Newmont™

2022 Sustainability Report

SUSTAINABLE BUSINESS.
ENDURING VALUE.

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Photo (cover): Haul trucks in operation, Cripple Creek & Victor, United States

2022 Highlights

Achieved zero workplace fatalities at the Company's managed operations for the fourth year in a row

Reduced significant potential safety events by 36% from the previous year

Increased our level of transparency with the launch of our inaugural Taxes and Royalties Contribution Report

Appointed a Senior Vice President of Workplace Responsibility to begin a multi-year program aimed at creating a safe, equitable and healthy workplace

Began process to set new nature-based targets that integrate and align our water, biodiversity and climate strategies

Fully met four, mostly met five and missed one public target

Progressed work to achieve conformance to the Global Industry Standard on Tailings Management across priority facilities

Contributed $11.1B in direct economic contributions, including salaries, taxes, royalties, payments to governments and community contributions

Photos: Tanami, Australia and Cajamarca Region, Peru

Letter from Our President and Chief Executive Officer

> "Our decisions will always be grounded in our values and guided by our purpose: to create value and improve lives through sustainable and responsible mining. Our commitment to ESG is foundational to achieving our purpose, and we will continue to strive for excellence in all that we do."
>
> **TOM PALMER,** President and Chief Executive Officer

Dear Stakeholders,

2022 was a unique and challenging year for Newmont, the mining industry, and the world. Yet, through these volatile circumstances, Newmont has benefited from over 100 years of history and experience to persevere and navigate these challenges.

At Newmont, we take pride in our heritage of being a values-driven organization with a clear purpose. Our core values of safety, integrity, sustainability, inclusion and responsibility are fundamental to how we run our business, where we choose to operate, and how we conduct ourselves on a daily basis. We have learnt that achieving our purpose requires a strong governance structure and commitment to accountability and transparency. With our updated Sustainability Strategy in place, in 2022, we continued to lead the gold industry enabled by our environmental stewardship, social acceptance and governance (ESG) practices.

In 2022 and for the 15th year in a row, we joined the Dow Jones Sustainability™ World Index (DJSI World), representing the top 10 percent of the largest 2,500 companies in the S&P Global Broad Market Index. In addition to being ranked number one in the Metals and Mining Industry, Newmont received the top score for the Governance and Environment dimensions.

Each year we produce a suite of reports — including this one — to provide updates on our material issues, risk management, our performance, and progress. In 2022, in addition to releasing our second annual Climate Report, we expanded our public disclosure reporting suite and published our inaugural Taxes and Royalties Contribution Report. This represents another step in our journey towards industry-leading performance by transparently sharing our performance and strategic approach to ESG practices.

TAKING A STRATEGIC APPROACH TO SUSTAINABILITY AND ESG PRACTICES

Newmont's business imperative is to create value and support the wellbeing of our people and planet; contribute to an equitable, inclusive and diverse world; and ultimately improving lives and livelihoods.

While ESG has rapidly evolved and is considered essential for businesses, Newmont has a long history of committing to leading sustainability and ESG practices that are fundamental enablers of our corporate strategy. Our approach considers the dynamic business environment we operate in and the critical role we must play to meet increasing stakeholder expectations to tackling societal issues and global challenges and mitigating negative impacts.

In 2022, we refreshed our People, Health, Safety and Security, and Sustainability and External Relations Strategies to ensure that the decisions we make across the business align with the Company's ESG practices and that accountability for our sustainability performance is shared by everyone at Newmont.

HEALTH AND SAFETY UNDERPINS EVERYTHING WE DO

At the core of our sustainable mining business is our unwavering commitment to health and safety. We maintain a clear focus on mitigating risks that could lead to a fatality through our Fatality Risk Management (FRM) program, to identify the critical controls that must be in place before work starts.

In 2022, we reached an important milestone by completing more than one million critical control verifications since the implementation of the FRM program. Each of those interactions helps identify and manage the risks that could lead to a fatality, ensuring that our workforce returns home safely to their families and friends every day.

As a direct consequence of our disciplined focus on these critical controls, we have remained fatality-free at our operating sites for over four years and had an almost 40 percent reduction in significant potential events. However, we still experience significant potential events far too often, demonstrating that our journey requires ongoing vigilance and commitment.

The widespread impacts of COVID-19 have resulted in more open dialogue on and greater knowledge of mental health than ever before. In 2022, we continued to provide tools and resources to enable these conversations, including making available a Wellbeing Personal Health Check assessment completed by approximately 25 percent of employees.

CREATING A SAFE, HEALTHY AND EQUITABLE WORKPLACE FOR EVERYONE

Newmont is renowned for acting in accordance with our values and showing high levels of care and respect for each other and our stakeholders. This includes our commitment to diversity, equity and inclusion and, importantly, ensuring our workplaces are free of bullying, harassment, racism, discrimination and sexism.

We are committed to taking meaningful, lasting actions to ensure we fundamentally change the culture in our company and our industry. To do this, we must first understand the experiences of everyone working at Newmont, particularly those from disadvantaged and/or underrepresented groups.

In 2022, we conducted an initial "Discovery" phase, which included conversations with over 700 people through focus groups and individual discussions at Newmont sites and hubs in North and South America, Australia and Ghana. These conversations included employees and contractors and will continue in 2023 as we seek to understand the experiences of people working in all parts of our company to better help inform and define our path forward.

INVESTING IN COMMUNITIES

Highlighted in this report are some of the significant social investments we make as part of our commitment to manage our impacts, improve lives, and support sustainability in the communities that host our operations.

In 2022, "Experience UNICA," an initiative created by Newmont Yanacocha, Asociación Los Andes de Cajamarca (ALAC), and select micro financial institutions, was awarded one of the 10 best social initiatives in Ibero-America in 2021, recognizing the innovative nature of UNICA as an initiative that has stood out for its social impact. Additionally, the Peruvian University of Applied Sciences recognized this program for the support of more than 1,400 families and helped reactivate more than 800 businesses in rural areas affected by the COVID-19 pandemic. A new "Ellas Pueden" project builds on UNICA's success to help strengthen the financial education of women entrepreneurs in rural areas.

One of the pillars on which our social performance is built is meaningful stakeholder engagement. From this engagement, we learn and understand the development priorities host communities have and how we can be an effective partner to realize those priorities during and after our operations.

PROTECTING THE ENVIRONMENT NOW AND IN THE FUTURE

Mining, by its very nature, impacts the environment and alters ecosystems. We are committed to protecting the earth, addressing potential environmental threats with solutions, and identifying opportunities to move the industry toward a more sustainable future.

In 2022, we accelerated our efforts to proactively manage environmental risks through several corporate, regional and site level activities. This includes our progress on the Path to Zero Cyanide Spills program, which aims to eliminate spills containing high concentrations of cyanide outside of engineered containment. Since putting a renewed focus on this potential risk/hazard, we have seen a decrease in the severity of cyanide-related spills and have a greater understanding of the factors contributing to these incidents.

We continued our focus on conformance to the Global Industry Standard on Tailings Management (GISTM) by August 2023 for our priority tailings facilities and by August 2025 with the remainder ones. The GISTM is a comprehensive framework for ensuring the responsible and sustainable management of tailings and protecting people and the environment from harm. We plan to provide a summary of our conformance status in future external disclosures.

On biodiversity, we advanced work on our No Net Loss (NNL) commitment. In 2022, the International Union for Conservation of Nature (IUCN) evaluated the biodiversity offset program at our Akyem operation and published a report that includes opportunities for improvement to support the project's success.

We completed an update on our water governance, continued to evaluate risks and controls, and advanced our work on public targets to improve our water efficiency and progress toward a maturity level of water stewardship. We mostly met our public water efficiency target: 5 percent decrease in consumption for all operations, and 10 percent for operations in water-stressed areas. In 2022, we delayed a number of actions at site level, extending the timeline for water stewardship maturity by two years.

Newmont is committed to reducing our greenhouse gas emissions by more than 30 percent by 2030 and achieving net-zero carbon emissions by 2050. Details on our targets and pathways to achieve them will be included in the Climate Report we plan to publish later this year. In 2022, we developed objectives for integrating targets on water, climate and biodiversity, and this year we will continue this process, identifying mechanisms for targets that focus on a positive future.

SUSTAINABLE BUSINESS. ENDURING VALUE.

As we continue to lead the industry, Newmont remains in a solid position with a world-class portfolio, strong cash flow generation, and a unique ability to maintain strength and flexibility while funding value-accretive growth and supporting shareholder returns. We have a long history of excellence in environmental, social and governance practices, and these practices are embedded into our culture and strategy as the sector's recognized sustainability leader.

Our decisions will always be grounded in our values and guided by our purpose: to create value and improve lives through sustainable and responsible mining. Our commitment to ESG is foundational to achieving our purpose, and we will continue to strive for excellence in all that we do.

Tom Palmer,
President and Chief Executive Officer

Letter from Our Safety and Sustainability Committee Chair

Dear Stakeholders,

The Safety and Sustainability Committee assists the Board in reviewing the practices and performance of Newmont, primarily with respect to safety, health, security, human rights, the environment including climate change, and broader sustainability. Our role requires understanding current state performance, industry trends and external stakeholder perspectives, advising on resources and processes required to minimize or eliminate risks. Additionally, we must ensure the correct integration of Newmont's sustainability strategy and environmental, social and governance (ESG) practices in every business process, assessing risks, valuing opportunities, and setting distinctive and measurable goals that build capabilities and broaden impact. We recognize that a robust and well-implemented sustainability strategy reduces risks to the Company, its stakeholders and the environment, increases financial and societal value, and builds trust and long-term competitiveness.

During 2022, each quarter, the Committee received detailed reports from the Health, Safety and Security and the Sustainability and External Relations teams and reviewed and discussed the Company's tailings management performance. We engaged with regional and site management teams, and had in-depth conversations on specific topics such as geopolitical risk, human rights, local content, and environmental management, including the Company's energy and climate, water and biodiversity strategies. We also reviewed progress on the Company's internal and external sustainability targets.

HEALTH, SAFETY AND SECURITY

As a Board of Directors, it is our mission to guarantee safe working conditions for all our workers, both our own employees as well as contractors, so we continue to work on reinforcing critical controls and their strict compliance, as well as that of our safety systems, which are key to promoting behavioral changes throughout the organization.

The Committee commends everyone working on Newmont's behalf for maintaining a fatality-free workplace for more than four years at our operated sites. At each meeting, we reviewed the Company's work to sustain this performance through enhancements to its Fatality Risk Management program, investigations into significant potential events, implementation of technologies and systems to detect and avoid hazards, and the elimination of tasks that exposed personnel to energized equipment.

We continued to discuss the Company's response to the COVID-19 pandemic, particularly in the first half of the year when a surge in cases associated with the Omicron variant impacted our employees, operations and communities. As cases dropped significantly in the second half of 2022, we received updates on the Company's return to more normal health protocols while continuing to monitor the pandemic and evaluating other infectious diseases (e.g., Marburg and Mpox) for their potential risk to the workforce and host communities. The Company's increased focus on wellbeing is timely and important as the mental health and wellbeing impacts of the pandemic are still being felt and experienced.

With Newmont's sites experiencing higher levels of financially driven crime and community unrest, largely due to socio-economic downturns experienced around the world, we received regular updates on the Company's security strategy and operations.

A SAFE, HEALTHY AND EQUITABLE WORKPLACE

The report on the Western Australia Parliamentary Inquiry on workplace violence and harassment in the mining industry was eye-opening and sobering. The Committee believes Newmont's acknowledgment of the issues and appointment of an executive-level leader to address these across our global operations are good first steps. We support the approach that is being taken and the importance of getting insights from the hundreds of interviews taking place with employees across the Company. We believe the measures that will be put in place can support a safer, healthier and more equitable workplace for all.

SUSTAINABILITY AND EXTERNAL RELATIONS

In June, the Committee reviewed the Company's refreshed global Sustainability and External Relations Strategy, which reflects the highly dynamic external context that shapes the expectations of shareholders and other stakeholders. The Strategy includes four strategic pillars — leadership, integration, performance and engagement. The Strategy aligns with Newmont's purpose and values, and supports the integration of social and environmental issues into our decision making and our evolving efforts to achieve a just transition. Integrating the Strategy into business decisions and processes will strengthen environmental stewardship, social acceptance and governance practices that are key to maintaining a leadership position now and in the future.

ADDRESSING CLIMATE CHANGE

Newmont's role in the transition to a low-carbon economy and the management of climate-related risks to operations, host communities and society represents a cross-functional and strategic leadership challenge. As such, the full Board reviewed the Company's Energy and Climate Change Strategy in 2022, with the Committee receiving regular updates on all the environmental strategies, programs and activities throughout the year.

Newmont has identified the pathways for achieving its 2030 greenhouse gas emissions reduction targets — 32 percent for Scope 1 and Scope 2 and 30 percent for Scope 3 — and its 2050 ambition of becoming carbon neutral. The future focus will be on adjustments to these pathways, if needed (e.g., as a result of organic growth, merger and acquisitions, changing regulations), and progress on the resources, projects, capabilities, technologies and partnerships required to support emission reductions and adaptation measures.

PROGRESSING TOWARD A NATURE POSITIVE FUTURE

The Committee engaged with the team to understand ongoing management, commitments and future focus areas to position the Company to achieve greater alignment of our water, air, climate, biodiversity and land management strategies and objectives. We believe this is a major area of work that will support the industry in the reversal of environmental degradation and the loss of biodiversity. We support the external engagement that the Company is having with the Science Based Targets Network, the Taskforce for Nature-related Financial Disclosures and the International Council on Mining and Metals to understand this changing landscape for nature targets and disclosures and believe it will be important to preserving the benefits of healthy and functioning natural systems for current and future generations.

HUMAN RIGHTS AND COMMUNITY RELATIONS

Today, stakeholders expect companies to demonstrate their respect for human rights and play an active role in community development as the basis to build trust and gain social acceptance. For the past few years, Newmont has focused on strengthening foundational human rights and community relations activities — identifying and managing salient risks to people, responding to complaints and grievances in a timely manner, delivering on commitments and providing local employment and procurement.

Community expectations are evolving, and this will require improved social performance competencies throughout the business. Newmont's work to improve cultural heritage management practices through training and site-based action plans is an example of the Company's commitment to improving its social responsibility approach.

Newmont has a reputation as an industry leader in respecting human rights. In 2022, management updated the Committee on an independent human rights assessment the Company commissioned to evaluate actual, potential and perceived impacts on human rights under a new employment model in Ghana that shifts the unionized workforce from permanent employees to fixed-term renewable employment contracts. The Committee also received updates on efforts to resolve land access and resettlement challenges related to the Ahafo North project in Ghana, and ongoing efforts to strengthen human rights oversight and capacity building of suppliers.

LEVERAGING TECHNOLOGY

The Committee recognizes Newmont's efforts to develop and implement innovative technology advancements that benefit safety, the environment, communities and the Company. This includes collaborating with equipment manufacturers to develop autonomous mining equipment and technologically advanced solutions that minimize human exposure to mining and transportation hazards, advancing zero-emission technologies for large haulage equipment, and using drones in innovative ways to enhance safety and security and gather environmental data.

ENHANCING ESG REPORTING

During the year, Newmont engaged a third party to gather feedback from internal and external stakeholders to ensure the Company's ESG reporting is transparent and meeting evolving expectations. Insights were shared with the Committee and have been incorporated into this report and the Company's expanded disclosures. The Company has appointed PricewaterhouseCoopers (PwC) to provide limited assurance over selected subject matter within its sustainability and climate reports, and Committee members met with the PwC team. In addition to this report and the Climate Report, which are reviewed and approved by the Committee, in 2022 Newmont released for the first time its Taxes and Royalties Contribution Report with review and oversight by the Audit Committee. Along with sharing all three reports with the Committee prior to their publication, we also reviewed Newmont's public targets and its performance against them, and provided feedback to the Leadership Development and Compensation Committee on the ESG components of the Company's Short-Term and Long-Term Incentive Plans.

IN CLOSING

The Committee would like to recognize and thank Steve Gottesfeld for his more than 25 years of service at Newmont, upon his retirement at the end of September 2022. Steve made a lasting contribution to Newmont's strategic approach to sustainability and stakeholder relations, demonstrating the Company's values, developing exceptional teams, strengthening the rigor of our policies, standards and processes, and providing sound counsel to the Committee and the entire Board in his executive leadership roles as General Counsel and Chief Sustainability Officer. We also welcome and congratulate Peter Toth as Newmont's Chief Strategy and Sustainability Officer. A 25-year veteran of the industry, Peter has extensive experience with integrating sustainability practices into broader corporate strategies. He has continued Steve's strategic and thoughtful approach to Newmont's sustainability practices, and the Committee looks forward to working with him in the years ahead.

Newmont's ESG leadership is a testament to the Company's approach focused not only on addressing the challenges of today, but also on preparing for emerging trends, threats, challenges and opportunities. The "Just Transition" related "Leadership Insights" in this report highlight some examples of how Newmont is monitoring the long-term shifts that affect businesses and broader society, and what the Company is doing to manage these risks and opportunities.

The team at Newmont continues to demonstrate that operating safely and sustainably is an ongoing process that demands constant attention and a steadfast commitment to continually enhance performance. The Committee looks forward to continued collaboration with the management team in delivering on the Company's purpose and values while further elevating its position as an ESG leader both within the mining industry and the broader business community.

Sincerely,

Jane Nelson,
Chair, Safety and Sustainability Committee

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Ranked the top miner in the DJSI World Index based on ESG performance evaluated through the 2022 S&P Global Corporate Sustainability Assessment ›

Refreshed our global Sustainability and External Relations Strategy to reflect evolving expectations from shareholders and other key stakeholders ›

Assessed our highly material sustainability issues and identified 16 on which we focus our public disclosures ›

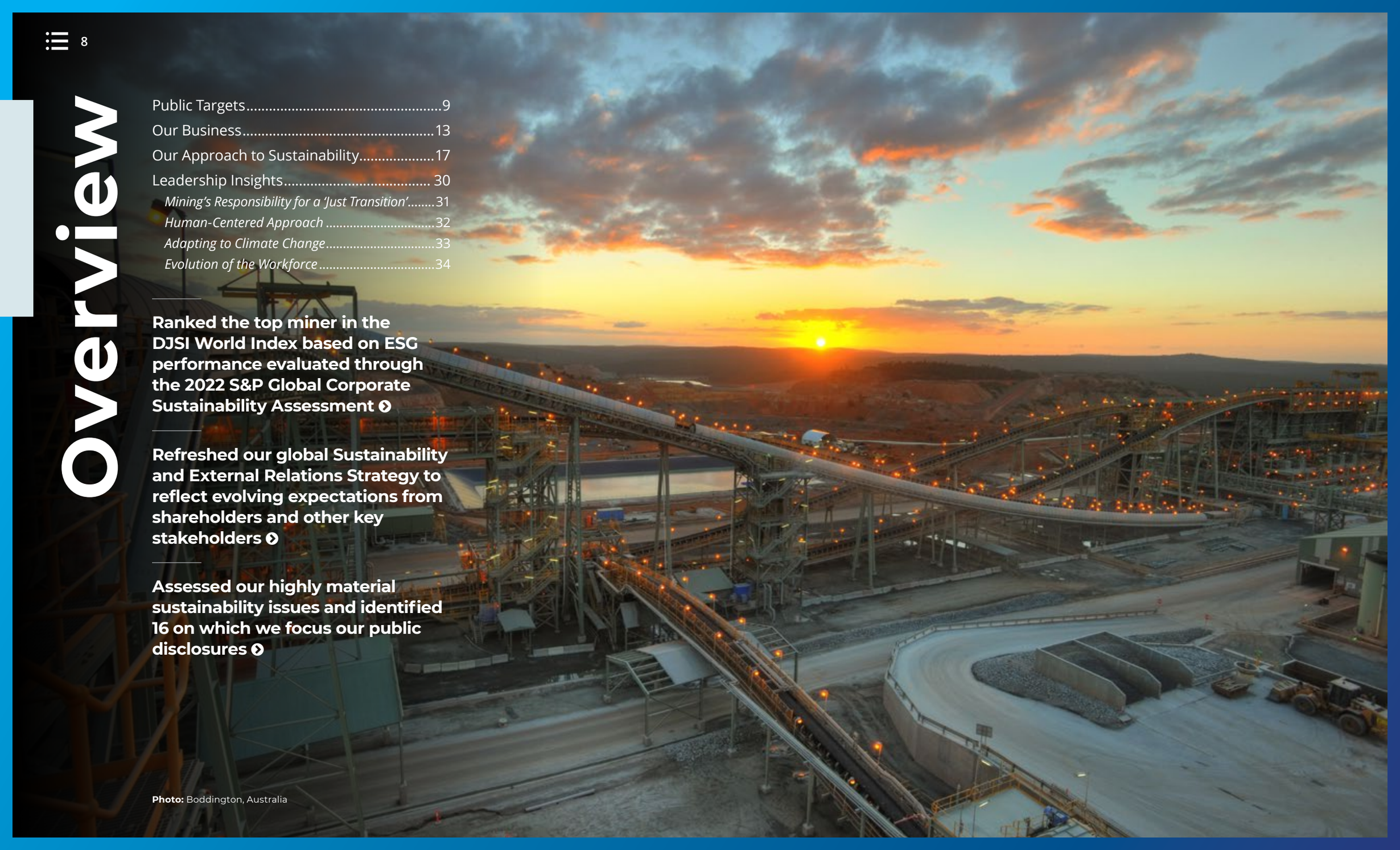


Photo: Boddington, Australia

Public Targets

As the demand for corporate transparency grows, so does the expectation for public sustainability targets. Setting and reporting on public targets shows our commitment to transparency, supports our ability to manage risks and provides insight into our performance, including sustainability-related impacts. Newmont has publicly reported performance against our targets since 2015.

Performance Against 2022 Public Sustainability Targets

The following targets help us measure our progress in areas where we aim to continuously improve our performance. Each target reflects input from the regions and senior leaders. The Board of Directors' Safety and Sustainability Committee receives regular updates on our performance against targets and reviews and approves any changes or additions.

For the 10 annual targets, we fully met four, mostly met five (i.e., most sites met the target but some sites fell short of their respective targets), and we did not meet one target. Two targets — female representation and climate — are longer-term and progress toward achieving them is ongoing. An explanation of our performance is included in the following table.

2022 PUBLIC SUSTAINABILITY TARGETS

Met · Mostly met · Ongoing · Not met

Health & Safety

Target definition	2022 Performance	Commentary	More information
Safety			
Zero fatalities	Met	For the fourth year in a row, no work-related fatalities occurred at any Newmont-managed operating site or facility.	Health, Safety and Security
Female representation			
Achieve gender parity in senior leadership* roles by 2030 * *Senior Director-level up to Newmont's President and CEO, including the Executive Leadership Team.*	Ongoing	As of the end of 2022, female representation in senior leadership roles was 30.6%, up from 25.6% at the end of 2021.	People and Culture
Human rights and the supply chain			
Implement risk mitigation plans for 80% of contracts with certain suppliers* identified as having an elevated likelihood of impacting human rights * *Applies to new suppliers or suppliers at sites where Newmont's Supplier Risk Management program has been rolled out and whose contracts are up for renewal.*	Not met	We conducted in-person human rights training to over 60 potential high-risk suppliers in Ghana and Peru. We exceeded our target of implementing mitigation plans for 80% of high-risk suppliers in Peru (100%), but fell just short in Ghana (73%). Australia's training was deferred to 2023 due to the transition to a new online training platform.	Human Rights

Met · Mostly met · Ongoing · Not met

Social

Target definition	2022 Performance	Commentary	More information
Community complaints and grievances			
All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days		Across all tier 1 complaints received in 2022, 81% of complaints were responded to, addressed and/or escalated within 30 days. Of the 12 sites that received complaints in 2022, 10 met their target. Porcupine and Peñasquito addressed 56% and 18%, respectively, of the tier 1 complaints within 30 days. At Porcupine, our response to a set of complaints was sent late in October, and at Peñasquito, we had challenges related to the migration of data to a new system, and complaint records were not completed on time.	Social Acceptance
All sites engage in pilot testing of root cause analysis methodology for complaints and grievances		Every site engaged in a pilot of the complaint-root-cause analysis.	
Community commitments			
All sites complete 100% of community commitments on or before due date		All sites completed 100% of commitments on or before due dates as captured in the commitment registers at each site.	Social Acceptance

Environment

Target definition	2022 Performance	Commentary	More information
Climate			
Reduce greenhouse gas emissions by 32% for Scope 1 and 2 and by 30% for Scope 3 by 2030* and ultimately be carbon neutral by 2050 * *Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline*		Details about our energy use and greenhouse gas emissions performance by site and over the past five years will be included in our updated Climate Report, which will be published in May 2023.	Energy and Climate Change
Water stewardship			
All sites achieve annual site plan to participate in multi-stakeholder watershed governance bodies to support collective action/management of water, improved water quality and quantity		Eight out of 12 sites met or mostly met the target, completing 82 of 123 (67%) of the action plans. COVID-19 restrictions impacted the completion of stakeholder engagement actions and caused issues related to our supply chain, contractor availability and personnel site access, which resulted in project implementation delays.	Water Stewardship

Met Mostly met Ongoing Not met

Environment

Target definition	2022 Performance	Commentary	More information
Water efficiency			
All sites aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce by at least 10%* * *From the 2018 baseline*		All sites achieved their site-specific water efficiency activities for 2022, resulting in 17% reduction in fresh water consumption compared to our 2018 baseline. Our water-stressed sites (CC&V, Cerro Negro, Peñasquito and Tanami) achieved their site-specific water efficiency activities for 2022; however, the progress made in 2022 did not result in meeting our target of 10% reduction in fresh water consumption compared to our 2018 baseline.	Water Stewardship
Closure and reclamation			
Achieve 95% of planned reclamation activities/associated actions across the Company		Our target was to complete at least 136 hectares of concurrent reclamation, and we reclaimed 148.9 hectares during the year. Ten of our 12 operating sites with targets met or exceeded their concurrent reclamation plans for 2022. Scheduling issues at Musselwhite and resource constraints at Peñasquito were the main reasons these two sites did not achieve their target.	Closure and Reclamation

Value Sharing

Target definition	2022 Performance	Commentary	More information
Local/Indigenous employment			
All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site		Of the 11 operating sites with a local or Indigenous employment target, eight met or exceeded their target. One site, Cerro Negro, achieved 94% of its target, and Boddington and Musselwhite achieved 88% and 71% of their target, respectively. Cerro Negro had challenges finding candidates from the Santa Cruz province with specific expertise and certifications, Boddington experienced an increase in turnover of Aboriginal and Torres Strait Islander employees in the last quarter of 2022, and Musselwhite had a decrease in contractors from neighboring signatory and affiliate First Nations.	Value Sharing
Local/Indigenous procurement			
All sites achieve spend target with local/Indigenous suppliers		Globally, Newmont spent $1.43 billion with local/Indigenous suppliers, exceeding our overall target of $1.23 billion, but three sites — Boddington, Peñasquito and Tanami — were slightly under their targeted spend due to an overall lower budget allocation and spend with local companies related to sustaining projects and operational requirements.	Value Sharing

2023 Public Sustainability Targets

A key element of our overall Corporate Strategy is continuously improving and challenging ourselves to address growing expectations from stakeholders. The following sustainability targets are annual except for our long-term female representation and science-based climate targets.

In 2023, we will work cross-functionally and collaboratively at the corporate, regional and site levels to establish new social and environmental targets that advance our use of data, align with key stakeholder interests and drive performance improvement.

Additional details are discussed in the respective sections throughout this report.

2023 Public Sustainability Targets

Target definition	More information
Social	
Safety	
Zero fatalities	Health, Safety and Security
Female representation in senior leadership roles	
Achieve gender parity in senior leadership* roles by 2030 * *Senior Director-level up to Newmont's President and CEO, including the Executive Leadership Team.*	People and Culture
Human rights and the supply chain[1]	
Implement risk mitigation plans for 100% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights * *Applies to new suppliers or suppliers at sites where Newmont's Supplier Risk Management program has been implemented and whose contracts are up for renewal.*	Human Rights
Stakeholder complaints and grievances	
All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days	Social Acceptance
All sites engage in pilot testing of root cause analysis methodology for complaints and grievances	
Community commitments	
All sites complete 100% of commitments on or before due dates as captured in register	Social Acceptance

2023 Public Sustainability Targets

Target definition	More information
Environment	
Energy and climate change	
Achieve the following by 2030*: • Reduce absolute GHG emissions (Scope 1 and 2) by 32% • Reduce GHG emissions intensity (Scope 1 and 2) by 32% • Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30% * *Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline*	Energy and Climate Change
Achieve our goal of net-zero carbon emissions by 2050	
Water stewardship	
All sites achieve annual site targets for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity	Water Stewardship
Water efficiency	
All sites aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce by at least 10%* * *From the 2018 baseline*	Water Stewardship
Closure and reclamation	
Achieve 95% of planned reclamation activities/associated actions across the Company	Closure and Reclamation
Value Sharing	
Local/Indigenous employment	
All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site	Value Sharing
Local/Indigenous procurement	
All sites achieve spend target with local/Indigenous suppliers	Value Sharing

[1] *Signifies new or updated public target for 2023 compared to 2022 public targets.*

Our Business

Newmont is the world's leading gold company and a producer of copper, silver, lead and zinc. Founded in 1921 and publicly traded since 1925, Newmont is the only gold producer on the S&P 500 Index. Recognized for its commitment to environmental, social and governance (ESG) practices, the Company is an industry leader in value creation, supported by robust safety standards, superior execution and technical expertise.

Approximately 14,700 employees and 17,800 contractors work on Newmont's behalf. The Company's world-class portfolio of assets, prospects and talent is anchored in favorable mining jurisdictions in North America, South America, Africa and Australia. Among our 12 operating mines and two joint ventures, more than 90 percent of our attributable gold production comes from top-tier jurisdictions. Underpinning our portfolio is a robust foundation of reserves and resources, and an industry-leading project pipeline to sustain production for decades to come. These assets are managed through our integrated operating model and experienced leaders who have a proven track record of delivering value.

In 2022, Newmont safely delivered on our commitments and finished the year from a position of strength. We achieved our full year production guidance of 6.0 million gold ounces and 1.3 million gold equivalent ounces from copper, silver, zinc and lead. This resulted in generating $3.2 billion in cash from continuing operations and $1.1 billion in free cash flow[1] and providing superior returns of $1.7 billion to shareholders through our industry-leading dividend framework.

At Newmont, we are guided by a commitment to create long-term value for all stakeholders and differentiate ourselves through our clear strategic focus, superior operational performance and unwavering commitment to sustainability and leading ESG practices.

In connection with our two non-managed joint ventures, Newmont collaborates on a regular basis with our joint venture partner — through both our roles on the board of managers and advisory committees and regular outreach by our leaders and operators to share our commitments, best practices and learnings. We are intentional about actively engaging to share our values and to encourage our partners to implement and demonstrate similar commitments.

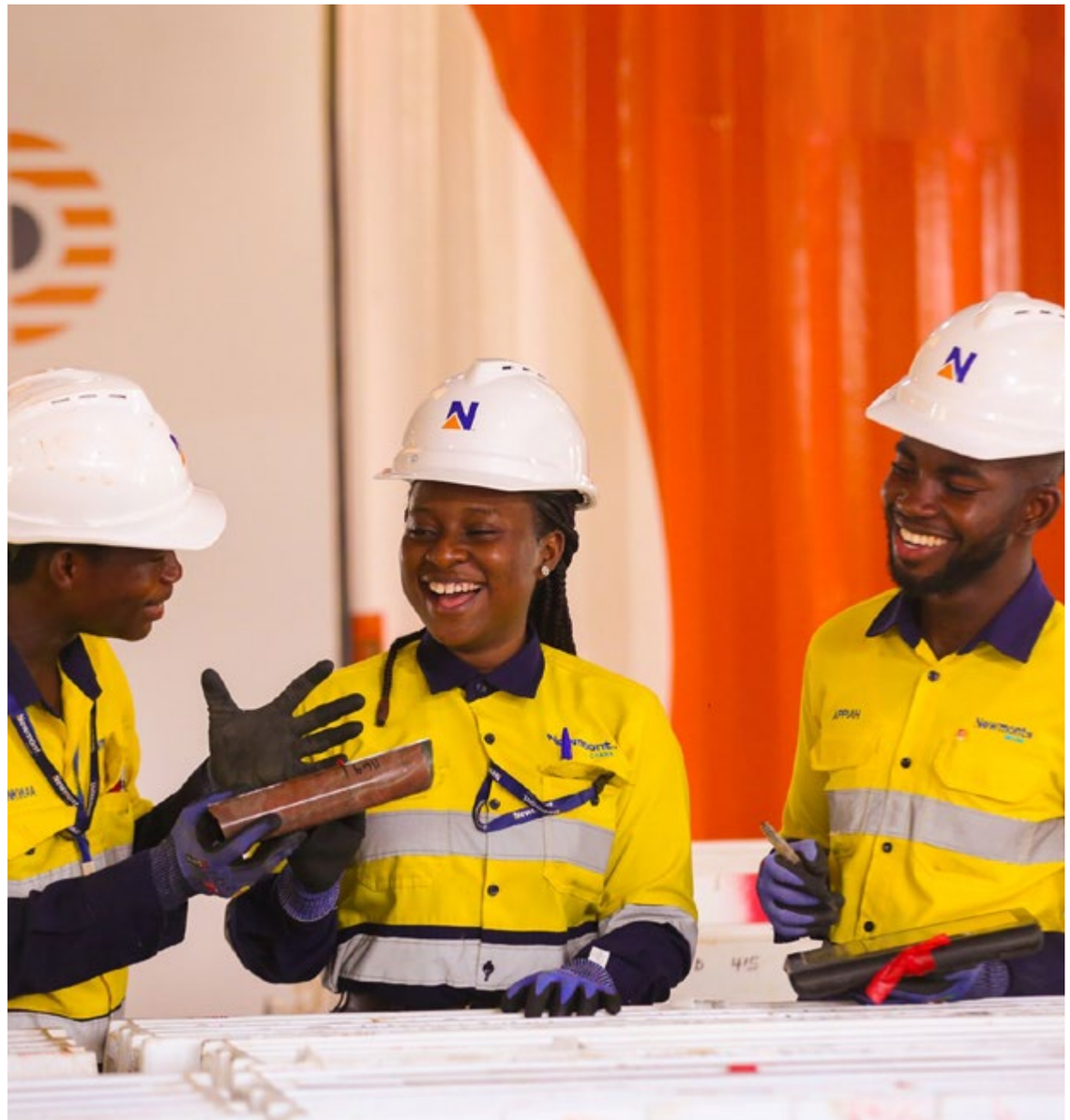


Photo: Ahafo South, Ghana

[1] *Free Cash Flow is a Non-GAAP metric; refer to Part II, Item 7, MD&A, on pages 95 to 96, of our 2022 Form 10-K for reconciliation.*

NEWMONT ASSETS[1]

[1] As of December 2022. See cautionary statement.

[2] Yanacocha Sulfides, Pamour and Cerro Negro District Expansion 1 projects are included in Newmont's outlook but remain subject to approval. Note that development capital spend and all metal production for Yanacocha Sulfides have been excluded from our longer-term outlook beginning in 2025 ahead of the investment decision planned for 2024.

[3] Newmont holds a 38.5 percent ownership interest.

[4] Newmont holds a 40 percent ownership interest.

Our Purpose

To create value and improve lives through sustainable and responsible mining.

Our Values

We take pride in being a values-driven organization with a clear purpose. Our five core values are fundamental to how we run our business, where we choose to operate and how we conduct ourselves every day:

Safety
We take care of our safety, health and wellness by recognizing, assessing and managing risk to drive a fatality, injury and illness-free workplace.

Integrity
We behave ethically and respect each other and the customs, cultures and laws wherever we operate.

Sustainability
We serve as a catalyst for local economic development through transparent and respectful stakeholder engagement and as responsible stewards of the environment.

Inclusion
We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.

Responsibility
We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.

Photo: Tanami, Australia

Corporate Strategy

Our Corporate Strategy focuses on the alignment of key external megatrends with our core capabilities and competitive advantages, today and in the future. Our analysis of the evolution of societal, technological and geopolitical megatrends provides continuous input into the core focus areas of our Corporate Strategy — responsible gold production leadership, ongoing evaluation of industry consolidation opportunities, and organic and inorganic commodity diversification considerations. Our Corporate Strategy informs our operating and functional strategies through our Strategic Planning process, ensuring every employee takes part in building a profitable and lasting future for Newmont.

Our Corporate Strategy is integral in achieving Newmont's purpose to create value and improve lives through sustainable and responsible mining, and it is built upon three key pillars:

Deliver superior operational execution by ensuring fatality risks are managed at all times with strong leadership and systems, continually improving operational performance, and meeting commitments without fail

Sustain a global portfolio of long-life assets by growing margins, reserves and resources from profitable expansions, exploration and value-accretive investments

Lead the sector in profitability and responsibility by consistently generating superior returns, demonstrating our values, and leading in environmental, social and governance performance

Through a balanced and disciplined capital allocation approach, we focus on the following three priorities:

- Reinvesting in our business through exploration in organic growth projects
- Providing industry-leading returns to shareholders
- Maintaining financial strength and optionality on our balance sheet

Five foundational principles help guide us in our journey of continuous improvement and establish the objectives by which we measure our performance:

Health and safety
Maintaining a fatality, injury and illness-free workplace and culture by ensuring visible and caring leadership, fatality prevention and physical and mental wellbeing

Operational excellence
Growing margins and delivering a culture of continuous improvement through Full Potential and a rigorous application of operating, technical and exploration discipline

Growth
Optimizing our project pipeline of world-class assets in top-tier jurisdictions to support value-accretive growth and a focus on industry-leading return on capital employed

People
Developing competitive advantage through people with industry-leading engagement, leadership and commitment to inclusion and diversity

Environment, social and governance
Achieving long-term competitive advantage through leading sustainability practices to enable business continuity and growth, support positive social transformation and create shared, long-term value for all stakeholders

NOTABLE BUSINESS EVENTS IN 2022

Throughout the year, we kept our focus on the health, safety and wellbeing of people and delivering on our commitments and business plan objectives despite the challenges presented by high global inflation rates, supply chain disruptions and surges in COVID-19 variants. Among the significant events that resulted in changes to the business:

- In the first half of the year, we announced the acquisition of Compañía de Minas Buenaventura S.A.A.'s 43.65 percent interest and Sumitomo Corporation's 5 percent interest in Minera Yanacocha in Peru, making Newmont the exclusive owner-operator of Yanacocha.
- In January, we reached an agreement with the Yukon Department of Energy, Mines and Resources to voluntarily relinquish more than 1,800 mining claims in support of the federal and territorial governments' and First Nations' efforts to maintain environmentally sensitive areas.
- In March, we announced a $5 million contribution to support humanitarian efforts relating to the ongoing war in Ukraine, providing direct funding to Project C.U.R.E. as well as the American Red Cross and International Medical Corps.
- In March, the Canada and Yukon governments approved Newmont's Coffee Gold Project (located in west-central Yukon) after consultation with First Nations in the Yukon.
- In July, Newmont reached a profit-sharing agreement with its represented workforce at the Peñasquito mine in Mexico. Newmont agreed to pay all employees an uncapped profit-sharing bonus of up to 10 percent of taxable income.
- In August, Newmont published its inaugural **Taxes and Royalties Contribution Report**, detailing the Company's contributions to host communities and governments.
- In September, we announced the delay of the full-funds investment decision for Yanacocha Sulfides project in Peru until the second half of 2024.
- In November, we announced a $120 million investment in a new state-of-the-art water treatment plant at our Porcupine mine in Ontario, Canada. The plant, which was completed at the end of 2022 and will begin discharging in 2023, will have among the lowest effluent discharge limits in the mining industry.
- In November, we sold our non-core 18.75 percent interest in the MARA project in Argentina to Glencore.
- By the end of 2022, we distributed an additional $2.34 million of our COVID-19 Global Community Support Fund, bringing total contributions from the Fund to $16.85 million since it was established in April 2020 to help local communities confront and recover from the impacts of the global pandemic.

Additional information about these events and more can be found in our **online newsroom** as well as in our **2022 Form 10-K**.

Our Approach to Sustainability

Sustainability is one of Newmont's core values, and we are committed to serving as a catalyst for positive change and sustainable development through leading environmental stewardship, social responsibility and governance practices. Our refreshed Sustainability and External Relations, People, and Health, Safety and Security Strategies address the growing expectations of investors, governments, communities and other key stakeholders and aim to drive performance through clear targets, open communications and transparent reporting.

SUSTAINABILITY AND THE MINE LIFECYCLE

Photo: Peñasquito, Mexico

Our Sustainability and External Relations (S&ER) Strategy

In early 2022, we embarked on a process to update Newmont's overarching S&ER Strategy to better reflect how environmental, social and governance (ESG) practices and expectations have evolved.

ESG is considered a business imperative, and the expectations of investors, host governments, communities, employees and the broader global community have expanded from "do no harm" to also include actions that address global challenges. This requires a commitment to not only protect the health and safety of our employees and business partners, but also support community health and safety needs, respect human rights, conduct business with integrity, and create equitable and diverse workplaces. Stakeholders also want increased reporting and transparency, and they expect companies to take public positions on critical global issues.

Our updated S&ER Strategy reflects these expanded imperatives, standardizes governance, and aligns business practices and decision making with leading sustainability and ESG practices. It also incorporates feedback from engagement and consultation with functional leaders across the business, Newmont's Executive Leadership Team and the Chair of the Board's Safety and Sustainability Committee. Newmont's full Board reviewed the updated strategy in June 2022.

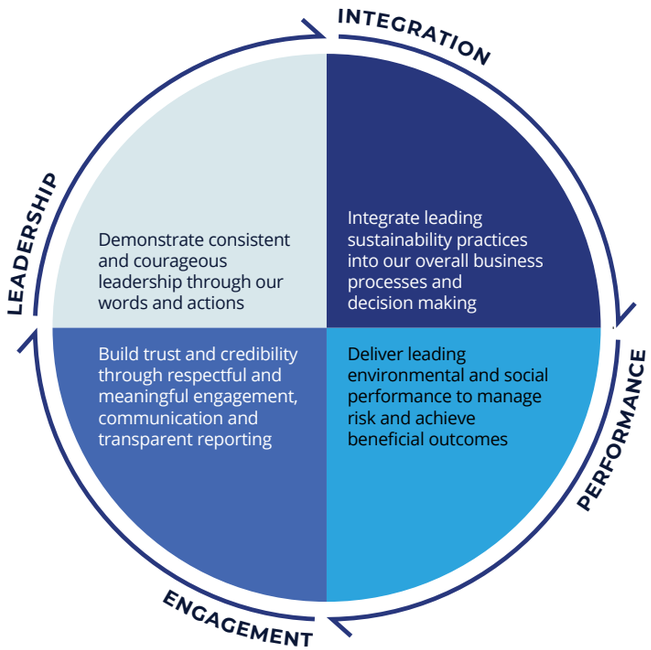
The Strategy includes a vision, four strategic pillars that support the vision and three critical enablers that drive our sustainability practices and support our ability to meet the ambitions of each strategic pillar. Together, they support the Company's Purpose — to create value and improve lives through sustainable and responsible mining.

SUSTAINABILITY AND EXTERNAL RELATIONS STRATEGY

VISION

Generate shared value and serve as a catalyst for sustainable development

STRATEGIC PILLARS



CRITICAL ENABLERS

Environment Stewardship

Leading practices through the enhancement of shared resources and reduction of long-term liabilities incorporating nature, water and climate

Social Responsibility

Leading practices that mitigate impacts, generate value for local communities and governments, and promote transparent and meaningful engagement to build credibility and support our reputation

Governance

Leading practices through an effective standardized framework that includes global policies and standards integrated risk management systems; metrics and targets to measure our performance; and processes to enable transparent reporting and improved collaboration and ensure optimal decision making and resource allocation

Hear from Newmont's EVP and Chief Strategy and Sustainability Officer on the mining industry's role in a 'just transition'.

LEADERSHIP

Establishing and maintaining sustainability leadership requires that we take visible, public positions on relevant issues and commit to engage and lead the industry where appropriate to:

Improve performance through meaningful investments in technology and innovation such as those we highlight on page 20

Set and achieve ambitious **sustainability targets** and commitments

Set the standard for **responsibly producing** metals in an evolving, dynamic world

INTEGRATION

The integration of sustainability considerations supports Newmont's business-wide Risk Management System, encourages alignment of our sustainability practices and promotes cross-functional accountability and ownership to:

Incorporate sustainability metrics and costs into Life-of-Asset planning

Demand **leadership-level accountability** for environmental and social risks and priorities

Embed the sustainability governance framework — which includes our **Sustainability and Stakeholder Engagement Policy, global sustainability standards**, systems and targets — throughout the business

PERFORMANCE

Measuring and leading in sustainability performance is essential to:

Fully mitigate environmental liabilities and negative social impacts through the processes and systems in our updated **Risk Management System** and **sustainability compliance programs**

Identify and deliver on the highest impact opportunities to maximize shared value

Continuously monitor, improve and validate performance

ENGAGEMENT

To understand and integrate trends, strengthen relationships, and enhance policies and governance that align with Newmont's sustainability values, we must:

Partner with **internal and external stakeholders** to achieve collective action

Monitor emerging issues and collaborate to elevate industry performance

Continuously evolve our ESG reporting approach to enhance transparency and differentiation

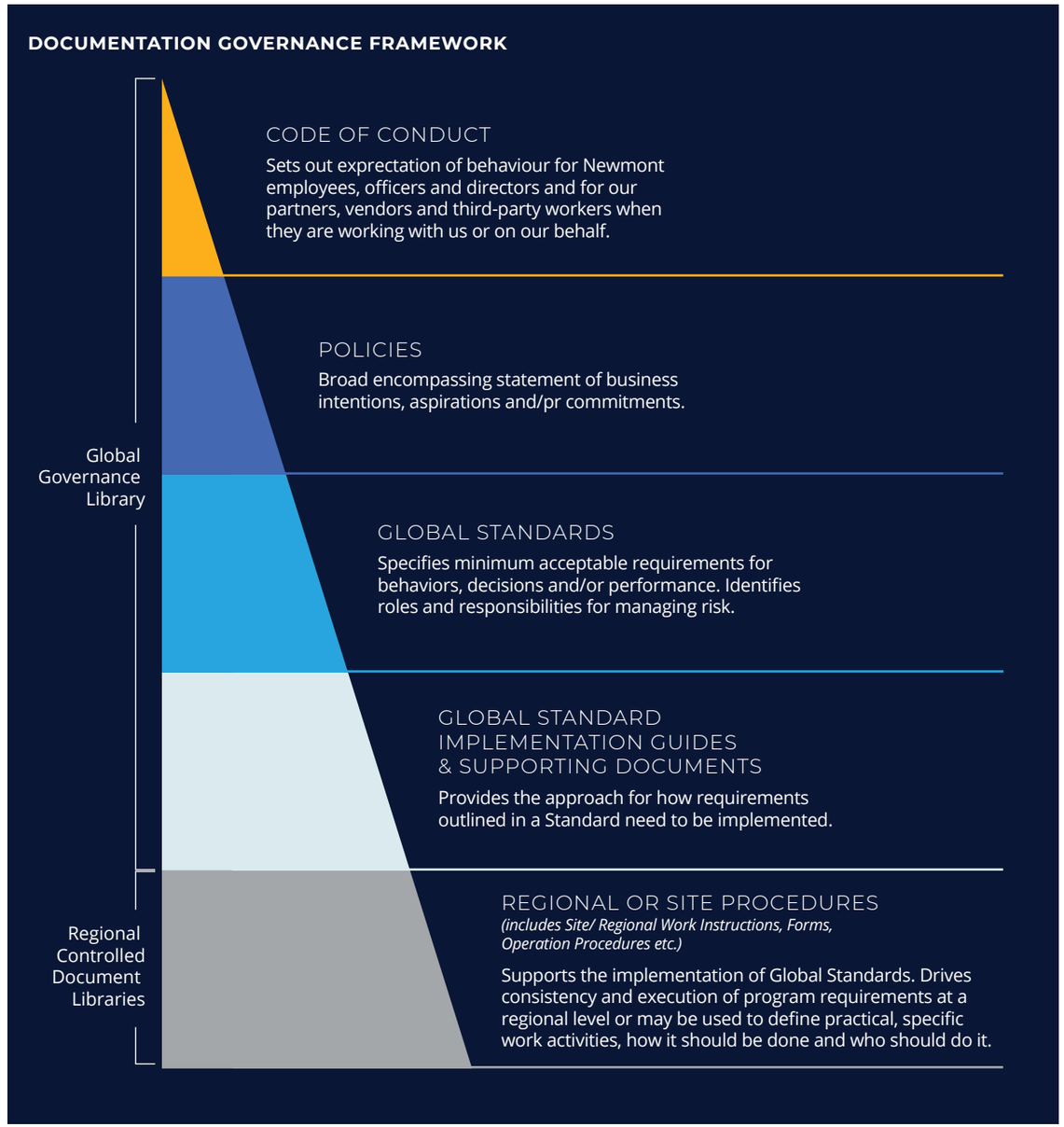


Photo: Boddington, Australia

LEVERAGING TECHNOLOGY TO ACHIEVE OUR SUSTAINABILITY GOALS

Advances in technology and innovation are critical in helping Newmont achieve not just our operational objectives, but also our goals to create a safe and healthy workplace and a more sustainable business. We are working cross-functionally to identify, implement and study several technologies, particularly in the areas of automation, the transition to a low-carbon economy, remote monitoring and vehicle safety systems for improved safety of personnel.

Automation

Automation is one of the most important technologies helping Newmont mitigate safety risks, reduce emissions and improve efficiencies. Autonomous vehicles, automated drilling, remote operations and site monitoring are critical to how we mine today and, even more so, in the future.

In just the past couple of years, Newmont has deployed and invested in the following automation projects:

- In 2021, we delivered the gold industry's first Autonomous Haulage System (AHS) fleet at our Boddington operation in Australia. The fully autonomous fleet of 36 trucks has improved mine safety and productivity while extending mine life.
- In 2022, our Cerro Negro operation in Argentina became the first underground mining operation in the country to use an automated load-haul-dump vehicle that is controlled and supervised by an operator through a control station located in an office on the surface. The autonomous solution has proved to improve safety, operator comfort and efficiency. We plan to increase the number of autonomous vehicles across our operations in the future.
- Our Éléonore and Musselwhite mines in Canada transitioned all line-of-sight load, haul and dump activities underground to fully remote operations with the introduction of automation technology. Personnel now operate the equipment systems from a control station located away from mining activities.

Transition to a low-carbon economy

As part of our commitment to address the impacts of climate change, we are challenging ourselves and our original equipment manufacturers to drive innovation and develop solutions to reduce emissions.

Since announcing our 2030 climate targets, we have taken steps to invest in climate change initiatives in support of our goal. In 2021, we announced a $100 million strategic alliance with Caterpillar Inc. to plan, build, test and deploy early learner battery electric trucks at our CC&V and Tanami operations as well as to work with our Boddington and Tanami operations to test autonomous and electric vehicles to improve safety and build pathways for emission reduction.

As part of our pathways to achieve our 2030 emissions reduction targets and 2050 net-zero ambition, we are working to implement energy efficiencies at the site level and work with suppliers to reduce emissions for our purchased goods and services. We are currently evaluating and working with some of our key suppliers to understand opportunities in:

- Lower emission emulsion/ammonium nitrate-fuel oil, grinding materials and reagents;
- Energy management systems, generation and storage solutions (batteries);
- Materials handling, including transition of production and other mobile equipment; and
- Power conversion and carbon sequestration technologies.

Remote monitoring

Through the use of drones, we are able to monitor and mitigate potentially dangerous or high-risk situations. Examples of how we use drones to operate responsibly and safely include the following:

- Drilling and blasting are conducted frequently during surface mining, and understanding post-blast conditions is essential. At Peñasquito, we use drones to conduct post-blast monitoring, which reduces manual survey requirements and significantly reduces the risks to people and equipment.
- Our Porcupine operation uses drones to improve aerial mapping and environmental monitoring. Drones are equipped with photogrammetry payloads to conduct waterway flow monitoring as well as floodplain mapping and forecasting.
- Conducting physical inspections in a confined space has inherent operational and safety risks. Our Boddington operation's Confined Space Entry Drone solution allows a specialist operator to guide a drone, while watching a live video feed, through the inspection. This approach has reduced the safety risk while increasing the speed of inspections and improving the quality of information.
- At Ahafo, our security team uses drones to monitor artisanal small-scale miners illegally accessing our land. Our Porcupine operation is testing a first-of-its-kind underground mine rescue drone that will be able to support rescue teams during critical incidents.

Another new technology we have deployed is our MonitorPro Environmental Monitoring Compliance software. In 2022, we completed the installation of the software solution at all our sites, which gives us a common platform for all environmental monitoring and reporting. This solution has improved access to and visibility of information, and enabled sites to develop dashboards that track environmental performance such as flows, volume and water chemistry. Other technologies — including those related to our tailings management practices and vehicles and driving — are discussed throughout this report.

Because the operating and control systems at our mines depend on information technology and operational technology systems, we continue to deploy additional high-tech solutions based on a combination of on-premises and cloud-based platforms. These systems, which are crucial for operating our mines safely and efficiently, can be vulnerable to increasing and evolving cyber threats and security breaches. We discuss the management of cyber risks in our **2022 Form 10-K** (pp. 20–21).

Stakeholder Engagement

We consider any person or organization potentially impacted by our activities or influential to our success to be a stakeholder. All our operations develop stakeholder engagement plans to ensure we identify key stakeholders, maintain ongoing and honest dialogue, and provide transparent, timely and fact-based communications in an accessible and clear manner.

The method, approach and frequency of engagement vary depending on the stakeholder's area of interest and preference for engagement. An overview of our approach to engaging with our main stakeholders is described below, with additional detail provided throughout this report.

Stakeholder Engagement

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2022
Business partners (e.g., joint ventures, strategic business partners)	• Financial and operating performance • Reserves and resources • Safety, health, environmental and social performance • Government regulations and permitting	Terms of agreements, annual and quarterly reports, regulatory filings, regular meetings and communications via telephone, email, website and mailings	Collaborated with Barrick (the operator of the Pueblo Viejo and Nevada Gold Mines joint ventures) to review performance and sustainability practices. Engaged joint venture partners and strategic suppliers to identify opportunities to reduce Scope 3 greenhouse gas emissions. Other activities are discussed in **Energy and Climate Change** and our **2022 Form 10-K**.
Employees	• Safe, healthy and equitable work environment • Strategy and direction of the organization • Workplace inclusion and diversity • Wages, benefits, recognition and commitments • Opportunities for career advancement and/or development • Workplace agreement terms and conditions • Responsible business practices • Impacts of technology, automation and innovation • Impacts of merger and acquisition (M&A) activities • Investments and partnerships in host communities	Employee assistance programs (e.g., guidance resources), collective bargaining/contracts, leadership coaching, training and development programs, Integrity Helpline, conversations between managers and employees, performance feedback, engagement surveys, town hall meetings with the CEO and other leaders, manager learning series training, online training, newsletters, employee-led business resource groups and employee communications channels	Held focus groups and individual conversations with hundreds of employees to better understand the Company's current culture and create a safer, healthier and more equitable workplace. Hosted a series of events through our 26 employee business resource groups to raise awareness and foster inclusion. Details on these and other activities are discussed in **Health, Safety and Security** and **People and Culture**.
Government and regulatory bodies	• Safe operations and responsible business practices • Regulatory and legal compliance • Compliance with mining license • Government regulations and permitting • Taxes and royalties • Jobs • Infrastructure • Contribution to national and local socio-economic development priorities • Enforcement of rule of law	Regulatory filings, responses to requests for information, participation in events and forums, collaboration on government/industry campaigns and programs, public advisory processes, dispute mediation and dialogue tables, tours of operations and site visits, meetings and personal communications	Partnered with governments and health agencies in Canada, Ghana, Peru and Suriname to support vaccine deployment. Held several meetings with elected officials and government stakeholders within the jurisdictions where we operate. Details on these and other activities are discussed in **Business Integrity and Compliance** and **Value Sharing**.

Stakeholder Engagement

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2022
Host communities	• Safe and healthy operations • Jobs and local business opportunities • Community investment • Environmental stewardship • Responsible tailings facility management • Access to education and skills development • Infrastructure • Transparency in the distribution of direct and indirect economic contributions • Indigenous peoples' rights • Artisanal small-scale mining • Cultural heritage management • Community wellbeing • Reputation and ethics	Participation in social and environmental assessments, socio-economic programs, foundations and funds, complaints and grievance mechanisms, forums, conferences, site visits, surveys, community development committees and boards, participatory monitoring, meetings and personal communications	Supported communities in addressing their evolving needs as they build resiliency and recover from the COVID-19 pandemic through the COVID-19 Global Community Support Fund. Details on these and other activities are discussed in **Human Rights**, **Social Acceptance** and **Value Sharing**.
Media	• Financial and operating performance • Health and safety performance • Social performance • Environmental stewardship • Government regulations and permitting • Mergers, acquisitions and divestments	Press releases, interviews, regulatory filings, presentations, publications, site visits, editorial board meetings, communications via phone and email, company website and social media channels	Proactively engaged with media at our sites and responded to media inquiries. Please visit the **Newsroom** on our website for more information.
Non-governmental organizations (NGOs), multinational organizations and civil society	• Transparency and accountability • Governance • Social performance • Human rights and free, prior and informed consent of Indigenous peoples • Environmental stewardship • Mutual value creation • Disclosure standards, guidelines and frameworks	Social/community/other assessments, participation in multi-stakeholder initiatives and global working groups for developing disclosure standards, strategic partnerships, forums, conferences, participation in thought-leadership panels and advisory councils, questionnaires, meetings and personal communications	Partnered with the International Union for the Conservation of Nature (IUCN) to assess No Net Loss of Key Biodiversity Values. Engaged with the Science Based Targets Network (SBTN) to provide guidance on developing science-based nature targets in the future. Served on BSR's Human Rights Working Group to learn and share valuable lessons from other sectors on modern slavery. Details on these and other activities are discussed in **Biodiversity** and **Human Rights**.

Stakeholder Engagement

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2022
Peers and industry associations	• Safe and healthy operations • Responsible business practices • Environmental stewardship • Collaborating with peers via industry organizations and with other business, political and academic leaders via global forums on sustainability issues and policy positions • Industry targets, reporting, standards and site-level performance expectations and audits • General knowledge sharing on lessons learned and best practices	Active participation as members and on boards or other leadership assignments, conferences, engagement through business bodies and **industry-wide initiatives**, meetings and personal communication	Became one of only three mining companies to serve on the Board of the Extractive Industries Transparency Initiative. As a member of the World Gold Council's Artisanal and Small-Scale Mining (ASM) working group, contributed to a report on how mining companies are working to improve ASM outcomes. Served as the Chair of the CEO Social Performance Advisory Group and led the Diversity, Equity and Inclusion, Human Rights and Water working groups at the International Council on Mining and Metals. Details on these and other activities are discussed in **People and Culture**, **Human Rights**, **Social Acceptance**, **Water Stewardship** and **Value Sharing**.
Shareholders, investors and analysts	• Financial and operating performance • Global strategies, public targets and performance-based compensation structure • Environmental, social and governance (ESG) performance • Share price performance • Dividend payments • Share buyback program • Balance sheet strength • Reserves and resources • Government regulations and permitting • Mergers, acquisitions and divestments • Corporate governance	Annual and quarterly reports, regulatory filings, investor conferences, annual general meeting, investor roadshows, credit rating agency engagement, tours of operations and site visits, analyst days, regular meetings and communications via telephone, email, website and mailings	Held more than 10 ESG-specific investor engagements, including a one-on-one roundtable with key Newmont ESG leaders. Engaged with faith-based investor groups through interactive calls organized by the Mining and Faith Reflection Initiative and the Interfaith Center on Corporate Responsibility. Details on these and other activities are discussed on our **investors' page** on our website.
Suppliers/ contractors	• Safe and healthy work environment • Contract terms and conditions • Business opportunities • Financial and operating performance • Responsible business practices • Environmental and social performance expectations • Innovation • Operating efficiencies • Strong partnerships • Reporting and transparency	Contract negotiations, Supplier Risk Management program, participation in contractor safety programs and continuous improvement initiatives, social responsibility partnerships, meetings and personal communications	Engaged with key suppliers to improve the safe transport of cyanide and other hazardous materials. Surveyed our top suppliers, buyers and traders to understand the current status of their tracking and reporting on greenhouse gas emissions. Details on these and other activities are discussed in **Energy and Climate Change** and **Human Rights**.

Materiality

Each year, we conduct a materiality assessment to identify and assess our current, near-term and emerging sustainability issues. Our assessment follows the **GRI's guidance** for determining material topics and includes the **Sustainability Accounting Standards Board** (SASB) material topics for our sector. We follow the GRI definition of materiality to identify the issues that represent our most significant impacts — actual and potential — on the economy, environment and people, including impacts on human rights. This analysis is different from financial materiality, which relates to thresholds that may influence investors and determines the disclosures in our public financial filings. Several issues — including mine closure, community relationships, water management and climate change — are considered material from both a financial and sustainability standpoint. We discuss these matters in this report and our **2022 Form 10-K** (pp. 7-11).

Our materiality assessment process in 2022 included the following:

Initial mapping — Considering the prior year's material issues, we analyzed material and emerging issues using a variety of methods, including a software solution with natural language processing techniques; artificial intelligence technology that evaluates financial and non-financial filings; voluntary and mandatory regulations; and news reports on environmental, social, governance, economic and geopolitical and technology matters.

Board review — We presented the preliminary results of the mapping exercise to the Board's Safety and Sustainability Committee and interviewed each committee member to solicit feedback.

Reporting refresh review — We engaged an external consultant who interviewed internal leaders, non-governmental organizations, academia and investors to gather feedback and identify opportunities to enhance the efficiency and accessibility of our reporting.

Internal subject matter expert review — We surveyed internal subject matter experts across the business to gather input ahead of the review with leadership.

Internal leadership review — We reviewed the feedback received with executives and functional leaders to confirm the final issue rankings.

Follow-up review — The Board of Directors' Safety and Sustainability Committee reviewed, discussed and approved the final materiality matrix, which includes 16 highly material issues and four other important and material topics.

Risk management evaluation — Our leaders reviewed and evaluated the final materiality matrix to confirm there were no significant gaps between the material sustainability issues and the ranking of risks in our Global Risk Library identified through our **risk management process**.

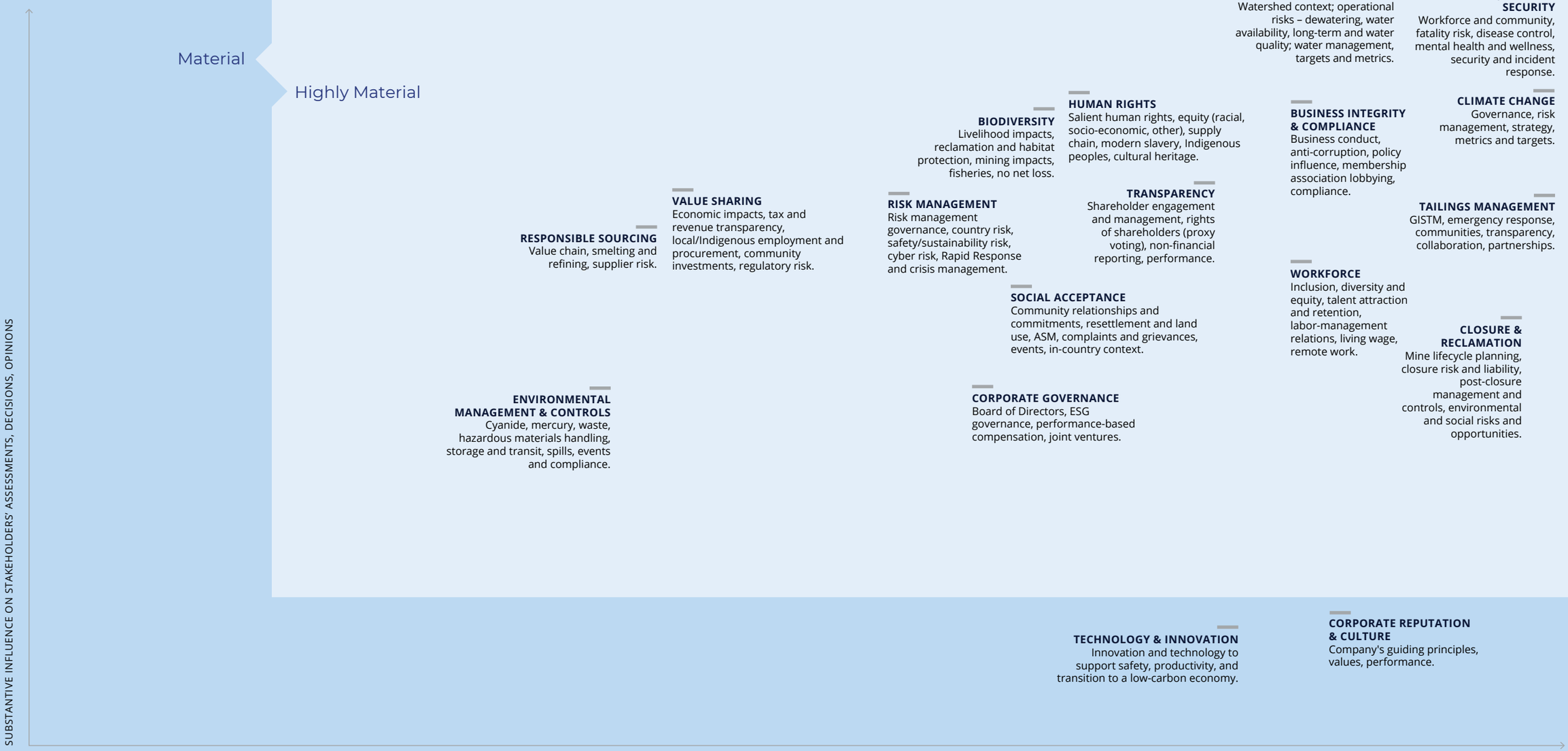
For 2022, we continued to see some material issues move higher in importance largely due to stakeholders' increased interest in how companies are managing ESG-related issues and setting and performing against relevant performance metrics. Among our material issues, Biodiversity, Risk Management and Responsible Sourcing had the greatest increase in importance. No new issues were identified as part of the materiality process. The ranking for Pandemic Response and Recovery, which was included as a highly material issue in 2020 and 2021, has been removed given the availability of vaccines and how relevant protocols have been incorporated into Newmont's standard business processes and procedures. Other topics remain largely consistent with the previous year.

All material issues are addressed in this report. Most of the highly material topics are discussed in four main sections — **Governance**, **Social**, **Environment** and **Economic**. Key performance indicators for all issues shown on the 2022 materiality matrix are included in the **Performance Data** section of this report and are available on our **website** as downloadable ESG data tables.

In addition to our materiality analysis is the concept of salience, which focuses on potential risks to people. Details on our salient issues are included in our publication, **Respecting Human Rights: Our Approach** and in the **Human Rights** section of this report.

Photo: Merian, Suriname

2022 MATERIALITY MATRIX



Voluntary Commitments and Disclosures

Newmont voluntarily participates in global, regional, national and local organizations and initiatives that provide a framework for action, a means for independently measuring performance and a forum to learn and share best practices.

These memberships and voluntary commitments reflect our values, demonstrate our commitment to collaboration and transparency, and allow stakeholders to hold us accountable. We also conduct independent assurance against our alignment with the following four reporting frameworks mentioned in the table below:

- The International Council on Mining and Metals Performance Expectations and Position Statements;
- The Mining Association of Canada's Towards Sustainable Mining program;
- The World Gold Council's Responsible Gold Mining Principles; and
- The World Gold Council's Conflict-Free Gold Standard.

Our active participation in industry initiatives allows us to inform and influence global standards and practices, as well as gain insight into emerging expectations, issues and risks.

Notable voluntary commitments, initiatives, memberships and disclosure frameworks are discussed in the following table.

Voluntary Commitments and Disclosures

Organization	Organizational purpose, goal and/or commitment
Industry Initiatives	
FPIC Solutions Dialogue	In 2012, Newmont joined other companies, thought leaders and NGOs, including RESOLVE — an independent nonprofit organization dedicated to multi-stakeholder consensus building — to establish the FPIC Solutions Dialogue. The FPIC Solutions Dialogue works to better understand successful approaches and best practices to translate free, prior and informed consent of Indigenous peoples into effective site-based approaches. In 2021, RESOLVE launched **The Practice of FPIC**, which captures insights from the FPIC Solutions Dialogue and discusses real-life examples and lessons learned about FPIC implementation.
International Council on Mining and Metals (ICMM)	In 2001, Newmont became a founding member of ICMM, and we support and commit to the CEO-led organization's membership requirement to adhere to the ICMM's Mining Principles — a comprehensive set of Performance Expectations (PEs) that define good practice in the areas of environmental, social and governance and that support progress toward global efforts such as the UN Sustainable Development Goals and the Paris Agreement on climate change. We report on our **progress against the PEs** in this report.
International Cyanide Management Code (ICMC)	In 2005, Newmont became one of the first signatories of the ICMC, which aims to improve the safe transport, storage and use of cyanide to protect human health and reduce the potential for environmental harm. Signatories commit to upholding ICMC's principles and standards, commissioning independent audits, and reporting on their performance. Newmont is part of the cyanide Industry Advisory Group, which meets with other ICMC members each quarter to discuss events, controls and updates to the code.
International Network for Acid Prevention (INAP)	INAP is an international body that facilitates knowledge transfer and research to address the challenges and reduce the liabilities associated with acid rock drainage. Newmont provides technical support and engages in research that supports source control during operations and at closure. We discuss our work with INAP to build knowledge and capacity in managing acid rock drainage in the **Materials** section.
Salmon Gold	Launched in 2018 by RESOLVE, the Salmon Gold initiative is a voluntary partnership to combine gold production from placer mine waste with fish habitat restoration. Newmont is supporting projects in Alaska, the Yukon Territory and British Columbia. Salmon Gold brings together communities, miners, conservationists, manufacturing and retail companies, and government agencies to support stream habitat restoration using modern techniques.
World Gold Council (WGC)	Since 1987, Newmont has been a member of the WGC, which promotes responsible mining practices across the gold industry. Our **Conflict-Free Gold Report** and our approach to reporting all-in sustaining costs are largely informed by guidelines and standards developed by the WGC and its member companies. As a member, we commit to comply with the Responsible Gold Mining Principles (RGMPs) — a new framework that recognizes and consolidates existing international standards for responsible mining under a single structure. We report on our **progress against the RGMPs** in this report.

Voluntary Commitments and Disclosures

Organization	Organizational purpose, goal and/or commitment
Global and Business Initiatives	
Extractive Industries Transparency Initiative (EITI)	As an original signatory to the EITI in 2003, Newmont is actively involved in the efforts to promote revenue transparency and accountability in the extractive industry. Based on an assessment in 2021 of our adherence to the EITI company expectations, we identified opportunities to improve the accessibility of information related to **contract disclosures and beneficial ownership data**. We **supported a statement** that makes several commitments to **Beneficial Ownership Transparency**. In 2022, Newmont became a member of the EITI Board of Directors, demonstrating our commitment to transparency and continuous improvement.
Partnering Against Corruption Initiative (PACI)	Newmont is a founding member of the World Economic Forum's PACI, which was formed in 2004. We require training based on PACI principles for employees most likely to encounter bribery or corruption risks.
Responsible Minerals Initiative (RMI)	In 2018, Newmont joined the RMI, a multi-industry initiative focused on minerals supply chain due diligence. Through the RMI's Mining Engagement Team, Newmont engages with downstream users on the risks and opportunities of the mining industry and supports the development of best practices around responsible sourcing.
United Nations (UN) Global Compact	The UN Global Compact promotes responsible corporate citizenship and a collaborative approach to forging a more sustainable and inclusive global economy. This report serves as our advanced-level annual Communication on Progress (COP) toward implementing the 10 Global Compact Principles into our strategies and operations. We also participate in the UN Global Compact LEAD Program, which promotes the adoption of the Blueprint for Corporate Sustainability Leadership.
United Nations (UN) Guiding Principles on Business and Human Rights (the "Guiding Principles")	We are committed to implementing the UN Guiding Principles, which provide details on the UN Global Compact's principles addressing businesses' responsibility to respect human rights. The Guiding Principles are a global standard that defines the duties of states to protect human rights and the responsibilities of companies to respect human rights and provide access to remedy. Since 2016, Newmont has disclosed its human rights performance using the UN Guiding Principles Reporting Framework. Newmont was the first extractive company to adopt this framework.
Voluntary Principles on Security and Human Rights (VPSHR)	The VPSHR global initiative, established in 2000, seeks to protect human rights through leading safety and security practices. Signatories include 10 governments — including Argentina, Australia, Canada, Ghana and the U.S. — and more than 50 industry, NGO and observer participants. Newmont **annually reports** on our efforts to implement and promote the Voluntary Principles.
World Economic Forum (WEF)	Newmont is an active member of the WEF. In 2017, Newmont became a signatory to the WEF's Compact for Responsive and Responsible Leadership, which commits businesses to create a corporate governance framework focused on the long-term sustainability of corporations and the long-term goals of society. In 2019, Newmont joined the WEF's Alliance of CEO Climate Leaders, a CEO-led group committed to actively engaging in global efforts to deliver the Paris Agreement.

Voluntary Commitments and Disclosures

Organization	Organizational purpose, goal and/or commitment
Voluntary Public Disclosures	
CDP (formerly the Carbon Disclosure Project)	CDP is a nonprofit that works with corporations and shareholders to disclose major corporations' environmental impacts, namely greenhouse gas (GHG) emissions and management of water resources. Newmont has participated in CDP's annual questionnaire related to GHG emissions since 2007 and water since 2012. Newmont's responses to the 2022 CDP Climate Change assessment increased to "A-," and our 2022 Water Security report remained at the "B" level. Both assessment scores are above the average for the mining sector and all global respondents.
Global Industry Standard on Tailings Management (GISTM)	The GISTM, which launched globally in mid-2020, is the outcome of a review by ICMM, the United Nations Environment Program and the Principles for Responsible Investment to improve tailings safety and establish leading practices. Newmont is committed to implementing and meeting the full requirements of the GISTM. Information on Newmont's progress toward conformance with the GISTM can be found in the **Tailings Management** section of this report and on Newmont's **Tailings Management website**.
GRI (formerly Global Reporting Initiative)	GRI is an independent international organization that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI Sustainability Reporting Standards reflect multi-stakeholder contributions. We prepare our Annual Sustainability Report in accordance with the GRI Standards including the Mining and Metals Sector Supplement.
S&P Global's Corporate Sustainability Assessment (CSA)	The CSA is an annual evaluation of companies' sustainability practices that covers over 10,000 companies from around the world. The CSA focuses on sustainability criteria that are both industry-specific and financially material and has been doing so since 1999. Results from the CSA inform key indices, including the Dow Jones Sustainability World Index (DJSI World). In 2022, Newmont was named to the DJSI World for the 15th year in a row and was ranked number one in the Mining and Metals industry.
Science Based Targets initiative (SBTi)	Our 2030 climate targets are **registered with the SBTi** — a partnership between the UN Global Compact, CDP, World Wildlife Fund and World Resources Institute that defines and promotes best practices in setting emission reduction targets in line with leading climate science. The SBTi has reviewed and validated our Scope 1, 2 and 3 emissions reduction targets. More information is in the **Energy and Climate Change** section and our **Climate Report**.
Science Based Targets Network (SBTN)	We engage with SBTN — a global NGO that includes the same organizations behind the SBTi for climate — and have completed the first two steps of SBTN's five-step guidance for setting science-based nature targets that will focus on co-benefits for water, biodiversity and climate. This guidance will support the development of integrated targets for nature, which we discuss in the **Biodiversity** section.
Sustainability Accounting Standards Board (SASB)	Newmont follows the SASB Metals & Mining Sustainability Accounting Standard version 2021-12. Newmont began reporting to the SASB standard in 2019.
Task Force on Climate-related Financial Disclosures (TCFD)	The Financial Stability Board created the TCFD to develop voluntary climate-related financial risk disclosure recommendations that provide investors, lenders, insurers, regulators, policymakers and other stakeholders in the financial markets climate-related information useful to decision making. Newmont published its first **Climate Report** in mid-2021 and an annual update in 2022. We plan to publish another annual update in May 2023.
Towards Sustainable Mining (TSM)	The Mining Association of Canada's TSM standard is a globally recognized sustainability program that requires site-level assessments of key environmental and social risks. Newmont's operations in Argentina and Canada participate in the TSM program, and our operations in Australia are preparing to assess their performance against the protocols by 2025.

SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are an ambitious call to action for governments, businesses and civil society organizations to address the world's greatest challenges and create a more sustainable world by 2030.

We recognize our impact on and the opportunity to positively contribute to all 17 SDGs. However, following a mapping exercise and analysis in 2016, we prioritized the following five SDGs that we believe we can make the greatest impact on advancing the goals:

SDG 3 – Good health and wellbeing

SDG 5 – Gender equality

SDG 6 – Clean water and sanitation

SDG 8 – Decent work and economic growth

SDG 17 – Partnerships for the goals

Many of the SDG targets align with our sustainability reporting (see the **GRI Content Index**).

Another key global sustainable development initiative Newmont aligns with is the Paris Agreement and its goal of limiting global warming to well below 2°C compared to pre-industrial levels (see the **Energy and Climate Change** section for more information). We are also evaluating how to align our biodiversity management practices with the new Global Biodiversity Framework, which was adopted at the 5th meeting of the Conference of the Parties (COP15) to the Convention on Biological Diversity in 2022 (see the **Biodiversity** section for more information).

Photo: Cerro Negro, Argentina

Leadership Insights: A 'Just Transition'

Mining's Responsibility for a 'Just Transition'

Peter Toth, Executive Vice President and Chief Strategy and Sustainability Officer, discusses the 'just transition' movement in the mining industry and the challenges and opportunities it presents.

Read more on **page 31**.

Human-Centered Approach

Nick Cotts, Senior Vice President, External Relations, shares why it's important that companies take a human-centered approach as it relates to a 'just transition.'

Read more on **page 32**.

Adapting to Climate Change

Briana Gunn, Group Executive, Environment, shares her thoughts on how planning and implementing decarbonization and adaptation measures requires understanding areas of interaction (power, infrastructure and land) as well as the potential beneficial and negative effects on people and the environment.

Read more on **page 33**.

Evolution of the Workforce

Melissa Gustafson, Vice President, Talent Management, examines the evolution of our workforce as it relates to a 'just transition' and its impact on talent and skill requirements.

Read more on **page 34**.

Mining's Responsibility for a 'Just Transition'

> "Newmont is a company that listens and genuinely tries to incorporate what we are hearing, from both stakeholders and the larger community, into what we do."

PETER TOTH, Executive Vice President and Chief Strategy and Sustainability Officer

What is 'just transition' and how is Newmont addressing it?

Peter: We all understand and agree that climate change has an enormous impact on the world. We need to deliver an energy transition that is capable of creating a net-zero carbon economy. A 'just transition' considers the impact of this transition on people and communities. So, how do we make sure that the transition that delivers the net-zero carbon economy is fair, equitable and inclusive? As an individual and as head of strategy and sustainability at Newmont, I strongly believe that any solution which does not deliver on all three is not sustainable over the long term. And I think Newmont is a company that listens and genuinely tries to incorporate what we are hearing, from both stakeholders and the larger community, into what we do. Building on that, we've also got a culture of going out and engaging and looking for solutions.

How has the conversation about 'just transition' evolved within the industry?

Peter: The industry is approaching the transition in phases and asking essential questions such as what energy transition looks like and how do we get there. The first phase for the industry was getting our heads around what is our carbon footprint. And measuring carbon emissions and carbon intensity. The second phase was setting our targets and asking ourselves where do we want to be by 2030 and how do we get to net zero by 2050. The third phase, which we're currently entering, is taking action. Answering those earlier questions by implementing strategies and turning them into specific actions around particular projects. This is where the rubber hits the road in terms of 'just transition.' As we implement those projects, how do we make sure that we consider the impact on all stakeholders?

How does the concept of 'just transition' apply to the workforce?

Peter: Our workforce absolutely demands that Newmont have a plan, that we have a plan for where we want to be in 2030 and how we are going to deliver on that. It's not enough to have an ambition and a goal to get to net zero by 2050, we must have a clear, credible plan for getting there, one that considers the impact on people. We also need to determine how — or if — we develop required technology ourselves, and also, how we partner with other technology providers and then bring those solutions inside the Company and deploy them. Every individual, every community and every company has a role to play in this.

Watch the full video interview on **newmont.com**.

Human-Centered Approach

> "Climate change is a human crisis. When we start to think about 'just transition' from a climate change perspective, it's really taking a human-centered approach."

NICK COTTS, Senior Vice President, External Relations

The theme of this year's Leadership Insight series is 'Just Transition.' What does a 'just transition' mean?

Nick: When we think about climate change, we think about the existential threat that climate change really poses to humanity and to the global community. But climate change is more than an environmental crisis. Climate change is a human crisis. When we start to think about 'just transition' from a climate change perspective, it's really taking a human-centered approach. All of us have the same human rights, irrespective of where we come from, our race, our nationality, our gender, our location, geography or language.

What role does Newmont have when it comes to impacting human rights in the communities where we operate?

Nick: Newmont is a public company with a responsibility to our shareholders. But also, one of the most important parts of who we are is our purpose. It's not creating value for the sake of just creating monetary value but creating value to improve lives through sustainable and responsible mining. I think that's who we are. And so, I think from a human rights perspective, really stepping back and understanding how the impacts of our business — whether they are environmental impacts, community or impacts on people — impact human rights.

Why is this topic important to shareholders?

Nick: Shareholders obviously want to make money. However, I believe the way they want to make money is dramatically different today than it was 10 years ago. Today we have shareholders, activist groups, and investor activist groups who are asking us about our performance from an environmental and a social perspective. In response, Newmont has taken transparency to a slightly different level than perhaps other mining companies.

What principles should Newmont and other companies in the industry adopt to guide their approach to human rights as we move to a 'just transition'?

Nick: It's important to be open and honest about the things we do well. But perhaps more importantly, we need to be equally honest about the things we don't do well. I think we need to embrace our challenges and look for opportunities to solve and mitigate any negative impacts but do it in a different way. We are in uncharted territory. There's no guidebook, there's nothing that tells us what's going to happen or what the right path forward is going to be. So, we have to trust ourselves. We have to reach back to our values as a company and as an organization and trust the fact that we're going to do the right thing and that we will find the right way to do the right thing. That's the expectation of our employees. That's the expectation of shareholders and communities, and that's what they really expect from a leading company like Newmont.

Watch the full video interview on **newmont.com**.

Adapting to Climate Change

> "We know that it's important to look at climate change from multiple perspectives and to integrate climate solutions in a way that allows us to create a nature-positive future."

BRIANA GUNN, Group Executive, Environment

What does it mean to manage risk and adapt to the impacts of climate change?

Briana: Climate change is occurring and it is having an impact on people, world health and wellness. There is an interaction with nature and an interaction overall in terms of shared resources with people. That's food, water security and more — basically all the resources that people need to live. The risk climate change presents, and the world's need to decarbonize, also has to be addressed with respect to the direct impact it's having on how people live and engage with the environment, as well as how species and ecosystems live and engage with the environment. Newmont's purpose is to create value, and value comes in many different forms. So, in addressing climate change, it's not just the monetary value, it's also the value of sustaining the planet, sustaining people's lives, understanding impacts of addressing climate change, and making sure that you leave a situation better than you found it.

How do you involve stakeholders in the discussion around decarbonization and adaptation?

Briana: We work with multiple stakeholders, including shareholders, local communities, NGOs, governments and other industries to get an understanding of on the ground context. We know we're working in host communities that may not be at the same level of economic development as North America or other developed countries. In those cases, we cannot go into an area thinking it's more important to do conservation work than it is to support local needs (i.e. agricultural development). We have to take into consideration that people may be using that land for food, water and other resources that they need.

How does Newmont incorporate risk management and resiliency into our climate strategy?

Briana: Newmont recognizes that you must consider and implement mitigation and adaptation together, and that starts with understanding risk and building adaptations and resiliency into our operations, working in collaboration with host communities. Newmont recognizes that climate change is not the only area that we need to focus on. We know that it's important to look at climate change from multiple perspectives and to integrate climate solutions in a way that allows us to create a nature-positive future.

Watch the full video interview on **newmont.com**.

Evolution of the Workforce

"We are more successful when the entire community is successful, and we have the people, skills and opportunity to make a tremendous impact."

MELISSA GUSTAFSON, Vice President, Talent Management

This year's Leadership Insights theme is 'Just Transition.' What does that mean to you, and how does it apply to the workforce?

Melissa: When we think about a 'just transition,' it's really about answering the question: how do you prepare people for the work that will be available in the future? Recognizing, for example, that the skillset I have today might not be the skillset that's needed tomorrow, or that what I love about my job today might not exist in the same form tomorrow. So we have to start imagining what new jobs could look like and what new opportunities could look like. And when we think about the move to a greener economy, how do we do it in an equitable way? It's about thinking, how do we not just let things happen? We have to be intentional and think about how everyone can participate in the transition in a way that is beneficial for them. A practical example from the world we live in is the introduction of autonomous haulage systems. So, today someone physically drives the haul truck, and tomorrow it might be operated remotely from a command center.

How do you respond to the concern of jobs being replaced by technology?

Melissa: Certainly, one of people's biggest concerns is that you remove jobs and replace them with technology, with robots or whatever it might be, and that's all there is. But actually, there are a number of different complexities to consider. In some cases. you will have situations where work goes away. However, you will have many more situations where the work that's gone is replaced with new and different types of work. So, we consult with employees and mining operations and have programs focused on re-skilling and giving people the opportunity to develop the skills that will be needed in the future. That may be in the form of apprenticeships, on-the-job training or taking advantage of our educational policies.

Can you provide some examples of what Newmont is doing to help transition its workforce through the move to a greener economy?

Melissa: Our partnership with Caterpillar and our Vision Zero program give us an opportunity to envision what's ahead. When I think about that, I see an opportunity for our workforce to explore skillsets they don't have and wish to acquire. I see people doing jobs that look very different from today but are exciting and engaging to them. I see people being part of influencing the path we take going forward and letting us know what's important to them as their work evolves.

I think another good example of how we're transitioning is how we think about where the work needs to be done. Certainly, the pandemic has brought that issue to the forefront. Not every job related to mining has to happen every day on the mine site. It may be able to be done remotely from another location. So, part of that transition is also thinking about where you locate work, which, in turn, opens access to different talent pools. It allows you to attract people based on a different value proposition and give them a different employee experience.

Related to that, it's not just about doing work off-site, but rather thinking about the entire globe as an opportunity for where you place work. So I might do people analytics in Denver today, but tomorrow my team might be in Ghana and Denver. Leveraging that diversity of location allows us to tap into talent and provide opportunities for people that perhaps previously we felt weren't practical because everyone had to be co-located. The pandemic taught us that's not the case. In the paradigm, it's everyone who makes Newmont successful.

What does the future look like for Newmont's workforce?

Melissa: We need to evolve how we integrate all of the people who are part of the experience at Newmont. We are more successful when the entire community is successful, and we have the people, skills and opportunity to make a tremendous impact. I believe wholeheartedly that the individuals in our organization are capable of not just transforming our company for the better but also showing others how to do it.

We can be a leader in innovative practices and how we engage our workforce and communities in the transition. And we can share our learnings with others so that we can all successfully complete this journey. I'm confident that we will focus on employees and communities and really recognize the whole system, and that's what success will look like for us.

Watch the full video interview on **newmont.com**.

Governance

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72% of Board members are gender or ethnically diverse

More than 8,500 employees participated in business integrity and compliance-related training

Added two ESG metrics to our executive Long-term Incentive Program

Completed implementation of our revised global Risk Management System

Photo: Cerro Negro, Argentina

Corporate Governance

Strong corporate governance — which requires constructive relationships among stakeholders and a clear structure of policies, standards, processes and responsibilities — helps control risk, supports ethical conduct and effectively guides the direction and operation of the Company. At Newmont, management accountability and active oversight of an experienced, diverse Board are integral to having a culture of integrity, meeting stakeholder expectations and fulfilling our sustainability commitments.

Board of Directors

Newmont's Board of Directors (the "Board") is responsible for providing oversight and accountability for the Company. The Board oversees the Company's Corporate Strategy and maintains a sense of responsibility to Newmont's stockholders, customers, employees, suppliers and host communities.

The Board's **Corporate Governance Guidelines** state its mission is to create enduring value for all stakeholders by adhering to sound governance principles and Newmont's core values of safety, integrity, sustainability, inclusion and responsibility.

Four standing committees — Audit, Corporate Governance and Nominating, Leadership Development and Compensation, and Safety and Sustainability — assist the Board in carrying out its oversight responsibilities such as reviewing major risks, ensuring high standards of ethical business conduct, discussing succession planning and talent management, and reviewing safety and sustainability performance.

Details on our Board's bylaws, committee charters, guidelines and other governance practices are available on our **website**.

The Board also has an Executive Finance Committee that reviews transactions, expenses and projects between regular Board meetings.

BOARD COMPOSITION AND DIVERSITY

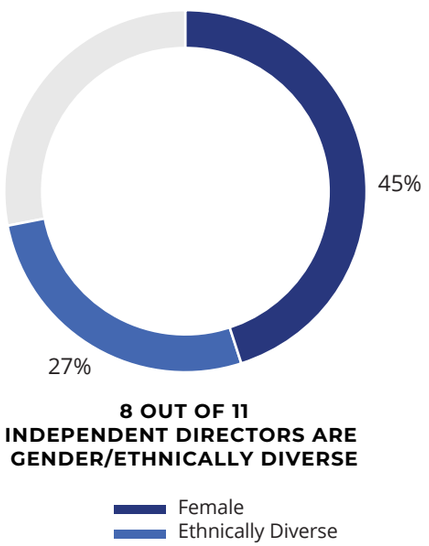
Guided by our purpose and values, the members of our Board leverage their diverse backgrounds, skills and experiences to oversee the Company's strategy and evaluate risk and performance for Newmont's long-term success. Our Board has a wide range of leadership and senior management experience in industry and specialized fields as well as across operating regions.

More information about Newmont's Board members' backgrounds, skills and qualifications is available in our **2023 Proxy Statement**.

Photo: Akyem, Ghana

Our Board understands the importance of leading by example and thoughtfully considers our Board's composition. The Board's Corporate Governance and Nominating Committee has been intentional about considering Board diversity in director searches. The Board continues to demonstrate a commitment to diversity with 72 percent of the independent directors as of the end of 2022 representing ethnic or gender-diverse categories and 45 percent representing women (or 67 percent and 42 percent, respectively, when including Newmont's President and Chief Executive Officer).

NEWMONT BOARD OF DIRECTORS' DIVERSITY (AS OF DECEMBER 31, 2022)



Newmont recognizes that there are multiple forms and spectrums of diversity. The graphic on the left represents only certain categories of diversity. Gender reporting of our Board is based upon self-identification by director as part of our annual questionnaire process. Newmont's leaders believe that recognizing self-identification and encouraging pronoun sharing in the workplace is a step in fostering an environment that is open, welcoming and safe for all employees. In connection with Newmont's efforts to eliminate symbols of exclusions and to create an inclusive workplace, the Board amended our By-laws to incorporate more inclusive language in 2022. Newmont is taking proactive steps to ensure corporate documents and forms demonstrate respect of all people and are inclusive of all gender identity and gender expression in line with our values and **People Policy**.

BOARD TENURE AND INDEPENDENCE

As part of its charter, the Corporate Governance and Nominating Committee regularly considers director succession planning and the long-term makeup of our Board, including how Board members will change over time. This includes striking an appropriate balance between the deep expertise and knowledge that comes from longer-term service and the new experiences and perspectives from additions to the Board. The Board's refreshment policy reflects a commitment to best practices in corporate governance by refreshing the Board and seeking that balance. Tenure and age are factors considered, and directors who have reached the age of 75 or 15 years of service as of the date of the upcoming Annual Meeting of Stockholders will not stand for re-election. However, the Board, upon the Corporate Governance and Nominating Committee's recommendation, may waive the retirement of any director if the Board determines it is in the best interest of the Company and its stockholders to do so. The average director tenure is five years with frequent refreshment.

All directors, except for Newmont's President and CEO, are considered to be independent under the Company's Corporate Governance Guidelines and the standards of the New York Stock Exchange.

Sustainability Governance

The full Board is responsible for providing oversight and holding management accountable for the Company's safety and sustainability performance. The Board delegates specific matters to each of the Board's committees to ensure sustainability considerations are integrated into the business at all levels of the organization and that our global standards, strategies, business plans and remuneration plans create the foundation for strong sustainability performance.

BOARD OVERSIGHT

The Safety and Sustainability Committee addresses most sustainability-related matters while the three other committees support other relevant issues, including anti-corruption, ethical conduct, taxes and royalties, cyber security, corporate governance, and inclusion and diversity.

Each committee Chair meets with management before the committees formally convene, and then provides a report summarizing the focus and work of the committee after each meeting to the full Board. All Board members have access to the materials reviewed by each committee, and the full Board reviews key sustainability matters — such as health and safety (including COVID-19), security, tailings management, community relations and development, cultural heritage management, Energy and Climate Strategy and talent management.

Safety and Sustainability Committee

As stated in its **charter**, the Safety and Sustainability Committee provides advice and oversight on Newmont's efforts to adopt best practices in the promotion of a healthy and safe work environment, and environmentally sound and socially responsible mining and resource development.

The Committee provides oversight of matters relating to health, safety, loss prevention and operational security, sustainable development, environmental management and affairs, relations with communities and civil society, government relations, human rights, cultural heritage and communications. The Committee also conducts oversight of risks related to such matters.

As of the end of 2022, the Safety and Sustainability Committee included four members — Jane Nelson (Chair), Patrick Awuah, Emma FitzGerald and José Manuel Madero.

The Safety and Sustainability Committee's quarterly meetings include in-depth discussions on policies, standards and strategies designed to mitigate safety and sustainability risks; compliance with regulations and policies; performance against standards, internal and external commitments and public targets; and the associated review of ESG-related incentive plan metrics. The Committee provides input on our annual materiality assessment to identify sustainability risks and concerns, and reviews and approves Newmont's Annual Sustainability Report and **Climate Report**.

SAFETY AND SUSTAINABILITY COMMITTEE

Jane Nelson (director since 2011 and Chair of the Safety and Sustainability Committee since 2019) has a long and distinguished career advocating for sustainable business practices and is the Founding Director of the Corporate Responsibility Initiative at Harvard Kennedy School.

Dr. Emma FitzGerald (director since 2021) is an experienced business executive in the energy and water industry, known for her thought leadership and deep understanding of these industries and for operating successfully in developing markets.

Patrick Awuah (director since 2021) has extensive international experience and as Founder and President of Ashesi University, he brings academic leadership to the Committee.

José Manuel Madero (director since 2021) has extensive experience as a finance, strategy and business development executive and as a consultant who advises global companies on managing matters related to regulatory, policy and social responsibility.

Audit Committee
Among the Audit Committee's responsibilities is providing oversight of the integrity of the Company's financial statements and compliance with legal and regulatory requirements and corporate policies and controls. This includes reviewing our Business Integrity and Compliance program and charter and evaluating and approving any material changes to the Company's Code of Conduct. The committee also provided oversight of Newmont's inaugural **Taxes and Royalties Contribution Report**, in which we disclose our tax strategy and significant economic contributions to host communities and governments as part of our commitment to creating shared value.

Leadership Development and Compensation Committee
The Leadership Development and Compensation Committee has the responsibility to develop and oversee the Company's executive compensation policies and programs. This includes ensuring executives are held accountable for the Company's health, safety and sustainability performance through an effective performance-based compensation structure. The committee also oversees leadership development, succession planning and talent management, and the global inclusion and diversity approach. The committee reviews the Company's People Strategy and the efforts to create a more diverse and inclusive workplace.

Corporate Governance and Nominating Committee
The Corporate Governance and Nominating Committee's responsibilities include ensuring that the Board is composed of qualified individuals who will serve in the best interests of shareholders and key stakeholders. This includes providing oversight and advice on corporate governance issues, Board leadership and succession planning, including identifying individuals to serve on the Board who have health, safety, environmental and social responsibility expertise.

More information about Newmont's Board members and committees is available in our **2023 Proxy Statement**.

MANAGEMENT RESPONSIBILITIES

Primary responsibility for the daily implementation and management of sustainability matters rests with Newmont management.

All Newmont executives are actively engaged in sustainability matters and the associated risks. Although the President and CEO has overall responsibility to align the **Sustainability and External Relations (S&ER) Strategy** with the overall Corporate Strategy, we have sustainability-focused leaders on our executive leadership and senior leadership teams. The S&ER Strategy is executed through our proven operating model, which leverages our collective expertise and applies best practices throughout the business. This creates consistency across our operations and allows us to tap into a broad base of experts in various areas.

The Chief Strategy and Sustainability Officer (who reports to Newmont's President and CEO) has overall responsibility for the Company's S&ER Strategy and oversees the S&ER team. This team plays a central role in developing and implementing sustainability-related management frameworks, creating and ensuring compliance with supporting strategies and standards, and tracking and reporting on our environmental and social performance.

Other executives and functions across the business have responsibility for the following key sustainability-related programs and efforts:

- Our Chief Financial Officer oversees our Risk Management System, engages with investors on ESG issues and is responsible for the Company's debt instruments, including our sustainability-linked bond.
- Our Chief Legal Officer oversees our Business Integrity and Compliance program, and our legal team is actively involved in reviewing and addressing key social and environmental matters.
- The Chief People Officer is responsible for the Company's People Strategy and performance related to workforce diversity and inclusion and ensuring our performance-based compensation structure aligns with shareholder and stakeholder interests.
- Our Chief Technology Officer serves as the Accountable Executive for the responsible management of Newmont's tailings storage facilities in accordance with the requirements of the Global Industry Standard on Tailings Management.
- The Chief Operating Officer oversees the Senior Vice President of Health, Safety and Security (who is responsible for the Company's Health, Safety and Security Strategy and performance), the Regional Senior Vice Presidents and the site General Managers, who are responsible for on-the-ground implementation at the regional and site levels.
- The Senior Vice President of Workplace Responsibility leads the Company's multi-year program to create a safe, equitable and healthy workplace.

We also have several executive steering committees that provide guidance on strategies and key global strategies and programs as well as cross-functional working groups that develop and lead our global strategies and programs around geopolitical risk, human rights, Indigenous peoples, water stewardship, tailings management, climate change and mine closure. The governance of our material sustainability issues is discussed in each respective section of this report.

Newmont's oversight structure includes the following:

- Board and Committee oversight of ESG includes regular management updates on ESG performance, reporting and trends.
- An ESG disclosure subcommittee considers our ESG disclosures in publications such as our annual Form 10-K and Sustainability Report. Matters discussed by the subcommittee include:
  - Evaluating U.S. Securities and Exchange and other rulemaking in connection with ESG reporting;
  - Reviewing the disclosure process for performance against key public targets and reporting of greenhouse gas and related emissions data; and
  - Highlighting to the full disclosure committee what information is material and ensuring material information is disclosed to the investment community and other audiences in a timely, consistent and appropriate manner and in accordance with applicable laws.

SUSTAINABILITY GOVERNANCE

Performance-Based Compensation

Executives and employees eligible for our incentive plans are held accountable for the Company's health, safety and sustainability performance through Newmont's performance-based compensation structure.

For the 2023 bonus payout (based on 2022 performance), the Executive Leadership Team had business, as well as personal, objectives aligned with each of the five pillars of the Corporate Strategy — health and safety, operational excellence, growth, people, and ESG. Health, safety and sustainability metrics represented around 53 percent of the actual payout and between 47 percent and 75 percent of the regional and site performance bonus payouts, with the remaining percentage covering operating measures such as efficiencies/cost controls, return on capital and exploration objectives (the percentage varies according to whether an employee is at the site, region or corporate level). Our safety and health metric was based on verifying critical controls and coaching and fatigue risk reduction. The sustainability metric relates to Newmont's ESG, risk management and disclosure performance as measured by three public scoring agencies (Bloomberg ESG, MSCI and S&P Global).

In 2022, we updated our compensation program to ensure alignment with investor expectations and best practices, and beginning in 2023, the compensation program for executives does not include a personal performance component in the annual incentive program. This increases the weighting for performance against the Company objectives. We also updated our Long-term Incentive Program, which adds two ESG metrics — tied to executive female representation and our climate targets — to the performance share unit plan.

NEWMONT'S SHORT-TERM INCENTIVE PLAN

ESG	Health & Safety	20%
ESG	Sustainability	10%
Operational Excellence	Efficiency/ Production Costs	25%
Operational Excellence	Value Creation	25%
Growth	Growth Success	20%

Newmont holds an annual advisory vote on executive compensation, allowing shareholders to approve, reject or abstain from voting on executive compensation programs and policies. Management and the Board's Leadership Development and Compensation Committee engage directly with top shareholders to discuss programs and initiatives and gather feedback on these and other governance-related matters.

More information on director and executive compensation and the process for communicating with the Board is included in our **2023 Proxy Statement**.

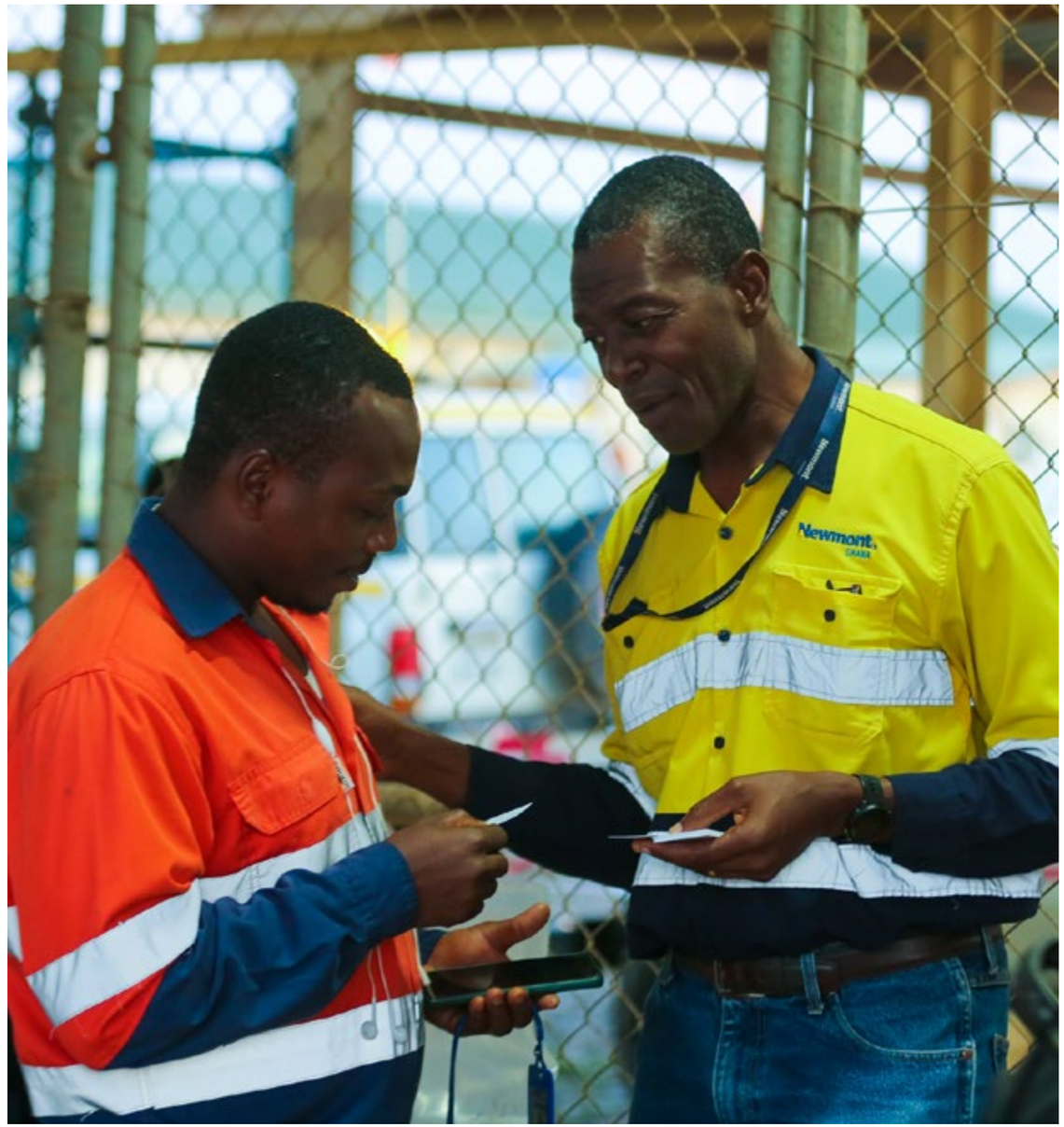


Photo: Ahafo South, Ghana

Business Integrity and Compliance

Acting and operating with integrity are essential for companies to earn the trust of stakeholders and prevent corruption and conflicts of interest. At Newmont, this understanding shapes our short- and long-term goals and helps prevent financial, societal and reputational harm. As a core value, integrity guides our day-to-day conduct. At the same time, our global Business Integrity and Compliance program establishes strong compliance controls and fosters a workplace culture where everyone can act honestly and ethically.

Governance

Our global **Code of Conduct** ("Code") and the following six overarching policies form the foundation for our integrity expectations:

1. **Asset and Value Protection**
2. **Business Integrity**
3. **Health, Safety and Security**
4. **Operations and Resource Development**
5. **People**
6. **Sustainability and External Engagement**

These — along with our standards on Anti-Corruption, Conflicts of Interest, Gifts and Entertainment and U.S. Export Compliance — state the minimum requirements for conducting business honestly, ethically and in the best interests of Newmont.

Newmont's global Business Integrity and Compliance (BI&C) program seeks to ensure that the Code's principles are adhered to by everyone working on Newmont's behalf. A global team — led by our Vice President, Chief Integrity and Compliance Officer and composed of lawyers, auditors, systems experts and other compliance professionals — is responsible for the program's day-to-day implementation, management and continuous improvement.

Regional and site integrity and compliance managers in all jurisdictions where Newmont operates report directly to the BI&C team. We also have a network of integrity advocates across the organization and functional compliance coordinators who augment Newmont's global compliance program.

Newmont's BI&C program is overseen by our Chief Legal Officer and by the Executive Leadership Team who act as the BI&C Steering Committee, which provides BI&C guidance and support on the program.

Photo: Porcupine, Canada

The Board of Directors' Audit Committee provides governance and oversight through ongoing communications with the Vice President, Chief Integrity and Compliance Officer and receives quarterly reports outlining BI&C performance indicators and activities. BI&C activities are governed by a charter, which is approved by the Audit Committee, that formally documents the program mandate, purpose and scope, roles, responsibilities and authority. Our Board of Directors approves any material changes to the Code and re-evaluates it in conjunction with management as needed.

Business Integrity and Compliance Risk Management

An alleged or actual ethical, compliance or legal violation is a significant risk to our business, potentially impacting our ability to operate in a certain jurisdiction or resulting in fines and/or penalties and reputational harm. The central piece of our BI&C program is our risk assessment process, which is aligned with our global **Risk Management System** and has three key components — periodic compliance risk assessments, integrity surveys and an annual company-wide fraud risk assessment that is led by our internal audit team.

Our compliance risk assessment process presently covers three risk categories – anti-corruption, third-party risk, and corporate compliance and culture. The global fraud risk assessment identifies potential fraud risk scenarios and ensures controls are in place to address each identified scenario.

The combined results of the latest compliance risk assessment and the 2022 fraud risk assessment confirmed that the direction of our BI&C program was closely aligned with the areas posing the highest risk to the organization from a business integrity and compliance perspective.

Strategy and Management Approach

The primary goal of Newmont's BI&C program is to prevent misconduct. It is also designed to detect, mitigate and remediate violations of legal and regulatory requirements and/or internal policies across several ethics and compliance risk areas. The program achieves this through a focus on two interdependent areas — building a culture of integrity and implementing effective compliance controls.

INTEGRITY CULTURE

Merging organizational values with the personal behaviors of our employees is key to sustaining and enhancing Newmont's culture of integrity. The following programs, tools and practices support this goal:

- **Leadership and setting the tone —** Company-wide, regional and site communications from Newmont's leadership team discuss real-life instances of misconduct and examples of what integrity means in practice. Messages from site General Managers up to the President and CEO have highlighted the Company's actions on instances of substantiated misconduct and serve as clear statements that Newmont will hold people accountable regardless of position in the organization.
- **Ongoing, direct communications —** In addition to the messages from leaders, BI&C communicates cases, lessons learned, trends and other areas of importance with employees. Our quarterly Organizational Justice and Integrity Dashboard shares key integrity messages and sheds additional light on activities and Integrity Helpline case details, including outcomes and disciplinary measures taken at all levels of the organization.
- **Training —** Newmont requires all employees and directors to acknowledge understanding of and adherence to our Code upon joining the organization and on an annual basis. Employees with regular computer access at work must complete additional online courses on specific integrity and compliance topics at least once a year. Regular and targeted in-person, virtual and online training is made available to employees to address Code-related issues relevant to their region and/or function. We also focus on tailored training programs to share lessons learned from actual cases that happened at Newmont.
- **Outreach —** BI&C conducts ongoing sessions with various functions on relevant topics to encourage ethical behavior, help navigate compliance issues and prevent potential misconduct before it occurs. For example, our local compliance managers host annual integrity days/weeks with learning and awareness events relevant to their respective jurisdictions.
- **Personnel management practices —** To set people up for success at the beginning of their careers with Newmont, we provide new employees with information about our approach to integrity and responsibility during the onboarding process. Conversations about our company values are included in leadership calls, performance evaluations and annual goal-setting meetings.
- **Celebrating role models and exemplary behavior —** Through our annual integrity award process, we recognize those employees who demonstrate that they live our value of integrity. Employee-nominated recipients are selected for displaying outstanding integrity-based behaviors and serving as role models for ethical decision making.

COMPLIANCE CONTROLS

Ensuring compliance with laws and regulations requires a system of checks and balances that help prevent inappropriate actions before they happen and detect such instances when they do occur. Our controls, which complement our efforts to strengthen our integrity culture, include the following:

- **Quarterly anti-corruption certification —** As part of our commitment against corruption, over 80 leaders across the business (i.e., all Executive Vice Presidents, Regional Senior Vice Presidents, Regional Chief Financial Officers, site General Managers and leaders within key functions such as Supply Chain, Legal and Finance) must sign a personal certification each quarter that their respective region or functional area maintained effective controls for all aspects of their operations and that they are not personally aware of any interaction or payment by Newmont, or on our behalf, that would violate our Code, policies, standards or applicable laws.
- **Proactive detection data analytics —** As part of our anti-corruption compliance efforts, in 2022 we commenced a pilot project to proactively detect potentially suspicious transactions. Using several analytical filters that screen payments, our process flags unusual transactions that we then follow up on through direct inquiry with the owner of the transaction and inspection of applicable supporting documentation. This new process not only serves the purpose of detection but also creates an important element of deterrence. We initiated the pilot for two of our higher-risk jurisdictions and plan to expand the pilot by adding two jurisdictions each year thereafter.
- **Third-party screening —** We evaluate and manage our third-party relationships via our **Supplier Risk Management (SRiM) Program** and other supporting programs. BI&C works closely with the Supply Chain and Human Resources teams to manage a third-party screening platform. The platform screens adverse media, political exposure and trade compliance risks. BI&C follows up on all relevant findings before advancing the third party through the onboarding process. The platform also includes an ongoing monitoring feature that flags for BI&C any new alerts on previously screened third parties.
- **Supplier risk —** To identify, assess and manage corruption risks in our global network of suppliers, BI&C and Supply Chain work together to conduct targeted anti-corruption audits of suppliers identified as high risk. The results of these audits are shared both internally and with the respective supplier to better align their practices with Newmont's policies and standards. During 2022, we updated Newmont's inventory of high-risk third parties to better align risk mitigation efforts with the areas posing the highest compliance risk for Newmont. Additional details about our approach to managing supplier risks and activities in 2022 are discussed in the **Responsible Sourcing** and **Human Rights** sections.
- **Integrity Helpline —** People managers are expected to ask, listen and act, and all employees are encouraged to speak up and report any instances of real or potential breaches of the Code or related policies, standards and/or laws. Employees and non-employees — including contractors, suppliers and community members — can anonymously seek guidance and/or report a concern online or by phone using our third-party-run Integrity Helpline (available in English, Spanish, Dutch and French). Code-related cases that originate through other channels, such as Human Resources or Security, are also incorporated into the Integrity Helpline, and matters that have a human rights impact are flagged as such. All substantiated matters lead to corrective actions, which may include a recommended process improvement, training, counseling, formal discipline, termination and/or legal action.
- **Employee performance and advancement —** In 2022, Human Resources and BI&C worked together to implement a new and structured process that screens employees being considered for management promotions or transfers for current or past instances of substantiated misconduct. The screening results are then factored into the career progression decisions. This new process also includes the consideration of substantiated misconduct in the employees' annual performance ranking.
- **Gifts and entertainment registry —** Reasonable, transparent and appropriate gifts and entertainment are integral to doing business in many jurisdictions where we operate. To minimize the risk of practices that could lead to conflicts of interest or breaches of applicable anti-corruption legislation and norms, we have a global gifts and entertainment registry that assesses, and, if applicable, approves gifts and entertainment given and received by employees above pre-determined thresholds. In 2022, we enhanced our online gifts and entertainment registry for better ease of use, practicality and compliance.
- **Conflicts of interest disclosures —** Conflicts of interest, which may arise in the normal course of business, require prompt disclosure by employees and business partners. Our policy requires that conflicts of interest must be avoided; however, in some instances, this may not be possible. To help employees comply with our requirements, we manage a global conflicts-of-interest disclosure portal that captures the disclosed conflict and manages it in a direct, centralized and traceable manner. As part of our annual integrity training, employees are required to certify that they do not have any real, apparent or potential conflicts of interest pending disclosure.
- **Clarity and accessibility —** BI&C's intranet site, which is accessible to all employees, displays all relevant integrity and compliance-related policies and standards and includes tools to support compliance. Based on feedback from the Integrity Baseline Survey in late 2021, we refreshed the portal to make it more integrated, interactive and user-friendly.

- **Fighting abusive behaviors —** In 2022, we strengthened our commitment against abusive behaviors (i.e., sexual misconduct, harassment, discrimination and bullying) in the workplace, appointing a dedicated senior executive to lead the effort to drive positive change. We highlight our work to create a safe, equitable and healthy workplace on page 68. BI&C supports these efforts through global training, the prioritization of related internal investigations, and the collection, classification and reporting of abusive behaviors data. Starting in mid-2022, we produced a quarterly Abusive Behaviors Dashboard that is shared with Newmont's Executive Leadership Team, the Audit Committee of the Board of Directors and other select management groups, as well as all employees, through our quarterly company-wide publications.
- **Transparency and ongoing evaluation —** Every quarter, BI&C produces a comprehensive report for our Executive Leadership Team and the Board of Directors' Audit Committee. This report includes detailed statistics, trends and benchmarks of Newmont's Integrity Helpline activity, matters involving abusive behaviors, key regulatory developments, and progress on the Company's compliance and integrity initiatives. BI&C also presents a version of these materials to the top leaders in the Company (approximately 100 employees) each quarter.

PUBLIC POLICY ADVOCACY

Our participation in the public policy process ensures sound policy supports responsible mineral development where we operate. We advocate for responsible, equitable and transparent local, national and international policies, and we aim to be part of the solution to the full range of issues that affect our business.

Because risks of corruption exist when interacting with government officials, employees must secure prior approval before conducting such engagement and do so in strict accordance with our global business integrity and compliance standards, all applicable laws, and external commitments such as the **Extractive Industry Transparency Initiative** and **Partnership Against Corruption Initiative**. Reports of our U.S. and Canadian lobbying activities are publicly available **online**.

We advocate our positions and objectives on key matters through our membership in associations and organizations that represent the interests of the mining industry and help shape future regulations and policies. Each year, we assess the alignment between our commitments and the positions of the associations, particularly around climate change. Where significant misalignment is identified or the association has no public position, we engage with the association to address gaps with Newmont's commitment. We include details about our industry memberships and climate policy alignment in our **Climate Report**.

Political contributions

Newmont makes political contributions, where permitted, to candidates and organizations whose views and likely actions may support the Company's business goals. Newmont only makes political donations in the U.S. Every contribution — made either directly by the Company or by our bipartisan political action committee called NEWPAC — must comply with our Political Contributions Standard and all applicable federal, state and municipal laws. Employee contributions to NEWPAC are voluntary and kept separate from those made by the Company. NEWPAC is registered with the U.S. Federal Election Commission (FEC), and all funds received and distributed by NEWPAC are publicly disclosed on the **FEC website**.

We report our political contributions and U.S. trade association memberships to our Board of Directors at least annually and publish this information on our **website**.

Performance, Metrics and Targets

To measure the effectiveness of how we are managing our integrity and compliance risks and executing our BI&C program, we monitor several metrics related to Integrity Helpline cases, supplier risk and training.

INTEGRITY AND COMPLIANCE INVESTIGATIONS

Integrity matters opened, addressed and substantiated in 2022[1]

	Number
Total new matters (all matters) captured in the Integrity Helpline	779
Total escalated matters addressed (substantiated + unsubstantiated)	315
Total substantiated (escalated) matters	163

Nature of matters (all matters) received through Newmont's Integrity Helpline in 2022[1, 2]

Nature of cases	Number	Percentage
Misconduct or inappropriate behavior	418	54%
Concerns about corruption	73	9%
Conflicts of interest	95	12%
Misuse of company assets	52	7%
Inquiries and Compliance Reviews	102	13%
Concerns pertaining to environmental health and/or safety regulations	32	4%
Other types of matters	7	1%
TOTAL	**779**	**100%**

[1] *Newmont's Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interest, gifts, and bribery/corruption.*

[2] *Future reporting on incidents of discrimination is planned as part of the multi-year program led by our Senior Director of Workplace Responsibility aimed at eliminating sexual harassment, racism, bullying and discrimination in all forms at Newmont.*

Approximately 52 percent (163) of the escalated matters investigated in 2022 resulted in substantiation of the allegations received. The substantiated cases resulted in either recommended changes in business processes or human resources-related actions. These actions involved employees across all levels of the organization who were counseled, disciplined or terminated.

As part of our commitment to creating a safe, equitable and healthy workplace, in 2022 we began tracking and reporting internally on matters coming into the Integrity Helpline involving abusive behaviors. These matters involve sexual misconduct, harassment, discrimination and bullying. Future reporting on incidents of discrimination is planned as part of a multi-year program aimed at minimizing sexual harassment, racism, bullying and discrimination in all forms at Newmont.

More information about the nature of the cases and outcomes is included in the **Performance Data** section.

TRAINING

There were more than 8,500 employee interactions with our online and in-person BI&C training throughout the year.

In 2022, we conducted two rounds of our annual online integrity and compliance training. The first course, which corresponded to the training planned for 2021 but was delayed due to technical difficulties, commenced in January 2022 and concluded in March 2022, and the second course began in November 2022 and concluded in January 2023. Employee participation in both the first and second courses was 96 percent. The training sessions covered a variety of our BI&C program's core elements (such as anti-corruption, conflicts of interest, gifts and entertainment and inappropriate abusive behaviors). The latest global online training module included a more interactive experience for participants, leveraging lessons learned from actual cases that happened at Newmont. Throughout the year, BI&C held several targeted, in-depth outreach sessions (including training) for higher-risk groups such as Security, Sustainability and External Relations, Supply Chain and high-risk contractors.

Photo: Ahafo, Ghana

PUBLIC POLICY ACTIVITIES

In 2022, we conducted engagement with government and regulatory officials in all our operating regions. Along with providing regular updates on the Company's operations, top issues for each jurisdiction and emerging risks and opportunities, public policy advocacy efforts in our operating jurisdictions included the following:

Argentina

Newmont engaged with government stakeholders at the provincial and national levels, including the Central Bank, and worked with the industry to address several issues such as export fees, local content and employment expectations in Santa Cruz. The Company also discussed how capital and currency restrictions on mining operations impacted its ability to pay existing intercompany loans between related entities.

Australia

Through our membership in the Minerals Council of Australia and Chamber of Minerals and Energy Western Australia, we engaged in several legislative reforms at both the state and federal levels. This includes providing input on water and environmental governance reforms in the Northern Territory and participating in the co-design and implementation process for Western Australia's new Aboriginal Cultural Heritage Act. At the federal level, we participated in industry taskforce reviews on legislation to improve the protection of national heritage and meet Australia's federal plan to reduce carbon emissions by 43 percent by 2030 and reach net zero by 2050.

Canada

Primary areas of interest at the national, provincial and local levels involved potential tax increases and efforts to transition to a low-carbon economy. Newmont representatives also reiterated the importance of dialogue on the private sector's role in reconciliation and Indigenous peoples' rights, including the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). The Company also engaged federal and provincial officials to better understand the implications of emerging programs to support the production of critical minerals.

Ghana

We engaged with government officials at the local, regional and national levels to address regulatory and social matters that have the potential to impact Newmont's current operations and growth projects. This included working with the Minerals Commission on expatriate work permits and supply contracts and becoming the first company to participate in the Bank of Ghana's Domestic Gold Acquisition Program. The Company has also been working extensively with local, regional and national government officials to achieve land access for the new Ahafo North operation in a sustainable and socially responsible manner.

Mexico

Newmont re-engaged with key federal and Zacatecas government officials to support regulatory certainty and project advancement, as well as strengthen Newmont's sustainability performance. We also met with several U.S. Embassy officials, including the Minister of Commercial Affairs, Minister of Political Affairs, Economic Affairs Official and Mining and Metals Attaché. Key topics of discussion included government plans to address existing security risks in the area of influence, the timing of environmental permits, and the creation of a local procurement register to support economic development in Zacatecas. Newmont also renewed our board membership in the American Chamber of Commerce, the Mexican Mining Association, the Canadian Chamber of Commerce and the Mining Cluster based in Zacatecas.

Peru

The Company engaged national and Cajamarca authorities to provide updates on closure and reclamation work at Yanacocha, advancing related permits and plans for the Yanacocha Sulfides project as Newmont progresses toward the 2024 full-funds decision. Furthermore, through the National Mining Society of Peru, the Company worked to understand the implications of legislative proposals around water management and outsourcing work.

Suriname

Newmont worked with the Suriname government to implement monthly tax payments to support the government's efforts to mitigate significant cash constraints. The government also approved a program, which will be executed in partnership with Crown Agents and Newmont, to improve the country's vaccination and health data management programs. In July, the Ministers of Natural Resources, Justice and Police, Defense and Spatial Planning, and Environment visited Newmont's Merian operation.

U.S.

Newmont was appointed to the White House Interagency Working Group on Mining to examine mining laws and regulations in the U.S. and recommend updates and changes. We also assisted in coordinating a tour of the Nevada Gold Mines joint venture properties for senior U.S. Department of Interior staff working on mining law recommendations.

Newmont's U.S. political contributions totaled **$70,625** in 2022. Details on the contributions are disclosed on our **website**.

Photo: Merian, Suriname

Risk Management System

Managing top risks is a priority for companies and stakeholders. This is especially true of mining companies due to their broad risk profile. Identifying, defining, assessing and mitigating risks are critical to delivering on our Corporate Strategy and our commitment to sustainability. Newmont's redesigned global Risk Management System framework has clearly defined processes to manage both risks and opportunities across the business.

Newmont's Risk Management System

Our redesigned Risk Management System (RMS), which we launched in 2021, integrates all management systems used throughout the business to ensure a more consistent, standardized and comprehensive approach to managing risk.

The RMS provides Newmont's leaders with detailed risk information on which to base decisions, support compliance with obligations and achieve Newmont's objectives. The widely recognized "Plan, Do, Check, Act" improvement model embedded in our RMS establishes routine activities, verifications and reporting, helping us meet our obligations and objectives and continuously improve how we manage risks. Our RMS governance documents include requirements and guidance to ensure the management of risks is prioritized and integrated into decision making at all levels of the business.

A global RMS Standard defines the requirements for all functions, regions and sites on controls, standards and governance, reporting and verification. The programs Newmont has in place to manage material and other sustainability issues are informed by those risks and controls identified through the RMS risk assessment process, and program activities, verifications and reporting sit within this overarching system. We discuss these programs — including our risk management approach — and progress with implementing the RMS for each material issue in the respective sections of this report.

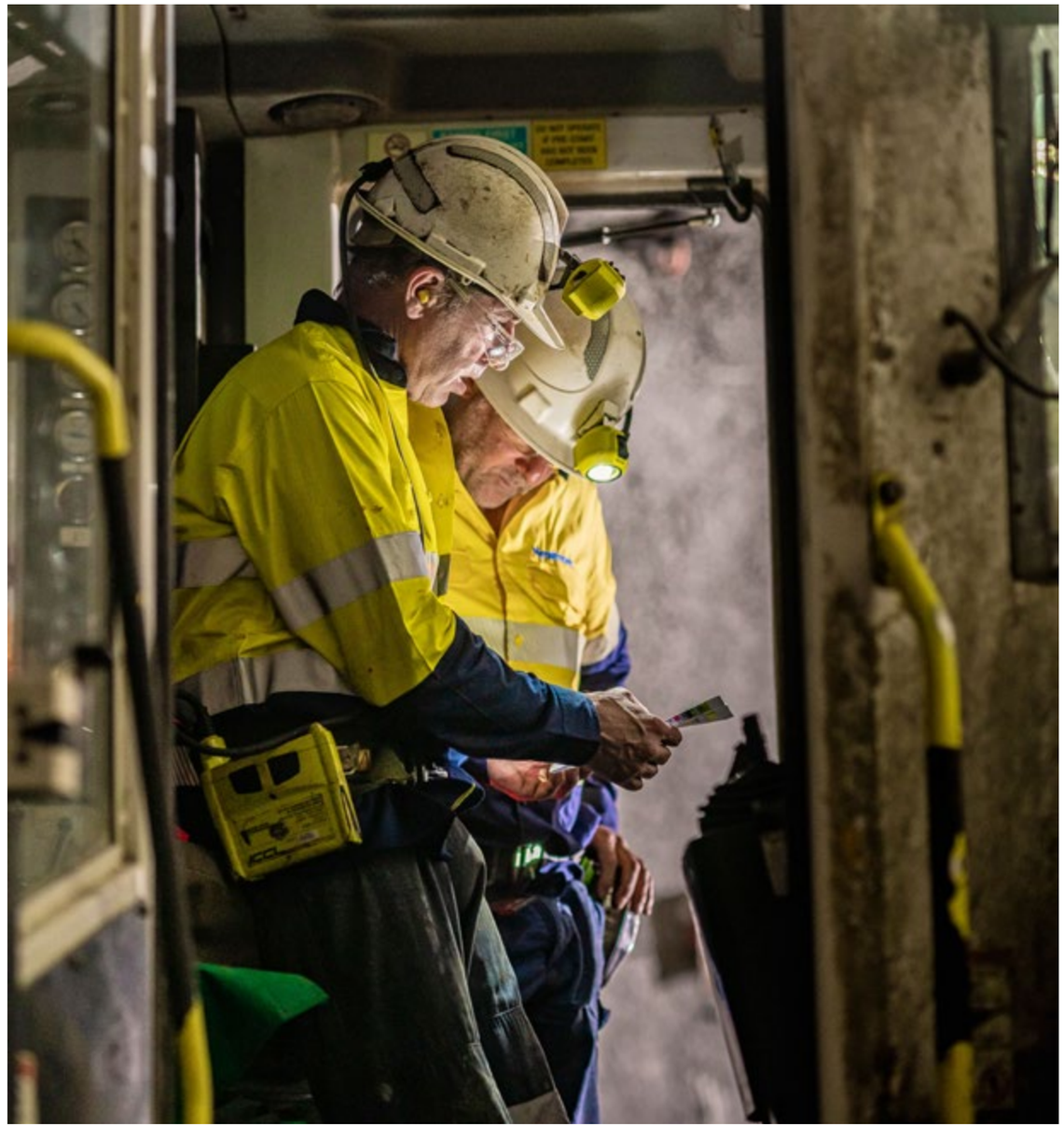
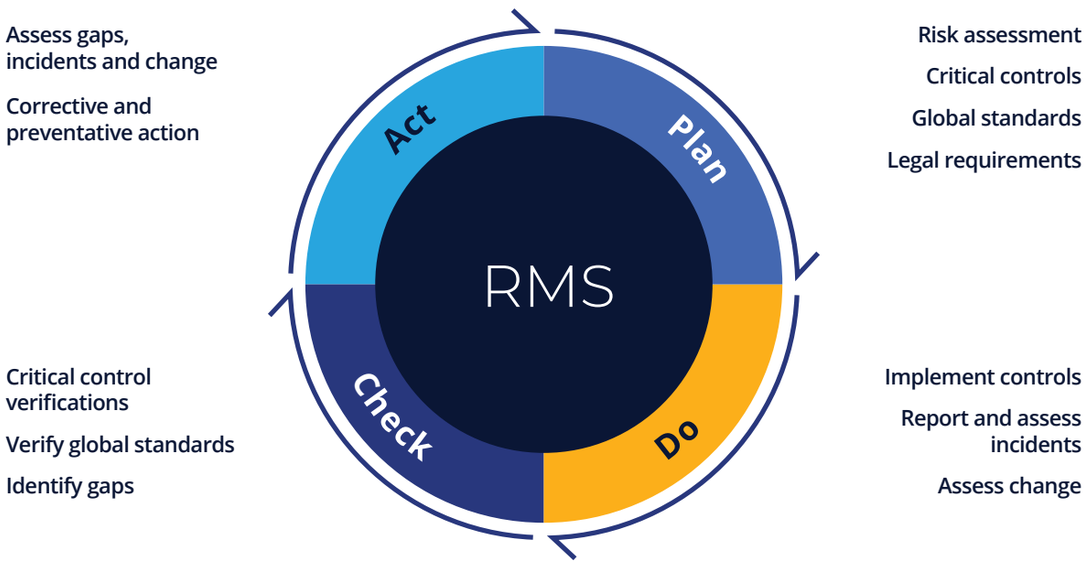


Photo: Tanami, Australia

PLAN-DO-CHECK-ACT MODEL



INTEGRATION PROGRESS

Integration of the RMS throughout the business continued in 2022. Key milestones achieved during the year included:

- Launching the updated RMS technology platform, consolidating existing data into a single software solution.
- Completing a risk owner-led integrated assessment of Newmont's risk and control environment that refreshed our risk profile and aligned risks across our locations.
- Consulting with and receiving approval from the Executive Leadership Team on the refreshed risk profile and presenting this to the Board of Directors.
- Receiving approval from the Executive Leadership Team on a risk appetite statement.

A key area of focus in 2023 will be working with functional leaders to refine the documentation of the controls that are required to be in place at all levels of the business, including operations. Among our top risks, some programs — such as those related to preventing fatalities and managing tailings — conform with the RMS and have specified controls identified that are subject to formal verification. Other programs continue to mature and are in the process of designing and implementing risk-based verification programs.

In late 2022, we initiated RMS maturity assessments for each functional area. These assessments will inform the development of action plans for full RMS implementation, which is expected to continue through 2024.

INDEPENDENT REVIEW

PricewaterhouseCoopers (PwC) is conducting a review of Newmont's RMS in order to provide limited assurance over the assertions made by Newmont with respect to completion of certain 2022 milestones in the integration of the RMS system.

Sustainability Compliance and Assurance

Complying with all applicable laws and regulations is always a business imperative. We build trust and meet stakeholder expectations by adhering to high standards, following responsible business practices and fulfilling our commitments. At Newmont, our compliance programs establish the systems that allow us to manage and verify adherence to our obligations while identifying opportunities for continuous improvement.

Sustainability Risks and Standards

Newmont's global environmental, social and political standards, which reside within our Risk Management System (RMS) framework, outline the critical and other controls required to be in place across the business to manage the identified risks, which are captured in Newmont's Global Risk Library. Supporting governance documentation details the minimum requirements for personnel across the business.

The RMS includes the following key components to ensure sustainability-related activities are conducted in conformance with our global standards:

- **Critical Control Verifications (CCVs) —** CCVs ensure that personnel responsible for day-to-day activities verify the presence and effectiveness of controls on a regular basis, record results and address any identified gaps.
- **Verification —** Independent internal teams — as part of the RMS-Verify program, which assesses compliance with our global standards and critical control verification performance — conduct scheduled formal audits against each operation's conformance with the standards, implementation and effectiveness of controls, and development of action plans (as needed) to support continuous improvement.

In 2022, we convened a working group within the Sustainability and External Relations team to review and define the risk environment, identify critical controls, and develop the verification program for our top environmental, social and political risks based on risk assessments and the ranking of how likely the risk is to materialize and its potential impact. This team also began preparing for the implementation of the RMS-Verify audit program that is planned for 2023. As part of this work, we commenced a desktop-based preliminary review of site-based activities to test the content and approach for environmental, social and political CCVs. CCV development will continue through 2023.

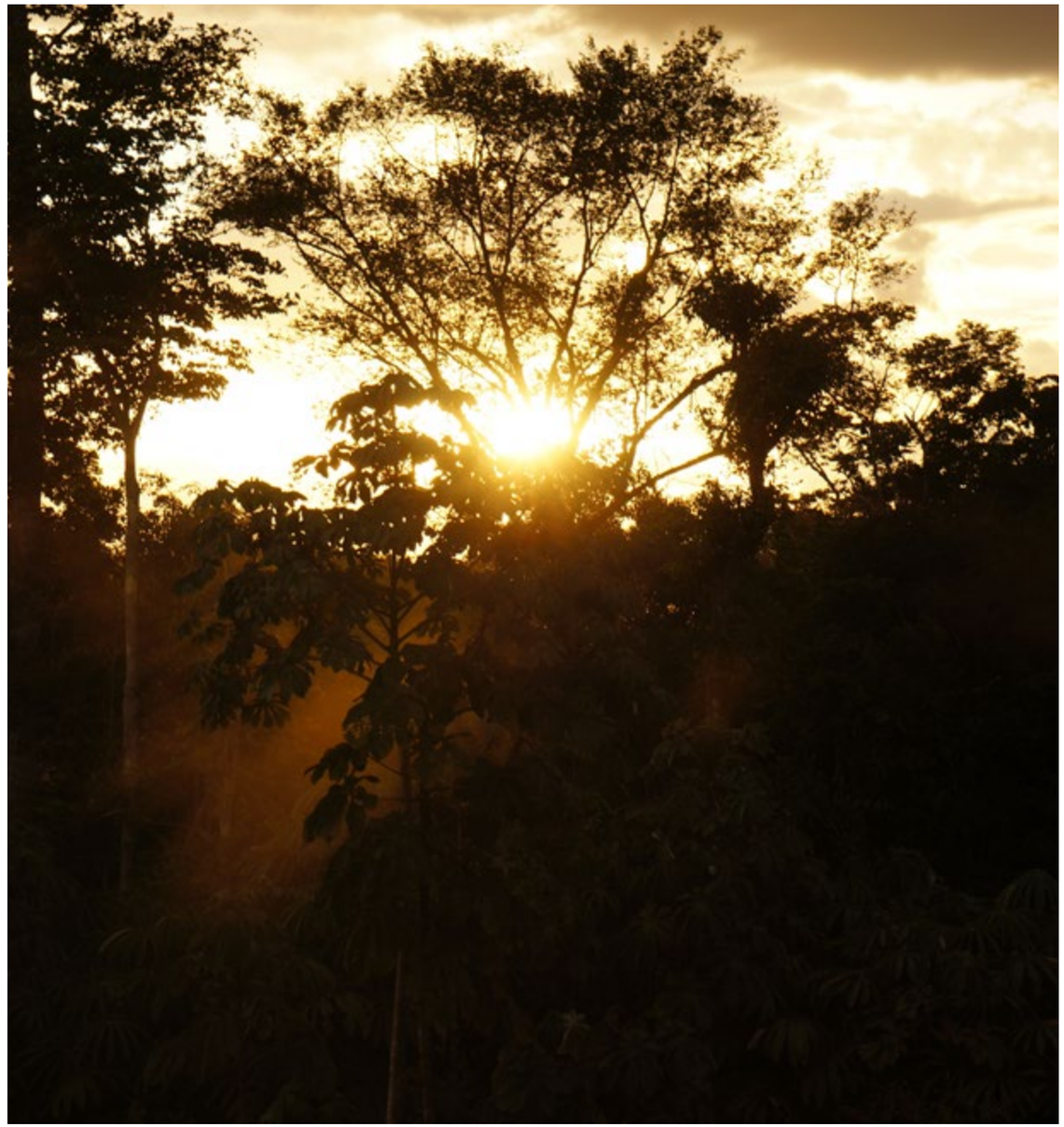


Photo: Merian, Suriname

Compliance Audit Program

The Compliance Audit program employs a risk-based approach to evaluate the systems and programs sites implement to manage the legally binding obligations stated in regulations, permits and formal agreements. Independent auditors conduct detailed reviews into compliance with the relevant obligations. The program uses a standardized methodology, reporting format and process for following up on and sharing actions associated with findings.

The Sustainability and External Relations team manages the program and an external, independent audit team conducts the audits every three years for each Newmont operating site. The compliance audits are critical for understanding our compliance with legal obligations and helping manage any current and emerging compliance-related trends.

In 2022, we completed compliance audits at three sites — CC&V, Musselwhite and Yanacocha. Each site subsequently developed an action plan to address gaps. Audit findings and associated site action plans are shared with all operating sites to facilitate lessons learned and a review to understand if similar risks and opportunities exist at other operations.

The 2022 audits have identified opportunities for improvement, including strengthening the following:

- Systems to clarify and manage regulatory documentation and requirements;
- Monitoring of environmental impacts, including for water and air quality;
- Adequacy of water management infrastructure and equipment; and
- Reclamation success based on closure plans and associated criteria.

Findings and resulting actions from the Compliance Audit process are shared with corporate, region and site leadership to inform strategic planning and decision making by highlighting priority areas and identifying or elevating areas of risk. They are also shared with the Board of Directors. As integration of the business-wide Risk Management System progresses, Compliance Audit findings will be formally integrated into risk assessment activities.

EFFECTIVENESS REVIEWS

We conduct formal effectiveness review workshops approximately 12 months after the compliance audit to verify that actions have been taken (or are in progress) to adequately address the identified gaps. In 2022, we conducted an effectiveness review for the Éléonore and Porcupine compliance audits. These reviews highlighted several improvements that have been made at the site to address gaps identified by the 2021 audits, including:

- Better management of hazardous materials;
- Updated concurrent reclamation planning;
- Strengthened noise, odor, vibration and wastewater effluent monitoring and reporting practices; and
- Reconciliation of permit requirements in liaison with regulatory authorities, where needed.

Independent Assurance

We engage a third-party provider, PricewaterhouseCoopers (PwC), to conduct independent assurance over selected performance metrics and assertions disclosed within public materials on an annual basis.

PwC was selected through our formal, competitive tender process to conduct 2021 data assurance. Our internal ESG Disclosure Subcommittee evaluated and approved this selection with the endorsement from our Executive Leadership Team and the Board of Directors. The engagement with PwC was renewed for the 2022 reporting process.

PwC is engaged to conduct independent limited assurance of selected performance metrics included within the following Newmont publications:

- Annual Sustainability Report; and
- Climate Report.

PwC is also engaged to provide limited assurance on selected assertions made regarding the integration of Newmont's internal **Risk Management System** and on the selected subject matters that require independent assurance as part of Newmont's membership in the following industry bodies:

- The International Council on Mining and Metals (ICMM) — Performance Expectations (PEs) and Position Statements;
- The Mining Association of Canada (MAC) — Towards Sustainable Mining program (TSM); and
- The World Gold Council (WGC) — Responsible Gold Mining Principles (RGMPs).

PwC was also engaged to conduct reasonable assurance over Newmont's conformance with WGC's Conflict-free Gold Standard.

At least twice a year, PwC representatives meet with the Board's Safety and Sustainability Committee to provide an update on the assurance process, and they meet with the committee members and management to discuss any emerging issues and disclosures as part of management's process to ensure Newmont is prepared to address such matters.

The completion of these multiple assurances in parallel allows Newmont and PwC to undertake testing over like datasets and associated processes at the same time. PwC conducts its assurance in accordance with relevant assurance standards, including the International Standard on Assurance Engagements ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and is required to apply a level of materiality when completing its procedures. The resulting **Assurance Statements** accompany this and other applicable reports.

PwC also provides Newmont an annual management report that outlines internal recommendations for improvement, including highlighting any emerging risks or trends that may require a future update to controls or systems. These recommendations are shared with both Newmont leadership and the Safety and Sustainability Committee and are tracked to completion, as applicable.

Membership-based Commitments

The Combined Voluntary Commitments Assessment (CVCA) Program supports alignment with the requirements of our **various membership organizations**. This includes agreed-upon equivalencies to combine assessment criteria for site-level assessment obligations under the ICMM PEs and Position Statements, WGC's RGMPs, WGC's Conflict-Free Gold Standard and MAC's TSM program.

The CVCA program also aims to optimize data and reporting management by providing sites with a single self-assessment tool that covers multiple membership-based obligations. The tool can be adapted over time as framework requirements are updated and/or additional cross-framework equivalencies are identified.

With the completion of CVCA self-assessments for the remaining four sites in 2022 (Cerro Negro, Merian, Peñasquito and Yanacocha), Newmont has formally met the implementation requirements of both the ICMM and WGC programs. ICMM and WGC were formally notified of full implementation and results are **disclosed in this report**.

The following table includes the industry frameworks that are currently included in the CVCA program. Newmont participates in several other voluntary programs and frameworks that are managed through other systems and processes and are not included in the CVCA program at this time but may be in the future (such as the Global Industry Standard on Tailings Management). More information is included in the **Voluntary Commitments and Disclosures** discussion.

Supplier and Customer Due Diligence

Our efforts to manage obligations, understand risk and report impacts related to upstream (suppliers) and downstream (customers, end-users) aspects of our value chain, including those outlined in membership-based commitments and other relevant external frameworks, are further discussed in our **Responsible Sourcing** section.

Photo: Peñasquito, Mexico

Industry Frameworks Included in Newmont's CVCA Program

Organization	
International Council on Mining and Metals (ICMM)	
Voluntary framework	**Activities in 2022**
ICMM's Performance Expectations (PEs) and Position Statements define good practice in the areas of environmental, social and governance.	ICMM member companies have committed to perform self-assessments of their conformance to the PEs, including Position Statements, at the site level (supported by a Corporate self-assessment) and to obtain third-party validation of these assessments on a three-year cycle.
	As disclosed in the **ICMM and WGC Standards Index**, all 12 operating sites (along with Corporate) completed self-assessments against the PEs using the CVCA tool in 2020, 2021 and 2022. Exceptions, which are reported as "Partially Meets," to seven PEs have been identified through this process, and actions are in progress to address gaps.
	Newmont's sustainability policies, management standards and procedures are aligned with the mandatory requirements set out within the Position Statements of the ICMM.
	For Newmont's first three-year cycle under the ICMM program, self-assessment data from 2020 at four sites were **validated** by an independent assurance provider, Apex Companies, LLC. For 2021 and 2022, data at the remaining eight sites were **validated** by our independent assurance provider, PwC, in conjunction with its assurance activities in relation to Newmont's Annual Sustainability Report.
	Self-assessments for all sites and their subsequent validation schedules were completed for the three-year implementation period, and preparation for the second three-year cycle of self-assessments is underway. Therefore, no prioritization of site self-assessments or validation activities falling outside of this period is required. All sites will once again be self-assessed and validated in the next three years.

Organization	
Mining Association of Canada (MAC) Cámara Argentina de Empresarios Mineros (CAEM)	
Voluntary framework	**Activities in 2022**
Established by MAC, the Towards Sustainable Mining (TSM) program is a reporting framework that aims to improve the industry's performance and help companies evaluate and manage their environmental and social responsibilities. As members of MAC and CAEM, Newmont is subject to TSM at our Canadian and Argentinian operations.	TSM is applied to our sites in Argentina and Canada with sites in Australia preparing to adopt the standard by 2024 with reporting in 2025. All three of Newmont's Canadian operating sites (Éléonore, Musselwhite and Porcupine) and Cerro Negro in Argentina completed their TSM self-assessments in 2022 and conducted the required reporting activities for 2022 data.
	In line with TSM requirements, our Porcupine and Musselwhite operations were subject to the three-yearly, on-site verification of their self-assessments during 2022. This verification was undertaken by PwC, our independent assurance provider.
	Results ranged from C to AAA across the four sites that apply the TSM program, with lower scores generally associated with recently strengthened Protocol requirements for which associated programs are maturing at our operations. Overall, we are seeing an improvement in performance against TSM criteria year-over-year. Results from our TSM self-assessments for our Canadian sites, verified where applicable, are published on MAC's TSM **website**.
	With the adoption of the TSM framework by the Minerals Council of Australia (of which Newmont is a member), Newmont is working to align efforts to meet and report on the framework globally. At Boddington and Tanami, gap assessments against the TSM requirements are underway to meet the requirement to report against the TSM indicators by 2025.

Organization	
Responsible Minerals Institute (RMI)	
Voluntary framework	**Activities in 2022**
RMI's Risk Readiness Assessment (RRA) is a voluntary assessment tool with the aim of promoting a common understanding of good practices and a means to consistently assess risks in mineral supply chains.	We assess ourselves against RMI's RRA at the company and site level as part of the CVCA process. These assessments allow us to track our alignment with what are considered good sustainability management practices, including those that relate to our value chain.
	As of the end of 2022, all 12 of our operating sites have completed their CVCA self-assessments, which highlighted broad alignment with the RRA and identified opportunities related to advancing supplier and customer risk assessment and due diligence processes, tracking compliance obligations and strengthening community access to complaint systems at certain operations. Projects within Newmont are now underway to address these areas for improvement.

Organization	
World Gold Council (WGC)	
Voluntary framework	**Activities in 2022**
WGC's Responsible Gold Mining Principles (RGMPs) are a framework that recognizes and consolidates existing international standards for responsible mining under a single structure.	The WGC requires member companies to meet RGMPs — a set of sustainability performance criteria — at the Corporate and site levels. This program was recently implemented using a phased approach with conformance mandated by 2022. Independent assurance of conformance to these criteria is required for each site, every three to five years.
	As disclosed in the **ICMM and WGC Standards Index**, all 12 operating sites (along with Corporate) completed gap assessments against the RGMPs, and Newmont is now considered to be in full conformance with the program.
	For Newmont's first three-year cycle under WGC's program, gap assessment data from 2020 at four sites were **assured** by an independent assurance provider, Apex Companies, LLC. For 2021 and 2022, conformance with the principles at the remaining eight sites was assured by our independent provider, PwC, in conjunction with its assurance activities in relation to Newmont's Annual Sustainability Report.
The World Gold Council's (WGC) Conflict-Free Gold (CFG) Standard provides a mechanism for gold producers to assess and provide assurance that their gold does not cause, support or benefit unlawful armed conflict.	Each year, we collect applicable data and develop a Conflict-Free Gold Report in conformance with the WGC's Conflict-Free Gold (CFG) Standard. Per the CFG Standard, we completed conflict, company and commodity assessments for all Newmont sites for 2022, and our externally sourced gold was assessed in line with the CFG Standard.
	Our annual Conflict-Free Gold Report will be published in mid-2023.

Responsible Sourcing

When it comes to a company's value chain, it is crucial to ensure that each entity and person along the chain acts responsibly. Newmont's value chain includes approximately 8,500 direct suppliers, smelters and refineries worldwide. To be recognized as a responsible mining company, Newmont works throughout our value chain to align our risk assessment and due diligence practices with the expectations of key stakeholders.

Responsible Sourcing Strategy

Our Responsible Sourcing Strategy includes the following objectives and desired outcomes:

Operational performance reporting and independent assurance
Demonstrate, through credible data, performance indicators and assurance, that our products have been responsibly produced

Value chain management
Optimize value chain management to enhance business value, attract new investor groups and demonstrate value creation

Internal governance and capacity
Establish appropriate internal governance structures to improve cross-functional coordination and embed effective implementation across the organization

External engagement
Support access to capital and markets through effective engagement that promotes alignment and consolidation of external initiatives with Newmont's responsible sourcing approach

In 2022, we continued to review our value chain risk assessment and due diligence approach. With evolving and growing stakeholder expectations, we are continuing to progress our responsible sourcing approach to effectively identify and address upstream and downstream risks throughout our value chain.

Photo: Éléonore, Canada

Responsible Procurement

Managing the corruption, human rights, impacts to nature, climate change and other risks within our global supplier network is essential. Through dedicated supplier risk strategies and programs, we work to better understand our suppliers and their activities and manage the related risks.

Our **Supplier Code of Conduct** sets the minimum standards of responsible business conduct expected from those wishing to do business with or on behalf of Newmont. Suppliers and all subcontractors working on their behalf must comply with our contract terms, including provisions to adhere to our **Code of Conduct**, policies, standards and human rights clauses.

In 2022, we launched an initiative to cascade our commitment to being a values-based organization to our suppliers and contractors through contract commitments. We highlight this effort on **page 56**.

SUPPLIER RISK MANAGEMENT PROGRAM

Our global Supplier Management Standard details the key elements of our Supplier Risk Management (SRiM) program — an end-to-end process that drives a consistent approach to managing supplier-related risks and performance across the business.

Each site monitors program compliance and performance, and regional steering committees, which include members of the regional leadership team, review supplier compliance and performance. The global Supply Chain team provides updates to General Managers at the site and management directly overseeing contracted work.

The SRiM process applies to all phases of the lifecycle for suppliers that provide critical services or goods (e.g., explosives, processing chemicals), with additional actions required for suppliers identified as extreme or high risk based on the nature of their work. Suppliers are issued pre-qualification questionnaires related to social, environmental, human rights, health and safety, ethics and compliance, security and information technology risks. Each scope of work is then analyzed against additional risk indicators, resulting in a tier risk rating. Supplier responses determine whether risk mitigation measures (e.g., a relevant risk management plan or additional clauses to our agreement) are required.

As of the end of 2022, seven operating sites and the corporate office have fully implemented SRiM, assigning suppliers a tier risk rating and creating appropriate risk mitigation plans in line with SRiM's requirements. SRiM will be fully implemented at all operating sites by the end of 2024. Key activities in 2022 to address potential risks included the following:

- All prospective suppliers were pre-screened for corruption and other compliance and integrity concerns. During the year, 30 potential suppliers were flagged as having both corruption and trade sanctions risks and were disqualified from conducting business with Newmont.
- We audited five suppliers that were identified as high-risk from a corruption perspective.
- At the end of 2022, 100 percent of our suppliers with potential extreme or high risks had approved risk mitigation plans (supplier management plans) in place.
- We conducted in-person human rights training to over 60 potential high-risk suppliers in Ghana and Peru. We exceeded our target of implementing mitigation plans for 80 percent of high-risk suppliers in Peru (100 percent), but fell just short in Ghana (73 percent). Australia's training was deferred to 2023 due to the transition to a new online training platform.

GLOBAL SUPPLY CHAIN CONTINUITY

Due to the impacts of the ongoing COVID-19 pandemic and supply disruptions related to the war in Ukraine, we have worked to better monitor risks to the continuity of our global supply chain. In 2022, we improved the monitoring and reporting of bulk commodities and critical parts, and developed bi-weekly reports on supply status, potential issues and action plans to minimize disruptions to operations. We also launched our Supply Chain Materials Management Enhancement project to significantly improve our materials planning processes so that we identify demand and supply risks earlier and ensure materials are available where and when needed.

SUPPLIER LIFECYCLE PROCESS

Smelting and Refining

Included in Newmont's value chain are the "downstream" users who receive the concentrates, doré and byproducts containing the metals and minerals we mine and smelt and/or refine them into the finished product.

The gold we produce is transported in the form of doré to refineries certified by the **London Bullion Market Association** (LBMA). The LBMA has specific requirements for all members to comply with the **Responsible Gold Guidance** (RGG). The RGG is an audited process based on the **Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance** to assure investors and consumers that all precious metal materials are conflict-free. Many of the refineries we use also follow the **Responsible Minerals Initiative's** Responsible Minerals Assurance Process, which validates a smelter's or refinery's management processes for responsible mineral procurement through independent audits.

The copper, lead and zinc we produce are sold to smelters in the form of concentrates for further treatment and refining. Our concentrate sales contracts require compliance with permits, approvals and other laws. All concentrates sold by Newmont contain gold, and provisions within the concentrate sales contracts require the buyer to agree to anti-bribery measures and acknowledge our Conflict-Free Gold Standard. Most of our concentrates are sold directly to smelters with which we have long-term relationships. However, when we produce more concentrate than anticipated, sales will occasionally be made to independent trading companies.

Our **Product Stewardship Standard** aims to reduce downstream environmental, safety, health and social impacts of our products produced by establishing minimum requirements for managing and vetting downstream buyers. The standard establishes a set of environmental, health, safety, technical and social criteria and a due diligence and review process. Although the standard does not implicitly apply to doré, our refining agreements include provisions that address the spirit of the standard and allow for due diligence, as well as audits, should we identify any concerns with a refiner.

In 2022, we initiated a process to understand and track environmental impacts associated with refining and smelting activities. The work is initially focused on greenhouse gas emissions related to refining and smelting materials produced from our operations. This information, along with the insights from surveys of buyers and traders, will inform our emissions reduction roadmaps.

More information about our products is in our **2022 Form 10-K** (pp. 5–7).

Photo: Breight Group, Boddington, Australia

PROMOTING NEWMONT'S VALUES THROUGH CONTRACTING

As a values-driven organization, Newmont believes we must lead by example, including in our value chain. In late 2021, we launched an initiative, called "The Power of the Pen," to ensure Newmont's contractors and suppliers are aligned with our values when they are doing work on our behalf.

The Power of the Pen initiative requires values-based contractual commitments from our contractors and suppliers on the following four key areas:

1. **Decarbonization and greenhouse gas (GHG) emissions reduction —** Newmont has announced industry-leading targets to reduce GHG emissions by 2030 and an ambition to be carbon neutral by 2050 (see the **Energy and Climate Change** section for more information).
2. **Live Work Elimination (LWE) —** Our LWE program accelerates efforts to eliminate tasks that place personnel in the line of fire of unisolated or energized equipment, wherever possible (see the **Health, Safety and Security** section for more information).
3. **Diversity in Design —** Newmont is committed to providing a work experience and workplace that are inclusive and accessible to people of all backgrounds, abilities, cultures and identities. This includes eliminating symbols of exclusion (see the **People and Culture** section for more information).
4. **Inclusion and Diversity —** Our **People Policy** and employment standards explicitly state our commitment to maintaining a workplace free from corruption, discrimination, harassment and retaliation, and we are committed to maximizing local employment and increasing diversity in our workforce to better reflect the communities in which we work (see the **People and Culture** and **Value Sharing** sections for more information).

These contract provisions have been incorporated into all the relevant documentation (e.g., contract templates and requests for proposals).

Social

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Refreshed our global Health, Safety and Security, and People Strategies to advance our journey to create a fatality, injury and illness-free workplace where everyone can grow and thrive

Completed more than one million critical control verifications since 2019 to ensure the safety of our workforce

Delivered alternative livelihood opportunities in Ghana and Suriname

Verified all full-time employees earn more than each country's living wage value

Photo: Tanami, Australia

Health, Safety and Security

The health, safety, wellbeing and security of our employees and communities are our first priority. There are risks and hazards associated with mining that must be effectively managed and controlled to be minimized. Safety is one of Newmont's core values, and in 2022 we updated our global Health, Safety and Security Strategy to advance our journey toward a fatality, injury and illness-free workplace.

Governance

Newmont's global **Health, Safety and Security Policy** states our commitment to protecting the health, safety and security of our employees, business partners and visitors. We aim to achieve this by focusing on people, consistently applying leading practices and systems across the business, and taking a balanced approach to health, safety and security to ensure we focus on actual and potential severity.

Newmont's health, safety and security standards, guidelines, operating procedures and systems detail the accountabilities, mandatory controls and minimum requirements for managing work-related and community safety and health risks. We partner with our contractors to meet our health, safety and security requirements and objectives.

Site General Managers are responsible for ensuring personnel fully comply with our procedures and best practices. Our Senior Vice President of Health, Safety and Security is responsible for implementing Newmont's efforts to eliminate fatalities, reduce injuries and illnesses, and protect people and assets. This role reports to Newmont's Executive Vice President and Chief Operating Officer, who directly reports to the President and CEO.

Business leaders provide detailed reports on our health, safety and security performance to the Safety and Sustainability Committee of the Board of Directors each quarter. Additionally, the full Board of Directors reviews all significant health and safety matters (e.g., fatalities, significant potential events and pandemics) as part of its oversight of the Company.

Photo: Peñasquito, Mexico

Health, Safety and Security Risk Management

We manage our health, safety and security risks through our global Risk Management System, which includes a hierarchy of policies, standards, guidelines and procedures.

SAFETY RISKS

Our Fatality Risk Management program supports our efforts to manage one of the top risks facing our business and keep people safe and out of harm's way.

Under the program, we focus on the top 19 fatality risks common across our business, with activities involving vehicles and driving events among the highest of these risks. All top fatality risks have global standards that set the minimum mandatory requirements for everyone working on Newmont's behalf. Every fatality risk standard includes the critical controls for managing the risk, requirements for field-based observations and verifications for critical controls to ensure the control is in place every time a task involving each risk is undertaken. Any non-conformances identified during the verifications must be addressed before work resumes.

NEWMONT'S 19 FATALITY RISKS

HEALTH RISKS

The top two health risks for the business are fatigue and wellbeing (i.e., one's overall mental, physical, emotional and economic health). Risks related to health hazards, such as exposure to dust, fumes, noise and chemicals, communicable and non-communicable diseases, and repetitive tasks, are also areas of focus for Newmont.

Under our set of global health and hygiene standards, sites must conduct health risk assessments that identify, evaluate and control the risks that impact or may impact the health and wellbeing of employees and contractors on site and those who reside in host communities.

Control management plans monitor the effectiveness of critical controls, and our exposure profile is reviewed regularly to measure our performance and prioritize our efforts.

Our Health, Safety and Security team works with other teams to enable controls that protect human health and the environment and to engage with host communities and other relevant stakeholders on Newmont's management and monitoring of health risks.

SECURITY RISKS

Our global Security team works within Newmont and alongside host communities to protect people and assets while respecting human rights and building trust with stakeholders. Under our global Security Performance Standard, sites must conduct evidence-led threat and risk assessments (TRAs) to identify security-related threats to the organization and develop controls and action plans that are performance-driven and community-focused. Risks identified by TRAs are entered into our RMS technology platform.

Action plans based on lessons learned, industry best practices and security vulnerability assessments prioritize the controls to mitigate the identified risks. To ensure new and emerging risks are identified and mitigated, sites must review risks at least annually.

Our overall approach to managing risks is detailed in the **Risk Management System** section.

Strategy and Management Approach

In 2022, we launched a refreshed three-year Health, Safety and Security Strategy that advances our journey toward a fatality, injury and illness-free workplace. The updated strategy recognizes the progress we have made while also acknowledging the need to further improve our performance. The Strategy links our health, safety and security work together across three themes:

1. **Act on risk —** Control future outcomes by acting to reduce risks and minimize potential impacts.
2. **Actively care —** Consistently take action to engage and support our employees and business partners.
3. **Apply knowledge —** Foster a knowledge-sharing mindset, apply what we learn and inspire innovation.

Supporting and extending the impact of our strategy are the following three amplifiers:

1. **Data —** Consolidate the various data systems into a data warehouse, from which we can analyze and obtain insights.
2. **Technology —** Leverage new and existing technology and innovation to provide data, reduce risk, improve decision making and engage our people.
3. **Communication —** Encourage communications with employees and contractors (particularly those on site with the greatest exposure to risks) to remain focused on the right work and retain agility based on our changing environment and risk profile.

The Strategy will track efforts to build (identifying capabilities, frameworks and tools we need to develop), embed (penetrating, engaging and sustaining impacts) and expand (growing and collaborating) work across the health, safety and security programs.

SAFETY

Fatality Risk Management

Over the last three years, we have shifted our approach to maintaining a fatality-free workplace by incorporating human performance principles into our Fatality Risk Management system. The focus areas of this approach include:

- **Consistent implementation of Critical Control Verifications (CCVs) —** Our updated approach is designed to ensure we engage and consult early and often with all personnel involved in the CCV process. Engagement sessions are attended by operational managers and supervisors who also "own" our CCV reports and approve any recommended changes. Each fatality risk has a sponsor who is at an operational General Manager or Vice President level. Similarly, all global safety standards are developed and adjusted in consultation with the same end users through virtual workshops. This end-to-end engagement approach drives ownership and consistency across our sites. CCV data is used to adjust our site and regional focus areas and CCV question format. This ensures that our end users see visible systemic changes and that questions are consistently refreshed.
- **Simplified safety standards —** Our Fatality Risk Management standards outline best practices and establish minimum requirements across our business. We simplified these standards to incorporate the human performance principles of being effective, efficient, engaging and error-tolerant. They are also easier to remember, more accurately reflect the work done in the field and are accessible on the mobile tools used in the field.
- **Supported training and coaching —** To drive coaching and improvement, we have begun tracking coaching activities and expanded feedback opportunities. Supervisors, managers and General Managers have coaching targets for CCVs as part of their short-term incentive plan and our recognition and reward program.
- **Combined safety and culture reviews —** Instead of conducting separate safety culture reviews and audits to verify that all Fatality Risk Management standards are consistently and effectively implemented, we combined the two into a Fatality Risk Management and Safety Culture Review. This approach better supports a learning and replication environment and helps us measure the effectiveness of the changes. The review outputs combine key safety indicators, such as significant potential event learnings and CCVs, to understand requirements at each site. The safety culture aspect of the review focuses on systemic issues not limited to safety that can impact performance, engagement and productivity. To encourage peer-to-peer challenge and replication, the review teams include Health and Safety team members, selected operational managers and Superintendents and operational leaders. Elements of the reviews include:
  - Infield observations;
  - Interviews with supervisors and managers to determine if initial Fatality Risk Management training and onboarding assisted them and to obtain feedback on their coaching experience; and
  - Focus groups with Operators, Maintainers and contractor partners to gather feedback on the CCV engagement.

HEALTH

Fatigue management

Our fatigue risk management framework focuses on accommodations and shift and roster design as the primary controls to effectively manage this risk. Included in our Fatigue Management Standard are the minimum requirements aimed at preventing fatigue-related performance impairment and incidents. These involve limits on consecutive night shifts; total working times being no longer than 14 hours; start times that begin at 6 a.m. or later; and private sleeping accommodations at operations with accommodation camps. The framework also includes the application of fatigue detection technology, which is installed in our haul truck fleet, other heavy vehicles, buses and light vehicles. This technology helps identify fatigued employees and raise awareness of fatigue risks.

Wellbeing

Our wellbeing framework, which we adjusted in 2020 to recognize the acute wellbeing challenges posed by the COVID-19 pandemic, aims to support those with an injury or illness and promote better health outcomes. The framework addresses all aspects of wellbeing — physical, emotional, financial and social — and focuses our efforts across three pillars:

1. **Support —** Reducing barriers (e.g., easing access, reducing stigma, raising awareness) so that those experiencing mental (or physical) health concerns receive support;
2. **Prevent —** Making sure work tasks, the way we work and workplaces are designed to support all elements of an individual's wellbeing; and
3. **Promote —** Going beyond preventing ill health and promoting optimal health.

A dedicated site on our Company intranet includes resources to help employees improve their wellbeing and to assist those in leadership positions with improving the wellbeing environment in the workplace.

Our global Employee Assistance Program provides employees with confidential, unlimited counseling by phone, up to eight free scheduled counseling/coaching sessions per year that can be in-person or by phone or video, and articles, tools and resources designed to promote financial, social, physical and emotional wellbeing.

COVID-19 and infectious disease management

The connected nature of the world raises the risk of infectious diseases spreading and impacting all our operations and office locations. With early detection of disease outbreaks being key to having time to prepare appropriate management plans, we contract with external agencies for access to their regular monitoring updates, and we monitor public health surveillance updates from the World Health Organization and Centers for Disease Control and Prevention. At a local level, surveillance updates are obtained via national, regional and local health authorities.

When an emerging threat of relevance is detected, we develop a response and management plan. These plans detail specific triggers for the escalation of controls such as screening, awareness campaigns and travel restrictions. The plans are tailored to suit the local context and include considerations for local health services capability and capacity.

For the COVID-19 virus, in 2020 we developed a global COVID-19 management plan, and each site created a plan consistent with the global plan's requirements and adapted to the local context. The plans apply layers of controls and protection to reduce the overall risk of the virus spreading among our workforce and within the communities where we operate. A similar approach was undertaken in response to the Marburg Virus outbreak in Ghana in 2022.

An internal COVID-19 steering committee (led by members of our Executive Leadership Team and leaders on the Health, Safety and Security team) monitors developments related to the pandemic to ensure our approach evolves in response to new variants and local conditions.

Community health

Every Newmont mine site either operates an on-site clinic or partners with external facilities that provide emergency care, primary care and health services to company personnel and community members.

In addition to working with communities on the impacts of the COVID-19 pandemic, we are working toward advancing the UN Sustainable Development Goal related to good health and wellbeing (Goal 3) by tracking communicable and non-communicable diseases in our workforce, improving community access to quality healthcare, and reducing maternal and infant mortality.

We support the goal by partnering with external health experts and organizations such as Project C.U.R.E. — the world's largest distributor of medical donations to developing countries. Since 2005, we have worked with Project C.U.R.E. to deliver more than $38 million worth of donated medical supplies and equipment to health facilities, provide free healthcare and facilitate neonatal training for healthcare providers in communities near our operations. Under our partnership, Newmont commits to an annual contribution of $200,000, which helps facilitate several programs and activities such as those highlighted on page 65.

Photo: Akyem, Ghana

Photo: Tanami, Australia

SECURITY

Due to their higher potential security risks, our operations in Argentina, Ghana, Mexico, Peru and Suriname employ or contract with on-site security personnel. As a formal member of the **Voluntary Principles Initiative (VPI)**, and in accordance with our global **Human Rights Standard** and Security Standard, we commit to implement the **Voluntary Principles on Security and Human Rights** (VPSHR) — an operating framework for maintaining the safety and security of our operations based on respect for human rights. All security personnel must complete annual training based on the VPSHR and we encourage public security agencies to participate as well. Annual training participation is disclosed in the **Performance Data** section.

Security-related allegations and events must be recorded and fully investigated. Events found to be credible are reported to the appropriate authorities as well as to the VPSHR Plenary, our Executive Leadership Team and our Board of Directors. We also annually report to the VPI on our efforts to implement and promote the VPSHR.

An important component of our Security Strategy is to reduce guard force risk exposures through the use of sophisticated security technologies such as drones, hydra-thermal cameras and sound/light deterrents.

Crisis management

When significant incidents occur, our crisis management system, Rapid Response, ensures timely activation of the teams, plans and resources required to mitigate impacts, proactively engage with relevant stakeholders, and safely and responsibly resume normal operations.

Three tiers of teams — site, region and corporate — use the system to ensure an effective and coordinated response at the local, regional and global levels. Teams are required to conduct training at least annually and run a simulation every two years. Typically, we hold an annual global simulation involving a hypothetical scenario that activates all three tiers, and, depending on the scenario, the exercise may include Board participation. The scenario for the global simulation in 2022 was related to the implications of a transportation accident that led to civil unrest and a potential environmental impact. In 2023, we will use the Rapid Response program to support exercises and training related to emergency management in the event of a hypothetical tailings dam failure for each of our priority sites.

Performance, Metrics and Targets

We measure the effectiveness of our approach to managing the wide range of health, safety and security risks by setting measurable objectives and targets.

PUBLIC TARGET

The most important target we set for the business is to experience no work-related fatalities at any Newmont-operated site or facility, and Newmont's safety performance has improved significantly over the last three years as we remain fatality free and see an overall reduction in our significant potential events (SPEs).

SAFETY PERFORMANCE

Along with setting expectations to continuously improve our safety performance, we also benchmark ourselves against others in the industry. Our focus on visible, felt leadership and critical controls ranks Newmont in the top quartile for the lowest number of fatalities and injuries compared to other members of the International Council on Mining and Metals.

The quality and quantity of CCVs in the field are important leading indicators for preventing fatalities and SPEs. In 2022, we completed over 620,000 CCVs in the field (a 31 percent increase compared to 2021). More than 69,000 controls were identified as absent or failed, which means we were able to implement the control in the field and prevent a serious event. Although SPEs were down 36 percent compared to 2021, the number of SPEs is still too high.

Key activities in 2022 to improve our safety performance included:

Improving controls
A tragic fatality at a Nevada Gold Mines (NGM) operation in 2022 precipitated efforts to understand the control failures in that incident and identify gaps that exist in the way we conduct similar work. As a result, we updated our Driving and Barricading and Exclusion Zone Standards and installed steel barricade poles around open voids at all sites. We discuss this work in more detail on page 64. Based on findings from our Fatality Risk Management Standard reviews and lessons learned from SPEs, we also updated our Working at Heights Standard and implemented a new Aviation Loss of Control Standard.

Contractor engagement
Because contractors undertake 60 percent of the work and were involved in 60 percent of the SPEs during the year, we continued to focus on improving the quality and number of verifications being undertaken by and with our contract partners. In 2022, we awarded our first-ever Partners in Safety award as part of our annual CEO Safety Awards. We discuss the awardees on page 66.

Coaching
In 2022, we deployed two external Safety Leadership Coaches, who both have General Manager operational experience, to two operational sites (Merian and Musselwhite) where they provided constructive feedback to site leaders on coaching style and engagement in our focus areas of pre-shift meetings and CCVs. Our focus in 2023 will be on continuing to develop our operational leaders and expand our coaching tools.

Safety culture
To understand the progress made since our last safety culture survey and identify gaps and areas for improvement, we conducted Fatality Risk Management and Safety Culture reviews at eight sites (Yanacocha, Merian, Tanami, Boddington, Ahafo, Akyem, CC&V and Cerro Negro) during the year. The reviews identified non-conformances primarily in the vehicles and driving, stored energy, fall from heights and fall of ground risk areas. All sites are working on corrective action plans, and gaps will be reviewed to determine if any modifications are required to our global Health, Safety and Security Strategy or standards.

Critical control verifications
Fatality Risk Management CCV quality continues to improve with a notable increase in noncompliance rates (i.e., where an absent control was observed, and we were able to implement the control before a task was undertaken) for supervisors and managers. In October 2022, we reached a milestone of one million critical control verifications being undertaken across our business since 2019 (at which time 60 percent of our leaders were only undertaking one verification a month, and now managers at our sites average nine per month).

Safety leadership
Coaching continues to be effective in setting expectations for supervisors, with noncompliance rates for coached CCVs (17.4 percent) almost double that of non-coached (9.2 percent). Around 24 percent of all CCVs in 2022 were coached (i.e., where at least two levels of leadership were present) compared to 10 percent in 2021.

Live Work Elimination
Our Live Work Elimination (LWE) program aims to accelerate efforts to eliminate tasks that place personnel in the line of fire of unisolated or energized equipment, wherever possible. As part of our partnership with Caterpillar Inc. (CAT) to develop and deploy all-electric autonomous haulage fleets, we are focused on incorporating LWE solutions into equipment designs and new technologies. We are also collaborating with industry peers, including Anglo American, BHP and Rio Tinto, to share LWE strategies and align on a common definition of LWE.

Photo: Cerro Negro, Argentina

LESSONS LEARNED FROM FATALITY LEAD TO INSTALLATION OF PROTECTIVE BARRICADE POLES

In March 2022, a worker at one of the underground mines that is part of our Nevada Gold Mines non-managed joint venture died when the support vehicle the worker was driving fell over an unprotected stope edge, falling 60 feet.

Based on findings from the fatality investigation, we updated our Fatality Risk Management Vehicles and Driving Standard and supporting critical control verifications to require the installation of open-hole steel barricade poles in front of open voids at all underground sites. These poles are an engineering control designed to significantly impede physically operated equipment from exposure to open voids as soon as the hazard is created, and they remain in place until a control of equal effectiveness is installed or the hazard no longer exists. The open-hole steel barricade poles provide far better protection than administrative controls such as chains and signage.

VEHICLES AND DRIVING

To reduce vehicle and driving risks (which represented 30 percent of the SPEs during 2022), we have installed In-Vehicle Safety Systems (IVSS). IVSS monitors driver behaviors such as speed, braking/accelerating and the use of seat belts. During 2022, we completed the installation of IVSS on 175 light vehicles and 42 buses. Due to timing with fleet refreshes, installation on the remaining light vehicles and buses will be completed in 2023. Where installed, feedback from the operational teams and reporting data indicate that driver behavior has significantly improved.

Our Safety and Technical Services teams are working with CAT, through our Vision Zero partnership, on Collision Avoidance Systems (CAS) and Proximity Detection Systems (PDS) for our heavy mining equipment fleets. At Ahafo South, we commenced a three-month trial of the PDS solution, installing PDS on three haul trucks, a face shovel, dozer, loader, grader and three light vehicles. Ten personnel tags were also assigned to operators. Testing of the CAS solution was performed involving interactions between haul trucks, light vehicles and pedestrian units. Based on the successful PDS trial, our Ahafo South and Akyem operations plan to install PDS on their heavy equipment fleets beginning in early 2023. We continue to evaluate the CAS solution.

HEALTH

Fatigue management

Fatigue-related SPEs significantly improved, declining from 20 in 2019 to one in 2022. However, areas that still require attention include an absence of fatigue technology in contract partner vehicles and driving incidents that occur off site outside of work hours (e.g., during personal time but when someone is still on a multi-day shift).

In 2022, we continued to work with sites on achieving compliance with our Fatigue Standard. Because the standard's requirements relating to consecutive night shifts and total work time (including travel) are challenging for parts of the business, we began trialing potential solutions, including busing workers to and from the site using multiple pick-up points thereby reducing the risks associated with commuting in light vehicles.

Wellbeing

We continued to mature our wellbeing approach across the "support, prevent and promote" pillars.

In 2021, Newmont President and Chief Executive Officer Tom Palmer signed the Better Workplace Mental Health Pledge on behalf of the Company to support an open, safe and healthy culture, reduce stigma and make mental health visible and a priority for our workforce and the broader community. A key focus of our wellbeing plan for 2022 was to improve leadership engagement. More than 4,000 people in leadership roles within the Company completed wellbeing leader training. Those who completed the training reported a 21 percent increase in their understanding of mental health and an 18 percent increase in the likelihood they would engage in a conversation with someone about their mental health if they noticed they were struggling.

Other activities to advance our wellbeing approach included:

- Sites continued to develop wellbeing action plans based on the findings from annual maturity assessments.
- In August, we launched a Wellbeing Personal Health Check assessment tool designed to give individuals a personal insight into their health and current attitudes and perceptions towards their health and wellbeing. As of the end of 2022, 26 percent of employees completed the assessment. Data from the assessments will help prioritize areas of work in 2023 at the global, regional and site levels.
- Based on data from our Employee Assistance Program that showed several cases were related to relationship issues with family members, we provided employees access to a webinar on strategies to improve relationships.
- We created a safe place for employees to share their personal mental health stories to reduce the stigma associated with mental health and raise awareness. To date, 10 employees have shared their stories, which have been viewed more than 12,000 times over our internal platforms by employees across the business.

COVID-19 and infectious disease management

For 2022, our approach to COVID-19 management continued to focus on vaccination as a key control. We supported vaccination availability and access for our employees and contractors at all our locations and partnered with governments and health agencies in Canada, Ghana, Peru and Suriname to support vaccine deployment.

At the beginning of 2022, the global surge in COVID-19 cases associated with the Omicron variant had a significant impact on operations with several sites operating with 90 percent or less of their workforce throughout January and February. As cases significantly dropped throughout the year at all our sites, our COVID-19 Steering Committee continued to closely monitor case levels, vaccination rates, the efficacy of Omicron-specific vaccines and the emergence of new sub-variants. During the year, testing and isolation requirements for positive cases and close contacts were reduced as we continued to focus on ensuring our controls were proportionate to the risks while being prepared to act quickly should there be a surge in cases.

Through the Newmont Global COVID-19 Community Support Fund (the "Fund"), we continued to support host communities through access to vaccines and funding community awareness campaigns and procurement of medical supplies. More details about the Fund are included in the **Value Sharing** section.

During the year, we monitored the risk of the Marburg virus (in Ghana) and Mpox (globally), neither of which presented any harm to our workforce. In 2023, we will be releasing an Environmental Health Risk Standard that includes requirements for managing infectious disease risks.

Occupational health

In 2022, we undertook an extensive review of our global approach to pre-employment medical assessments to right-size these evaluations and ensure the process adequately protects the health and safety of our people, while, at the same time, adding value as a screening tool. This review is currently being finalized and the resulting changes will be implemented throughout 2023.

Community health

We continued our long-standing partnership with Project C.U.R.E., supporting the following activities throughout the year:

- We expanded the geographic footprint of the partnership to Guatemala and Mexico, conducting needs assessment of healthcare facilities near our Marlin legacy site in Guatemala and Peñasquito mine in Mexico.
- We helped fund two shipments of more than $645,000 worth of donated medical equipment and supplies to community health facilities in Guatemala and Suriname.
- Newmont employees delivered 19 C.U.R.E. Kits — suitcase-sized, pre-packed kits of essential medical supplies — to healthcare facilities in Ghana, Mexico and Suriname.

Additional details on these activities and more during 2022 are available on our **website**.

In March 2022, we announced a $5 million contribution to support humanitarian efforts relating to the ongoing war in Ukraine, providing direct funding to Project C.U.R.E. as well as the American Red Cross and International Medical Corps.

Photo: Project C.U.R.E. warehouse in Denver, Colorado

SECURITY

Largely due to the impacts of the global socio-economic downturn, Newmont's sites experienced higher levels of financially driven crime and community protests in 2022. Based on our ongoing assessment of current and changing security threats and vulnerabilities, we focused our security efforts during the year on the following:

- **Yanacocha —** Due to an increase in the number of security-related incidents that may impact community members, we continue to engage with communities through a coordination process that includes jointly agreeing on and executing tasks. This process is now embedded at all our high-risk sites.
- **Ahafo —** Artisanal mining activities, which are often illegal and pose safety risks, on Newmont's concession have resulted in violent encounters between security personnel and artisanal miners. Since when we began implementing our security technology program (in 2020), which combines security technologies with collaboration between the National Police and Newmont's mobile response teams, violent incidents with artisanal miners have declined. However, in November 2022 there was a shooting incident between uniformed police officers and alleged illegal miners, resulting in the death of one of the miners. There was a subsequent attack on the mine's off-site residential facilities in Kenyasi No.2. The police investigated the matter and the government provided security to maintain peace and protect people and assets. We reviewed our community relations, security protection and engagement protocols and strategies, and we are implementing recommendations from an independent investigation we undertook to understand the cause of the incidents and associated preventive measures.
- **Peñasquito —** The organized crime cartels within the country and the proximity of the drug trade routes to the mine site present the biggest security challenge to Newmont. We prioritize processes that de-escalate and facilitate the safe movement of personnel and products based on an assessment of risks.
- **Merian —** Since 2021, we have seen a significant change and presence of a more emboldened group of alleged illegal miners on or near to the site. Newmont is managing the challenge, but it is forecasted that this challenge will continue in 2023 and beyond.

Newmont continues to assess the effectiveness of our security approach. This includes consolidating operational oversight and implementing technologies that can maintain secure operations while removing Newmont personnel from higher-risk activities.

Photos: 2022 CEO Safety Award Winners - Al Makarchuk (left), Kevin Elms (right), Subika Underground Team (top), Breight Group (bottom)

CEO SAFETY AWARDS

Our CEO Safety Awards recognize people and teams for providing outstanding safety leadership and performance. These awards also provide an opportunity to learn from and replicate best practices in all our jurisdictions.

In 2022, the following individuals, teams and companies were recognized for their commitment to safety excellence:

- **CEO Safety Leader Award —** For 2022, the award went to two employees: Al Makarchuk, Mill Production Coordinator at Musselwhite, and Kevin Elms, Process Maintenance Supervisor at Boddington. Al has developed a team with best-in-class safety performance and has recruited talent from the local community, growing the representation of First Nations people on his team to 75 percent. Kevin has advocated for on-site change, prompting security and safety improvements and is actively involved in the development of apprentices and the local Indigenous Gnaala Work Ready program.
- **CEO Safe Team Award —** The Subika Underground Team at Ahafo has significantly improved its safety performance. The coaching of frontline supervisors (including contractors) on Critical Control Verifications and pre-shift meeting effectiveness has been critical to improvements.
- **CEO Partners in Safety Award —** This award category was introduced in 2022, and the first recipient was The Breight Group, a contractor at Boddington. The Breight Group's effective safety systems, which incorporate Critical Control Verifications and learning from incidents, demonstrate what it means to be a partner in safety. Breight team members regularly share knowledge and learnings at Boddington Business Partner forums.

Social

People and Culture

The evolving nature of work creates new challenges and opportunities to attract and retain top talent. Our refreshed global People Strategy, which reflects these changes, is a multi-year journey focused on three pillars — leadership; inclusion, diversity and equity; and people experience. Through this Strategy, we aim to create a safe, healthy and equitable workplace where everyone belongs, thrives and is valued.

Governance

Our global **People Policy** states our commitments to employees and those who work on our behalf. The policy is supported by a **set of global standards** on employment practices that detail the minimum requirements for creating an environment that is safe and where rights are respected and people can reach their full potential.

Human Resources leaders in each region serve as business partners to the Regional Senior Vice Presidents and report directly to the Chief People Officer, who reports to the President and CEO. We also work cross-functionally on several programs and objectives. For example, our Human Resources team works with members of the Sustainability and External Relations and Supply Chain teams on local and Indigenous employment and procurement programs.

Our People Policy and employment standards explicitly state our commitment to maintaining a workplace free from corruption, discrimination, harassment and retaliation. In 2022, we added a new Senior Vice President of Workplace Responsibility role to begin a multi-year program aimed at eliminating sexual harassment, racism, bullying and discrimination in all forms at Newmont. This position reports to the President and CEO to ensure our workplaces are safe and inclusive for all. We highlight this work on **page 68**.

Newmont's Board of Directors' Leadership Development and Compensation Committee meets with management every quarter and on an ad hoc basis as needed. The Committee's Chair apprises the full Board of any significant matters or developments as needed. In 2022, the full Board reviewed our refreshed global People Strategy.

Photo: Musselwhite, Canada

People and Culture Risk Management

Our global Risk Management System provides a systematic and consistent approach to assessing and managing our top workplace risks, including competition for skilled talent and workforce rights. All employment standards are incorporated into our RMS, and we are in the process of identifying the related controls necessary to proactively manage our workplace risks across the business and creating a verification process to ensure the controls are in place and effective.

Our overall approach to managing risks is detailed in the **Risk Management System** section.

Photo: Boddington, Australia

ENSURING OUR WORKPLACE IS SAFE AND INCLUSIVE FOR ALL

In June 2022, the Western Australian Parliament's inquiry into sexual harassment of women in the mining sector **released its report**, titled "Enough is Enough." The report found women in the mining sector frequently deal with sexual harassment and assault and that the fly-in-fly-out sector was a particular concern, with risk factors that include poor culture, alcohol use and gender inequity.

Along with working closely with the Chamber of Minerals and Energy of Western Australia and the Minerals Council of Australia to support industry-wide responses to the inquiry, Newmont applied the findings to establish a multi-year program to create a safe, equitable and healthy workplace.

This program builds on our work to address conscious and unconscious bias, discrimination and harassment and emphasizes how every individual is responsible for delivering a physically and psychologically safe and inclusive workplace.

In July 2022, Newmont President and CEO Tom Palmer appointed Alex Bates as Senior Vice President of Workplace Responsibility to lead the Company's effort to develop and maintain the workplace environment necessary for all employees to feel seen, heard and respected.

For 2022, the program focused on the discovery phase — listening to the experiences of employees and contractors from across our Company to develop a deeper understanding of our current culture. A particular focus has been on understanding the extent and nature of **abusive behaviors**, their root causes and both the similarities and differences across the regions and cultures in which we operate. More than 700 people participated in focus groups and individual conversations at our sites and office hubs in Australia, Ghana, and North and South America.

Toward the end of 2022, we presented the emerging themes from these conversations to both Newmont's Executive Leadership Team and the Board of Directors. The good news is that most people believe Newmont is a good place to work, and that we have a strong culture of care and respect. However, more sobering themes that have emerged include:

- Sexual harassment, discrimination, bullying and racism exist at Newmont.
- In certain cases, there is a lack of trust in and understanding of our reporting, investigation and feedback systems.
- The physical conditions at site require improvement.
- Leaders require more support to manage and guide a safe, healthy and equitable workplace.

To address these findings, we have begun to design activities to prevent and respond to these behaviors.

Strategy and Management Approach

In 2022, we refreshed our People Strategy, which reflects the significant changes that have taken place at Newmont since the last People Strategy was developed in 2018. Acquisitions and divestitures changed our geographic footprint and workforce demographics, our new operating model (implemented in early 2020) clarified roles and responsibilities, and the COVID-19 pandemic changed the way we work. The updated strategy reflects the impact of these changes while also acknowledging the significant talent implications associated with the growing use of technologies that automate work at the mine site and in the office.

The Strategy represents a multi-year journey, and its three pillars and respective aspirations include the following:

1. **Leadership —** Grow and attract exceptional leaders for our company, the industry and beyond.
2. I**nclusion, diversity and equity —** Through bold actions cultivate an inclusive, diverse and engaged workforce.
3. **People experience —** Foster a meaningful work experience that enables our culture and strategy to flourish.

LEADERSHIP

Having strong leaders who are inclusive, people and performance-oriented, and able to navigate ambiguity with compassion, humility and ownership is foundational to executing our strategy. To grow and attract exceptional leaders, we are focusing on the following priorities:

- **Refining our leadership model and aligning performance expectations —** Through the establishment of a comprehensive model, anchored in achieving our global strategy, we plan to articulate more clearly what it means to be a successful leader at Newmont.
- **Enhancing leadership development strategies and programs —** Our development approach includes formal leadership programs and on-the-job development as well as integrating our leadership model into our talent systems (e.g., talent assessments and performance reviews).
- **Progress our employment brand, both globally and locally —** By significantly shifting our profile and marketing ourselves to audiences beyond those traditionally attracted to the mining industry, we aim for Newmont to be viewed as an employer of choice in mining and across other industries.

Hear from Newmont's Vice President of Talent Management on the evolution of our workforce as it relates to a 'just transition.'

INCLUSION, DIVERSITY AND EQUITY

Inclusion is one of Newmont's five core values, and despite our dedicated focus on inclusion and diversity over the past several years, our performance is not where we want it to be. We have made modest improvements in some areas, but challenges, such as a higher attrition rate for women compared to men, demonstrate the opportunities for improvement. We are focused on the following four priority areas to make meaningful progress over the coming years in cultivating an inclusive, diverse and engaged workforce:

1. **Making leaders accountable for their commitments —** We are working to more clearly connect our inclusion and diversity objectives with leader performance objectives.
2. **Listening to and engaging with employees —** We encourage everyone to raise questions and concerns with their managers, functional leaders or Human Resources. Our site-based complaints and grievances mechanisms and our online Integrity Helpline, which allows someone to anonymously file a complaint, are additional tools employees can use to raise concerns. In 2023, we will conduct a listening survey for all employees to measure sentiment and solicit feedback on the employee experience. This survey will complement other feedback mechanisms, including our safety culture reviews and 360-degree performance reviews for leaders.
3. **Driving accelerated improvement through disruptive tactics —** Interventions across our people systems that disrupt unconscious biases (e.g., diverse hiring panels and inclusive job postings) work when combined with leadership accountability. With retention being one of our biggest barriers to achieving our objectives, we have begun to conduct "stay" interviews with diverse talent to understand the motivating factors for remaining at or leaving the Company.
4. **Focusing on the career progression of under-represented team members —** Providing job opportunities and meaningful careers for those who live near our operations is another important part of our inclusion, diversity and equity approach. We discuss our performance related to local and Indigenous employment in the Value Sharing section of this report. Another key part of our inclusion, diversity and equity approach is ensuring all team members have the opportunity to grow, develop and establish meaningful careers. A focus on the progression of under-represented team members will ensure that diverse representation occurs at all levels of the organization and that employees truly feel they belong, can thrive and are valued.

The global effort toward ensuring a safe, healthy and equitable workplace is integrally related to our efforts in this space and speaks to a foundational shift in behavior and mindset for every employee. We discuss this work in more detail on page 68.

PEOPLE EXPERIENCE

The People Experience strategic pillar considers the whole of one's experience at Newmont. The pillar reflects our focus on our employee experience and aims to foster a meaningful experience in a few key areas, including:

- **Effective and consistent onboarding, transitioning and teaming —** Creating a positive work experience for new employees begins on their first day as they experience our culture and ways of working. How people transition between regions, functions and roles and how team members work together impacts the work experience. Developing onboarding tools and resources for leaders is one way we help employees navigate the adjustment to Newmont, a new country, team or culture. There is still work to do in this space, and driving continuous improvement and cross-regional alignment is an ongoing focus.
- **Embedding people systems and experiences that are transparent, equitable and efficient —** This requires increasing leadership intentionality and removing informality from our processes, which increases the risk of bias. Current examples of work in this area include posting most open roles, implementing robust assessment and feedback processes for key talent pools, evaluating the outcomes of key people systems, and providing access to the LinkedIn Learning platform for self-directed development.
- **Evolving our ways of working —** The increase in flexible work and hybrid models demonstrates that the nature of work is evolving. For example, beginning in 2020 we transitioned several traditional office environments to collaboration spaces. Optimizing our real estate portfolio has allowed for greater employee flexibility, which has growing importance in employee engagement. Our Operations Support Network will continue to assist us in retaining and attracting technical talent by allowing certain roles to be located where the talent resides rather than at a specific location.

The People Experience pillar also incorporates our commitment to fostering relationships based on trust with the unions that represent our employees. Every employee has the right to freedom of association and to engage in collective bargaining without interference or fear of retaliation. We have collective bargaining/enterprise agreements (covering wages, benefits and other employment terms) with unions in Australia, Canada, Ghana, Mexico, Peru and Suriname.

"As a values-led company, we have a role and moral obligation to drive a shift in attitudes and behaviors to create safer, more equitable and healthier workplaces for everyone that is part of our company. We know that disrespectful behaviors such as bullying, harassment, sexism and racism occur in society and within Newmont."

ALEX BATES, Senior Vice President, Workplace Responsibility

Performance, Metrics and Targets

We track several metrics that measure the employee experience and disclose several of these, along with workforce demographics, in the **Performance Data** section.

Newmont also commits to voluntarily disclosing its Equal Employment Opportunity (EEO) Component 1 forms (known as EEO-1 reports) on U.S. workforce data, including race/ethnicity, gender and job categories. Our U.S. workforce represents less than 10 percent of our employees. The reports are published **online**.

One of the critical enablers of our People Strategy is the systems that allow us to monitor progress through metrics. In 2022, we consolidated our various systems into one platform that will serve as the single source of integrated data. This will allow us to perform advanced analytics to support better workforce-related decisions and advance our inclusion and diversity priorities.

LEADERSHIP

In 2022, we implemented a Frontline Leadership Development program to build the skills and competencies of those in frontline leadership roles, create more impactful interactions between leaders and their teams and discuss how leaders can address common challenges. In the program's first year, more than 600 people completed the two-day workshop, which was facilitated by members of the Human Resources and Operations teams. We plan to incorporate the insights into new leadership development programs.

In 2021, we formed a partnership with the Colorado School of Mines (Mines) to fund two key programs that help develop a pipeline of diverse, skilled mining talent:

- The Black, Indigenous, People of Color Retention Dig Deeper program investigates the factors that affect diverse student retention through a combination of qualitative and quantitative student surveys and student focus groups and identifies possible solutions. In 2022, we completed the surveys and began investigating the critical transition points based on the data. The findings will be used to form action plans in 2023 and lessons learned will be shared with other educational institutions around the world.
- The Engineering Equity Fellows program infuses equity into Mines' science, technology, engineering and math (STEM) courses by supporting faculty to conceptualize and develop academic curriculum to bolster racially inclusive teaching across many of the academic departments at Mines, which can become a model for how to implement racially inclusive teaching at major STEM universities and across Newmont partnership universities. In 2022, faculty fellows were selected for the program. Implementation of inclusive and equity pedagogy is expected in 2023.

INCLUSION, DIVERSITY AND EQUITY

One way we track our progress in creating an inclusive culture and advancing the diversity of our workforce culture is through metrics around gender, nationals, and local and Indigenous employee representation.

Newmont has committed to achieving gender parity at the executive level by 2030 through our commitment to **Paradigm for Parity** — a coalition of business leaders committed to a workplace where men and women have equal power, status and opportunity in senior leadership. Newmont is also the first in the mining industry to issue a sustainability-linked bond that ties the coupon of the notes to our ability to achieve gender parity in senior leadership roles by 2030. At the end of 2022, women represented 30.6 percent of our senior leaders (defined as Senior Director-level up to and including the President and CEO), up from 25.6 percent at the end of 2021. Other notable areas of female representation among Company leaders included:

- Independent members of the Board of Directors (45 percent)
- Executive Leadership Team (25 percent)

Another objective for 2022 was to increase enterprise-wide female representation by 1 percent, and at the end of the year it was 15.1 percent, up from 13.9 percent at the end of 2021. We also aimed to increase female representation among employees who report up to a General Manager at every operating site by 1 percent. At the end of 2022, eight of our 12 operating sites increased their female representation by at least 1 percent. The other four sites increased their female representation but fell short of the target largely due to factors such as the mine being in a remote location or at a stage in the mine life plan with fewer recruiting opportunities.

Key activities in 2022 to progress inclusion, diversity and equity included:

- **Female representation —** We began analyzing all operational baseline workforce data to develop site action plans that support our goals of a minimum year-over-year improvement in female representation.
- **Retention —** To address retention issues, particularly with women in mid-career roles in Operations, we conducted "stay" interviews to understand what motivates them to stay or leave Newmont. The findings will be incorporated into the site action plans.
- **Local and Indigenous employment —** Every region established a dedicated inclusion, diversity and equity role that supports our local and Indigenous employment programs and targets. During 2022, we established an internal, cross-functional Local and Indigenous People Employment working group to share experience, deepen networks and evolve our metrics to measure our performance beyond representation. In 2023, we will merge this group with the Indigenous Peoples Working Group (IPWG), an internal platform that enables knowledge sharing and peer networking for Newmont personnel working with Indigenous communities and partners. The IPWG will support the development of local and Indigenous employment targets that continue to expand our efforts beyond representation to include attraction and progression. We discuss our local and Indigenous employment efforts in more detail in the **Value Sharing** section.
- **Symbols of exclusion —** Symbols of exclusion include signs and actions that do not create a sense of belonging for a specific group. Across our global operations, we have identified and eliminated hundreds of symbols of exclusion, including "Men at Work" signs, segregated parking (e.g., between employees and contractors), seat preferences on fly-in-fly-out flights based on position, and ill-fitting personal protective equipment for pregnant women. To continue our progress, in 2023 we plan to implement a governance and sustainment model for facility improvements and symbols of exclusion.
- **Strengthening business resource groups (BRGs) —** BRGs connect our employees locally and globally, and many bring together members of underrepresented or historically disadvantaged groups. These groups have a positive impact on advancing our inclusive culture. At the end of 2022, we had 26 BRGs globally. Our global Women and Allies BRG Community of Practice shares insights and lessons learned throughout our operations. We also refreshed our executive sponsorship expectations and assignments, and in 2023 will work to ensure there is a focus on and role clarity of the BRGs.

PEOPLE EXPERIENCE

Efforts under the People Experience strategic pillar encompass several objectives and targets. In the near term, we are focused on building a foundation by enhancing the experience across all aspects of our employee population. In 2022, we focused on communicating our "employee experience" roadmap through conversations between leaders and teams to understand what aspects of the employee value proposition engaged employees and where their needs were not being met.

WORKFORCE RIGHTS

Through our Integrity Helpline, we investigated, addressed and closed 379 of the matters followed up during the year pertaining to alleged misconduct or inappropriate behavior between employees and their managers. Actions based on the investigations' findings ranged from counseling to the termination of the employees involved. During 2022, we rolled out a formalized process for considering instances of substantiated employee misconduct (which did not result in termination) in the involved employees' annual performance, short-term incentives, promotions and/or transfers.

LABOR RELATIONS

In 2022, none of our operations experienced work stoppages lasting more than five days; however, at our Peñasquito operation in Mexico, the union representing employees issued a strike call related to the profit-sharing distribution and alleged breaches of the collective bargaining agreement. Following negotiations, we reached an agreement with the union whereby Newmont will pay the profit-sharing without a cap, and the union will preserve the employment of more than 100 unionized workers from local communities.

In 2022, Newmont introduced a new employment model in Ghana that shifts the unionized workforce from permanent employees to fixed-term renewable employment contracts. To ensure the new employment model did not undermine human rights, including union rights, Newmont engaged an external firm to conduct a human rights assessment. We discuss this matter in more detail in the **Human Rights** section.

LIVING WAGE

In past years, Newmont conducted annual salary surveys in the countries where we operate and targeted a leading market position that gave us confidence that we pay employees above the living wage. We define a living wage as a base compensation package for a standard workweek that affords a decent standard of living for the worker and his/her family.

In 2022, we expanded this process, partnering with a third-party expert, **BSR**, to conduct a living wage analysis in all the countries where we have full-time employees. The analysis compared Newmont's compensation for the lowest-paid employees in each country/site against the proportionate amount the primary worker in a household needs to earn to maintain the entire household above a living wage. The analysis showed that in all countries where Newmont has full-time employees, our lowest-paid employee earns above the country's highest living wage value, demonstrating that Newmont is voluntarily setting the bar higher than required.

We plan to continue performing this analysis annually and will also assess the option of expanding this study in future years to include our contract workforce.

Photo: Boddington, Australia

Recognition of Workplace Culture and Voluntary Commitments

Organization	Award/organization description	Newmont recognition/involvement
Awards		
Bloomberg Gender Equality Index (GEI)	Tracks the performance of public companies committed to disclosing efforts to support gender equality through policy development, representation and transparency.	Newmont was included on the GEI (published in January 2023) for the fifth year in a row.
Human Rights Council Corporate Equality Index (CEI)	Rates workplaces on Lesbian, Gay, Bisexual, Transgender and Queer equality.	Newmont participates annually through our submission to the Human Rights Council; our 2022 score was 95%.
Forbes: America's best mid-sized employers	Publishes results of the survey of 60,000 Americans working for businesses with at least 1,000 employees.	Newmont was ranked No. 56 out of 500 for 2022.
Gartner	Selects CEO Talent Champions from organizations in the Russell 3000 U.S. Index that have publicly demonstrated a commitment to talent outcomes over the past two years.	Newmont's President and CEO was included on the inaugural list in 2022.
Commitments		
Paradigm for Parity (P4P)	Coalition of business leaders committed to gender parity by 2030 in senior leadership roles.	Newmont was an inaugural participant in 2016 and submits an annual update on the action plan.
The Global Business Collaboration for Better Workplace Mental Health	Pledge signatories commit to improving workplace mental health by raising awareness, prioritizing employee mental health, and enabling support for the people within their organizations.	Newmont's President and CEO signed the pledge in its inaugural year (2021).
United Nations – Target Gender Equality – Women's Empowerment Program	Companies commit to interventions, policies and programs aimed at advancing gender equality in their companies.	In 2022, Newmont President and CEO Tom Palmer signed the program's CEO statement of support.
BlackNorth Initiative CANADA	Created by the Canadian Council of Business Leaders Against Anti-Black Systemic Racism; signatories to the initiative's CEO Pledge commit to actions that address, change and end anti-Black systemic racism across their organizations.	In 2020, Newmont President and CEO Tom Palmer signed the initiative's CEO Pledge, and Newmont contributed $200,000 to the organization.

Human Rights

Human rights are rights inherent to all human beings. Newmont recognizes that sustainable development and action on global challenges, such as the transition to a low-carbon economy, are underpinned by respect for human rights. Our practices are guided by the goals of universally recognized human rights principles and by our global Human Rights Strategy, through which we work to embed respect for human rights into everything we do.

Governance

Newmont's commitment to respecting human rights is integrated throughout our policies, practices and expectations.

In line with the **United Nations Guiding Principles on Business and Human Rights**, our **Code of Conduct** (the "Code") states our commitment to respect and promote the human rights of all people. Included in our **Sustainability and Stakeholder Engagement Policy** is an explicit commitment to respect the dignity, wellbeing and human rights of employees and the communities in which we operate, as well as others affected by our operations.

Supporting the policy is our **Human Rights Standard**, which details the requirements for each site to effectively manage human rights risks. Several other Newmont **global standards** address specific human rights matters such as the protection of cultural and environmental resources, security at our operations, engagement with Indigenous peoples and impacts on livelihoods and the environment.

To embed respect for human rights throughout the company, ownership and accountabilities for performance and compliance with our policies, standards and guidelines reside in various functions. At the corporate and regional levels, we have cross-functional human rights working groups with cross-functional accountability. The regional working groups are responsible for ensuring compliance with our Human Rights Standard and implementing human rights management plans.

Responsibility for the management of our overall human rights approach resides with the Senior Vice President for External Relations. This role reports to the Chief Strategy and Sustainability Officer, who reports to the President and CEO.

Management reviews human rights matters with the Board of Directors' Safety and Sustainability Committee every quarter and conducts a more thorough review of the Human Rights Strategy and performance against targets at least once a year. The Committee's Chair apprises the full Board of any significant matters or developments.

Additional information about our governance of human rights-related matters is included in our guide, **Respecting Human Rights: Our Approach**.

Photo: Cerro Negro, Argentina

Human Rights Risk Management

DUE DILIGENCE

Understanding our impacts is the first step to respecting human rights in all our business activities. As a participant in the **United Nations Global Compact**, we commit to implementing the Guiding Principles on Business and Human Rights, namely the due diligence requirements to identify, prevent, mitigate and account for how we address our impacts on human rights.

Our Human Rights Standard requires all sites to effectively manage human rights risks on an ongoing basis through our due diligence efforts. For new projects or significant changes to existing operations, sites must integrate human rights evaluations into their impact or risk assessments and consider undertaking standalone human rights impact assessments under certain circumstances.

Each operating site must update its social impact assessment (SIA) at least every five years per our **Social Baseline and Impact Assessment Standard**, and the SIA must include human rights considerations. Three full assessments and one executive summary are available on the **human rights page of our website**, and we expect to publish more reports and summaries going forward to increase our transparency.

A list of all human rights-related assessments (including standalone human rights impact assessments and those integrated into comprehensive impact assessments) conducted is disclosed in the **Performance Data** section.

Through processes defined in Newmont's Risk Management System (RMS), we have identified global risks related to human rights management and mapped the applicable local (site-level) risks to these. Details on our overall approach to managing risks, including the development of risk-specific critical controls, are discussed in the **Risk Management System** section.

Verification of the presence and effectiveness of these critical controls, adherence to internal standards and compliance with legal requirements and other commitments are also discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

SALIENT HUMAN RIGHTS RISKS

The concept of salience focuses on potential risks to people as opposed to risks to the business. Newmont manages the full spectrum of human rights risks; however, we align our reporting with the UN Guiding Principles Reporting Framework by focusing on Newmont's eight salient human rights issues, which represent those with the highest potential to occur and result in the most severe negative impacts associated with our activities and business relationships.

More details about each salient human rights issue are included in our guide, **Respecting Human Rights: Our Approach**. Our performance in managing each of these risks is discussed throughout this report.

Salient human rights issues

Salient issue	More information about how Newmont managed the issue and associated risks in 2022
Right to life	Health, Safety and Security Human Rights Tailings Management
Right to water and sanitation	Water Stewardship Tailings Management
Right to an adequate standard of living	Value Sharing Social Acceptance
Right to enjoy just and favorable conditions of work	Responsible Sourcing People and Culture Health, Safety and Security Value Sharing
Right to not be subject to discrimination in employment or occupation	Business Integrity and Compliance People and Culture Value Sharing
Right to health	Health, Safety and Security Social Acceptance Water Stewardship Tailings Management
Right to not be subject to slavery or forced labor	Responsible Sourcing Human Rights
Right to self-determination	Value Sharing (Local Employment and Procurement) Social Acceptance Human Rights (Indigenous Peoples)

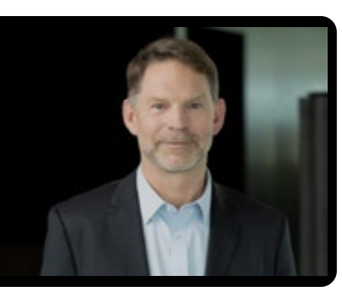
HUMAN RIGHTS RISKS IN THE SUPPLY CHAIN

One of our strategy's key focus areas is addressing the challenges associated with human rights risks in our supplier base.

Our **Supplier Risk Management (SRiM) program** aligns with the Guiding Principles and applies a proactive and consistent approach to managing supplier-related risks and performance throughout all stages of the supplier lifecycle. SRiM helps identify potential human rights risks a supplier may pose such that appropriate plans and actions needed to mitigate those risks can be identified and implemented. Key elements of the program include pre-qualification and screening, scope-of-work risk assessments, human rights training and an audit process.

SRiM recognizes that automated processes alone are not enough to identify and manage risk. Our Supply Chain and Sustainability and External Relations teams closely collaborate on opportunities to further improve the pre-qualification process and mitigation plans to better meet the level of supplier risk. It is also important that the individuals who have the greatest understanding of the supplier are involved in the process.

Because potential human rights violations within our supply chain are a significant risk to our business, we have public targets to reflect our aim and progress in this area.



Hear from Newmont's Senior Vice President of External Relations on why it's important that companies take a human-centered approach as it relates to a 'just transition.'

Additional information about our approach to managing human rights risks in our supply chain is included in our guide, **Respecting Human Rights: Our Approach**.

MODERN SLAVERY

In 2018, Newmont published its first Modern Slavery Statement. This voluntary statement outlined our commitment to respecting human rights and highlighted the actions we are taking to address risks, including those associated with modern slavery, in our operations and our supply chain. The statement was most recently **updated** in May 2022 to include the latest information on our Supplier Risk Management program.

In 2021, our Australia region produced its first modern slavery statement to comply with the Government of Australia's Modern Slavery Act requirements. The region's 2022 statement is publicly available on the Australian government's **Modern Slavery online register**.

Our **People Policy** and **Supplier Code of Conduct** prohibit the use of child, forced or compulsory labor. While the risk of child or forced labor in our direct workforce is low, there are potential risks in our supply chain that we assess through the SRiM program. Questions in our supplier pre-qualification survey help to identify potential red flags for child and forced labor risks. Our human rights training for employees and suppliers also aims to increase awareness on these risk issues. None of the reports received, investigated and addressed in 2022 related to instances of child or forced labor.

Strategy and Management Approach

Newmont's global Human Rights Strategy guides our efforts to respect human rights and manage related risks. For more in-depth information on our strategy and the strategic programs, processes and tools we use to continuously monitor human rights issues and impacts, see our guide, **Respecting Human Rights: Our Approach**.

ENGAGEMENT

Key to managing human rights risks is ongoing and transparent engagement with community members and other rights holders. Our **Social Baseline and Impact Assessment Standard** requires that communities and key stakeholders are actively involved in conducting baseline studies and impact assessments. Under our **Stakeholder Relationship Management Standard**, the effectiveness of the site's stakeholder engagement must be measured every year and stakeholder perception studies are required at least every three years.

Indigenous peoples

We respect and acknowledge the individual and collective rights and interests of Indigenous peoples in line with the International Labor Organization Convention 169 and the UN Declaration on the Rights of Indigenous Peoples. For purposes of this report and our global governance documents, we follow **UN guidance** and use "Indigenous" and "Indigenous peoples" as a broad umbrella term for the diverse groups — including Aboriginal and Torres Strait Islanders in Australia, First Nations, Inuit and Métis in Canada, and the Pamaka and Kawina in Suriname — with whom we engage and collaborate.

Our **Indigenous Peoples Standard** defines how we work to obtain the consent of Indigenous peoples for new projects, and changes to existing projects when Indigenous peoples and/or areas of cultural significance to Indigenous peoples are located within the area of influence of the mine site or will be impacted by the mine's development and operation.

As a member of the International Council on Mining and Metals, we commit to its **position statement** to work toward obtaining free, prior and informed consent (FPIC) of Indigenous peoples. We also actively participate in **RESOLVE's FPIC Solutions Dialogue**, a multi-sector initiative that is developing practical approaches to translate FPIC into successful site-based implementation. RESOLVE's **The Practice of FPIC** guide captures insights from the FPIC Solutions Dialogue and leverages real-life examples and lessons learned about FPIC implementation at different stages of projects more broadly.

Under the principles of FPIC, Indigenous peoples are able to make decisions free from coercion, intimidation or manipulation; are given sufficient time to work through traditional decision-making processes; and are provided accurate and understandable information about a project and its potential impacts and benefits.

Our Global Center for Indigenous Community Relations (the "Center") aims to promote meaningful engagement with Indigenous peoples and serve as a resource for Newmont and the industry. The Center's strategy and objectives are built on three focus areas:

1. Partnerships and learning networks
2. Respect for customs and cultures
3. Opportunities for Indigenous peoples

The Center works closely with the Advisory Council on Indigenous Community Relations, which advises Newmont's Board of Directors' Safety and Sustainability Committee and provides guidance for the Center's strategy and objectives. The Advisory Council members are all Indigenous leaders with diverse backgrounds who provide thought leadership on Indigenous engagement and participation in the mining industry.

More information about the Center and its strategic plan is available on its **website**.

The Center also convenes Newmont's Indigenous Peoples Working Group, an internal cross-functional community of practice that shares experiences to improve our practice of engagement and collaboration with Indigenous communities. The working group meets quarterly to share challenges, successes and resources to promote respectful relationships with Indigenous communities.

Cultural heritage

Following the destruction of a culturally significant site, Juukan Gorge, at an iron ore mine in Australia in 2020 and an incident at our Ahafo mine in December 2020 in which we initially believed we had impacted a cultural site (as detailed on page 90 in our **2020 Annual Sustainability Report**), senior leadership called for a robust and focused effort to analyze and improve our cultural heritage management practices. This included:

- Development and execution of a comprehensive Cultural Resource Management Action Plan;
- Implementation of a revised **Cultural Heritage Standard**, which incorporates leading practices, lessons learned from events, and feedback from across the business to improve accountability and strengthen processes to better understand potential impacts, engage communities and prevent unauthorized or undesired impacts to tangible and intangible cultural heritage values;
- A comprehensive, company-wide cultural resource capacity-building program; and
- A gap assessment against the revised standard with an associated action plan to close identified gaps.

After the publication of the revised standard, Newmont initiated a comprehensive rollout program, which included engaging an external social performance consulting firm to undertake gap assessments at all Company sites and to develop and deliver training to relevant personnel on the standard.

Verifications against the standard have been incorporated into Newmont's Risk Management System in two ways: first, through the design of critical control verifications to be used at the operational level and, second, through the standard's integration into the RMS-Verify audit program. Audits against the standard will begin in 2023.

We also created a Cultural Heritage and Operational Verification process, which requires sites to conduct a cross-functional review and approval of planned land disturbances against a cultural heritage survey and inventory to prevent unintended impacts on cultural heritage. Where impacts are not avoidable, sites must engage with host communities, and then Company leaders conduct a review. Approvals from the Chief Operating Officer and Chief Strategy and Sustainability Officer are required prior to initiating work.

Policy influence

Advancing our commitment to respecting human rights requires collaboration through partnerships and multi-stakeholder initiatives as well as engagement with global civil society organizations.

Newmont representatives participate in several initiatives — such as the **BSR Human Rights Working Group**, the **FPIC Solutions Dialogue** and the **Voluntary Principles on Security and Human Rights** — and in forums on human rights, including events in the industry and with broader multi-stakeholder audiences.

Newmont engages regularly with global civil society organizations such as Oxfam, Verité, and the Business and Human Rights Resource Centre. Newmont also participates in the World Benchmarking Alliance's **Corporate Human Rights Benchmark**.

TRAINING

Newmont's human rights training programs are designed for three groups — employees, security personnel and suppliers.

Our online employee human rights training program is designed to raise awareness about the Company's human rights commitments, potential risks, and the importance of everyone working on our behalf to prevent and address potential human rights violations. A revised human rights online training module was rolled out to all employees with Company-provided computer access at the end of 2022. Nearly 5,900 employees had completed the compulsory training by the end of the first quarter of 2023.

Employees and contractors also participate in human rights training modules during cross-cultural educational sessions, new-hire induction programs and as part of annual refresher courses. Each region and site conduct human rights training tailored to its specific operating context.

All Newmont security personnel (employees and private security contractors) must complete annual training based on the **Voluntary Principles on Security and Human Rights** (VPSHR), and we encourage public security agencies to participate as well. Some sites also offer training based on the Voluntary Principles to those in roles outside the Security function. In 2022, a well-regarded human rights consulting company conducted a VPSHR audit at our Ahafo and Akyem sites in Ghana. The audit confirmed that our sites are committed to the implementation of the VPSHR and recommended opportunities for improvement, such as revising the training for security contractors to be more practical, strengthening engagement with public security on areas of risk, and continuing work to proactively address community concerns to prevent conflict.

Our supplier training program focuses on suppliers with an elevated potential for human rights risks. The primary objectives of the program are to:

- State expectations for supplier performance on human rights;
- Review labor rights in the context of international frameworks and expectations, emphasizing freedom of association and collective bargaining rights; and
- Provide additional information, resources and tools to help suppliers identify and address possible human rights risks associated with their activities.

In 2022, we revised our online supplier training module and will roll it out in 2023. Sites in Peru and Ghana conducted in-person training for potential high-risk suppliers.

Details about in-person participation in human rights training during 2022 are disclosed in the **Performance Data** section.

ACCESS TO REMEDY

Processes to remediate any adverse human rights impacts we may cause are a key element in the Guiding Principles on Business and Human Rights and are important for building trust, solving problems and addressing concerns before they become larger issues.

Newmont has three main channels for internal and external stakeholders to raise human rights concerns:

1. Having an internal discussion with one of Newmont's human resources representatives or managers;
2. Formally registering a matter via **complaints and grievances registers** — a mechanism required at all sites to address stakeholder concerns in a timely and transparent manner; and
3. Filing a case online or over the phone via the **Integrity Helpline**, our confidential channel for personnel and external stakeholders to report potential Code of Conduct violations, including human rights issues.

More information about these channels is included in our **Respecting Human Rights: Our Approach** guide.

Performance, Metrics and Targets

Improving our human rights systems, due diligence processes and performance is a continuous journey.

REPORTING COMMITMENTS

Since 2019, Newmont has been included in the **Corporate Human Rights Benchmark** (CHRB), which assesses a company's performance across several areas (i.e., governance and policies, embedding respect and human rights due diligence, evaluating the effectiveness of actions and incorporating lessons learned).

In preparation for CHRB's 2023 assessment, we engaged with CHRB on the new methodology and updated our guide, **Respecting Human Rights: Our Approach**, to align our reporting with the 2023 assessment requirements.

MANAGING SUPPLIER RISKS

In 2022, the corporate office and seven operating sites that have SRiM in place issued 1,538 pre-qualification surveys to new suppliers, and 999 (65 percent) responded and provided information on human rights risks. Among the suppliers that responded, 217 were identified as having an elevated likelihood of impacting human rights. In addition to pre-qualification screenings, we completed scope-of-work risk assessments to determine if the nature of the work will pose human rights-related risks.

In 2020 and 2021, a supplier audit tool was developed and piloted. No audits were conducted in 2022 as we are in the process of reviewing the program effectiveness and broader approach for developing local supplier capacity. We continued to monitor supplier performance and respond to any supplier complaints raised through the Integrity Hotline.

PUBLIC TARGETS

We set public targets to hold ourselves accountable for integrating human rights due diligence processes into our supply chain.

Our current public targets focus on corporate, regional and site teams working together to determine appropriate human rights risk mitigation measures (i.e., training, audits or direct engagement with suppliers). For 2022, we set a goal to implement risk mitigation plans for 80 percent of contracts with suppliers identified as having an elevated likelihood of impacting human rights at operating sites where the SRiM program has been implemented. Due to challenges with the transition to a new online training platform and supplier scheduling, we did not meet our target. Our updated online supplier training will be rolled out in 2023.

For sites that have implemented SRiM, our target for 2023 is to have risk mitigation plans for 100 percent of contracts with suppliers identified as having an elevated likelihood of impacting human rights.

KEY HUMAN RIGHTS ACTIVITIES AND MATTERS

Newmont maintains ongoing engagement with key stakeholders on the status of human rights-related matters and legal cases. We disclose details on some of the more significant matters and controversies on our **website**, which is regularly updated. Notable activities in 2022 related to human rights included the following:

- **Human rights review in Ghana —** In early 2022, Newmont introduced a new employment model in Ghana that shifts the unionized workforce from permanent employees to fixed-term renewable employment contracts. The shift was driven by a desire to create a better incentive-based performance review system and strengthen the relationship between supervisors and employees. To ensure the transition to a new employment model did not undermine human rights, including union rights, Newmont commissioned a human rights assessment to evaluate actual, potential and perceived impacts on human rights under a new employment model. Foley Hoag (an internationally recognized law firm with a specialty in human rights) conducted the review and we published the report on our **website**. A plan to address the report recommendations and employee feedback was finalized in 2022.

- **Parliamentary inquiry into sexual harassment in the mining sector —** Following the release in June 2022 of the Western Australian Parliament's report on sexual harassment of women in the mining sector, our Australia Region worked closely with the Chamber of Minerals and Energy of Western Australia (CMEWA) and the Minerals Council of Australia to support industry-wide responses. Significant initiatives include the adoption of an Industry Code on Eliminating Sexual Harassment developed by the Minerals Council of Australia at a national level and the establishment of an Industry Alcohol Guideline for company accommodation facilities by CMEWA. Newmont President and CEO Tom Palmer also appointed a dedicated senior executive to lead the effort to drive positive change at Newmont. We highlight the work to create a safe, healthy and equitable workplace on page 68.
- **Submitted second Reconciliation Action Plan in Australia —** In Australia, Newmont's Reconciliation Action Plan sets our commitment to reconciliation across five dimensions: historical acceptance; race relations; equality and equity; institutional integrity; and unity. **Reconciliation Australia** is an independent First Nations body with a charter to oversee the Reconciliation Action Plan development and execution. In June 2022, Reconciliation Australia endorsed our second **"Innovate" Reconciliation Action Plan**. The plan includes actions across three core pillars — respect, relationships and opportunities — as well as support for the **Uluru Statement from the Heart** — the request for constitutional recognition and a voice to Parliament for Australia's First Nations.
- **Chaupe family land dispute —** In Peru, we continue to work toward resolving a complex land dispute with members of the Chaupe family related to land purchased between 1996 and 1997. Yanacocha has filed two civil claims in Peru, and in 2017, a non-governmental organization representing the Chaupe family filed a lawsuit in the U.S. In 2021, they filed a petition with the U.S. Supreme Court to review two lower court decisions dismissing the case in the U.S. The Supreme Court denied the request for review in November 2021, ending the legal process in the U.S. We continue to publicly express our desire for dialogue and dispute resolution with the family.

Photo: Australia Regional Leaders at Pinjarra Massacre site tour with Bindjareb Elders and First Nations Advisors

LEADERS IN AUSTRALIA PARTICIPATE IN NYOONGAR CULTURAL IMMERSION TOUR

In October 2022, members of the Regional and Site Leadership Teams at our Boddington operation in Australia participated in a First Nations cultural immersion experience, traversing areas of cultural/historical significance to both the Wiilman and Binjareb clans of the Nyoongar Nation.

The tour was planned and facilitated with the support of Nyoongar Cultural Advisory, Traditional Owners and local cultural knowledge holders. The day included visits to a registered sacred site near Wandering, the Wandering Mission — a place of significance for members of the Stolen Generation, now owned by an Aboriginal corporation — and local charcoal pits where Wiilman clan people, including the father of one of the elders on the tour, once worked.

The day also included a cultural briefing, a site tour and a moment of reflection about the Pinjarra massacre on the banks of the Murray River.

Under the relationship pillar of Newmont's Regional Reconciliation Action Plan, we have committed to participating in site and executive leadership cultural immersion events annually.

INDIGENOUS PEOPLES

Details and background on our agreements and commitments at the site level, as well as engagement activities during 2022, are included in the following table.

Engagement with Indigenous communities near our operations and sites in 2022[1]

Boddington (Australia)

Indigenous communities	2022 Notable activities
Gnaala Karla Booja	We progressed participatory planning with the Gnaala Karla Booja Relationship Committee for a refreshed cross-cultural awareness training program, and advanced tertiary scholarship and secondary education program partnerships with Murdoch University, Kulbardi School of Aboriginal Studies and the Shooting Stars program — a female Nyoongar student engagement program.
Background on agreements	We continued to engage Traditional Owner cultural heritage monitors to oversee ground-disturbing works in or near sites of cultural significance.
Newmont's Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA). The CMA is regulated by the Central Land Council (CLC), which acts as agents for Warlpiri (Yapa) Traditional Owners of the Tanami Region. The Tanami Desert Ten Year Plan (TYP) commenced in 2017 and builds on the CMA commitments. It is a planning and governance framework, guiding the collaborative work among Warlpiri, the CLC and Newmont. The TYP focuses on actions that improve Yapa employment, Yapa education and Yapa voice and supports the delivery of long-term benefits for Warlpiri across the Tanami Region in line with their aspirations.	The GKB Aboriginal Corporation was formalized under the Southwest Native Title Settlement framework, and Newmont transitioned agreement rights from SWALSC to the Corporation. The CPA is the first agreement to be transitioned to the Corporation since its establishment.
	In October, regional and site leaders participated in a cultural immersion tour with Nyoongar Cultural Advisory and local Traditional Owners and cultural knowledge holders. We highlight this event on page 79.

Tanami (Australia)

Indigenous communities	2022 Notable activities
Warlpiri	In collaboration with the CLC and Yapa, the following TYP priority actions were progressed in 2022: • Newmont executed a 10-year multiparty memorandum of understanding to govern and support a refresh of the Tanami Regional Biodiversity Monitoring (TRBM) program. The TRBM is a landscape-scale ecological monitoring program that captures and applies traditional ecological knowledge to land management activities. Annual surveys are conducted by ecologists, the CLC land management team and Warlpiri Rangers. The first field scoping survey of the refreshed TRBM was completed in August 2022. • Improving safety and services on the Tanami Highway is another priority action. We completed a study to identify safety and service issues and co-invested in improvements and upgrades, and progressed planning for the installation of watering access points, shade structures and mobile phone hotspots. The safety and service improvements will be ongoing.
Background on agreements	
Newmont's Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA). The CMA is regulated by the Central Land Council (CLC), which acts as agents for Warlpiri (Yapa) Traditional Owners of the Tanami Region. The Tanami Desert Ten Year Plan (TYP) commenced in 2017 and builds on the CMA commitments. It is a planning and governance framework, guiding the collaborative work among Warlpiri, the CLC and Newmont. The TYP focuses on actions that improve Yapa employment, Yapa education and Yapa voice and supports the delivery of long-term benefits for Warlpiri across the Tanami Region in line with their aspirations.	

[1] Refer to the Performance Data section of this report and/or the ESG Data Tables for specific GRI and SASB disclosures relating to lands, agreements and significant events.

Éléonore (Canada)

Indigenous communities

Cree Nation of Wemindji

Grand Council of the Crees (Eeyou Istchee)/ Cree Nation Government

Background on agreements

Newmont's Éléonore operation and the Cree Nation of Wemindji and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government are signatories to the Opinagow Collaboration Agreement.

2022 Notable activities

In collaboration with the Regional Cree Trappers' Association, Éléonore supported an initiative to provide traditional food for vulnerable elders and families of the Cree Nation during and after the COVID-19 crisis. The initiative, which was funded by Newmont's COVID-19 Global Community Support Fund, enabled the Regional Cree Trappers Association to hire 22 harvesters from the nine communities through fiscal year April 1, 2022, to March 31, 2023, to harvest traditional food such as sturgeon, walleye, geese and rabbits. Beneficiaries of the harvest included elders, low-income families and single mothers.

We held several activities at the cultural site maintained at the Éléonore mine. In June, September and December 2022, we celebrated traditional knowledge and learned about Eeyou Meechum — Cree traditional cooking (i.e., preparing foods such as geese, smoked fish and bannock). All the families with camps near the Éléonore mine brought food to share with those who work at the mine.

Musselwhite (Canada)

Indigenous communities

North Caribou Lake First Nation

Cat Lake First Nation

Wunnumin Lake First Nation

Kingfisher Lake First Nation

Windigo First Nation Council

Shibogama First Nation Council

Mishkeegogamang First Nation

Background on agreements

The Musselwhite Agreement's signatories include Cat Lake First Nation, North Caribou First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, Windigo and Shibogama Councils.

The mine also has an agreement with Mishkeegogamang First Nation.

2022 Notable activities

In October 2022, Musselwhite opened the Norman Patayash Wellness Centre, which is named after Elder Norman Patayash, a chief, elder, pastor and head trapper of the North Caribou First Nation and land user of the territory where the mine resides. He recognized the potential prosperity and quality-of-life improvements that responsible resource development could bring to his people, which led to the negotiation and signing of the first Musselwhite Agreement. This center will provide a space for religious, cultural, spiritual or wellness activities and be a place where anyone can participate in personal wellbeing activities.

The mine hosted a workshop with Indigenous business partners and leaders to provide updates and work toward fulfilling the obligations in the Musselwhite and Mishkeegogamang agreements.

In recognition of the communities' reliance on water for consumption, harvesting and access to traditional harvest grounds, the mine held a water blessing ceremony prior to the water being released from the polishing pond to the wetlands. The ceremony is an integral step in our water treatment process, and each year we celebrate this tradition.

Porcupine (Canada)

Indigenous communities

Mattagami First Nation

Matachewan First Nation

Flying Post First Nation

Apitipi Anicinapek Nation, formerly known as Wahgoshig First Nation

Chapleau Cree First Nation

Brunswick House First Nation

Chapleau Ojibwe First Nation

Michipicoten First Nation

Background on agreements

Newmont has a Resource Development Agreement with the Mattagami, Matachewan, Flying Post and Wahgoshig First Nations.

Newmont has a Benefits Agreement with the Michipicoten First Nation and an Impacts and Benefits Agreement with Chapleau Cree, Brunswick House and Chapleau Ojibwe First Nations.

2022 Notable activities

In 2022, we rolled out a cultural awareness training program developed and delivered by a First Nation-owned consulting firm. The firm has a long history of working at the intersection of First Nations communities, governments and industry partners to provide strategy development, community engagement and project-based support to leaders, organizations and teams who engage with First Nations Peoples, communities and businesses.

As part of the federal and provincial governments' permitting processes to enable the expansion of operations and environmental remediation, representatives of the Resource Development Agreement signatory communities participated in a site visit focused on the new Pamour water treatment plant, the Dome tailings management area and earthworks to stabilize the tailings management area.

Merian (Suriname)

Indigenous communities

Pamaka Maroon Tribe of the Marowijne River

Kawina Maroon Tribe of the Commewijne River

Background on agreements

Newmont has a Cooperation Agreement with the Pamaka.

2022 Notable activities

The Cooperation Agreement with the Pamaka is governed by the Duurzame Ontwikkeling Pamaka (Foundation for the Sustainable Development of Pamaka) Executive Committee, which was reinstated by the Traditional Authority in October 2022. This development is expected to enable the execution of projects financed by the Community Development Fund.

In 2022, we continued to meet with the Kawina Negotiation Committee (appointed by the Kawina Traditional Authority, including the Paramount Chief) on establishing a Cooperation Agreement. These discussions will continue in 2023.

CULTURAL HERITAGE MANAGEMENT

Through our engagement with an external social and environmental consultant, in 2022, we completed the final gap assessments and training of relevant personnel against our Cultural Heritage Standard. Between mid-2021 and August 2022, 440 people participated in gap assessment interviews and/or focus groups, and 239 people participated in training on the standard. The assessment found no major non-conformances against the standard, but found opportunities for improvement, including the following:

- Strengthening the implementation and monitoring of Cultural Heritage Management Plans;
- Improving communication between functions regarding cultural heritage management requirements;
- Creating greater awareness among employees and contractors about tangible and intangible cultural values and improving the documentation of these values; and
- Formalizing training around cultural heritage, including cross-cultural awareness.

Sites continue to work toward completing their action plans to meet conformance with the updated standard, and we progressed the development and deployment of an e-learning module on Newmont's approach to cultural heritage management.

To support sites as they work to achieve compliance with the updated standard, we finalized a Cultural Heritage Guideline that includes details on best practices and processes to improve the management of cultural heritage.

Social Acceptance

Earning and keeping the trust and goodwill of stakeholders impacted by a business is a challenge. At Newmont, we employ a methodical stakeholder relationship management approach to earn social acceptance. By working to understand and manage our activities' impacts on communities, and by including local stakeholders in collaborative decision making, we aim to create lasting relationships based on mutually beneficial and sustainable development outcomes.

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to building relationships founded on respect, resolving differences and conflicts, and contributing to sustainable development in the communities where we operate. A **suite of global standards** details Newmont's minimum requirements to support activities that achieve and maintain social acceptance. Related guidelines and procedures support on-the-ground implementation and compliance with commitments and relevant laws and regulations.

Every site is required to develop, implement, monitor and improve on a stakeholder engagement approach. A member of each Regional Senior Vice President's leadership team is responsible for activities at the site and across the region. These individuals — along with the Senior Vice President for External Relations, who has overall responsibility for the management of our social acceptance governance and approach — report to the Chief Strategy and Sustainability Officer, who reports to the President and CEO.

Each quarter, management reviews activities and outcomes related to fulfilling our commitments and earning and maintaining social acceptance with the Board of Directors' Safety and Sustainability Committee. The Committee's Chair apprises the full Board of any significant matters or developments.

Photo: Newmont Akyem, recognized as the Corporate Social Responsibility Company of the Year by the Ghana Club

Social Acceptance Risk Management

Incidents or actions by Newmont — such as impacts to community health and safety, unfulfilled commitments or unmet community expectations — that threaten our ability to earn or maintain social acceptance are a significant business risk.

We manage these risks through our global Risk Management System, which includes a hierarchy of policies, standards, guidelines, critical controls and procedures. For example, our **Social Baseline and Impact Assessment Standard** requires each operating site to update its social impact assessment — which provides critical information about social baseline conditions and potential impacts of our business activities that are used to inform the development of detailed impact mitigation plans — at least every five years.

Most of these assessments are conducted by external, independent experts and all include extensive input and consultation from the host communities.

Other global standards — including those that address human rights, Indigenous peoples, land acquisition and resettlement, and cultural heritage — establish the minimum requirements for managing our social risks and opportunities. Sites are regularly audited to ensure conformance to our standards and to promote continuous improvement.

Verification of the presence and effectiveness of critical controls, adherence to internal standards and compliance with legal requirements and other commitments are discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

Strategy and Management Approach

Newmont's overarching Sustainability and External Relations Strategy provides the framework for helping us understand stakeholder needs and expectations and building trust and credibility through respectful and meaningful engagement.

COMMUNITY RELATIONSHIPS

Our community engagement approach is grounded in the principles of respect, consultation, participation, collaboration and empowerment.

Our global standards — including those related to managing stakeholder relationships, human rights and Indigenous peoples — require consistent engagement processes across all sites while ensuring each site's approach is culturally appropriate and responsive to local stakeholders. This includes having a comprehensive plan to effectively engage those who are or potentially could be impacted by our business activities.

At several sites, we have entered into formal agreements with the local and Indigenous communities to contribute to social, economic and institutional development. These agreements are developed through an open consultation process to ensure meaningful participation by communities and to promote self-determination related to the social, economic and institutional development of their communities.

Per our global standards, sites must consult with stakeholders to develop a mechanism for identifying, tracking, escalating and resolving local community complaints and/or grievances. Complaints are categorized by the following tiers:

- **Tier 1 —** Complaints that may be resolved between the site and the complainant.
- **Tier 2 —** Complaints that cannot be resolved directly by the site and complainant and may require referral to or involvement of third parties.
- **Tier 3 —** Complaints that are not resolved and must be referred to official agencies or judicial processes.

To increase the credibility of the mechanism and buy-in from community stakeholders, and ensure that we are listening to and responding to complaints in line with stakeholders' expectations, we seek feedback from stakeholders who use the grievance mechanism. Key stakeholders are also informed when updates to the mechanism are made.

Since 2015, we have reported on an annual public target to respond to stakeholder matters in a timely manner, and in 2021 we included a new target to analyze the root causes of complaints. In 2021, we developed a specific complaint-root-cause-analysis methodology to identify trends and the causes of complaints and how adjustments to company policies and procedures could help prevent future complaints. In 2022, we tested the methodology with each site and region by facilitating root cause workshops where site managers identified a specific category of complaints and participated in cross-functional root cause analysis. Identified root causes and associated actions were recorded and will be tracked to completion in 2023.

RESETTLEMENT AND LAND USE

Mining activities take place where ore bodies are located, and, at times, activities throughout the mine life require relocation and resettlement of households and restoration of livelihoods.

Our **Land Acquisition and Involuntary Resettlement Standard** states the requirements for assessing and addressing the rights and needs of landowners and communities before any land acquisition or involuntary resettlement.

All land acquisitions are conducted in compliance with applicable laws, regulations and international best practices as defined by **International Finance Corporation (IFC) Performance Standard 5**. We aim to avoid resettlement whenever possible; however, when resettlement is required, we ensure that affected people and communities are able to make informed decisions, adverse impacts are minimized, and livelihoods and living conditions are restored or improved.

Before any resettlement activities begin, we work with local stakeholders and external experts to develop a resettlement action plan (RAP) and/or a livelihood action plan (LAP) that identifies physical displacement and economic impacts. The relevant sites are responsible for implementing and closely monitoring RAPs and LAPs. This includes conducting annual audits by external experts to ensure activities fulfill commitments and meet the needs of those who are affected.

ARTISANAL AND SMALL-SCALE GOLD MINING

Artisanal and small-scale mining (ASM) and its associated value chain are estimated to support the livelihoods of an estimated 100 million people worldwide (according to the World Bank), and increasingly, organizations believe ASM plays a role in alleviating poverty. However, unregulated ASM activities can pose significant risks to miners, communities, the environment, our workforce and business continuity. Notable ASM risks include:

- The use of mercury in gold processing can contaminate community water sources and impact the health of those exposed to it.
- ASM operators who trespass onto Newmont's concessions pose significant security risks and potential business continuity risks.
- ASM has been associated with forced and child labor.
- Inconsistent policy frameworks related to small-scale mining depending on the jurisdiction create challenges.
- ASM often results in significant environmental impacts, including hydrologic flow impacts to rivers, biodiversity values (species and habitat), protected areas and other shared resources.

We are committed to managing and mitigating these risks while recognizing ASM's importance to those who depend on it as a livelihood or who have historical, cultural or symbolic rights to land use and ownership.

Our global ASM Strategy has four objectives that help us explore, develop and operate in places where ASM takes place:

1. **Security —** Ensure safe and secure access to Newmont's assets, interests and concessions and minimize conflicts between artisanal and small-scale miners and Newmont personnel.
2. **Performance —** Manage environmental, social, security, health and safety risks and impacts caused by ASM activities near and/or on our mining concessions.
3. **Livelihood development —** Collaborate to empower and improve livelihood options associated with the local economy.
4. **Influence, learn and align —** Monitor, engage and influence ASM policy and practices.

Currently, ASM activities take place on or near three of our operations — Ahafo in Ghana, Merian in Suriname and Yanacocha in Peru. We discuss our approach and activities at each of these sites in more detail below. It also takes place at some exploration sites, and because our exploration teams are often the first contact with communities, our approach emphasizes early engagement and building positive relationships with ASM operators. Our Sustainability and External Relations Exploration Guidebook and associated management workbook include requirements to identify and characterize ASM in or near exploration areas of interest.

ASM is not an issue that we can solve on our own. We pursue partnerships with governments, international institutions, civil society and ASM experts to promote solutions and best practices. Newmont participates in global and industry forums to share on-the-ground implementation insights and encourage policy alignment. Newmont is a member of the World Gold Council's Artisanal and Small-Scale Gold Mining working group and, in 2022, contributed to a **report on lessons learned** from managing the interface between large- and small-scale gold mining. We also presented Newmont's management approach and case study at the World Gold Council's Knowledge Sharing and Strategy Development Workshop in Accra, Ghana.

Photo: Tanami, Australia

Performance, Metrics and Targets

PUBLIC TARGETS

Monitoring the health of our relationships with local stakeholders is a key part of our approach to earning and maintaining social acceptance and continuous improvement. In addition to the site-level data and performance metrics we disclose in the **Performance Data** section of this report, we have the following two public targets to ensure rigor and focus in managing these areas:

- **Community commitments —** Our annual target is for all sites to complete 100 percent of community commitments by the due date, and in 2022, all sites achieved this target.
- **Complaints and grievances —** Sites aim to resolve 100 percent of tier 1 stakeholder complaints within 30 days throughout the year. In 2022, we addressed 81 percent of tier 1 complaints or grievances (C&Gs) recorded on site registers within 30 days. Of the 12 sites that received complaints in 2022, 10 met their target. Porcupine and Peñasquito addressed 56 percent and 18 percent, respectively, of the tier 1 complaints within 30 days. At Porcupine, our response to a set of complaints was sent late in October, and at Peñasquito, we had challenges related to the migration of data to a new system, resulting in complaint records that were not completed on time.

To meet growing community expectations and continuously improve our approach, we set a target to develop a unique root-cause analysis methodology to better understand the underlying drivers of complaints and grievances and reduce or eliminate repeat issues. In 2022, every site engaged in a pilot of the complaint-root-cause analysis. For 2023, our target is to integrate the methodology into our management systems and for all sites to be applying the root-cause methodology to complaints and grievances on a regular basis.

Tier 1 complaints: Site level[1]

	Country/site	Number received	Percent addressed within 30 days
Africa	**Ghana**	**203**	
	Ahafo	110	100%
	Akyem	93	100%
Americas: North	**U.S.**	**2**	
	CC&V	2	100%
	Canada	**75**	
	Éléonore	3	100%
	Musselwhite	1	100%
	Porcupine	71	56%
	Mexico	**55**	
	Peñasquito	55	18%
Americas: South	**Argentina**	**12**	
	Cerro Negro	12	100%
	Suriname	**7**	
	Merian	7	100%
	Peru	**31**	
	Yanacocha	31	100%
Australia	**Australia**	**8**	
	Boddington	8	100%
	Tanami[2]	0	N/A
GLOBAL	**TOTAL**	**393**	**81%**

[1] Complaints reported in this table show only Tier 1 complaints to be resolved in 2022. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:
a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
c. Tier 3: Complaints that require recourse to the judicial system.

[2] Tanami received zero complaints in 2022, across all tiers.

KEY COMMUNITY MATTERS AND ACTIVITIES

At the end of 2022, all sites — except Akyem, Musselwhite and Yanacocha — had a social impact assessment (SIA) in place and updated within the past five years. These three sites have plans in place to update their respective SIAs to meet the requirements of our standard; however, impacts related to the COVID-19 pandemic delayed our efforts. Both Akyem and Yanacocha have initiated planning and expect to commence the process in 2023. Musselwhite, which has initiated an update to its SIA, has faced delays in conducting fieldwork but expects to complete the update in 2023. Three sites — CC&V, Éléonore and Peñasquito — updated their respective SIAs in 2022.

Newmont's work toward achieving conformance with the Global Industry Standard on Tailings Management (discussed in detail in the **Tailings Management** section) includes ensuring we conduct meaningful engagement with potentially affected people. We are updating our annual stakeholder engagement plans to include more information on tailings management and emergency preparedness related to tailings facilities and other potentially catastrophic risks.

Site community impacts are discussed in the **Performance Data** section, and the following includes notable community matters across our operating sites.

Argentina

For the fifth consecutive year, the team at Cerro Negro partnered with the Municipality of Perito Moreno on a campaign to raise awareness about protecting the environment called "Perito Verde y Limpio." The 2022 campaign, which took place over several days, involved employees and community members planting more than 5,000 trees, shrubs and plants around the Perito Moreno community. The campaign was recognized by the Honorable Deliberative Council of Perito Moreno.

With support from the U.S. Ambassador in Argentina and the American Chamber of Commerce (AMCHAM), the first Mining Dialogue Table in Argentina was established, which includes representation from Newmont and five other mining companies. The Mining Dialogue Table aims to educate and promote the mining industry in Argentina, and dialogue with other industries (including the energy, agriculture and technology sectors) on ways to support the country's economic recovery. A Newmont representative was appointed to a leadership role within the newly formed group.

In June 2022, Cerro Negro launched the first remote underground mining operation in Argentina with several national authorities in attendance at the event. In December 2022, the operation received the "2022 Mining Company of the Year" from Panorama Minero, a monthly magazine that covers the mining industry in Argentina, for the remote operation's technological advancements and positive impact on safety and operational efficiencies.

Australia

At Boddington, we collaborated with the University of Queensland Centre for Social Responsibility in Mining (CSRM) to review the operation's social knowledge base and identify gaps against the social performance requirements of the Global Industry Standard on Tailings Management (GISTM). The review informed the development of a gap closure scope of work to assess human vulnerability, exposure, impact and preparedness in relation to a tailings dam credible-failure scenario inundation modeling. The findings from the gap closure work planned for 2023 will inform emergency response planning and be integrated into cultural heritage impact assessments and related stakeholder engagement activities that will be subject to human rights due diligence. Outcomes and insights from this engagement with CSRM were used to develop a training program that will be rolled out to the rest of the organization in 2023 (as discussed in more detail in the **Tailings Management** section).

The Shire of Boddington refreshed and approved its 10-year Strategic Community Plan (called the Council Plan) in August 2022. We participated in plan development community workshops and submitted formal feedback on the draft plan. The final plan has several actions relevant to Newmont including partnership opportunities. Alignment with council and community priorities outlined in the plan will inform our approach to engagement and investments within the Shire.

At Boddington, we also continued the work with resource sector partners to address environmental and social impacts under the South West Sustainability Partnership, which we discuss in the **Biodiversity** section.

Newmont engaged with the Western Australian (WA) Department of Planning, Lands and Heritage and other key stakeholders on the co-design process for the new WA Aboriginal Heritage Act. This will be the most substantive change to Aboriginal cultural heritage legislation in WA in 50 years and includes a two-year transition period to establish the regulatory regime, including the Aboriginal cultural heritage management code, advisory committees, local Aboriginal cultural heritage service providers, regulations and supporting guidelines.

Details about our engagement with Indigenous communities in Australia are discussed in the **Human Rights** section.

Canada

At Porcupine, we hosted a two-day stakeholder engagement session to highlight some of Newmont's sustainability programs — such as water stewardship, biodiversity and community investment strategies — and provide an opportunity for stakeholders to ask questions and provide feedback on areas that need improvement. Approximately 50 people attended.

The Musselwhite operation celebrated its 25th anniversary of commercial production, hosting a special event on site to commemorate the milestone. Several hundred guests, including employees, Indigenous leaders and community members, government leaders and business partners, joined in the celebration.

At Éléonore, we held two public presentations with the Cree Nation of Wemindji to update members on our operations, environmental projects and apprenticeship programs and to answer any questions or address concerns. These were important in-person events after more than two years of mostly virtual engagement due to the COVID-19 pandemic.

Additional details about our engagement with Indigenous communities in Canada are discussed in the **Human Rights** section.

Photos: Nkawkaw to New Abirem road near Akyem, Ghana (top: before; bottom: after)

Ghana

The project-affected people (PAPs), who were compensated for the loss of crops, structures and other assets related to the development of the Akyem mine and mining operations, engaged Newmont to discuss the present and future welfare of the PAPs for enhanced livelihood support. In collaboration with the Traditional Authorities and the Birim North District Assembly, Newmont agreed to review the matter and provide support. We engaged an external consultant to undertake a socio-economic assessment of the PAPs, and the review recommended programs to address the livelihood challenges of the PAPs. Following engagement with the Liaison Group for Mining in Forest Reserves (LGMFR), PAPs and members of the Newmont Akyem Affected Farmers Association on two programs, we revamped the Agriculture Improvement Programme (AIP) and the Alternative Livelihood Programme (ALP). The AIP and ALP are livelihood interventions designed to restore food security to households impacted by resettlement to pre-project levels and provide small business opportunities for farmers who wish to pursue other livelihoods. Newmont will support the ALP and AIP beneficiaries with an agreed set of funds over a four-year period.

At Ahafo South, around 1,400 farmers impacted by mine expansion projects in Awonsu and Apensu are receiving various support as part of the Agricultural Improvement and Land Access Programme (AILAP) to ensure food security. The implementation of AILAP has been successful since its inception in 2005 at Ahafo South. The 2022 overall best farmer for the Asutifi North District is a beneficiary of the AILAP program and a contractor to the mine.

Through a partnership with the government of Ghana and the Ghana Cocoa Board, we invested $15 million to resurface and repave 35.5 kilometers of the Nkawkaw to New Abirem road. The project aims to increase commerce and economic activities along the route and improve safety. Newmont also collaborated with the Ghana Highway Authority on a physical audit in advance of commencing a project to rehabilitate 8.2 kilometers of a road that leads to the Ahafo South operation. Newmont is investing $9.5 million in the road improvement project, which will reduce dust impacts on road users and residents who live along the road. The project is expected to be completed in 2024.

In 2022, the Ahafo and Akyem mines received 12 awards from the Ghana Chamber of Mines, including “Best Green Mine” (Ahafo) and “Best Mining Company in Diversity and Inclusion” (Akyem).

Mexico

Under the agreement between Newmont and the community of San Juan de Cedros signed in 2019, we have worked with the local stakeholders to advance 14 community infrastructure projects, which include rebuilding a concrete canal, installing an irrigation network and building a landfill, a pipeline for an agricultural well, a masonry weir, a baseball field, a soccer field and a recreational area with a swimming pool.

In December, we held an annual community meeting in Mazapil, Zacatecas to celebrate the delivery of 15 activities and projects completed in 2022 to promote social, economic and environmental development in the region. The event, with approximately 50 people from the nearby communities, gave us an opportunity to engage in open dialogue on future works and to strengthen relationships and build trust with local stakeholders.

Our Peñasquito mine partnered with Mazapil City Council and the TriCiclos Civic Association to launch the “Together for Recycling” program, which recently installed 10 recycling containers at six local schools.

Peru

The Yanacocha Sulfides project includes a drilling program in China Linda to estimate the quarry's limestone potential. During the execution of the drilling program, Newmont implemented a water monitoring program with active participation from the communities to address water concerns and to manage the expectations of hiring, employment, and social investment in the area of influence of China Linda.

Newmont's postponement of the Sulfides project caused some concern in Cajamarca because of stakeholder expectations for the project to help reactivate the region's economy. We continue to engage with stakeholders to manage the expectations as the project continues to be developed.

Suriname

In October 2022, we celebrated the official launch of a public-private partnership project with the Government of Suriname on COVID-19 resilience and recovery efforts across the country. The project is a collaboration between the Ministry of Health and Newmont and will be executed by Crown Agents. Crown Agents is an NGO with decades of experience in strengthening health systems to ensure they are fit for purpose for the present needs while building resilience for the challenges of the future. Newmont will provide $1.3 million in support for the project, which takes an integrated approach to addressing COVID-19 and noncommunicable diseases. The four key areas of focus include:

1. Improving the integration of COVID-19 into routine facility-based services;
2. Addressing COVID-19 vaccine hesitancy in healthcare workers;
3. Improving the proper storage and distribution of vaccines (i.e., cold chain management); and
4. Strengthening behavior change communication and messaging around COVID-19.

Details about our engagement with Indigenous communities in Suriname are discussed in the **Human Rights** section.

U.S.

In August, Newmont's CC&V operation in Cripple Creek, Colorado, launched a self-guided virtual tour, which provides an easily accessible opportunity for community members, visitors and other stakeholders to learn about the mine operations, as well as the mining heritage of the nearby towns of Cripple Creek and Victor. The self-guided tour content is accessed via a QR code at each of the three tour stops in the vicinity of the CC&V mine.

Representatives from CC&V participated in several community events, including a teacher appreciation breakfast, veteran's memorial wall dedication ceremony and holiday community dinner.

RESETTLEMENT AND LAND USE

Ghana

Our Ahafo North project experienced several land access-related challenges in 2022 associated with compensation entitlements and the valuation and removal of both legal and illegal structures.

To resolve these matters, the government of Ghana established a committee comprising a Newmont representative, the Deputy Minister for Lands and Natural Resources, the Ahafo Regional Minister, the Executive Director of the Environmental Protection Agency (EPA) and the Chief Executive of the Tano North Municipal District. Field activities remained suspended while we continued work with the committee and engaged and negotiated with communities, youth and Traditional Authorities to agree on a path forward to commence construction.

Progress was made on defining resettlement eligibility and appropriate compensation rates for legal and illegal structures with the Resettlement Negotiation Committee representing all impacted households. The Committee also reviewed potential sites for resettling community members whose homes will be affected by the project's construction and operational activities, and cash compensation packages for "deprivation of land use" and affected unoccupied legal structures. As of the end of 2022, 72 percent of the relief payment funds earmarked for owners of the illegal structures had been made. A total of 85 percent of cropped land within the Ahafo North mining area (phase A) had been compensated. Pending completion of a full-built assets survey, socio-economic assessment study and confirmation of eligibility by the Committee, approximately 400 houses are projected to be resettled. Survey works have commenced on the sites selected for resettlement, and field activities involving crops and structure assessments for compensation payments are ongoing.

At the Ahafo South operation, the Ghana EPA directed the Company to resettle 412 households in the Dokyikrom community and provide cash compensation for 788 unoccupied structures due to perceived environmental impacts from the proposed Ahafo Tailings Storage Facility. The Dokyikrom Resettlement Action Plan was approved by the EPA and community stakeholders in 2019; however, negotiations with the Dokyikrom community continued in 2022 based on further analysis. In 2022, 202 households, which are being resettled due to planned expansion of one of the mine's open pits, received rent and other compensation as their new homes are being constructed.

Although contracting and logistics challenges resulted in delays in conducting the RAP audits, they are scheduled to be completed in 2023.

Mexico

We developed an internal Resettlement Work Plan for resettling the communities of Mesas del Portezuelo ("Mesas"), which is located south of our Peñasquito operation and potentially within the area of influence of the site's TSF, and Los Charcos, located just east of Mesas and south of one of the mine's waste rock dump facilities. The work plan includes a stakeholder engagement plan, the establishment of negotiating committees and other key milestones required to develop and finalize a Resettlement Action Plan in 2023 through engagement and consultation with the impacted communities.

ARTISANAL AND SMALL-SCALE GOLD MINING

Work continued throughout the year to manage artisanal and small-scale mining (ASM) risks and opportunities in Ghana, Peru and Suriname.

Ghana

In line with the region's ASM and Local Economic Development and Skills Improvement strategies and the long-term goal of providing alternative livelihood opportunities for ASM operators, we launched a fabrication and welding training program for select ASM operators. We discuss this program in more detail in the callout on the right-hand side of this page.

In 2022, artisanal mining activities in and around Newmont's mining concession areas continued, particularly in the Ahafo South operational area. After the government launched a community mining scheme in Kenyasi No. 1, the security risks to the mine increased. Newmont's Security team collaborated with the District and Regional Police Commands to increase security patrols, and our Security team developed a holistic approach, including the use of advanced technologies and collaboration with public security forces, to deter illegal trespassing and reduce threats to protect people and assets. Ongoing stakeholder engagement with Traditional Leaders, civil society and community members is also critical for addressing ASM conflicts. Additional detail is included in the **Health, Safety and Security** section.

Peru

In 2022, ASM activities within and near the Yanacocha and Conga concessions increased, including in an ecologically sensitive area called "Lagunas de Alto Perú." Peru established a legislative framework to formalize ASM, and Yanacocha is actively participating in this process. A cross-functional team continues to monitor ASM activities on our property and concessions and report the presence and work being carried out by ASM actors to the appropriate regulatory authorities. During the year, Yanacocha filed a complaint with authorities related to an individual who excavated and extracted material in the Quilish Hill area. As a result, the prosecutor opened an investigation into the matter in November 2022.

Suriname

Merian's ASM Strategy aims to protect Newmont's assets while recognizing the cultural and livelihood importance of ASM to the Pamaka community. The Strategy's focus areas include improving mining techniques to increase recovery and reduce environmental impacts, implementing alternative livelihood opportunities and offering voluntary relocation to a designated mining area for the Pamaka community (Pamaka Mining Reserve), which is expected to be implemented in 2023.

In 2022, we signed an agreement with the Pamaka ASM Cooperative (SSMP) related to ASM mapping, validation and reporting to Pamaka Traditional Authorities. We also entered into a partnership with an international NGO focused on ASM to implement loan services from local banks to help provide alternative livelihood programs to ASM operators. During the year, 12 members of the SSMP participated in the first training program on mining techniques that increase recovery and productivity while improving safety and environmental practices.

As part of the alternative livelihood program, we are conducting capacity-building training for ASM operators that registered for the financing program we are offering in partnership with the National Development Bank. In 2022, 39 small-scale miners signed up for this program. Three capacity-building training sessions (in entrepreneurship and agriculture) and one field visit to an agricultural enterprise were conducted in 2022.

In December 2022, we initiated a dozer operator training for Pamaka ASM operators. This capacity-building program aims to increase the employability of 60 ASM operators.

Photo: Ahafo, Ghana

LIVELIHOOD TRAINING PROGRAM OFFERS AN ALTERNATIVE TO ARTISANAL MINING

In 2022, Newmont launched a program that offers those engaged in artisanal mining, which is often illegal and unsafe, near our Ahafo operation the opportunity to receive training on new livelihoods.

The first round of the program trained 24 participants from the mining communities near the mine with a focus on youth engaged in artisanal mining. Over 12 weeks, participants received welding and fabrication training, and upon successful completion of the course received their certification. The trainees were enrolled for three months post-training in a work-based experience program with top welding companies throughout Ghana. At the end of 2022, 12 trainees had secured job offers with eight additional offers expected to be firmed up in the coming few weeks. Given the demand for these skills, it is possible that the number of job offers may exceed the number of trainees.

The program supports the government of Ghana's efforts to provide alternative livelihoods to artisanal mining as well as its efforts to improve technical and vocational skills across the country.

Environment

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Reduced fresh water consumption by 17% globally since 2018

Completed an independent review of Akyem's biodiversity offset project in support of our No Net Loss commitment

Received approval and validation of our rebaselined 2030 Scope 3 climate target by the Science Based Targets initiative

Continued to advance our Path to Zero Cyanide Spills program, identifying critical controls, resulting in increased visibility on performance and reduced impact from events

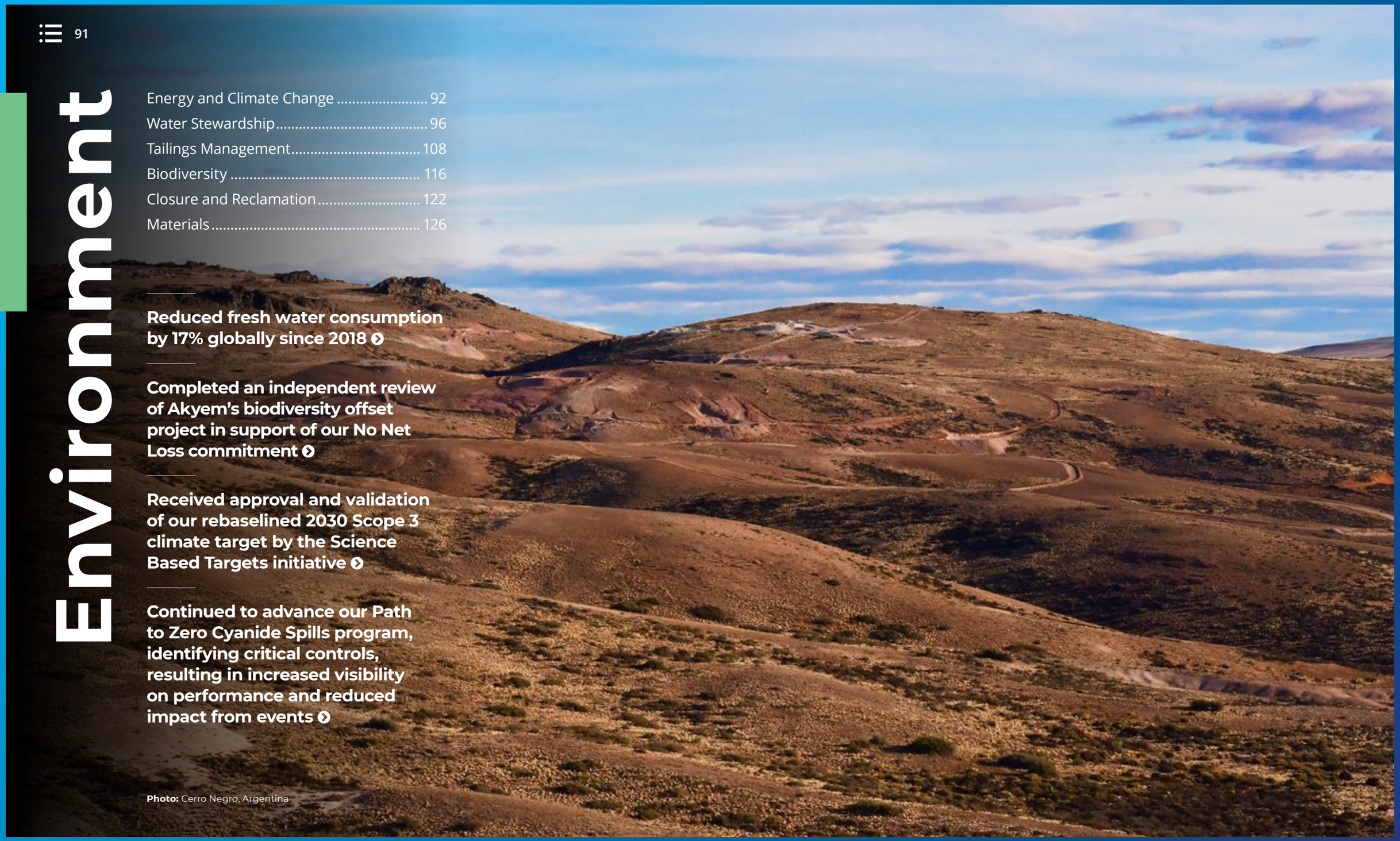


Photo: Cerro Negro, Argentina

Energy and Climate Change

Climate change remains an existential threat to the world. Newmont's stakeholders, including investors, expect action to transition toward a more resilient low-carbon economy and to do so in a way that minimizes risks and maximizes social and economic opportunities. Newmont's global Energy and Climate Strategy uses science-based targets to reduce greenhouse gas (GHG) emissions and takes an integrated approach, working alongside governments and communities, to accelerate an equitable transition to a low-carbon economy.

Our public **Climate Report** (last published in May 2022) details our climate governance, risk management approach, strategy and public climate targets and performance metrics. The following summarizes our approach and key activities in 2022 to advance our strategy.

Governance

Newmont's **Sustainability and Stakeholder Engagement Policy** acknowledges the human contribution to climate change and that businesses have an important role in addressing this complex global challenge through energy efficiency measures and opportunities to transition to renewable and low-carbon energy sources.

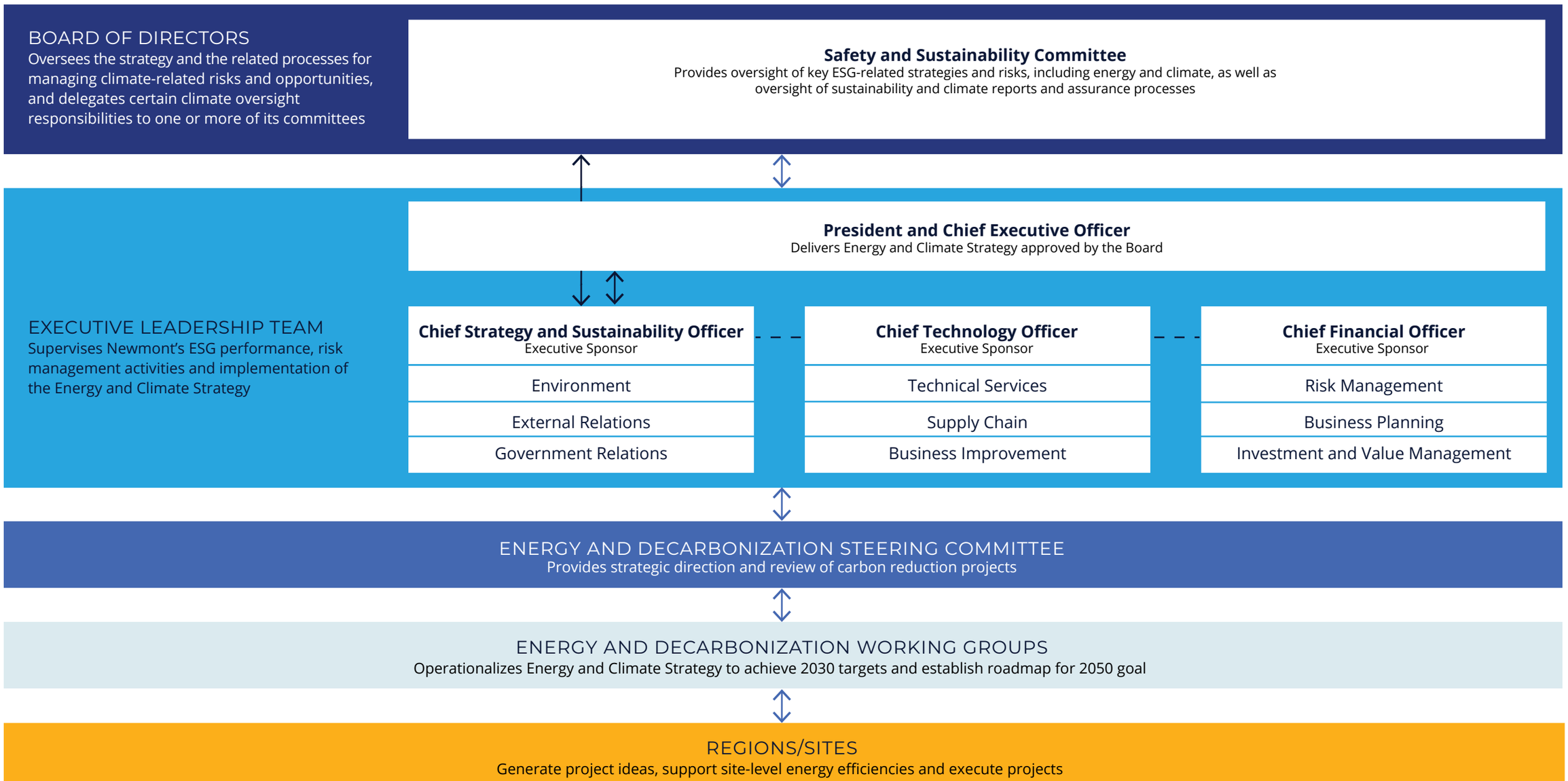
Our **Air Emissions Management Standard** establishes the minimum requirements for monitoring, assessing and managing common air pollutants to be protective of the environment and human health. The standard also includes requirements for estimating, quantifying and verifying annual greenhouse gas (GHG) emissions by site. The associated guideline outlines the methodology used to estimate Scope 1, 2 and 3 emissions and for tracking our performance.

A formal governance structure details the accountabilities for executing our Energy and Climate Strategy and tracking the progress of our emissions reduction targets.

Energy and climate-related updates are regularly provided to the Executive Leadership Team, including the President and CEO, and at least annually to the Board of Directors' Safety and Sustainability Committee.

Photo: Akyem, Ghana

CLIMATE GOVERNANCE



Energy and Climate Change Risk Management

Assessing the numerous physical and transitional risks to our business due to climate change is part of our annual business planning and global Risk Management System (RMS) processes.

Through processes defined in the RMS, we have identified global risks related to climate and mapped the applicable local (site-level) risks to these. We are in the process of developing risk-specific critical controls associated with aspects of our Air Management Standard that relate to climate and a process to verify the presence and effectiveness of these critical controls.

Details on our RMS, adherence to internal standards and compliance with legal requirements and other commitments are discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

Our Climate Report includes details on our physical and transition climate risks and opportunities as well as climate-related scenarios that consider both physical and transition risks.

Strategy and Management Approach

Newmont's global Energy and Climate Strategy — which aligns with the International Council on Mining and Metals' **Climate Change Position Statement** and the Paris Agreement's objectives to limit global temperature rise — supports the transition to a low-carbon economy. The Strategy focuses our efforts on the following five pillars:

1. **Supply —** secure stable, reliable, consistent quality and cost-effective electric power and fuel supplies to power Newmont's operations
2. **Cost efficiency —** achieve sustainable cost and efficiency improvements
3. **Collaboration —** collaborate internally and engage externally on energy policies and regulations, energy supplies, challenges and opportunities
4. **Carbon reduction —** reduce Newmont's carbon footprint through renewable energy, energy efficiency strategies and carbon offsetting
5. **Adaptation —** adapt Newmont's operations and assist local communities to mitigate predictable physical impacts tied to climate change

Performance, Metrics and Targets

Since 2020, Newmont's public climate targets have been to reduce greenhouse gas (GHG) emissions by 32 percent for Scope 1 and 2 (compared to 2018 baseline) and by 30 percent for Scope 3 (compared to 2019 baseline) by 2030 and ultimately be carbon neutral by 2050. Our 2030 emissions reduction targets align with the **Science Based Targets initiative's** (SBTi's) science-based criteria, which ensures our objectives support the Paris Agreement's goal of limiting global warming to well below 2°C compared to pre-industrial levels. In June 2021, we received approval for our targets from SBTi. Changes to the calculation methodology in 2022 required us to rebaseline our Scope 3 emissions, and we resubmitted our Scope 3 targets to SBTi, which approved them in September 2022. Although the 30 percent reduction target remains the same, the absolute reduction in GHG emissions increased due to a higher baseline value.

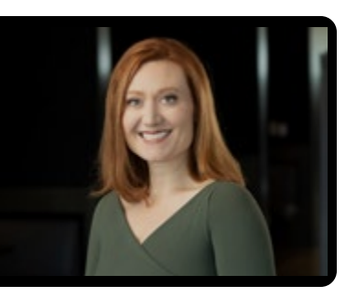
TARGET ROADMAPS

Reaching our 2030 targets and 2050 ambition requires us to implement several projects — renewables, power conversions and site efficiencies — to reduce emissions. We have developed pathways to achieve these objectives. Details on these roadmaps are included in our **Climate Report**.

Details about our energy use and GHG emissions performance by site and over the past five years are included in our Climate Report and will be updated with 2022 data in May 2023. Site-level air emissions performance data (non-GHG emissions) is reported on a site-by-site basis in accordance with each site's air emissions management plan. Air emissions management plans for each site are developed and agreed upon based on local jurisdiction requirements. Therefore, the type and source of emissions reported for each site may vary and may not be comparable. Details are disclosed in the **Performance Data** section of this report.

INTEGRATED NATURE TARGETS

With momentum building around science-based nature targets, we are working toward establishing new targets for water and biodiversity that support and align with our climate goals. These targets will have similar attributes to our climate targets with regard to being near- and long-term, globally reaching, ambitious, quantitative, science-based, and seeking to eliminate and reverse impact rather than minimizing it. We discuss our efforts to develop integrated targets in more detail in the **Biodiversity** section.



Hear from Newmont's Group Executive of Environment on how planning and implementing decarbonization and adaptation measures require understanding potential beneficial and negative effects on people and the environment.

2022 ACTIVITIES

Notable work to advance our strategy in 2022 included the following:

- **Adaptation and resilience —** Since 2020, Newmont has worked with the National Center for Atmospheric Research (NCAR) to understand the risks and opportunities from projected physical climate change at our operations and within surrounding communities and model climate scenarios specific to the location of Newmont's operations. In 2022, we expanded our work with NCAR to incorporate climate projections into site water balance models. This work will help inform facility design and assist our planning teams with managing water across our sites through the water-related changes associated with climate change. We piloted this work at Yanacocha and Ahafo in 2022. A supporting guidance document and rollout to the remaining sites are planned for 2023. We also refreshed and expanded work completed in 2020 that involved conducting a detailed analysis of all physical climate change risks across the full value chain at every operating site and prioritizing the risks and opportunities based on materiality. In 2023, we will review adaptation options against screening criteria and create actionable adaptation roadmaps for the three highest-risk sites.
- **Carbon offsets —** Achieving our carbon-neutral goal by 2050 will require carbon removal — often called carbon offsets — to neutralize hard-to-abate residual emissions that cannot be eliminated. Our carbon offset strategic approach, which we finalized in 2022, states that we will only design and implement carbon neutralization programs when there are no technological solutions commercially available to avoid or minimize emissions. These offsets will not collectively exceed 10 percent of total baseline emissions across all scopes, will be high-quality (i.e., have additional, quantifiable, real, permanent and socially beneficial attributes) and will be independently verified. We also will prioritize offsets that achieve co-benefits for nature enhancements such as investments in nature-based solutions within the vicinity of our operations and legacy sites. We are working with the International Union for Conservation of Nature to review our strategic approach and help identify nature-based solutions that conserve, restore and improve the management of landscapes, wetlands and other ecosystems. More information about our carbon offsets approach will be included in our 2022 Climate Report.
- **Emissions methodology —** We developed a database that contains all greenhouse gas emission factors used in our emissions inventory calculation. A training module was prepared by the Projects and Sustainability and External Relations teams to help various functions understand how to use the database to accurately calculate emissions from individual projects and studies and apply the shadow cost of carbon when evaluating.
- **Scope 3 analysis —** We completed work with an external consultant to estimate Scope 3 emissions by operation and by commodity. This information will continue to be reviewed and evaluated in 2023 to support pathways for reduction.
- **Supply chain and downstream user surveys —** We surveyed our top suppliers, buyers and traders to understand the current status of their tracking and reporting on emissions and if they have established targets to reduce emissions. This information will be used to prioritize members of the value chain, develop metrics and amend contract agreements to support our Scope 3 roadmap.

Photo: Akyem, Ghana

Water Stewardship

Access to clean, safe water is a human right. Mining activities require water and can potentially impact local water supplies. Newmont's Global Water Strategy guides our efforts to understand shared challenges, reduce water-related risks and improve our water management performance. Newmont is transitioning to an approach that integrates nature, identifying co-benefits and improving the health, wellbeing and resiliency of ecosystems and other shared natural resources.

Governance

Our **Sustainability and Stakeholder Engagement Policy** recognizes access to water as a human right and states our commitment to strong governance, transparent reporting and responsible water management. Through active engagement with stakeholders, we aim to identify water challenges and opportunities and implement sustainable solutions in the watersheds where we operate.

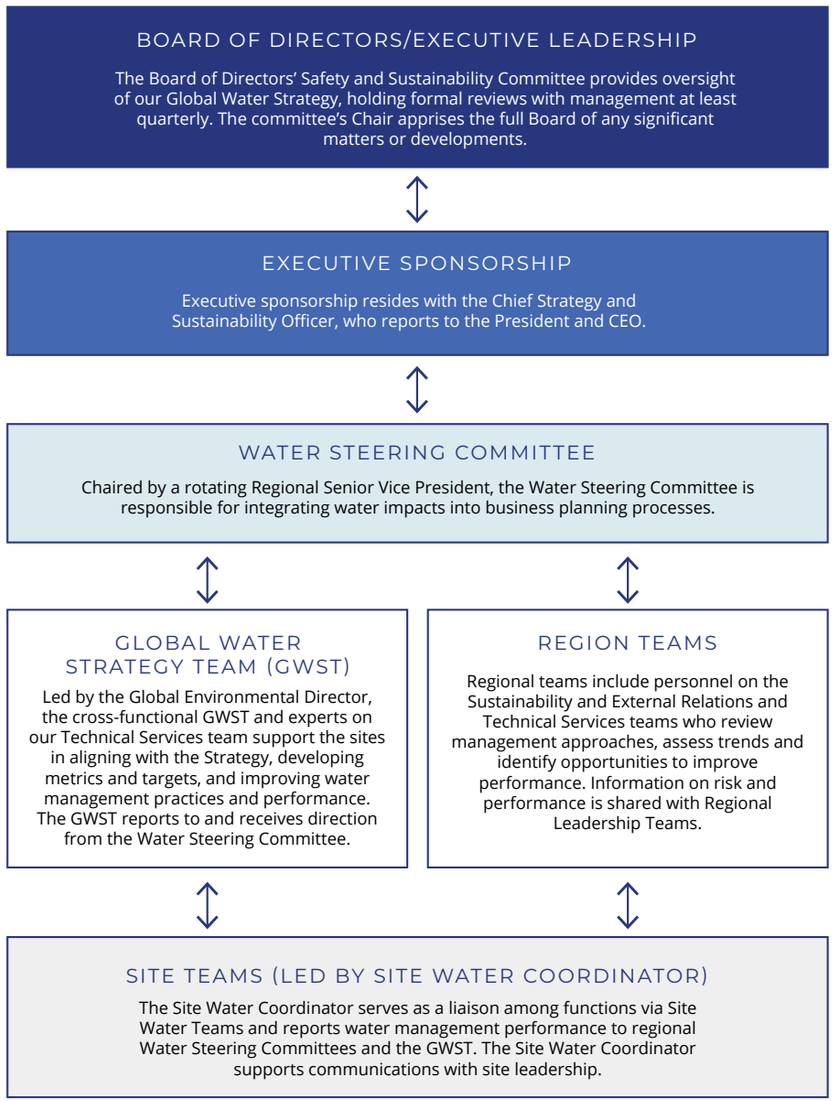
Our **Water Management Standard** details the requirements for proactively managing water throughout the mine lifecycle and ensuring our activities protect human health, beneficial use and the environment. Sites must have a water management plan that employs an integrated watershed approach. Supporting the implementation of the standard is our Water Management Standard Guideline.

Because water management and stewardship are cross-functional, we employ a corporate-to-site-level governance framework that defines roles and responsibilities, identifies and prioritizes activities to ensure alignment with operations and business planning, and promotes continuous improvement.

In 2022, we completed a review of our water management approach to improve cross-functional alignment and allow for earlier identification of potential or actual deviations from site water management plans and to prevent new long-term water liabilities. One outcome from the review was an updated operating model with dedicated site water leaders who will replace the site water coordinators in leading the site water teams. Regional water planners will support the site water teams and work closely with our Technical Services and Sustainability and External Relations teams on updates and revisions to water balances and water management plans to support site planning and decision making. Recruiting for the site water leaders and regional water planners began in 2022. The updated structure will be implemented in 2023.

Photo: Éléonore, Canada

WATER GOVERNANCE



Water Risk Management

Ensuring the communities near our operations have access to safe, reliable water supplies and preventing and mitigating long-term water-related liabilities are significant business risks.

We focus on understanding and mitigating key water risks in two areas: risks within the watersheds where we operate and operational-based risks.

WATERSHED-BASED RISKS

In 2018 and 2019, the World Resources Institute (WRI) conducted an initial assessment of the catchment-level risks in the areas where Newmont operates. The assessment analyzed baseline water stress, water quality, water governance and climatic conditions. We update the analysis annually to ensure our efforts meaningfully support water stewardship, reduce risks and protect resources to support operations, downstream beneficial use and growth over the long term.

According to the **WRI Water Risk Aqueduct Tool**, two of our 12 operations (17 percent) are classified as having high baseline water stress — CC&V and Peñasquito. One operation — Tanami — is in an arid and low-water-use area, and another — Cerro Negro — is in an area with limited water availability to support site supply. We designate these four sites as "water-stressed." More information about water-stress risks where we operate is included in our **Guide to Water**.

Since 2020, Newmont has worked with the National Center for Atmospheric Research (NCAR) to model climate scenarios specific to the location of Newmont's operations (see the **Energy and Climate Change** section for more information). In 2022, we expanded our work with NCAR to incorporate climate projections into site water balance models, as required by our Water Balance Guideline that supports the Water Management Standard and as a supporting element of our water stewardship maturity model. This will help inform facility design and assist our planning teams with managing water across our sites through the water-related changes associated with climate change.

We piloted this work at Yanacocha and Ahafo in 2022. The pilot at Yanacocha focused on water treatment plant feed rates and quality to understand how climate change may impact post-closure treatment, operations and capital expenditures. At Ahafo South, the focus of the pilot was on pit lake filling, water quality and post-closure discharge to understand the climate change implications associated with water discharges (flow and quality) to both surface water and groundwater systems. The pilot work highlighted the importance of climate change model selection. A clear, transparent and objective methodology is required to ensure a consistent approach at all sites. A supporting guidance document and rollout to the remaining sites are planned for 2023.

WATERSHED-BASED RISKS

North America

ÉLÉONORE GW
LOW TO MODERATE PRECIPITATION

MUSSELWHITE SW GW
MODERATE PRECIPITATION

PORCUPINE SW GW
MODERATE PRECIPITATION

CC&V MW
MODERATE PRECIPITATION

PEÑASQUITO GW
ARID

South America

MERIAN GW
MODERATE PRECIPITATION

YANACOCHA[5] GW
MODERATE PRECIPITATION WITH A DISTINCT DRY SEASON

CERRO NEGRO GW
ARID

Africa

AHAFO SW GW
HUMID

AKYEM GW
HUMID

Australia

BODDINGTON[2] SW GW
SEMI-ARID

TANAMI GW
ARID

[1] *Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW). No site uses seawater as a water source.*

[2] *Water stress is considered the baseline water stress as defined by the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress. Boddington can have years of baseline water stress in dry years or excess water in wet years that may not be reflected in the WRI water stress assessments.*

[3] *Sites in higher rainfall areas (e.g., Musselwhite and Porcupine) may have an excess water risk depending on rainfall that the site receives in an annual period.*

[4] *A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.*

[5] *Portions of Yanacocha are located in water-stressed areas, while other portions are not, and the risk of water stress is managed through water transfer between areas.*

OPERATIONAL-BASED RISKS

In alignment with our Risk Management System, all our identified operational-based water risks are included under the following four categories:

1. **Water resources —** Water availability becomes constrained
2. **Water discharge —** Water discharge quality or quantity results in unacceptable impacts to the beneficial use of surface water or groundwater (real or perceived with real impacts caused by the Company and allowed by permit or approvals and perceived impacts relating to the perception that the Company caused the impact — rather than caused by other water users, climate change or unsustainable uses)
3. **Dewatering —** Current or future dewatering results in unacceptable impacts to the beneficial use of surface water or groundwater (real or perceived)
4. **Long-term water obligations —** Long-term or perpetual water management obligations are significantly under-scoped or not well understood

In 2022, we integrated our operational-based water risks into the RMS Global Risk Library and established the critical controls for verification. The following six critical controls significantly influence the likelihood and/or consequence of an unwanted event:

1. Water management plan
2. Collection, maintenance and use of baseline data
3. Predictive water balance
4. Key performance indicators and parameters for surface water and groundwater
5. Stakeholder engagement plan
6. Barrier, detection (monitoring) and recovery systems

Critical control verifications (CCV) are conducted quarterly to ensure these controls are in place and effective. The critical control status is shared with regional and executive leaders through Water Steering Committee and Regional Leadership Team meetings. In 2022, sites substantially improved the frequency and thoroughness of CCVs and developed action plans to improve the effectiveness of critical controls. This work will continue in 2023.

Our overall approach to managing risks is detailed in the **Risk Management System** section.

Photo: Ahafo, Ghana

Strategy and Management Approach

Our Global Water Strategy guides our efforts to manage water as a shared resource and work collaboratively to create value and improve lives through sound water stewardship. The Strategy's five pillars are the following:

1. Secure water supply for operations while protecting and enhancing other water uses;
2. Mitigate environmental and social water-related impacts in a cost-effective manner;
3. Manage water as an asset through improved performance and compliance with all commitments;
4. Collaborate and engage externally on water policy and challenges; and
5. Collaborate and engage internally on water stewardship.

The Strategy's framework aligns with the International Council on Mining and Metals' **Water Stewardship Position Statement** as well as the UN's Sustainable Development Goal to ensure the availability and sustainable management of water and sanitation for all (Goal 6). It also supports other internal strategies such as those related to respecting human rights, responsibly closing and rehabilitating our mining operations, and preparing for impacts related to a changing climate.

Newmont's **Guide to Water** details the Strategy's pillars, highlighting:

- Objectives, programs and desired outcomes;
- The spectrum of our identified water-related risks within the watersheds in which our operations reside and how we manage them;
- An overview of the water maturity model and path toward water stewardship; and
- Ongoing work that supports collective management and action through site-, regional- and corporate-level partnerships.

IMPROVING OPERATIONAL PERFORMANCE AND EFFICIENCIES

Water management plans, baseline data, predictive water balances and key performance indicators for surface water and groundwater are critical controls for improving our performance and effectively managing our water-related risks.

All our operations manage water data and incorporate the data into site-wide water balances and annual Water Accounting Frameworks (WAFs). Each site defines, measures and reports water use by inputs, outputs, and water quality in alignment with the **Minerals Council of Australia's model** and the International Council on Mining and Metals' **Water Reporting Good Practice Guide**. This includes values that are measured, estimated and simulated. Improving our methods to estimate and simulate flows and improve our water accounting is a continuous process. Our understanding of our water balance is integrated into our business planning and operational performance objectives and helps us improve our water management practices and performance.

Our operations use water primarily for material processing and transport, cooling and dust control. Evaporation and entrainment in tailings represent the greatest consumptive uses of water at our sites. While evaporation is influenced by meteorological conditions and water and waste storage facility layouts, entrainment in tailings is influenced by tailings density. We are exploring opportunities to reduce water consumption by increasing tailings density, especially at water-stressed sites.

Water used to support operations includes surface water, groundwater, precipitation and third-party (municipal) water. Newmont withdraws a large volume of water during dewatering activities, which are required to support access to our assets.

We recycle and use lower-quality water as much as possible. The water we discharge — to surface and groundwater sources, as well as to third parties — is monitored and treated where necessary. We are evaluating opportunities within our process plants to reduce fresh water consumption or offset fresh water with lower-quality water.

"Other managed water" (as defined in the Newmont 2022 Water Balance graphic) distinguishes between water that is used to support operations and water that is withdrawn, managed and discharged. In 2021, we began classifying and reporting other managed water for Ahafo (surface water withdrawn and stored for dry season flow augmentation), CC&V (municipal water withdrawn to support environmental flow augmentation), Porcupine (surface water withdrawn from a lake and discharged to a stream) and Peñasquito (groundwater taken for treatment and supplied to nearby communities). In 2022, other managed water was classified and reported for Akyem (surface water withdrawn and stored for dry season flow augmentation), Merian (pit dewatering and stockpile runoff) and Musselwhite (underground dewatering). Additional streams of other managed water were also identified and separated for Porcupine in 2022 (underground dewatering).

COMMITMENT TO BROADER WATER STEWARDSHIP AGENDA

Our water stewardship approach recognizes that water is a shared, vital resource, and that coordinated, collective actions involving all water users have a greater impact than any party acting alone. Water stewardship builds upon our operational water management efforts, and requires strong partnerships and collaboration.

In 2018, we developed a maturity model to support our journey toward water stewardship. Using this model and performance criteria, each site evaluated its baseline level of maturity and the actions needed to progress through each of the pillars: water management, watershed-based management, water stewardship and water innovation. In 2022, we conducted water maturity model workshops with sites to update their maturity status and action plans to drive progress. Initially, our target was for all sites to achieve water stewardship maturity by 2026. Based on the current status of actions, which have been delayed due to other priorities and external impacts (including the COVID-19 pandemic), we adjusted our target, extending the timeline to 2027 to achieve water stewardship.

Further details on our partnerships at the site, region and corporate levels and on the maturity model can be found in Newmont's **Guide to Water**.

Stakeholder engagement
Collaborating with communities and other key stakeholders to address shared water challenges is a strategic area of focus and a critical control for managing our water-related risks. One of our key engagement tools is participatory monitoring, and eight of our 12 operating sites have formal participatory monitoring programs in place or under development. These programs support transparency and build credibility with stakeholders by establishing formal committees or groups that include representatives from Newmont, members of the community and local authorities who are trained in environmental monitoring and analysis. The frequency of monitoring varies depending on the program and site location (e.g., remote locations conduct less frequent monitoring).

Research and development
The research and development element in our strategy currently focuses on three water quality concerns — acid rock drainage (ARD), nitrogen and cyanide — and strategies for source control, prediction and treatment. Examples of research and development work and collaboration include:

- **ARD —** ARD is generated when water comes into contact with certain minerals in the rock. Because the cost to manage and treat impacts due to ARD is large and often long term, we are working with external consultants to evaluate methods to prevent or reduce ARD generation. These include measuring how bacteria and reduced oxygen levels impact ARD outcomes on intermediate and low-sulfide waste, and evaluating chemical amendment methods to reduce sulfide oxidation through the use of biocides, alternative bacteria and sulfide mineral coatings that are inert. As a member of the **International Network for Acid Prevention**, we work with industry peers to identify leading practices for data collection and modeling.
- **Nitrogen and cyanide —** We are working with internal and external partners to study concurrent biological treatments (e.g., using microorganisms to break down cyanide) as well as processes that couple biological treatment with other treatment technologies.

We engage in establishing industry-leading water management and stewardship practices through our memberships in the International Council on Mining and Metals (as an active member of its Water Working Group), the Minerals Council of Australia and the Mining Association of Canada.

In 2022, Newmont was a sponsor of the 2022 **International Conference on Acid Rock Drainage** (ICARD), an international forum for sharing leading practices and technical solutions to predict and prevent ARD. ICARD brings together the mining industry, consultants, researchers, technology developers and suppliers, regulators, communities and non-governmental organizations to communicate their perspectives on this important topic.

Newmont also is partnering with the **Cooperative Research Centre for Transformations in Mining Economies** (CRC TiME) Operational Solutions Program on a project to demonstrate and test operational interventions to reduce the long-term post-closure risks to water, ecosystems and people, and deliver fit-for-purpose post-mining land use. This project will continue through 2025.

Performance, Metrics and Targets

Transparency around how we manage water is one of the pillars of our Global Water Strategy. We disclose several performance metrics in the **Performance Data** section — including recycle/reuse rate and consumption by water quality — and set public targets to ensure we continuously improve.

WATER BALANCE

The following graphic provides an overview of our overall water balance for 2022. Our water consumption decreased by 1 percent compared to the previous year largely due to an increase in discharge that exceeded an increase in withdrawal. Our discharge increased by 11 percent due to improvements in treatment system operations at Ahafo South and Merian and additional treatment capacity implemented at Akyem. Discharge decreased at four sites — Boddington, Cerro Negro, Peñasquito and Tanami — where water balance model improvements resulted in decreased estimates of seepage discharged to groundwater. Our percentage of recycled/reused water increased by 1 percent compared to the previous year.

Details on each site's water performance data are included in the **Performance Data** section.

PUBLIC TARGETS

One of our public targets is for sites to reduce water consumption from the 2018 baseline (which reflects our current operating portfolio). All sites aim to maintain our greater-than-5-percent reduction target. Additionally, to manage operational risk and support water stewardship and sustainability, we set an increased target to reduce water consumption by at least 10 percent at our sites in water-stressed areas.

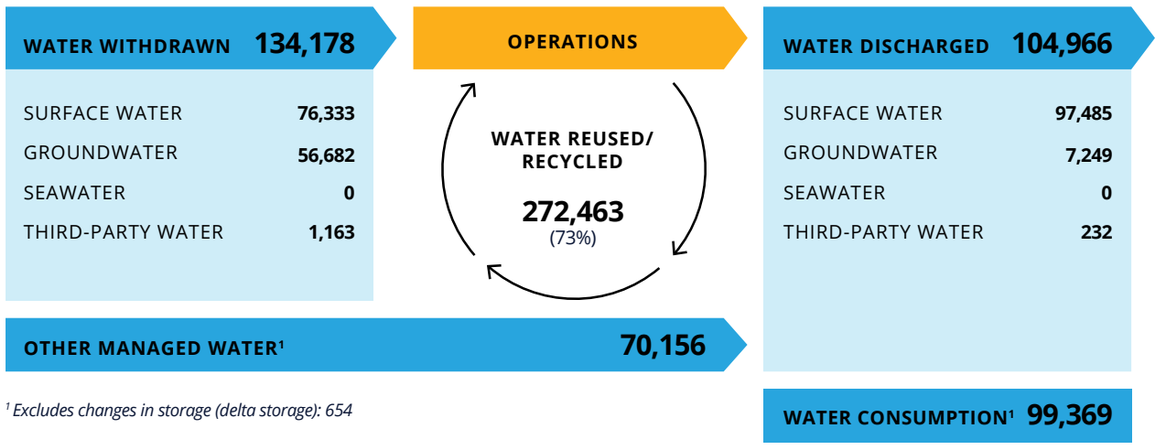
Water management performance
Our consumption at our 12 operating sites decreased 17 percent from our 2018 baseline. Our water recycling volume and percentage were higher in 2022 compared to 2018, supporting our water efficiency targets. Our water intensity per gold equivalent ounce (GEO) and per tonne decreased roughly in proportion to our decrease in consumption. These decreases were due to continuation of water efficiency activities and increased return of water via discharge to the environment.

In 2022, at our four operating sites identified as having a risk of water stress (CC&V, Cerro Negro, Peñasquito and Tanami), combined consumption was slightly higher (2 percent) as compared to 2018. The amount of water recycled and intensity of water consumed per tonne of ore processed (75 percent and 0.67, respectively) are roughly the same compared to 2018 values. This has been driven mainly by increased consumption at Tanami, where both groundwater and precipitation withdrawals have increased. The groundwater that Tanami uses is highly saline and not suitable for drinking water. Tanami is situated in a low-water-use area that is not classified as having high baseline water stress per the WRI Water Risk Aqueduct Tool, though we internally designate this site as water-stressed.

We are actively working to continually improve our water efficiency and identify new opportunities to reduce water intensity and achieve our targets. We also work to identify and utilize water sources that are of lower quality, and increase the amount and quality of the water that we discharge back to the environment where possible.

NEWMONT 2022 WATER BALANCE[1] – ALL SITES

IN MEGALITERS (ML)



[1] Excludes changes in storage (delta storage): 654

Definitions for Water Balance Graphics

Water withdrawn: Water that is drawn from the environment (surface water, groundwater or seawater) or third parties. Newmont reports total water withdrawn for operational water separately from other managed water withdrawn.

Other managed water: Water that is actively managed (e.g., physically pumped, actively treated or has material consumptive losses) by the operation but does not enter the operational water system used to supply the operational water demand (i.e., is not used by the site in an operational task or activity).

Water reused or recycled: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Water discharged: Water that is released to the water environment (e.g., surface water, groundwater or seawater) or to a third party, including operational water and other managed water.

Water consumption: Water that has been withdrawn, including operational water and other managed water, and not released back to surface water, groundwater, seawater or a third party.

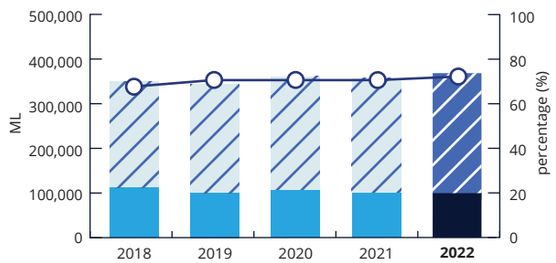
Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM's definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition in 2022 was 104,511 ML.)

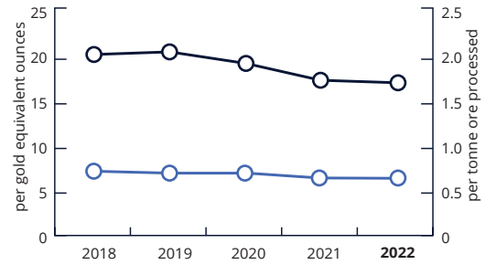
WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED

(MEGALITERS)[2]



	2018	2019	2020	2021	2022
Total water consumed	112,137	99,771	103,479	100,065	**99,369**
Total water reused/ recycled	237,295	245,866	257,563	257,769	**272,463**
Percent recycled	68%	71%	71%	72%	**73%**

WATER INTENSITY: TRAILING FIVE YEAR DATA[2, 3, 4]



	2018	2019	2020	2021	2022
Water intensity (water consumed/ gold equivalent ounces)	19.79	20.18	18.91	17.06	**16.87**
Water intensity (ML water consumed/tonne of ore processed)	0.69	0.68	0.67	0.64	**0.64**

[1] We are reporting "other managed water" for the second time in 2022 and have identified and separated streams of other managed water at several sites that were not identified in 2021.

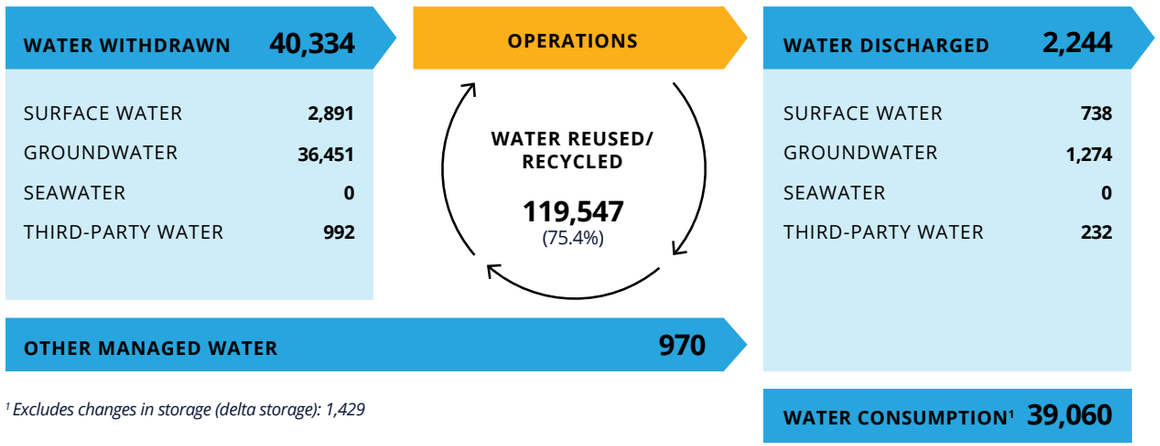
[2] 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

[3] Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site. 2018–2021 data has been adjusted to match 2022 reporting (i.e., the denominator of ore processed includes both ore milled and leached).

[4] Water consumed / GEO and Water consumed / tonne of ore processed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

NEWMONT 2022 WATER BALANCE – SITES IN WATER-STRESSED AREAS[1]

IN MEGALITERS (ML)



[1] Excludes changes in storage (delta storage): 1,429

Definitions for Water Balance Graphics

Water withdrawn: Water that is drawn from the environment (surface water, groundwater or seawater) or third parties. Newmont reports total water withdrawn for operational water separately from other managed water withdrawn.

Other managed water: Water that is actively managed (e.g., physically pumped, actively treated or has material consumptive losses) by the operation but does not enter the operational water system used to supply the operational water demand (i.e., is not used by the site in an operational task or activity).

Water reused or recycled: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Water discharged: Water that is released to the water environment (e.g., surface water, groundwater or seawater) or to a third party, including operational water and other managed water.

Water consumption: Water that has been withdrawn, including operational water and other managed water, and not released back to surface water, groundwater, seawater or a third party.

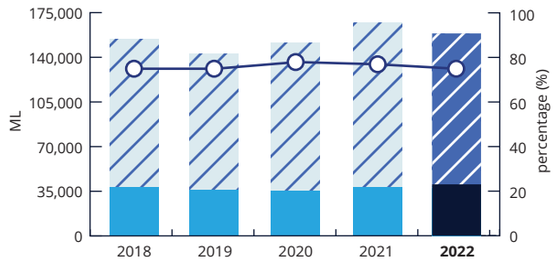
Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM's definition of consumption includes water that is removed by evaporation, entrainment or other losses.)

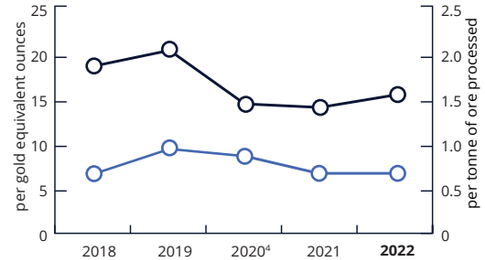
WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED

(MEGALITERS)[2, 4]



	2018	2019	2020	2021	2022
Total water consumed	38,303	35,009	34,361	38,319	**39,060**
Total water reused/ recycled	115,473	106,516	116,422	128,814	**119,547**
Percent recycled[3]	75%	75%	78%	77%	**75%**

WATER INTENSITY: TRAILING FIVE YEAR DATA[2, 3, 4]



	2018	2019	2020[4]	2021	2022
Water intensity (water consumed/ gold equivalent ounces)	18.36	20.26	14.31	13.93	**15.27**
Water intensity (ML water consumed/tonne of ore processed)	0.66	0.92	0.85	0.66	**0.67**

[1] Newmont's four operating sites that have been classified internally as having a risk of water stress are CC&V, Cerro Negro, Peñasquito and Tanami. Based on the World Resource Institute's Water Aqueduct tool, only CC&V and Peñasquito are classified as having high baseline water stress.

[2] 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

[3] Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site. 2018–2021 data has been adjusted to match 2022 reporting (i.e., the denominator of ore processed includes both ore milled and leached).

[4] 2020 values have been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

WATER STEWARDSHIP PROGRESS

In addition to our water efficiency targets, we have a public water stewardship target. This objective requires sites to complete action plans that include participating in multi-stakeholder watershed governance bodies — including our site-based community participatory monitoring programs — aimed at supporting collective water management activities that improve water quality and quantity.

For 2022, eight out of 12 sites met or mostly met the target, completing 82 of 123 (67 percent) of the action plans. COVID-19 restrictions impacted the completion of stakeholder engagement actions and caused issues related to our supply chain, contractor availability and the ability for personnel to access sites, which resulted in project implementation delays.

Key activities during 2022 to meet that target are described in the following table.

Water stewardship activities

Region	Site	Activity description
Global		Developed dashboards that improve visibility into water efficiency, water action plan completion and critical controls at each site and region to help prioritize work, action planning and budgeting.
		Completed a review of our water management approach to improve cross-functional alignment and allow for earlier identification of potential or actual deviations from site water management plans and to prevent new long-term water liabilities.
		Conducted water maturity model workshops with sites to update their maturity status and action plans to drive progress.
		Expanded our work with NCAR to incorporate climate projections into site water balance models.
		Actively participated in the ICMM's Water Working Group efforts to strengthen operational maturity in water management.

Water stewardship activities

Region	Site	Activity description
Africa	Ahafo	Reduced fresh water taking from the water storage facility, allowing increased fresh water to be returned to the downstream environment; initiated planning and design to reduce the size of the water storage facility and implement additional safety controls; and completed hydrological studies and a flood risk assessment for the water storage facility downstream environment.
		Continued collaboration with Tano Basin Board and Water Resources Commission on Tano River watershed stewardship, and aligned with the Akyem mine to develop a memorandum of understanding to govern the collaboration.
		Continued the co-development of a participatory monitoring program with Akyem, the Ghana Environmental Protection Agency and Forest Liaison Group based on the results of the Initial pilot that was conducted in 2021.
	Akyem	Commissioned the mine water treatment plants and initiated planning and design for additional water treatment capacity to return more high-quality treated water to the environment; effluent water quality meets or exceeds the requirements of Ghana's Water Resources Commission.
		Completed the handover of the Adausena/Hweakwae Water Improvement Project to the Birim North District Assembly; conducting quarterly water monitoring as part of the community water monitoring program.
		Engaged with the Pra Basin Board on Pra River watershed stewardship, and aligned with Ahafo South to develop a memorandum of understanding to govern the collaboration.

Water stewardship activities

Region	Site	Activity description
Australia	Boddington	Commissioned the new D6 Water Storage Reservoir and completed buttressing of the Hedges Dam to improve security of supply.
		Reviewed and negotiated renewal of our long-standing Hotham-Williams Rivers and Tributaries' Natural Resource Management and Conservation Project partnership with the Peel Harvey Catchment Council. We highlight this partnership on page 107.
		Continued engagement with Alcoa and South32 via the South West Sustainability Partnership to commission a study on future water supply availability across the southwest catchments in which the mining companies operate. The study aims to identify climate-independent water solutions to ensure business continuity beyond 2030 while recognizing and supporting local, cultural and ecological values.
	Tanami	Constructed and commissioned a new wastewater treatment plant to reuse treated wastewater and reduce water consumption.
		Optimized potable water distribution system resulting in significant water savings and reduced water losses.
		Continued working with the Central Land Council (CLC) Land Management and Community Development teams and Traditional Owners to progress options to support Homeland Outstation water infrastructure upgrades and culturally significant seasonal wetland protection fencing.

Water stewardship activities

Region	Site	Activity description
North America	CC&V	Completed a pilot of dust suppression reagent to reduce water consumption for dust control.
		Continued participation in Colorado Water Conservation Board Arkansas Basin Roundtable meetings and Colorado Department of Public Health and Environment Water Quality Control Division stakeholder meetings.
		Ongoing engagement with Trout Unlimited on the upper Arkansas River Watershed through projects at four locations that included revegetation, sedimentation and erosion activities at Mineral Park; remediation of historic mine/smelter wastes at Marble Wetlands; and investigations into the health of the Blue River fishery.
	Éléonore	Updated the water balance model to incorporate climate change predictions for use in defining closure water management requirements.
		Developed progressive reclamation plan for the tailings storage facility to be implemented beginning in 2023 to support source control.
		Continued the development of a participatory monitoring program with the Cree community.
	Musselwhite	Updated water balance model to incorporate water quality and climate change predictions for use in defining closure water management requirements.
		Completed a performance assessment of the passive treatment wetland to improve understanding of current and future performance and opportunities for optimization.
		Reconvened in-person Environmental Working Committee meetings, water blessing ceremonies, and participatory monitoring with members from First Nations communities and Musselwhite personnel, following a period of remote engagements due to the COVID-19 pandemic.
		Partnered with Earth Rangers to deliver a water conservation program for six neighboring Indigenous communities that highlights the importance of clean drinking water and restoring the health of local First Nations waterworks, and inspires local Indigenous youth to be the next generation of water stewards. The collaboration involved five virtual workshops with schools in local communities. The workshops will continue into 2023.

Water stewardship activities

Region	Site	Activity description
North America	Porcupine	Advanced the construction of the Pamour Water Treatment Plant to collect and treat impacted water and return high-quality treated water to the environment. Provincially, this plant will have among the lowest effluent discharge limits within the mining sector (near-drinking water quality) and will return up to 13 cubic meters of treated water to the Mattagami, Frederickhouse and Upper Kapuskasing watersheds.
		Continued to collaborate with local watershed organizations (Mattagami Region Conservation Authority and Friends of the Porcupine River Watershed, among others), regional authorities, and other water users via the Porcupine Watershed Public Liaison Committee; shared meteorological and drone survey data to support watershed planning, manage beaver activity in shared waterways, improve collective understanding of the watershed and identify stewardship opportunities.
		Engaged with representatives from First Nations communities on inspections, sampling events and reporting. The representatives provide regular reports to their communities.
	Peñasquito	Advanced an assessment of the Cedros Aquifer sustainable yield supported by updates to hydrogeological models.
		Advanced the Cedros Water Plan projects, including the implementation of a new well, expansion of treated water storage and advancement of designs for a water storage masonry dam.
		Continued the participatory monitoring program that was developed in partnership with an independent nonprofit (Centro de Agua). The program includes members of four communities (Enrique Estrada, Tecolotes, Mesas, and Matamoros). Third-party consultants conduct quarterly water sampling and measurement of well water levels and present the results to the communities.
		Engaged Las Palmas community in water stewardship capacity building, resulting in a 66 percent reduction in potable water consumption for 2022.

Water stewardship activities

Region	Site	Activity description
South America	Cerro Negro	Increased tailings density to reduce water consumption via entrainment and significantly reduced water withdrawal throughout 2022 from a well near a priority wetland to mitigate the impact on Key Biodiversity Value.
	Merian	Advanced a pilot of alternative flocculation methods within stormwater management infrastructure to improve discharge water quality.
		Defined and approved Merian's watershed for stewardship management, designed a watershed water quality characterization program and completed sampling campaigns.
		Launched water stewardship stakeholder engagements with an initial meeting held in Paramaribo in December 2022 and supported by the Minister of Spatial Planning and the Environment for Suriname.
		Resumed quarterly participatory monitoring following a pause due to the COVID-19 pandemic. Because the watershed at Merian covers the tribal areas of both the Pamaka and Kawina, the site's participatory monitoring committee includes four members of each tribe. Participatory monitoring takes place each quarter over two to three days.
	Yanacocha	Advanced significant investment in new water treatment plants to meet revised environmental standards.
		Since 2000, Yanacocha has supported a participatory monitoring program with local water users. In 2007, the water users formed the nonprofit Cajamarca Irrigation Channels Monitoring Committee (COMOCA) to monitor local irrigation channels. Together with local authorities, committee members — who have all undergone extensive training — collect water samples, and laboratories selected by COMOCA analyze both water quality and quantity. Results are presented at public community meetings.

Future targets
For 2023, our public water efficiency and water stewardship targets remain the same and are as follows:

- **Water stewardship —** Sites achieve annual site targets for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity.
- **Water efficiency —** Sites in water-stressed areas aim to reduce water consumption by at least 10 percent, and the remaining sites aim to maintain our greater-than-5-percent reduction target.

With momentum building around science-based nature targets, we have developed a roadmap for establishing new targets for water and biodiversity that support and align with our climate goals. These targets will have similar attributes to our climate targets with regard to being near- and long-term, globally reaching, ambitious, quantitative, science-based, and seeking to eliminate and reverse impact rather than minimizing it. We discuss our efforts to develop integrated targets in more detail in the **Biodiversity** section.

We aim to achieve more ambitious long-term water goals that reflect the nature of our assets. These goals integrate our operations and value chain and support collective management and actions through external partnerships and collaborations (e.g., World Resources Institute, Water for Cajamarca, Ghana Water-Sanitation Boards, Peel-Harvey Catchment Association, Regional Collective Impact Forum, basin boards and roundtables). These goals include:

- **Net positive water impact** (defined as understanding the impact and contributing to sustainable watersheds) **—** Deliver positive impacts for watershed stakeholders and users, focusing on the availability, quality and accessibility of water resources.
- **Global leadership** (defined as advancing our maturity toward water stewardship) **—** Work toward water stewardship through collective management and actions that maintain water sustainability within the watersheds in which we operate, enabling resilience and inspiring other industry leaders.

Photo: Boddington employees support PHCC on their annual planting season of Tunbridge Gully.

COLLABORATING ON CATCHMENT MANAGEMENT

Managing water resources in Australia — the driest continent on earth — is complex and an ongoing priority. Since 2017, Newmont has partnered with the Peel Harvey Catchment Council (PHCC) to support more effective catchment management in the Peel Region in Western Australia via the Hotham-Williams Rivers and Tributaries' Natural Resource Management and Conservation project.

Under the partnership, and guided by the River Health Assessment and River Action Plan, Newmont and PHCC co-developed and commenced implementation of restoration plans for eight priority sites across the catchment. The plans aim to improve native vegetation cover, stabilize banks and carry out large-scale weed control and revegetation.

This partnership includes collaboration with and support from state and federal natural resource management funding sources. This includes memorandums of understanding with four local government authorities (Boddington, Wandering, Williams and Cuballing), and South32, which operates the Worsley Alumina mine near Boddington.

Over the past four years, the partnership has accomplished the following:

- Completed an assessment of the Hotham and Williams Rivers and tributaries;
- Developed the Hotham-Williams River Action Plan;
- Conducted river health assessments;
- Held educational events on biosecurity and workshops on conservation that focused on federally-listed species;
- Provided accredited chemical-handling training courses to the community;
- Conducted restoration planting events with the local communities and supported community restoration projects; and
- Funded grants for sustainable agriculture activities and Natural Resource Management (NRM) activities on private land.

Tailings Management

Mining and mineral processing activities produce tailings, which are a waste product that, if not managed properly, can threaten human health and the environment. Newmont aims to manage all wastes, including tailings, by implementing best practices. We are committed to conforming with Global Industry Standard on Tailings Management (GISTM) and achieving the goal of zero harm to people and the environment.

Governance

Newmont produces more than 100 million metric tons of tailings each year, the majority of which is deposited in engineered tailings facilities constructed above ground, and the responsible management of these facilities is critical to maintaining social acceptance. Our **Sustainability and Stakeholder Engagement Policy** states our commitment to aligning our approach to the requirements of the GISTM, which addresses the complexity and multidisciplinary nature of responsible tailings management.

Supporting the GISTM's requirements are Newmont's global **Tailings Storage Facility Technical and Operations Standard** and **Tailings Storage Facility and Heap Leach Facility Environmental Management Standard**, as well as other technical, environmental and social standards and guidance documents, which explicitly cover the safe management of tailings facilities, as well as emergency preparedness, response capability and recovery support in the event of a facility failure. Social performance has not historically been a core part of tailings management; however, our governance documents elevate the importance of stakeholder engagement, transparency and including socio-economic considerations in tailings management decisions.

To support this integrated approach, in 2022 we engaged the Center for Social Responsibility in Mining at the University of Queensland to develop a guidance note that focuses on 10 priorities of social performance in tailings management.

Our Tailings Management Governance Framework Guideline details the roles, responsibilities and accountabilities for tailings management within Newmont and increases visibility at the highest levels of the organization. Managing tailings effectively requires a cross-functional approach. Teams work together to develop systems that integrate technical, environmental and social aspects of tailings design, construction operation and closure as reflected in our policies, standards and guidelines.

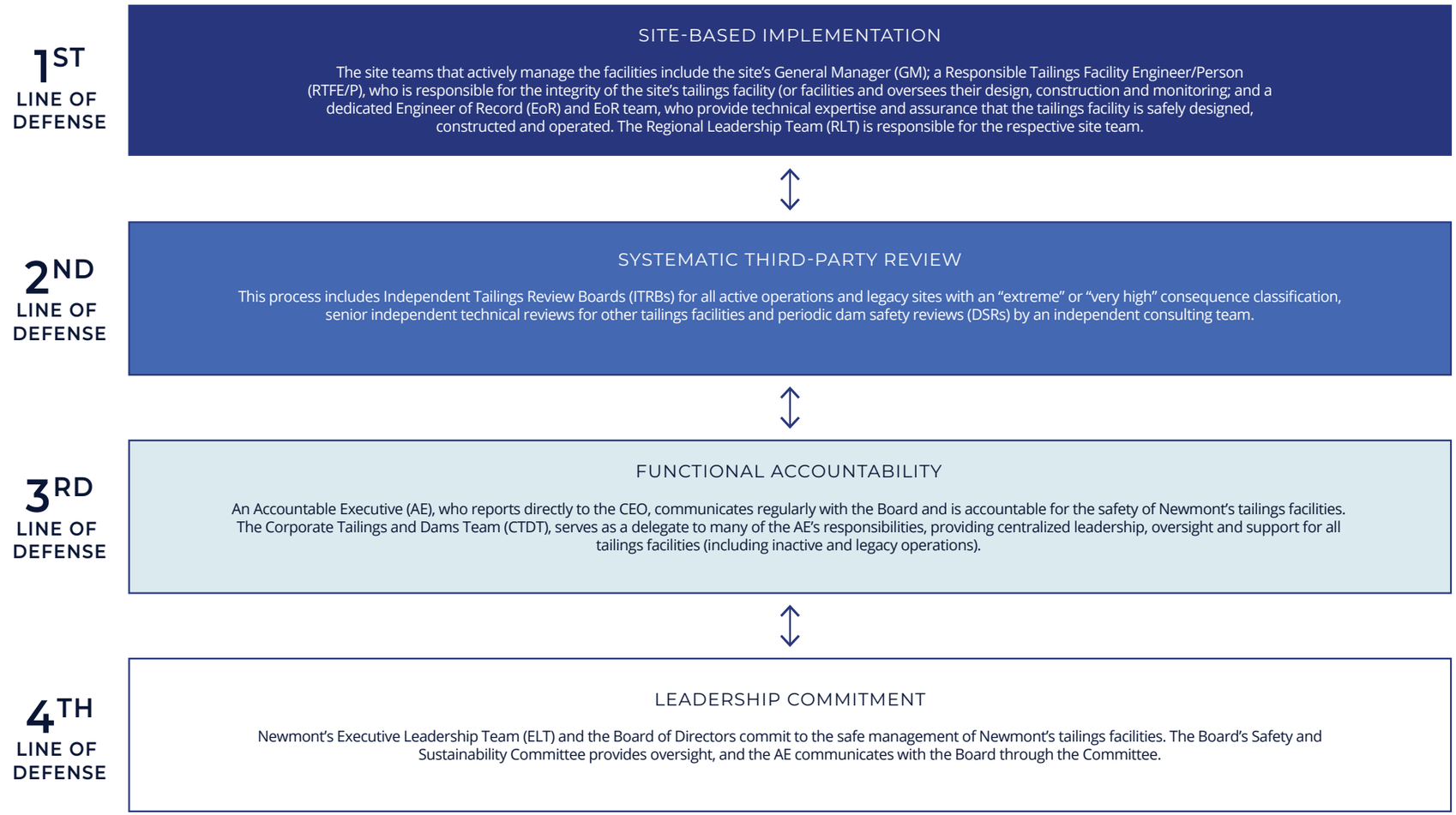
Photo: Éléonore, Canada

The governance framework uses a four-lines-of-defense model described in the graphic. The Accountable Executive, who is Newmont's Chief Technology Officer, receives a monthly tailings management report prepared by the Corporate Tailings & Dams Team (CTDT) that is based in part on the Responsible Tailings Facility Engineer/Person's monthly reporting on critical controls, material risks and developments, design and construction status and other updates. We provide a quarterly update on tailings management to the Board's Safety and Sustainability Committee.

Newmont's **Tailings Management website** includes an overview of our approach to responsible and sustainable tailings management, and includes our **Interactive Public Disclosure Tool** — an informative platform to access data for Newmont's tailings facilities. The online tool provides users with interactive maps, tables, charts and lists to better visualize information on our tailings inventory.

Aligning our Environmental and Social Management System (ESMS) with the Tailings Management System (TMS) supports a holistic approach to tailings facility risk management.

TAILINGS MANAGEMENT LINE OF DEFENSE MODEL



Tailings Risk Management

A catastrophic failure of any Newmont-managed tailings facility is a significant risk to human health and the environment, ultimately affecting our business. We plan, build and operate each tailings facility to manage risk at all phases of the facility lifecycle, including closure and post-closure.

Risk management associated with tailings facilities includes risk identification, an appropriate control regime and the verification of critical control effectiveness.

Where practicable and economically feasible, we minimize the use of dams for tailings containment through alternative technologies, including enhanced dewatering, underground backfill and in-pit tailings deposition. For example, several of our underground operations use paste tailings for structural backfill to reduce surface deposition requirements, and our Éléonore operation in Canada uses filtered tailings (where tailings are dewatered to a soil-like consistency prior to being placed in the tailings facility).

Further details on our engineered facilities and approach to responsibly manage tailings are included on our **website**.

Newmont's standards establish requirements to support risk management across the lifecycle of the facility. Managing water on the facilities, as well as minimizing impact to surface and groundwater systems, are key components of our design, management and monitoring approach. Requirements for engineered liner and drainage systems, downstream seepage interception systems, surface water diversions and environmental monitoring programs help manage and mitigate water risks posed by tailings facilities.

RISK ASSESSMENT

We conduct risk assessments to identify tailings risks and support risk management decisions. In 2022, we updated our internal Tailings Storage Facility Risk Assessment Guideline to align with evolving best practices for dams and Newmont's updated enterprise-level consequence definitions deployed by our Risk Management System.

Risk assessments, which are an ongoing process, are conducted a minimum of every three years and more frequently whenever there is a material change to the tailings facility (e.g., expansion) or to the social, environmental or local economic context. A member of the CTDT facilitates the risk assessments, which are supported by a multidisciplinary team.

The key output of the risk assessment process is a risk mitigation action plan to further reduce risks and demonstrate implementation of the "as low as reasonably practicable" (ALARP) principle. Inherently, judgment is involved in assessing whether risks (geotechnical, hydrological, environmental, social) are mitigated to ALARP, and a "well-reasoned argument" is necessary. Consensus on risk mitigation measures is obtained through communication with key stakeholders, including the Independent Tailings Review Boards (ITRB), the Engineer of Record, the Responsible Tailings Facility Engineer, the CTDT, the Accountable Executive and others.

CRITICAL CONTROLS

To mitigate the risks inherent in the design, construction, operation and closure of tailings facilities, we monitor facility performance in accordance with four critical controls (i.e., the controls that are most effective at preventing or mitigating the consequences of our most significant tailings risks):

- Monitoring instrumentation against established thresholds or trigger levels
- Managing reclaim pond volumes and levels against operating criteria and freeboard requirements
- Conducting independent reviews (e.g., ITRBs, Dam Safety Reviews) and executing recommendations
- Implementing proper change management requirements related to tailings facilities

Sites submit monthly Critical Control Reports to enhance the visibility of facility performance using Newmont's web-based platform, which supports robust online reporting.

In 2022, we completed the initial deployment of Canary Systems as Newmont's enterprise approach for real-time monitoring of tailings facilities. The system collects data from on-site instrumentation and provides alert notifications, data evaluation, data visualization and automated monthly reporting. We are also working to develop a Tailings Performance Dashboard that links real-time monitoring data to an online platform that integrates drone survey and inspection data to further enhance the visibility of facility performance. The system supports Newmont's goal to improve the sustainability of tailings management through increased visibility and real-time access to tailings management data and metrics.

SYSTEMATIC REVIEWS

All active operations with tailings facilities, advanced-stage projects and select legacy sites (focusing on the most significant consequence and/or risk) have ITRBs or senior independent technical reviewers in place who conduct annual or more frequent reviews. Sites and projects continue to track the completion of ITRB or senior independent technical reviewer recommendations, emphasizing the completion of high-priority recommendations. In recognition of the cross-functional nature of tailings management, we further expanded the capabilities of several of our ITRBs beyond geotechnical and hydrological engineering, into hydrogeology, geochemistry and closure.

Annual Dam Safety Inspections or performance reviews are conducted by our Engineer of Record as part of our first line of defense. Comprehensive Dam Safety Reviews, which support our second line of defense, are performed every five to 10 years by a third-party consulting team in alignment with our global standards. These reviews result in additional prioritized recommendations that are actively tracked. In 2022, we launched a tool on our Company intranet to track the completion of recommendations.

Our overall approach to managing risks is detailed in the **Risk Management System** section.

Strategy and Management Approach

Tailings management is incorporated into Newmont's Sustainability and External Relations Policy and is supported by our standards and guidelines. To further refine Newmont's strategy and management approach for tailings, in 2022 we established the pillars of responsible tailings management objectives that support our goal of zero harm to people and the environment through all phases of the lifecycle of a tailings facility. The following are the pillars and desired outcomes:

Recognized leading practices in tailings and dam management — Rigorously apply best available practices supported by our standards and guidelines.

Demonstrated respect for project-affected people — Ensure socio-economic information is included in the knowledge base and used to inform business decisions through meaningful stakeholder engagement.

Robust facilities able to withstand extreme events and changing climate — Design facilities using extreme loading design criteria (i.e., seismic and flood) and climate change considerations.

Leverage technology and innovation to underpin the safe design, operation and closure — Implement best available technologies and new approaches to tailings management.

Consider risk and stakeholder scrutiny in the implementation of construction methodology — Place upstream construction of new and existing tailings facilities under increased scrutiny.

Seek opportunities to limit surface deposition of tailings — Where feasible, use mined-out pits, underground workings or existing landforms for tailings deposition.

Manage water as an asset and protect downstream beneficial use — Proactively manage water as a shared resource protecting human health and the environment.

These objectives are expected to guide the development of life-of-mine tailings management plans (inclusive of closure planning) and employ continuous improvement to existing facilities. Foundational elements include adhering to best available practices, improved adoption of best available technologies, strengthening socio-economic awareness and stakeholder engagement, and elevating environmental considerations, all within Newmont's governance framework.

Resource development plans are critical to supporting sustained production across our portfolio. Multiple accounts analyses are completed by cross-functional teams to thoroughly evaluate locations and technologies that support life-of-mine tailings management and incorporate environmental, social and economic impacts into decision making.

EDUCATION AND TRAINING

We recognize the importance of increasing the awareness and technical knowledge of our teams around tailings management and the link to environmental and social governance.

In late 2022, our CTDT commenced the development and deployment of a series of virtual workshops that leverage the communities-of-practice approach. The workshop topics include the evolving state of practice, risk management, emergency response, social integration, and leveraging technology and innovation.

We use training content developed through our external partnerships (see the Collaboration and Partnerships discussion below) and have engaged the Centre of Social Responsibility in Mining within University of Queensland to develop and lead an interactive, cross-functional workshop on tailings management and social performance early in 2023.

We held a three-part webinar series focused on practical approaches to joint emergency response planning, crisis communications and recovery planning. The series was facilitated by an external consultant and delivered to cross-functional teams at the site, regional and corporate levels. We also developed and delivered additional guidance on planning and conducting tests (e.g., drills, simulations) of tailings failure scenario emergency response plans and shared best practices and lessons learned from emergency response plan tests among sites to promote continuous improvement.

The CTDT holds monthly Global Tailings Management Team meetings and hosts an internal social networking page that provides a platform for sharing lessons learned and leading practices, discussing specifics at each site, and sharing information on upcoming relevant training programs. We encourage global team members to participate in conferences and seek external professional engagement to build knowledge in technical, environmental and social issues around tailings management.

BREACH ANALYSIS, EMERGENCY RESPONSE AND RECOVERY

We conduct breach analyses and inundation mapping based on credible failure modes as informed by risk assessments. Each tailings facility is assigned a consequence classification based on the potential downstream consequences of a hypothetical failure. These classifications are reviewed at least every five years or sooner if there is a material change in the design, operational, social or environmental context.

Our Breach Analysis, Inundation Mapping and Emergency Response Plan Guideline establishes expectations and provides best practices, including conceptual recovery planning. We are committed to working with public sector agencies and other stakeholders to develop and implement recovery plans that address the social, environmental and local economic impacts of a potential failure. The guideline applies to emergencies that may result in a release of tailings, waste and/or water from a tailings facility.

Sites are required to develop dedicated emergency response plans for tailings facilities that define the roles and responsibilities, communications processes, and the preventative and mitigation measures to be applied in the event of an emergency. The plans incorporate breach analysis and inundation mapping studies and reflect engagement with employees, contractors, public sector agencies, first responders, local authorities and institutions and communities.

Because preparedness for potential incidents is critical to eliminating or minimizing potential consequences, training and testing exercises include performing mitigation measures (e.g., repairs, berm construction) and executing chain-of-command notifications. Both internal and external stakeholders who have roles and responsibilities in emergency response participate in the training and testing. Emergency response plans are reviewed at least annually and tested at least every three years to maintain a shared state of readiness. In 2023, we plan to leverage our formal **Rapid Response program** and systems to conduct tests of the emergency response plans for all of our facilities with "extreme" and "very high" consequence classifications.

COLLABORATION AND PARTNERSHIPS

Through our active participation in the following organizations, we share knowledge and work collaboratively with others to continuously improve our facilities and procedures and achieve the highest standards of safety and performance at our operations.

- **ICMM's Tailings Working Group —** Through our participation in the Tailings Working Group, we provide input on the development of technical guidance and conformance protocols that serve to support the industry's commitment to responsible tailings management. The working group created the **Tailings Management: Good Practice Guide** and **Conformance Protocols**, which were published in 2021, to support the implementation of the GISTM. In 2022, the group launched an online training program to support the Guide's adoption.
- **GeoStable Tailings Consortium —** Through our leadership and participation in this consortium that brings together eight leading mining companies, we are sharing knowledge and information to advance the technology of combining tailings and mine waste to form a geochemically and physically stable material that reduces or eliminates the need for dam construction.
- **TAilings and IndustriaL waste ENGineering —** In 2022, Newmont became a Business Industry Partner to this consortium of four U.S.-based universities that was launched to advance tailings research and develop educational resources.
- **The Tailings Center —** In 2022, Newmont became a founding member of this industry/university consortium to advance tailings-related education and research through three U.S.-based universities.
- **Global Mineral Professionals Alliance —** A member of our CTDT serves on the alliance's Global Action on Tailings task force
- **Society for Mining, Metallurgy & Exploration (SME) —** A member of our CT&DT is the founding chair of SME's tailings and mine waste committee and led the development of SME's first Tailings Management Handbook: A Lifecycle Approach, which was sponsored by Newmont and published in early 2022. An accompanying online webinar series was launched in mid-2022 with Newmont leadership and sponsorship.
- **University of Queensland —** Newmont has partnered with the University of Queensland on several social programs over the years, and in 2022, we worked with the University to develop a guidance note and a cross-functional training workshop to support the implementation of the integrated approach to social performance in the GISTM.
- **Mining Associations —** Our membership in the Mining Association of Canada requires our operations in Canada to adhere to the Toward Sustainable Mining (TSM) protocols, including the implementation of the Tailings Management Protocol. The Minerals Council of Australia as well as Cámara Argentina de Empresarios Mineros, the national mining association in Argentina, both of which Newmont is a member, have adopted TSM, requiring our operations in Australia and Argentina to also comply with the TSM protocols (with operations in Australia expected to begin reporting in 2025).

We also collaborate with several other consortiums — including the Canadian Dam Association (CDA), United States Society on Dams, International Commission on Large Dams, Australian National Committee on Large Dams (ANCOLD), the Canadian Institute of Mining, the Landform Design Institute and Amira — to discuss and share best practices.

Performance, Metrics and Targets

Implementing best practices and identifying opportunities for improvement are key elements of our approach to tailings management. We use risk assessments, tailings facility monitoring, critical control reporting, and the review of project alignment to our standards and conformance with external requirements to assess our performance. Findings from external reviews (as outlined in the Governance discussion above) also provide recommendations for improvement in our strategy and approach to responsible tailings management.

CONFORMANCE TO THE GISTM

Newmont is committed to implementing the GISTM's 77 requirements. We are working to demonstrate conformance to the GISTM for our priority facilities (i.e., active operations and legacy tailings facilities with an "extreme" or "very high" consequence classification) by August 2023 and all others by August 2025.

We completed gap assessments with the GISTM and are actively tracking the progress of actions to close gaps using a database linked to interactive online dashboards on the Company's intranet, which transparently displays each site's status. In the first half of 2023, our corporate, regional and site teams will work together to address identified gaps, focusing on priority facilities. This work includes:

- Demonstrating meaningful engagement — defined as the process of mutual dialogue and decision making where operators have an obligation to consult with and listen to stakeholder perspectives and integrate them into decision making — throughout the project lifecycle inclusive of tailings design, operation and closure as well as emergency management.
- Completing Emergency Response Plans, engaging externally where relevant and conducting exercises to test the plans.
- Developing or consolidating information to support Design Basis Reports, Deviance Accountability Reports, Construction Records Reports and documentation of AE review and approval of design criteria as needed.
- Completing updates to risk assessments and work plans with a focus on demonstrating implementation of the As Low as Reasonably Practicable (ALARP) principle, including Accountable Executive review and approval of the measures.
- Continuing to advance closure plans for tailings facilities with the goal of achieving safe closure.
- Compiling knowledge base documents, developing and completing templates for external disclosures, and reviewing and approving workflows for information that will be published externally.

We will complete internal self-assessments for the priority facilities in mid-2023 to demonstrate conformance against the ICMM's published Conformance Protocols, and we will provide a summary of our conformance status as part of our external disclosures. The Newmont tailings website will be updated to include external disclosures (to align with the GISTM requirement), the status of self-assessments and other related communications.

PUBLIC DISCLOSURES AND ACCESS TO INFORMATION

Our **Tailings Management website** includes a full inventory of our tailings facilities and additional details on our approach to tailings management. The inventory is aligned with the following disclosure obligations:

- A request from the Church of England Pensions Board and the Council on Ethics of the Swedish National Pension Funds (collectively referred to as "CoE") to nearly 700 mining firms for information on their tailings management approach;
- SASB's Tailings Storage Facilities Management disclosure; and
- Select requirements contained in the GISTM (e.g., consequence classification, embankment height, storage capacity).

A map-based database of tailings disclosure information is reviewed and updated at least annually. As discussed above, the GISTM requires public disclosure of information on each of our tailings facilities that goes beyond the information contained within this map-based database. With conformance for priority facilities by August 2023, we have commenced the development of a consolidated tailings facility disclosure document that will be published on our external website.

We created a document repository on our Company intranet (called the "Tailings Knowledge Base") in mid-2022, and expanded it in late 2022 to include access by our Engineers of Record. The aim is for this repository to house all the essential documentation that provides evidence of conformance to the GISTM. A list of essential documents for the Tailings Knowledge Base is included in the Tailings Storage Facility Technical and Operations Guideline.

Our **Stakeholder Relationship Management Standard** requires sites to develop multi-tiered mechanisms in consultation with stakeholders for the identification, tracking, escalation and resolution of local community complaints and/or grievances consistent with the UN Guiding Principles on Business and Human Rights. Our **Integrity Helpline** also receives inquiries or concerns related to our tailings management approach.

TAILINGS FACILITIES INVENTORY STATUS

As of December 2022, Newmont's inventory of tailings facilities included 22 active, 25 inactive and 43 reclaimed and closed facilities.

Notable changes in facility status and consequence classifications include:

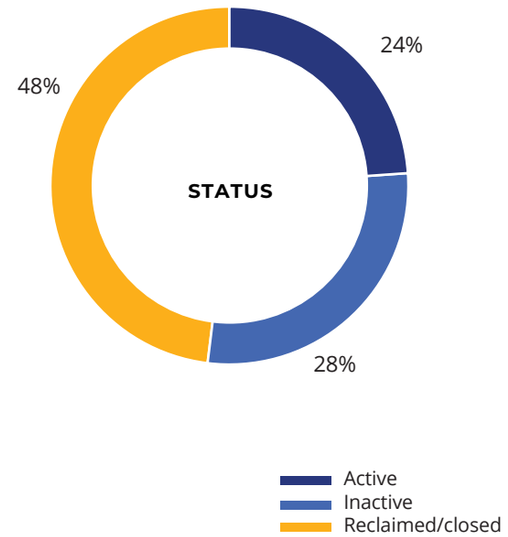
- Two facilities — at Akyem and Tanami — changed from "active" to "inactive," and seven "inactive" facilities changed to "reclaimed/closed."
- The consequence classification of the tailings facilities at Boddington increased from "high" to "extreme" due to updates to the risk assessment, breach analyses and inundation mapping followed by reclassification in accordance with the GISTM (formerly classified in accordance with ANCOLD).
- The consequence classification of the inactive tailings facilities at Yanacocha increased from "very high" to "extreme" as a result of updates to the breach analyses and inundation mapping followed by reclassification in accordance with the GISTM (formerly classified in accordance with CDA).
- The consequence classification of the active tailings facility at Merian increased from "high" to "very high" as a result of updates to the risk assessment, breach analysis, inundation mapping and improved understanding of downstream impacts followed by reclassification in accordance with the GISTM (formerly classified in accordance with the CDA).
- The consequence classification of the tailings facilities at Akyem decreased from "very high" to "high," reflecting updates to the risk assessment, breach analysis and inundation mapping related to buttressing followed by reclassification in accordance with the GISTM (formerly classified in accordance with the CDA).
- The consequence classification of several tailings facilities at Porcupine's legacy sites were updated. Raise methodologies for facilities at several legacy sites were updated based on recent reviews of historical information as knowledge bases are compiled for these facilities.

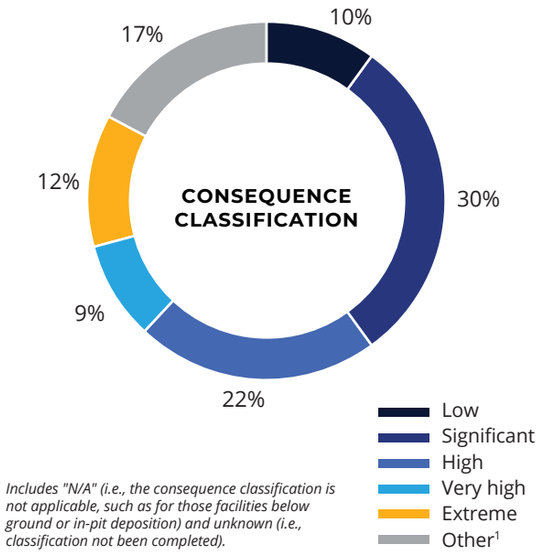
Changes to the number of facilities reflect the following:

- The existing "active" facility at Tanami (GTD08) was split into three facilities in the inventory to represent each of its three independent cells.
- A new "active" facility at Carlin (part of the Nevada Gold Mines non-operated joint venture) was added to the inventory.
- The tailings facility at Alumbrera (Alumbrera TMS Embankment) was removed from the inventory due to the divestiture of Goldcorp Capital Corporation (which held Newmont's 18.75 percent investment in MARA) to Glencore. Glencore is an ICMM member company committed to implementing the GISTM.
- Two "closed" tailings facilities at the Resurrection Mining Company's (a subsidiary of Newmont) California Gulch legacy site were removed from the inventory as a result of a review conducted with the Engineer of Record in 2022. These facilities were determined not to be tailings facilities as defined in Newmont's standards and the GISTM.
- One "inactive" facility at a Porcupine Gold Mines legacy site (Naybob) was added to the inventory as it was determined to be a tailings facility as defined in Newmont's standards and the GISTM.

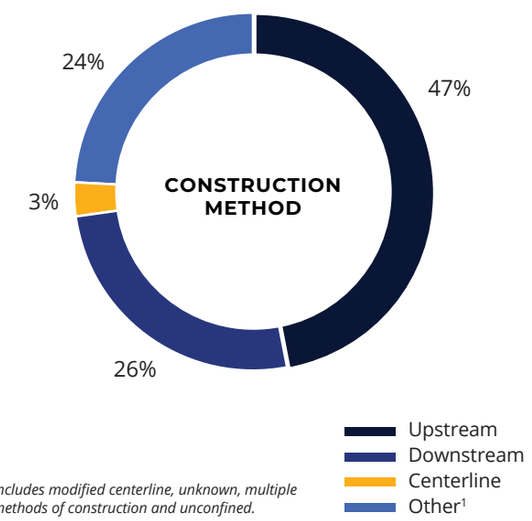
Further details on our tailings inventory are included on our **website**.

NEWMONT TAILINGS FACILITIES — AT-A-GLANCE

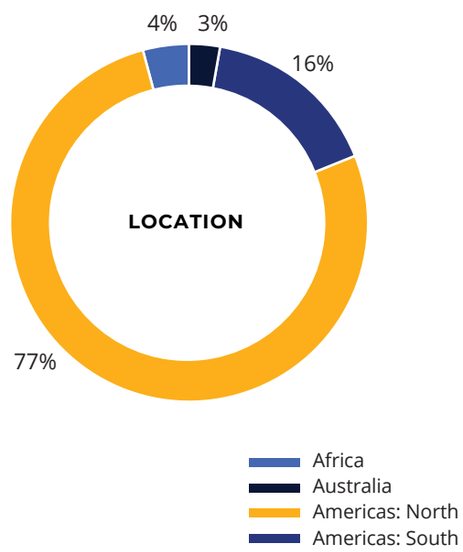




[1] *Includes "N/A" (i.e., the consequence classification is not applicable, such as for those facilities below ground or in-pit deposition) and unknown (i.e., classification not been completed).*



[1] *Includes modified centerline, unknown, multiple methods of construction and unconfined.*



TAILINGS FACILITY INVENTORY AT NEWMONT OPERATIONS

North America

ÉLÉONORE
ACTIVE: 1

MUSSELWHITE
ACTIVE: 1

PORCUPINE GOLD MINES
ACTIVE: 1 | INACTIVE: 7, 5, 1 | CLOSED: 2, 1

PEÑASQUITO
ACTIVE: 1

South America

MERIAN
ACTIVE: 1

YANACOCHA
INACTIVE: 2

CERRO NEGRO
ACTIVE: 1

Africa

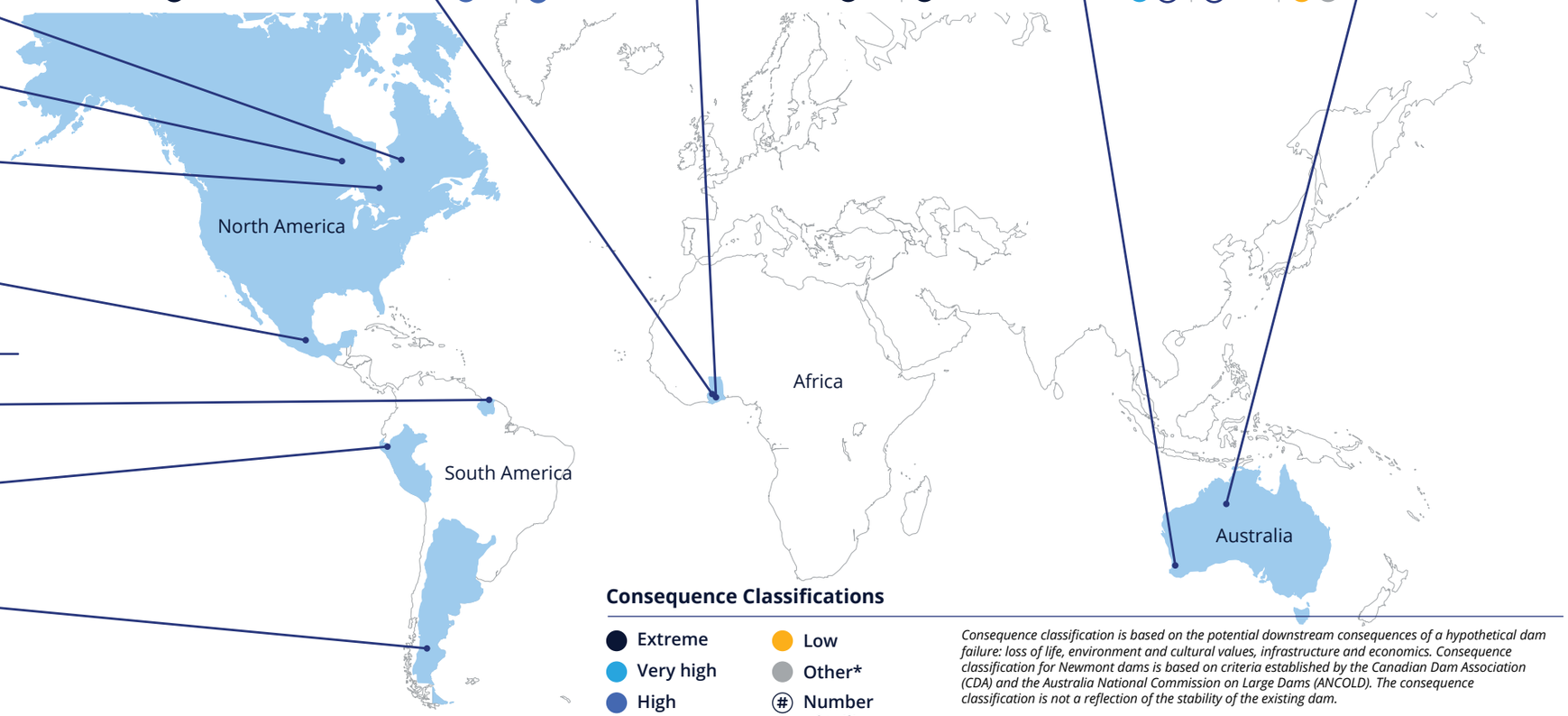
AHAFO
ACTIVE: 1

AKYEM
ACTIVE: 1 | INACTIVE: 1

Australia

BODDINGTON
ACTIVE: 1 | INACTIVE: 1

TANAMI
ACTIVE: 1, 3 | INACTIVE: 3 | CLOSED: 1, 1



Consequence Classifications

- Extreme
- Very high
- High
- Significant
- Low
- Other*
- (#) Number of tailings

Consequence classification is based on the potential downstream consequences of a hypothetical dam failure: loss of life, environment and cultural values, infrastructure and economics. Consequence classification for Newmont dams is based on criteria established by the Canadian Dam Association (CDA) and the Australia National Commission on Large Dams (ANCOLD). The consequence classification is not a reflection of the stability of the existing dam.

** Other Category includes N/A (i.e., classification is not applicable, for facilities like below ground or in-pit deposition) and unknown (i.e., classification not completed).*

Biodiversity

Biodiversity spans four areas of nature — land, fresh water, ocean and atmosphere — and it is critical for sustaining and stabilizing ecosystems to remedy the global challenge of environmental degradation and habitat loss. Newmont recognizes that local communities and our operations rely on healthy and functioning ecosystems to thrive. Our commitment to No Net Loss of Key Biodiversity Values (KBVs) due to mine-related activities is integrated into our approach and essential to achieving positive nature outcomes.

Governance

As stated in our **Sustainability and Stakeholder Engagement Policy**, we recognize our role in contributing to global conservation and development goals, and we are working toward nature-positive outcomes that build on our biodiversity commitments. As a member of the International Council on Mining and Metals, we commit to the organization's **Mining and Protected Areas** position statement to respect legally designated protected areas and not explore or mine in World Heritage sites.

Supporting the policy is our **Biodiversity Management Standard**, which sets the minimum requirements for ensuring a consistent approach to biodiversity conservation and sustainable stewardship of resources.

Biodiversity management and performance are the responsibility of the Sustainability and External Relations teams at each site. At the corporate level, the Global Environmental Director works with and through the four Regional Environmental Performance Directors to ensure sites comply with the Biodiversity Management Standard and achieve the performance objectives stated in site-specific biodiversity management plans. The Global Environmental Director facilitates collaboration across sites to promote continuous improvement and leading practices, integrate efforts with business planning, and support Newmont's commitments to conservation and biodiversity.

Conformance to the Standard, performance metrics and progress on action plan implementations are reported monthly to members of the Executive Leadership Team and at least annually to the Board of Directors' Safety and Sustainability Committee.

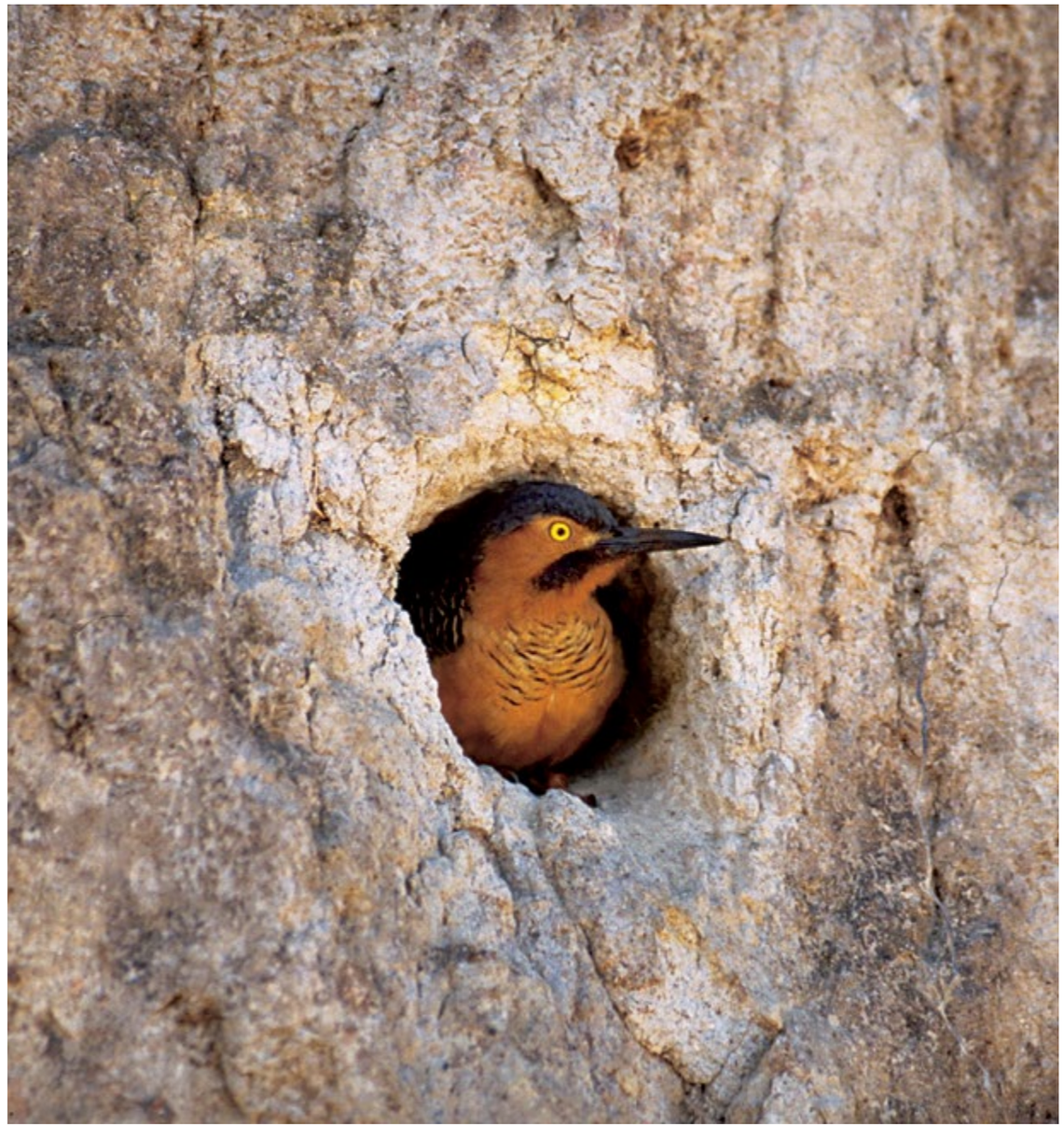


Photo: Andean Flicker Bird — Yanacocha, Peru

Biodiversity Risk Management

In conformance with Newmont's global Risk Management System, all operating sites and projects must conduct biodiversity and ecosystem impact assessments to identify risks and impacts. If a site identifies Key Biodiversity Values (KBVs), it must develop a biodiversity action plan to achieve site-specific objectives that will:

- **Seek to avoid and/or minimize impacts to KBVs —** Where avoidance and/or minimization are not sufficient, seek to develop mitigating biodiversity offsets, rehabilitation and/or restoration actions to achieve conservation outcomes.
- **Engage with stakeholders and partner on solutions —** Identify appropriate offsets and develop partnerships that will contribute to improved sustainable long-term biodiversity and land management.
- **Integrate long-term goals and measurable targets —** Incorporate into the completion criteria developed for the mine closure plan.

In 2022, we evaluated site-level action plans to determine if additional measures are needed to maintain "acceptable risk" to KBVs, especially at sites where the disturbance footprint has expanded. Acceptable risk is defined as those resulting in low to medium residual risks following the implementation of current controls. Any biodiversity risks with high or extreme ratings require additional controls within the overarching biodiversity action plan. We also drafted critical controls around KBVs to ensure sites achieve our No Net Loss commitment. We expect to fully integrate these critical controls into the RMS in 2023.

The **Risk Management System** section details our overall approach to managing risks.

Strategy and Management Approach

Since 2016, Newmont's biodiversity management commitment is to have No Net Loss of KBVs because of mine-related activities or a net gain, when possible, within 10 years post-mine closure.

All sites have biodiversity management plans and monitor KBVs to evaluate changes resulting from both internal and external factors and to demonstrate progress toward meeting site-specific objectives. Biodiversity action plans extend throughout the life of mine, including the closure phase, and include site-specific objectives that meet the requirements in the table below.

Project requirements

Type of project	Requirement
Exploration	Develop an understanding of KBVs via desktop and on-the-ground assessments before any ground-disturbing activities to ensure No Net Loss of KBVs.
New projects and expansions	No Net Loss of KBVs as a result of mine-related activities or a net gain, when possible, within 10 years post mine closure.
Operational sites	No additional loss of KBVs as a result of mine-related activities by the time of mine closure.
Legacy sites	Seek to enhance the long-term health and resiliency of species and ecosystems in affected areas and/or managed areas in accordance with regional conservation goals and long-term land-use plans.

Photo: Ahafo, Ghana

BIODIVERSITY OFFSETS

Where avoidance and/or minimization are not possible, then rehabilitation and/or restoration actions are taken to achieve conservation outcomes. If No Net Loss of KBVs cannot be achieved through these measures, then a biodiversity offset is required.

Many of our operations have KBVs within the relevant area of influence and a biodiversity action plan to mitigate potential impacts. Currently, four sites — Akyem, Boddington, Yanacocha and Merian — require offsets to achieve No Net Loss to KBVs. These sites also have regulatory requirements for offsets included in permits.

The table below provides a high-level overview of the current impacts and mitigation strategies at these sites. Additional details are provided in the **Performance Data** section.

Key Biodiversity Values (KBVs): No Net Loss summary table

Site[1, 2]	KBVs	Management actions
Akyem	The terrestrial habitat of Ajenjua Bepo Forest Reserve is a nationally designated protected area	Enrichment planting activities over 50 hectares of land
		Completing pre-feasibility studies for offset area
Boddington	The terrestrial habitat of Birdlife International's Endemic Bird Area of Southwest Australia is an international high biodiversity value area	Established the 192-hectare Hotham Farm Conservation Covenant area over remnant Jarrah Forest
		Committed to restoring and improving an additional 470 hectares of Hotham Farm
		Founding partner of the South West Sustainability Partnership, which Newmont, South 32 and Alcoa formed in 2021 to work collaboratively on identifying, prioritizing and supporting research opportunities and pest and land management
		Partnered with **Peel Harvey Catchment Council** on a River Action Plan to improve ecosystem health and function and initiated engagement with key stakeholders in the Hotham-Williams catchment on forming a Regional Collective Impact Forum

Key Biodiversity Values (KBVs): No Net Loss summary table

Site[1, 2]	KBVs	Management actions
Merian	The terrestrial habitat of Highland and Lowland Ever-humid Forest is a national high biodiversity value area	Implemented a process to avoid and minimize vegetation disturbance and unnecessary impacts to natural habitats
		Creating an offset to compensate for biodiversity impacts and completed a pilot for the reforestation of land impacted by artisanal small-scale mining within Merian's right of exploitation
Yanacocha	The terrestrial habitat of Birdlife International's Rio Cajamarca and the Tropical Andes are international high biodiversity value areas	Although the KBA is not directly impacted, we have developed a species level management action plan with a target of No Net Loss of that Key Biodiversity Value. The plan involves reclaiming areas to include the key species habitat preferences and biomonitoring to identify changes associated with our operations or other activities in the area
		Replanting of *Polylenis* trees as part of forest habitat offset

[1] This only includes the sites where KBVs will need to be managed through additional actions to meet our No Net Loss commitment. All of the sites identify KBVs, develop risk assessments and have biodiversity management plans.

[2] There are some regulatory-based requirements for offsets of wetlands at Éléonore.

PARTNERSHIPS AND COLLABORATIONS

Partnerships with universities and research organizations — as well as non-governmental organizations (NGOs), governments, communities and other businesses — are key to improving our biodiversity performance and aligning with the UN Sustainable Development Goal to strengthen global partnerships (Goal 17).

International Union for the Conservation of Nature (IUCN)

In 2018, we formed a partnership with the IUCN — an NGO supporting the conservation and sustainable use of natural resources — to review Newmont's progress toward No Net Loss at select mine sites using technical resources provided by IUCN and evaluating work against the **IUCN Review Protocol for Biodiversity Net Gain**. In 2022, we collaborated with IUCN and other mining organizations to develop case studies of nature-positive land management. The nature-positive concept means going beyond environmental risk mitigation and adopting an approach that enhances ecosystems and contributes to nature programs at the national and international levels.

In July 2022, IUCN commenced a review of the Akyem biodiversity offset. We highlight this review on **page 121**.

International Council on Mining and Metals

Newmont continues to support the International Council on Mining and Metals (ICMM) Biodiversity Steering Committee and the Cross-Sector Biodiversity Initiative, which is a unique collaboration among the mining, energy and banking sectors to develop and share leading practices in biodiversity and ecosystem services. In 2022, Newmont joined ICMM's Metrics for Nature working group to better understand the various global efforts regarding nature metrics and where ICMM can engage to shape the development of those initiatives. We are also actively engaged with ICMM as they develop a nature-positive commitment, which is expected to be released in 2023.

Proteus

Newmont has also partnered with Proteus — a group within the United Nations Environmental Program — World Conservation Monitoring Center that provides companies with biodiversity information, and supports the development, improvement and dissemination of global biodiversity data. Through this partnership, we have access to tools and datasets that inform biodiversity risk assessments and highlight emerging biodiversity trends.

Science Based Targets Network (SBTN)

Since 2021, Newmont has engaged with the Science Based Targets Network (SBTN) — a global NGO that includes the same organizations behind the Science Based Targets initiative (SBTi) for climate targets. We are reviewing and applying **SBTN's guidance for setting science-based nature targets**. This work supports our efforts to align water and nature objectives with our climate targets and explore nature-based solutions, which are actions to protect, sustainably manage and restore natural or modified ecosystems. Nature-based solutions address societal challenges while simultaneously providing human wellbeing and biodiversity benefits.

New Global Biodiversity Framework

In December 2022, Newmont attended the second part of the 15th meeting of the Conference of the Parties (COP15) to the Convention on Biological Diversity as part of the ICMM delegation. Notable meeting outcomes included:

- A new **Global Biodiversity Framework** was adopted. The framework includes four long-term goals (2050) and 23 targets for action by 2030. This is an important step for industry and governments to improve and potentially reverse the decline of nature, and Newmont is well positioned to support these efforts.
- During COP15, our Global Environmental Director joined the IUCN and Anglo-American at a session with other mining and energy companies to present case studies and share lessons learned on biodiversity actions on non-operational lands.
- Newmont jointly presented with IUCN on the benefits of our partnership and the outcomes of the Akyem Biodiversity Technical Review completed in 2022.

In 2022, we completed a gap assessment against the SBTN and the **Taskforce on Nature-related Financial Disclosures (TNFD) guidelines** to understand our ability to meet the objectives for nature targets. During 2023, we will continue to reflect further on this gap assessment as well as on the outcomes of COP15 to incorporate these into our biodiversity management and integrated nature-positive strategy and commitments.

Performance, Metrics and Targets

To quantify our progress toward our No Net Loss commitment, in 2022 we developed a method to systematically measure and report our efforts. We applied this method at Merian and Yanacocha where we conducted third-party reviews of biodiversity action plans and reviewed the No Net Loss calculation at Akyem. Based on the reviews, a new No Net Loss calculator tool will be deployed at other sites. The tool leverages information already captured during the closure planning process, including the total disturbance footprint and the area that can be rehabilitated, to ensure costs are accurately captured in our business plans.

In Canada, Newmont reached an agreement with the Yukon Department of Energy, Mines and Resources to voluntarily relinquish 1,835 mining claims located in the Peel River Watershed, an environmentally sensitive area and one of cultural importance to the First Nations people. The agreement supports the Peel Watershed Regional Land Use Plan that was approved by the Yukon government and First Nations in 2019.

At our sites that impact KBVs, notable activities in 2022 that contributed toward our commitment to No Net Loss included:

Akyem

- We continued to progress the Akyem biodiversity offset project, including planting native trees and species of 50 hectares (Ha) in the Atewa South Extension Forest Reserve. We highlight the site's offset project and the review conducted by IUCN in 2022 on **page 121**.

Photo: Peñasquito, Mexico

Boddington

- At Hotham Farm, we focused on the 450 Ha restoration site with weed spraying campaigns, seed collection and pest management within the fenced area. Newmont contracted a local First Nations business to repair fencing, maintain fire breaks, address ongoing weed outbreaks and continue pest management. In 2023, we plan to complete an additional 50 Ha of seeding within the fenced area due to poor regeneration outcomes from previous campaigns. This work will include the propagation and planting of 23,000 native seedlings. We also will re-focus on the 191 Ha Conservation Covenant area with plans to conduct a weed survey, rehabilitate a borrow pit, install artificial Black Cockatoo hollows and repair perimeter stock fencing.
- Initiatives that commenced or were completed during the year included feral cat research and monitoring, the establishment of a regional Ranger Program for land management and regional water planning. Most recently, the Partnership participated in the inaugural Regional Offset Programme facilitated by the Western Australian Biodiversity Science Institute. The program brings together member companies to collaborate on the development of a regional and strategic approach to biodiversity offsets in the northern Jarrah Forest.
- In 2022, the Peel Harvey Catchment Council's Hotham and William's Rivers and Tributaries' Natural Resource Management and Conservation project focused on the development and implementation of concept and restoration plans informed by the river health assessments for eight priority sites across the upper Hotham River catchment.

Yanacocha

- In 2022, we completed a third-party review of the monitoring results to date to continuously improve our program and assess progress toward No Net Loss. This included an update to the site's biodiversity action plan.
- For the *Polylepis racemose* (quinual) plant species, the target return of 2,250 specimens has been significantly exceeded. Under the updated plan, we will continue the propagation and planting of quinual in the concurrent reclamation area to achieve a net gain.

Merian

- In 2022, work continued on the biodiversity No Net Loss commitment, and the offset area was revised upward to 2,588 hectares.
- Biodiversity offset monitoring was completed on the pilot plots and showed variable results across the treatment areas. Monitoring will continue to determine what treatment technique is most effective.
- A second area was selected for an additional pilot adjacent to the waste rock dump facility and initial works were completed in the streams.
- The biodiversity action plan was reviewed by a third party and updated accordingly.

SHIFT TOWARD INTEGRATED NATURE TARGETS

We have made steady progress toward meeting our commitment of No Net Loss of KBVs. However, the momentum toward nature targets that are inclusive of all earth systems – climate, ocean, land and water – continues to build. For example, the UN Convention on Biological Diversity calls on governments and companies to preserve biodiversity, store carbon and purify water as part of nature-positive efforts.

This development presents Newmont with the opportunity to update strategies and set new targets for water and biodiversity that support and align with our **climate targets**, focus on eliminating and reversing impacts, and are near- and long-term, globally reaching, quantitative and science-based. We began benchmarking and identifying opportunities across our operating sites, with a focus on co-benefit mapping. This work will continue in 2023 with one site selected to pilot the proposed target development process before wider deployment.

In 2022, we continued to engage with the SBTN, completing the first two steps of SBTN's five-step guidance for setting science-based nature targets. Throughout 2023, we will work to advance the next step in line with our roadmap for implementing integrated nature targets beginning in 2025. These targets will focus on co-benefits for water, biodiversity and climate that work toward protecting and enhancing nature.

Another effort underway is related to enhancing our disclosures. Following the lead of the Task Force on Climate-related Financial Disclosures (TCFD), the TNFD guidelines are being developed for nature-related risks and opportunities. Like SBTN, TNFD's scope includes the realms of land, fresh water and ocean but also includes non-greenhouse gas air emissions and outlines the establishment of metrics and setting targets for nature. TNFD released a preliminary draft of the guidelines in 2022, and we are engaging in the review process prior to the release of final guidance documents in 2023. We also commenced a gap assessment to identify both our readiness to report against the TNFD recommendations and the alignment with SBTN to streamline efforts. In 2023, we will review these gaps and assess the timeline for reporting against and aligning with these frameworks.

Photo: Akyem, Ghana

WORKING TOWARD NO NET LOSS IN GHANA

At our Akyem operation in Ghana, we signed a memorandum of understanding with the Forestry Commission in 2018 for a biodiversity offset program at the Atewa South Extension Forest Reserve. This offset, which is required by the site to maintain its forest entry permit, aims to mitigate impacts to KBVs created by the mine's operations in the Ajenjua Bepo Forest Reserve.

A steering committee involving Ghana's Forestry Commission, Environmental Protection Agency, Minerals Commission and IUCN sets the strategic direction of the project and oversees the biodiversity offset activities, which take place on 2,640 hectares in the reserve. Pre-feasibility studies on biodiversity offset calculations, vegetation mapping and the biological and socio-economic baseline studies have commenced, and we progressed the project toward feasibility.

During the year, an IUCN technical review team independently evaluated the biodiversity offset project to identify risks and opportunities and provide recommendations for improvement and future direction. The IUCN team highlighted the project's progress in accordance with internal standards, and its priority recommendations included:

- Develop a standalone, overarching No Net Loss or Biodiversity Net Gain Strategy that reflects the goals and objectives of the work being undertaken;
- Raise awareness among stakeholders with interests in the offset to create a commitment to its long-term sustainability;
- Re-evaluate the contribution of two of Akyem's reforestation initiatives to the offset; and
- Consider collaboration with the National Tree Seed Center and other similar organizations to support research on plants' KBVs.

The full report was published in January 2023 and posted on our **website**.

Closure and Reclamation

All mines have a finite operating life, making responsible closure planning essential to address the complex social, economic, environmental and regulatory impacts related to the end of mining operations. Newmont's global Closure Strategy integrates closure planning across the business and throughout the life of each operation. We seek to leave long-term positive and sustainable legacies long after mining ceases.

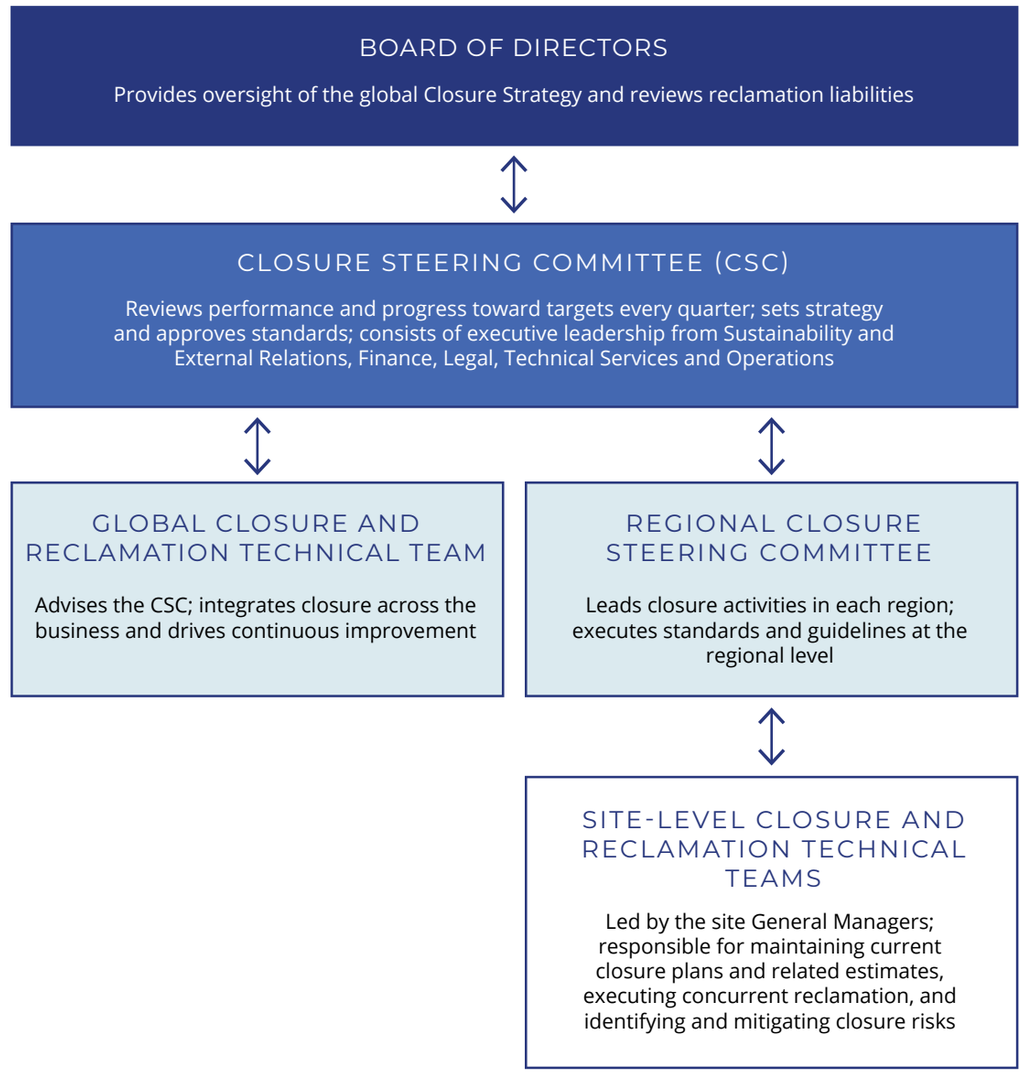
Governance

Our approach to providing long-term environmental and social stability for future generations is detailed in our **Closure and Reclamation Management Standard**. The standard sets the minimum requirements for planning and managing closure and reclamation activities throughout the mine lifecycle in accordance with Newmont's commitment to protecting human health and the environment, addressing community needs and leaving a positive legacy for future generations. The multi-functional nature of closure requires strong collaboration and integration across functions. The standard is supported by other functional standards and guidelines that address the broad range of social, environmental, financial and technical aspects related to our business.

We employ a balanced, multidisciplinary approach to closure planning and oversight of closure plans and costs. Consistent with prior years, our closure governance framework in 2022 integrated closure as a fundamental and critical activity across the business and as a strategic planning element throughout the mine lifecycle.

A report on our Closure Strategy and performance is provided to the Board of Directors' Safety and Sustainability Committee at least annually. The Board's Audit Committee reviews management's accounting for reclamation liabilities quarterly if there are material changes in estimates and annually in its entirety. Newmont's Chief Operating Officer also presents an annual review of our closure governance to the full Board.

CLOSURE AND RECLAMATION GOVERNANCE



Closure and Reclamation Risk Management

The formal identification and evaluation of risks and opportunities help set priorities and shape closure planning. Effectively managing closure risks and opportunities and reclaiming our mines to provide positive outcomes for communities and the environment requires working collaboratively with internal and external stakeholders during all stages of the mine lifecycle. Establishing a post-mine land use through engagement is crucial for gaining trust and improving our ability to access land and grow in the future.

All our global standards — including those requiring closure and post-closure risk assessments, along with social, health and environmental assessments — are integrated into our global Risk Management System. Opportunities to apply value-improving practices during concurrent reclamation or closure projects are identified through risk and opportunity workshops.

Conducting technical reviews of closure plans at all operating sites every three to four years is part of our Risk Management System verification activities. The timing for reviews is approved by the CSC based on the site's proximity to entering the closure phase, the length of time since the last review and other risk factors. These reviews are conducted with a combination of internal resources and external experts. Findings and/or deficiencies are monitored and tracked through closeout.

In 2023, we plan to update our Closure and Reclamation Standard, and as part of that work, we will be identifying the critical controls that are required to be in place to manage our closure risks. Verification of the presence and effectiveness of critical controls, adherence to internal standards and compliance with legal requirements and other commitments are discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

Strategy and Management Approach

Since 2018, our global Closure Strategy has guided our efforts to continuously improve how we address the complex and evolving social, economic, environmental and regulatory aspects related to closure.

In 2022, Newmont's CSC initiated a review of our strategy with the expectation to refine strategic goals, incorporate learnings, validate priorities, and establish a clear and measurable five-year plan to deliver on long-term objectives.

Following extensive engagement with internal stakeholders and benchmarking of other mining companies, the updated strategy builds on the work in progress and focuses on improving outcomes in the future across the following four pillars:

1. **Operational excellence —** Deliver closure outcomes through effective, integrated planning and execution to understand the full range of scope and optimize value.
2. **Sustainable land use and social acceptance —** Create sustainable post-mining uses in partnership with stakeholders while minimizing closure risks by establishing processes for collaborative decision making and partnerships.
3. **Technical excellence —** Identify transformational improvements to reduce or eliminate closure risks and liabilities that are beneficial to the mining industry.
4. **Governance —** Demonstrate leadership and embed closure culture through management systems and holding people accountable for implementation.

To support our Closure Strategy and achieve our desired outcomes, we drafted a five-year plan. The updated strategy and five-year plan will be presented to the Closure Steering Committee in the first half of 2023 for feedback and approval. The revised Closure Strategy and corporate five-year plan aim to support the development of site-specific plans to address closure risks and opportunities, progress concurrent reclamation, and enhance closure planning and execution. Both the corporate and site-specific five-year plans will be reviewed and updated annually.

Performance, Metrics and Targets

PUBLIC TARGETS

To effectively manage our closure risks, we set annual targets for concurrent reclamation, which reduces the size of our impact, minimizes acid rock drainage and other environmental impacts, and reduces liabilities and financial assurance requirements.

For 2022, our target was to complete 95 percent (at least 139 hectares) of planned reclamation activities, and at year end we exceeded our target, achieving 104 percent (148.9 hectares). Ten of our 12 operating sites with targets met or exceeded their concurrent reclamation plans for 2022. Scheduling issues at Musselwhite and resource constraints at Peñasquito were the main reasons these two sites did not achieve their targets.

During the year, an additional 347.6 hectares globally were disturbed by our operations, and a total of 2,331.6 hectares are in various stages of reclamation.

In 2022, the Closure Steering Committee requested an update to the process for evaluating and setting five-year concurrent reclamation targets to further maximize opportunities during operations. The process enhancements provide the committee with transparent information for decision making and flexibility to prioritize concurrent reclamation investment within Newmont's capital allocation approach based on existing and predicted future business and economic conditions. Our public target for 2023 remains the same — to complete 95 percent (139 hectares) of planned reclamation activities/associated actions across the Company. We plan to refine our target-setting process in 2023 by incorporating multiple benefits and objectives; water, biodiversity, climate and stakeholder engagement into our closure objectives. Our approach to developing integrated nature targets, which includes closure considerations, is discussed in more detail in the **Biodiversity** section.

CLOSURE STUDIES AND ASSESSMENTS

Newmont's global Investment Standard specifies the requirements for investment decisions and the framework and process used to evaluate investments and closure projects. The standard was enhanced in 2022 to proactively address closure early in the mine lifecycle and establish a more disciplined approach for planning over the long-term horizon to reduce uncertainty. Prior to 2022, we required formal closure studies to be initiated five years before the end of mining. The updated Investment Standard expands the requirements for formal risk-based closure studies at brownfields sites (i.e., expansions at existing sites). As part of the review and planned update of our **Closure and Reclamation Management Standard** in 2023, closure assessments will be initiated within five years of commercial production.

The following site-wide closure studies or assessments were initiated or progressed in 2022:

- **Akyem —** The site's closure study is addressing issues around post-mining land use and plans to engage with stakeholders on sustainable alternatives.
- **CC&V —** We initiated a preliminary closure assessment to understand water treatment requirements for the Valley Leach Facilities. The site also advanced its Carlton Tunnel Water Treatment study to identify long-term sustainable water treatment solutions.
- **Éléonore —** We initiated a closure study to better understand closure aspects and water treatment requirements.
- **Yanacocha —** The operation's closure study is addressing several complex closure issues, including water treatment, social matters, tailings management and post-mining land use.

Technical closure reviews

On-site technical closure reviews continued in 2022. Reviews were completed at Cerro Negro, Porcupine and Peñasquito. A key objective of these technical closure reviews is to identify top risks and opportunities and prioritize risk mitigation and opportunity-capture plans, including site assessments, trials and studies. Material balances, safe closure requirements in the Global Industry Standard on Tailings Management (GISTM), acid metalliferous drainage management and stakeholder engagement were identified as top priorities.

During the 2022 reviews, sites were asked to accelerate their progression of closure plans for maturing facilities such as Hollinger Open Pit at Porcupine and Eureka at Cerro Negro. Only minor nonconformances (related to documentation, knowledge management and stakeholder engagement) with Newmont's Closure and Reclamation Management Standard were identified.

Technical closure reviews are planned for Ahafo, Boddington and Merian in 2023 and at Musselwhite, Tanami and CC&V in 2024. Reviews for Akyem, Éléonore and Yanacocha will be conducted two to three years after the completion of their closure studies.

Photo: Cripple Creek & Victor, United States

CLOSURE WORKING GROUP ACTIVITIES

The Global Closure Working Group, with representatives from each operating site and region and input from corporate subject matter experts, continued to meet quarterly to align work programs and share best practices and lessons learned. In 2022, each site completed its annual closure planning and estimate updates. This included alignment with business plans and reviews of material change assessments, site-specific risks, market-risk premiums and the annual cross-functional Sarbanes-Oxley control work programs.

Other notable continuous improvement efforts during the year included:

- **GISTM Safe Closure —** The Tailings and Closure teams worked together to draft internal guidelines aligned with the GISTM on the safe closure of tailings facilities. These guidelines will be finalized in 2023. Engagement on GISTM guidance and conformance measures are ongoing through both the internal working groups and the International Council on Mining and Metals Tailings Working Group (see the **Tailings Management** section for more information).
- **Improved closure planning tools and processes —** A new closure planning tool — PRISM Cost Estimator (PCE) — was developed to address challenges and gaps. PCE was piloted at Peñasquito and Merian. Outcomes from the pilot will inform the next steps and the rollout of PCE to other sites.
- **Disciplined long-term planning —** The Global Closure Working Group supported the development of a new Life of Asset planning framework, which encompasses the entire lifecycle of an asset, to ensure that closure aspects are adequately considered. The new Life of Asset process will be piloted at Peñasquito in 2023.
- **Social aspects of mine closure —** The impacts of closure on communities continue to gain attention and are an increasing area of focus for governments, communities and other key stakeholders. Newmont participated with six industry partners over the last three years in the Social Aspects of Mine Closure Research Consortium hosted by the Sustainable Minerals Institute at University of Queensland. The consortium has published numerous materials and created an online Mine Closure Hub for communities to learn more about mine closure and post-mining transitions. The **Mine Closure Hub** analyzes the social aspects of mine closure using non-technical language, videos, podcasts and infographics.

COLLABORATION AND ENGAGEMENT

Newmont works closely with industry groups, topic-specific networks and research consortiums to improve closure planning and industry standards. These include the following:

- **Cooperative Research Center for Transformations in Mining Economies (CRC TiME) —** Newmont has been part of the Australian-based **CRC TiME** since 2020. CRC TiME brings together over 70 leading mining and mining service companies, regional development organizations, Australian State and Commonwealth governments and research partners. This unique coalition brings scale and coordinates investments into innovative research that addresses the complex challenges underpinning mine closure and relinquishment. Research projects typically span three to five years. Specific programs supported by Newmont during 2022 include:
  - A five-year, industry-led program to improve prediction, remediation and closure of acid and neutral metalliferous drainage (AMD/NMD) sites — Waste rock from various sites, including Boddington and CC&V, will be included in a study to improve AMD/NMD management and the accuracy of risk evaluations, and the findings will be used to support permitting and better AMD/NMD guidelines for the industry.
  - A study on the effectiveness of climate-adapted seed sourcing strategies in a changing climate — The project aims to provide evidence on the resilience of post-mine revegetation to climate change. A key objective of the proposed research is to establish experimental infrastructure and obtain near-term results for alternative seed-sourcing strategies to achieve greater climate resilience and reduce the risk of post-mining revegetation failure.
  - Research on the social impacts of closure — Due to the finite nature of resources, regions where mines are located experience major transformations as mines open and close. The environmental, social, economic and cultural effects of these transitions can be significant. Newmont will be participating in the research program to understand this complex problem better and develop a systematic approach to complete regional cumulative effects assessments (RCEAs) to support socio-economic transitions in mining economies.
- **International Council on Mining and Metals (ICMM) —** Newmont is an active participant in ICMM's Closure Working Group (CWG). In 2022, the CWG produced three webinars to raise awareness of the financial aspects of closure and improve closure cost estimation. The CWG also collaborated with the ICMM Tailings Working Group to better define "safe closure" requirements.

For more details on Newmont's closure and reclamation costs, please see our **2022 Form 10-K**.

Materials

Monitoring materials and waste that can possibly harm people and the environment is essential to every business. Throughout the life of a mine, many activities require materials and generate waste — items such as chemicals, mercury and waste rock — that may pose a risk if not managed properly. Newmont has robust management systems and controls in place to mitigate and prevent potential negative impacts on people and the environment while reducing our long-term liabilities throughout the mine lifecycle.

Governance

Newmont's **Sustainability and Stakeholder Engagement Policy** states that we will avoid, minimize and mitigate our impacts on the environment and proactively manage risks throughout the mine lifecycle. We aim to manage mining wastes by using best practices and the principles of minimization, innovation, material characterization, recycling and reuse.

Several **global standards** — including those specific to the management of tailings, hazardous materials, waste, and waste rock and ore stockpiles — establish the minimum requirements for managing sustainability-related risks and protecting human health and the environment. These standards are supported by internal guidelines and procedures that outline methods for implementation.

General Managers at each operation are responsible for ensuring sites fully comply with regulatory and permitting requirements and our global environmental standards and procedures. Each region has a Vice President of Sustainability and External Relations, who is a member of the Regional Senior Vice President's leadership team, and a Regional Environmental Performance Director, who is responsible for supporting the regional and site teams while communicating trends and opportunities with the Corporate Environmental team.

The Group Executive of Environment is responsible for the overall governance and strategy related to Newmont's environmental performance. The Corporate Environmental team also includes subject matter experts who work cross-functionally with the regions and sites to support environmental materials management.

Every quarter, management provides detailed reports on our environmental performance, including significant environmental events and investigations and updates on target progress, to the Board of Directors' Safety and Sustainability Committee. The committee chair apprises the full Board of any significant matters or developments.

Photo: Porcupine, Canada

Materials Risk Management

In line with our global Risk Management System, all sites must have management plans that include assessing risks related to ore stockpiles and waste rock, the use of hazardous and non-hazardous materials and wastes, and the transportation of such wastes. The plans include requirements related to compliance with regulatory and other obligations, inspections and monitoring and the clear allocation of responsibilities. Sites are regularly audited to ensure conformance to our standards and to promote continuous improvement.

We track environmental events and rate the actual and potential consequences on a severity scale of one to five. Level 1 and 2 actual events have insignificant or minor impacts, and levels 3 to 5 actual events are those that can or did result in more significant impacts. We publicly disclose all level 3 and above actual events in the **Performance Data** section. When reviewing events, we focus on potential consequences and require investigation of all events having a potential consequence of level 3 or higher. All events are continuously tracked and reviewed quarterly.

Through processes defined in the Risk Management System, we have identified several global risks related to materials management and mapped the applicable local (site-level) risks to these. Details on our overall approach to managing risks, including the development of risk-specific critical controls, are discussed in the **Risk Management System** section.

Verification of the presence and effectiveness of these critical controls, adherence to internal standards and compliance with legal requirements and other commitments are also discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

Strategy and Management Approach

Our mining operations generate waste rock as well as hazardous and non-hazardous waste materials. Potentially hazardous substances, such as cyanide, are used in the mining process, while others, such as mercury, are naturally present in ores at several of our operations and are byproducts of the mining process.

HAZARDOUS MATERIALS

Under our **Hazardous Materials Management Standard** and **Waste Management Standard**, sites must develop management plans, or equivalent documentation, to minimize the consumption of hazardous materials and manage all expected waste streams. Hazardous materials management plans at each site are developed to minimize the risks associated with transportation, unloading, transfer, storage handling, and use and disposal of hazardous materials on site.

All transport contracts require transporters to meet regulatory and other requirements for the safe transportation and handling of hazardous materials.

The use of cyanide in gold processing and the management of mercury byproducts are two key areas of focus for Newmont.

Cyanide

Using a sodium cyanide solution to separate gold from ore is currently the safest, most effective and most economical metallurgical technique to recover gold. However, cyanide can pose serious risks to human health and the environment.

Our **Hazardous Materials Management Standard** requires sites to responsibly manage cyanide in accordance with the **International Cyanide Management Code** (ICMC or the "Cyanide Code"), a voluntary industry program that promotes best practices to safeguard workers, communities and the environment. Other standards — including our asset integrity standards — and our critical control verification process within the RMS support our efforts to responsibly manage cyanide.

All our gold processing facilities that use cyanide must have a cyanide management plan, be certified to the Cyanide Code, and comply with the requirement to conduct independent third-party audits and recertification every three years. We require new operations that use cyanide to carry out an initial certification audit within 12 months of commercial production. This is more stringent than the Cyanide Code's requirement for new sites to achieve certification within three years. Between formal audits, sites engage internal and third-party auditing teams to review conformance. Audit documents and details for each of our mines that use cyanide for processing can be found on the **ICMC website**.

Newmont requires all suppliers and transporters of cyanide products to comply with the Cyanide Code. In 2022, we enhanced our contract language to require new cyanide suppliers and transporters to complete an emergency response plan requirements checklist and have it verified with Newmont.

All signatories to the Cyanide Code are required to notify the International Cyanide Management Institute (ICMI) — the organization that administers the Cyanide Code — of any significant cyanide incidents within 24 hours. In 2022, Newmont formalized this process, developing a Significant Cyanide Incident Reporting Guide that details the types of incidents to report and aligns it with our events reporting procedures and definitions. Examples of incidents that are considered significant include human exposure to cyanide that requires medical attention, an unpermitted release that enters natural surface waters, a transport incident that requires an emergency response and/or multiple wildlife fatalities that are likely due to cyanide.

Our Path to Zero Cyanide Spills program goes beyond the Cyanide Code to eliminate cyanide-related events and supports our journey to enhance the visibility and performance of cyanide management at Newmont. We highlight this program on **page 130** of this report.

Mercury

Our approach to responsibly manage mercury byproducts and control emissions to the environment aligns with the International Council on Mining and Metals' **Mercury Risk Management Position Statement**. We do not use mercury to mine or extract gold; however, naturally occurring mineralized forms of mercury exist in ores at our Peñasquito, Yanacocha, Merian and CC&V operations. During ore processing, mercury byproducts can be generated, and these byproducts (liquid or gaseous) are recovered using techniques and practices in line with the **Minamata Convention on Mercury**, which aims to prevent the release of mercury into the environment. We capture point-source mercury from air emissions using Maximum Achievable Control Technology. Our sites responsibly manage small volumes of captured mercury byproducts within secured on-site storage areas prior to disposal.

We are committed to permanently removing mercury waste from circulation using long-term safe storage solutions. In the U.S., the Mercury Export Ban Act prohibits the export of elemental mercury, and the U.S. Department of Energy oversees the long-term storage of elemental mercury. Until the Department of Energy confirms a permanent facility and begins accepting mercury, we safely store mercury on site. For the management of mercury outside of the U.S., we have a disposal agreement with BATREC (a Swiss-based subsidiary of the German company SARPI-VEOLIA). BATREC converts metallic liquid mercury into a stable mercury sulfide compound, which is then permanently and safely disposed of in an engineered underground salt mine in Germany.

For sites that generate small amounts of mercury through waste carbon fines (a byproduct of the milling process) or the disposal of compact fluorescent lights and thermometers, we manage these practices through jurisdictional-specific hazardous waste management programs.

Newmont is an active member of the International Council for Mining and Minerals Mercury Working Group, a group that facilitates engagement with the UN Environment Program's Minamata Convention Secretariat and other stakeholders on concerns related to mercury stewardship.

REDUCE, REUSE, RECYCLE

Our management of waste aims to minimize the amount of waste we generate by identifying opportunities to reduce the amount of materials we use, reduce waste and reuse materials to the greatest extent possible.

Under our global **Waste Management Standard**, all sites must have a waste management plan to responsibly handle all expected hazardous and non-hazardous waste types. Sites must also incorporate circular economy concepts by developing and maintaining a "3R" (reduce, reuse, recycle) waste management program where possible (e.g., used tires, metal, cardboard, wood and plastics). Through Full Potential — our global continuous improvement program — we have identified opportunities such as using waste rock as backfill in underground mines, increasing the tire life on haul trucks, optimizing the use of reagents and other consumables, and identifying materials (e.g., high-density polyethylene pipes and valves) that could be recycled rather than disposed of in a landfill. We are working to improve our waste generation data so that we can evaluate future site-specific targets to reduce both general and hazardous waste.

WASTE ROCK

Under our **Waste Rock and Ore Stockpile Management Standard**, each operation is required to manage waste rock and ore stockpiles in a manner that minimizes and mitigates the release of pollutants, reduces closure and reclamation liabilities and promotes a beneficial post-mining land use. Sites must also minimize risks to surface and groundwater quality from acid rock drainage, which is generated when water comes into contact with certain minerals in the rock that are oxidized by exposure to air, precipitation and naturally occurring bacteria. In instances where prevention is not possible, we collect and treat acid rock drainage in a manner that protects human health and the environment.

Newmont is an active member of the **International Network for Acid Prevention** (INAP), an industry-led group that focuses on best practices to prevent acid rock drainage (ARD) or acid and metalliferous drainage (AMD). Responsible management of these materials during operations and post closure is critical. In 2022, we developed an internal training course to build capacity within Newmont to better understand the factors that affect mine waste reactivity and the geochemical characterization tools available to those in the mining industry. The instructors included the lead author of INAP's **Global Acid Rock Drainage Guide**. To date, over 170 people representing various Newmont functions at the site, regional and corporate levels participated in the course.

Newmont also was a sponsor of the 2022 International Conference on Acid Rock Drainage (ICARD), an international forum for sharing leading practices and technical solutions to predict and prevent ARD/AMD. ICARD brings together the mining industry, consultants, researchers, technology developers and suppliers, regulators, communities and non-governmental organizations to communicate their perspectives on this important topic.

Newmont is partnering with the **Cooperative Research Centre for Transformations in Mining Economies** Operational Solutions Program on a project to demonstrate and test operational interventions to reduce the long-term post-closure risks to water, ecosystems and people, and deliver fit-for-purpose post-mining land use. This project will continue through 2025.

Performance, Metrics and Targets

We track and report on several internal and external metrics to ensure we effectively manage hazardous materials and waste streams. Many of these are disclosed in the **Performance Data** section.

ENVIRONMENTAL EVENTS

In 2022, we experienced 21 environmental events that were designated as having an actual level 3 or higher consequence specific to the environmental impacts. Among these, 13 were cyanide-related spills.

None of the cyanide spill events resulted in the solution leaving the property and there was no threat to communities or wildlife. Where required, the events were reported to regulatory authorities and the spills were cleaned up and remediated.

We discuss the details of these events in our **Performance Data** section.

CYANIDE MANAGEMENT

In 2022, Newmont maintained conformance to the ICMC. The Ahafo, Akyem, Boddington, Cerro Negro and Peñasquito operations were recertified to the Cyanide Code in 2022.

In November 2022, we participated in discussions with the ICMI on the development of new auditor rules. The new ICMI rules require companies to disclose auditors for its review and approval before an audit commences. The new rules were implemented in November 2022, and in early 2023, our Tanami operation in Australia was our first operation to undergo an audit under the new requirements.

In 2022, a cross-functional team from our Health and Safety, Technical Services, and Sustainability and External Relations teams reviewed and revised our Hazardous Materials Management Standard. The updates include clarifying requirements and reinforcing controls to effectively manage our hazardous materials risk. In 2023, critical controls will be verified as part of our Fatality Risk Management process, which we discuss in more detail in the **Health, Safety and Security** section.

Path to Zero Cyanide Spills program

The goal of our Path to Zero Cyanide Spills program is to eliminate spills of cyanide-bearing solutions or materials with weak acid dissociable cyanide (WAD CN) levels above 50 milligrams per liter (mg/L) outside of secondary containment. In 2022, we experienced 36 cyanide-related spills, eight of which were above 50 mg/L, representing a 27 percent decrease from 2021 in the number of spills containing greater than 50 mg/L WAD CN. Root cause analysis showed that equipment failures and maintenance continued to be a contributing factor, accounting for nearly 65 percent of the cyanide spill events in 2022. Human error resulted in 22 percent of total spills.

Our operating sites advanced implementation of control improvements to address identified vulnerabilities. Overflows from leaching circuit tanks due to flows above design capacity were a common vulnerability identified by site teams. To address this, control logic (a software capability) on tank level sensors and pumps has been implemented to reduce flows and eliminate potential overflows. Additionally, automated email alerts and real-time data dashboards have been configured at Ahafo, Akyem, Boddington and Merian to notify personnel when a high level is recorded in the leach circuit.

Additional examples of controls implemented in 2022 include:

- **Ahafo South —** Installed flange covers on all flanges of the Carbon in Leach and Counter-Current Decantation feed pipeline.
- **Éléonore —** Installed a collection launder underneath the cyanide solution and pulp solution pipelines to collect any potential leaks and direct them into secondary containment.
- **Peñasquito —** Updated valve and pump interlocks on the cyanide distribution pipeline.
- **Tanami —** Converted thickener overflow from a launder to a pipeline to improve containment of slurry.

MERCURY MANAGEMENT

No exports of elemental mercury from sites occurred in 2022. Although we had planned to dispose of mercury from Peñasquito in 2022, this was deferred due to logistics constraints. We will continue to work with BATREC on a disposal plan in 2023 for disposal to take place in 2024.

NEWMONT'S JOURNEY TO ZERO CYANIDE EVENTS

In 2021, Newmont established the Path to Zero Cyanide Spills program to eliminate spills containing high concentrations of cyanide outside of engineered containment. The program focuses on understanding potential vulnerabilities related to cyanide use and implementing effective engineering controls in processing areas.

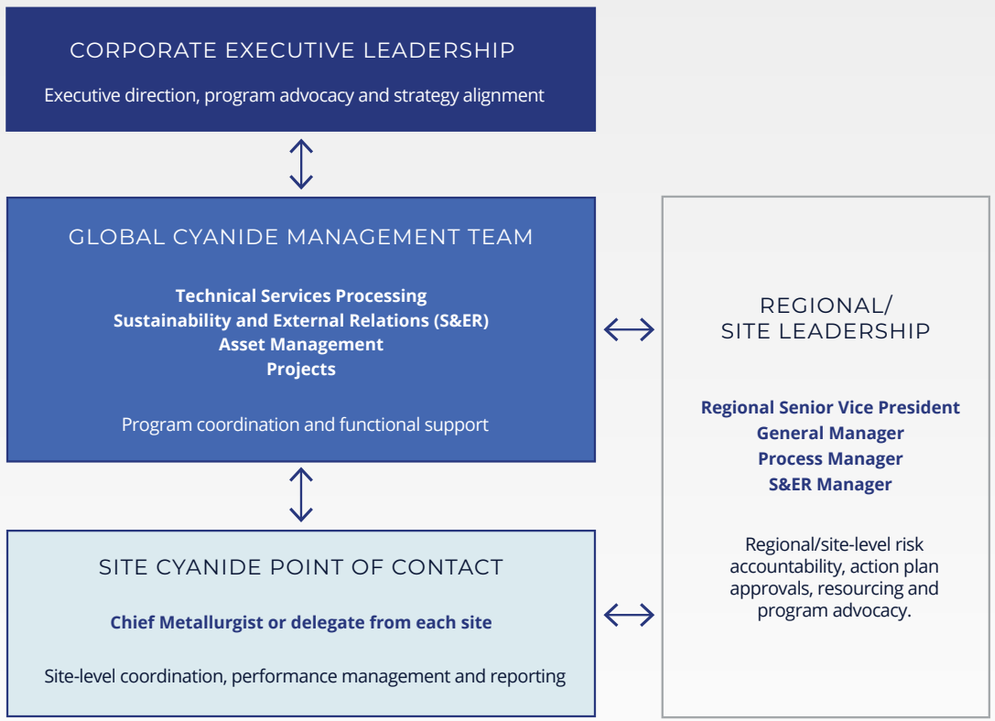
As part of this program, we strengthened our environmental reporting and investigation processes and launched an educational campaign. We also established a global cross-functional cyanide management team and appointed site-based cyanide points-of-contact who complete cyanide vulnerability assessments and action plans to eliminate spills at each site. Vulnerability assessments completed in 2021 resulted in a total of 247 control improvements identified for implementation across our operating sites. There were 111 improvements targeted for implementation in 2022. Of those, 52 were completed, 31 remain in progress and 28 have not been started as shown in the accompanying charts.

To increase visibility in the program, we provide regular updates to leadership and the Board's Safety and Sustainability Committee on the number and type of events as well as on the progress and completion of the vulnerability assessment action plans.

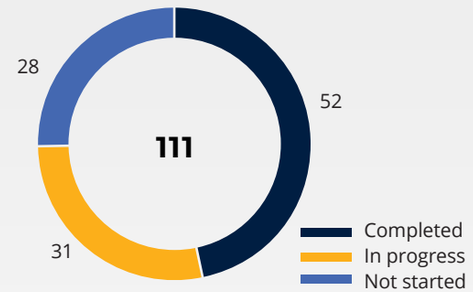
We also developed an internal online dashboard, commenced quarterly lessons-learned calls covering cyanide spill events, and launched an internal event notification site to share lessons learned from cyanide spills and other significant environmental events.

All cyanide spills are reported to the Chief Operating Officer and Chief Strategy and Sustainability Officer, and all level 3 and above events and high-concentration cyanide spills are investigated.

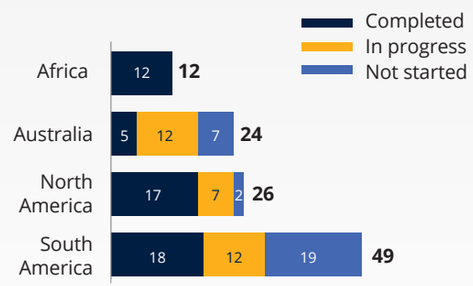
PATH TO ZERO CYANIDE SPILLS ORGANIZATIONAL STRUCTURE



ADDITIONAL CONTROLS BY STATUS



ADDITIONAL CONTROLS BY LOCATION AND STATUS



Economic

Value Sharing 132

Paid $1.5B in taxes, royalties and other payments to governments

Spent $5.2B with suppliers in host countries

Contributed $67.7M in community investments, including enhancements to a road near Akyem and the energy grid near Cerro Negro

Photo: Akyem, Ghana

Value Sharing

More than ever, society expects business to play an integral role in addressing societal challenges, improving outcomes and empowering communities to be active partners in decisions that affect them. To meet these expectations, Newmont aims to generate shared value, serve as a catalyst for sustainable development, and build trust and credibility through meaningful engagement and transparent reporting.

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to contributing to the growth and prosperity of host governments and the communities where we operate.

A suite of global standards details Newmont's minimum requirements to effectively identify, manage and monitor our activities related to sharing the value created through our mining activities. Associated guidelines and procedures support teams with on-the-ground implementation and compliance.

The management of our value-sharing approach is cross-functional, involving collaboration among the Finance, Human Resources, Supply Chain, Business Integrity and Compliance, and Sustainability and External Relations teams at the corporate, regional and site levels.

Members of our Executive Leadership Team are responsible for the day-to-day management of their respective areas. Each quarter, management reviews matters related to value sharing with the Board of Directors' committees (particularly the Safety and Sustainability, Audit, and Leadership Development and Compensation Committees), and the committee chairs apprise the full Board of any significant matters or developments.

Photo: Akyem, Ghana

Value Sharing Risk Management

Host community and government expectations for benefit sharing through revenues and investments from mining operations continue to rise, which increases the risk to the business should we fail to meet expectations, or we lose stakeholder trust. There are also significant corruption risks associated with how mining revenues are allocated.

We manage these risks through our global Risk Management System, which includes a hierarchy of policies, standards, guidelines, critical controls and procedures. For example, our Social Baseline and Impact Assessment Standard requires each operating site to undertake or update a social impact assessment at least every five years. These assessments provide critical information about social baseline conditions, the impacts of our activities and opportunities for sustainable development. The findings from the studies — which are communicated to local communities — inform the development of social management plans that aim to mitigate and minimize impacts while enhancing the benefits associated with mining activities.

Through processes defined in the RMS, we have identified global risks related to value sharing and mapped the applicable local (site-level) risks to these. Details on our overall approach to managing risks, including the development of risk-specific critical controls, are discussed in the **Risk Management System** section.

Verification of the presence and effectiveness of these critical controls, adherence to internal standards and compliance with legal requirements and other commitments are also discussed in the **Risk Management System** and **Sustainability Compliance and Assurance** sections.

GEOPOLITICAL RISK PROGRAM

Mining operations require significant investments, and where we choose to operate matters. Instability and uncertain geopolitical climates (e.g., military conflicts and elections) can lead to government actions that erode the value of our investments. Among our 12 operating mines and two joint ventures, over 90 percent of our attributable gold production is from top-tier jurisdictions (as defined by Moody's, S&P and Fitch rating agencies). However, geopolitical events and environments have a significant impact on our business and our risk profile.

Our Geopolitical Risk Program, which we launched in 2022 to enhance our Country Risk Program, is designed to ensure we fully understand the socio-political risks when making significant investments and other business decisions.

The program is designed to adapt to the increasingly dynamic geopolitical environment and meet business objectives through the following deliverables:

- Quarterly geopolitical risk briefs to assess key issues in strategic countries;
- A new geopolitical risk model to quantify and qualify geopolitical risk that is updated quarterly;
- Reports that focus on identifying and managing risks to help inform investment decisions and risk management strategies;
- A revamped country priority tool that identifies countries based on Newmont's level of interest and catalogs high-risk jurisdictions;
- New systems to identify macro-trends and emerging issues that may negatively or positively affect the Company in the future;
- Alignment with our RMS; and
- A commitment to continuous improvement.

The Geopolitical Risk site on the Company's intranet supports decision making by providing access to several tools, including risk briefs, models, the country priority tool and an enterprise-wide subscription to the S&P global risk intelligence platform.

In 2023, we will continue work on identifying the critical controls to manage the associated geopolitical risks and designing appropriate verification programs to ensure the controls are in place and effective.

Photo: Porcupine, Canada

Strategy and Management Approach

We seek to positively impact socio-economic development where we operate and are committed to strong governance — including multi-stakeholder engagement and transparently disclosing payments to governments — to reduce risks and build accountability and trust.

TRANSPARENCY

Taxes and revenue

The taxes and royalties we pay to national and local governments are important sources of income, particularly in countries where the mining and natural resources industries are significant contributors to the national economy.

As part of our commitment to tax transparency, in 2022 we published our inaugural **Taxes and Royalties Contribution Report**. In addition to discussing our tax governance framework, strategy, approach to tax planning and stakeholder engagement, the report details Newmont's significant economic contributions to host communities and governments. The disclosures in the report align with the requirements of the GRI 207: Tax 2019 global standard for tax transparency and the Australian government's Tax Transparency Code, a voluntary framework for businesses to detail their tax affairs.

In 2022, we engaged with NGOs to discuss our tax transparency journey, and we plan to continue these discussions in 2023.

We participate in the ICMM Tax Network Group, which promotes predictable, stable and transparent tax frameworks and practices. We continue to collaborate with the ICMM on project-related disclosures. In our 2022 Taxes and Royalties Contribution Report (which we published in April 2023), we reported our government payments on a project-by-project basis.

Beneficial ownership and contract transparency

A 2021 assessment of our adherence to the **Extractive Industries Transparency Initiative** (EITI) company expectations showed that Newmont was largely aligned with the expectations. However, it identified opportunities to better align with best practices on information related to contract disclosures, beneficial ownership data and project-level tax disclosures. To demonstrate our leadership and commitment to transparency and meeting ICMM and EITI requirements, we published a **Beneficial Ownership Transparency statement**. We aim to continue expanding our transparency by leveraging the use of publicly reported information and engaging with internal and external stakeholders around growing transparency expectations.

We intend to disclose investment agreements and mineral development contracts signed with host governments relating to large, well-progressed operations and projects, which justify having specific contracting arrangements, provided such disclosure is not prohibited by law or regulation or subject to confidentiality restrictions. A list of contracts with host governments as of December 31, 2022, is posted on our **website**. We will continue to add to this disclosure as we enter into new contracts.

ECONOMIC IMPACTS

Our membership and active involvement in the following voluntary initiatives also support efforts to promote good governance, transparency and accountability:

- The EITI is a collaborative effort of governments, companies, investors and NGOs that reconciles company payments with government receipts from oil, gas and mining activities. As a founding member, we support the initiative's implementation in countries where we operate and are members of Suriname's EITI Multi-Stakeholder Group. We are also part of the multi-stakeholder groups in Ghana (via the Chamber of Mines), Peru (via La Sociedad Nacional de Minería, Petróleo y Energía) and Mexico (via Mexican Mining Chamber). In Australia, the government is evaluating its ability to apply the EITI, and we are involved in this review through our support of the Minerals Council of Australia.
- The Canadian government's **Extractive Sector Transparency Measures Act** (ESTMA) requires extractive companies to disclose certain payments made to governments. Our annual ESTMA reports are available on our **website**.
- Newmont is a founding member of the World Economic Forum's **Partnering Against Corruption Initiative**, which includes a pledge to zero tolerance for bribery in any form and a commitment to implement a company-wide anti-corruption program.
- Since its inception, we have been a supporter of **Publish What You Pay**, an international coalition of NGOs that advocates for more transparency and accountability in the extractive industries.

Engagement and transparency are essential to building trust and credibility with stakeholders. Newmont's leadership – through participation, engagement and reporting – in revenue transparency is a competitive differentiator, and we are committed to collaborating with others to employ best practices.

In June 2022, Newmont's Senior Vice President of External Relations was elected to the EITI Board of Directors. Newmont is one of only three mining companies represented on the Board. We also are an active member of the International Council on Mining and Metals, chairing the Mineral Resource Governance Working Group and supporting its position statement on **Transparency of Mineral Revenues**, which requires member companies to disclose mineral development contracts in addition to information on tax payments.

LOCAL AND INDIGENOUS EMPLOYMENT AND BUSINESS OPPORTUNITIES

Through our engagement with stakeholders, we understand that local and Indigenous employment and business opportunities are one of the most meaningful ways to create shared value both during operations and after mining activities cease. Governments also recognize the importance of creating local opportunities and are increasingly implementing local content policies that include requirements for employing local citizens and procuring goods and services with national and local suppliers.

Through close collaboration between our Supply Chain, Human Resources and Sustainability and External Relations teams, we work to increase business and career opportunities in the communities where we operate.

Our **Local Procurement and Employment Standard** sets the minimum requirements to mitigate risks and maximize opportunities through direct and indirect jobs and business opportunities.

Baseline studies, regularly updated social impact assessments and input from relevant stakeholders inform the development and execution of plans that promote local employability and skills development, inclusion in and diversity of the workforce, and local entrepreneur and business development opportunities. Plans are reviewed annually to ensure they align with stakeholder expectations as well as our inclusion and diversity approach and public targets.

Included in Newmont's **People Strategy**, which was updated in 2022, is an overarching commitment to inclusion and diversity, and the work to build a **Safe, Healthy and Equitable Workplace** (also launched in 2022) is critical to developing and maintaining a work environment that attracts and retains local and Indigenous employees and supports career advancements. Details about our **People Policy**, employment and workplace standards and global People Strategy are discussed in the **People and Culture** section.

Under our **Supplier Risk Management process**, all suppliers are evaluated for potential environmental, social and governance risks and must meet our safety, quality, delivery, service, and competitive pricing requirements. In regions where gaps in local capacity exist, we work with governments, NGOs and current suppliers to develop the skills or capacity needed to become a supplier to the Company.

We actively support the International Council on Mining and Metals' **Skills for Our Common Future Initiative**, which aims to strengthen local economic resilience and the ability to adapt to disruptive events and rapid changes through skills-building efforts and innovative partnerships in the communities where mining occurs.

COMMUNITY INVESTMENTS

Our **Community Investment and Development Standard** guides our approach to working with host communities to address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and post-closure.

Through baseline studies, assessments and government development plans, and meaningful community engagement, each site develops a community investment approach that aligns with community priorities and identifies partnership opportunities and available resources. Sites must review and update their respective strategies a minimum of every five years.

We make direct investments in community infrastructure and social programs in partnership with the host communities and governments to progress socio-economic development. Investments are made through formal agreements with local and Indigenous communities, development foundations, trust funds and endowments, or direct funding in support of community priorities during the mine life and after operations cease. The formal agreements and foundations are created through collaborative processes with local stakeholders and include boards and councils with community representatives to ensure community participation and ownership.

We also pursue partnerships with NGOs, development agencies and nonprofit organizations — such as the InterAmerican Development Bank in Argentina, the Deutsche Gesellschaft für Internationale Zusammenarbeit in Ghana, and Crown Agents in Suriname — and government agencies to ensure our investments effectively address local challenges and opportunities.

COVID-19 Global Community Support Fund

The COVID-19 pandemic created unprecedented challenges for many of our employees as well as those living in the communities where we operate. In April 2020, we launched the COVID-19 Global Community Support Fund (the "Fund") and committed $20 million to help local communities confront and recover from the impacts of the global pandemic.

Through engagement with governments, medical institutions, community organizations and NGOs, we determined that the most effective support would focus contributions across the following three areas:

1. **Workforce and community health —** includes procuring medical supplies and/or personal protective equipment and supporting medical institutions in COVID-19 response and vaccination needs;
2. **Food security —** donating food or resources to organizations working with those facing food insecurity such as schools providing meals to children and senior centers; and
3. **Local economic resilience —** creating conditions for recovery and growth through micro-credit programs; salary support for local-local contractors; and support for small businesses to reopen with COVID-19 safety protocols in place.

We established a rigorous governance, tracking and transparency system for the Fund, which includes a cross-functional Steering Committee providing oversight. Every donation and recipient organization by region is posted on our **website**.

Performance, Metrics and Targets

We track several internal and external metrics and use public targets to measure and monitor our performance in managing our value-sharing risks and opportunities.

ECONOMIC IMPACTS

Newmont's direct economic contributions in 2022 totaled $11.07 billion, which includes $4.19 billion in operating costs, $1.50 billion in employee wages and benefits, $1.75 billion in capital spending, $2.03 billion in payments to providers of capital, $1.53 billion in taxes, royalties and other payments to governments, and $67.65 million in community investments (see the **Performance Data** section for more information).

Photo: Boddington, Australia

2022 Economic value distributed: Country level (millions)[1]

Country	Operating costs[2]	Employee wages and benefits	Capital spend[3]	Payments to providers of capital[4]	Payments to government[5]	Community investments[6]	Total
Argentina	$138.78	$98.39	$126.88	$0.87	$101.49	$19.28	$485.69
Australia	$897.49	$271.57	$392.90	$34.53	$439.95	$0.77	$2,037.21
Canada	$589.23	$243.14	$260.49	$6.25	$29.25	$1.97	$1,130.33
Ghana	$624.33	$150.62	$280.71	$9.46	$306.64	$27.46	$1,399.22
Mexico	$1,012.05	$240.65	$169.84	$28.96	$398.17	$3.40	$1,853.07
Peru	$405.54	$73.86	$405.10	$18.70	$66.07	$12.62	$981.89
Suriname	$269.09	$66.81	$54.58	$0.51	$166.21	$1.21	$558.41
U.S.	$248.53	$355.71	$64.32	$1,932.91	$23.91	$0.94	$2,626.32
TOTAL	**$4,185.04**	**$1,500.75**	**$1,754.82**	**$2,032.19**	**$1,531.69**	**$67.65**	**$11,072.14**

[1] The value sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator to ensure comparable reporting boundaries across value sharing data is disclosed.

[2] Operating costs comprise costs applicable to sales of $5,315 (excluding Nevada of $1,153), exploration of $201 (excluding Nevada of $30), advanced projects, research and development of $227 (excluding Nevada of $2) and general and administrative expenses of $266 (excluding Nevada of $10) on an accrued basis and cash paid for reclamation in 2022 of $169 (excluding Nevada of $19 and legacy sites of $88). Operating costs omit employee wages and benefits of $1,501, included in the employee wages and benefits column; $472 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; $115 of indirect costs; $60 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2022 Form 10-K; $37 in other expenses and $68 of community investments included in the community investments column.

[3] Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of $65, capitalized interest of $62 and Nevada spend of $308.

[4] Payments to providers of capital includes interest expense, net of capitalized interest of $224 (excluding Nevada of $3), capitalized interest of $62 (excluding Nevada of $7) and dividends paid to common stockholders of $1,746.

[5] Payments to Governments include current year cash payments for income and mining taxes, governmental royalties, accrued employer, property, sales, production and withholding taxes. The above also includes export duties paid in Argentina. Amounts may not calculate due to rounding.

[6] Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding. Community investment data excludes the COVID-19 Global Community Fund contributions.

PUBLIC TARGETS

For 10 years, we have set annual local/Indigenous employment and procurement targets for 11 of our 12 operating sites (the exception being CC&V since the vast majority of the workforce is from the local communities) to ensure we identify and provide opportunities that deliver mutual benefits to local stakeholders and Newmont.

Local/Indigenous employment

Our local/Indigenous employment targets are often based on formal agreements between Newmont and local or Indigenous communities. The following table summarizes the targets and our performance in meeting them.

2022 Local/Indigenous employment performance

Region	Site	
Africa	Ahafo Akyem	Local community members represented 42.8 percent and 49.1 percent of employees at Ahafo and Akyem, respectively, exceeding our annual target of 40 percent and 35 percent, respectively. Although Akyem's local employment is down slightly from 2022, the site is committed to its goal for the workforce to comprise at least 50 percent of local community members within 10 years of commencing operations.
Australia	Boddington Tanami	Aboriginal and Torres Strait Islander employment at Boddington and Tanami was 6.3 percent and 12 percent, respectively, compared to the sites' targets of 7.2 percent and 11.8 percent, respectively. Boddington's performance was impacted by retention challenges and an overall increase in the annual rate of natural attrition for Aboriginal employees influenced by a competitive jobs market in Western Australia. We are reviewing the site's First Nation entry-level employment program for retention improvement opportunities, including strengthening formal mentoring activities, and developing strategic partnerships with tertiary institutions and education engagement program providers that include employment pathways. Newmont's Regional Reconciliation Action Plan (RAP) includes the development and implementation of a First Nations Peoples Recruitment, Retention and Professional Development Strategy in 2023.
North America	Éléonore	The site aimed to improve a suite of performance metrics (including gender representation, career progression, retention and local-local origin among Cree employees) by 5 percent and exceeded the target by improving the metrics by 12.5 percent.
	Musselwhite	Indigenous employment (employees and contractors) from neighboring signatory and affiliate communities was 10.1 percent, missing the target of 14.3 percent. Although the number of employees from signatory, affiliate and Mishkeegogamang First Nations increased by 15 percent in 2022, the number of contractors from these communities decreased by 7 percent, resulting in below target performance for the year.
South America	Cerro Negro	At the end of the year, 65.7 percent of the workforce was from the Santa Cruz Province. This was slightly below the target of 70 percent and was steady compared to the end of 2022.
	Merian	At the end of the year, 18.5 percent of the total workforce was of Pamaka ancestry, exceeding our target of 16 percent.
	Yanacocha	Residents of Cajamarca represented 62.5 percent of the workforce at the end of 2022, exceeding our target of 60 percent.
	Peñasquito	77.5 percent of the unionized workforce is from the State of Zacatecas, achieving the site's target (76 percent).
	Porcupine	The site exceeded its target to achieve 15 percent year-over-year improvement in Indigenous employment and improve capacity and skills development through training by 30 percent.

In 2022, Newmont spent $1.43 billion with local/Indigenous suppliers, exceeding our target of $1.23 billion. However, three sites — Boddington, Peñasquito and Tanami — were slightly under their site-level targeted spend due to sustaining projects and operational requirements, new legal and training requirements for local companies within Mexico, and lower budget allocation for projects due to the COVID-19 pandemic.

Around 90 percent of our total spend across all sites in 2022 was with in-country suppliers, which continued to be beneficial in addressing global supply chain challenges.

Further information regarding local procurement spend in the Value Sharing information in the Performance Data section.

2023 targets

In 2022, we refreshed our People Strategy, which includes an inclusion, diversity and equity pillar, and within that pillar resides a Local and Indigenous Employment Strategy. To support the strategic objectives, every region has a dedicated resource focused on achieving our local and Indigenous employment targets.

As part of a refresh of the Strategy, we are working to improve the collection of data from all our sites, track key metrics, help us develop a greater understanding of trends, and improve our ability to achieve meaningful inclusion and diversity. The goal is to evolve our targets to be more outcome-based, improving retention, increasing representation, and growing the careers of local and Indigenous talent.

For 2023, our public local and Indigenous employment and procurement targets are summarized in the following tables.

2023 Local/Indigenous employment targets by site[1, 2]

Region	Site	
Africa	Ahafo	At least 40 percent local employment by the end of 2023, increasing the percentage to 53 percent by the next review of the agreement in 2026
	Akyem	At least 35 percent local employment, with an aim to maintain a workforce that comprises at least 50 percent local community members in support of its longer-term goal
Australia	Boddington	5.6 percent Indigenous employment
	Tanami	11.2 percent Indigenous employment
North America	Éléonore	5 percent improvement in a suite of metrics (including employment, gender, career progression and retention) among Cree employees
	Musselwhite	Achieve a 2 percent improvement in Indigenous employment among employees and contractors from signatory and affiliate First Nations
	Peñasquito	78 percent of the unionized workforce to be from the State of Zacatecas
	Porcupine	Achieve 15 percent year-over-year improvement in Indigenous employment/job skill capacity
South America	Cerro Negro	At least 70 percent of the workforce from the Santa Cruz Province
	Merian	At least 19 percent of the workforce from the Pamaka community
	Yanacocha	At least 60 percent of the workforce from Cajamarca

[1] For purposes of this report and our global governance documents, we follow UN guidance and use "Indigenous" and "Indigenous peoples" as a broad umbrella term for the diverse groups — including Aboriginal and Torres Strait Islanders in Australia, First Nations and Métis in Canada, the Pamaka and Kawina in Suriname and Native Americans in the U.S. — with whom we engage and collaborate.

[2] See 2022 Local/Indigenous employment performance table for definitions of local and Indigenous.

For 2023, our local/Indigenous procurement target for all sites combined is $1.21 billion and is based on the work undertaken in each region to understand and identify opportunities within the context of the 2022 regional business plans. It also reflects a change in how "local" suppliers are defined at Merian. In prior years, we had two categories of local suppliers ("local" and "local-local"), which included national companies. The "local-local" category will no longer be used, and "local" suppliers will now include businesses owned by members of the Pamaka or Kawina Tribes or by members of one of the communities between Moengo and Merian (known as the transport corridor). Our overall local procurement target for 2023 is aligned to the new definitions for Merian, which reduced our target by $150 million.

2023 Local/Indigenous procurement targets by site (in millions)

Region	Site	
Africa	Ahafo	$17,000,000
	Akyem	$8,000,000
Australia	Boddington	$364,000,000
	Tanami	$68,000,000
	Other	$17,500,000
North America	CC&V	$86,000,000
	Éléonore	$57,000,000
	Musselwhite	$74,000,000
	Peñasquito	$61,000,000
	Porcupine	$170,000,000
South America	Cerro Negro	$129,000,000
	Merian	$1,500,000
	Yanacocha	$156,000,000
TOTAL		**$1,209,000,000**

COMMUNITY INVESTMENTS

Newmont invested $67.65 million in community projects and programs during the year, with direct investments and donations totaling $64.28 million and $3.37 million, respectively. The increase in community investments compared to 2021 is largely due to two projects — a $17 million investment in a project to connect communities in Argentina to the national grid (discussed in the table below) and a $15 million road improvement project in Ghana (detailed in the **Social Acceptance** section).

Activities in 2022 at our operating sites to support local/Indigenous employment and business opportunities and invest in community development are summarized in the following table.

2022 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment and procurement	Community investments
Global	We launched an initiative to cascade our commitment to being a values-based organization to our suppliers and contractors through contract commitments. We highlight this effort on **page 56**. We revised our approach to local and Indigenous employment as part of the refreshed global People Strategy.	In 2022, we committed to donating $5 million to support humanitarian efforts in Ukraine, directly supporting Project C.U.R.E., the American Red Cross and International Medical Corps and their missions to provide relief and medical supplies. We also double-matched any employee contributions to the American Red Cross. During the year, Newmont's corporate Socially and Environmentally Responsible Volunteer Employees Committee (SERVE) provided $58,000 to 16 different volunteer organizations and charities throughout Denver.
Argentina	Argentina's local procurement law requires that properly registered local suppliers, who provide competitive bids, are given contracting priority. In 2022, Cerro Negro initiated a supplier evaluation process for contracts greater than $250,000 or involving more than 10 people on site, with two years or more in duration. The goal is to establish a sustainable development plan that promotes local employment and procurement and contributions to the communities. Outcomes of this process include new employment opportunities for 190 people and our main contractors purchasing more than $1.7 million in goods and services from local suppliers. The site also launched its Supplier Development Program, which aims to develop and empower local suppliers by developing the technical and leadership capabilities that will benefit the community over the long term. Around 35 local and local-local businesses participated in more than 200 hours of training. The operation's local procurement spend increased by 10 percent compared to 2021.	During the year, Cerro Negro and the Municipality of Perito Moreno entered into an agreement to establish a Municipal Trust Fund, which will support priority infrastructure projects in Perito Moreno and provide a platform for contributions from other companies. We highlight this agreement on **page 143**. Cerro Negro committed $36 million toward the UNIRSE Mining Trust, which will carry out a project to connect the communities of Perito Moreno and Los Antiguos to the national electric grid. The project will give the northwest Santa Cruz area greater energy reliability and reduce the area's dependence on a diesel-powered plant. The project is expected to be completed by the end of 2023.

2022 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment and procurement	Community investments
Australia	Activities to support local and Aboriginal and Torres Strait Islander employment and procurement commitments included the following: • The 10 participants who completed Boddington's Gnaala Work Ready three-month-long training program graduated with nationally recognized training certificates and were offered full-time employment with Newmont. • At Tanami, we held two Pathways to Employment information sessions. More than 50 people attended to learn more about the operation's employment programs, including the Yapa Crew and Indigenous Training and Familiarization Programs, apprenticeship opportunities and Indigenous scholarships. • Our inclusion and diversity-focused tertiary and vocational scholarship partnership with Charles Darwin University supported the successful transition of two scholarship holders into full-time Newmont positions.	At Boddington, we continued to direct proceeds from recycling scrap metal toward a range of strategic community development opportunities, including the Bibbulmun Track Foundation, the Aboriginal Community and Regional Economic Development Project, Boddington District High School Education Extension Project and Shire of Boddington Early Learning Centre. At Tanami, we continued to provide support for the Central Land Council's Community Development role. The role assists the nine Warlpiri communities that receive income through the Granites Mine Affected Areas Aboriginal Corporation with planning, implementation and administration of community projects. We also initiated and implemented a strategic partnership with the Melbourne Football Club to extend chronic health prevention programs, community education and development outreach activities into Warlpiri communities. We awarded more than A$200,000 in grants to community organizations, including the Central Land Council, Yuendumu Women's Centre, Alice Springs Ministers Association, and Batchelor Institute of Indigenous Tertiary Education.
Canada	All our sites in Canada have site-specific plans aligned with our Canadian Local and Indigenous Procurement Strategy. Key activities in 2022 included: • Éléonore's new apprenticeship program offers participants on-the-job training and coaching, and then they are offered positions with the mine upon completing the program. The program was launched in June 2022 with four apprentices in various surface operations departments, and all four graduated from the program in November. The second training program, which will be launched in February 2023, will be for participants who wish to gain experience in the mine's underground operations. • At Musselwhite, we conducted a stope school program for four First Nations members, who graduated and entered into full-time mining careers, and hosted a pre-apprenticeship program for industrial electricians with a specific focus on First Nations members. The site also renewed a three-year contract (valued at C$31 million) with Windigo Catering — a Windigo Tribal Council-owned company that employs several individuals from the local First Nation communities.	One of Newmont's commitments to the government of Canada, as part of its approval of the Goldcorp acquisition in 2019, was to increase our charitable contributions to Canadian community organizations to 110 percent of the level of former Goldcorp's charitable giving over three years (at least C$12.3 million between 2019 and 2022). At the end of 2022, total contributions were more than C$13 million, exceeding our commitment. Éléonore provided support for FauNEnord, a nonprofit whose mission is to contribute to the sustainable development of the Nord-du-Québec region through projects that support integrated land use planning, environment, wildlife, education, ecotourism and Nordic agriculture. At Musselwhite, we were the platinum sponsor for the Wake the Giant Music Festival, which supports the Wake the Giant movement to promote safe spaces for Indigenous youth. Porcupine donated $25,000 to the City of Timmins Indigenous Advisory Committee, which provides a forum for engagement between Indigenous peoples and the local business and service community.

2022 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment and procurement	Community investments
Ghana	At Ahafo, 15 trainees completed the three-year Underground Graduate Learnership program and were hired to work at the Ahafo South mine. Half of the program participants were from the local communities, and the other half were from other parts of Ghana. The program builds on-the-job survey, geology, ventilation, drill and blast, scheduling and geotech skills. At Akyem, five members of the community graduated from a three-year apprenticeship program with one continuing to a position with the mine. The Enhanced Local Procurement Program (ELPP) is a three-year business capacity development program for local-local suppliers and contractors. Since the program's inception, 93 businesses (46 and 47 at Akyem and Ahafo, respectively) have agreed to participate in the program. Under the Local Economic Diversification Support (LEDS) program, Newmont secured funding to bring the Asutifi Processing and Services Centre (APSC) pepper and ginger factory to commercial production. As part of revamping APSC, the LEDS program partnered with a development agency (GIZ) for training and technical support to 500 farmers. The APSC will be scaled up within the next two years into a center that creates sustainable jobs and generates market opportunities and additional income for farmers and other community members.	The Women Economic Resilience Program (WERP) helps women-owned businesses enhance their skills in both industrial and domestic garment production. The program, which began in 2021 with 30 dressmakers at Ahafo North, has been replicated at Ahafo South and Akyem with an additional 50 dressmakers in 2022. Participants are trained in dressmaking skills and techniques and important business skills. Pyxera Gloa, an international NGO, is implementing the program with funding from Newmont's COVID-19 Community Support Fund. Newmont supported the Ahafo Regional Coordinating Council (AhRCC) launch of the first-ever regional Youth Apprenticeship and Entrepreneurship Program in Ghana, which aims to create employment opportunities for 1,200 youth in six districts. The Akyem Vocational Training Institute (AVTI) is a community project funded by the Newmont Akyem Development Foundation (NAkDeF). The AVTI, which launched in February 2022, provides training and vocational skills development. Over 90 students are currently enrolled in four programs — welding and fabrication; general electrical; plumbing; and building and construction. The institute is accredited by the Technical and Vocational Education and Training Services under the Ministry of Education.
Mexico	To support new business opportunities, Peñasquito partnered with the state of Zacatecas and the Ministry of Economy to launch a local business platform tool. Local businesses can register with the online platform, which includes the requirements and processes to conduct business with Newmont and any support or training the potential supplier may need. As of the end of 2022, 176 local and local-local suppliers were registered on the platform. Other 2022 activities included: • Signed new contracts with local businesses for material and water haulage and internal personnel transportation; • Purchased uniforms, jackets and overalls from a supplier from Zacatecas; and • Held face-to-face training sessions with local-local suppliers in Zacatecas.	At Peñasquito, we introduced the "Impulso a la Producción Rural" (Fostering Rural Production) program, which provided training and technologies to 115 farmers, livestock owners and family farms to improve productivity and food security. Around 47 percent of the program's beneficiaries were women. We awarded more than 700 scholarships to primary and university level students under the "Impulsa tu futuro" (Improve Your Future) program. We also set up the Escuelas de Excelencia" (Schools of Excellence) program to improve facilities, encourage parents to become involved, train teachers and help students improve their mathematics, reading and writing skills at 12 primary schools. We completed 12 community infrastructure projects including a civic square in the Nuevo Peñasco community, the installation of solar panels in the El Vergel community and an irrigation system on 60 hectares in the Mariano Matamoros region to improve water efficiency and support economic development.

2022 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment and procurement	Community investments
Peru	As part of Yanacocha's focus on increasing the capacity of local businesses so that they can assume more complex work for the operation, we are working with the National University of Cajamarca to promote technological innovation, research and knowledge transfer. This initiative was joined by Bechtel, Foncreagro, and Yanacocha's community foundation Los Andes de Cajamarca Association (ALAC). Yanacocha partnered with the Chamber of Commerce and Production of Cajamarca and Bechtel to identify local businesses and opportunities for their participation in the Sulfides project. The United Nations World Food Program and ALAC partnered on an inclusive finance pilot program. The program aims to empower local women through economic involvement and independence and will be implemented in 2023.	Peru's National Society of Mining, Oil and Energy awarded Yanacocha the Sustainable Development Award for a project to improve sanitation service in the community. ALAC collaborated with the Directorate of Housing, Construction and Sanitation and the Citizen Service Center of the Ministry of Housing on the project, which helped build the capacity of 70 sanitation service administrators and technical staff within the municipalities of Los Baños del Inca, La Encañada and Cajamarca. The Provincial Municipality of Cajamarca, the drinking water and sanitation service provider (SEDACAJ), and Yanacocha signed an agreement to build two groundwater systems with an approximate capacity of 2,000 cubic meters. Both wells will improve the potable water service in the city of Cajamarca. Yanacocha and ALAC were recognized by the Peruvian University of Applied Sciences, for the savings and credit union program (UNICA), which has supported more than 1,400 families and helped reactivate more than 800 businesses in rural areas affected by the COVID-19 pandemic. A new "Ellas Pueden" project builds on UNICA's success to help strengthen the financial education of women entrepreneurs in rural areas.
Suriname	Our Merian operation works to build capacity through projects that translate to procurement opportunities. In 2022, several participants of the textile and vegetable cultivation vocational training for members of the Pamaka, Kawina and transport corridor communities continued to provide items for the operation's accommodation camp. In 2022, another 15 women from the Pamaka community participated in the training. Merian currently sources all room linens from local suppliers. We also provided vocational training in masonry work, and Newmont placed its first order of bricks with the participants. We commenced the fourth phase of the vegetable and cultivation project, which teaches participants techniques to increase production. We established a procurement link and commenced bi-weekly deliveries to the camp of two vegetables produced by the community.	Newmont completed the construction and handed over the Granman Oso (community house) to the Pamaka community in November 2022. This project fulfilled a commitment made by Newmont to the Pamaka Granman and the community. Based on engagement with key stakeholders on community needs, Newmont agreed to refurbish an existing community center into a multi-functional center (the Snesie Kondre Multifunctional Center Project) that will house a modern police station, victim care agency, legal office, central bureau for civil and social affairs, first aid room and observation posts. The refurbishment activities will take place over three years, with the phase commencing in early 2023.
U.S.	CC&V developed a local procurement plan that details how the site will identify, assess and integrate procurement opportunities within the local communities. To meet or exceed local stakeholder expectations and commitments, the plan aims to: • Develop new local suppliers to provide services/goods needed by the operation • Include local suppliers in the bidding and contracting process • Strengthen local supplier relationships and build awareness of business opportunities at the mine • Monitor performance	CC&V donated $287,553 through its Community Investment Fund and $144,130 through the Newmont Legacy Fund to 68 local organizations and nonprofits in 2022. In addition, $60,000 was awarded to school districts in Teller County and $50,000 to Trout Unlimited to support its Colorado Abandoned Mine Reclamation program.

COVID-19 Global Community Support Fund
In 2020, Newmont established a COVID-19 Global Community Support Fund dedicated to addressing the impacts of the pandemic. Contributions from the Fund have totaled $16.85 million with $2.34 million deployed in 2022.

Around 43 percent of the Fund has been directed toward the workforce and community health pillar, 4 percent toward local economic resilience and 16 percent toward food security.

In addition to meeting immediate needs, several donations will support long-term community resilience. Highlights of donations in 2022 include the following:

Argentina

Cerro Negro's "Mas Emprendedores" (More Entrepreneurs) program provides micro credits to entrepreneurs in the nearby communities of Perito Moreno and Los Antiguos (with women-owned or -operated new businesses receiving priority). Based on surveys of program beneficiaries, the program has had a positive impact on their businesses, and more than 80 percent of the loans have been repaid. Funds obtained from the repayments are being used to purchase medical equipment for the Los Antiguos Hospital and heating boilers for the gymnasium in Perito Moreno. In 2022, we also donated new ultrasound medical equipment and COVID-19 testing items to the Perito Moreno Hospital. The success of the program prompted a second phase, which will also be supported by the Fund, and will continue to be implemented into 2023.

Australia

We supported the South Australia Foodbank's efforts to procure and deliver food to Central Australia residents experiencing food security issues through the establishment and operation of a food security hub in Alice Springs. To support vaccination efforts, we helped finance a COVID-19 booster awareness campaign produced by PAW Remote Indigenous Media Organisation. The public service announcements were developed in collaboration with respected Central Australian cultural leaders and recorded in Warlpiri and Arrente languages to promote vaccination boosters and to share other COVID-19 safety information. The messages were distributed through online, traditional and Indigenous media channels.

Canada

In Canada, contributions from the Fund during 2022 were largely directed toward shelters, food banks and other organizations supporting vulnerable populations. We also made in-kind donations of PCR equipment to the Cree Board of Health and Social Services of James Bay valued at C$150,000 and made in-kind donations of supplies to four First Nations communities that are signatories to the Musselwhite Agreement.

Ghana

At Akyem, we donated medical equipment and supplies to the Birim North District health directorate to support the fight against COVID-19. At Ahafo, we donated personal protection equipment to the Ahafo South district health administration.

Mexico

We helped classrooms maintain safety protocols through the donation of cleaning supplies, first aid kits, thermometers and face masks for students and teachers.

Peru

The two oxygen plants Yanacocha built continued to serve the communities in and around Cajamarca. The Regional Government of Cajamarca recognized Yanacocha's efforts to establish a vaccination center in the Company's Cajamarca offices. The company continues supporting the vaccination program through the donation of personal protective and medical equipment. Through Yanacocha's community foundation Los Andes de Cajamarca Association (ALAC), we launched the "Happy and Successful Return to Classes" program. The program has improved hygiene conditions in the schools and training was provided to 387 teachers from 100 educational institutions to help students affected by the COVID-19 pandemic.

Suriname

We launched a partnership with the Ministry of Health, providing $1.2 million to support a program, which is being implemented by Crown Agents (a nonprofit organization), to strengthen the health sector through technical training support and assisting with programs to build resilience against and preparedness for the ongoing presence of COVID-19 and future communicable disease outbreaks. The project launched in October 2022 and will continue through the middle of 2023.

U.S.

We allocated nearly $100,000 in donations from the COVID-19 Fund toward building economic resilience and helping local communities combat and recover from the pandemic. The largest donation was $40,000 to the Community Partnership Family Resource Center in Woodland Park, Colorado.

Photo: Perito Moreno, Argentina

MUNICIPAL TRUST FUND TO SUPPORT LONG-TERM SOCIO-ECONOMIC DEVELOPMENT IN PERITO MORENO COMMUNITY

Following extensive engagement, Newmont and the Municipality of Perito Moreno — the closest community to our Cerro Negro mine in Argentina — entered into an agreement on a new Municipal Trust Fund that will serve as a long-term funding source for sustainable development in Perito Moreno. Similar to formal agreements Newmont has with host communities in Ghana and Suriname, under this agreement, Newmont will contribute over the next four years an amount based on sales and the gold price.

The Fund will be used to execute projects that were identified and prioritized in the regional development plan created by the Inter-American Development Bank in collaboration with the Perito Moreno community. These projects include infrastructure and services, social and economic development, education and health.

The Fund's governance structure includes Santa Cruz Bank as the Trustee and a Board of Administration that includes community leaders.

Performance Data

Performance Data

The performance data reflects the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. Any variances from these boundaries are noted. The methodology and basis of data preparation related to the selected performance metrics in scope for 2022 assurance is available on our **website**.

References to "Newmont," "the Company," "we" and "our" refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to "Goldcorp" or "former Goldcorp" refer to Goldcorp, Inc. prior to its April 2019 acquisition by Newmont. References to "former Newmont" refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. Unless otherwise noted, 2019 data sets omit the June 2020 formation of the Nevada Gold Mines ("NGM") joint venture with Barrick Gold Corporation ("Barrick"), in which Newmont and Barrick contributed their Nevada operations and assets in exchange for a 38.5 percent and 61.5 percent interest, respectively, with Barrick as the operator.

Data presented in this report covers our performance for the 2022 calendar year, which corresponds to our fiscal year. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Some data are calculated using a metric Newmont has developed called gold equivalent ounces (GEO). GEO provides a comparable basis for analysis related to copper, silver, lead and zinc and are calculated as pounds or ounces produced multiplied by the ratio of other metals' price to the gold price. Refer to page 81 of our **2022 Form 10-K** for further details on GEO calculation.

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Detailed Energy and Climate Change data is available in Newmont's **2022 ESG Data Tables** and will be further discussed in Newmont's **Climate Report**, which we plan to update in May 2023.

Business Integrity and Transparency:

COMPLIANCE AND SIGNIFICANT EVENTS

Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level[1]

	Site	Year in which instance of non-compliance occurred	Authority	Summary of issue	Amount paid
Environmental fine	Cerro Negro	2022	Secretaría de Estado de Minería de la Provincia de Santa Cruz	A tear in the geomembrane liner of the tailings storage facility, on January 7, 2022, causing operational damage, was reported to the authorities at the Mining Secretariat. Although it was found that tailings were discharged under the geomembrane liner (approximately 40m^3), the water in the wells downstream did not show any chemical variation. Tailings analytical parameters were below 10 ppm CN-WAD. The authority imposed a fine of $10,000,000 ARS ($78,000 USD), to which the site appealed since no environmental damage was caused. The fine remains unpaid while subject to dispute, and we cannot predict the outcome of the appeal.	$0
Environmental fine	Peñasquito	2020	Pocuraduria Federal de Protección al Ambiente (PROFEPA)	In 2020, a large spill of tailings sludge in the PLP pumpbox occurred after a leak was detected in the pump casing during normal operation in the washing process, causing a spillage outside of the bunded area. The spill resulted in the issuance of a fine of $96,220 MXN ($4,782.13 USD). The fine was paid on June 22, 2022.	$4,782
Environmental fine[1]	Peñasquito	2021	Comisión National del Agua (CONAGUA)	In 2021, the Comisión National del Agua issued a fine related to the following issues: 1. A tailings spill in the Sulphide Plant Tailings Box 2. Not equipping groundwater water monitoring wells While the fine of $4,683,541.20 MXN ($232,772 USD) was issued in 2021, it was paid on February 10, 2022.	$232,772
Environmental fine	Peñasquito	2022	Procuraduria Federal de Proteccion al Ambiente (PROFEPA)	On February 24, 2022, a concentrate pulp spill at the transfer tower band of a sulphide plant resulted in the issuance of a fine of $86,598.00 MXN ($4,303.92 USD) by PROFEPA.	$4,304
Environmental fine	Peñasquito	2022	Procuraduria Federal de Proteccion al Ambiente (PROFEPA)	A spillage of water containing tailings at the Hydrocyclone North Tailings Dam on June 13, 2022 resulted in the issuance of a fine of $96,220.00 MXN ($4,782.13 USD) by PROFEPA.	$4,782
Environmental fine	Peñasquito	2022	Procuraduria Federal de Proteccion al Ambiente (PROFEPA)	A spillage of water containing slurry outside of containment on August 21, 2022 resulted in the issuance of a fine of $96,222.00 MXN ($4,782.13 USD) by PROFEPA. As of December 31, 2022, the fine remained unpaid while subject to dispute, and we cannot predict the outcome of the appeal.	$0
Environmental fine	Peñasquito	2022	Procuraduria Federal de Proteccion al Ambiente (PROFEPA)	On October 22, 2022, during normal operation in the washing process, a leak was detected in the pump casing, causing spillage of water containing tailings at the Hydrocyclone South Tailings Dam. This spillage resulted in the issuance of a fine of $577,320.00 MXN ($28,692.80 USD) by PROFEPA. As of December 31, 2022, the fine remained unpaid while subject to dispute, and we cannot predict the outcome of the appeal.	$0
TOTAL FINES PAID IN 2022					**$246,640**

[1] *This environmental fine issued by the Comisión National del Agua in 2021 was reported in the 2021* Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level *table, though the fine was not actually paid until 2022. The fine is being reported again for 2022 to accurately reflect fines paid in the current reporting year.*

Significant environmental and/or social events: Site level[1]

	Country/site	Event	Event level	Summary of issue
Africa	**Ghana**			
	Ahafo	Bulk chemical (quicklime) tanker rupture at Ahafo processing plant	3 - Moderate	On March 30, a truck delivering quicklime to the site spilled 24m^3 during unloading due to a rupture of the tank. The spill was contained within the plant area and there were no environmental impacts. No external notification was required.
	Ahafo	Fauna mortality	3 - Moderate	On January 3, 20 White-faced Whistling Ducks were found deceased on the process water pond. The cause of the mortalities were determined to be respiratory-related. No external notification was required.
	Ahafo	Dead fish at Emergency Sampling Point (ESP) #6	3 - Moderate	On August 19, as part of routine sampling activities, a number of deceased fish (Tilapia and Catfish species) were observed in a containment pond. The investigation identified the cause to be related to a fire hydrant pipe leak. This event was externally reported.
Americas: North	**Canada**			
	Éléonore	External discharge of process water	3 - Moderate	On September 13, an employee used process water to wash down a truck parked outside of containment, causing a spill of approximately 5,100 liters. There were no offsite environmental impacts and the event did not require external reporting.
	Porcupine	Discharge of underground mine water	3 - Moderate	On October 21, a leak in the underground water line resulted in the discharge of approximately 1,900 liters of mine water to the natural environment. The spill was contained and the area remediated. This event was externally reported.
Americas: South	**Argentina**			
	Cerro Negro	Tailings slurry discharge	3 - Moderate	On November 17, during maintenance activities to retrieve a pump, rubber flanges were broken causing approximately 2m^3 of slurry material to discharge outside containment. There were no offsite environmental impacts and the event did not require external reporting.
	Cerro Negro	Tailings slurry discharge	3 - Moderate	On January 6, a tear was identified in the geomembrane liner of the tailings storage facility. Approximately 40m^3 of slurry was estimated to have discharged under the geomembrane liner. The spilled material was removed from under the liner and samples collected to confirm remediation. A liner patch was welded to fix the tear.
	Suriname			
	Merian	Slurry release near carbon safety screen	3 - Moderate	On October 8, during a plant shutdown, a slurry spill occurred in the process plant resulting in approximately 40m^3 of slurry spilling outside of the bunded area. There were no offsite environmental impacts and the event did not require external reporting.
	Merian	Process water sprayed outside primary containment	3 - Moderate	On May 25, a leak in a process water pipe resulted in approximately 26m^3 spilling to ground. The majority of the spill reported back to secondary containment. The event did not require external reporting.
	Merian	Hydrocarbon spill as a result of fuel truck tipover	3 - Moderate	On December 25, a fuel truck was traveling on the road at the tailings facility when it tipped on its side, resulting in a hydrocarbon spill of 2,196 liters. The spill occurred on a road within the operational area and the event did not require external reporting.
	Merian	Offsite waste oil spill	3 - Moderate	On December 29, while transporting waste oil offsite, an integrated bulk container (IBC) failed, resulting in an estimated 200 liters of waste oil spilling onto the road. Whilst the spill occurred offsite, it resulted in no harm to beneficial uses and the event did not require external reporting.
	Peru			
	Yanacocha	Cyanide solution spill	3 - Moderate	On November 26, a failure of a drive train valve resulted in a spill of 2m^3. The spill was entirely contained as it reported to the dissipation pool. No external notification was required.
	Yanacocha	Spill of cyanide rich solution	3 - Moderate	On August 24, a 150m^3 spill of low (9 mg/L) WAD CN concentration cyanide solution occurred due to the rupture of an expansion joint. The spill flowed to a water channel designated to contain unimpacted water. This event was reported to the environmental regulator.
	Yanacocha	Flow of acidic raw water by the perimeter drainage channel of the Raw Water Pond (RWP) of Yanacocha Norte	3 - Moderate	On September 8, a spill of an acid solution was reported in the perimeter channel to the Yanacocha Norte RWP. The spill occurred due to a leak from the steel pipeline. The concrete channel returns solutions to the system. Water courses were not impacted by this event. No external notification was required.

Significant environmental and/or social events: Site level[1]

	Country/site	Event	Event level	Summary of issue
Australia	**Australia**			
	Boddington	Effluent water released to village stormwater pond	3 - Moderate	On July 3, an estimated 10,000 liters of effluent overflowed from the employee village into the stormwater pond. Samples were taken for environmental analysis. There were no offsite environmental impacts, however the event required reporting to external regulators.
	Boddington	Leach slurry spilled outside of bunded area	3 - Moderate	On May 11, personnel found that a launder gate between two tanks had developed a hole and caused a leak. The slurry material built up and approximately 40m^3 spilled outside of containment. There were no offsite environmental impacts and the event did not require external reporting.
	Tanami	Failure of main process water line resulting in discharge of process water	3 - Moderate	On August 8, a failure on the main process water line resulted in uncontrolled discharge of process water. The spill was mostly contained within engineered containment however wind conditions meant that some discharged outside the bunded area. The spill was contained within the plant area and there were no environmental impacts. No external notification was required.
	Tanami	Process water spill from CIP containment bund	3 - Moderate	On August 11, a 7m^3 spill occurred in the processing plant during a shutdown. The spill was all recovered. The spill was contained within the plant area and there were no environmental impacts and no external notification was required.
	Tanami	Process water spills from process water bund area	3 - Moderate	On March 26, a site-wide power failure resulted in the process water tanks overflowing and the containment bund filling and discharging down the overflow channel. An estimated 4,500 liters of process water was spilled to ground outside of containment. There were no environmental impacts and no external notification was required.
	Tanami	Cyanide slurry spill outside of bunded area	3 - Moderate	On June 14, approximately 5,000 liters of slurry spilled outside of containment as a result of a process upset in the processing plant. The spill was contained within the plant area and there were no environmental impacts. No external notification was required.
	Tanami	Slurry spill – secondary mill bund overflow	3 - Moderate	On November 19, a slurry spillage occurred outside of secondary containment as a result of a process upset. This resulted in 102m^3 of slurry spilling with 100m^3 being recovered. The spill was contained within the plant area and there were no environmental impacts. No external notification was required.
GLOBAL	**TOTAL**	**21**		

[1] Newmont assesses events on a scale of 1–5 with level 3 and above considered "significant". To drive consistency of reporting, Environmental and External Relations Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.

INTEGRITY AND ANTI-CORRUPTION MEASURES

Production in countries that have the 20 lowest rankings in the Transparency International Corruption Perception Index[1]

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2022 Transparency International Corruption Perception Index.

[1] Transparency International's lowest 20 countries for 2022 in descending order are: Eritrea, Sudan, Congo, Guinea-Bissau, DRC, Chad, Comoros, Nicaragua, Turkmenistan, Burundi, Equatorial Guinea, Haiti, North Korea, Libya, Yemen, Venezuela, South Sudan, Syria, and Somalia. Source: https://www.transparency.org/en/cpi/2022/index/eri

Total integrity matters addressed and substantiated: Trailing five year data

	2018	2019	2020	2021	2022
Total matters addressed	477	534	384	401	702
Total substantiated cases	215	167	71	102	163

Number and outcomes of integrity cases opened, closed, substantiated and addressed: Trailing five year data[1]

	2018	2019	2020	2021	2022
Total new matters (all matters) captured in the Integrity Helpline	**454**	**541**	**384**	**466**	**779**
Total number of matters (all matters) carried forward from the previous year	**78**	**105**	**128**	**49**	**114**
Total matters (all matters) closed at year end	**477**	**518**	**460**	**401**	**702**
Total number of matters (all matters) that remained open at year end[2]	**55**	**130**	**52**	**114**	**191**
Total substantiated (escalated) matters	**215**	**169**	**71**	**102**	**163**
Number of closed escalated matters resulting in process improvement opportunities	**65**	**51**	**7**	**10**	**18**
Number of closed escalated matters resulting in any level of corrective measure for Newmont employees	**142**	**118**	**63**	**77**	**153**
Number of escalated matters resulting in Newmont employees being counseled	80	54	24	16	50
Number of escalated matters resulting in Newmont employees being disciplined	38	29	14	33	64
Number of escalated matters resulting in employee being exited from the organization	24	25	26	28	69
Average number of days to close a matter (all matters)[3]	**53**	**68**	**80**	**86**	**72**
Total number of unsubstantiated escalated matters	**311**	**365**	**100**	**119**	**152**
Total escalated matters addressed (substantiated + unsubstantiated)[4]	**526**	**534**	**171**	**221**	**315**

[1] Prior to 2022, "escalated" referred to integrity/compliance-related matters pertaining exclusively to Newmont employees, while "non-escalated" was used for matters, either integrity/compliance-related or not, that only involved third parties. On 01/01/2022, Newmont adjusted the definition of "escalated" and "non-escalated" cases to better align with procedural requirements. With the adjusted nomenclature, "escalated" now refers to all integrity/compliance-related matters, regardless of who the subject is, while "non-escalated" is only used for matters that are not related to integrity/compliance concerns. The effect on prior period values was assessed as not material (i.e., less than 5%), and therefore prior period values have not been restated.

[2] Represents total in-process matters (escalated and non-escalated) on December 31st of the associated reporting year. Includes 144 escalated matters in-process as of year end 2022.

[3] Number of days to close escalated matters was 125 days in 2022.

[4] A total of 702 matters were closed during 2022. From these, 315 corresponded to escalated matters, 156 non-escalated matters, 229 proactive inquiries and compliance reviews, and 4 matters classified as "other".

Number and outcomes of substantiated escalated matters: Country level

			Breakout of corrective outcomes for substantiated escalated matters			
	Total escalated matters addressed	Total escalated matters[1] substantiated	Process improvements	Employees counseled	Employees disciplined	Employees exited from organization
Ghana	38	21	7	4	6	8
Australia	30	14	1	6	2	10
U.S.	46	18	8	12	15	13
Canada	44	32	1	12	19	5
Mexico	52	30	1	14	6	14
Argentina	23	13	3	5	5	2
Suriname	51	19	10	8	12	1
Peru	26	13	2	4	5	5
Chile	1	1	1	0	0	0
French Guiana	1	1	0	0	1	0
Guatemala	1	1	0	1	0	0
TOTAL	**313**	**163**	**34**	**66**	**71**	**58**

[1] Newmont's overall substantiation rate for 2022 was 52%.

Nature of matters (all matters) received through Newmont's Integrity Helpline in 2022[1, 2]

	Number	Percentage
Misconduct or inappropriate behavior	418	54%
Concerns about corruption	73	9%
Conflicts of interest	95	12%
Misuse of company assets	52	7%
Inquiries and compliance reviews	102	13%
Concerns pertaining to environmental health and/or safety regulations	32	4%
Other types of matters	7	1%
TOTAL	**779**	**100%**

[1] Newmont's Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interests, gifts, and bribery/corruption.

[2] Future reporting on incidents of discrimination is planned as part of the multi-year program led by our Senior Director of Workplace Responsibility aimed at eliminating sexual harassment, racism, bullying and discrimination in all forms at Newmont.

Percentage of employees attending in-person and virtual integrity training: Trailing five year data[1]

	2018	2019	2020	2021	2022
Employees who attended in-person integrity training	90%	93%	28%	34%	25%
Employees who completed online training[2]	98%	93%	86%	89%	96%

[1] As a result of the impacts of COVID-19, we reevaluated how to best reach and train employees. Between 2020 and 2022, integrity trainings were adapted to expand the capability of online trainings. Beginning in 2022 our broader annual employee integrity training is conducted via online modules. The in-person training is focused on groups we deem to be higher risk.

[2] Over the past two years, we have enhanced our e-learning training approach from out-of-the-box training content to custom, risk-based training developed to leverage lessons learned from real cases that have taken place at Newmont. This training is delivered annually to all employees with company-issued devices.

POLICY INFLUENCE

Political contributions

	Political affiliation	Amount
Democratic Governors Association	Democrat	$25,000
Democratic Attorney Generals Association	Democrat	$15,000
Nevada Mining Association PAC	Nonpartisan	$10,000
Colorado Chamber PAC	Nonpartisan	$625
All Together Colorado	Democrat	$5,000
Better Colorado Alliance	Democrat	$5,000
Senate Majority Fund	Republican	$5,000
Restore Colorado Leadership Fund	Republican	$5,000
TOTAL		**$70,625**

Trade association dues: Amount and percentage attributable to political advocacy

	Annual dues	Dues attributable to political advocacy	Percentage attributable to political advocacy
Nevada Mining Association	$10,000	$1,700	17%
Colorado Mining Association	$75,000	$30,000	40%
American Mining & Exploration Association	$38,500	$9,625	25%
National Mining Association	$596,000	$119,200	20%

U.S. lobbying activities[1]

All 2022 federal reports filed by lobbyists representing Newmont (both internal government relations employees and external representatives) are available from the U.S. House of Representatives, using **this link**.

[1] Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records (lobbyingdisclosure.house.gov) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center (senate.gov/lobby) and also from Newmont.com.

NEWPAC contributions[1]

	Donors	Amount raised
Contributions	23	$12,353
TOTAL		**$12,353**

[1] Information publicly reported and searchable on the Federal Election Commission website.

Largest individual contributions and main topics

	Contributor	Amount
Largest individual contributions and expenditures[1]	National Mining Association	$596,000
	Cassidy & Associates	$180,000
	Michael Pieper GPA	$150,000
Main political topics in 2022	The following are the primary policy areas in which Newmont was involved in 2022: • Build Back Better Act • General Mining Law • Strategic and critical minerals • Climate change • Permitting • Good Samaritan and other abandoned mine reclamation and bonding legislation • U.S.-Chile Tax Treaty • Provisions of the U.S. Tax Code that relate to mining • Omnibus spending bill • Inflation Reduction Act	

[1] Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records (lobbyingdisclosure.house.gov) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center (senate.gov/lobby), and also from Newmont.com.

Total monetary contributions and expenditures: Trailing five year data

Institution/activity	2018	2019	2020	2021	2022
Lobbying[1]	$1,080,000	$1,282,593	$1,352,400	$1,422,236	$1,210,000
Political contribution	$186,514	$66,700	$60,000	$35,000	$70,625
Trade associations[2]	$180,458	$1,006,398	$682,000	$699,000	$719,500

[1] In 2018, data included only federal lobbying expenses. Beginning in 2019, data includes state and federal lobbying expenses.

[2] In 2018 trade associations included only the portion of dues used for lobbying, and only if the lobbying expense exceeded $50,000. Beginning in 2019, data includes full dues payments for US mining trade associations.

Environment:

AIR EMISSIONS

Site air emissions management plan data: Site level (tonnes)[1, 2, 3]

	Region/site	Sulphur oxides (SO_x)	Nitrogen oxides (NO_x)	Particulate matter (PM10)	Particulate Matter (PM2.5)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Volatile organic compounds (VOCs)
Africa	**Ahafo – Total**	**11.60**	**35.07**	**11.47**	**N/M**	**44.41**	**0.0008**	**0.0110**	**0.1540**	**0.0062**	**N/M**
	Ahafo – point source	11.60	35.07	11.47	N/M	44.41	0.0008	0.0110	0.1540	0.0062	N/M
	Ahafo – fugitive	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/M
	Akyem – Total	**60.80**	**17.30**	**11.30**	**N/M**	**195.90**	**0.0011**	**0.0255**	**0.2000**	**N/A**	**11.20**
	Akyem – point source	60.80	17.30	11.30	N/M	195.90	0.0011	0.0255	0.2000	N/A	11.20
	Akyem – fugitive	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/M
Americas: North	**CC&V – Total**	**3.38**	**573.43**	**336.11**	**68.04**	**378.11**	**0.0009**	**N/A**	**N/A**	**N/A**	**239.50**
	CC&V – point source	3.37	569.89	27.22	24.49	337.20	0.0009	N/A	N/A	N/A	239.50
	CC&V – fugitive	0.01	3.54	308.90	43.54	40.91	N/A	N/A	N/A	N/A	N/M
	Éléonore – Total	**2.86**	**74.35**	**711.33**	**275.05**	**128.89**	**N/A**	**N/A**	**N/A**	**N/A**	**0.76**
	Éléonore – point source	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/M
	Éléonore – fugitive	2.86	74.35	711.33	275.05	128.89	N/A	N/A	N/A	N/A	0.76
	Musselwhite – Total	**2.28**	**327.47**	**163.65**	**47.32**	**208.29**	**0.0003**	**0.0176**	**0.1263**	**0.0014**	**3.74**
	Musselwhite – point source	2.28	327.47	26.82	25.29	189.65	0.0003	0.0017	0.0767	0.0004	N/A
	Musselwhite – fugitive	N/M	N/M	136.83	22.03	18.63	TR	0.0160	0.0496	0.0010	3.74
	Porcupine – Total[4]	**0.44**	**89.79**	**69.68**	**16.72**	**32.74**	**0.0900**	**0.2059**	**0.6119**	**0.0018**	**N/M**
	Porcupine – point source	0.42	89.78	16.84	11.32	23.68	0.0900	0.0089	0.6100	0.0018	N/M
	Porcupine – fugitive	0.02	0.01	52.84	5.40	9.06	TR	0.1970	0.0019	TR	N/M
	Peñasquito – Total	**12.70**	**4,443.08**	**6,123.97**	**820.85**	**3,215.41**	**TR**	**N/A**	**3.7000**	**N/A**	**14.25**
	Peñasquito – point source	0.00	0.27	19.69	19.69	5.03	TR	N/A	0.0450	N/A	0.01
	Peñasquito – fugitive	12.70	4,442.81	6,104.28	801.16	3,210.38	N/A	N/A	3.6550	N/A	14.24

Site air emissions management plan data: Site level (tonnes)[1, 2, 3]

	Region/site	Sulphur oxides (SO_x)	Nitrogen oxides (NO_x)	Particulate matter (PM10)	Particulate Matter (PM2.5)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Volatile organic compounds (VOCs)
Americas: South	**Cerro Negro – Total[5]**	**0.22**	**223.78**	**521.40**	**61.08**	**190.06**	**0.0161**	**0.0017**	**0.0017**	**0.0017**	**1.10**
	Cerro Negro – point source	0.03	46.91	0.91	0.46	9.67	0.0161	0.0017	0.0017	0.0017	1.10
	Cerro Negro – fugitive	0.19	176.87	520.49	60.62	180.39	N/A	N/A	N/A	N/A	N/M
	Merian – Total	**2,611.71**	**2,794.09**	**177.38**	**N/M**	**193.61**	**0.0001**	**TR**	**N/A**	**N/A**	**N/A and N/M**
	Merian – point source	2,611.71	2,794.09	177.38	N/M	193.61	0.0001	TR	N/A	N/A	N/A
	Merian – fugitive	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/M
	Yanacocha – Total	**0.03**	**0.69**	**0.54**	**N/M**	**0.60**	**TR**	**0.0002**	**N/A**	**N/A**	**N/A and N/M**
	Yanacocha – point source	0.03	0.69	0.54	N/M	0.60	TR	0.0002	N/A	N/A	N/A
	Yanacocha – fugitive	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/M
Australia[6]	**Boddington – Total**	**3.45**	**1,482.12**	**10,309.14**	**97.42**	**596.90**	**0.0009**	**0.9286**	**0.3604**	**0.0492**	**101.59**
	Boddington – point source	2.62	2.12	9.14	2.52	22.90	0.0002	0.0006	0.0004	0.0077	0.59
	Boddington – fugitive	0.83	1,480.00	10,300.00	94.90	574.00	0.0007	0.9280	0.3600	0.0415	101.00
	Tanami – Total	**1.16**	**1,322.10**	**1,760.55**	**31.09**	**779.60**	**0.0002**	**1.3040**	**0.0998**	**N/A**	**152.10**
	Tanami – point source	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/A	N/M
	Tanami – fugitive	1.16	1,322.10	1,760.55	31.09	779.60	0.0002	1.3040	0.0998	N/A	152.10

[1] Site-level air emissions performance data is reported on a site-by-site basis in accordance with each site's air emissions management plan. Air emissions management plans for each site are developed and agreed upon based on local jurisdiction requirements. Therefore, the type and source of emissions reported for each site may vary and may not be comparable.

[2] In 2022, we began reporting air emissions separated by point and fugitive sources, to enhance reporting transparency. For emission sources or parameters that are not emitted from a site, values are reported as "N/A" (not applicable); for emission sources or parameters that do apply to a site but are not required to be monitored and reported under site-specific air emissions management plans, values are reported as "N/M" (not measured); and values that are detected, but less than 0.00009 tonnes are reported as "TR" (trace).

[3] Point source emissions are those that originate from a single identifiable source (e.g.,stack, chimney, pipe). Fugitive emissions are non-point source emissions (e.g., of dust) from facilities or activities (e.g., construction) that do not originate from a stack, chimney or other functionally equivalent opening.

[4] Porcupine data is full year 2021 due to limitations in aggregating 2022 data.

[5] In 2022, Cerro Negro implemented an improved calculation methodology to improve data accuracy. Applying the improved methodology to prior period values resulted in significant changes for all reported pollutants (a 25 percent or higher increase for SOx, NOx, PM10, CO, Hg and VOCs and around a 9 percent decrease for As and Pb).

[6] Australian site data is based on a June-end regulatory reporting year (July 1, 2021 to June 30, 2022).

BIODIVERSITY

Total wildlife mortalities: Site level[1]

	Country/site	Number of mortalities
Africa	**Ghana**	**205**
	Ahafo[2]	203
	Akyem	2
Americas: North	**U.S.**	**4**
	CC&V	4
	Canada	**8**
	Éléonore	5
	Musselwhite	0
	Porcupine	3
	Mexico	**0**
	Peñasquito	0
Americas: South	**Argentina**	**1**
	Cerro Negro	1
	Suriname	**55**
	Merian[3]	55
	Peru	**6**
	Yanacocha	6
Australia	**Australia**	**32**
	Boddington[4]	26
	Tanami	6
GLOBAL	**TOTAL**	**311**

[1] The total wildlife mortalities includes all mortalities that occurred at the operations, with the exception of a single event of a domestic dog mortality at Yanacocha.

[2] The Ahafo outlier is due to two events. One event resulting in 183 fish mortalities (Tilapia and Cat fish) from a fire hydrant pipe leaking into the mine water discharge channel, causing stress on fish, and one event of 20 bird mortalities (White-faced whistling ducks) at the process water pond.

[3] The Merian outlier is due to one event which resulted in 46 fish mortalities in the TSF pond due to low levels of dissolved oxygen in the pond.

[4] The Boddington outlier is due to 20 mortalities involving kangaroos or wallabies, all of which resulted from interactions with vehicles.

Number of wildlife mortalities: Trailing five year data[1]

	2018	2019	2020	2021	2022[2, 3]
Critically endangered	0	1	0	0	0
Endangered	0	0	0	0	1
Vulnerable	2	3	0	1	5
Near threatened	1	3	3	2	1
Least concern	84	74	1,077	202	304
Not specified or undefined	522	90	145	9	0
TOTAL	**609**	**171**	**1,225**	**214**	**311**

[1] The total wildlife mortalities includes all mortalities that occurred at the operations. The categories listed align to IUCN Red List of Threatened Species categories. Those that are listed as 'not specified or undefined' include mortalities that are not on the red list and/or those that are undefined.

[2] The increase in total mortalities between 2021 and 2022 is due to two incidents at our Ahafo operation that resulted in 20 bird mortalities and 183 fish mortalities and one incident at our Merian operation that resulted in 46 fish mortalities. All species are in the category 'Least Concern'.

[3] There were five dingo mortalities in Australia in 2022. Dingoes are currently not recognized as a sub-species on the IUCN Red List and their status is under assessment by the IUCN; however they were previously listed as Vulnerable on the IUCN Red List and are reported as vulnerable in this report.

Operations in relation to Key Biodiversity Areas (KBA): Site level[1]

	Country/site	Area of KBA impacted to date (km²)	Position relative to KBA[2]	Ecological sensitivity	Management actions	External partners/collaborators
Africa	**Ghana**	**1.01**				
	Akyem	1.01	Containing portions of	The terrestrial habitat of Ajenjua Bepo Forest Reserve is a nationally designated protected area	• Enrichment planting activities over 50 hectares of land • Completing pre-feasibility studies for offset area	1. Forestry Commission of Ghana (Regulatory and Technical collaboration) 2. Environmental Protection Agency, Ghana (Regulatory and Technical collaboration) 3. Minerals Commission of Ghana (Regulatory and Technical collaboration) 4. Conservation Alliance (Consultant) 5. Wychwood (Consultant) 6. The Biodiversity Consultant 7. International Union for Conservation of Nature (IUCN) 8. Traditional Authority 9. Local Government Authority 10. Green Moss Limited
Americas: North	**U.S.**	**0.18**				
	CC&V	0.18	Containing portions of	The terrestrial habitat of Aspen-dominated woodlands and dense conifer-dominated woodland is a state high biodiversity value area	• Avoidance through designing small footprint • Closure and Rehabilitation Plan to reclaim disturbed areas	1. Trout Unlimited
	Canada	**1.45**				
	Éléonore	0.05	Containing portions of	The terrestrial habitat of Boreal forest and wetlands are provincial high biodiversity value areas	• Avoidance through designing small footprint • Closure and Rehabilitation Plan to reclaim disturbed areas • A compensation plan for the loss of wetlands is in implementation	1. Viridis Terra International (VTI) 2. Biodiversité Québec
	Porcupine	1.40	Containing portions of	The terrestrial habitats of the Romeo Malette Forest, the Provincially Significant Wetland (Porcupine River) and the Blandings turtle habitat are provincial high biodiversity value areas	• Avoidance through designing small footprint • Closure and Rehabilitation Plan to reclaim disturbed areas	1. LGL Limited – Environmental Research Associates 2. ENDMNRF 3. First Nation stakeholders (RDA, IBA, BA, MNO) 4. Friends of the Porcupine River Watershed

Operations in relation to Key Biodiversity Areas (KBA): Site level[1]

	Country/site	Area of KBA impacted to date (km²)	Position relative to KBA[2]	Ecological sensitivity	Management actions	External partners/collaborators
	Argentina	**0.16**				
	Cerro Negro	0.16	Containing portions of	The terrestrial habitat of wetlands are provincial high biodiversity value areas	• Avoidance through designing small footprint • Closure and Rehabilitation Plan to reclaim disturbed areas • Wetland Management Plan	No official partners
Americas: South	**Suriname**	**23.76**				
	Merian	23.76	In the area	The terrestrial habitat of Highland and Lowland Ever-humid Forest is a national high biodiversity value area	• Implemented a process to avoid and minimize vegetation disturbance and unnecessary impacts to natural habitats • Creating an offset to compensate for biodiversity impacts and completed a pilot for the reforestation of land impacted by artisanal small-scale mining within Merian's right of exploitation	1. Golder Associates 2. Hardner & Gullison Associates
	Peru	**0.00**				
	Yanacocha	0.00	Adjacent to	The terrestrial habitat of Birdlife International's Rio Cajamarca and the Tropical Andes are international high biodiversity value areas	• Although the KBA is not directly impacted, we have developed a species-level management action plan with a target of No Net Loss of that Key Biodiversity Value. The plan involves reclaiming areas to include the key species habitat preferences and biomonitoring to identify changes associated with our operations or other activities in the area • Replanting of Polylenis trees as part of forest habitat offset	1. Hardner & Gullison Associates

Operations in relation to Key Biodiversity Areas (KBA): Site level[1]

	Country/site	Area of KBA impacted to date (km²)	Position relative to KBA[2]	Ecological sensitivity	Management actions	External partners/collaborators
Australia	**Australia**	**61.30**				
	Boddington	43.24	In the area	The terrestrial habitat of Birdlife International's Endemic Bird Area of Southwest Australia is an international high biodiversity value area	• Established the 192-hectare Hotham Farm Conservation Covenant area over remnant Jarrah Forest • Committed to restoring and improving an additional 470 hectares of Hotham Farm • Founding partner of the South West Sustainability Partnership, which Newmont, South 32 and Alcoa formed in 2021 to work collaboratively on identifying, prioritizing and supporting research opportunities and pest and land management • Partnered with Peel Harvey Catchment Council on a River Action Plan to improve ecosystem health and function and initiated engagement with key stakeholders in the Hotham-Williams catchment on forming a Regional Collective Impact Forum	1. Tranen Revegetation Systems 2. Peel Harvey Catchment Council 3. Southwest Sustainability Partnership 4. Cooperative Research Centre for Transformations in Mining Economy (CRC TiME)
	Tanami	18.06	In the area	The terrestrial habitat of the Southern Tanami Indigenous Protection Area (IPA), the south-west Tanami Desert Site of Conservation Significance (SOCS) and the Dead Bullock Soak (DBS) Sites of Botanical Significance (SOBS) are national high biodiversity value areas	• Avoidance through designing small footprint • Closure and Rehabilitation Plan to reclaim disturbed areas	1. Central Land Council (various divisions) 2. Australian Government Department of Agriculture, Water and the Environment 3. Northern Territory Government Department of Environment, Parks and Water Security 4. Terrestrial Ecosystem Research Network (TERN) 5. Territory Natural Resources Management (NRM) 6. Charles Darwin University (CDU) 7. University of Sydney 8. Low Ecological Services 9. Prodigy Gold 10. Southern Tanami IPA and Warlpiri Rangers

[1] Newmont defines a Key Biodiversity Area (KBA) as a designated protected area based on jurisdiction or other regulatory identifications as well as high biodiversity value areas outside of protected areas.

[2] The categories utilized for the position in relation to the KBA are as follows: "In the area" means the entire operational footprint occurs within the KBA boundary or the entire KBA site occurs within the operational footprint; "Containing portions of" is defined as the operational footprint contains some but not all of the KBA site or the KBA site contains some but not all of the operational footprint; and "Adjacent to" is defined as the operational footprint occurs within regional district of the KBA.

Status of acid rock drainage: Site level[1]

	Country/site	Not predicted to occur	Predicted to occur	Actively mitigated	Under treatment or remediation
Africa	**Ghana**				
	Ahafo	X			
	Akyem	X			
Americas: North	**U.S.**				
	CC&V		X		
	Canada				
	Éléonore			X	
	Musselwhite		X		
	Porcupine		X		
	Mexico				
	Peñasquito		X		
Americas: South	**Argentina**				
	Cerro Negro		X		
	Suriname				
	Merian	X			
	Peru				
	Yanacocha				X
Australia	**Australia**				
	Boddington			X	
	Tanami			X	
GLOBAL	**TOTAL**	**25.0%**	**41.7%**	**25.0%**	**8.3%**

[1] *Predicted to occur includes the potential that it may never occur. Many of our sites chose this as the most minimal option to support development of management plans.*

CLOSURE AND RECLAMATION

Amount of land disturbed and/or reclaimed: Site level (hectares)[1]

	Country/site	Total footprint at the end of 2021[2]	Total cumulative achieved reclamation area up to the end of 2021[2]	Total land disturbance not yet reclaimed to agreed upon end use at the end of 2021[2]	New disturbance during 2022	Previously reclaimed area redisturbed during 2022	Achieved reclamation during 2022 to agreed upon end use	Total disturbance not yet reclaimed to agreed upon end use at the end of 2022	Total cumulative achieved reclamation area up to the end of 2022	Total footprint at end of 2022
Africa	**Ghana**	**3,909.5**	**258.2**	**3,651.2**	**84.4**	**5.2**	**30.3**	**3,710.6**	**283.3**	**3,993.9**
	Ahafo	2,696.2	226.9	2,469.3	65.0	0.7	28.2	2,506.8	254.4	2,761.2
	Akyem	1,213.2	31.3	1,181.9	19.5	4.5	2.1	1,203.7	29.0	1,232.7
Americas: North	**U.S.**	**1,541.7**	**219.0**	**1,322.8**	**2.1**	**0.0**	**9.2**	**1,315.7**	**228.2**	**1,543.8**
	CC&V	1,541.7	219.0	1,322.8	2.1	0.0	9.2	1,315.7	228.2	1,543.8
	Canada	**3,610.0**	**86.6**	**3,523.5**	**3.7**	**0.0**	**31.9**	**3,495.3**	**118.5**	**3,613.8**
	Éléonore	393.6	2.0	391.6	3.7	0.0	28.6	366.7	30.6	397.3
	Musselwhite	701.8	27.6	674.2	0.0	0.0	0.0	674.2	27.6	701.8
	Porcupine	2,514.6	57.0	2,457.6	0.0	0.0	3.3	2,454.3	60.3	2,514.6
	Mexico	**4,288.2**	**15.1**	**4,273.1**	**23.5**	**0.0**	**10.0**	**4,286.6**	**25.1**	**4,311.7**
	Peñasquito	4,288.2	15.1	4,273.1	23.5	0.0	10.0	4,286.6	25.1	4,311.7
Americas: South	**Argentina**	**562.1**	**36.0**	**526.1**	**10.0**	**0.0**	**20.5**	**515.6**	**56.5**	**572.1**
	Cerro Negro	562.1	36.0	526.1	10.0	0.0	20.5	515.6	56.5	572.1
	Suriname	**2,197.8**	**61.6**	**2,136.2**	**178.0**	**0.2**	**22.1**	**2,292.3**	**83.5**	**2,375.8**
	Merian	2,197.8	61.6	2,136.2	178.0	0.2	22.1	2,292.3	83.5	2,375.8
	Peru	**4,497.0**	**917.4**	**3,579.6**	**15.3**	**6.2**	**22.6**	**3,578.5**	**933.8**	**4,512.3**
	Yanacocha	4,497.0	917.4	3,579.6	15.3	6.2	22.6	3,578.5	933.8	4,512.3
Australia	**Australia**	**6,099.3**	**600.6**	**5,498.7**	**30.6**	**0.0**	**0.0**	**5,527.1**	**602.8**	**6,129.9**
	Boddington	4,303.5	261.3	4,042.2	20.8	0.0	0.0	4,063.0	261.3	4,324.3
	Tanami	1,795.8	339.3	1,456.5	9.8	0.0	2.2	1,464.1	341.5	1,805.6
GLOBAL	**TOTAL**	**26,705.6**	**2,194.4**	**24,511.2**	**347.6**	**11.7**	**148.9**	**24,721.5**	**2,331.6**	**27,053.2**

[1] Twelve of Newmont's sites, representing 100% of Newmont's active mine sites, have closure plans in place as of year-end 2022.

[2] Certain prior period balances have been updated to correct errors made in the prior period and to reflect changes in measurement methodology. Overall, the change in the global total footprint compared to that reported in the prior period resulted in a less than one percent difference. However, updates to the footprint measurement at three sites specifically, did result in a significant change: at Cerro Negro, a change in measurement methodology resulted in a 13% increase; at Merian, a change in measurement methodology resulted in a 36% increase; and at Yanacocha, an error in prior year reporting resulted in a 16% decrease.

Total disturbance not yet reclaimed to agreed upon end use: Trailing five year data (thousand hectares)

	2018	2019	2020	2021[1]	2022
Total disturbance	**34.18**	**27.09**	**24.42**	**24.51**	**24.72**

[1] *Certain prior period balances have been updated to correct errors made in the prior period and to reflect changes in measurement methodology. Overall, the change in the total footprint compared to that reported in the prior period resulted in a less than one percent difference.*

Mine lease area: Site level

	Country/site	Hectares
Africa	**Ghana**	**61,807**
	Ahafo	55,532
	Akyem	6,275
Americas: North	**U.S.**	**2,431**
	CC&V	2,431
	Canada	**56,079**
	Éléonore	812
	Musselwhite	5,421
	Porcupine	49,846
	Mexico	**10,843**
	Peñasquito[1]	10,843
Americas: South	**Argentina**	**21,548**
	Cerro Negro	21,548
	Suriname	**25,916**
	Merian	25,916
	Peru	**98,894**
	Yanacocha	98,894
Australia	**Australia**	**14,037**
	Boddington	9,642
	Tanami	4,395
GLOBAL	**TOTAL**	**291,555**

[1] *The mine lease area at our Peñasquito site was incorrectly reported in 2021 due to an error in the included reporting boundary. The value reported included exploration land area, which should be excluded from the total footprint. The updated value resulted in a 58% decrease. The value reported in 2022 has been accurately adjusted to reflect the proper reporting boundary, and is the same area as the corrected 2021 value.*

CYANIDE MANAGEMENT

Estimated cyanide use: Trailing five year data (thousand tonnes)[1]

	2018	2019	2020	2021	2022
Cyanide use	59.1	47.3	45.4	40.9	38.1

[1] Cyanide usage data is estimated based on annual procurement data recorded in Newmont's accounting system.

Cyanide-related incidents: Site level (number of incidents)

	Country/site	Spill off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations	Exceedances of applicable limits of Cyanide Code	Impact to biodiversity[1]	Most recent ICMC certification date[2]
Africa	**Ghana**	**0**	**0**	**0**	**0**	**0**	**1**	
	Ahafo	0	0	0	0	0	1	24 Feb 2022
	Akyem	0	0	0	0	0	0	27 Jan 2022
Americas: North	**U.S.**	**0**	**0**	**0**	**0**	**0**	**0**	
	CC&V	0	0	0	0	0	0	8 Dec 2020
	Canada	**0**	**0**	**0**	**1**	**1**	**0**	
	Éléonore	0	0	0	1	1	0	23 Nov 2021
	Musselwhite	0	0	0	0	0	0	10 May 2021
	Porcupine	0	0	0	0	0	0	28 Apr 2021
	Mexico	**0**	**0**	**0**	**0**	**0**	**0**	
	Peñasquito	0	0	0	0	0	0	9 Jun 2022
Americas: South	**Argentina**	**0**	**0**	**0**	**0**	**0**	**0**	
	Cerro Negro	0	0	0	0	0	0	22 Nov 2022
	Suriname	**0**	**0**	**0**	**1**	**2**	**0**	
	Merian	0	0	0	1	2	0	13 May 2021
	Peru	**0**	**0**	**0**	**3**	**1**	**0**	
	Yanacocha	0	0	0	3	1	0	15 Oct 2021
Australia	**Australia**	**0**	**0**	**0**	**1**	**1**	**0**	
	Boddington	0	0	0	0	1	0	22 Apr 2022
	Tanami	0	0	0	1	0	0	12 Mar 2020
GLOBAL	**TOTAL**	**0**	**0**	**0**	**6**	**5**	**1**	

[1] Cyanide-related biodiversity impacts are wildlife mortalities; for a full listing of wildlife mortalities, refer to the table titled Number of wildlife mortalities, in the Biodiversity section.

[2] International Cyanide Management Code (ICMC) certification is publicly available on the ICMC website.

SIGNIFICANT MATERIALS CONSUMPTION

Estimated materials usage: Site level

	Country/site	Grinding media	Sodium cyanide (NaCN)	Lime	Cement	Tires[1]	Lubricants	Hydrochloric acid (HCL)	Sulfuric acid (H_2SO_4)	Nitric acid (HNO_3)
		thousand tonnes					thousand kiloliters			
Africa	**Ghana**	**18.73**	**4.51**	**19.46**	**1.82**	**2.01**	**1.97**	**1.03**	**0.00**	**0.00**
	Ahafo	10.35	2.34	10.25	1.82	1.49	1.48	0.60	0.00	0.00
	Akyem	8.38	2.17	9.21	0.00	0.52	0.49	0.42	0.00	0.00
Americas: North	**U.S.**	**0.02**	**4.72**	**67.71**	**0.00**	**0.24**	**0.45**	**0.86**	**0.00**	**0.00**
	CC&V	0.02	4.72	67.71	0.00	0.24	0.45	0.86	0.00	0.00
	Canada	**5.72**	**1.96**	**5.61**	**37.47**	**1.10**	**1.19**	**0.05**	**0.00**	**0.01**
	Éléonore	2.67	0.90	2.16	23.86	0.43	0.33	0.00	0.00	0.01
	Musselwhite	1.04	0.38	0.61	4.35	0.26	0.29	0.05	0.00	0.00
	Porcupine	2.01	0.68	2.84	9.26	0.42	0.57	0.00	0.00	0.00
	Mexico	**16.96**	**8.12**	**16.17**	**0.00**	**3.78**	**1.93**	**0.00**	**0.00**	**0.00**
	Peñasquito	16.96	8.12	16.17	0.00	3.78	1.93	0.00	0.00	0.00
Americas: South	**Argentina**	**2.16**	**0.71**	**1.45**	**5.54**	**0.36**	**0.34**	**0.00**	**0.00**	**0.00**
	Cerro Negro	2.16	0.71	1.45	5.54	0.36	0.34	0.00	0.00	0.00
	Suriname	**5.29**	**3.10**	**13.85**	**0.00**	**1.05**	**0.98**	**1.43**	**0.11**	**0.00**
	Merian	5.29	3.10	13.85	0.00	1.05	0.98	1.43	0.11	0.00
	Peru	**0.01**	**4.39**	**88.17**	**0.02**	**0.43**	**0.00**	**1.45**	**0.49**	**0.00**
	Yanacocha	0.01	4.39	88.17	0.02	0.43	0.00	1.45	0.49	0.00
Australia	**Australia**	**18.48**	**10.57**	**20.26**	**36.73**	**2.19**	**1.81**	**1.86**	**23.06**	**0.00**
	Boddington	17.04	9.36	18.43	0.00	1.63	1.43	1.60	21.21	0.00
	Tanami	1.44	1.20	1.83	36.73	0.56	0.38	0.26	1.85	0.00
GLOBAL	**TOTAL**	**67.36**	**38.08**	**232.67**	**81.58**	**11.17**	**8.66**	**6.68**	**23.66**	**0.01**

[1] Calculated tire weight is derived from the purchase of new tires, and does not include reused or refurbished tires.

Estimated materials usage: Trailing five year data[1]

	Units	2018	2019	2020	2021[3]	2022
Grinding media	thousand tonnes	103.10	84.17	67.82	78.73	67.36
Sodium cyanide	thousand tonnes	59.10	47.26	45.38	40.89	38.08
Lime	thousand tonnes	473.80	285.06	299.83	252.30	232.67
Cement	thousand tonnes	78.10	63.12	52.81	85.06	81.58
Tires	thousand tonnes	8.10	10.34	8.54	9.53	11.17
Lubricants	thousand kL	12.30	16.38	10.05	10.12	8.66
Hydrochloric acid (HCL)	thousand kL	10.70	41.54	8.67	7.53	6.68
Sulfuric acid (H_2SO_4)	thousand kL	81.40	24.46	24.49	23.16	23.66
Nitric acid (HNO_3)[2]	thousand kL	N/R	0.24	0.02	0.02	0.01

[1] 2019 data omits Australia KCGM site data; trailing 2018 data reflects former Newmont sites only.

[2] Nitric acid usage was not reported ('N/R') in 2018; this data is reported from 2019 onwards on an annual basis.

[3] A restatement has been made for the grinding media volumes reported in 2021 due to an error in reporting at our Boddington site. The updated value resulted in just under a 5% increase globally, though it resulted in a 27% increase for the site's reported value. The error in reporting was the result of excluding grinding media purchased as direct charge from a secondary supplier related to COVID-19 supply chain constraints with the incumbent provider.

SPILLS

Environmental spills by number of incidents: Trailing five year data[1]

	2018	2019	2020	2021	2022
Total environmental spills on site	50	647	427	397	392
Total environmental spills off site	0	3	7	5	8
Total environmental spills	50	650	434	402	400
Cyanide spills[2]	2	34	28	35	36
Mercury spills	0	0	0	0	0
Significant hydrocarbon spills	0	4	0	2	2
Significant chemical spills	0	0	8	0	1
Other significant spills	0	4	2	5	3

[1] "Spills" is defined as the loss of materials (tailings, solution, effluent, etc.) outside of engineered containment.

[2] Cyanide spills include any process solution spill with WAD CN concentration above 0.5 mg/l in accordance with the Cyanide Code guidance (Principle 4.1).

Estimated environmental spills by volume: Trailing five year data[1, 2, 3, 4]

	2018	2019	2020	2021	2022
Cyanide spills (kiloliters)[5]	5,768	4,745	17,447	371	994
Mercury spills (kilograms)	0	0	0	0	0
Significant hydrocarbon spills (kiloliters)	0	1	0	21	2
Significant chemical spills (kiloliters)	0	0	18	0	24
Other significant spills (kiloliters)	0	46	38	43	42

[1] "Spills" is defined as the loss of material or substance outside of engineered containment.

[2] Newmont assesses events on a scale of 1-5 with level 3 and above considered "significant". Ratings are derived by assessing each event based on Gravity (the contaminant), Extent (volume) and Vulnerability (location/receptors).

[3] Includes cyanide in slurry and tailings and cyanide in process solutions. No cyanide solution or slurry spill required off-site remediation.

[4] Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.

[5] Cyanide spills include any process solution spill with WAD CN concentration above 0.5 mg/L, in accordance with the Cyanide Code guidance (Principle 4.1).

TAILINGS MANAGEMENT

Tailings generated and managed: Site level (metric tons)

		Management method			
	Country/site	Surface tailings	Open pit tailings	Sub-surface tailings	Total produced and managed
Africa	**Ghana**	**18,462,790**	**0**	**0**	**18,462,790**
	Ahafo	10,789,115	0	0	10,789,115
	Akyem	7,673,675	0	0	7,673,675
Americas: North	**U.S.**	**67,558**	**0**	**0**	**67,558**
	CC&V	67,558	0	0	67,558
	Canada	**5,220,690**	**0**	**606,078**	**5,826,768**
	Éléonore	941,386	0	606,078	1,547,464
	Musselwhite	1,042,193	0	0	1,042,193
	Porcupine	3,237,111	0	0	3,237,111
	Mexico	**35,114,820**	**0**	**0**	**35,114,820**
	Peñasquito	35,114,820	0	0	35,114,820
Americas: South	**Argentina**	**930,302**	**0**	**0**	**930,302**
	Cerro Negro	930,302	0	0	930,302
	Suriname	**14,200,918**	**0**	**0**	**14,200,918**
	Merian	14,200,918	0	0	14,200,918
	Peru	**0**	**0**	**0**	**0**
	Yanacocha	0	0	0	0
Australia	**Australia**	**39,137,998**	**0**	**446,649**	**39,584,647**
	Boddington	36,995,361	0	0	36,995,361
	Tanami	2,142,637	0	446,649	2,589,286
GLOBAL	**TOTAL**	**113,135,076**	**0**	**1,052,727**	**114,187,803**

Total waste rock/tailings generated: Trailing five year data (million tonnes)

	2018	2019	2020	2021	2022
Total waste rock generated	299.7	320.6	285.2	263.5	316.6
Total tailings produced and managed	112.1	120.7	116.2	119.1	114.2

Tailings inventory and disclosures

Church of England disclosures: Newmont developed a **disclosure** in response to the Church of England April 10, 2019 request for information concerning tailings management. This disclosure provides Newmont's approach to tailings; communications and risk management; a description of updates to our approach following recent disasters; and an inventory of tailings facilities for our operating sites, joint ventures, subsidiaries, and legacy sites.

GISTM (Global Industry Standard on Tailings Management): Newmont provided a **response** to a request on December 17, 2020, from the Church of England Pensions Board, Principles for Responsible Investment, and Swedish Council on Ethics for AP Public Pension Funds regarding Newmont's commitment to implementing the GISTM.

Global Tailings Inventory: Newmont provides a full disclosure of tailings facilities, classifications, location, status, construction type and detailed, datasets, which are periodically updated and available for **download**.

Newmont's Interactive Public Disclosure Tool: In 2021, a cross-functional team (Technical Services, S&ER, Communications, Information Technology) worked with an external consultant to develop a framework for creating an internal and external disclosures database that meets the requirements of the GISTM. The **tool** provides an informative platform to access data for Newmont's Tailings Storage Facilities (TSFs).

WASTE

Estimated waste rock generated by type: Site level (metric tons)[1, 2]

	Country/site	Acid generating/ metal leaching	Non-acid generating/non-metal leaching	Total waste rock brought to surface	Total waste rock generated
Africa	**Ghana**	**0.0**	**49,800,272.0**	**49,800,272.0**	**49,800,272.0**
	Ahafo	0.0	26,984,076.0	26,984,076.0	26,984,076.0
	Akyem	0.0	22,816,196.0	22,816,196.0	22,816,196.0
Americas: North	**U.S.**	**14,248,190.0**	**0.0**	**14,248,190.0**	**14,248,190.0**
	CC&V	14,248,190.0	0.0	14,248,190.0	14,248,190.0
	Canada	**588,053.0**	**4,545,733.0**	**5,133,786.0**	**6,158,906.0**
	Éléonore	420,093.0	0.0	420,093.0	674,932.0
	Musselwhite	70,036.0	0.0	70,036.0	600,235.0
	Porcupine	97,924.0	4,545,733.0	4,643,657.0	4,883,739.0
	Mexico	**15,650,037.5**	**129,252,952.4**	**144,902,990.0**	**144,902,990.0**
	Peñasquito	15,650,037.5	129,252,952.4	144,902,990.0	144,902,990.0
Americas: South	**Argentina**	**99,050.0**	**99,566.0**	**0.0**	**411,782.0**
	Cerro Negro[3]	99,050.0	99,566.0	0.0	411,782.0
	Suriname	**0.0**	**22,667,042.2**	**22,667,042.2**	**22,667,042.2**
	Merian	0.0	22,667,042.2	22,667,042.2	22,667,042.2
	Peru	**20,736,411.2**	**19,602,588.8**	**40,339,000.0**	**40,339,000.0**
	Yanacocha	20,736,411.2	19,602,588.8	40,339,000.0	40,339,000.0
Australia	**Australia**	**8,081,000.0**	**14,548,510.0**	**22,629,510.0**	**38,098,622.0**
	Boddington	8,081,000.0	14,294,000.0	22,375,000.0	37,240,233.0
	Tanami[1]	0.0	254,510.0	254,510.0	858,389.0
GLOBAL	**TOTAL**	**59,402,741.7**	**240,516,664.4**	**299,720,790.2**	**316,626,804.2**

[1] Every site is required to do acid-based accounting to check the acid generating potential and neutralizing potential of the rock.

[2] At sites with underground operations, not all of the waste rock that has known acid generating potential is brought to surface.

[3] Cerro Negro generated 411,782 metric tons of waste rock, though none of the waste was brought to surface for collection and instead all was used underground as fill material.

Estimated other waste generated: Site level (metric tons)

	Country/site	Sludges or other process residues	Hydrocarbon-contaminated waste rock
Africa	**Ghana**	**3,257.0**	**8.0**
	Ahafo	1.7	5.0
	Akyem	3,255.3	3.0
Americas: North	**U.S.**	**0.0**	**0.0**
	CC&V	0.0	0.0
	Canada	**12,938.0**	**79.1**
	Éléonore	12,568.0	74.0
	Musselwhite	370.0	5.1
	Porcupine	0.0	0.0
	Mexico	**0.0**	**60.5**
	Peñasquito	0.0	60.5
Americas: South	**Argentina**	**104.0**	**1,070.0**
	Cerro Negro	104.0	1,070.0
	Suriname	**4,536.0**	**0.8**
	Merian	4,536.0	0.8
	Peru	**316,906.0**	**6,500.0**
	Yanacocha	316,906.0	6,500.0
Australia	**Australia**	**13,500.8**	**7,463.7**
	Boddington	688.8	7,463.7
	Tanami	12,812.0	0.0
GLOBAL	**TOTAL**	**351,241.8**	**15,182.1**

Estimated mercury waste generated by type: Site level (kilograms)[1, 2]

	Country/site	Elemental mercury	Mercuric chloride	Mercury-tainted carbon	Mercury-contaminated sludge	Other mercury-related waste	Total
Africa	**Ghana**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
	Ahafo	0.0	0.0	0.0	0.0	0.0	0.0
	Akyem	0.0	0.0	0.0	0.0	0.0	0.0
Americas: North	**U.S.**	**13.0**	**0.0**	**0.0**	**0.0**	**19.0**	**32.0**
	CC&V	13.0	0.0	0.0	0.0	19.0	32.0
	Canada	**0.0**	**0.0**	**0.0**	**0.6**	**1.9**	**2.5**
	Éléonore	0.0	0.0	0.0	0.6	0.0	0.6
	Musselwhite	0.0	0.0	0.0	0.0	1.9	1.9
	Porcupine	0.0	0.0	0.0	0.0	0.0	0.0
	Mexico	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
	Peñasquito	0.0	0.0	0.0	0.0	0.0	0.0
Americas: South	**Argentina**	**0.0**	**0.0**	**0.0**	**0.0**	**100.0**	**100.0**
	Cerro Negro	0.0	0.0	0.0	0.0	100.0	100.0
	Suriname	**0.3**	**0.0**	**0.0**	**0.0**	**112.0**	**112.3**
	Merian	0.3	0.0	0.0	0.0	112.0	112.3
	Peru	**2,882.0**	**0.0**	**0.0**	**0.0**	**0.0**	**2,882.0**
	Yanacocha	2,882.0	0.0	0.0	0.0	0.0	2,882.0
Australia	**Australia**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**
	Boddington	0.0	0.0	0.0	0.0	0.0	0.0
	Tanami	0.0	0.0	0.0	0.0	0.0	0.0
GLOBAL	**TOTAL**	**2,895.3**	**0.0**	**0.0**	**0.6**	**232.9**	**3,128.8**

[1] Newmont does not use mercury to process ore; however some naturally occurring mercury exists in some ore bodies and is managed in accordance with laws and regulations; this data is considered mineral processing waste for reporting purposes.

[2] The unit used to report mercury waste has been updated from metric tons to kilograms to improve accuracy of reporting the smaller values of waste generated.

Estimated hazardous waste diverted from disposal: Site level (metric tons)

		Reused		Recycled		Recovered		Total
	Country/site	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	
Africa	**Ghana**	**0.0**	**38.5**	**128.2**	**294.4**	**0.0**	**0.0**	**461.1**
	Ahafo	0.0	0.0	128.2	294.4	0.0	0.0	422.6
	Akyem	0.0	38.5	0.0	0.0	0.0	0.0	38.5
Americas: North	**U.S.**	**0.0**	**0.0**	**0.0**	**1.3**	**283.7**	**90.9**	**375.9**
	CC&V	0.0	0.0	0.0	1.3	283.7	90.9	375.9
	Canada	**32.7**	**11.6**	**0.0**	**338.2**	**0.0**	**186.0**	**568.4**
	Éléonore	32.7	8.6	0.0	24.7	0.0	186.0	252.0
	Musselwhite	0.0	3.0	0.0	118.9	0.0	0.0	121.9
	Porcupine	0.0	0.0	0.0	194.6	0.0	0.0	194.6
	Mexico	**822.0**	**0.0**	**0.0**	**352.8**	**0.0**	**0.0**	**1,174.8**
	Peñasquito	822.0	0.0	0.0	352.8	0.0	0.0	1,174.8
Americas: South	**Argentina**	**0.0**	**17.0**	**0.0**	**0.0**	**0.0**	**0.0**	**17.0**
	Cerro Negro	0.0	17.0	0.0	0.0	0.0	0.0	17.0
	Suriname	**0.0**	**0.0**	**0.0**	**550.9**	**0.0**	**0.0**	**550.9**
	Merian	0.0	0.0	0.0	550.9	0.0	0.0	550.9
	Peru	**0.0**	**0.0**	**0.0**	**0.0**	**242.2**	**0.0**	**242.2**
	Yanacocha	0.0	0.0	0.0	0.0	242.2	0.0	242.2
Australia	**Australia**	**4,014.6**	**52.1**	**0.0**	**1,682.4**	**0.0**	**0.0**	**5,749.2**
	Boddington	4,014.6	52.1	0.0	1,095.9	0.0	0.0	5,162.6
	Tanami	0.0	0.0	0.0	586.6	0.0	0.0	586.6
GLOBAL	**TOTAL**	**4,869.3**	**119.2**	**128.2**	**3,220.0**	**525.9**	**276.9**	**9,139.4**

Estimated non-hazardous waste diverted from disposal: Site level (metric tons)

		Reused		Recycled		Recovered		Total
	Country/site	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	
Africa	**Ghana**	**0.0**	**722.7**	**7.7**	**3,870.4**	**0.0**	**0.0**	**4,600.7**
	Ahafo	0.0	19.7	7.7	3,870.4	0.0	0.0	3,897.7
	Akyem	0.0	703.0	0.0	0.0	0.0	0.0	703.0
Americas: North	**U.S.**	**0.0**	**0.0**	**0.0**	**647.0**	**0.0**	**0.0**	**647.0**
	CC&V	0.0	0.0	0.0	647.0	0.0	0.0	647.0
	Canada	**32.5**	**3.9**	**49.5**	**1,365.1**	**281.0**	**0.0**	**1,732.0**
	Éléonore	0.0	0.0	49.5	248.3	281.0	0.0	578.8
	Musselwhite	0.0	0.6	0.0	70.9	0.0	0.0	71.5
	Porcupine	32.5	3.3	0.0	1,045.9	0.0	0.0	1,081.7
	Mexico	**3.0**	**0.0**	**0.0**	**6,768.9**	**0.0**	**0.0**	**6,771.9**
	Peñasquito	3.0	0.0	0.0	6,768.9	0.0	0.0	6,771.9
Americas: South	**Argentina**	**25.0**	**31.5**	**0.0**	**76.8**	**0.0**	**0.0**	**133.3**
	Cerro Negro	25.0	31.5	0.0	76.8	0.0	0.0	133.3
	Suriname	**0.0**	**0.0**	**18.9**	**5,052.8**	**0.0**	**0.0**	**5,071.7**
	Merian	0.0	0.0	18.9	5,052.8	0.0	0.0	5,071.7
	Peru	**0.0**	**0.0**	**595.5**	**2,403.0**	**0.0**	**0.0**	**2,998.5**
	Yanacocha	0.0	0.0	595.5	2,403.0	0.0	0.0	2,998.5
Australia	**Australia**	**0.0**	**0.0**	**0.0**	**5,082.7**	**0.0**	**0.0**	**5,082.7**
	Boddington	0.0	0.0	0.0	5,082.7	0.0	0.0	5,082.7
	Tanami	0.0	0.0	0.0	0.0	0.0	0.0	0.0
GLOBAL	**TOTAL**	**60.5**	**758.2**	**671.5**	**25,266.7**	**281.0**	**0.0**	**27,037.8**

Estimated hazardous waste disposed: Site level (metric tons)[1]

		Incinerated (with energy recovery)		Incinerated (without energy recovery)		Landfilled		Other[2]		Total
	Country/site	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	
Africa	**Ghana**	**0.0**	**0.0**	**38.6**	**37.6**	**0.0**	**6.0**	**0.0**	**0.2**	**82.4**
	Ahafo	0.0	0.0	7.7	34.4	0.0	0.0	0.0	0.2	42.3
	Akyem	0.0	0.0	30.9	3.2	0.0	6.0	0.0	0.0	40.1
Americas: North	**U.S.**	**0.0**	**0.0**	**0.0**	**0.1**	**0.0**	**41.9**	**0.0**	**0.0**	**41.9**
	CC&V	0.0	0.0	0.0	0.1	0.0	41.9	0.0	0.0	41.9
	Canada	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**358.6**	**0.0**	**22.1**	**380.7**
	Éléonore	0.0	0.0	0.0	0.0	0.0	200.6	0.0	0.0	200.6
	Musselwhite	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22.1	22.1
	Porcupine	0.0	0.0	0.0	0.0	0.0	158.0	0.0	0.0	158.0
	Mexico	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**1,098.0**	**174.8**	**0.0**	**1,272.8**
	Peñasquito	0.0	0.0	0.0	0.0	0.0	1,098.0	174.8	0.0	1,272.8
Americas: South	**Argentina**	**0.0**	**42.0**	**0.0**	**392.0**	**0.0**	**0.0**	**0.0**	**0.0**	**434.0**
	Cerro Negro	0.0	42.0	0.0	392.0	0.0	0.0	0.0	0.0	434.0
	Suriname	**0.0**	**0.0**	**419.6**	**134.9**	**41.1**	**0.0**	**0.0**	**0.0**	**595.6**
	Merian	0.0	0.0	419.6	134.9	41.1	0.0	0.0	0.0	595.6
	Peru	**0.0**	**0.0**	**0.0**	**0.0**	**165.9**	**779.4**	**0.0**	**0.0**	**945.3**
	Yanacocha	0.0	0.0	0.0	0.0	165.9	779.4	0.0	0.0	945.3
Australia	**Australia**	**0.0**	**0.0**	**113.0**	**0.7**	**0.0**	**268.0**	**1,655.0**	**104.9**	**2,141.6**
	Boddington	0.0	0.0	0.0	0.7	0.0	268.0	1,655.0	103.9	2,027.6
	Tanami	0.0	0.0	113.0	0.0	0.0	0.0	0.0	1.0	114.0
GLOBAL	**TOTAL**	**0.0**	**42.0**	**571.2**	**565.2**	**207.0**	**2,551.9**	**1,829.8**	**127.2**	**5,894.4**

[1] The disposal category "deep well injected" has been removed from this table because this disposal method does not apply to any of our sites and will be included in "Other" moving forward, if applicable.

[2] Examples of other disposal operations include treatment of portable toilet sewage waste through sewage treatment plants and using commercial disposal providers.

Estimated non-hazardous waste disposed: Site level (metric tons)[1]

		Incinerated (with energy recovery)		Incinerated (without energy recovery)		Landfilled		Other[2]		Total
	Country/site	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	**On-site**	**Off-site**	
Africa	**Ghana**	**0.0**	**0.0**	**0.0**	**0.0**	**474.7**	**81.4**	**321.2**	**0.0**	**877.3**
	Ahafo	0.0	0.0	0.0	0.0	393.3	0.0	321.2	0.0	714.5
	Akyem	0.0	0.0	0.0	0.0	81.4	81.4	0.0	0.0	162.8
Americas: North	**U.S.**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**404.8**	**0.0**	**0.0**	**404.8**
	CC&V	0.0	0.0	0.0	0.0	0.0	404.8	0.0	0.0	404.8
	Canada	**0.0**	**0.0**	**148.0**	**0.0**	**3,687.9**	**132.7**	**0.0**	**0.0**	**3,968.5**
	Éléonore	0.0	0.0	0.0	0.0	1,453.0	95.0	0.0	0.0	1,548.0
	Musselwhite	0.0	0.0	148.0	0.0	656.8	0.0	0.0	0.0	804.8
	Porcupine	0.0	0.0	0.0	0.0	1,578.1	37.7	0.0	0.0	1,615.8
	Mexico	**0.0**	**0.0**	**0.0**	**0.0**	**1,743.0**	**599.0**	**4,975.0**	**286.3**	**7,603.3**
	Peñasquito	0.0	0.0	0.0	0.0	1,743.0	599.0	4,975.0	286.3	7,603.3
Americas: South	**Argentina**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**932.0**	**0.0**	**0.0**	**932.0**
	Cerro Negro	0.0	0.0	0.0	0.0	0.0	932.0	0.0	0.0	932.0
	Suriname	**0.0**	**0.0**	**0.0**	**0.0**	**1,778.4**	**0.0**	**0.0**	**0.0**	**1,778.4**
	Merian	0.0	0.0	0.0	0.0	1,778.4	0.0	0.0	0.0	1,778.4
	Peru	**0.0**	**0.0**	**0.0**	**0.0**	**614.3**	**1,741.7**	**0.0**	**0.0**	**2,356.0**
	Yanacocha	0.0	0.0	0.0	0.0	614.3	1,741.7	0.0	0.0	2,356.0
Australia	**Australia**	**0.0**	**0.0**	**5,626.2**	**0.0**	**6,806.0**	**805.5**	**1,242.0**	**0.0**	**14,479.7**
	Boddington	0.0	0.0	575.4	0.0	399.9	805.5	1,242.0	0.0	3,022.9
	Tanami	0.0	0.0	5,050.8	0.0	6,406.0	0.0	0.0	0.0	11,456.8
GLOBAL	**TOTAL**	**0.0**	**0.0**	**5,774.2**	**0.0**	**15,104.2**	**4,697.1**	**6,538.2**	**286.3**	**32,399.9**

[1] The disposal category "deep well injected" has been removed from this table because this disposal method does not apply to any of our sites and will be included in "Other" moving forward, if applicable.

[2] Examples of other disposal operations include burying tires in waste rock dump facilities and burying waste in inert disposal facilities.

Estimated waste by type: Trailing five year data[1]

	2018	2019	2020	2021	2022
Total waste rock generated (million tonnes)	299.7	320.6	285.2	263.5	316.6
Total waste rock brought to surface (million tonnes)	N/R	N/R	283.8	254.1	299.7
Total tailings generated (million tonnes)	112.1	120.7	116.2	119.1	114.2
Total elemental mercury (Hg) generated (thousand kilograms)	26.9	7.6	24.7	5.2	3.1
Total hazardous waste managed (thousand tonnes)	18.4	32.1	18.8	15.5	15.0
Total non-hazardous waste managed (thousand tonnes)	66.9	66.6	52.6	60.4	59.4

[1] *For a 2022 site-level breakout of tailings, reference the 2022 Site-level tailings by type data table in the Tailings Management section of the Performance Data tables.*

WATER STEWARDSHIP

Water summary: Site level (megaliters (ML))[1]

	Country/site	Total water withdrawn	Total water discharged	Other managed water	Total water consumed	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	Water intensity (ML water consumed / gold equivalent ounces (GEO))[3]	Water intensity (ML water consumed / tonne of ore processed)
Africa	**Ghana**	**20,986**	**6,490**	**3,415**	**17,911**	**27,776**	**45,687**	**60.8%**	**18.0**	**0.9**
	Ahafo	12,882	5,104	3,311	11,090	19,122	30,212	63.3%	19.3	1.0
	Akyem	8,104	1,386	104	6,821	8,654	15,475	55.9%	16.2	0.8
Americas: North	**U.S.**	**3,382**	**738**	**738**	**3,382**	**55,946**	**59,328**	**94.3%**	**18.6**	**0.2**
	CC&V	3,382	738	738	3,382	55,946	59,328	94.3%	18.6	0.2
	Canada	**11,461**	**9,942**	**5,812**	**7,331**	**13,862**	**21,192**	**65.4%**	**11.0**	**1.2**
	Éléonore	3,238	2,315	0	924	4,716	5,640	83.6%	4.3	0.6
	Musselwhite	1,636	1,894	649	391	1,355	1,746	77.6%	2.3	0.4
	Porcupine[2]	6,586	5,733	5,163	6,016	7,790	13,806	55.0%	21.5	1.8
	Mexico	**32,290**	**1,498**	**232**	**31,024**	**58,898**	**89,922**	**65.5%**	**19.2**	**0.9**
	Peñasquito	32,290	1,498	232	31,024	58,898	89,922	65.5%	19.2	0.9
Americas: South	**Argentina**	**857**	**0**	**0**	**857**	**1,049**	**1,907**	**55.0%**	**3.1**	**0.9**
	Cerro Negro	857	0	0	857	1,049	1,907	55.0%	3.1	0.9
	Suriname	**17,489**	**48,277**	**36,679**	**5,891**	**28,933**	**34,824**	**83.1%**	**14.6**	**0.4**
	Merian	17,489	48,277	36,679	5,891	28,933	34,824	83.1%	14.6	0.4
	Peru	**19,590**	**36,911**	**23,280**	**5,959**	**39,013**	**44,972**	**86.7%**	**24.4**	**0.3**
	Yanacocha	19,590	36,911	23,280	5,959	39,013	44,972	86.7%	24.4	0.3
Australia	**Australia**	**28,123**	**1,109**	**0**	**27,015**	**46,986**	**74,000**	**63.5%**	**17.9**	**0.7**
	Boddington	24,319	1,101	0	23,217	43,332	66,550	65.1%	22.7	0.6
	Tanami	3,805	8	0	3,797	3,653	7,451	49.0%	7.8	1.5
GLOBAL	**TOTAL**	**134,178**	**104,966**	**70,156**	**99,369**	**272,463**	**371,832**	**73.3%**	**16.9**	**0.6**

[1] Newmont does not discharge to or withdraw seawater for any purposes.

[2] Figure reflects combined water consumption for Porcupine and Borden mines. Borden operations began in October 2019.

[3] Water intensity figures: GEO (Gold Equivalent Ounces) includes total produced and co-product GEO as defined in our Form 2022 10-K, adjusted to match the reporting boundary of our Annual Sustainability Report. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2022 Regional Operating Statistics, again adjusted to match the reporting boundary of our Annual Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

Total water withdrawn and discharged by category: Site level (megaliters)

		Total water withdrawn				Total water discharged			
	Country/site	**Category 1**	**Category 2**	**Category 3**	**Total**	**Category 1**	**Category 2**	**Category 3**	**Total**
Africa	**Ghana**	**16,959**	**4,027**	**0**	**20,986**	**6,489**	**1**	**0**	**6,490**
	Ahafo	9,066	3,816	0	12,882	5,104	0	0	5,104
	Akyem	7,893	211	0	8,104	1,385	1	0	1,386
Americas: North	**U.S.**	**2,410**	**0**	**972**	**3,382**	**738**	**0**	**0**	**738**
	CC&V	2,410	0	972	3,382	738	0	0	738
	Canada	**6,104**	**2,229**	**3,128**	**11,461**	**4,498**	**1,933**	**3,511**	**9,942**
	Éléonore	487	0	2,751	3,238	2,276	38	0	2,315
	Musselwhite	389	1,247	0	1,636	0	1,894	0	1,894
	Porcupine[2]	5,228	981	377	6,586	2,222	0	3,511	5,733
	Mexico	**644**	**0**	**31,646**	**32,290**	**232**	**0**	**1,266**	**1,498**
	Peñasquito	644	0	31,646	32,290	232	0	1,266	1,498
Americas: South	**Argentina**	**834**	**0**	**23**	**857**	**0**	**0**	**0**	**0**
	Cerro Negro	834	0	23	857	0	0	0	0
	Suriname	**13,728**	**3,761**	**0**	**17,489**	**0**	**48,277**	**0**	**48,277**
	Merian	13,728	3,761	0	17,489	0	48,277	0	48,277
	Peru	**19,036**	**342**	**212**	**19,590**	**13,315**	**18,407**	**5,190**	**36,911**
	Yanacocha	19,036	342	212	19,590	13,315	18,407	5,190	36,911
Australia	**Australia**	**13,069**	**15,035**	**19**	**28,123**	**0**	**0**	**1,109**	**1,109**
	Boddington	12,282	12,036	0	24,319	0	0	1,101	1,101
	Tanami	787	2,998	19	3,805	0	0	8	8
GLOBAL	**TOTAL**	**72,784**	**25,394**	**36,001**	**134,178**	**25,272**	**68,618**	**11,076**	**104,966**

[1] Figure reflects water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

Total treated water by destination: Site level (megaliters)

	Country/site	Treated discharge by process water treatment	Treated discharge by reverse osmosis or acid water treatment	Treated discharge by sewage treatment	Treated discharge by other methods of treatment[1]	Total treated water discharge
Africa	**Ghana**	**0**	**3,074**	**0**	**0**	**3,074**
	Ahafo	0	1,793	0	0	1,793
	Akyem	0	1,282	0	0	1,282
Americas: North	**U.S.**	**0**	**0**	**0**	**0**	**0**
	CC&V	0	0	0	0	0
	Canada	**0**	**0**	**38**	**8,616**	**8,654**
	Éléonore	0	0	38	2,276	2,315
	Musselwhite	0	0	0	1,894	1,894
	Porcupine	0	0	0	4,445	4,445
	Mexico	**0**	**232**	**0**	**0**	**232**
	Peñasquito	0	232	0	0	232
Americas: South	**Argentina**	**0**	**0**	**0**	**0**	**0**
	Cerro Negro	0	0	0	0	0
	Suriname	**0**	**0**	**0**	**11,598**	**11,598**
	Merian	0	0	0	11,598	11,598
	Peru	**0**	**31,721**	**317**	**0**	**32,038**
	Yanacocha	0	31,721	317	0	32,038
Australia	**Australia**	**0**	**0**	**0**	**0**	**0**
	Boddington	0	0	0	0	0
	Tanami	0	0	0	0	0
GLOBAL	**TOTAL**	**0**	**35,027**	**355**	**20,214**	**55,596**

[1] *Treated discharge by other methods of treatment includes passive water treatment and other biological, chemical and physical treatment methods not otherwise listed.*

Total untreated water by destination: Site level (megaliters)

	Country/site	Untreated discharge to external organizations for reuse	Untreated discharge to groundwater[2]	Untreated discharge to sewers	Untreated discharge to surface water	Untreated discharge to ocean	Total untreated water discharge
Africa	**Ghana**	**0**	**0**	**0**	**3,416**	**0**	**3,416**
	Ahafo	0	0	0	3,311	0	3,311
	Akyem	0	0	0	105	0	105
Americas: North	**U.S.**	**0**	**0**	**0**	**738**	**0**	**738**
	CC&V	0	0	0	738	0	738
	Canada	**0**	**0**	**0**	**1,287**	**0**	**1,287**
	Éléonore	0	0	0	0	0	0
	Musselwhite	0	0	0	0	0	0
	Porcupine[1]	0	0	0	1,287	0	1,287
	Mexico	**0**	**1,266**	**0**	**0**	**0**	**1,266**
	Peñasquito	0	1,266	0	0	0	1,266
Americas: South	**Argentina**	**0**	**0**	**0**	**0**	**0**	**0**
	Cerro Negro	0	0	0	0	0	0
	Suriname	**0**	**0**	**0**	**36,679**	**0**	**36,679**
	Merian	0	0	0	36,679	0	36,679
	Peru	**0**	**4,874**	**0**	**0**	**0**	**4,874**
	Yanacocha	0	4,874	0	0	0	4,874
Australia	**Australia**	**0**	**1,109**	**0**	**0**	**0**	**1,109**
	Boddington	0	1,101	0	0	0	1,101
	Tanami	0	8	0	0	0	8
GLOBAL	**TOTAL**	**0**	**7,249**	**0**	**42,121**	**0**	**49,369**

[1] Outputs reflect water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

[2] Untreated discharge to groundwater includes seepage. As model recalibration continues, estimates and quantification of seepage to groundwater continues to improve.

Water withdrawn: Site level (megaliters)

	Country/site	Surface water	Groundwater	Precipitation	Municipal water	Total water withdrawn	Other managed water
Africa	**Ghana**	**0**	**4,363**	**16,623**	**0**	**20,986**	**3,415**
	Ahafo	0	4,055	8,827	0	12,882	3,311
	Akyem	0	307	7,797	0	8,104	104
Americas: North	**U.S.**	**0**	**972**	**1,422**	**987**	**3,382**	**738**
	CC&V	0	972	1,422	987	3,382	738
	Canada	**1,451**	**4,097**	**5,852**	**61**	**11,461**	**5,812**
	Éléonore	0	2,940	298	0	3,238	0
	Musselwhite	640	608	388	0	1,636	649
	Porcupine[1]	811	549	5,165	61	6,586	5,163
	Mexico	**0**	**31,646**	**640**	**3**	**32,290**	**232**
	Peñasquito	0	31,646	640	3	32,290	232
Americas: South	**Argentina**	**1**	**815**	**41**	**1**	**857**	**0**
	Cerro Negro	1	815	41	1	857	0
	Suriname	**0**	**3,944**	**13,539**	**6**	**17,489**	**36,679**
	Merian	0	3,944	13,539	6	17,489	36,679
	Peru	**0**	**554**	**19,036**	**0**	**19,590**	**23,280**
	Yanacocha	0	554	19,036	0	19,590	23,280
Australia	**Australia**	**4,659**	**10,290**	**13,069**	**104**	**28,123**	**0**
	Boddington	4,659	7,273	12,282	104	24,319	0
	Tanami	0	3,017	787	0	3,805	0
GLOBAL	**TOTAL**	**6,111**	**56,682**	**70,223**	**1,163**	**134,178**	**70,156**

[1] *Figure reflects water consumption for Porcupine and Borden mines. Borden operations began in October 2019.*

Water summary: Trailing five year data (megaliters)[1]

	2018	2019	2020[2]	2021	2022
Total water withdrawn	**191,113**	**184,665**	**190,371**	**194,949**	**134,178**
Surface water	6,515	10,575	13,230	10,000	6,111
Groundwater	74,861	67,823	75,871	80,412	56,682
Precipitation	108,082	104,566	99,362	102,938	70,223
Municipal water	1,656	1,701	1,909	1,600	1,163
Ocean water used for processing	0	0	0	0	0
Ocean water used for cooling	0	0	0	0	0
Other water managed	**Not reported**	**Not reported**	**Not reported**	**3,567**	**70,156**
Total water consumed (withdrawn minus discharged)	**112,137**	**99,771**	**103,479**	**100,065**	**99,369**
Total water recycled	**237,295**	**245,866**	**257,563**	**257,769**	**272,463**
Total water used (consumed plus recycled)	**349,433**	**345,637**	**361,037**	**357,834**	**371,832**
Percent recycled (water recycled divided by water used)	**68%**	**71%**	**71%**	**72%**	**73%**

[1] 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

[2] Total water consumed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

Total water discharged by destination: Trailing five year data (megaliters)[1, 2]

	2018	2019	2020[3]	2021	2022
Untreated discharge to external organizations for reuse	43	0	0	0	0
Untreated discharge to groundwater[1]	2,962	4,632	11,845	18,008	7,249
Untreated discharge to sewers	0	0	0	0	0
Untreated discharge to surface water	23,568	4,923	5,285	2,774	42,121
Untreated discharge to ocean	0	0	0	0	0
Total untreated water discharged	**26,573**	**9,555**	**17,130**	**20,782**	**49,369**
Treated discharge by process water treatment	0	0	0	0	0
Treated discharge by reverse osmosis or acid water treatment	38,621	35,099	31,206	31,906	35,027
Treated discharge by sewage treatment	0	58	0	3	355
Treated discharge by other	60,247	44,815	38,557	42,194	20,214
Total treated water discharged	**98,868**	**79,971**	**69,763**	**74,102**	**55,911**

[1] 2018 data has not been adjusted to reflect our current asset portfolio because former Goldcorp sites did not report discharge by designation. 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mine sites).

[2] Beginning in 2020, reporting of untreated discharge to groundwater began including seepage volumes. As model recalibration continues, estimates and quantification of seepage to groundwater continues to improve. Seepage that impacts water quality is managed in our site water management plans.

[3] Total untreated water discharged for 2020 has been updated to correct for an error made in the reported values in that year. The update does not result in a significant material change.

Consumption by water quality (megaliters)

	Total	Percent of total consumption
Category 1	90,003	91%
Category 2[1]	(43,224)	(44%)
Category 3	52,589	53%

[1] Consumption for Category 2 water quality is negative because more Category 2 water was withdrawn than was returned to the system as higher quality Category 1 water.

Water balance[1]

	Megaliters
Total water withdrawn	**134,178**
Surface water withdrawn	6,111
Groundwater withdrawn	56,682
Precipitation water withdrawn	70,223
Third-party (municipal) water withdrawn	1,163
Other managed water	**70,156**
Water recycled/reused	**272,463**
Water consumed	**99,369**
Total water discharged	**104,966**
Surface water discharged	97,485
Groundwater discharged	7,249
Third-party water discharged	232

[1] Disclosure follows Mining Canada Association (MCA) Water Accounting Framework and site-wide water balance reporting.

Water consumed, recycled and percentage recycled: Trailing five year data (megaliters)[1]

	2018	2019	2020[3]	2021	2022
Water consumed[2]	112,137	99,771	103,479	100,065	99,369
Water recycled/reused	237,295	245,866	257,563	257,769	272,463
Percent recycled/reused	68%	71%	72%	72%	73%

[1] 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

[2] For 2022, total water consumption based on ICMM's Water Reporting: Good Practice Guide, 2nd edition definition is 104,511 ML.

[3] Total water consumed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

Water intensity: Trailing five year data[1]

	2018	2019	2020[3]	2021	2022
Water consumed (ML) / GEO (thousands)	19.79	20.18	18.91	17.06	16.87
Water consumed (ML) / tonne of ore processed (thousands)[2]	0.69	0.68	0.67	0.64	0.64
Water consumed (ML) / revenue (millions)	15.31	13.94	11.41	10.08	10.12

[1] 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

[2] Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site. 2018–2021 data has been adjusted to match 2022 reporting (i.e., the denominator of ore processed includes both ore milled and leached).

[3] Water consumed / GEO and Water consumed / tonne of ore processed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

Water-related risk: Site level

	Climate conditions	Water sources[1]	Risk: Water stress[2]	Risk: Water quality	Risk: Excess water[3]	Risk: Watershed challenges[4]
Ahafo	Humid	GW, SW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington[2]	Semi-arid	GW, SW				
Tanami	Arid	GW	X			
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Musselwhite	Moderate precipitation	GW, SW		X		
Peñasquito	Arid	GW	X			X
Porcupine	Moderate precipitation	GW, SW		X		X
Cerro Negro	Arid	GW	X			X
Merian	Moderate precipitation	GW		X	X	X
Yanacocha[5]	Moderate precipitation with a distinct dry season	GW		X	X	

[1] Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW). No site uses seawater as a water source.

[2] Water stress is considered the baseline water stress as defined by the World Resources Institute (WRI) Aqueduct tools. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress. Boddington can have years of baseline water stress in dry years or excess water in wet years that may not be reflected in the WRI water stress assessments.

[3] Sites in higher rainfall areas (e.g., Musselwhite and Porcupine) may have an excess water risk depending on rainfall that the site receives in an annual period.

[4] A 2018-2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.
5 Portions of Yanacocha are located in water-stressed areas, while other portions are not, and the risk of water stress is managed through water transfer between areas.

[5] Portions of Yanacocha are located in water-stressed areas, while other portions are not, and the risk of water stress is managed through water transfer between areas.

Consumption by water quality categories: Trailing four year data (megaliters; High/Low)[1]

	2019		2020[2]		2021		2022	
Category	**Consumption**	**Percentage**	**Consumption**	**Percentage**	**Consumption**	**Percentage**	**Consumption**	**Percentage**
High	47,246	44%	50,546	49%	48,072	48%	74,445	75%
Low	59,260	56%	52,933	51%	51,993	52%	24,924	25%
Total	**106,506**		**103,479**		**100,065**		**99,369**	

[1] High quality water corresponds to Category 1 and Category 2 water quality. Low quality water corresponds to Category 3 water quality.

[2] Total water consumed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.

Sites in water-stressed areas summary (megaliters)[1, 2]

	Total water consumed (withdrawn – total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	Water intensity (ML water consumed/ GEO)	Water intensity (ML water consumed/ tonne of ore processed)
CC&V	3,382	55,946	59,328	94.3%	18.58	0.18
Peñasquito	31,024	58,898	89,922	65.5%	19.22	0.86
Cerro Negro	857	1,049	1,907	55.0%	3.08	0.92
Tanami	3,797	3,653	7,451	49.0%	7.85	1.47
TOTAL	**39,060**	**119,547**	**158,607**	**75.4%**	**15.27**	**0.67**

[1] Newmont's four operating sites that have been identified as having a risk of water stress include CC&V, Cerro Negro, Peñasquito and Tanami.

[2] Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site. 2018–2021 data has been adjusted to match 2022 reporting (i.e., the denominator of ore processed includes both ore milled and leached).

Water balance summary (megaliters (ML))

			Volume of water by quality		
		Source/destination/type	**High (ML)**	**Low (ML)**	**Total (ML)**
Global	**Operational water withdrawal**	Surface water	76,333	0	76,333
		Groundwater	20,681	36,001	56,682
		Seawater	0	0	0
		Third-party water	1,163	0	1,163
		Total	**98,178**	**36,001**	**134,178**
	Other managed water withdrawal		**42,723**	**27,434**	**70,156**
	Total discharge	Surface water	97,137	348	97,485
		Groundwater	0	7,249	7,249
		Seawater	0	0	0
		Third-party water	0	232	232
		Total	**97,137**	**7,829**	**104,966**
	Total consumption				**99,369**
	Operational water reuse/recycle				**272,463**
	Operational water use				**371,832**
	Percentage recycle				**73%**
	Change in storage (delta storage)				**654**

			Volume of water by quality		
		Source/destination/type	**High (ML)**	**Low (ML)**	**Total (ML)**
Water-stressed sites	**Operational water withdrawal**	Surface water	2,891	0	2,891
		Groundwater	3,791	32,661	36,451
		Seawater	0	0	0
		Third-party water	992	0	992
		Total	**7,674**	**32,661**	**40,334**
	Other managed water withdrawal		**970**	**0**	**970**
	Total discharge	Surface water	738	0	738
		Groundwater	0	1,274	1,274
		Seawater	0	0	0
		Third-party water	232	0	232
		Total	**970**	**1,274**	**2,244**
	Total consumption				**39,060**
	Operational water reuse/recycle				**119,547**
	Operational water use				**158,607**
	Percentage recycle				**75%**
	Change in storage (delta storage)				**1,429**

Water stress exposure (all sites)	**Number of sites**	**Percentage of sites**
Proportion of sites situated in water-stressed areas	4	33%

Health and Safety:

The reporting boundary for all safety-related data differs from the reporting scope of our Annual Sustainability Report. Safety-related data includes the entirety of our workforce, which covers contractors and employees at corporate headquarters, regional offices, the Denver metallurgy lab, project sites, exploration sites and legacy sites. Former Nevada assets are included in trailing five year data from 2018 through June 30, 2019 and includes all offices, metallurgy laboratory, projects and exploration sites. Former Goldcorp site data is included in the 2019–2021 data sets, with initiation of collection beginning in April 2019.

EMERGENCY PREPAREDNESS

Rapid Response performance data: Country level

	Country	Number of emergency response simulations and trainings[2]	Number of Rapid Response team members at this location
Africa	Ghana	0	139
Americas: North	U.S.	4	109
	Canada	3	131
	Mexico	0	29
Americas: South	Argentina	0	41
	Suriname	0	26
	Peru	1	71
	Chile	0	11
Australia	Australia	3	127
Other[1]	Undefined	1	66
GLOBAL	**TOTAL**	**12**	**750**

[1] *Newmont's response team responsible for legacy sites is shown as 'undefined' as it covers multiple countries.*

[2] *This does not include the site exercises to support emergency response related to our tailings storage facilities.*

WORKFORCE SAFETY

Employee-only safety rates: Trailing five year data

	2018	2019	2020	2021	2022
Fatalities	1	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.24	0.27	0.18	0.22	0.22
Total Recordable Injury Frequency Rate (TRIFR)	0.36	0.41	0.30	0.41	0.41
Occupational Illness Frequency Rate (OIFR)	0.08	0.07	0.05	0.06	0.01

Employee-only safety data: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**4,766,053**	**0**	**0**	**1**	**1**	**0.04**	**0.08**	**0**	**0.00**
Accra – regional office	229,978	0	0	0	0	0.00	0.00	0	0.00
Ahafo	2,561,067	0	0	1	0	0.00	0.08	0	0.00
Akyem	1,754,848	0	0	0	0	0.00	0.00	0	0.00
Exploration	28,020	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	192,140	0	0	0	1	1.04	1.04	0	0.00
Australia	**3,833,087**	**0**	**4**	**5**	**2**	**0.31**	**0.57**	**2**	**0.10**
Perth – regional office	398,273	0	0	0	0	0.00	0.00	0	0.00
Boddington	1,744,422	0	1	3	1	0.23	0.57	0	0.00
Tanami	1,591,619	0	3	2	1	0.50	0.75	2	0.25
Exploration	54,908	0	0	0	0	0.00	0.00	0	0.00
Projects	39,506	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	4,359	0	0	0	0	0.00	0.00	0	0.00
U.S.	**2,007,536**	**0**	**0**	**2**	**1**	**0.10**	**0.30**	**0**	**0.00**
Denver – headquarters	884,800	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	110,720	0	0	0	0	0.00	0.00	0	0.00
CC&V	949,837	0	0	2	1	0.21	0.63	0	0.00
Projects	0	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	62,179	0	0	0	0	0.00	0.00	0	0.00
Canada	**4,282,813**	**0**	**2**	**9**	**5**	**0.33**	**0.75**	**0**	**0.00**
Vancouver – regional office	190,300	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,275,720	0	0	5	4	0.63	1.41	0	0.00
Musselwhite	1,533,729	0	2	2	1	0.39	0.65	0	0.00
Porcupine	1,273,464	0	0	2	0	0.00	0.31	0	0.00
Legacy Sites	9,600	0	0	0	0	0.00	0.00	0	0.00
Guatemala	**34,629**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Legacy sites	34,629	0	0	0	0	0.00	0.00	0	0.00
Mexico	**6,174,801**	**0**	**4**	**8**	**9**	**0.42**	**0.68**	**0**	**0.00**
Peñasquito	6,168,245	0	4	8	9	0.42	0.68	0	0.00
Legacy sites	6,556	0	0	0	0	0.00	0.00	0	0.00
Argentina	**3,045,632**	**0**	**0**	**0**	**4**	**0.26**	**0.26**	**0**	**0.00**
Cerro Negro	3,045,632	0	0	0	4	0.26	0.26	0	0.00
Suriname	**3,138,401**	**0**	**0**	**0**	**1**	**0.06**	**0.06**	**0**	**0.00**
Merian	3,138,401	0	0	0	1	0.06	0.06	0	0.00
Peru	**2,253,331**	**0**	**0**	**2**	**0**	**0.00**	**0.18**	**0**	**0.00**
Yanacocha	2,253,331	0	0	2	0	0.00	0.18	0	0.00

Employee-only safety data: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
North America	**40,430**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Exploration	40,430	0	0	0	0	0.00	0.00	0	0.00
South America	**256,377**	**0**	**0**	**1**	**0**	**0.00**	**0.78**	**0**	**0.00**
Exploration	250,938	0	0	1	0	0.00	0.80	0	0.00
Projects	5,439	0	0	0	0	0.00	0.00	0	0.00
TOTAL	**29,833,090**	**0**	**10**	**28**	**23**	**0.22**	**0.41**	**2**	**0.01**

Contractor-only safety rates: Trailing five year data

	2018	2019	2020	2021	2022
Fatalities	6	0	0	0	0
LTIFR	0.27	0.18	0.23	0.15	0.17
TRIFR	0.44	0.41	0.36	0.31	0.34
OIFR	0.11	0.06	0.08	0.03	0.02

Contractor-only safety data: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**9,239,429**	**0**	**4**	**4**	**1**	**0.11**	**0.19**	**1**	**0.02**
Accra – regional office	123,880	0	0	0	0	0.00	0.00	0	0.00
Ahafo	6,994,466	0	0	2	1	0.03	0.09	1	0.03
Akyem	1,876,728	0	1	0	0	0.11	0.11	0	0.00
Exploration	0	0	2	2	0	0.00	0.00	0	0.00
Ahafo North project	244,355	0	1	0	0	0.82	0.82	0	0.00
Australia	**4,552,208**	**0**	**7**	**6**	**7**	**0.62**	**0.88**	**3**	**0.13**
Perth – regional office	55,627	0	0	0	0	0.00	0.00	0	0.00
Boddington	1,928,908	0	4	1	3	0.73	0.83	1	0.10
Tanami	1,583,707	0	1	3	3	0.51	0.88	1	0.13
Exploration	22,736	0	0	0	0	0.00	0.00	0	0.00
Projects	955,011	0	2	2	1	0.63	1.05	1	0.21
Legacy sites	6,219	0	0	0	0	0.00	0.00	0	0.00
U.S.	**1,127,323**	**0**	**0**	**1**	**0**	**0.00**	**0.18**	**0**	**0.00**
Denver – headquarters	801,960	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	0	0	0	0	0	0.00	0.00	0	0.00
CC&V	167,277	0	0	1	0	0.00	1.20	0	0.00
Projects	0	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	158,086	0	0	0	0	0.00	0.00	0	0.00
Canada	**2,663,309**	**0**	**2**	**12**	**2**	**0.30**	**1.20**	**0**	**0.00**
Vancouver – regional office	144,628	0	0	0	0	0.00	0.00	0	0.00
Éléonore	739,092	0	2	6	1	0.81	2.44	0	0.00
Musselwhite	536,369	0	0	3	0	0.00	1.12	0	0.00
Porcupine	1,243,146	0	0	3	1	0.16	0.64	0	0.00
Legacy sites	74	0	0	0	0	0.00	0.00	0	0.00
Guatemala	**100,169**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Legacy sites	100,169	0	0	0	0	0.00	0.00	0	0.00
Mexico	**8,477,201**	**0**	**1**	**8**	**0**	**0.02**	**0.21**	**0**	**0.00**
Peñasquito	8,384,371	0	1	7	0	0.02	0.19	0	0.00
Legacy sites	92,830	0	0	1	0	0.00	2.15	0	0.00
Argentina	**2,452,784**	**0**	**3**	**0**	**1**	**0.33**	**0.33**	**0**	**0.00**
Cerro Negro	2,452,784	0	3	0	1	0.33	0.33	0	0.00
Suriname	**1,231,685**	**0**	**0**	**1**	**1**	**0.16**	**0.32**	**0**	**0.00**
Merian	1,231,685	0	0	1	1	0.16	0.32	0	0.00
Peru	**12,233,387**	**0**	**0**	**3**	**1**	**0.02**	**0.07**	**0**	**0.00**
Yanacocha	12,233,387	0	0	3	1	0.02	0.07	0	0.00

Contractor-only safety data: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
North America	**35,977**	**0**	**0**	**0**	**3**	**16.68**	**16.68**	**0**	**0.00**
Exploration	35,977	0	0	0	3	16.68	16.68	0	0.00
South America	**188,363**	**0**	**0**	**1**	**2**	**2.12**	**3.19**	**0**	**0.00**
Exploration	176,022	0	0	1	2	2.27	3.41	0	0.00
Projects	12,341	0	0	0	0	0.00	0.00	0	0.00
TOTAL	**42,301,835**	**0**	**17**	**36**	**18**	**0.17**	**0.34**	**4**	**0.02**

Combined employee and contractor safety rates: Trailing five year data

	2018	2019	2020	2021	2022
Fatalities	7	0	0	0	0
LTIFR	0.26	0.22	0.21	0.18	0.19
TRIFR	0.40	0.41	0.33	0.35	0.37
OIFR	0.10	0.06	0.07	0.04	0.02
Permanently Disabling Injury (PDI)	0.00	0.003	0.00	0.00	0

Combined employee and contractor safety rates: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**14,005,482**	**0**	**4**	**5**	**2**	**0.09**	**0.16**	**1**	**0.01**
Accra – regional office	353,858	0	0	0	0	0.00	0.00	0	0.00
Ahafo	9,555,533	0	0	3	1	0.02	0.08	1	0.02
Akyem	3,631,576	0	1	0	0	0.06	0.06	0	0.00
Exploration	28,020	0	2	2	0	14.28	28.55	0	0.00
Ahafo North project	436,495	0	1	0	1	0.92	0.92	0	0.00
Australia	**8,385,295**	**0**	**11**	**11**	**9**	**0.48**	**0.74**	**5**	**0.12**
Perth – regional office	453,900	0	0	0	0	0.00	0.00	0	0.00
Boddington	3,673,330	0	5	4	4	0.49	0.71	1	0.05
Tanami	3,175,326	0	4	5	4	0.50	0.82	3	0.19
Exploration	77,644	0	0	0	0	0.00	0.00	0	0.00
Projects	994,517	0	2	2	1	0.60	1.01	1	0.20
Legacy sites	10,578	0	0	0	0	0.00	0.00	0	0.00
U.S.	**3,134,859**	**0**	**0**	**3**	**1**	**0.06**	**0.26**	**0**	**0.00**
Denver – headquarters	1,686,760	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	110,720	0	0	0	0	0.00	0.00	0	0.00
CC&V	1,117,114	0	0	3	1	0.18	0.72	0	0.00
Projects	0	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	220,265	0	0	0	0	0.00	0.00	0	0.00
Canada	**6,946,122**	**0**	**4**	**21**	**7**	**0.32**	**0.92**	**0**	**0.00**
Vancouver – regional office	334,928	0	0	0	0	0.00	0.00	0	0.00
Éléonore	2,014,812	0	2	11	5	0.69	1.79	0	0.00
Musselwhite	2,070,098	0	2	5	1	0.29	0.77	0	0.00
Porcupine	2,516,610	0	0	5	1	0.08	0.48	0	0.00
Legacy sites	9,674	0	0	0	0	0.00	0.00	0	0.00
Guatemala	**134,798**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Legacy sites	134,798	0	0	0	0	0.00	0.00	0	0.00
Mexico	**14,652,002**	**0**	**5**	**16**	**9**	**0.19**	**0.41**	**0**	**0.00**
Peñasquito	14,552,616	0	5	15	9	0.19	0.40	0	0.00
Legacy sites	99,386	0	0	1	0	0.00	2.01	0	0.00
Argentina	**5,498,416**	**0**	**3**	**0**	**5**	**0.29**	**0.29**	**0**	**0.00**
Cerro Negro	5,498,416	0	3	0	5	0.29	0.29	0	0.00
Suriname	**4,370,086**	**0**	**0**	**1**	**2**	**0.09**	**0.14**	**0**	**0.00**
Merian	4,370,086	0	0	1	2	0.09	0.14	0	0.00
Peru	**14,486,718**	**0**	**0**	**5**	**1**	**0.01**	**0.08**	**0**	**0.00**
Yanacocha	14,486,718	0	0	5	1	0.01	0.08	0	0.00

Combined employee and contractor safety rates: Site level

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
North America	**76,407**	**0**	**0**	**0**	**3**	**7.85**	**7.85**	**0**	**0.00**
Exploration	76,407	0	0	0	3	7.85	7.85	0	0.00
South America	**444,740**	**0**	**0**	**2**	**2**	**0.90**	**1.80**	**0**	**0.00**
Exploration	426,960	0	0	2	2	0.94	1.87	0	0.00
Projects	17,780	0	0	0	0	0.00	0.00	0	0.00
TOTAL	**72,134,925**	**0**	**27**	**64**	**41**	**0.19**	**0.37**	**6**	**0.02**

Safety trainings: Site level[1]

	General safety training			Topic-specific safety training[2]		
	Number of trainings	Duration (hours)	Number of people trained	Number of trainings	Duration (hours)	Number of people trained
Africa	**386**	**39,604**	**10,752**	**996**	**49,530**	**20,355**
Accra – regional office	2	56	14	10	251	110
Ahafo	192	28,806	7,624	484	33,291	13,766
Akyem	192	10,742	3,114	502	15,988	6,479
Australia	**71**	**8,435**	**3,941**	**259**	**13,400**	**6,448**
Perth – regional office	0	0	0	0	0	0
Boddington	0	0	0	149	4,021	946
Tanami	71	8,435	3,941	110	9,379	5,502
U.S.	**44**	**10,031**	**724**	**3,654**	**54,819**	**550**
Denver – headquarters	0	0	0	0	0	0
Denver – metallurgy lab	14	167	82	4	69	30
CC&V	30	9,864	642	3,650	54,750	520
Miami – regional office	0	0	0	0	0	0
Mexico	**0**	**0**	**0**	**72**	**2,230**	**446**
Peñasquito	0	0	0	72	2,230	446
Argentina	**Virtual**	**11,671**	**2,089**	**17,137**	**16,021**	**1,284**
Cerro Negro	Virtual	11,671	2,089	17,137	16,021	1,284
Suriname	**193**	**778**	**1,405**	**4,372**	**43,098**	**22,659**
Merian	193	778	1,405	4,372	43,098	22,659
Peru	**25**	**20,022**	**1,251**	**53**	**36,980**	**1,240**
Yanacocha	25	20,022	1,251	53	36,980	1,240
Canada	**2,032**	**15,606**	**10,466**	**79**	**1,299**	**2,062**
Musselwhite	1,444	4,537	2,140	40	120	625
Éléonore	391	118.5	2,350	26	41.5	331
Porcupine	197	10,950.5	5,976	13	1,137	1,106
TOTAL	**2,751**	**94,476**	**28,539**	**9,485**	**201,355**	**53,760**

[1] Note that emergency response training data is omitted from SASB EM-MM-320a.1 disclosure; please reference Emergency Preparedness data table for the number of emergency response trainings and simulations and number of Rapid Response global team members in 2021.

[2] Topic-specific safety training differs from general safety culture and awareness trainings; specific safety focus areas covered in 2021 include fatality risk management, fatigue prevention, hazardous situation trainings, materials handling, hand injury prevention, Essential Factors, live work elimination, job hazard analysis, pre-starts, mental health and wellbeing trainings.

Social:

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activity: Site level[1]

	Country/site	Sites where ASM activity occurred in 2022
Africa	**Ghana**	
	Ahafo	Yes
	Akyem	No
Americas: North	**U.S.**	
	CC&V	No
	Canada	
	Éléonore	No
	Musselwhite	No
	Porcupine	No
	Mexico	
	Peñasquito	No
Americas: South	**Argentina**	
	Cerro Negro	No
	Suriname	
	Merian	Yes
	Peru	
	Yanacocha	Yes
Australia	**Australia**	
	Boddington	No
	Tanami	No

[1] *Reference the artisanal and small scale mining section of the 2022 Annual Sustainability Report for a detailed discussion of Newmont's ASM risks and mitigation actions, along with Newmont's global ASM strategy and implementation of our strategic objectives in the above locations where ASM activities take place on or near our operations.*

ACTUAL OR POTENTIAL NEGATIVE COMMUNITY IMPACTS

Top actual and/or potential community impacts and mitigation responses: Site level

	Country/site					
Africa	**Ghana**	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Ahafo	Police shooting incident with alleged illegal miners	The following actions were taken in response to the incident: 1. The site Rapid Response Team was deployed to manage the incidence. 2. Security reinforcement was requested to reinforce site security available to protect property and employees. 3. Community leaders were informed about the incident. 4. The victims were sent to BarnHart Hospital for treatment. 5. The Ahafo Social Responsibility Forum (ASRF) was engaged on the future actions to be taken to maintain relationships and to hold community accountable to their actions. 6. The Minerals Commission of Ghana was notified as part of the statutory requirement.				
		Impact #1	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Akyem	Concern and complaint of loss of livelihoods to farmers due to economic and physical displacement	In response to complaints from Project Affect Persons (PAP) and farmers regarding the delay in continuation of proposed livelihood interventions, the site implemented the recommendations of the Socio-economic assessment conducted by PAP. This included the implementation of the Akyem Social Protection Program and the Agricultural Improvement Program through the National Forest Liaison Group/ Environmental Protection Agency and discussions rolled out for the implementation of the Alternative Livelihood Program.				

Top actual and/or potential community impacts and mitigation responses: Site level

	Country/site					
Americas: North	**U.S.**	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	CC&V	Blasting noise and vibration	Management responses include ongoing notifications and communications with stakeholders, presplit blast notifications, blast monitoring and operating within permitted blasting times.	Impact on the tourism industry, specifically the neighboring underground mine tour, railroad tour, etc.	Maintain permitted seasonal blasting between the 7am - 9am window to allow for tourist businesses to continue their operations.	Community concern about feeling uninformed about the life of mine and closure plans and/or unprepared for the loss of financial support from the mine	Plan to increase communication efforts regarding closure plan and permitting efforts, as well as diversifying methods of communication.
	Canada	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Éléonore	Land users' concern for safety related to transport trucks speeding on the access road to the mine	The following actions have been taken in response to this concern, in addition to a Root Cause analysis of speeding grievances that was performed: 1. Provide formal complaints and grievances mechanism for the land users to lodge grievances and for Newmont to track the follow-up on the matter. 2. Communicate grievances to transportation companies and call for an action plan to address matter. 3. Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits. 4. Continue radar campaign to catch speeding transport trucks. 5. Purchase permanent photo radar, which was installed in the land users' camp areas along the access road.	Influx into Cree territory during moose season of non-native hunters accessing the area via the access road built for the mine	Continue to use internal communications channels to communicate and build cultural awareness among employees about the importance of respecting the Cree way of life and ensuring Cree land users are informed when others are accessing the territory. The site also collaborates with the Cree Nation government to deploy game wardens on the territory during moose season.	Concern of contamination of soils, water bodies and plants from dust generated by the conveyor belt and the road	A new scraper was installed at the end of the conveyor to limit the blowing of dust. The site monitors the dust jars in the area and conducts environmental sampling. The monitoring results are shared with stakeholders of the Environment Committee on a quarterly basis. To address dust from the road, dust suppressant is sprayed near water courses and Cree camps.
		Impact #1	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Musselwhite	Concern about not fulfilling local employment target of 30% signatory and affiliate First Nation community members	On-going engagement with communities regarding employment readiness training and employment opportunities.	Limited Local/ Indigenous procurement opportunities	Hold procurement workshops twice a year with community members and develop local/ Indigenous procurement targets annually.	Impact on access to traditional lands for hunting	Provide compensation to trapline owner.
		Impact #1	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**

Top actual and/or potential community impacts and mitigation responses: Site level

		Country/site					
	Porcupine	Impact of dust from tailings facility to nearby residential community	In response to a specific incident on May 10th, 2022, in which high winds caused dust from Dome tailings facility to blow towards the community of South Porcupine, the following immediate actions were taken: deployed additional water trucks on haul road, moved spigot lines and used water trucks to spray dry areas of tailings facility, confirmed that the flocculant system for fresh tailings was operating as designed and continued to monitor weather.	Impact of vibrations from open pit blasting to nearby residential and business communities resulting in property damage claims	At the time of the claim, the site provides initial engagement with complainants. A third-party structural engineering firm communicates with complainants directly during the investigation period, as the site is not involved in the investigation. Upon review of the draft third-party report, the site issues a copy with accompanying letter to complainants.	Impact of overpressure/ noise from open pit operations	An investigation between Environment and Operations resulted in corrective actions regarding stemming practices and establishing parameters based on ceiling height and wind speed. Blasting activities put on hold during the investigation and all actions were implemented before resuming blasting activities. Additionally, the overpressure exceedance were reported to the Ministry and the City of Timmins. Due to the volume of complaints related to this impact, the site consolidates feedback related to this complaint into one response, typically on a monthly basis, and provides response letters to the complainant.
	Mexico	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Peñasquito	Water stewardship and impact on water	The proposed mitigation actions from the Social Impact Assessment (SIA) results are being reviewed, and the site will establish what actions will be taken to address the impact.	Potential pollution	The proposed mitigation actions from the Social Impact Assessment (SIA) results are being reviewed, and the site will establish what actions will be taken to address the impact.	Insufficient job and local procurement opportunities directly with the mine	The proposed mitigation actions from the Social Impact Assessment (SIA) results are being reviewed, and the site will establish what actions will be taken to address the impact.
Americas: South	**Argentina**	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Cerro Negro	Disruption of the local economy and increased cost of living	Because an increase in the cost of living has the potential to increase the social vulnerability of groups within the local population, the site engages in continuous communication with local leaders, municipal authorities and the City/County Council on actions to help reverse or prevent this impact. Additionally, the site communicates with internal functions such as HR and Workforce, among others, on ideas to improve this impact (e.g., incorporation of skilled and unskilled labor, demand for goods and services).	Decreased economic activity and local employment (specifically related to at the time of closure)	Since the potential impact will depend on the situation of the labor market and the economic activity at the time of closure, the gradual implementation of mitigation measures and gradual cessation of operations through the final years will assist in minimizing adverse effects. The site will plan for continuous communication with local leaders, municipal authorities and the City/County Council, as well as internal communication with functions such as HR and Workforce, on closure planning.	Increased demand on infrastructure and on public and private services	This impact has the potential to increase the demands on the Company to cover the infrastructure shortages in the local area. The site will plan for continuous communication with local leaders, municipal authorities and the City/County Council, and internally with functions such as HR and Workforce, to help minimize the effect of this impact.

Top actual and/or potential community impacts and mitigation responses: Site level

Country/site						
Suriname	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Merian	Reduction in standard of living due to reduced productivity of income generating opportunities related to artisanal and small-scale mining (ASM). This may lead to loss of income for local families, decreased food security and out-migration	The following actions have been, or could be, taken: 1. Limited cash compensation to a small number of individuals. 2. Continued stakeholder engagement, including cooperation with small-scale mining Pamaka. 3. Preferential hiring and local procurement (not specifically targeting displaced ASM miners). 4. Develop an ASMs management plan. 5. Work on a mercury-free mining project. 6. Assist local ASMs with self-organization. 7. Hire an officer for ASM.	Dust emissions from vehicles settle in drinking water of TC villages and households along the road, thus affecting access to clean drinking water	The following actions have been, or could be, taken: 1. Sprinkling of the road. 2. Measures to slow down drivers, including a drivers' code of conduct training and installing speed bumps. 3. Have a complaints and grievances committee to discuss and resolve (or prevent) issues and complaints. 4. Evaluate the problem and have internal discussion about options to resolve the issue.	Speeding and reckless driving behavior of Newmont-related vehicles causing irritation among inhabitants of TC communities and residents feeling unsafe	The following actions have been, or could be, taken: 1. Hold a drivers' code of conduct training. 2. Installing speed bumps. 3. Letters to contractors. 4. Training for all employees who drive (practice, classroom, online). 5. Quarterly meetings with contractors. 6. GPS tracking of vehicles to monitor speed of trucks and contractors. 7. Deploy security, in collaboration with police, to randomly control speed (with handheld radar). 8. Warnings to people who are caught speeding. 9. Sessions about complaints and grievances with contractors.
Peru	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Yanacocha	Expectations that Yanacocha will solve the village's water problems	Minera Yanacocha (MY) will work to address this expectation, including implementing safety measures necessary to address any immediate incidents (i.e., entry onto site by residents), hosting meetings to address any claims made by the residents and providing any related updates based on water treatment testing the site has conducted. The site has made agreements with the residents that MY will monitor and evaluate the springs to verify the feasibility of using water from the springs or MY would build a micro reservoir for the hamlet.	Expectations for greater social investment	Minera Yanacocha (MY) will work to address this expectation, including implementing safety measures necessary to address any immediate incidents (i.e., entry onto site by residents) and holding roundtable meetings with officials from the Cajamarca Prefecture, the Ministry of Energy and Mines and Apalín authorities to discuss expectations and implementation of social investment projects. An example of an agreement reached as a result of the roundtable meetings was the construction of a 5,000 m^3 reservoir and the delivery of fertilizers.	Expectations for greater local employment opportunities	Minera Yanacocha (MY) will work to address this expectation, including implementing safety measures necessary to address any immediate incidents (i.e., blockades), informing residents of the Company's limitations based on company policies and continuing dialogue with the residents that helps to re-establish social relations with residents and local businessmen.

Top actual and/or potential community impacts and mitigation responses: Site level

Country/site							
Australia	**Australia**	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Boddington	Noise related to operational heavy vehicle traffic, particularly the concentrate truck transportation route	Engaged in an investigation with the EPA regarding the noise pollution concerns. The site engages in outgoing communication with the complainant, sharing of findings of the investigation (results showed noise complaint was below EPA noise pollution management objectives).	Impacts of heavy vehicle traffic, including road and driver safety and travel delay	All incidents of perceived unsafe driver behavior complaints, which are primarily on drivers of logistics contractors, are managed in collaboration with concentrate transportation contractor. The incidents are investigated, making use of data from in-vehicle monitoring devices, including driver observing cameras. The operation also maintains active membership of the South West Industry Road Safety Alliance (IRSA), aimed to help mitigate and manage risks associated with industry road traffic and improve road safety.	Concern about proper waste management processes, and environmental and water resource stewardship	Programs are in place to capture the value from recycling aluminum cans and glass through container deposit and recovery schemes, in addition to collection of significant scrap metal. With respect to water resources Newmont has entered into a long term agreement with the Peel Harvey Catchment Council with the aim to improve the Harvey Williams Catchment. This program includes public activities such as replanting of riparian areas, sponsoring for fencing off riparian areas from livestock and numerous education program opportunities with the broader community.
		Impact #1	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Tanami	Delay in extension and renewal of Yapa Crew Contract (primary employment pathway/program for Priority Warlpiri and AOI communities)	Investigation currently underway with current service provider and previous employee with additional assessment considerations that include potential to bring the program in-house in full or hybrid model.	Limited local Warlpiri & Central Australian Language Group (CALG) Indigenous employment and procurement opportunities realized in Tanami Expansion Project to date	The following actions have been taken to respond to the impact: 1. Revised Indigenous recruitment and training procedures. 2. Included Work Readiness Program Component in TYP Steer Co agenda to increase community intake. 3. Implemented the Indigenous Employment Pathways (IEP) and Regional Projects Indigenous Recruitment and Training Guideline. 4. Actively collaborated with CLC in the employment of Alice Springs based Indigenous candidates. 5. Implementing the Tanami Desert Ten Year Plan (TYP) governance and priority actions and Regional Reconciliation Action Plan (RAP) actions.	Community safety and service issues related to heavy vehicle traffic usage on the Tanami highway	Included a safety and service options analysis as a priority action in the Tanami Desert Ten Year Plan (TYP) The site also progressed approval for infrastructure building through LCIP.

COMPLAINTS

Tier 1 complaints: Site level[1]

	Country/site	Number received	Percent addressed within 30 days
Africa	**Ghana**	**203**	
	Ahafo	110	100%
	Akyem	93	100%
Americas: North	**U.S.**	**2**	
	CC&V	2	100%
	Canada	**75**	
	Éléonore	3	100%
	Musselwhite	1	100%
	Porcupine	71	56%
	Mexico	**55**	
	Peñasquito	55	18%
Americas: South	**Argentina**	**12**	
	Cerro Negro	12	100%
	Suriname	**7**	
	Merian	7	100%
	Peru	**31**	
	Yanacocha	31	100%
Australia	**Australia**	**8**	
	Boddington	8	100%
	Tanami[2]	0	N/A
GLOBAL	**TOTAL**	**393**	**81%**

[1] Complaints reported in this table show only Tier 1 complaints to be resolved in 2022. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:
a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
c. Tier 3: Complaints that require recourse to the judicial system.

[2] Tanami received zero complaints in 2022, across all tiers.

Tier 1 complaints by category: Top 10 categories[1, 2]

	Number of complaints received	Percent of total complaints by category
Land – compensation	115	29.1%
Blast vibration or noise	57	14.8%
Local procurement	28	10.4%
Property/crop damage	26	7.0%
Land – access	26	6.8%
Local employment	22	5.7%
Land – acquisition/resettlement	13	3.4%
Consultation and access to information	10	2.6%
Environment – air quality/dust	10	2.6%
Driving behavior	8	1.6%
TOTAL	**315**	

[1] Complaints reported in this table show only Tier 1 complaints to be resolved in 2022. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:
a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
c. Tier 3: Complaints that require recourse to the judicial system.

[2] Data reflects the combined reasons for Tier 1 complaints to be resolved in 2022.

HUMAN RIGHTS ASSESSMENTS

Human rights assessments or reviews conducted: Site level[1]

	Country/site	Assessment summary and context
Africa	**Ghana**	
	Ahafo	Human Rights Impact Assessment integrated into SIA (2020)
	Akyem	Human Rights Impacts Assessment integrated into SIA (2015)
	Ghana[2]	Human Rights Risk Assessment of Newmont's Ghana Fixed-Term Contract Employment Model (2022)
Americas: North	**U.S.**	
	CC&V	Human rights incorporated into SIA (2022)
	Canada	
	Éléonore	SIA update based on the UN Declaration on the Rights of Indigenous Peoples (2022)
	Musselwhite	Human rights incorporated into SIA (in progress 2023)
	Porcupine	Human Rights Impact Assessment integrated into SIA (in progress 2023)
	Mexico	
	Peñasquito	Human Rights Impact Assessment integrated into SIA (2022)
Americas: South	**Argentina**	
	Cerro Negro	Social Baseline Assessment includes analysis of human rights management, potential impacts on human rights and mitigations (2020)
	Suriname	
	Merian	Human Rights Impact Assessment (2016)
	Peru	
	Peru[3]	Human Rights Impact Assessment of new security system (2018)
	Yanacocha	Human Rights Impact Assessment (2017)
Australia	**Australia**	
	Boddington	Human rights incorporated into ongoing processes as required by Newmont's Human Rights Standard
	Tanami	Human rights incorporated into ongoing processes as required by Newmont's Human Rights Standard

[1] All sites are required by Newmont's Human Rights Standard to integrate human rights into existing processes (e.g. risk assessments). In addition to our 12 operating sites,human rights assessments have been conducted at our Marlin legacy site in Guatemala, Sabajo exploration site in Suriname and Ahafo North project site in Ghana. More information on these assessments can be found under the Human Rights Assessments section here: https://www.newmont.com/sustainability/social-responsibility/respecting-human-rights/default.aspx

[2] A third-party risk assessment was conducted in Ghana before switching employees to a fixed-term contract mode in 2022. More information about the assessment can be found in the People & Culture and Human Rights sections of the 2022 Annual Sustainability Report.

[3] A third-party human rights impact assessment of the company's plans to utilize an exterior intrusion detection system at Yanacocha was performed in 2018.

HUMAN RIGHTS SUPPLIER SCREENING

Human rights supplier screening: Country level[1]

	Country	Number of suppliers requested to complete pre-qualification questionnaire (PQ)	Number that responded to the PQ and provided data on human rights risks[2]	Number identified through the PQ as having an elevated likelihood of impacting human rights
Africa	Ghana	193	132	14
Americas: North	U.S.	341	237	55
Americas: South	Peru	514	306	90
	Suriname	119	93	22
AUSTRALIA	Australia	371	231	36
GLOBAL	**TOTAL**	**1,538**	**999**	**217**

[1] Supplier screening data presented in this table includes only the Newmont locations that have fully implemented our supplier risk management (SRiM) program (7 out of 12 operating sites and our corporate headquarters).

[2] Additional required supplier human rights screening performed by our Business Integrity and Compliance team is not addressed in this table.

HUMAN RIGHTS SECURITY PERSONNEL TRAINING

Voluntary Principles on Security and Human Rights training: Site level[1]

		Session details		Total number of participants in security training					
	Country/site	Number of sessions conducted	Total duration of all sessions (hours)[2]	Number of Newmont employees trained	Number of Newmont security personnel trained	Number of public security/ law enforcement personnel trained	Number of private security contractors trained	Number of other external stakeholders trained	Percentage of Newmont security personnel trained
Africa	**Ghana**	**64**	**62**	**0**	**6**	**486**	**654**	**21**	
	Accra	2	2	0	0	0	25	21	100%
	Ahafo North	41	20	0	0	70	67	0	100%
	Ahafo South	17	34	0	4	380	400	0	100%
	Akyem	4	6	0	2	36	162	0	100%
Americas: North	**Canada**	**14**	**8**	**0**	**5**	**0**	**53**	**0**	
	Éléonore	12	6	0	2	0	12	0	100%
	Musselwhite	Online	Self-guided	0	1	0	7	0	100%
	Porcupine	2	2	0	2	0	34	0	100%
	U.S.	**11**	**N/A**	**0**	**9**	**0**	**2**	**0**	
	CC&V	11	Self-guided	0	9	0	2	0	100%
	Mexico	**18**	**27**	**0**	**9**	**0**	**623**	**0**	
	Peñasquito	18	27	0	9	0	623	0	100%
Americas: South	**Guatemala**	**3**	**15**	**0**	**3**	**0**	**27**	**0**	
	Marlin	3	15	0	3	0	27	0	100%
	Honduras	**2**	**6**	**0**	**0**	**0**	**15**	**0**	
	San Martin	2	6	0	0	0	15	0	100%
	Argentina	**3**	**3**	**0**	**7**	**0**	**124**	**0**	
	Cerro Negro	3	3	0	7	0	124	0	100%
	Suriname	**15**	**45**	**0**	**22**	**18**	**146**	**0**	
	Merian	15	45	0	22	18	146	0	100%
	Peru	**23**	**23**	**0**	**4**	**770**	**533**	**0**	
	Yanacocha	23	23	0	4	770	533	0	100%
GLOBAL	**TOTAL**	**153**	**189**	**0**	**65**	**1,274**	**2,177**	**21**	

[1] The reporting boundary for this disclosure falls outside of the report's scope to capture security training at all high-risk locations with security personnel (Africa and Latin America following the Voluntary Principles on Security and Human Rights external reporting guidelines) and to include additional operations that have security personnel (U.S. and Canada). Australia data are omitted as fully out of scope.

[2] No data is available for sites that completed online and/or self-guided sessions.

HUMAN RIGHTS WORKFORCE TRAINING

In-person human rights workforce trainings: Site level[1]

	Country/site	Number of sessions conducted	Total duration of all sessions (hours)	Internal or external trainer(s) delivered course(s)	Number of employees trained	Number of contractor/supplier participants
Africa	**Ghana**					
	Ahafo	4	8	Internal	0	14
	Akyem	3	6	Internal	0	7
Americas: North	**U.S.**					
	CC&V	0	0	N/A	0	0
	Canada					
	Éléonore	2	1	Internal	22	4
	Musselwhite	0	0	N/A	0	0
	Porcupine	0	0	N/A	0	0
	Mexico					
	Peñasquito	0	0	N/A	0	0
Americas: South	**Argentina**					
	Cerro Negro	0	0	N/A	0	0
	Suriname					
	Merian	0	0	N/A	0	0
	Peru					
	Yanacocha	77	486.6	Internal	0	1,598
Australia	**Australia**					
	Boddington	1	4	External	19	1
	Tanami	3	30	External	28	1
GLOBAL		**90**	**535.6**		**69**	**1,625**

[1] *This table does not include the online workforce training data, which is reported in the Human Rights section.*

INDIGENOUS PEOPLES

Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level[1]

	Country/site	Indigenous/Aboriginal/First Nations group	Formal agreement?
Americas: North	**Canada**		
	Éléonore	Cree Nation of Wemindj	Yes
		Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government	Yes
	Musselwhite	North Caribou Lake First Nation	Yes
		Cat Lake First Nation	Yes
		Wunnumin Lake First Nation	Yes
		Kingfisher Lake First Nation	Yes
		Windigo First Nation Council	Yes
		Shibogama First Nation Council	Yes
		Mishkeegogamang First Nation	Yes
	Porcupine - Chapleau	Chapleau Cree First Nation	Yes
		Brunswick House First Nation	Yes
		Chapleau Ojibwe First Nation	Yes
		Michipicoten First Nation	Yes
	Porcupine - Timmins	Mattagami First Nation	Yes
		Matachewan First Nation	Yes
		Flying Post First Nation	Yes
		Wahgoshig First Nation	Yes
		Metis Nation of Ontario	No
Americas: South	**Suriname**		
	Merian	Pamaka Maroon Tribe of the Marowijne River	Yes
Australia	**Australia**		
	Boddington	Gnaala Karla Booja	Yes
	Tanami	Warlpiri	Yes

[1] *In addition to the six operating sites that are on/near Indigenous Peoples territories (Boddington, Tanami, Éléonore, Musselwhite, Porcupine, Merian and associated near-mine exploration/projects), several of our exploration sites, including Coffee and Saddle, are located on or near Indigenous Peoples territories. The Coffee project has two agreements with First Nations. The Sabajo project at Merian also has a support agreement in place with the Kawina Maroon Tribe, and is working towards a full Benefit Sharing Agreement. Reference the narrative of our 2022 Annual Sustainability Report for a detailed discussion of engagement with all groups, including those with which Newmont has formal agreements in place (meeting the aspects of GRI MM5 that are not shown in the table above to ensure full coverage of this disclosure item).*

LAND OR RESOURCE USE DISPUTES

Significant disputes related to land or resource use: Site level[1]

	Country/site	Number of significant land use disputes in 2022	Number of disputes addressed through complaints and grievances resolution process	If applicable, summary of significant disputes, actions taken, and outcomes
Africa	**Ghana**			
	Ahafo	0	0	
	Akyem	0	0	
Americas: North	**U.S.**			
	CC&V	0	0	
	Canada			
	Éléonore	0	0	
	Musselwhite	0	0	
	Porcupine	0	0	
	Mexico			
	Peñasquito	9	9	There are nine ongoing cases related to land tenure and water wells in the site's operating area. This dispute is ongoing from 2021. There has been some advances in the proceedings, but the company still maintains the same position.
Americas: South	**Argentina**			
	Cerro Negro	0	0	
	Suriname			
	Merian	0	0	
	Peru			
	Yanacocha	0	0	
Australia	**Australia**			
	Boddington	0	0	
	Tanami	0	0	
GLOBAL	**TOTAL**	**9**	**9**	

[1] *Significant impacts are those that have had an impact on our ability to operate commensurate with a Level 3+ event in the Newmont Risk Matrix. Land disputes may be associated with current, planned or proposed future site operations.*

RESETTLEMENT AND/OR RELOCATION ACTIVITY

Resettlement and/or relocation activity: Site level[1]

	Country/site	Resettlement and/or relocation activity occurred in 2022	Number of households resettled and/or relocated
Africa	**Ghana**		
	Ahafo	Yes	202
	Akyem	No	N/A
Americas: North	**U.S.**		
	CC&V	No	N/A
	Canada		
	Éléonore	No	N/A
	Musselwhite	No	N/A
	Porcupine	No	N/A
	Mexico		
	Peñasquito	No	N/A
Americas: South	**Argentina**		
	Cerro Negro	No	N/A
	Suriname		
	Merian	No	N/A
	Peru		
	Yanacocha	No	N/A
Australia	**Australia**		
	Boddington	No	N/A
	Tanami	No	N/A
GLOBAL	**TOTAL**		**202**

[1] *At our Ahafo operation, land access and resettlement for the Dokyikrom, Awonsu and Apensu communities took place during the year. Reference the resettlement and land use section of the 2021 Annual Sustainability Report for a detailed discussion of the Ahafo resettlement activities.*

SOCIAL IMPACT ASSESSMENT AND ENGAGEMENT

Social impact assessment and engagement practices: Site level[1]

	Country/site	Social Impact Assessment (SIA) is conducted at this site; year of most recent SIA	Site's stakeholder engagement plans are based on stakeholder mapping	Site engages with broad-based local community consultation committees that include vulnerable groups	Site engages with works councils, occupational health and safety committees and other worker representation bodies to deal with social impacts	Site has formal local community grievance process
Africa	**Ghana**					
	Ahafo	2020	Yes	Yes	Yes	Yes
	Akyem	2015	Yes	Yes	Yes	Yes
Americas: North	**U.S.**					
	CC&V	2022	Yes	Yes	Yes	Yes
	Canada					
	Éléonore	2022	Yes	Yes	Yes	Yes
	Musselwhite	1995	Yes	Yes	Yes	Yes
	Porcupine	2018	Yes	Yes	No	Yes
	Mexico					
	Peñasquito	2022	Yes	Yes	No	Yes
Americas: South	**Argentina**					
	Cerro Negro	2020	Yes	Yes	Yes	Yes
	Suriname					
	Merian	2020	Yes	Yes	Yes	Yes
	Peru					
	Yanacocha	2014	Yes	Yes	Yes	Yes
Australia	**Australia**					
	Boddington	2020	Yes	Yes	Yes	Yes
	Tanami	2019	Yes	Yes	No	Yes

[1] *All sites that are out of compliance with Newmont's Social Baseline and Impact Assessment Standard, which requires an update every five years, have plans in place to initiate an SIA update. However, because SIAs are inherently collaborative and require in-person engagement, the COVID-19 pandemic has had an impact and delayed efforts. Porcupine and Musselwhite began an update of their SIAs in 2022 and plan to complete the studies in 2023. Akyem and Yanacocha plan to begin the process in 2023.*

Value Sharing:

COVID-19 GLOBAL COMMUNITY SUPPORT FUND

COVID-19 Global Community Support Fund: Site level (thousands)[4]

		Spend focus area					
	Country/site	**Workforce and community health**	**Food security**	**Local economic resilience**	**Vaccines**	**Other[3]**	**Total accumulated spend (2020–2022)**
Africa	**Ethiopia**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$50.00**
	National[1]	$0.00	$0.00	$0.00	$0.00	$0.00	$50.00
	Ghana	**$0.00**	**$0.00**	**$0.00**	**$54.90**	**$43.20**	**$2,754.86**
	Ahafo North	$0.00	$0.00	$0.00	$0.00	$0.00	$143.74
	Ahafo South	$0.00	$0.00	$0.00	$0.00	$43.20	$559.24
	Akyem	$0.00	$0.00	$0.00	$0.00	$0.00	$173.59
	National[1]	$0.00	$0.00	$0.00	$54.90	$0.00	$1,878.29
Americas: North	**U.S.**	**$47.00**	**$20.00**	**$30.00**	**$0.00**	**$0.00**	**$1,008.29**
	CC&V	$47.00	$20.00	$30.00	$0.00	$0.00	$976.27
	Denver	$0.00	$0.00	$0.00	$0.00	$0.00	$32.02
	Canada	**$51.24**	**$304.00**	**$0.00**	**$0.00**	**$0.00**	**$2,433.29**
	Éléonore	$0.00	$304.00	$0.00	$0.00	$0.00	$858.74
	Musselwhite	$51.24	$0.00	$0.00	$0.00	$0.00	$984.86
	Porcupine	$0.00	$0.00	$0.00	$0.00	$0.00	$512.55
	Coffee	$0.00	$0.00	$0.00	$0.00	$0.00	$77.14
	Mexico	**$84.39**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$2,190.67**
	Peñasquito	$84.39	$0.00	$0.00	$0.00	$0.00	$2,190.67
Americas: South	**Other**	**$14.16**	**$34.08**	**$0.00**	**$0.00**	**$0.00**	**$98.64**
	Legacy Sites[2]	$14.16	$34.08	$0.00	$0.00	$0.00	$88.64
	Barbados	$0.00	$0.00	$0.00	$0.00	$0.00	$10.00
	Argentina	**$54.27**	**$0.00**	**$59.72**	**$0.00**	**$0.00**	**$1,283.63**
	Cerro Negro	$54.27	$0.00	$59.72	$0.00	$0.00	$1,283.63
	Suriname	**$601.35**	**$0.00**	**$0.00**	**$39.15**	**$0.00**	**$2,030.40**
	Merian	$601.35	$0.00	$0.00	$39.15	$0.00	$2,030.40
	Peru	**$153.94**	**$0.00**	**$0.00**	**$158.04**	**$548.36**	**$4,047.63**
	Yanacocha	$153.94	$0.00	$0.00	$158.04	$548.36	$4,047.63
Australia	**Australia**	**$0.00**	**$18.75**	**$0.00**	**$0.00**	**$19.50**	**$957.12**
	Boddington	$0.00	$0.00	$0.00	$0.00	$0.00	$445.87
	Tanami	$0.00	$18.75	$0.00	$0.00	$19.50	$511.25
GLOBAL	**TOTAL**	**$1,006.35**	**$376.83**	**$89.72**	**$252.09**	**$611.06**	**$16,854.52**

[1] The category national represents donations made to organizations outside of the local community with a national or regional focus.

[2] Specific legacy site data was not collected, but refers to San Martin (Honduras) and Marlin (Guatemala).

[3] 'Other' focus area is used for donations not related to health, food security, economic resilience, or vaccines.

[4] There is a disclosure of the fund's current figures on our website.

COMMUNITY INVESTMENTS

Community investments: Site level (millions)[1, 2]

	Country/site	Community development expenditures[3]	Donations[4]	Total
Africa	**Ghana**	**$27.24**	**$0.22**	**$27.46**
	Ahafo	$9.46	$0.10	$9.56
	Akyem	$17.78	$0.12	$17.90
Americas: North	**U.S.**	**$0.23**	**$0.71**	**$0.94**
	CC&V	$0.23	$0.25	$0.48
	Corporate	$0.00	$0.46	$0.46
	Canada	**$0.95**	**$1.02**	**$1.97**
	Éléonore	$0.00	$0.39	$0.39
	Musselwhite	$0.00	$0.18	$0.18
	Porcupine	$0.01	$0.45	$0.46
	Vancouver	$0.94	$0.00	$0.94
	Mexico	**$3.12**	**$0.28**	**$3.40**
	Peñasquito	$3.12	$0.28	$3.40
Americas: South	**Argentina**	**$18.66**	**$0.62**	**$19.28**
	Cerro Negro	$18.66	$0.62	$19.28
	Suriname	**$0.98**	**$0.23**	**$1.21**
	Merian	$0.98	$0.23	$1.21
	Peru	**$12.37**	**$0.25**	**$12.62**
	Yanacocha	$12.37	$0.25	$12.62
Australia	**Australia**	**$0.72**	**$0.05**	**$0.77**
	Boddington	$0.16	$0.04	$0.20
	Perth	$0.05	$0.01	$0.06
	Tanami	$0.51	$0.00	$0.51
GLOBAL	**TOTAL**	**$64.27**	**$3.38**	**$67.65**

[1] Community investments include direct spending for community benefit, monetary donations and the monetary value of in-kind donations.

[2] The reporting boundary for this disclosure differs from the report's scope and includes the Denver corporate office and Perth and Vancouver regional offices.

[3] Community development expenditures reflect direct spend from sites on programs and infrastructure projects that support the local communities, wherein Newmont is not the primary beneficiary. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to relocation or resettlement. Sites do not include any expenditures that are legally obligated through licenses or agreement.

[4] Donations data reflects direct monetary investments and the book value of in-kind donations.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value distributed: Country level (millions)[1]

Country	Operating costs[2]	Employee wages and benefits	Capital spend[3]	Payments to providers of capital[4]	Payments to governments[5]	Community investments[6]	Total
Argentina	$138.78	$98.39	$126.88	$0.87	$101.49	$19.28	$485.69
Australia	$897.49	$271.57	$392.90	$34.53	$439.95	$0.77	$2,037.21
Canada	$589.23	$243.14	$260.49	$6.25	$29.25	$1.97	$1,130.33
Ghana	$624.33	$150.62	$280.71	$9.46	$306.64	$27.46	$1,399.22
Mexico	$1,012.05	$240.65	$169.84	$28.96	$398.17	$3.40	$1,853.07
Peru	$405.54	$73.86	$405.10	$18.70	$66.07	$12.62	$981.89
Suriname	$269.09	$66.81	$54.58	$0.51	$166.21	$1.21	$558.41
U.S.	$248.53	$355.71	$64.32	$1,932.91	$23.91	$0.94	$2,626.32
TOTAL	**$4,185.04**	**$1,500.75**	**$1,754.82**	**$2,032.19**	**$1,531.69**	**$67.65**	**$11,072.14**

[1] The value sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator to ensure comparable reporting boundaries across value sharing data are disclosed.

[2] Operating costs comprise costs applicable to sales of $5,315 (excluding Nevada of $1,153), exploration of $201 (excluding Nevada of $30), advanced projects, research and development of $227 (excluding Nevada of $2) and general and administrative expenses of $266 (excluding Nevada of $10) on an accrued basis and cash paid for reclamation in 2022 of $169 (excluding Nevada of $19 and legacy sites of $88). Operating costs omit employee wages and benefits of $1,501, included in the employee wages and benefits column; $472 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; $115 of indirect costs; $60 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2022 Form 10-K; $37 in other expenses and $68 of community investments included in the community investments column.

[3] Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of $65, capitalized interest of $62 and Nevada spend of $308.

[4] Payments to providers of capital includes interest expense, net of capitalized interest of $224 (excluding Nevada of $3), capitalized interest of $62 (excluding Nevada of $7) and dividends paid to common stockholders of $1,746.

[5] Payments to Governments include current year cash payments for income and mining taxes, governmental royalties, accrued employer, property, sales, production and withholding taxes. The above also includes export duties paid in Argentina. Amounts may not calculate due to rounding.

[6] Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding. Community investment data excludes the COVID-19 Global Community Fund contributions.

Economic value generated: Country level (millions)[1]

Country	Amount
Argentina	$562.34
Australia	$2,667.27
Canada	$1,203.48
Ghana	$1,785.13
Mexico	$2,197.26
Peru	$471.01
Suriname	$724.16
U.S.	$510.93
TOTAL	**$10,121.58**

[1] The value-sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator. Economic value generated includes sales of $9,817 (excluding Nevada of $2,098), net proceeds from the sale of assets and investments of $168 (excluding Nevada of $19), investment income of $77 (excluding Nevada of $1), as well as byproduct sales of $60, which are recognized as credits to costs applicable to sales in our 2022 Form 10-K.

SUPPLY CHAIN

Number of suppliers[1]

Number of suppliers in 2022	8,500

[1] The reported number of suppliers is a rounded figure to the nearest hundredth. We continue to refine our data management processes in order to improve accuracy for capturing our number of suppliers.

Spending with local suppliers: Site level (millions)

	Country/site	Total spent	Total spent with local-local suppliers[4]	Percent spent with local-local suppliers	Total spent with local suppliers[4]	Percent spent with local suppliers	Total spent with national suppliers	Percent spent with national suppliers	Total spent with international suppliers	Percent spent with international suppliers
Africa	**Ghana**	**$550.69**	**$19.78**	**4%**	**$6.29**	**1%**	**$439.46**	**80%**	**$85.16**	**15%**
	Ahafo	$386.05	$12.95	3%	$4.53	1%	$313.57	81%	$54.99	14%
	Akyem	$164.65	$6.83	4%	$1.76	1%	$125.89	76%	$30.16	18%
Americas: North	**U.S.**	**$169.96**	**$10.80**	**6%**	**$63.45**	**37%**	**$94.17**	**55%**	**$1.55**	**1%**
	CC&V[1]	$169.96	$10.80	6%	$63.45	37%	$94.17	55%	$1.55	1%
	Canada	**$732.95**	**$122.73**	**17%**	**$178.17**	**24%**	**$426.72**	**58%**	**$5.33**	**1%**
	Éléonore	$212.17	$28.52	13%	$24.08	11%	$158.09	75%	$1.49	1%
	Musselwhite	$167.01	$20.10	12%	$55.19	33%	$90.07	54%	$1.66	1%
	Porcupine	$353.77	$74.12	21%	$98.90	28%	$178.57	50%	$2.18	1%
	Mexico	**$1,402.08**	**$10.30**	**1%**	**$31.67**	**2%**	**$1,179.47**	**84%**	**$180.65**	**13%**
	Peñasquito	$1,402.08	$10.30	1%	$31.67	2%	$1,179.47	84%	$180.65	13%
Americas: South	**Argentina**	**$334.75**	**$30.55**	**9%**	**$98.22**	**29%**	**$183.57**	**55%**	**$22.41**	**7%**
	Cerro Negro	$334.75	$30.55	9%	$98.22	29%	$183.57	55%	$22.41	7%
	Suriname	**$355.18**	**$2.80**	**1%**	**$0.56**	**0%**	**$251.13**	**71%**	**$100.70**	**28%**
	Merian[2]	$355.18	$2.80	1%	$0.56	0%	$251.13	71%	$100.70	28%
	Peru	**$750.69**	**$48.29**	**6%**	**$102.81**	**14%**	**$510.08**	**68%**	**$89.52**	**12%**
	Yanacocha[2]	$750.69	$48.29	6%	$102.81	14%	$510.08	68%	$89.52	12%
Australia	**Australia[3]**	**$1,441.37**	**$20.12**	**1%**	**$429.57**	**30%**	**$896.23**	**62%**	**$95.45**	**7%**
	Boddington	$738.87	$15.25	2%	$348.65	47%	$311.53	42%	$63.44	9%
	Tanami	$650.52	$1.63	0%	$66.52	10%	$551.49	85%	$30.89	5%
	Other	$51.98	$3.24	6%	$14.41	28%	$33.21	64%	$1.12	2%
GLOBAL	**TOTAL**	**$5,737.68**	**$265.36**	**5%**	**$910.74**	**16%**	**$3,980.83**	**69%**	**$580.75**	**10%**

[1] Spend at our CC&V site includes accruals.

[2] Spend at our Merian and Yanacocha sites includes non-addressable spend, in addition to addressable spend.

[3] At our Australian sites, procurement spend includes all spend excluding non-order invoice vendors relating to non-order payments.

[4] Includes all suppliers as described within each site's definition of 'local-local' and 'local' suppliers.

Spending with local suppliers: Target versus results (millions)[1, 2]

	Region/site	Spend target	Target results
Africa	**Africa**	**$25.00**	**$26.07**
	Ahafo	$17.00	$17.48
	Akyem	$8.00	$8.59
Americas: North	**North America**	**$368.00**	**$417.24**
	CC&V	$71.00	$74.25
	Éléonore	$44.00	$52.60
	Musselwhite	$59.00	$75.28
	Porcupine	$133.00	$173.02
	Peñasquito	$61.00	$41.96
Americas: South	**South America**	**$300.00**	**$534.35**
	Cerro Negro	$50.00	$128.77
	Merian	$155.00	$254.49
	Yanacocha	$95.00	$151.09
Australia	**Australia**	**$534.00**	**$449.69**
	Boddington	$425.00	$363.90
	Tanami	$93.00	$68.14
	Other	$16.00	$17.65
GLOBAL	**TOTAL**	**$1,227.00**	**$1,427.22**

[1] 2022 was the first year site-level local supplier spend targets were set and tracked. Moving forward, we will continue to set and track site-level targets, and will display the trailing data as available.

[2] To view trailing year region-level local supplier spend target vs. results, visit page 207 of our 2021 report here.

Spending on Indigenous suppliers: Site level (millions)

	Country/site	Total spend	Indigenous supplier spend
Americas: North	**Canada**	**$732.95**	**$62.18**
	Éléonore	$212.17	$26.27
	Musselwhite	$167.01	$20.68
	Porcupine	$353.77	$15.24
Americas: South	**Suriname**	**$355.18**	**$1.54**
	Merian	$355.18	$1.54
Australia	**Australia**	**$1,441.37**	**$3.98**
	Boddington	$738.87	$1.84
	Tanami	$650.52	$2.05
	Other	$51.98	$0.09
GLOBAL	**TOTAL**	**$2,529.51**	**$67.71**

TAX TRANSPARENCY

Payments to governments: Country level (millions)[1, 2]

Country	Government royalties	Taxes	Payments to governments[3]
Argentina	$23.77	$77.72	$101.49
Australia	$50.61	$389.34	$439.95
Canada	$0.00	$29.25	$29.25
Ghana	$103.74	$202.90	$306.64
Mexico	$10.52	$387.65	$398.17
Peru	$4.56	$61.51	$66.07
Suriname	$42.59	$123.62	$166.21
U.S.[3]	$0.00	$23.91	$23.91
TOTAL	**$235.79**	**$1,295.90**	**$1,531.69**

[1] Taxes include current year cash payments for income and mining taxes, accrued employer, property, sales, production and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

[2] Significant tax payments incurred are projected to be paid the following year for various countries that have installment rules impacting the timing of tax payments.

[3] The value-sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator.

Effective tax rates: Country level[1]

Country	Rate
Argentina	7%
Australia	36%
Canada	3%
Ghana	36%
Mexico	17%
Peru	(1)%
Suriname	26%
U.S.[2]	33%
Other foreign	54%
CONSOLIDATED[3]	**(892)%**

[1] The effective tax rate is driven by a number of factors and can fluctuate from year to year. For a more detailed discussion of tax expenses, refer to page 78 of Newmont's 2022 Form 10-K report. Amounts may not calculate due to rounding.

[2] Our consolidated total tax rate for financial statement purposes, referred to as our effective tax rate, was (892) percent; however, as noted, this calculation included the Nevada Gold Mines portion of Newmont's government payments. It should be noted that all tax and government royalty figures, reported elsewhere in this report, do not include Newmont's Nevada Gold Mine payments.

[3] More details on our effective tax rate are available in our 2022 Form 10-K (p. 150) and 2022 Taxes and Royalties Contribution Report.

Workforce Demographics:

The reporting boundary for all workforce-related data differs from the reporting scope of our Annual Sustainability Report. Workforce-related data includes all employees (corporate headquarters, regional offices, the Denver metallurgy lab, project sites, exploration sites and legacy sites) unless otherwise noted.

WORKFORCE DEMOGRAPHICS OVERVIEW

Total workforce by region: Trailing five year data[1]

	2018	2019	2020	2021	2022
Employees					
Africa	2,043	2,192	2,088	2,198	2,190
Australia[2]	2,824	2,874	2,173	2,159	2,232
Americas: North[2]	4,762	7,260	6,070	6,026	6,068
Americas: South[3]	2,813	4,310	4,137	4,241	4,241
Total employees	**12,442**	**16,636**	**14,468**	**14,624**	**14,731**
Contractors					
Africa	3,469	3,448	3,271	3,736	3,329
Australia[2]	1,539	1,706	2,450	1,541	2,256
Americas: North[2]	1,580	4,699	3,483	5,794	5,729
Americas: South[3]	5,177	5,173	4,336	5,554	6,509
Total contractors	**11,765**	**15,026**	**13,540**	**16,625**	**17,823**
TOTAL WORKFORCE	**24,207**	**31,662**	**28,008**	**31,249**	**32,554**

[1] *Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.*

[2] *Australia region was once the Asia Pacific region and included the Batu Hijau operation in Indonesia, which was divested in 2016. Employees associated with reclamation in Indonesia are included in Australia employee counts for 2018–2019 but included in North America beginning in 2020. There are also a handful of other employees located outside of the regions listed above, including in France and Barbados, who are reported under the North America region for consolidated purposes. The North America count also includes our corporate office headcount.*

[3] *Thirty-one employees associated with the Miami, U.S. regional office are located in South America for consolidated reporting purposes.*

COMPENSATION AND EQUAL REMUNERATION

Ratio of average female salary to average male salary: Employee category[1]

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/ male average salary
Senior leadership	52	$281,201	118	$308,728	0.9
People managers	336	$98,517	1,810	$90,812	1.1
Individual contributors	1,048	$63,199	2,787	$71,320	0.9
Operators and maintainers	790	$34,098	7,773	$32,877	1.0
TOTAL	**2,226**	**$63,353**	**12,488**	**$52,481**	**1.2**

[1] *17 employees elected to not disclose their gender and, therefore are not reflected in this data set.*

Ratio of average female salary to average male salary: Country level[1, 2]

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/ male average salary
Argentina	158	$52,359	1,217	$47,436	1.1
Australia	430	$89,778	1,787	$102,531	0.9
Canada	317	$79,001	1,907	$81,577	1.0
Ghana	315	$27,004	1,864	$28,410	1.0
Mexico	304	$21,322	2,484	$17,123	1.2
Peru	132	$47,897	1,183	$41,487	1.2
Suriname	220	$19,129	1,195	$19,715	1.0
U.S.	330	$132,286	738	$133,385	1.0

[1] Countries with fewer than 10 employees by gender are excluded for privacy purposes. The data set also excludes 17 employees who elected not to disclose their gender.

[2] The values represent average of all salaries, regardless of level of position.

DIVERSITY AND INCLUSION

Employee gender breakout: Country level[1, 2]

	Female	Male	Total
Argentina	158	1,217	1,375
Australia	430	1,787	2,217
Canada	317	1,907	2,224
Ghana	315	1,864	2,179
Mexico	304	2,484	2,788
Peru	132	1,183	1,315
Suriname	220	1,195	1,415
U.S.	330	738	1,068
Other	20	113	133
TOTAL	**2,226**	**12,488**	**14,714**

[1] The category 'Other' includes employees from countries with fewer than 10 total employees.

[2] 17 employees elected not to disclose their gender, and therefore, are not reflected in this data set.

Employee gender breakout: Employee category (number)[1]

	Female	Male	Total
Senior leadership	52	118	170
People managers	336	1,810	2,146
Individual contributors	1,048	2,787	3,835
Operators and maintainers	790	7,773	8,563
TOTAL	**2,226**	**12,488**	**14,714**

[1] 17 employees elected to not disclose their gender and, therefore, are not reflected in this data set.

Percentage of females by employee category: Trailing five year data

	2018	2019	2020	2021	2022
Board of Directors[1]	41.7%	40.0%	45.5%	38.5%	41.7%
Executive leadership team	25.0%	44.4%	42.9%	42.9%	25.0%
Senior leadership[2]	19.5%	21.0%	25.3%	25.6%	30.6%
People managers	14.6%	14.0%	13.8%	14.2%	15.7%
Individual contributors	24.7%	26.5%	24.0%	25.6%	27.2%
Operators and maintainers	12.5%	9.8%	8.3%	8.7%	9.2%
TOTAL EMPLOYEES	**15.7%**	**14.6%**	**13.0%**	**13.9%**	**15.1%**

[1] *The Board of Directors percentage calculation includes our President and CEO.*

[2] *The senior leadership percentage calculation includes our Executive Leadership Team, which comprises the Chief Executive Officer (CEO) and select reports of the CEO.*

Employee age distribution: Age range and category (number and percentage)

	Age under 30: Number of employees	Age under 30: Percent of employees	Age 30–50: Number of employees	Age 30–50: Percent of employees	Age over 50: Number of employees	Age over 50: Percent of employees	Total number employees all categories[2]	Total percent by category – all ages
Senior leadership	0	0.0%	85	50.0%	85	50.0%	170	1.2%
People managers	46	2.1%	1,594	74.3%	506	23.6%	2,146	14.6%
Individual contributors	552	14.4%	2,678	69.6%	616	16.0%	3,846	26.1%
Operators and maintainers	1,185	13.8%	5,760	67.2%	1,624	19.0%	8,569	58.2%
TOTAL	**1,783**	**12.1%**	**10,117**	**68.7%**	**2,831**	**19.2%**	**14,731**	**100%**

LABOR MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five year data[1, 2]

	2018	2019	2020	2021[6]	2022
Argentina	N/A	87.8%	87.2%	88.0%	88.7%
Australia	24.3%	24.0%	14.0%	14.6%	14.1%
Canada	N/A	6.6%	10.6%	10.8%	9.7%
Ethiopia	0.0%	0.0%	0.0%	0.0%	0.0%
French Guiana	0.0%	0.0%	0.0%	0.0%	0.0%
Ghana[3]	97.7%	85.3%	90.6%	94.7%	12.8%
Guatemala	N/A	0.0%	0.0%	0.0%	0.0%
Mexico	N/A	70.6%	72.9%	71.4%	70.9%
Peru	34.0%	35.9%	44.4%	45.5%	45.0%
Suriname	45.4%	42.4%	41.1%	52.1%	56.1%
U.S.[4]	31.0%	0.0%	0.0%	0.0%	0.0%
Other[5]	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	**42.0%**	**43.4%**	**47.2%**	**49.3%**	**32.6 %**

[1] Country data marked as 'N/A' (not applicable) represent year(s) when Newmont did not have workforce in that country.

[2] At our operations in Argentina, Peru, Suriname, employees not covered by collective bargaining agreements, their working conditions and terms of employment are determined based on collective bargaining agreements that cover other employees. In Canada, Mexico and the U.S., employees not covered by collective bargaining agreements and non-union employee working conditions are based on local legal requirements, company policies, competitive market references and business needs.

[3] In 2022, Newmont introduced a new employment model in Ghana that shifted the unionized workforce from permanent contracts to fixed term renewable employment contracts. With this change the bargaining certificate for both unions expired. The percentage of employees shown in this data set as represented by a union reflects those who have consented for Union Fees deduction as of 31 December 2022.

[4] Significant 2018–2019 changes in the U.S. data reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[5] The category 'Other' includes employees from countries with fewer than 10 total employees.

[6] The total percentage in 2021 does not match the Social Practice disclosure in the 2021 Form 10-K, as the number presented here for Ghana includes both dues paying Union members, as well as those covered by a workplace agreement.

Minimum notice periods regarding operational changes: Site level

	Country/site	Notification period
Africa	**Ghana**	
	Accra	12 weeks
	Ahafo	12 weeks
	Akyem	12 weeks
Americas: North	**U.S.**	
	CC&V	2 weeks
	Denver	2 weeks
	Miami	2 weeks
	Canada	
	Éléonore	3 weeks
	Musselwhite	2 weeks
	Porcupine	2 weeks
	Vancouver	2 weeks
	Mexico	
	Mexico City	4 weeks
	Peñasquito	4 weeks
Americas: South	**Argentina**	
	Cerro Negro	2 weeks
	Suriname	
	Merian	72 hours for crew and work roster changes; notice for all other significant operational changes is dependent on business need
	Peru	
	Lima	4 weeks
	Yanacocha	4 weeks
Australia	**Australia**	
	Boddington	4 weeks
	Perth	4 weeks
	Tanami	4 weeks

Strikes and lockouts exceeding one week's duration: Site level

No strikes or lockouts exceeding one week's duration

Number and duration of non-technical delays: Site level

No non-technical delays

TALENT ATTRACTION AND RETENTION

Employee turnover: Regional level

	Employee-initiated	Company-initiated	Total
Africa	2.1%	2.8%	4.9%
Australia	11.7%	2.8%	14.5%
Americas: North[1]	6.0%	3.5%	9.5%
Americas: South[2]	2.3%	3.7%	6.0%

[1] *Employees located in France and Indonesia are reported under the North America region for consolidated reporting purposes.*

[2] *Employees in Miami, U.S., the South America regional headquarters location, are counted as South America region employees for consolidated reporting purposes.*

Employee turnover: Age group

	Total turnover	Turnover rate
Age		
<30	207	12.0%
30 to 50	793	7.6%
51+	307	10.3%

Employee turnover: Trailing five year data

	2018	2019	2020	2021	2022
Employee-initiated	6.6%	4.6%	4.2%	5.4%	5.3%
Company-initiated	4.4%	4.9%	4.9%	3.7%	3.3%
TOTAL	**11.0%**	**9.5%**	**9.1%**	**9.1%**	**8.6%**

Employee turnover by gender and initiation: Trailing five year data[1]

	2018	2019	2020	2021	2022
Males					
Company-initiated	399	627	540	452	426
Employee-initiated	585	581	500	641	631
Total number of males	**984**	**1,208**	**1,040**	**1,093**	**1,057**
Company-initiated rate	4.1%	4.5%	4.3%	3.6%	3.3%
Employee-initiated rate	6.0%	4.1%	4.0%	5.2%	4.9%
Total rate for males	**10.1%**	**8.6%**	**8.4%**	**8.8%**	**8.2%**
Females					
Company-initiated	104	172	154	83	79
Employee-initiated	169	172	104	134	170
Total number of females	**273**	**344**	**258**	**217**	**249**
Company-initiated rate	6.0%	7.4%	8.4%	4.3%	3.5%
Employee-initiated rate	9.8%	7.4%	5.7%	6.9%	7.5%
Total rate for females	**15.9%**	**14.7%**	**14.0%**	**11.2%**	**11.0%**

[1] 2022 data excludes 17 employees who have not self-identified a gender.

New hires: Country, gender and age group

	Total new hires	Percent of enterprise population
By region		
Africa	154	1.0%
Australia	569	3.9%
Americas: North[1]	888	6.0%
Americas: South[2]	269	1.8%
Total new hires	**1,880**	**12.8%**
By gender		
Undisclosed	13	0.1%
Female	532	3.6%
Male	1,335	9.1%
Total new hires	**1,880**	**12.8%**
By age group		
<30	532	3.6%
30 to 50	1,101	7.5%
51+	247	1.7%
Total new hires	**1,880**	**12.8%**

[1] North America Region includes employees in Indonesia and France for consolidated reporting purposes.

[2] South America Region includes employees in Miami, U.S. for consolidated reporting purposes.

TRAINING AND PROFESSIONAL DEVELOPMENT

Percentage of employees who received performance reviews: Gender and employee category[1, 2]

	Number of female employees	Number of females who received performance reviews	Percent of females who received performance reviews	Number of male employees	Number of males who received performance reviews	Percent of males who received performance reviews
Senior leadership	52	51	98.1%	118	115	97.5%
People managers	336	313	93.2%	1,810	1,675	92.5%
Individual contributors	1,048	1,017	97.0%	2,787	2,812	100.9%
Operators and maintainers	790	361	45.7%	7,773	3,818	49.1%
TOTAL	**2,226**	**1,742**	**78.3%**	**12,488**	**8,420**	**67.4%**

[1] 17 employees elected to not disclose their gender and, therefore, are not reflected in this data set.

[2] Employee numbers are as of December 31, 2022, while performance review numbers are as of January 30, 2023 since year-end performance reviews occur between November and January.

Training and development investment spending and hours: Trailing five year data[1]

	2018	2019[2]	2020	2021	2022
Total ($ million)	$8.00	$8.90	$8.00	$15.53	$14.73
Total (hours)	808,780	736,807	487,920	593,377	738,304

[1] Beginning in 2021, training and development spend includes trainer headcount expense.

[2] The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV.

Average hours of training per year, per employee by employee category: Trailing five year data

	2018	2019[1]	2020	2021	2022
Senior leadership	23	5	5	6	14
People managers	85	31	22	35	37
Individual contributors	70	36	22	25	28
Operators and maintainers	60	51	42	49	64

[1] The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

Average hours of training per employee by employee category and gender[1]

	Female	Male
Senior leadership	7	17
People managers	29	38
Individual contributors	25	29
Operators and maintainers	72	63

[1] 17 employees elected to not disclose their gender and, therefore, are not reflected in this data set.

Report Frameworks

GRI Content Index..... 221
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Report Frameworks

The disclosures in our 2022 Annual Sustainability Report align with the requirements in the following standards and frameworks:

- **GRI** — This report is prepared in accordance with the GRI Standards, which focuses on the key risks and opportunities significant to our business and stakeholders, and includes indicators from the GRI Mining and Metals Sector disclosure. To ensure the quality and proper presentation of the reported information, we have followed the eight principles of reporting — balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability, as suggested by the GRI.
- **Sustainability Accounting Standards Board (SASB)** — Newmont's SASB disclosures are in accordance with Version 2021-12 of the SASB Metals & Mining Industry Standard.
- **United Nations Guiding Principles (UNGP) on Business and Human Rights Reporting Framework** — Along with publishing policy commitments, Newmont identifies our most salient human rights issues and the initiatives and programs in place to manage these risks and safeguard human rights in accordance with the framework.
- **Extractive Industry Transparency Initiative (EITI) Expectations** — Newmont adheres to the expectations of EITI supporting companies through our public disclosures, including this report.
- **ICMM and WGC Standards** — As members of the International Council on Mining and Metals (ICMM) and the World Gold Council (WGC) Newmont adheres to the ICMM Performance Expectations and the Responsible Gold Mining Principles, which include requirements for site-level disclosures and independent validation.
- **Task Force on Climate-related Financial Disclosures (TCFD)** — Newmont's 2022 Climate Report, which will be published in mid-2023, will be prepared in accordance with TCFD recommendations (2017 version) and the TCFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry). Our 2022 Sustainability Report also follows the recommended TCFD reporting structure for our most material sustainability issues.

In some instances, reference is made to our **website**, **2022 Annual Report** (or **2022 Form 10-K**), CDP **Climate** and **Water** 2022 responses, our **Climate Report** and other sources.

Photo: Porcupine, Canada

GRI

Newmont's 2022 Annual Sustainability Report has been developed in accordance with the GRI Standards for the period January 1–December 31, 2022.

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-1	**Organizational details**	Our Business, **pp. 13-14** **2022 Form 10-K – Item 1. Business**, p. 7			
2-2	**Entities included in the organization's sustainability reporting**	About This Report, **p. 260**			
2-3	**Reporting period, frequency and contact point**	About This Report, **p. 260** **2022 Form 10-K**, p. 1			
2-4	**Restatements of information**	About This Report, **p. 260**			
2-5	**External assurance**	Corporate Governance, **p. 37** Sustainability Compliance and Assurance, **p. 50** **Assurance statement**			
2-6	**Activities, value chain and other business relationships**	Responsible Sourcing, **pp. 54-56** About This Report, **p. 260** **2022 Form 10-K – Item 1. Business**, pp. 7-8			
2-7	**Employees**	There were no significant changes to Newmont's workforce in 2022. People and Culture, **pp. 67-73** About This Report, **p. 260** Performance Data – Employee gender breakout: Country level, **p. 213** **Sustainability Report Methodology**	**Requirement(s) omitted:** We currently do not break out our employees by permanent, temporary, non-guaranteed hours, full-time or part-time. **Reason:** Information unavailable/incomplete **Explanation:** We are unable to provide an accurate split of employees by these categories at this time.		
2-8	**Workers who are not employees**	There were no significant changes to Newmont's workforce in 2022. Responsible Sourcing, **pp. 54-56** About This Report, **p. 260** Performance Data – Total workforce by region: Trailing five year data, **p. 212** **Sustainability Report Methodology**			

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-9	**Governance structure and composition**	Corporate Governance, **pp. 36-39** **2023 Proxy Statement – Director Nominee Overview**, pp. 20-33; **Stakeholder Outreach**, p. 45			
2-10	**Nomination and selection of the highest governance body**	**2023 Proxy Statement – Director Nominee Overview**, pp. 20-33; **Process for Selecting New Director**, p. 43; **Stakeholder Outreach**, p. 45			
2-11	**Chair of the highest governance body**	**2023 Proxy Statement – 2023 Director Nominees**, p. 25			
2-12	**Role of the highest governance body in overseeing the management of impacts**	Corporate Governance, **pp. 36-39** **Safety and Sustainability Committee Charter**			
2-13	**Delegation of responsibility for managing impacts**	Corporate Governance, **pp. 36-39**			
2-14	**Role of the highest governance body in sustainability reporting**	Corporate Governance, **p. 37**			
2-15	**Conflicts of interest**	**Corporate Governance Guidelines**, p. 6 **2023 Proxy Statement – Director Nominee Overview**, p. 20; **Independence of Directors**, p. 33			
2-16	**Communication of critical concerns**	Corporate Governance, **pp. 36-39**	**Requirement(s) omitted:** We currently do not report the total number and nature of critical concerns communicated to the Board. **Reason:** Confidential **Explanation:** However, we do report the total number of matters raised through our complaint mechanisms (Social Acceptance, **p. 86**) and our Integrity Hotline (Business Integrity and Compliance, **p. 44**).		

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-17	**Collective knowledge of the highest governance body**	2023 Proxy Statement – Director Orientation and Education, p. 38			
2-18	**Evaluation of the performance of the highest governance body**	2023 Proxy Statement – Board, Committee & Director Assessment, p. 42			
2-19	**Remuneration policies**	2023 Proxy Statement – Director Compensation, p. 47 2023 Proxy Statement – Director Share Ownership Guidelines, p. 29 2023 Proxy Statement – Executive Compensation and Benefits Programs, pp. 62-93			
2-20	**Process to determine remuneration**	2023 Proxy Statement – Executive Compensation Governance, pp. 52-61 Form 8-K			
2-21	**Annual total compensation ratio**	2023 Proxy Statement – Pay Ratio of CEO to Median Employee, p. 96			
2-22	**Statement on sustainable development strategy**	Letter from Our President and Chief Executive Officer, pp. 4-5 Letter from Our Safety and Sustainability Committee Chair, pp. 6-7 2022 Annual Report - 2022 Annual CEO Letter to Shareholders, pp. 3-7			
2-23	**Policy commitments**	Business Integrity and Compliance, p. 41 Human Rights, pp. 74-82 Global Policies Code of Conduct Supplier Code of Conduct Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights			
2-24	**Embedding policy commitments**	Global Policies			
2-25	**Processes to remediate negative impacts**	Business Integrity and Compliance, pp. 41-46 Social Acceptance, pp. 83-90 Stakeholder Relationship Management Standard			
2-26	**Mechanisms for seeking advice and raising concerns**	Business Integrity and Compliance, pp. 41-46 Social Acceptance, pp. 83-90			

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-27	**Compliance with laws and regulations**	Performance Data – Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level, **p. 146** We disclose all fines received no matter the level of significance. However, Newmont assesses events on a scale of 1-5 with level 3 and above considered "significant". To drive consistency of reporting, Environmental and External Relations Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.			
2-28	**Membership associations**	Our Approach to Sustainability – Voluntary Commitments and Disclosures, **pp. 26-29** **2022 Climate Report** – Governance and Strategy – Climate Policy and Industry Commitments, pp. 12-14		SDG 17	
2-29	**Approach to stakeholder engagement**	Our Approach to Sustainability – Stakeholder Engagement, **pp. 21-23**		SDG 17	
2-30	**Collective bargaining agreements**	People and Culture, **pp. 70-72** Human Rights, **pp. 76-77** Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five year data, **p. 215**			

Material Topics		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
3-1	**Process to determine material topics**	Our Approach to Sustainability – Materiality, **p. 24**			
3-2	**List of material topics**	Our Approach to Sustainability – Materiality, **p. 25**			
3-3	**Management of material topics**	See topic-specific disclosures.			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 201: Economic Performance 2016					
3-3	Management of material topics	Value Sharing, **pp. 132-135**			
201-1	Direct economic value generated and distributed	Value Sharing, **pp. 136-143** Performance Data – Economic value distributed: Country level, **p. 208** Performance Data – Economic value generated: Country level, **p. 208** Performance Data – Payments to governments: Country level, **p. 211** Performance Data – Community investments: Site level, **p. 207**			
201-2	Financial implications and other risks and opportunities due to climate change	**CDP Climate Response** **2022 Form 10-K – Item 1. Business – Environmental, Social and Governance**, pp. 8–9 **2022 Form 10-K – Item 1A. Risk Factors**, pp. 29-32, 34, 39 **2022 Climate Report** – Risk Management – Climate Scenario Analysis, pp. 16-25			
201-3	Defined benefit plan obligations and other retirement plans	**2023 Proxy Statement – Retirement Plans**, p. 76; **Pension Plan**, pp. 86-88; **Savings Plan**, p. 89			
GRI 203: Indirect Economic Impacts 2016					
3-3	Management of material topics	Value Sharing, **pp. 132-135**			
203-1	Infrastructure investments and services supported	Value Sharing, **pp. 139-143** Performance Data – Community investments: Site level, **p. 207**			
203-2	Significant indirect economic impacts	Value Sharing, **pp. 139-143**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 204: Procurement Practices 2016					
3-3	Management of material topics	Responsible Sourcing, **pp. 54-56** Value Sharing, **pp. 132-135**			
204-1	Proportion of spending on local suppliers	Value Sharing, **pp. 137-142** Performance Data – Spending with local suppliers: Site level, **p. 209**			Yes Spending on local suppliers: Total spent on all suppliers - Global total Spending on local suppliers: Total spent with local suppliers - Global total Spending on local suppliers: Total spent with national suppliers - Global total Spending on local suppliers: Total spent with local and national suppliers - Global total
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	Business Integrity and Compliance, **pp. 41-44**			
205-1	Operations assessed for risks related to corruption	Business Integrity and Compliance, **pp. 42-44** **2022 Form 10-K – Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate**, pp. 33-36; **Legal Risks**, pp. 38-39			
205-2	Communication and training about anti-corruption policies and procedures	Business Integrity and Compliance, **p. 45** Performance Data – Percentage of employees attending in-person and virtual integrity training: Trailing five year data, **p. 151**			
205-3	Confirmed incidents of corruption and actions taken	Business Integrity and Compliance, **pp. 44-45** Performance Data – Number and outcomes of substantiated escalated matters: Country level, **p. 150** **2022 Form 10-K – Note 25. Commitments and Contingencies**, pp. 171–175			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 207: Tax 2019					
3-3	Management of material topics	Value Sharing, **pp. 132-135**			
207-1	Approach to tax	Value Sharing, **p. 134** **2022 Form 10-K – Item 2. Properties**, pp. 40-47 **2022 Taxes and Royalties Contribution Report – Strategy**, pp. 10-15			
207-2	Tax governance, control, and risk management	**2022 Taxes and Royalties Contribution Report – Governance**, pp. 8-9 Risk Management, **pp. 16-17**			
207-3	Stakeholder engagement and management of concerns related to tax	**2022 Taxes and Royalties Contribution Report – Stakeholder Engagement**, p. 13-14			
207-4	Country-by-country reporting	**2022 Taxes and Royalties Contribution Report – Country Highlights**, pp. 24-32			
GRI 302: Energy 2016					
3-3	Management of material topics	Energy and Climate Change, **pp. 92-94**			
302-1	Energy consumption within the organization	**2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Site level, pp. 45-46 **2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Trailing five year data, p. 47 **2022 Climate Report** – Performance Data – Direct (on-site) electricity generated and consumed by source: Site level, p. 48 **2022 Climate Report** – Performance Data – Direct (on-site) electricity generated and consumed by source: Trailing five year data, p. 49 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			Yes Direct and indirect energy consumed, by source: Total energy consumed (direct, indirect)
302-2	Energy consumption outside of the organization	**2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Site level, pp. 45-46 **2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Trailing five year data, p. 47 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			Yes Direct and indirect energy consumed, by source: Total energy consumed (direct, indirect)
302-3	Energy intensity	**2022 Climate Report** – Performance Data – Energy intensity: Trailing five year data, p. 27 **CDP Climate Response**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
302-4	Reduction of energy consumption	2022 Climate Report – Performance, Metrics and Targets – Pathway to 2030, pp. 30-33 2022 Climate Report – Performance, Metrics and Targets – Measuring Our Performance, p. 42 2022 Climate Report – Performance Data – Direct and indirect energy consumed by source: Trailing five year data, p. 47 2022 Climate Report – Performance Data – Direct (on-site) electricity generated and consumed by source: Trailing five year data, p. 49 CDP Climate Response			
GRI 303: Water and Effluents 2018					
3-3	Management of material topics	Water Stewardship, pp. 96-101		SDG 6	
303-1	Interactions with water as a shared resource	Water Stewardship, pp. 96-101 Performance Data – Water-related risk: Site level, p. 181 Performance Data – Water summary: Site level, p. 174 Newmont Guide to Water CDP Water Risk Response		SDG 6	
303-2	Management of water discharge-related impacts	Water Stewardship, pp. 96-101 Performance Data – Total treated water by destination: Site level, p. 176 Performance Data – Total untreated water by destination: Site level, p. 177 Newmont Guide to Water CDP Water Risk Response			
303-3	Water withdrawal	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Total water withdrawn and discharged by category: Site level, p. 175 Performance Data – Water withdrawn: Site level, p. 178 Performance Data – Water summary: Trailing five year data, p. 179 CDP Water Risk Response			Yes Total water withdrawn - Global total
303-4	Water discharge	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Water summary: Trailing five year data, p. 179 Performance Data – Total water withdrawn and discharged by category: Site level, p. 175 Performance Data – Total treated water by destination: Site level, p. 176 Performance Data – Total untreated water by destination: Site level, p. 177 Performance Data – Total water discharged by destination: Trailing five year data, p. 179 Performance Data – Consumption by water quality, p. 180 Performance Data – Consumption by water quality categories: Trailing four year data, p. 182 CDP Water Risk Response			Yes Total water discharged - Global total

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
303-5	Water consumption	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Water summary: Trailing five year data, p. 179 Performance Data – Consumption by water quality, p. 180 Performance Data – Water consumed, recycled and percentage recycled: Trailing five year data, p. 180 Performance Data – Consumption by water quality categories: Trailing four year data, p. 182 CDP Water Risk Response			Yes Total water consumed - Global total
GRI 304: Biodiversity 2016					
3-3	Management of material topics	Biodiversity, pp. 116-119			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity, p. 118 Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158 Performance Data – Mine lease area: Site level, p. 161			
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity, pp. 120-121			
304-3	Habitats protected or restored	Biodiversity, p. 118, pp. 120-121 Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data – Total wildlife mortalities: Site level, p. 155 Performance Data – Number of wildlife mortalities: Trailing five year data, p. 155			
G4-MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158		SDG 6	

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 305: Emissions 2016					
3-3	Management of material topics	Energy and Climate Change, **pp. 92-94**			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change, **p. 94** **2022 Climate Report** – Performance Data – Scope 1 and 2 greenhouse gas (GHG) emissions: Site level, pp. 51-52 **2022 Climate Report** – Performance Data – Scope 1 and 2 GHG emissions: Trailing five year data, p. 53 **2022 Climate Report** – Performance Data – Direct CO_2 emissions from the combustion of biomass: Site level, p. 54 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			Yes Total Scope 1 (direct) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change, **p. 94** **2022 Climate Report** – Performance Data – Scope 1 and 2 greenhouse gas (GHG) emissions: Site level, pp. 51-52 **2022 Climate Report** – Performance Data – Scope 1 and 2 GHG emissions: Trailing five year data, p. 53 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			Yes Total Scope 2 (indirect) GHG emissions - market-based
305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change, **p. 94** **2022 Climate Report** – Performance Data – Total Scope 3 GHG emissions: Site level, p. 55 **2022 Climate Report** – Performance Data – Scope 3 GHG emissions by category: Trailing four year data, p. 56 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			Yes Scope 3 Emissions - Category 1: Purchased goods and services Scope 3 Emissions - Category 2: Capital goods Scope 3 Emissions - Category 3: Fuel and energy related activities Scope 3 Emissions - Category 10: Processing of sold products
305-4	GHG emissions intensity	Energy and Climate Change, **p. 94** **2022 Climate Report** – Performance Data – Scope 1 and 2 (market-based) GHG emissions intensity: Site level trailing five year data, p. 53 **2022 Climate Report** – Performance Data – Scope 1 and 2 GHG emissions intensity: Trailing five year data, p. 54 **Greenhouse Gas Emissions Calculation Methodology** **CDP Climate Response**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
305-5	Reduction of GHG emissions	Energy and Climate Change, p. 94 2022 Climate Report – Performance, Metrics and Targets - Pathway to 2030, pp. 30-33 2022 Climate Report – Performance, Metrics and Targets - Measuring Our Performance, p. 42 2022 Climate Report – Scope 1 and 2 GHG emissions: Trailing five year data, p. 53 2022 Climate Report – Performance Data - Scope 3 GHG emissions by category: Trailing four year data, p. 56 Greenhouse Gas Emissions Calculation Methodology CDP Climate Response			
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Performance Data – Site air quality management plan emissions, p. 153 Emissions of persistent organic pollutants (POP) are not emitted from any of our sites.			
GRI 306: Waste 2020					
3-3	Management of material topics	Materials, pp. 126-128			
306-1	Waste generation and significant waste-related impacts	Materials, p. 128			
306-2	Management of significant waste-related impacts	Materials, pp. 121-128 2022 Form 10-K – Item 1A. Risk Factors, pp. 29, 32			
306-3	Waste generated	Performance Data – Estimated waste rock generated by type: Site level, p. 167 Performance Data – Estimated other waste generated: Site level, p. 167 Performance Data – Estimated mercury waste generated by type: Site level, p. 168 Performance Data – Estimated waste by type: Trailing five year data, p. 173			
306-4	Waste diverted from disposal	Performance Data – Estimated hazardous waste diverted from disposal: Site level, p. 169 Performance Data – Estimated non-hazardous waste diverted from disposal: Site level, p. 170			
306-5	Waste directed to disposal	Performance Data – Estimated hazardous waste disposed: Site level, p. 171 Performance Data – Estimated non-hazardous waste disposed: Site level, p. 172			
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	Performance Data – Estimated waste rock generated by type: Site level, p. 167 Performance Data – Estimated other waste generated: Site level, p. 167 Performance Data – Estimated waste by type: Trailing five year data, p. 173			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics	Responsible Sourcing, **pp. 54-56**			
308-1	New suppliers that were screened using environmental criteria		**Requirement(s) omitted:** We currently do not report the percentage of suppliers screened using environmental criteria. **Reason:** Data unavailable **Explanation:** We transitioned systems in 2022. We plan to report this percentage in 2023.		
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing, **pp. 55-56**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 401: Employment 2016					
3-3	Management of material topics	People and Culture, **pp. 67-70**			
401-1	New employee hires and employee turnover	Performance Data – New hires: Country, gender and age group, **p. 217** Performance Data – Employee turnover: Regional level, **p. 216** Performance Data – Employee turnover: Age group, **p. 216** Performance Data – Employee turnover: Trailing five year data, **p. 216** Performance Data – Employee turnover by gender and initiation: Trailing five year data, **p. 217**			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		**Requirement(s) omitted:** We currently do not report benefits provided to full-time employees. **Reason:** Varying information **Explanation:** Benefits offered to full-time employees differ from corporate, regions and sites. Benefits are based on local contact, laws, etc.		
401-3	Parental leave		**Requirement(s) omitted:** We currently do not report parental leave. **Reason:** Varying information **Explanation:** Benefits offered to full-time employees differ from corporate, regions and sites. Benefits are based on local contact, laws, etc.		

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 402: Labor/Management Relations 2016					
3-3	Management of material topics	People and Culture, **pp. 67-70**			
402-1	Minimum notice periods regarding operational changes	Performance Data – Minimum notice periods regarding operational changes: Site level, **p. 215**			
G4-MM4	Number of strikes and lockouts exceeding one week's duration by country	Performance Data – Strikes and lockouts exceeding one week's duration: Site level, **p. 216**			
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics	Health, Safety and Security, **pp. 58-62**			
403-1	Occupational health and safety management system	Sustainability Compliance and Assurance, **pp. 49-53** Health, Safety and Security, **pp. 58-66**			
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Security, **pp. 60-66**		SDG 5	
403-3	Occupational health services	Health, Safety and Security, **pp. 58-65**			
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Security, **pp. 58-65**			
403-5	Worker training on occupational health and safety	Health, Safety and Security, **pp. 58-65** Performance Data – Safety trainings: Site level, **p. 190**			
403-6	Promotion of worker health	Health, Safety and Security, **pp. 60-65** Value Sharing, **p. 143** Performance Data – COVID-19 Global Community Support Fund: Site level, **p. 206**			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Security, **pp. 58-65**		SDG 5	
403-8	Workers covered by an occupational health and safety management system	Health, Safety and Security, **pp. 58-66**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
403-9	Work-related injuries	Performance Data – Employee-only safety rates: Trailing five year data, p. 184 Performance Data – Employee-only safety data: Site level, pp. 185-186 Performance Data – Contractor-only safety rates: Trailing five year data, p. 186 Performance Data – Contractor-only safety data: Site level, pp. 187-188 Performance Data – Combined employee and contractor safety rates: Trailing five year data, p. 188 Performance Data – Combined employee and contractor safety rates: Site level, pp. 189-190			Yes Employee-only safety rates: Fatalities - Global total Contractor-only safety rates: Fatalities - Global total Combined safety rates: Lost Time Injury Frequency Rate (LTIFR) - Global total Combined safety rates: Total Recordable Injury Frequency Rate (TRIFR) - Global total
403-10	Work-related ill health	Performance Data – Employee-only safety rates: Trailing five year data, p. 184 Performance Data – Employee-only safety data: Site level, pp. 185-186 Performance Data – Contractor-only safety rates: Trailing five year data, p. 186 Performance Data – Contractor-only safety data: Site level, pp. 187-188 Performance Data – Combined employee and contractor safety rates: Trailing five year data, p. 188 Performance Data – Combined employee and contractor safety rates: Site level, pp. 189-190			
GRI 404: Training and Education 2016					
3-3	Management of material topics	People and Culture, pp. 67-70 Value Sharing, pp. 132-135			
404-1	Average hours of training per year per employee	Performance Data – Training and development investment spending and hours: Trailing five year data, p. 218 Performance Data – Average hours of training per year, per employee by employee category: Trailing five year data, p. 218			
404-2	Programs for upgrading employee skills and transition assistance programs	People and Culture, pp. 69-70 Value Sharing, p. 135, pp. 137-142			
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data – Percentage of employees who received performance reviews: Gender and employee category, p. 218			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Management of material topics	People and Culture, **pp. 67-70**			
405-1	Diversity of governance bodies and employees	People and Culture, **p. 71** Value Sharing, **p. 137** Performance Data – Employee gender breakout: Country level, **p. 213** Performance Data – Employee gender breakout: Employee category, **p. 213** Performance Data – Percentage of females by employee category: Trailing five year data, **p. 214** Performance Data – Employee age distributions: Age range and category, **p. 214** **2023 Proxy Statement – Board Diversity**, pp. 20-21 **EEO-1 form** Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.		SDG 5	Yes Percentage of females by employee category
405-2	Ratio of basic salary and remuneration of women to men	Performance Data – Ratio of average female salary to average male salary: Employee category, **p. 212** Performance Data – Ratio of average female salary to average male salary: Country level, **p. 213**			
GRI 406: Non-discrimination 2016					
3-3	Management of material topics	People and Culture, **pp. 67-70**			
406-1	Incidents of discrimination and corrective actions taken	Business Integrity and Compliance, **pp. 44-45** People and Culture, **p. 68**			
GRI 407: Freedom of Association and Collective Bargaining 2016					
3-3	Management of material topics	People and Culture, **pp. 67-73**			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	**2022 Form 10-K – Item 1A. Risk Factors**, pp. 36-37 None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.			
GRI 408: Child Labor 2016					
3-3	Management of material topics	Human Rights, **pp. 74-78**			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, **p. 76**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 409: Forced or Compulsory Labor 2016					
3-3	Management of material topics	Human Rights, pp. 74-78			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 76			
GRI 410: Security Practices 2016					
3-3	Management of material topics	Health, Safety and Security, pp. 58-62			
410-1	Security personnel trained in human rights policies or procedures	Performance Data – Voluntary Principles on Security and Human Rights training: Site level, p. 200			
GRI 411: Rights of Indigenous Peoples 2016					
3-3	Management of material topics	Human Rights, pp. 74-78			
411-1	Incidents of violations involving rights of Indigenous peoples	Performance Data – Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level, p. 202 There were no significant events involving the rights of Indigenous peoples in 2022.			
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or site tools where there are formal agreements with Indigenous Peoples' communities	Performance Data – Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level, p. 202			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 413: Local Communities 2016					
3-3	Management of material topics	Social Acceptance, **pp. 83-85**			
413-1	Operations with local community engagement, impact assessments, and development programs	Social Acceptance, **pp. 83-90** Value Sharing, **pp. 132-143** Performance Data – Social impact assessment and engagement practices: Site level, **p. 205** Performance Data – Resettlement and/or relocation activity: Site level, **p. 204** Performance Data – Community investments: Site level, **p. 207**			
413-2	Operations with significant actual and potential negative impacts on local communities	Performance Data – Top actual and/or potential community impacts and mitigation responses: Site level, **pp. 192-196**			
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Human Rights, **pp. 78-82** Social Acceptance, **pp. 86-90** Water Stewardship, **pp. 101-107** Performance Data – Significant disputes related to land or resource use: Site level, **p. 203** Performance Data – Significant environmental and/or social events: Site level, **pp. 147-148**			
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Human Rights, **pp. 78-82** Social Acceptance, **pp. 86-90** Performance Data – Significant disputes related to land or resource use: Site level, **p. 203** Performance Data – Significant environmental and/or social events: Site level, **pp. 147-148**			
G4-MM8	Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks	Social Acceptance, **pp. 86-90** Performance Data – Artisanal and small-scale mining (ASM) activity: Site level, **p. 191**		SDG 3, 6, 8	
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Social Acceptance, **pp. 86-90** Performance Data – Resettlement and/or relocation activity: Site level, **p. 204**			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 414: Supplier Social Assessment 2016					
3-3	Management of material topics	Responsible Sourcing, **pp. 54-56**			
414-1	New suppliers that were screened using social criteria	Performance Data – Human rights supplier screening: Country level, **p. 199**			Yes Number of suppliers requested to complete Prequalification Questionnaire (PQ) - Global total Number that responded to the PQ and provided data on human rights risks - Global total Number identified through the PQ as having an elevated likelihood of impacting human rights - Global total
414-2	Negative social impacts in the supply chain and actions taken	Responsible Sourcing, **pp. 55-56**			
GRI 415: Public Policy 2016					
3-3	Management of material topics	Business Integrity and Compliance, **pp. 41-44**			
415-1	Political contributions	Business Integrity and Compliance, **pp. 44-46** Performance Data – Political contributions, **p. 151** Performance Data – Trade association dues: Amount and percentage attributable to political advocacy, **p. 151** Performance Data – Total monetary contributions and expenditures: Trailing five year data, **p. 152** Performance Data – U.S. lobbying activities, **p. 152** Performance Data – NEWPAC contributions, **p. 152** Policy Influence report, available at **Newmont.com**.			

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 417: Marketing and Labeling 2016					
3-3	Management of material topics	Responsible Sourcing, **pp. 54-56**			
417-1	Requirements for product and service information and labeling	Responsible Sourcing, **p. 56** Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard. Newmont will publish its 2022 Conflict-Free Gold Report in mid-2023.			
417-2	Incidents of non-compliance concerning product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard. Newmont will publish its 2022 Conflict-Free Gold Report in mid-2023.			
Closure and Reclamation					
3-3	Management of material topics	Closure and Reclamation, **pp. 122-123**			
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Performance Data – Amount of land disturbed or rehabilitated: Site level, **p. 160** Performance Data – Total disturbance not yet reclaimed to agreed upon end use: Trailing five year data, **p. 161** Performance Data – Mine lease area: Site level, **p. 161**		SDG 3, 6	Yes Amount of land disturbed or rehabilitated: Site level (ha) – Achieved reclamation (to agreed upon end use) during reporting period – Global total; Amount of land disturbed or rehabilitated: Site level (ha) – Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance) – Global total
MM10	Number and percentage of sites with closure plan in place	Performance Data – Amount of land disturbed or rehabilitated: Site level, **p. 160** **2022 Form 10-K – Reclamation and Remediation Costs**, p. 135			

SASB Standards

Newmont's 2022 Annual Sustainability Report is in accordance with the SASB Metals & Mining Industry Standard (Version 2021-12) for the period January 1–December 31, 2022.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Metric tons (t) CO_2-e	EM-MM-110a.1	Gross global Scope 1 emissions – 1,730,573.3 tonnes CO_2e	**2022 Climate Report** – Performance Data – Scope 1 and 2 greenhouse gas (GHG) emissions: Site level, pp. 51-52
	Percentage covered under emissions-limiting regulations	Quantitative	Percentage (%)	EM-MM-110a.1	Percentage covered under emissions-limiting regulations – 57.4%	**2022 Climate Report** – Performance Data – Global Scope 1 emissions subject to emissions-limiting regulations: Site level, p. 55
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	EM-MM-110a.2	Please see the discussion in the listed reference to the right.	Energy and Climate Change, **pp. 92-95** **2022 Climate Report** – Performance, Metrics and Targets, pp. 27-42
Air Quality	Air emissions of the following pollutants: (1) CO (2) NO_x (excluding N_2O) (3) SO_x (4) Particulate matter (PM10) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	(1) CO – 5,964.52 t (2) NO_x (excluding N_2O) – 11,383.27 t (3) SO_x – 2,710.65 t (4) Particulate matter (PM10) – 20,196.52 t (5) Mercury (Hg) – 0.11 t (6) Lead (Pb) – 5.25 t (7) Volatile organic compounds (VOCs) – 524.23 t	Site air emissions management plan data, **p. 153**
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) Total energy consumed - 38,349,461.4 GJ (2) Percentage grid electricity - 38.2% (14,655,345.3 GJ indirect energy / 38,349,461.4 GJ total energy consumed) (3) Percentage renewable - 9.5% (3,633,464.4 GJ of grid electricity from renewables / 38,349,461.4 GJ total energy consumed)	**2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Site level, pp. 45-46 **2022 Climate Report** – Performance Data – Direct and indirect energy consumed by source: Trailing five year data, p. 47

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Water Management	(1) Total fresh water withdrawn (2) Total fresh water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m^3), Percentage (%)	EM-MM-140a.1	(1) Total fresh water withdrawn – 134,178 ML (2) Total fresh water consumed – 99,369 ML (3) a) Percent of fresh water withdrawn in water-stressed areas – 30.1% b) Percent of fresh water consumed in water-stressed areas – 39.3%	Performance Data - Water summary: Site level, **p. 174** Performance Data - Sites in water-stressed areas summary, **p. 182**
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140a.2	This information is currently unavailable. We are working to include it in future reporting.	
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	Metric tons (t)	EM-MM-150a.4	Total non-mineral waste generated – 38,294 t	Performance Data - Estimated other waste generated: Site level, **p. 167**
	Total weight of tailings produced	Quantitative	Metric tons (t)	EM-MM-150a.5	Total tailings produced – 114,187,803 t	Performance Data - Tailings generated and managed: Site level, **p. 166**
	Total weight of waste rock generated	Quantitative	Metric tons (t)	EM-MM-150a.6	Total waste rock generated – 316,626,804 t	Performance Data - Estimated waste by type: Trailing five year data, **p. 173**
	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	EM-MM-150a.7	Total hazardous waste generated – 15,033 t	Performance Data - Estimated waste by type: Trailing five year data, **p. 173**
	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	EM-MM-150a.8	Total hazardous waste recycled – 3,348 t	Performance Data - Estimated hazardous waste diverted from disposal: Site level, **p. 169**
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150a.9	13	Performance Data - Significant environmental and/or social events: Site level, **pp. 147-148**
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	N/A	EM-MM-150a.10	Please see the discussion in the listed reference to the right.	Materials, **pp. 126-130**

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	N/A	EM-MM-160a.1	Please see the discussion in the listed reference to the right	Biodiversity, **pp. 116-121** **Biodiversity Management Standard** **Closure and Reclamation Management Standard** **Sustainability and Stakeholder Engagement Policy**
	Percentage of mine sites where acid rock drainage is: (1) Predicted to occur (2) Actively mitigated (3) Under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160a.2	(1) Predicted to occur – 42% (2) Actively mitigated – 25% (3) Under treatment or remediation – 8%	Performance Data - Status of acid rock drainage: Site level, **p. 159**
	Percentage of: (1) Proved (2) Probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	Newmont currently discloses which sites are on or near endangered species habitats, but not the associated percentages of proved and probable reserves.	Performance Data - Operations in relation to Key Biodiversity Areas (KBA): Site level, **pp. 156-158** **2022 Form 10-K**, p. 50
Security, Human Rights & Rights of Indigenous Peoples	Percentage of: (1) Proved (2) Probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	Our Peñasquito site is our only operating site in or near areas of conflict, as defined in the **Heidelberg Conflict Barometer**. See the Proven and Probable Reserves section on page 50 of our **2022 Form 10-K** for details on proven and probable reserves.	**Conflict-Free Gold Report** **2022 Form 10-K**, p. 52
	Percentage of: (1) Proved (2) Probable reserves in or near Indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	Newmont discloses which sites are located within or adjacent to Indigenous peoples' territories, but not the associated percentages of proved or probable reserves.	Human Rights, **pp. 80-82** **2022 Form 10-K**, p. 52
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	EM-MM-210a.3	Please see the discussion in listed references to the right.	Human Rights, **pp. 74-82** **Human Rights Standard** **Conflict-Free Gold Report** **Indigenous Peoples Standard**

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	N/A	EM-MM-210b.1	Please see the discussion in listed references to the right.	Social Acceptance, **pp. 83-90** **Social Baseline and Impact Assessment Standard** **Sustainability and Stakeholder Engagement Policy** **Stakeholder Relationship Management Standard**
	Number and duration of non-technical delays	Quantitative	Number, Days	EM-MM-210b.2	0	Performance Data - Number and duration of non-technical delays: Site level, **p. 216**
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	Quantitative	Percentage (%)	EM-MM-310a.1	Percentage of total workforce represented by union or workplace agreement – 32.6% Percentage of U.S. workforce represented by union or workplace agreement – 56.1% Please see data table in the listed reference to the right for country-by-country breakout.	Performance Data - Percentage of workforce represented by union or workplace agreement: Trailing five year data, **p. 215**
	Number and duration of strikes and lockouts[1]	Quantitative	Number, Days	EM-MM-310a.2	0	Performance Data - Strikes and lockouts exceeding one week's duration: Site level, **p. 216**
Workforce Health & Safety	(1) MSHA all-incidence rate (2) Fatality rate (3) Near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for: (a) Full-time employees (b) Contract employees	Quantitative	Rate	EM-MM-320a.1	(1) Total Recordable Injury Frequency Rate – 0.37 (2) Number of fatalities – 0 (3) Near miss frequency rate – 1.62 (4) Health, safety and emergency-response training is not broken out by employee type or disclosed in averages. Please see the data tables in the listed references to the right for safety training data.	Health, Safety and Security, **pp. 62-66** Performance Data - Combined employee and contractor safety rates: Trailing five year data, **p. 188** Performance Data - Combined employee and contractor safety rates: Site level, **pp. 189-190** Performance Data - Safety trainings: Site level, **p. 190**

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	EM-MM-510a.1	Please see the discussion in the listed reference to the right.	Business Integrity and Compliance, **pp. 41-46** **Newmont Code of Conduct** **Newmont Supplier Code of Conduct** **Newmont 2022 Policy Influence Disclosure** **Newmont 2022 Quarterly Lobbying Reports**
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	EM-MM-510a.2	0 Newmont does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index.	Performance Data - Production in countries that have the 20 lowest rankings in the Transparency International's Corruption Perceptions Index, **p. 148**
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) Facility name (2) Location (3) Ownership status (4) Operational status (5) Construction method (6) Maximum permitted storage capacity (7) Current amount of tailings stored (8) Consequence classification (9) Date of most recent independent technical review (10) Material findings (11) Mitigation measures (12) Site-specific EPRP	Quantitative	Various	EM-MM-540a.1	See tailings disclosure on our **website**. Our tailings disclosure does not currently include information for (10) Material findings or (11) Mitigation measures. We are working on assessing this information, prioritizing high-priority sites, and will include the information in the inventory when available.	Performance Data - Tailings inventory and disclosures, **p. 166** **Newmont Tailings Inventory**
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.2		Tailings Management, **pp. 108-115** Tailings disclosure site on **Newmont.com**
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.3		Tailings Management, **pp. 108-115**

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Data	Reference
Activity Metrics	Production of: (1) Metal ores (2) Finished metal products	Quantitative	Metric tons (t) saleable	EM-MM-000.A		**2022 Form 10-K - Item 1.Business**, pp. 7-9
	Total number of employees Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	(1) Total workforce – 32,554 (14,731 employees and 17,823 contractors) (2) Percentage contractors – 55%	Performance Data - Total workforce by region: Trailing five year data, **p. 212**

[1] *Note to EM-MM-310a.2 – Disclosure shall include a description of the root cause for each work stoppage.*

UN Guiding Principles Reporting Framework Index

Newmont's 2022 Annual Sustainability Report and associated reports adhere to the UN Guiding Principles Reporting Framework (2017 version) for the period January 1–December 31, 2022.

Section of the framework			Where addressed (page, document, link)
A. Governance of Respect for Human Rights			
Policy commitment	A1	What does the company say publicly about its commitment to respecting human rights?	Letter from Our President and Chief Executive Officer, pp. 4-5 Human Rights, pp. 74-78 Code of Conduct Supplier Code of Conduct Sustainability & Stakeholder Engagement Policy Human Rights Standard Respecting Human Rights: Our Approach Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights
	A1.1	How has the public commitment been developed?	Human Rights, pp. 74-78 Human Rights Standard Respecting Human Rights: Our Approach
	A1.2	Whose human rights does the public commitment address?	Human Rights, pp. 74-78 Human Rights Standard Respecting Human Rights: Our Approach
	A1.3	How is the public commitment disseminated?	Newmont website
Embedding Respect for Human Rights	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	Letter from Our President and Chief Executive Officer, pp. 4-5 Human Rights, pp. 74-82 Newmont website UN Guiding Principles Reporting Framework – Early Adopter Modern Slavery Statement
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	Human Rights, pp. 74-78 Respecting Human Rights: Our Approach
	A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?	Letter from Our Safety and Sustainability Committee Chair, pp. 6-7 Corporate Governance, pp. 37; 39 Human Rights, pp. 74-78 Respecting Human Rights: Our Approach
	A2.3	How are employees and contractor workers made aware of the ways in which respect for human rights should inform their decisions and actions?	Human Rights, pp. 74-82 Responsible Sourcing, pp. 54-56 Performance Data - In-person human rights workforce trainings: Site level, p. 201 Performance Data - Voluntary Principles on Security and Human Rights training: Site level, p. 200 Code of Conduct Supplier Code of Conduct
	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	Human Rights, pp. 74-82 Responsible Sourcing, pp. 54-56 Supplier Code of Conduct Modern Slavery Statement Conflict-Free Gold Report Annual Report to the Voluntary Principles on Security and Human Rights
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	Human Rights, pp. 74-82

Section of the framework			Where addressed (page, document, link)
B. Defining the Focus of Reporting			
Statement of salient issues	B1	State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Human Rights, pp. 74-82 Our Approach to Sustainability – Materiality, pp. 24-25 Respecting Human Rights: Our Approach
Determination of salient issues	B2	Describe how the salient human rights issues were determined, including any input from stakeholders.	Respecting Human Rights: Our Approach
Choice of focal geographies	B3	If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Report on all geographies
Additional severe impacts	B4	Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	In 2022, there were no severe impacts on human rights outside of our identified salient human rights issues.

Section of the framework			Where addressed (page, document, link)
C. Management of Salient Human Rights Issues			
Specific Policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Risk Management System, pp. 47-48 Code of Conduct Health, Safety and Security Policy People Policy Sustainability and Stakeholder Engagement Policy Tailings Storage Facility and Heap Leach Facility Management Standard Water Management Standard Local Procurement and Employment Standard Indigenous Peoples Standard Land Acquisition and Involuntary Resettlement Standard Hazardous Materials Standard Global Inclusion and Diversity Standard Conduct and Non-discriminatory Treatment in Employment Standard Third Party Worker Standard Employment Standard Compensation and Benefits Standard Talent and Performance Management Standard Labor Relations Standard Voluntary Principles on Security and Human Rights International Cyanide Management Code Respecting Human Rights: Our Approach
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Human Rights, pp. 74-82 Respecting Human Rights: Our Approach

Section of the framework			Where addressed (page, document, link)
Stakeholder Engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	**Respecting Human Rights: Our Approach**
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	Our Approach to Sustainability - Stakeholder Engagement, **pp. 21-23** **Respecting Human Rights: Our Approach**
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	Our Approach to Sustainability - Stakeholder Engagement, **pp. 21-23** Health, Safety and Security, **pp. 58-66** People and Culture, **pp. 67-73** Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90** Water Stewardship, **pp. 96-107** Tailings Management, **pp. 108-115** Value Sharing, **pp. 132-143**
	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	Our Approach to Sustainability - Stakeholder Engagement, **pp. 21-23** Health, Safety and Security, **pp. 58-66** People and Culture, **pp. 67-73** Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90** Water Stewardship, **pp. 96-107** Tailings Management, **pp. 108-115** Value Sharing, **pp. 132-143**

Section of the framework			Where addressed (page, document, link)
Assessing Impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Human Rights, **pp. 74-82** **Respecting Human Rights: Our Approach**
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	Human Rights, **pp. 74-82** Health, Safety and Security, **pp. 58-66** Social Acceptance, **pp. 83-90**
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Human Rights, **pp. 74-82** Health, Safety and Security, **pp. 58-66**
Integrating Findings and Taking Action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Our Approach to Sustainability – Materiality, **pp. 24-25** Human Rights, **pp. 74-82**
	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	Human Rights, **pp. 74-82** **Respecting Human Rights: Our Approach**
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	Our Approach to Sustainability – Materiality, **pp. 24-25** Human Rights, **pp. 74-82** **Respecting Human Rights: Our Approach**
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	Our Approach to Sustainability - Stakeholder Engagement, **pp. 21-23** Health, Safety and Security, **pp. 58-66** People and Culture, **pp. 67-73** Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90** Water Stewardship, **pp. 96-107** Tailings Management, **pp. 108-115** Value Sharing, **pp. 132-143**

Section of the framework			Where addressed (page, document, link)
Tracking Performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	**Respecting Human Rights: Our Approach** **Modern Slavery Statement**
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Our Approach to Sustainability - Stakeholder Engagement, **pp. 21-23** Health, Safety and Security, **pp. 58-66** People and Culture, **pp. 67-73** Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90** Water Stewardship, **pp. 96-107** Tailings Management, **pp. 108-115** Value Sharing, **pp. 132-143**

Section of the framework			Where addressed (page, document, link)
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	Social Acceptance, **pp. 83-90** **Respecting Human Rights: Our Approach** **Integrity Helpline** **Modern Slavery Statement**
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	Social Acceptance, **pp. 83-90** **Integrity Helpline** **Respecting Human Rights: Our Approach**
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	Social Acceptance, **pp. 83-90** **Integrity Helpline** **Respecting Human Rights: Our Approach**
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	Business Integrity and Compliance, **pp. 41-46** Social Acceptance, **pp. 83-90** **Respecting Human Rights: Our Approach**
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lesson has the company learned?	Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90** Business Integrity and Compliance, **pp. 41-46**
	C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical and significant examples?	Business Integrity and Compliance, **pp. 41-46** Human Rights, **pp. 74-82** Social Acceptance, **pp. 83-90**

EITI Expectations

Newmont's 2022 Annual Sustainability Report and associated reports meet EITI's expectations for supporting companies for the period January 1–December 31, 2022.

Expectation		Criteria	Response	Where addressed (page, document, link)
Expectation 1	Publicly declare and publish support for the EITI and the objective of the EITI Association	Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes	Our Approach to Sustainability - Voluntary Commitments and Disclosures, **pp. 26-28** Value Sharing, **pp. 132-143** **Sustainability and Stakeholder Engagement Policy - Clause 15**
Expectation 2	Comprehensive disclosures in accordance with the EITI Standard in all EITI **implementing countries** where the company or its controlled subsidiaries operate	Does the company make disclosures in accordance with the EITI Standard in or in relation to EITI implementing countries where the company or its controlled subsidiaries operate?	Yes	**ESTMA Report** **Taxes and Royalties Contribution Report**
		Does the company publish a list of controlled subsidiaries?	Yes	**2022 Form 10-K - Item 1. Business**, p. 5; **Item 2. Properties**, pp. 40-47 **Newmont website - CDP, CRR & Other Reports**
Expectation 3	Publicly disclose taxes and payments to governments at a project-level in line with the EITI Standard in all **non-EITI implementing countries** where the company operates unless disclosure is not feasible	Does the company make disclosures in non-EITI implementing countries where the company operates in the oil, gas and mining sectors?		
		Are the disclosures disaggregated by project?		
Expectation 4	Disclose volumes received and payments made	Does the company buy oil, gas and/or mineral resources from the state in EITI implementing countries?	Not applicable	
		Does the company make disclosures in line with the EITI Standard/ reporting guidelines?	Not applicable	
Expectation 5	Publicly disclose audited financial statements	Does the company disclose its audited financial statements?	Yes	**Newmont website - Reports and Filings**
Expectation 6	Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners	Does the company publish a statement of support?	Yes	**Newmont website - CDP, CRR & Other Reports**
		Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes	**Newmont website - CDP, CRR & Other Reports**
Expectation 7	Engage in rigorous due diligence processes and publish an anti-corruption policy	Does the company publish an anti-corruption policy in line with the expectation?	Yes	Business Integrity and Compliance, **pp. 41-46** Responsible Sourcing, **pp. 54-56** **Business Integrity Policy** **Code of Conduct** **Supplier Code of Conduct**

Expectation		Criteria	Response	Where addressed (page, document, link)
Expectation 8	Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses	Does the company publish a statement of support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard?	Yes	Value Sharing, **pp. 134** **Sustainability and Stakeholder Engagement Policy - Clause 15**
		Does the company contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures?	Yes	**Newmont website - CDP, CRR & Other Reports**
Expectation 9	Publish a commitment and/ or policy on gender diversity	Does the company publish a commitment/policy on gender diversity?	Yes	People and Culture, **pp. 67-73** **People Policy**
		Does the company disclose employment data disaggregated by gender?	Yes	Performance Data - Workforce Demographics, **pp. 212-214**

ICMM and WGC Standards

International Council on Mining & Metals | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Self-assessment year (20')		20	21	21	22	21	20	22	20	22	20	21	22	
Validation year (20')		21	22	22	23	22	21	23	21	23	21	22	23	
Principle 1 | Ethical Business	**1.1**	✓	◌	◌	◌	◌	✓	◌	✓	✓	✓	◌	◌	Fully implement Compliance Register (all sites except Penasquito) — Implementation of Newmont's global **Risk Management System** software solution occurred in mid-2022, and includes a central, standardized tool for recording and actively managing key complaince obligations and their specific requirements at all levels of the business. This tool is being implemented in 2023.
	1.2[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.3[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.4[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 2 | Decision-Making	**2.1**[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.2	✓	✓	✓	✓	◌	✓	✓	✓	✓	✓	✓	✓	Fully implement updated **Supplier Risk Management System** — Processes for the identification of supplier-related risk and due diligence activities have been advanced globally through the Supplier Risk Management System, with implementation for remaining sites, including CC&V, completed in 2023.

✓ Meets ◌ Partially meets ⊗ Does not meet

International Council on Mining & Metals | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 3 | Human Rights	**3.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	◐	✓	Strengthen complaints and grievances management — Tanami has identified opportunities to improve the accessibility of its established **complaints and grievances** mechanism to local communities. Related improvements to engagement, tracking and feedback processes were prioritized through 2022.
	3.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.3	✓	✓	◐	✓	✓	✓	✓	✓	✓	✓	◐	✓	Complete **Human Rights Risk Assessments** — Human Rights Risk Assessments, a key tool for understanding alignment with the Voluntary Principles on Security and Human Rights, are to be completed in 2023 for sites in Australia.
	3.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.8	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 4 | Risk Management	**4.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 5 | Health & Safety	**5.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Meets ◐ Partially meets ⊗ Does not meet

International Council on Mining & Metals | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 6 | Environmental Performance	**6.1**	✓	✓	✓	◌	✓	✓	✓	✓	◌	✓	✓	✓	Conduct stakeholder consultation on closure (Cerro Negro and Peñasquito) — Complete host community consultation activities outlined in regulatorily-approved Mine Closure Plan, and according to Newmont's **Closure and Reclamation Standard**.
	6.2	✓	✓	✓	✓	✓	✓	◌	✓	◌	✓	✓	✓	Improve stakeholder collaboration on water (Merian and Peñasquito) — Introduce processes for formal stakeholder collaboration in existing regional water stewardship activities, aligned with the **Water Strategy**.
	6.3	✓[2]	◌	◌	◌	✓	✓[2]	◌	✓[2]	◌	✓[2]	◌	◌	Fully implement GISTM (all sites[1]) — Newmont is commited to meeting and continuing to progress towards conformance with requirements of the **Global Industry Standard on Tailings Management**.
	6.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 7 | Conservation of Biodiversity	**7.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 8 | Responsible Production	**8.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Meets ◌ Partially meets ⊗ Does not meet

International Council on Mining & Metals | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 9 | Social Performance	**9.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.4[3]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 10 | Stakeholder Engagement	**10.1[1]**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.3[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.4[1]	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

[1] Represents principles that are not applicable at a site level and are only applicable at the corporate level.

*[2] Per ICMM guidance, sites can not be considered conformant with PE 6.3 until fully conformant with the Global Industry Standard on Tailings Management. Newmont is on track to meet this commitment as discussed in the Tailings Management section of this report. Self-assessments and subsequent verifications completed in 2020 (marked as *) were completed prior to this direction from ICMM, and prior to the related update to Principle 6.*

[3] Artisanal and small-scale mining (ASM) activity does not occur at all of Newmont's sites. Reference the ASM section of the 2022 Annual Sustainability Report and the ASM activity table in the Performance Data section for a detailed discussion and list of sites where ASM activities take place on or near our operations.

✓ Meets ✓ Partially meets ✗ Does not meet

World Gold Council | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Gap Assessment Year (20')		20	21	21	22	21	20	22	20	22	20	21	22	
Validation Year (20')		21	22	22	23	22	21	23	21	23	21	22	23	
Principle 1 | Ethical Conduct	**1.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 2 | Understanding Our Impacts	**2.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 3 | Supply Chain	**3.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Fully conformant ✓ Gap to address - substantially conformant ⊗ Gap to address - not conformant

World Gold Council | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 4 | Safety & Health	**4.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 5 | Human Rights & Conflict	**5.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 6 | Labour Rights	**6.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 7 | Working With Communities	**7.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.8	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Fully conformant ✓ Gap to address - substantially conformant ⊗ Gap to address - not conformant

World Gold Council | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 8 | Environmental Stewardship	**8.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 9 | Biodiversity, Land Use & Mine Closure	**9.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 10 | Water, Energy & Climate Change	**10.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Fully conformant ✓ Gap to address - substantially conformant ⊗ Gap to address - not conformant

About This Report

SCOPE

This report is our annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. Unless otherwise noted, Newmont's corporate office, regional offices, exploration sites and legacy sites are not included in this report.

References to "Newmont," "the Company," "we" and "our" refer to Newmont Corporation (formerly Newmont Goldcorp Corporation and Newmont Mining Corporation) and/or our affiliates, joint ventures and subsidiaries. References to "Goldcorp" or "former Goldcorp" refer to Goldcorp, Inc. prior to its acquisition by Newmont. Data presented in this report covers our performance for the 2022 calendar year, which corresponds to our fiscal year.

Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The previous report was published in April 2022, and this report was published on April 18, 2023.

All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Exceptions to this scope are noted in the applicable sections and data tables.

The methodology and basis of data preparation related to the selected performance metrics in scope for 2022 assurance is available on our **website**.

CAUTIONARY

This report contains forward-looking statements which are intended to be covered by the safe harbor created by securities laws. Words such as expect, feel, believe, will, may, anticipate, estimate, intend, target and similar expressions are intended to identify forward-looking statements. Such statements may include, without limitation, expectations regarding future performance, innovation and efficiencies, achievement of targets, performance indicators and goals, including emissions and other ESG targets, and long-term value creation, which are subject to risks and uncertainties that could cause actual results to differ materially. See our **2022 Form 10-K** for additional information.

BOUNDARIES

We prepared our 2022 Annual Sustainability Report in accordance with the GRI Standards, including the Mining and Metals Sector Supplement, and the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2021-12). In May 2022, we published our second annual Climate Report, which was prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

PwC provided limited level assurance over selected subject matter within this report, as per the **Independent Limited Assurance Report**. Newmont Corporation's consolidated financial statements included within its **2022 Form 10-K** for the year ended December 31, 2022 filed with the SEC on February 23, 2023, were audited by Ernst & Young LLP (PricewaterhouseCoopers LLP audited the financial statements of the Nevada Gold Mines LLC and its subsidiaries). Ernst & Young's opinion on the December 31, 2022, financial statements does not extend to the data included in this report.

RESTATEMENTS

Ongoing improvements to our data collection systems and measurement methodologies can result in restatements of previously reported data. Restatements of information will be provided when a change in measurement methodology or error in previously reported information results in the potential to influence a users' decision-making. Restatements will also be provided if there are significant changes in reporting parameters (e.g., mergers, acquisitions, divestments). Such restatements are included as footnotes where applicable.

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes to the scope of our reporting in accordance with the GRI Standards in 2022.

POLICIES AND STANDARDS

Newmont's six global policies state our intentions, aspirations and commitments across key aspects of our business. These policies are supported by more than 100 global standards that set the minimum acceptable requirements for behaviors, decisions and performance, and many of these standards are mentioned throughout this report.

All our policies, as well as the following standards, are posted on our website (available in English, Spanish, Dutch and French).

Policies	Asset and Value Protection Business Integrity Health, Safety and Security Operations and Resource Development People Sustainability and Stakeholder Engagement
Social and environmental standards	Air Emissions Management Biodiversity Management Closure and Reclamation Management Community Investment and Development Cultural Heritage Hazardous Materials Management Human Rights Indigenous Peoples Land Acquisition and Involuntary Resettlement Local Procurement and Employment Product Stewardship Social Baseline and Impact Assessment Stakeholder Relationship Management Tailings Storage Facility and Heap Leach Facility Environmental Management Tailings Storage Facility Technical and Operations Waste Management Waste Rock and Ore Stockpile Management Water Management
Human resources standards	Compensation and Benefits Conduct and Non-discriminatory Treatment in Employment Employment Global Inclusion and Diversity Labor Relations Talent and Performance Management Third Party Worker

ADDITIONAL INFORMATION

More information about Newmont is available on our **website**. For details on our financial performance and governance structure, please refer to our **2022 Form 10-K**, an annual overview of Newmont's business and financial condition submitted to the U.S. Securities and Exchange Commission. Our **2023 Proxy Statement** includes details on shareholder voting matters, our Board of Directors and practices related to executive compensation.

CONTACT INFORMATION

We welcome feedback on this report or any other aspect of our sustainability performance. Please send general comments to **feedback@newmont.com**. For a full list of contacts at Newmont, please visit **Contact Us** on our website.

REPORT ASSURANCE

PricewaterhouseCoopers (PwC) is Newmont's independent assurance provider for 2022 sustainability reporting.

Assurance on select publicly reported material data was completed using the internationally recognized ISAE 3000 standard, aligned to recommendations from ICMM. Assurance scope includes the ICMM Assurance and Validation Procedure: Performance Expectations (revised January 2021); the International Council on Mining and Metals Validation Guidance: Performance Expectations (February 2020); and the World Gold Council Assurance Framework for the Responsible Gold Mining Principles.

PwC's assurance is reflected in the **Independent Limited Assurance Report** for the following disclosures:

- Selected performance metrics in our Annual Sustainability Report
- Our self-assessment of our conformance with the International Council on Mining and Metals Performance Expectations
- Our self-assessment of our conformance with the World Gold Council Responsible Gold Mining Principles

Newmont™

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