2019

Balance at 1st January	21,677,682	18,421,382
Surplus transferred from Income and Expenditure	2,155,935	3,256,300
Balance at December 31st	23,833,617	21,677,682

STATEMENT OF FINANCIAL POSITION AS AT 31ST DECEMBER, 2019

	NOTES	2019 GH¢	2018 GH¢
PROPERTY, PLANT & EQUIPMENT	11	376,637	439,670
ADVANCED MOBILIZATION	12	128,733	81,448
		505,370	521,118
CURRENT ASSETS			
Cash and Bank		2,280,304	234,475
Short Term Investment	10	23,762,117	23,313,384
Accounts Receivable	7	830,197	691,356
		26,872,618	24,239,215
CURRENT LIABILITIES			
Accounts Payable	8	502,669	351,416
		502,669	351,416
		26,369,949	23,887,799
NET CURRENT ASSETS		26,875,319	24,408,917
NET ASSETS		26,875,319	24,408,917
FINANCED BY:			
Accumulated Fund		23,833,617	21,677,682
Capital Grant	9	741,606	741,606
Revenue in Suspense	6	2,300,096	1,989,629
TOTAL FUNDS		26,875,319	24,408,917

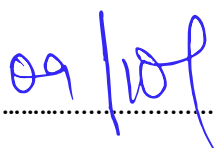


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STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31ST DECEMBER, 2019

	2019 GH¢	2018 GH¢
Cash Generated from Operations:		
Surplus from Operations	2,155,935	3,256,300
Add/ (Less)		
Depreciation	92,643	115,287
(Increased) / Decreased in Accounts Receivable	(138,842)	(193,709)
(Increased) / Decreased in Accounts Payable	151,254	(83,728)
Cash generated from Operations	2,260,990	3,094,150
Cash flow from Investing Activities		
Purchase of Property, Plant and Equipment	(29,610)	(22,278)
Project Works in Progress	(47,285)	(81,448)
Net Cash Used in Investing	(76, 895)	(103,726)
Cash Flow from Financing:		
Revenue in Suspense	310,467	(83,938)
Net Cash used in Financing	310,467	(83,938)
Net Increased in Cash and Cash Equivalents	2,494,562	2,906,486
Cash and Cash Equivalent at beginning of year	23,547,859	20,641,373
Cash and Cash Equivalents at end of year	26,042,421	23,547,859
Analysis of Cash and Cash Equivalents As shown in the Balance Sheet		
Cash and Bank Balances	2,280,304	234,475
Short Term Investments	23,762,117	23,313,384
	26,042,421	23,547,859

NOTE TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER, 2019

1. THE REPORTING ENTITY

1.1 The Company

Newmont Akyem Development Foundation is incorporated in Ghana under the Companies Act 2019, (Act 992) as a Private Limited Liability Company by Guarantee, and is domiciled New Abirem, in the Eastern Region of Ghana.

2. BASIS OF PREPARATION

a) Statement of Compliance

The Financial Statements have been prepared in accordance with International Financial Reporting Standards for Small and Medium Enterprises (IFRS for SME's) issued by the International Accounting Standards Board (IASB) and the requirements of the Companies Act 2019 (Act 992).

b) Basis of Accounting

The Financial Statements are prepared on the historical cost basis except for (when applicable) financial assets and liabilities that are stated at their fair value on initial recognition and subsequently measured at amortized cost.

c) Use of Estimates and Judgments

The preparation of the Financial Statements in conformity with IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis.

Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future periods affected.

3. SIGNIFICANT ACCOUNTING POLICIES

The accounting policies set out below have been applied consistently to all periods presented in the Financial Statements.

a) Foreign Currency

Transactions in foreign currencies are translated to the Ghana Cedis which is the functional currency of the company at exchange rates on the dates of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting period are retranslated to the Ghana Cedis at the exchange rate at that period. The foreign currency gain or loss on monetary items is the difference between amortized cost in the functional currency at the beginning of the period, adjusted for effective interest and payments during the period, and the amortized cost in foreign currency translated at the exchange rate at the end of the period. Non-monetary assets and liabilities denominated in foreign currencies that are measured at fair value are retranslated to the functional currency at the exchange rate at the period that the fair value was determined. Foreign currency differences arising on retranslation are

recognized in the statement of income and expenditure.

b) Operating Revenue

The Foundation recognizes its Operating revenue for its financial reporting from the sum of the levy of \$1.00 of every ounce of gold sold and 1% of the previous year's Profit before Tax (**PBT**) of Newmont Gold Ridge Limited (NGRL) in accordance with the terms of Agreement signed between the Newmont Akyem Development Foundation (NAkDeF) and NGRL.

c) Bank Balances

Bank balances comprise cash balances and call deposits with original maturities of six months or less. When applicable, bank overdrafts that are repayable on demand and form an integral part of the company's cash management are included as a component of cash and cash equivalents for the purpose of the statement of cash flows.

d) Short Term Investment

Funds received but not yet allocated and disbursed for projects are invested into short term investment.

e) Accounts Receivable

The fair value of accounts receivable is estimated as the present value of future cash flow, discounted at the market rate of interest at the reporting date. This fair value is determined for disclosure purposes.

f) Accounts Payable

Trade and other payables are stated at cost.

g) Taxation

Activities of Newmont Akyem Development Foundation fall under the exempt organizations provisions of the Income Tax Act, 2015 (Act 896) due to the fact that they constitute activities that are of a religious, charitable, educational institution or public character nature. No tax is expected to be assessed on the activities of Newmont Akyem Development Foundation provided the operating objectives and orientation remain not-for-profit.

h) Property, Plant and Equipment

Owned Assets

Items of property, plant and equipment are stated at historical cost less accumulated depreciation or impairment losses.

Where parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

Depreciation

Depreciation is calculated on a straight – line basis to write off the cost of each asset to their residual values over their estimated useful lives as follows:

Building	2%
Furniture, Fixtures and Equipment	20%
Motor Vehicle	25%
Computers and Accessories	25%

Where the carrying amount of an asset is greater than its estimated recoverable amount, it is written down immediately to its recoverable amount. Gains and losses on disposals are determined by comparing proceeds with carrying amounts and are included in other income.

i) Short-term Employee Benefits

The cost of all short term employee benefits is recognized during the period in which the employee renders the related service. The provisions for employee entitlements to wages, salaries, annual and sick leave represent the amount which the company has a present obligation to pay as a result of employees' services provided up to the reporting date.

The Company is required to contribute 12.5 – 13% of qualifying employee costs to an established Pension Schemes in Ghana and such contributions are chargeable to the Statement of Income and Expenditure as part of total Employee Benefit.

j) Provisions

A provision is recognized in the balance sheet when a legal or constructive obligation as a result of a past transaction or event exist at the balance sheet date and the amount of the obligation can be reliably estimated and also probable that an outflow of economic resource will be required to settle the obligation. If the effect is material, provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

k) Critical Accounting Estimates and Judgments

Estimates and judgments are continually required based on evaluative criteria including historical experience and those relating to future events that are believed to be reasonable under the circumstances. The following specific issues refer.

Property, Plant and Equipment

Critical estimates are made by the Board of Trustees in determining depreciation rates for property, plant and equipment. The rates used are set out in note 3h.

	2019	2018
	GH¢	GH¢
4. OPERATING REVENUE		
Return on Investments	3,312,254	3,885,371
Contribution from Newmont (ref. note 6)	7,591,175	7,234,882
	10,903,429	11,120,253
5. OTHER OPERATING INCOME		
Sale of Tender Documents	1,800	450
Donation	-	10,000
	1,800	10,450

	2019 GH¢	2018 GH¢
6. REVENUE IN SUSPENSE		
Balance at 1st January	1,989,629	2,073,567
Receivable from NGRL for 2019	7,901,642	7,150,945
Earned Contribution Transferred to Revenue (ref. note 4)	(7,591,175)	(7,234,882)
	2,300,096	1,989,629

The outstanding balance in the revenue in suspense account at the reporting date represents contributions from Newmont Gold Ridge Ltd (NGRL) in respect of 1st to 4th Quarters Levy of \$1.00 per ounce of gold sold in 2019. The 4th Quarter amount of GH¢570,354 was received after year end. This, in addition to the 1% levy on the audited Profit Before Tax of NGRL for the 2019 financial year (When determined), will be disbursed in 2020 in accordance with the policy directives of the Fund.

7. ACCOUNTS RECEIVABLE

Staff Advance	35,268	31,321
Prepayment	45,214	41,392
Withholding Tax Receivable	68,361	-
Other Receivables	111,000	111,000
Funds Receivable from Newmont	570,354	507,643
	830,197	691,356

8. ACCOUNTS PAYABLE

Project Retention Payables	175,355	40,900
Accruals and other Payables	209,314	310,516
Pempamsie Credit Union	118,000	-
	502,669	351,416

9. CAPITAL GRANTS

Generating Set	16,254	16,254
Photocopier	11,664	11,664
Building	225,000	225,000
Seed Money	488,688	488,688
	741,606	741,606

	2019 GH¢	2018 GH¢
10. SHORT TERM INVESTMENT		
Endowment Funds	14,780,189	13,169,486
Unutilized Project Funds	8,981,928	10,143,898
	23,762,117	23,313,384

These funds were invested in various short term portfolios in various financial institutions. Refer to Appendix 1 for allocation of the ownership of these funds.

11. PROPERTY, PLANT AND EQUIPMENT

	Building GH¢	Motor Vehicles GH¢	Furniture & Fittings GH¢	Computers GH¢	Generator Set GH¢	Total GH¢
Cost						
As at 1/1/2019	355,109	130,673	74,675	220,545	27,227	808,229
Additions	-	-	1,575	28,035	-	29,610
At 31/12/2019	355,109	130,673	76,250	248,580	27,227	837,839
Accumulated Depreciation						
At 1/1/2019	28,069	103,470	52,573	172,500	11,947	368,559
Charge for the year	7,103	27,203	15,250	37,642	5,445	92,643
At 31/12/2019	35,172	130,673	67,823	210,142	17,392	461,202
Net Book Value						
At 31/12/2019	319,937	-	8,427	38,438	9,834	376,637
At 31/12/2018	327,040	27,203	22,102	48,045	15,280	439,670

	2019 GH¢	2018 GH¢
12. ADVANCED MOBILIZATION		
Balance at 1st	81,448	-
Advance Mobilization	128,733	81,448
Transfer to Project Cost	(81,448)	-
	128,733	81,448

This represents 10% Advance Mobilization fees disbursed in respect of awarded project works which are yet to be started in the various communities affected by the mining operations.

13. CONTINGENT LIABILITIES AND CAPITAL COMMITMENTS

Project work-in-Progress

The estimated value of project Works in Progress at the end of the year was **GH¢1,501,856 (2018: GH¢1,084,461)**. This represents on-going project works at the various mine affected communities which were not completed and have therefore not been certified for payment.

Others

Besides the above, there were no other contingent liabilities not provided for in the Financial Statements as at the reporting dates. There were no other commitments not provided for in the Financial Statements as at the reporting dates.

14. EXCHANGE CONTROL

All remittances from Ghana are subject to the agreement of the Exchange Control Authorities.

15. VALIDITY OF GOING CONCERN PRESUMPTION

The Financial Statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that realization of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business. The Board of Trustees of the company are not aware of any circumstances, event or situation at the reporting date that undermines the presumption of going concern.

16. AFTER DATE EVENTS

There were no material matters or circumstances arising since the reporting date up to the date of signing that will have material impact on the financial statements.

17. RELATED PARTY TRANSACTIONS

No party related to the entity either by appointment, mutual interest or otherwise had any interest in the routine transaction of the company.

	2019 GH¢	2018 GH¢
SCHEDULE 1		
Project Costs:		
Youth & Sport Developments	44,084	35,133
Partnership & Grants	876,398	566,779
Non Infrastructural	4,279,337	3,733,313
Infrastructural	2,168,753	2,190,437
	7,368,572	6,525,662

SCHEDULE 2	2019 GH¢	2018 GH¢
Personnel Costs:		
Provident Fund	61,313	54,596
Other Staff Costs	71,409	84,587
Wages and Salaries	418,465	333,904
	551,187	473,087
SCHEDULE 3		
Contract Services:		
Audit Fees	65,525	76,268
Consultancy, Training and Capacity Building	25,623	50,862
	91,148	127,130
SCHEDULE 4		
Other Operation Expenses:		
Building Maintenance	5,282	10,588
Vehicle Insurance	7,001	5,399
Internet Service	24,781	47,175
Electricity & Water	30,025	28,340
Fuel and Motor Running Cost	34,150	41,175
Bank Charges	10,515	22,327
Office Provision & Refreshments	55,282	45,241
Stakeholder Engagements	40,204	11,921
Printing and Stationery	6,340	16,071
Office Cleaning	34,845	31,679
Board Emoluments & Expenses	175,880	104,414
Office Expenses	31,442	33,362
Depreciation	92,643	115,287
SDC Expenses	98,965	143,279
Donation	2,800	2,500
Publicity and Branding	-	3,350
Generator Set Maintenance	8,042	4,592
Security Expenses	33,660	33,900
Project Monitoring Expenses	46,530	47,924
	738,387	748,524

INVESTMENTS ANALYSIS FOR THE YEAR ENDED 31ST DECEMBER, 2019

APPENDIX 1	Operations Fund 10%	Endowment Fund 10%	Partnership/ Matching 27%	Paramountcy 2%	Near Mining 1%	Projects Fund 50%	Total Amount 100%
	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢
Total Receipts from Newmont							
Earnings from Newmont	759,117	759,117	2,049,617	151,823	75,912	3,795,588	7,591,174
Revenue in Suspense (net increase)	31,047	31,047	83,826	6,209	3,105	155,234	310,468
Net Cashflow from Newmont	790,164	790,164	2,133,443	158,032	79,017	3,950,822	7,901,642
Return on Investments	107,447	2,237,779	290,108	21,489	10,745	644,685	3,312,253
Amounts Allocated	897,611	3,027,943	2,423,551	179,521	89,762	4,595,507	11,213,895
Other Operating Income	1,800	-	-	-	-	-	1,800
Total Realised Funds	899,411	3,027,943	2,423,551	179,521	89,762	4,595,507	11,215,695
Add:							
Depreciation	92,643	-	-	-	-	-	92,643
Accounts Payable	151,254	-	-	-	-	-	151,254
Less							
Account Receivable	(138,842)	-	-	-	-	-	(138,842)
Advance Mobilization	-	-	(42,726)	-	-	(4,559)	(47,285)
Personnel	(551,187)	-	-	-	-	-	(551,187)
Contract Services	(91,148)	-	-	-	-	-	(91,148)
Other Expenses	(738,387)	-	-	-	-	-	(738,387)
Acquisition of PPE	(29,610)	-	-	-	-	-	(29,610)
Grants	-	-	(876,398)	-	-	-	(876,398)
Projects Disbursement	-	-	-	-	-	(6,492,174)	(6,492,174)
Cash and Bank Movement							
Add: Cash & Bank at 1st January	68,646	-	44,774	3,317	1,658	116,080	234,475
Less: Cash & Bank at 31st December	(156,926)	-	(573,312)	(42,468)	(21,234)	(1,486,364)	(2,280,304)
Net Movement in Funds for the Year	(494,146)	3,027,943	975,889	140,370	70,186	(3,271,510)	448,733
Funds in Investment at 1st January	682,073	11,752,247	1,377,807	912,535	466,263	8,122,459	23,313,384
Funds in Investment at 31st December	187,927	14,780,190	2,353,696	1,052,905	536,449	4,850,494	23,762,117

PROJECTS FUND ALLOCATION ANALYSIS REPORT FOR THE YEAR ENDED 31ST DECEMBER, 2019

APPENDIX II	Total Project Allocated Funds	Adausena 27.00%	Hweakwae 17.00%	Yayaaso 9.61%	Ntronang 6.87%	New Abirem 9.20%	Adjenua 9.20%	Afosu 13.12%	Mamanso 5.40%	Old Abirem 2.60%
	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢	GH¢
Earnings from Newmont	3,795,588	1,024,809	645,250	364,756	260,757	349,194	349,194	497,981	204,972	98,685
Revenue in Suspense (Net)	155,234	41,913	26,390	14,918	10,665	14,281	14,281	20,367	8,383	4,036
Net Cash Flow from Newmont	3,950,822	1,066,722	671,640	379,674	271,422	363,475	363,475	518,348	213,345	102,721
Returns on Investment	644,685	174,065	109,596	61,954	44,290	59,311	59,311	84,583	34,813	16,762
Amounts Allocated	4,595,507	1,240,787	781,236	441,628	315,712	422,786	422,786	602,931	248,158	119,483
Add/ Less:										
Projects Cost: Infrastructural	(2,168,753)	(821,500)	(259,210)	(167,434)	(176,639)	(25,336)	-	(466,466)	(204,969)	(47,200)
Non- Infrastructural	(4,279,337)	(892,663)	(745,132)	(580,439)	(299,011)	(343,972)	(733,188)	(453,395)	(156,295)	(75,243)
Youth & Sports Development	(44,084)	(6,441)	(10,798)	(2,127)	-	(4,000)	-	(12,156)	(6,561)	(2,000)
Advance Mob/ Recoveries	(4,559)	(16,664)	(10,492)	(5,931)	22,080	-	-	48,070	(41,622)	-
Bank Balance at 1st January	116,080	31,342	19,734	11,155	7,975	10,679	10,679	15,230	6,268	3,018
Bank Balance at 31st December	(1,486,364)	(401,318)	(252,682)	(142,840)	(102,113)	(136,746)	(136,746)	(195,010)	(80,264)	(38,645)
Net Cash Inflow/ (Outflow)	(3,271,511)	(866,457)	(477,344)	(445,988)	(231,996)	(76,589)	(436,469)	(460,796)	(235,285)	(40,587)
Funds in Investment at 1st January	8,122,459	1,250,269	1,352,086	1,013,083	749,944	1,010,591	1,052,823	885,420	692,365	115,878
Funds in Investment at 31st December	4,850,948	383,812	874,742	567,095	517,948	934,002	616,354	424,624	457,080	75,291