



NewmontTM

— 100 YEARS —



Leading Change.
Focused on Value.

2021 SUSTAINABILITY REPORT



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2021 Highlights

Experienced no work-related fatalities —

For the third year in a row, Newmont recorded zero work-related fatalities across its workforce including managed contractors.

Celebrated 100-year anniversary —

Founded in May 1921, Newmont celebrated its 100th year of operation in 2021.

Launched first Climate Report —

In 2021, Newmont further enhanced its disclosure transparency by publishing its inaugural Climate Report, outlining the Company's strategy to reach its 2030 climate targets and 2050 goal.

Delivered first Autonomous Haulage System (AHS) fleet to gold mining industry — An industry first, Newmont launched 36 AHS trucks at its Boddington mine in Western Australia, enhancing safety and productivity at the mine.

Formed strategic alliance with Caterpillar to achieve zero-emissions mining, an alliance that will transform the industry in delivering battery-electric AHS trucks for open pit and underground mining.

Offered the mining industry's first sustainability-linked bond, aligning the Company's financial success with its climate and diversity commitments.

Delivered a total of \$14.1 million through Newmont's COVID-19 Global Community Support Fund that was launched in April 2020.

Distributed \$10.8 billion in direct economic contributions through salaries, taxes, royalties, payments to governments and community contributions.



Letter from the President and Chief Executive Officer



Leading Change. Focused on Value.

As Newmont celebrates its 100th year of operation, we can reflect on our past and look to the future. Grounded in our core values — safety, integrity, sustainability, inclusion and responsibility — Newmont’s environmental, social and governance (ESG) practices continue to lead the industry. And whilst our processes and actions continue to evolve, a principled approach to ESG is woven into the very fabric of our company.

At Newmont, we are a values-based organization with a clear purpose to create value and improve lives through sustainable and responsible mining. The foundation of our purpose is a strong governance structure with a commitment to accountability and transparency. This governance structure begins with our independent Board of Directors, extends through to our policies and standards and to transparently reporting on our performance.

As Newmont celebrates its 100th year of operation, we can reflect on our past and look to the future.

In 2021, we took an important step to further align our ESG performance and financial strategies with the issuance of the mining industry’s first sustainability-linked bond. Through the bond, we are directly connecting Newmont’s financial performance against our public commitments related to addressing climate change and increasing diversity, specifically female representation within our senior leadership ranks.

Assuring the Health, Safety, Wellbeing and Security of Our Workforce and Host Communities

At the heart of Newmont is our commitment to every person, on every shift, being fatality, injury and illness free. From caring and visible felt leadership, managing COVID-19, embedding Fatality Risk Management, learning from significant potential events (potential to cause a fatality), managing our fatigue risks and eliminating live work, our safety foundations are strong.

In 2021, we continued to see and feel the impacts of the prolonged nature of the COVID-19 pandemic on our workforce and operations as additional variants emerged. Protecting the health, safety and wellbeing of our workforce and local communities has been core to our decision making.

As the pandemic continued, we particularly focused on fatigue management and mental health and wellbeing as important aspects of our response efforts. Our efforts included rigorously maintaining a wide range of safety protocols and actively supporting the rollout of vaccines. In September of last year, we made the decision to move to require

vaccinations globally, and by the end of the year, more than 80 percent of our workforce was fully vaccinated. And while the dynamic nature of the pandemic tested our protocols, our workforce and leaders have maintained their focus and resiliency throughout.

We recorded zero work-related fatalities in 2021. Integral to this is our Fatality Risk Management (FRM) program that requires critical controls to be checked as effective before work commences. There is a significant cohort of frontline leaders trained and verifying controls, each and every shift. This visible felt leadership is critical to managing fatality risks, as we continue to experience significant potential events. In 2021, there were 73 significant potential events, and each provides a learning opportunity. A structured review process ensures findings from these events are hardwired into our safety standards to strengthen our controls and prevent repeat incidents.

Through the collective commitment and care of our entire workforce we will maintain a relentless focus on improving the safety, health and wellbeing of our workforce.

People and Culture

Strengthening diversity, equity and inclusion continued to be of paramount importance for Newmont. Through focused and intentional efforts, including implementing the Paradigm for Parity roadmap and removing symbols of exclusion, we have worked to improve the gender balance in our global workforce. We have also committed to achieving gender parity at our new Ahafo North mine when it reaches commercial operation.

None of these efforts will matter if we cannot create a psychologically safe and caring workplace culture for all to flourish. The key to sustainable social performance starts with the culture created within the organization. If we are not fostering, maintaining and improving a safe, equitable and healthy workplace, then it is impossible to create sustainable relationships with communities, stakeholders and partners.

The Western Australia Parliamentary inquiry into sexual harassment against women in the mining industry was a catalyst for reflection and action to improve the culture and behaviors in the mining industry. The reports from this inquiry are confronting, as we know that this behavior is not isolated to one company, one industry, one culture or one nation.

Harassment, bullying, assault and discrimination based on gender, race, cultural or ethnic background, LGBTQI+, age or disability are unacceptable, and are not reflective of the inclusive and respectful environment we demand at Newmont. Beyond our work to eliminate bias, discrimination and harassment, we are establishing a multi-year program, accountable directly to me, that will engage all parts of our workforce to ensure that Newmont is a physically and psychologically safe and inclusive workplace.

Growing Mutual Value and Building Social Acceptance

As we work to earn and maintain social acceptance, we continue our focus on proactive engagement with communities and stakeholders and shared value creation.

Newmont recognizes that it has a responsibility to create shared value from the minerals we extract. In 2021, Newmont contributed \$1.9 billion to local economies in the form of payments to governments through taxes and royalties.

Additionally, Newmont contributed to \$21.9 million in community contributions and an additional \$3.5 million from Newmont's Global Community Support Fund, a \$20 million fund established in 2020 as part of our response to the COVID-19 pandemic. At the end of 2021, more than \$14 million of the fund had been contributed to support community and workforce safety, including vaccine awareness, education and rollouts, as well as food security and economic resilience programs.

Newmont continually works to deepen our understanding of the cultural heritage and customs of the people and places that host our operations. In 2021, Newmont established the Global Center for Indigenous Community Relations and updated our Cultural Heritage Standard to ensure cross-functional accountability while raising awareness of Newmont's commitment to cultural heritage management.

The Intersection of Mining, Community and Environment

Mining, by its very nature, impacts the environment and alters ecosystems in a significant way. It is our responsibility to minimize those impacts, and Newmont is committed to responsible resource development. Key to effective environmental management is taking a holistic approach. Newmont's commitment to No Net Loss of key biodiversity values, our journey to water stewardship and our energy and climate strategy are integrated into our mine planning, operations, and closure designs and implementation.

At Newmont, we recognize that access to clean, safe water is a human right. Because water is also critical to our business, we understand the need to use water efficiently, protect water resources and collaborate with stakeholders within the watersheds where we operate to effectively manage this shared resource. We continue to improve our understanding of our impact on water resources with particular focus on improving our water efficiency and progress toward water stewardship.

We have made progress on implementing the Global Industry Standard on Tailings Management (GISTM) by improving our approach to governance and risk assessment, as well as enhancing transparency in our reporting. We continued to take a leadership role in partnering with industry associations to build capacity and address tailings risk.

In addition to recognizing the direct impact to the environment that mining has, Newmont firmly believes that climate change is the greatest existential crisis facing the global community, with far-reaching impacts for the mining industry. We believe that we have a fundamental responsibility, alongside government and communities, to address the global challenge of climate change.

Our targets of 32 percent emissions reduction across Scope 1 and 2 emissions and 30 percent reduction in Scope 3 emissions by 2030, and our goal to be carbon neutral by 2050, were validated and approved by the Science Based Targets initiative. This provides important external verification that Newmont's actions are aligned with those required to have an impact on addressing climate change. We discuss our energy and climate strategy, including our pathways to achieving these targets and goals, in our inaugural Climate Report. Our second Climate Report will be issued later this year.

Implementing Innovative Solutions in Our Operations

During 2021, Newmont delivered an industry first, with the introduction of an Autonomous Haulage System (AHS) at our Boddington mine. The project deployed 36 trucks in a deep open pit gold mine for the first time, on budget and in record time, demonstrating Newmont's capability to successfully implement technology for improved performance.

Learnings from the AHS implementation will be embedded in future deployments through our alliance with Caterpillar. This groundbreaking alliance, to which we have committed \$100 million, will transform mining systems, and create safer, more productive and energy-efficient mining.

Through collaborating and co-developing with Caterpillar, we foresee bold development and deployment of equipment, technologies, infrastructure and processes. Together, Newmont and Caterpillar will enhance surface and underground mining, focusing on safety, automation, decarbonization, optimization, and data and asset management across all Newmont operations, which will also support our goal to be carbon neutral by 2050.

In Closing

At Newmont, our values, purpose and commitments are our North Star — they are the things which have guided us as a company through our history and will continue to do so for the next 100 years.

Tom Palmer,
President and Chief Executive Officer

See [Cautionary Statement](#) regarding forward-looking statements, including emissions and other targets and expectations.

Letter from the Safety and Sustainability Committee Chair



Strong governance is fundamental for sustainable environmental and social performance. On behalf of Newmont’s Board of Directors, the Safety and Sustainability Committee (the Committee) actively engages with management to provide advice, counsel, recommendations and oversight on matters relating to Newmont’s environmental, social and governance (ESG) practices. Certain ESG issues are also addressed by the Audit Committee, Leadership Development and Compensation Committee, Corporate Governance and Nominating Committee, and by the full Board. This oversight is grounded in the principles of good governance, transparency and accountability.

Newmont’s Board and the Committee value diversity in its membership and the deep professional experience the directors bring to their oversight roles. With the retirement of Noreen Doyle, Greg Boyce was welcomed to the position of Independent Board Chair. In addition, the Board welcomed Patrick Awuah, Jr., José Manuel Madero, Mary Laschinger and Dr. Emma FitzGerald as new directors in 2021.

The Committee would like to thank Matthew Coon Come, who will retire from the Board in April 2022, for his many contributions to the deliberations of the Board and the Committee. As a former Grand Chief of the Grand Council of the Crees (Eeyou Istchee) and Chair of the Cree Regional Authority, Matthew has provided valued insights and perspective on Indigenous community relations, as well as support and oversight to the Company-led Global Center for Indigenous Community Relations.

Health, Safety and Security

The health, safety and security of Newmont’s workforce is a responsibility for all leaders in Newmont, including the Board of Directors. The Committee provides oversight of these areas on the Board’s behalf, and safety performance is reported to the full Board during quarterly business reviews.

In 2021, the Committee engaged with management to review activities to further embed the Fatality Risk Management program into the Company’s approach to safety, including an expanded focus on contractors, critical control verifications and ongoing programs on Live Work Elimination and vehicle safety. The Committee received quarterly reviews of all significant potential events as these are key indicators of future possible fatal events and discussed management’s long-term strategy to further transform Newmont’s safety culture.

The Committee continued to be engaged in the Company’s response to the COVID-19 pandemic, receiving regular updates on health and safety protocols and business continuity practices. The Committee also engaged in efforts surrounding the COVID-19 vaccine, including availability, education, uptake and potential impact to operations, and supports management’s decision to implement vaccine mandates across the business.

The Committee received regular updates on the implementation of Newmont’s security strategy, including engagement with host communities and efforts to deploy state-of-the-art technology to enhance the safety and security of its operations.

The Company continues to embed human rights principles into our security policies and procedures.

The Committee applauds management’s continued commitment to place the health, safety and security of Newmont’s workforce, families and communities as their principal concern. It looks forward to further engaging with management on their approach to creating a safe and inclusive workplace, including insights from the Western Australia parliamentary inquiry on workplace violence and harassment in the mining industry.

Sustainability and External Relations

CLIMATE CHANGE

Climate change, and the management of climate-related risks to Newmont’s operations, host communities and society, are key concerns of the Company. The Energy and Climate strategy was discussed with the full Board during 2021 and the Committee received regular updates on the strategy, including progress on the path toward reaching our greenhouse gas emissions reduction targets — 32 percent for Scope 1 and Scope 2 and 30 percent for Scope 3 by 2030, with the ultimate goal of becoming carbon neutral by 2050. The Board believes that the reduction of emissions, reporting of progress to targets and adaptation measures are key to maintaining financial resiliency for the organization and operating in accordance with our values and purpose as a company.

In 2021, the Company published its first Climate Report, with Board oversight of its development and alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The inaugural report discussed climate-related risks and opportunities and detailed the Company's operational resilience under different climate-related scenarios. The Committee understands the importance of Newmont's role in the transition to a low-carbon economy, and the need to advance key projects and technology to support emission reductions.

WATER, BIODIVERSITY AND TAILINGS MANAGEMENT

Water and biodiversity have long been a priority for Newmont and have become highly material for its stakeholders. The Committee received regular updates on and discussed the Company's water strategy, biodiversity commitments and the work in advancing our tailings management approach to align with the Global Industry Standard on Tailings Management (GISTM). The Committee and the Company understand the need to manage environmental impacts and to align Newmont's strategies and targets with an overall goal of supporting long-term sustainable resource management.

The Committee also engaged on the Company's continued efforts to enhance environmental management through work with global frameworks and standards, non-governmental and international organizations, and the importance of being a visible leader in these areas.

HUMAN RIGHTS AND INDIGENOUS COMMUNITY RELATIONS

Respect for human rights is essential to delivering on Newmont's purpose — to create value and improve lives through sustainable and responsible mining.

As part of our ongoing commitment to respecting human rights, building trust and mutual respect with host communities, the Committee regularly reviewed Newmont's progress on implementing the Company's Cultural Heritage Standard. Revised in 2021, the updated standard incorporates best practices and lessons learned from the Juukan Gorge incident in Australia and from events at our own operations by clarifying accountability, creating a rigorous process to understand potential impacts, and meaningfully engaging communities to prevent unintended impacts.

With six of its 12 managed sites operating on or near Indigenous territories, Newmont has worked to further its engagement with these partners by establishing the Global Center for Indigenous Community Relations (the Center) and the Advisory Council of Indigenous Community Relations. Despite ongoing challenges to community engagement due to the sustained nature of the pandemic, the Center made inroads in increasing awareness and dialogue, both internally and within the industry.

PUBLIC POLICY

Creating shared value for stakeholders is an important part of operating in host countries and communities. The Committee is mindful of this and regularly engages with management to fully understand and promote transparency for the \$1.9 billion in payments to governments through taxes and royalties. Given the global nature of Newmont's portfolio, the Board provides oversight over the Company's tax strategy and assures its commitment to complying with all laws and regulations related to taxes and royalties in jurisdictions in which Newmont operates. The Committee supported the Company's resolution with the State of Zacatecas in Mexico on ecological taxes and is supportive of the formal agreement

reached in which future taxes will be assessed on an agreed upon basis for the extraction, storage activities and emissions for 2021–2024.

As the world's leading gold company, Newmont understands it can play a significant role in public policy discussions. With the support of the Board, the Company has committed to evaluating its political activities and industry associations to strengthen alignment of their policies and Newmont's ESG goals. The Company successfully worked with the National Mining Association (NMA), for example, to help shape NMA's recent position statement on climate. Further work on policy alignment across all membership organizations will continue in 2022.

Leading in Enhanced Transparency and Reporting

Newmont continues to take a leadership role in enhanced transparency and ESG reporting. Matters reviewed by the Committee during 2021 include:

- Evaluation of Newmont's public targets and the Company's reporting against those targets;
- Ensuring our reporting is subject to independent assurance annually. In 2021, PricewaterhouseCoopers was engaged to provide assurance over selected subject matter and our adherence to key sustainability frameworks;
- Ongoing efforts to strengthen our sustainability compliance management system and audit and assessment programs;
- Engagement with Extractive Industries Transparency Initiative (EITI) and a recognition of the need to move towards more accessible beneficial ownership disclosure to promote anti-corruption efforts through the value chain;

- Understanding the importance of taxes and royalties for host countries and communities, the Company will publish its inaugural Tax Transparency Report in 2022 to disclose its tax strategy and contributions to sustainable development; and
- Engagement with rulemaking agencies on their efforts to create consistency and comparability in ESG reporting.

In Closing

Newmont continues to lead the industry in its ESG practices and, along with the Board, looks far beyond today's actions to identify and understand potential threats and opportunities to the Company's business activities, the industry overall, and issues important to our stakeholders. The following four "megatrends" are examined in this year's report through the Leadership Insights series: climate change, including its impact on water, biodiversity and communities; diversity, equity and inclusion in the Company's workforce and value chain; innovation and technology and building the mine of the future; and sustainable finance and the growing materiality of ESG metrics.

In closing, the Board is particularly proud of and grateful to Newmont's leaders and global workforce for their resilience and continuing commitment to live our values and deliver on our purpose throughout the ongoing pandemic.

Sincerely,

Jane Nelson,
Chair, Safety and Sustainability Committee

Overview

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Recognized as the **second most transparent company** in the S&P 500

Identified **15 highly material sustainability issues** on which we focus our public disclosures

Delivered first **Autonomous Haulage System fleet** to gold mining industry

Photo: Cripple Creek & Victor, United States



ROB ATKINSON
Executive Vice President and
Chief Operating Officer



DEAN GEHRING
Executive Vice President and
Chief Technology Officer

“Innovation will change the way we organize and work together.”

DEAN GEHRING, Executive Vice President and Chief Technology Officer

Leadership Insights: Innovation, Technology and Automation

Rob Atkinson, Executive Vice President and Chief Operating Officer, and Dean Gehring, Executive Vice President and Chief Technology Officer, provide insights into the role that technology, innovation and automation will play in making Newmont, and mining, more sustainable.

Mining is an industry that is generally considered slow to change and risk averse. Companies have been working in the existing framework for decades. Why change? What is the benefit? What is the risk?

Dean Gehring: First, mining is a heavy industry, very capital intensive, which means it’s very expensive. So when you have implemented technology, typically it can be very expensive to transition to a new technology, even if it’s better. Consequently, we always have to go through a lengthy process of being able to justify the investment in new technology.

Rob Atkinson: I think there’s an imperative to change the mining industry. Whether it’s societal change around emissions, whether it is attracting the new generation who want to do different types of jobs, whether it’s the awareness of mining’s impact on water and land. In the past, we’ve been allowed to go slowly, but expectations are higher now.

How are innovation and technology going to change mining over the next five to 10 years?

Dean Gehring: Automation. We’re already seeing a rapid increase in automation in all aspects of our business, whether it’s within haul trucks or the way we do mine planning and process purchase orders. We’re also going to see innovation impacting how you go about doing the work — how our teams collaborate, how we work with vendors. Innovation will change the way we organize and work together.

Rob Atkinson: We’re also going to see important advances in the way we leverage data to make decisions, whether they are operational or strategic.

When you think about the Newmont of 2050, 2060, what does it look like? How does technology play a role in getting you there? And what do you need to do today to support that future?

Dean Gehring: Technology is going to continue to reduce the variability in what we do — in extracting, in processing, in all aspects of mining. High variability is one of the biggest challenges we have in how it impacts our productivity and performance, whether that’s operational or environmental. And by continuing to leverage the huge amounts of data generated through autonomous systems and being able to fine tune systems so they operate incredibly smoothly with very low variability means you’re starting to eliminate waste. You’re starting to eliminate excess energy.

Rob Atkinson: Water and energy. We cannot use water at the rate we do now. We’ve got to use technology so we can recycle, reuse and repurpose water. We’re going to make our operational footprints smaller, doing more, while we use less water, less energy and have less impact on the environment.

How does Newmont look to the future in which they are both automating the mine while also creating shared value for the community that relies upon those jobs?

Rob Atkinson: Historically, the relationship that mining companies have with communities has been based on jobs, but we need to reexamine that relationship. We can't just use the same old traditional model. We've got to be more engaged, to be better partners. And that's quite exciting for me, in terms of what a mining company can truly do for a community not just whilst it's operating, but in the legacy it leaves. And instead of being a negative legacy, how can we make it an incredibly positive one?

Dean Gehring: Thirty years ago an IT department was a couple people keeping the accounting systems running. Today, IT departments are much larger because the technology we're using requires more people than it did before, because we're using technology in new ways. We're seeing at our operations that other positions are created as a result of the technicians and engineers and other experts that are needed to continue to maintain and monitor those systems.

Climate change is an existential threat to the planet, how can Newmont use its ESG leadership to help transform the industry and support our stakeholders and communities as they adapt?

Rob Atkinson: We've got a leadership position, and we've got to tell our story. For so long, mining companies have tried to go unnoted for fear of being criticized but it often led to us not being thought of as leaders. Well, now's the time to take the risk and lead, so we can all lead. But it's not about preaching to people. It's about showing — backed by examples and evidence — what we're doing to improve our climate performance. We need to use our story — of setbacks and successes — to help build a coalition of the willing that includes the investment community, other miners, communities and government.

Watch the full video interview available at [newmont.com](https://www.newmont.com)



Newmont and Caterpillar Form Alliance to Achieve Zero Emissions Mining



On November 10, 2021, Newmont Corporation and Caterpillar Inc., both leaders in their fields, **announced a strategic alliance** focused on creating a fully connected, automated, zero carbon-emitting, end-to-end mining system. This collaboration will help make our mines safer and more productive while also supporting Newmont in reaching our greenhouse gas (GHG) reduction targets for 2030 and 2050.

By leveraging our combined expertise and scale, Newmont and Caterpillar will develop electric mining solutions, from concept to completion, that will fundamentally change our industry by showing the practicality and potential of zero emissions mining.

The alliance is a powerful demonstration of how industry can — and must — be a catalyst in creating solutions to meet the challenge of climate change. Newmont has committed an initial investment of \$100 million to have this transformational technology in both our open pit and underground mines. The first goal is to introduce an automated haulage fleet of up to 16 vehicles at our Cripple Creek and Victor mine in Colorado; later, vehicles in the fleet will be fully electrified. Caterpillar will introduce its first battery-electric zero-emissions underground truck at our Tanami mine in Northern Territory, Australia.

Public Targets




Setting and reporting on public targets differentiates Newmont, demonstrates progress and accountability on issues that matter most to stakeholders, and helps us better manage our social and environmental risks and opportunities. Newmont has publicly reported performance against our targets since 2015.

Performance Against 2021 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.





We met four and mostly met two of the 10 public targets we set for 2021 including safety, local/Indigenous procurement, community complaints, water efficiency and concurrent reclamation. The pandemic continues to affect many aspects of our business, which resulted in missing our targets for local/Indigenous employment, community commitments, human rights mitigation plans and water stewardship action plans.

2021 Public Sustainability Targets

Target definition	2021 Performance	Commentary	More information
Safety			
Zero fatalities		No work-related fatalities occurred at any Newmont site or facility in 2021.	Health, Safety and Security
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, seven met or exceeded their target, two (Boddington and Cerro Negro) were slightly below their target, and two (Éléonore and Tanami) missed their target, largely due to impacts related to the pandemic.	Value Sharing
Local/Indigenous procurement			
All regions achieve spend target with local/Indigenous suppliers		Globally, Newmont spent \$1.4 billion with local/Indigenous suppliers, exceeding our target of \$1.16 billion. All regions met or exceeded their respective target.	Value Sharing





 Met  Mostly met  Ongoing  Not Met

2021 Public Sustainability Targets

Target definition	2021 Performance	Commentary	More information
Community complaints and grievances			
All sites achieve target to respond to, address, track, and if necessary, escalate 100 percent of tier 1 complaints within 30 days		<p>Across all complaints received in 2021, 444 of 461 (99 percent) of complaints were responded to, addressed and/or escalated within 30 days.</p> <p>Of the 10 sites that received complaints in 2021, eight met their target. Two sites — CC&V and Ahafo — addressed 91 percent and 99 percent, respectively, of the tier 1 complaints within 30 days.</p>	Social Acceptance
All sites engage in the development of root cause methodology for complaints to reduce or eliminate repeat complaints and understand underlying drivers		We developed a root cause methodology and initiated testing. A formal testing pilot will begin in mid-2022.	Social Acceptance
Community commitments			
All sites complete 95 percent of community commitments on or before due date		<p>Of the 10 sites with commitments due in 2021, six met their target. Of the sites that missed the target, Akyem completed all but one of its commitments, both Peñasquito and Yanacocha completed around 70 percent of their commitments, and Merian completed 25 percent of its commitments by the due date.</p> <p>Merian’s commitments required in-person engagement that was limited due to COVID-19. However, the commitments continue to progress with relevant stakeholders.</p>	Social Acceptance
Human rights and the supply chain			
<p>Implement risk mitigation plans for 60 percent of new contracts* with suppliers that have been identified as having an elevated likelihood of impacting human rights</p> <p><i>* Applies to new suppliers or suppliers at sites where Newmont’s Supplier Risk Management program has been rolled out and whose contracts were up for renewal beginning in January 2021.</i></p>		<p>Peru and Australia implemented mitigation plans for 100 percent and 86 percent, respectively, of new contracts, but Ghana only achieved 35 percent due to low uptake of supplier training.</p> <p>In Ghana, we missed our target largely due to challenges with our pre-qualification process, which flagged too many suppliers, requiring additional reviews to identify truly high-risk suppliers. This delayed supplier training and, where training was issued, the uptake was poor. Site teams have initiated direct engagement with suppliers to improve performance. We also will revise the pre-qualification questions to provide a more accurate assessment of a supplier’s risk.</p>	Human Rights

 Met  Mostly met  Ongoing  Not Met

2021 Public Sustainability Targets

Target definition	2021 Performance	Commentary	More information
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		For 2021, six of our 12 operating sites completed more than 70 percent of site plan actions on time. Restrictions associated with the COVID-19 pandemic impeded completion of stakeholder engagement actions, caused delays in project implementation due to supply chain issues, and constrained contractor availability, travel and site access.	Water Stewardship
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		Nine of 12 operating sites achieved their water efficiency targets with six sites exceeding targets. For the three sites that missed their targets (Cerro Negro, Merian and Tanami), the reasons were that Cerro Negro had limited availability of reclaim water associated with tailings storage facility construction activities, Merian had lower-than-anticipated tailings density, and Tanami experienced project implementation delays associated with the COVID-19 pandemic.	Water Stewardship
Climate			
Progress toward our 2030 emissions reduction targets and our goal of net-zero carbon emissions by 2050		Details about our energy use and greenhouse gas emissions performance by site and over the past five years will be published in our updated Climate Report , which will be published in May 2022.	Energy and Climate Change
Closure and reclamation			
Achieve 95 percent of planned reclamation activities/associated actions across the Company		Newmont reclaimed 122.4 hectares against a target of 121.5 hectares with seven of the 10 sites with a reclamation target meeting or exceeding their concurrent reclamation plans for 2021.	Closure and Reclamation

 Met  Mostly met  Ongoing  Not Met

2022 Public Sustainability Targets

A key element of our overall business strategy is continuously improving and challenging ourselves to address growing expectations from stakeholders. We have set the following sustainability targets, which are annual except for our long-term female representation and science-based climate targets.

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

2022 Public Sustainability Targets

Target definition	More information
Safety	
Zero fatalities	Health, Safety and Security
Female representation in senior leadership roles¹	
Achieve gender parity in senior leadership* roles by 2030	People and Culture
<i>* Includes Senior Director-level up to and including the CEO within the organization.</i>	
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
Stakeholder complaints and grievances	
All sites achieve target to respond to, address, track, and if necessary, escalate 100 percent of tier 1 complaints within 30 days	Social Acceptance
All sites engage in pilot testing of root cause analysis methodology for complaints and grievances	

2022 Public Sustainability Targets

Target definition	More information
Community commitments¹	
All sites complete 100 percent of commitments on or before due dates as captured in register	Social Acceptance
Human rights and the supply chain¹	
Implement risk mitigation plans for 80 percent of contracts with suppliers* identified as having an elevated likelihood of impacting human rights.	Human Rights
<i>* Applies to new suppliers or suppliers at sites where Newmont's Supplier Risk Management program has been rolled out and whose contracts were up for renewal beginning in January 2021.</i>	
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	
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	Water Stewardship
Energy and climate change	
Achieve the following by 2030:	Energy and Climate Change
<ul style="list-style-type: none"> Reduce absolute GHG emissions (Scope 1 and 2) by 32 percent Reduce GHG emissions intensity (Scope 1 and 2) by 32 percent Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30 percent 	
Achieve our goal of net-zero carbon emissions by 2050	
Closure and reclamation	
Achieve 95 percent of planned reclamation activities/associated actions across the Company	Closure and Reclamation

¹ Signifies new or updated public target for 2022 compared to 2021 public targets.

Our Business

Newmont is the world's leading gold company and a producer of copper, silver, zinc and lead. Founded in 1921, Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled 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 14,400 employees and 16,600 contractors work on Newmont's behalf 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, which has a deep bench of experienced leaders with a proven track record of delivering value.

In 2021, Newmont continued to operate from a position of strength, delivering strong operational, financial and ESG performance. We met our updated full-year guidance, producing 6 million ounces of gold and 1.3 million gold equivalent ounces from copper, silver, lead and zinc. This resulted in generating \$4.3 billion in cash from continuing operations and \$2.6 billion in free cash flow while advancing our most profitable near-term projects and returning a record \$2.3 billion to shareholders.

As we move into our next 100 years of sustainable and responsible mining, Newmont will continue to create long-term value for all of our stakeholders and differentiate ourselves through our clear strategic focus, superior operational performance and unwavering commitment to leading ESG practices.

Details on our financial and operating performance are disclosed in our [2021 10-K report](#).

Photo: Newmont President and CEO Tom Palmer, Ahafo, Ghana



NEWMONT ASSETS¹



¹ As of December 2021. See [cautionary statement](#).

² Yanacocha Sulfides, Pamour and Cerro Negro District Expansions 1 projects are included in Newmont's outlook but remain subject to approval.

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, and choosing safer behaviors 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.



Our commitment to acting responsibly as individuals and as a business is reflected in our Purpose and Values, which have been developed over Newmont's 100-year history. These articulate the path we will follow today and into the future.

Business Strategy

Our business strategy serves as a blueprint for creating sustainable value over the long term. The three pillars of the strategy include:



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 our stakeholders

SIGNIFICANT CHANGES IN 2021

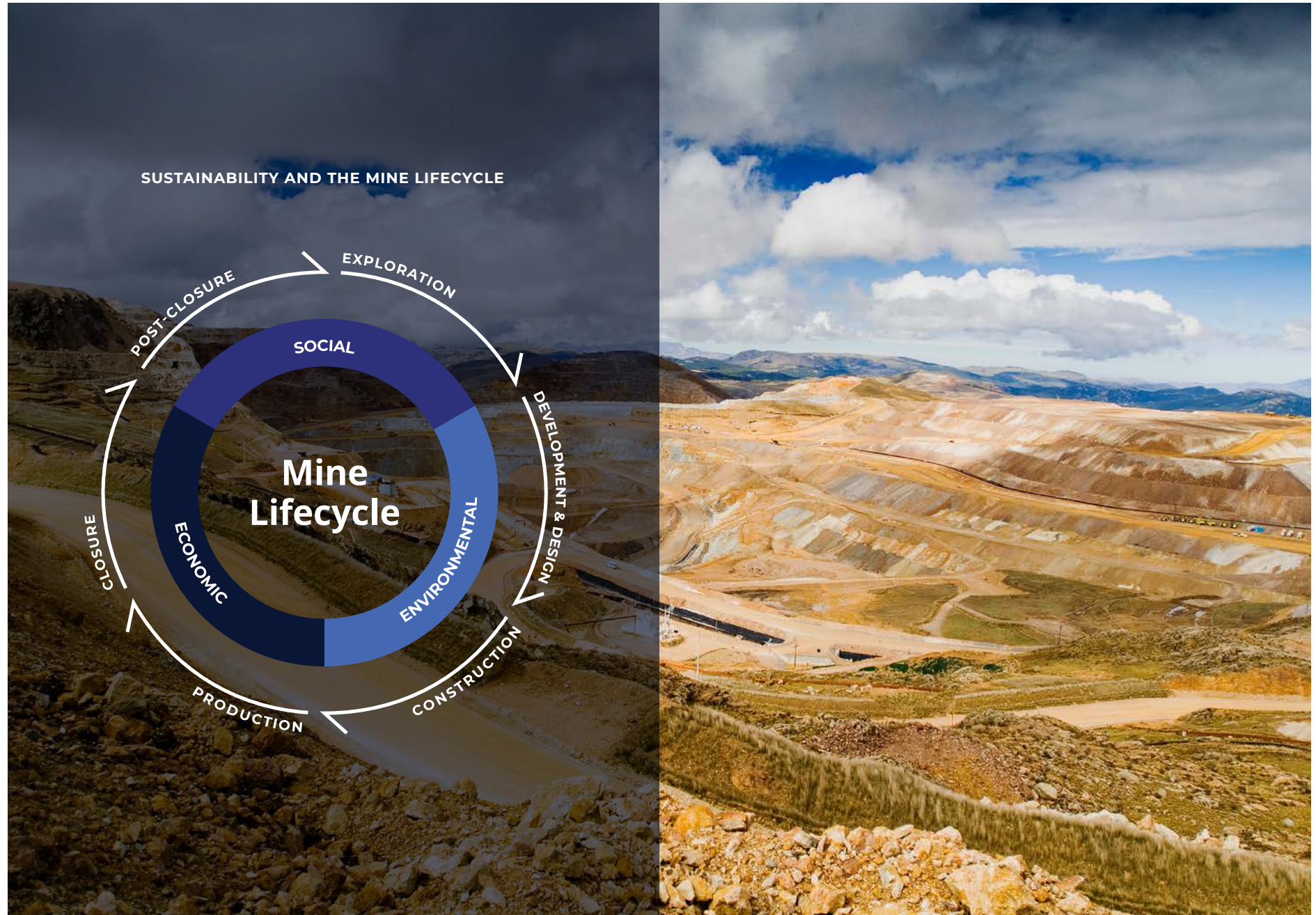
In 2021, Newmont celebrated its 100th year of operations. Throughout the year, we continued to demonstrate resilience in managing the COVID-19 pandemic and delivering on our commitments and business plan objectives. Among the significant events that resulted in changes to the business:

- In January, we announced Newmont’s Board of Directors approved a plan to repurchase up to \$1 billion of common equity over 18 months.
- In March, we executed an industry-leading \$3.0 billion sustainability-linked revolving credit facility.
- In May, we completed the acquisition of GT Gold Corp. for approximately \$326 million. The acquisition adds the Saddle project, located on the territory of the Tahltan Nation in northwestern British Columbia, Canada, to Newmont’s world-class portfolio.
- In July, our Board of Directors approved full funding for the Ahafo North project, which is located approximately 30 kilometers north of Newmont’s existing Ahafo South operation.
- In October, 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 will improve mine safety and productivity while extending mine life.
- In November, we announced a \$100 million investment in a strategic alliance with Caterpillar Inc. to plan, build, test and deploy the gold industry’s first fully autonomous battery-electric haul truck fleet for both surface and underground at our CC&V and Tanami operations, to both improve safety and build pathways to decarbonization.
- In November, we appointed two new members to our Board of Directors — Dr. Emma FitzGerald, former CEO of Puma Energy International, and Mary Laschinger, former CEO of Veritiv. Both have extensive executive experience, with Dr. FitzGerald being a leader in delivering energy solutions and supporting the energy transition, and Ms. Laschinger having a deep understanding of supply chain, manufacturing, sales and marketing.
- In December, we became the first mining company to offer sustainability-linked bonds that hold us accountable for meeting our two 2030 sustainability targets — to reduce our greenhouse gas emissions by 32 percent for Scope 1 and 2 (and 30 percent for Scope 3) and achieve gender parity in senior leadership roles. We sold \$1 billion worth of the bonds, which represent the next step in aligning our business to our commitments and values by linking the interest rate payout to our performance on key ESG priorities.
- By the end of 2021, we distributed another \$3.5 million of our COVID-19 Global Community Support Fund in 2021, bringing total contributions from the Fund to \$14.1 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 [Newsroom](#) as well as in our [2021 10-K report](#).

Our Approach to Sustainability

More than ever, society expects businesses to play a role in solving global challenges, and people want to work for and support purpose-driven and values-based organizations. At the same time, investor interest in sustainability matters continues to grow and be incorporated into valuation metrics. To meet these expectations, Newmont strives to lead the industry in operating in a sustainable way that generates long-term value for all stakeholders well beyond the life of a mine, and demonstrates our ability to mine in a manner that protects the environment and creates value.



Our Sustainability Strategy

Newmont’s sustainability strategy is a foundational element in achieving our Purpose — to create value and improve lives through sustainable and responsible mining. It reflects our approach to being an industry leader in managing environmental, social and governance (ESG) risks and considerations across the business. To deliver on our strategy, we have embedded it in our culture and overall business strategy.

FRAMEWORK

Our sustainability strategy’s implementation framework provides a systematic and pragmatic approach. A foundational [Sustainability and Stakeholder Engagement Policy](#) is supported by the strategies, standards, systems and metrics that drive our performance.

SUSTAINABILITY FRAMEWORK



STRATEGIC IMPERATIVES

The following three strategic imperatives drive the programs necessary to deliver our sustainability strategy:

- Performance:** Creating a more responsible and sustainable business is a journey, and social acceptance and public trust are earned and maintained by our performance on the ground. Recognition from reputable, independent organizations also helps us determine if we are on the right path. In 2021, Newmont was named the co-leader of the Mining and Metals sector in the Dow Jones Sustainability World Index (DJSI World), which assesses several long-term economic factors as well as leading ESG performance evaluated through the 2021 S&P Global Corporate Sustainability Assessment. This is the 14th consecutive year in which Newmont has been named to the DJSI World. This is just one of several recognitions we received during the year for operating responsibly and showing accountability for our sustainability performance.

EXTERNAL RECOGNITION FOR RESPONSIBLE BUSINESS PRACTICES¹

ESG RATINGS

S&P Global CSA #1 Co-leader of Mining and Metals sector	Sustainalytics² 23 ESG Risk Rating measures exposure and management of material ESG risks
MSCI AA Top-quartile Precious Metals and Mining	ISS Governance QualityScore 1 Top-decile for high-quality governance practices and lower governance risk

ESG RECOGNITION

Transparency #2 Most transparent company in S&P 500; Bloomberg ESG Disclosure Score	Climate B CDP Climate Score reflective of coordinated action on climate issues
Global Top 100 #6 Ranking among the 100 Best Corporate Citizens by 3BL	Human Rights #19 Among more than 200 companies on Corporate Human Rights Benchmark

¹ Ratings and rankings can fluctuate throughout the year, either based on Newmont performance, or relative to sector rankings and/or ratings agency scoring changes and periodic updates. Ratings and recognition items shown here are effective as of April 1, 2022 (with the exception of the Bloomberg ESG Disclosure Score) and are subject to change. As of the end of March 2022, Bloomberg updated its scoring methodology and the rating shown here is based on the prior methodology.

² The Sustainalytics rating shown on the ESG screen of the Bloomberg terminal has changed from a percentile rank to a risk score. Newmont’s 23 score translates to Medium Risk.

- **Social acceptance and reputation:** Social acceptance is the willingness of stakeholders to accept our ongoing business activities. Examples of programs and activities that build trust-based relationships with stakeholders and allow us to earn and maintain social acceptance include [community participatory monitoring programs](#) at several sites, [community development initiatives](#), transparently disclosing our [taxes and revenues](#) and how we [address human rights matters](#) and stakeholder [complaints and grievances](#).
- **Risk management:** We support a purposeful and transparent governance approach to sustainability that includes understanding and managing existing and emerging risks and opportunities. We achieve this through engagement with key stakeholders, the implementation of strategies and programs — such as those related to fatality risks, human rights, responsible sourcing, closure, energy and climate, water stewardship and tailings management — and meaningful performance metrics, such as leading safety indicators that identify potential risks before they occur. Our approach is supported by our global standards and Risk Management System. An overview of our approach is discussed in the [Risk Management](#) and [Sustainability Compliance](#) sections and in each section on material issues.

TECHNOLOGY AND INNOVATION

Mining is a capital-intensive industry that has historically been slower to develop and/or adopt new technologies. However, matters that are growing in importance to society — emissions, impacts on water and nature, safety, healthy workplaces — are increasing the need for the mining industry to adopt new technologies and different mining methods. Advances in technology 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.

Through our integrated operating model, we work to identify and rapidly replicate leading processes and advanced technologies across all our operations. Our Full Potential program identifies and implements technologies that help us operate safer and more responsible mines. The program follows a “diagnose, design and deliver” framework to accelerate the value delivery of solutions.

Some of the leading technologies that we have deployed or are in the process of implementing related to ESG matters include:

- **Autonomous equipment** — We invested \$150 million to deploy the gold industry’s first Autonomous Haulage System (AHS) fleet at our Boddington operation in Australia. In 2021, 36 AHS trucks were delivered, enhancing safety by removing human interaction with vehicles, reducing exposures to certain safety risks, and lowering the potential for vehicle-to-vehicle interactions. In November, we announced a strategic alliance with Caterpillar Inc. to develop and deliver first-of-a-kind battery-electric autonomous vehicles for both underground and surface operations by 2027. This alliance will transform the mining industry and build pathways to support Newmont’s decarbonization efforts.

- **Emissions reduction** — The partnership with CAT is a \$100 million investment to help us achieve our 2030 science-based climate targets and 2050 net-zero carbon emissions goal. Other emissions reduction technologies under evaluation or being implemented include:
 - Use of renewables for power sources either at the site level, through partnerships or as part of power purchase agreements. We are advancing projects at Boddington and Tanami;
 - Site-level efficiencies including variable frequency drive pumps, energy management and storage (battery), and reduction projects; and
 - New mobile equipment, power conversion and carbon sequestration technologies.
- **Data monitoring** — In 2021, we began deploying a real-time monitoring data collection and integration platform for tailings storage facilities. The platform provides enhanced visibility of critical control performance by collecting monitoring data from on-site instrumentation. Personnel at our Operations Support Networks in Denver, Colorado, U.S., and Perth, Australia, use a consistent technology platform to analyze real-time, near-real-time and batch data and then deliver actionable recommendations or insights to our operations. The overall objective is to more effectively monitor and maintain the health and productivity of our mobile fleet and fixed plant assets.
- **Drones** — Our security teams use drones — along with thermal radar cameras and Banshee deterrent systems — to detect and deter illegal incursions and trespassing onto Newmont properties. Additionally, we use drones to survey and inspect our tailings storage facilities.
- **Safety** — Across our haul truck fleet and in other heavy vehicles, we installed Driver Safety System technology, which monitors driver fatigue and distraction and provides instant intervention for

tired operators. We are implementing and evaluating technologies and innovative solutions to accelerate our goal to eliminate “live-work” tasks that expose personnel to risks associated with unisolated or energized equipment.

- **Collaboration** — To ensure we learn from the best examples and rapidly replicate them across the Company, we use a range of internal collaboration technology tools including Yammer, as well as equipping frontline managers with tablets and other technology to facilitate critical control verifications.

These technologies, as well as our research and development efforts and collaborations with other companies and organizations, are discussed in more detail in the [Innovation, Technology and Automation Leadership Insights interview](#) and throughout this report.

The operating and control systems at our mines depend on information technology and operational technology systems, and 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 [2021 10-K report](#) (pp. 19–20).



At Newmont’s Porcupine mine, the use of drones has been a critical technology platform, providing visibility and insights to improve safety, efficiency and productivity



Materiality

Each year, we conduct a materiality assessment to identify, understand and prioritize our current, near-term and emerging sustainability issues. Our review follows the GRI's Principles for Determining Report Content (sustainability context, stakeholder inclusiveness, materiality and completeness) and includes the Sustainability Accounting Standards Board (SASB) material topics for our sector. Our materiality assessment in 2021 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.
- **External opinion leader review:** We engaged external opinion leaders through one-on-one interviews to discuss the issues and preliminary issue rankings. In 2021, these external thought leaders included:
 - Key representatives from leading global investment management firms;
 - The President and CEO of RESOLVE;
 - A Senior Program Manager with International Union for the Conservation of Nature (IUCN); and
 - A Director at the Centre for Social Responsibility in Mining, University of Queensland.

- **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 held in-person interviews and group sessions with executives and functional leaders and conducted a formal calibration workshop to confirm the final issue rankings.
- **Follow-up review:** The Board of Directors' Safety and Sustainability Committee reviewed and discussed the ranking of the material issues.
- **Risk management evaluation:** Our leaders reviewed and evaluated the final materiality matrix to confirm there were no significant gaps between the material sustainability issues identified through our [risk management process](#).

The Safety and Sustainability Committee reviewed and approved the final matrix, which includes the 15 highly material issues and their related report topics and performance indicators. An overview of our approach and performance for four other important and material topics is included in the report, GRI Content Index, ESG data tables and/or via links to other public disclosures such as our [2021 10-K report](#) and [2022 Proxy Statement](#).

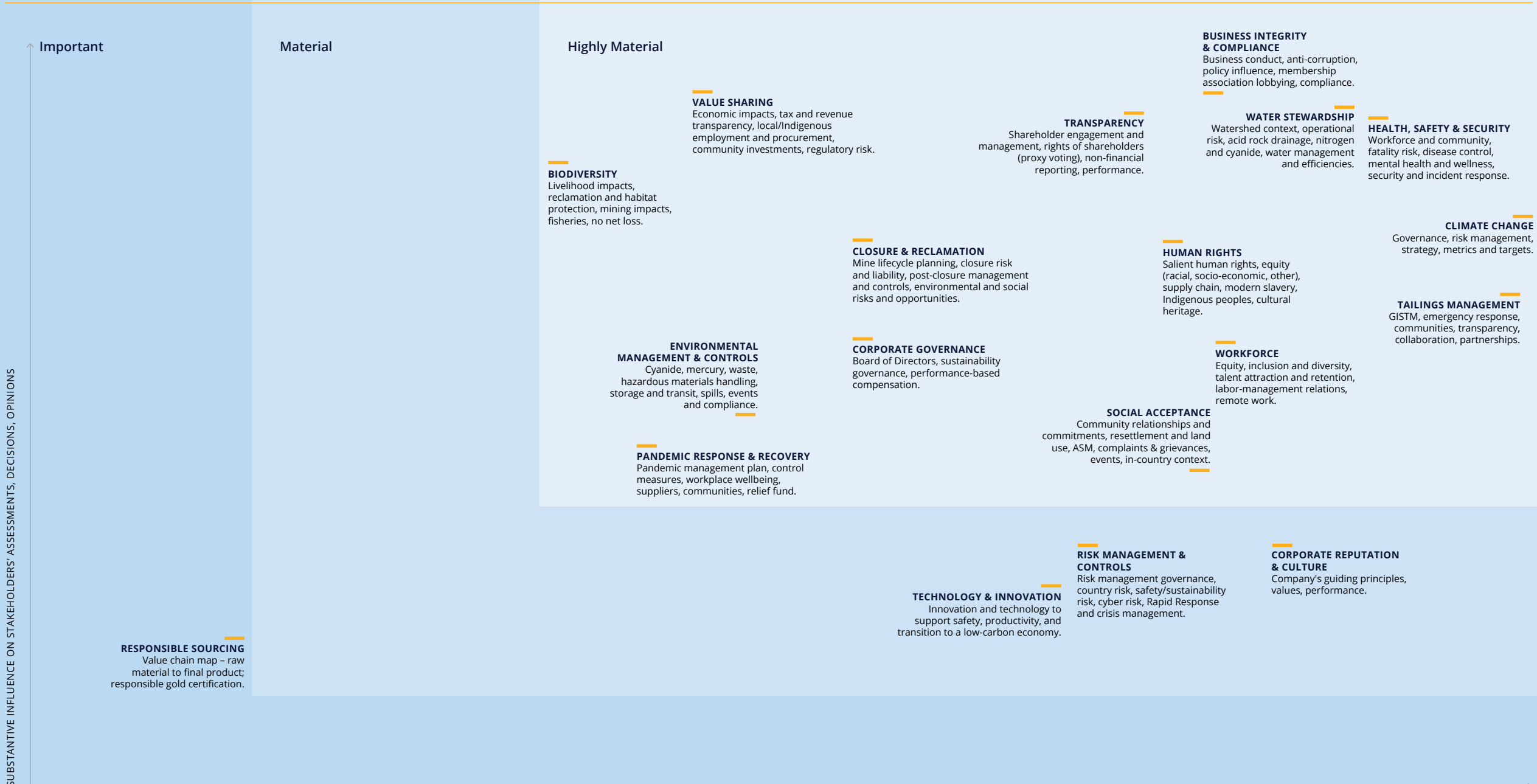
For 2021, Biodiversity, Workforce, and Closure and Reclamation became highly material issues to Newmont due to increased expectations of the Company's role in addressing these issues and the ongoing impacts of COVID-19 — such as availability of workers and the nature of work — on our workforce. We also added Transparency as well as Corporate Reputation and Culture. Issues that have been highly material in the past but greatly increased in importance were Business Integrity and Compliance, and Water Stewardship. The ranking for Pandemic Response and Recovery, which was highly material in 2020, decreased slightly given the growing availability of vaccines and established protocols. Key competencies related to Corporate Governance and Environmental Management and Controls remain highly material to the business. 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](#) — and are organized by materiality, which is subject to change based on the latest materiality assessment. Key performance indicators for all issues shown on the 2021 materiality matrix are included in the [Performance Data](#) section of this report and are available on our [website](#) as downloadable ESG data tables.



Photo: Merian, Suriname

2021 MATERIALITY MATRIX



SALIENT HUMAN RIGHTS ISSUES

Along with our materiality analysis is the concept of salience — which focuses on potential risks to people.

We are committed to implementing the UN Guiding Principles on Business and Human Rights, which define the duties of states to protect human rights and the responsibilities of companies to respect human rights and access to remedy. As early adopters of the UN Guiding Principles Reporting Framework, we engaged internally across regions and functions and externally with human rights experts and key stakeholders to identify our salient human rights issues — that is, those human rights at risk of the most severe negative impacts through our activities and business relationships.

For our initial salience analysis, in 2015, we held a cross-functional workshop and identified 26 potential human rights risks. The workshop was followed by sessions with regional and site teams to determine the most salient human rights issues within the three characteristics of saliency — severity, scope and ability to be remedied. In 2018, our cross-functional human rights working group led a review of our salient human rights issues to consider the increased data we have on risks that

may have a human rights component. Currently, our eight salient issues are related to:

- Right to life
- Right to water and sanitation
- Right to an adequate standard of living
- Right to enjoy just and favorable conditions of work
- Right not to be subject to discrimination in employment or occupation
- Right to health
- Right not to be subject to slavery or forced labor
- Right to self-determination

Details on these salient issues are included in our publication, [Respecting Human Rights: Our Approach](#) and in the [Human Rights](#) section of this report. Another saliency assessment is planned for 2022.



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 2021
Business partners (e.g., joint ventures, strategic business partners)	<ul style="list-style-type: none"> 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	<p>Collaborated with joint venture partners to identify opportunities to reduce greenhouse gas emissions.</p> <p>Formed strategic alliance with Caterpillar to achieve zero-emissions mining.</p> <p>Other activities are discussed in Our Business and 2021 10-K report.</p>
Employees	<ul style="list-style-type: none"> Safe, equitable and healthy 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	<p>Held meetings and sessions with health professionals on the importance of vaccines for themselves and their families.</p> <p>Hosted a series of internal webinars on Indigenous matters via the Global Center for Indigenous Community Relations.</p> <p>Details on these and other activities are discussed in Health, Safety and Security and People and Culture.</p>

Stakeholder Engagement

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2021
Government and regulatory bodies	<ul style="list-style-type: none"> • 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 • Environmental stewardship • 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	<p>Engaged governments to support their COVID-19 response and recovery efforts.</p> <p>Hosted mine tours for two members of Parliament at our Boddington operation.</p> <p>Details on these and other activities are discussed in Business Integrity and Compliance and Value Sharing.</p>
Host communities	<ul style="list-style-type: none"> • Safe and healthy operations • Jobs and local business opportunities • Community investment • Environmental stewardship including access to clean water • Tailings facility management • Access to education and skills development • Infrastructure • Transparency in the distribution of direct and indirect economic contributions • Indigenous peoples' rights • 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	<p>Supported communities' greatest needs through the Newmont COVID-19 Global Community Support Fund.</p> <p>Launched Global Center for Indigenous Community Relations.</p> <p>Details on these and other activities are discussed in Human Rights, Social Acceptance and Value Sharing.</p>
Media	<ul style="list-style-type: none"> • 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	<p>Proactively engaged with media at our sites and responded to media inquiries.</p> <p>Hosted a photographer from <i>The Wall Street Journal</i> at our CC&V operation in support of an article highlighting women in mining.</p> <p>Please visit the Newsroom on our website for more information.</p>



Stakeholder Engagement

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2021
Non-governmental organizations (NGOs), multinational organizations and civil society	<ul style="list-style-type: none"> • 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	<p>Partnered with the International Union for the Conservation of Nature (IUCN) on our biodiversity programs.</p> <p>Engaged the Science Based Targets Network (SBTN) to review and apply SBTN's guidance for setting science-based nature targets.</p> <p>Details on these and other activities are discussed in Biodiversity.</p>
Peers and industry associations	<ul style="list-style-type: none"> • 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	<p>Pursued policy alignment with the associations and organizations of which Newmont is a member, particularly in the area of climate change.</p> <p>Began implementing the Global Industry Standard on Tailings Management (GISTM) and reporting against the International Council on Mining and Metals Performance Expectations and the World Gold Council's Responsible Gold Mining Principles.</p> <p>Details on these and other activities are discussed in Business Integrity and Compliance, Sustainability Compliance and Tailings Management.</p>
Shareholders, investors and analysts	<ul style="list-style-type: none"> • Financial and operating performance • 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, analyst days, regular meetings and communications via telephone, email, website and mailings	<p>Held a Climate Strategy and Sustainability Update conference call with investors and included ESG matters in all investor presentations.</p> <p>Engaged with faith-based investor groups through interactive calls organized by the Mining and Faith Reflection Initiative and the Interfaith Center on Corporate Responsibility.</p> <p>Details on these and other activities are discussed on our Investors page on our website.</p>
Suppliers/contractors	<ul style="list-style-type: none"> • Safe and healthy work environment • Contract terms and conditions • Business opportunities • Financial and operating performance • Responsible business practices • Innovation • Operating efficiencies • Strong partnerships 	Contract negotiations, Supplier Risk Management program, participation in contractor safety programs and continuous improvement initiatives, social responsibility partnerships, meetings and personal communications	<p>Continued to engage with key suppliers to manage the supply of critical materials during supply chain disruptions.</p> <p>Screened all new suppliers against top risks and conducted targeted audits and/or training to those identified with a higher level of certain risks.</p> <p>Details on these and other activities are discussed in Supply Chain and Human Rights.</p>

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, we have 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

FIVE SDGs WHERE NEWMONT CAN HAVE THE GREATEST IMPACT



COMMITMENTS AND REPORTING

Our sustainability reporting aligns with many of the SDG targets (see the [GRI Content Index](#)). Our [global inclusion and diversity strategy](#) supports SDG 5 (gender equality), and we have metrics and indicators related to creating an inclusive and diverse workplace. We discuss our efforts to advance these goals throughout this report. We plan to refresh our SDG strategy in 2022.

Priority SDG	Outcome-based objective	More information about how Newmont advanced these goals in 2021
SDG 3	Improved access to quality healthcare Reduction in maternal and infant mortality	Health, Safety and Security Value Sharing
SDG 5	Improve the representation of women	People and Culture
SDG 6	Improved community access to potable water Improved access to irrigation	Social Acceptance Water Stewardship Value Sharing
SDG 8	New non-Newmont and non-mining jobs created	Social Acceptance Value Sharing

COLLABORATION AND PARTNERSHIPS

As stated in SDG 17, achieving these goals requires partnerships and collaboration. In addition to our [voluntary commitments](#) and our work with governments, businesses and civil society organizations that have the expertise and/or shared intention to advance the SDGs, we have formed several partnerships to help our efforts. These include:

- **International Union for the Conservation of Nature (IUCN)** — The IUCN supports our performance in biodiversity conservation and impact management, including restoration and offset activities. This partnership aims to contribute to improved conservation practices throughout the natural resources sector.
- **Proteus** — Newmont is a member of Proteus — a collaboration between the UN Environment Programme World Conservation Monitoring Centre and around 14 large resource development companies. Proteus’s mission is to provide companies with the biodiversity information needed for better-informed decisions and to help companies understand their conservation responsibilities and strengthen engagement and cross-section collaboration.
- **Free, Prior, Informed Consent (FPIC) Solutions Dialogue** — The FPIC Solutions Dialogue was formed in 2012 by Newmont and other companies, thought leaders and NGOs to help operationalize free, prior and informed consent of Indigenous peoples into site-based practices.
- **Mining, Resettlement and Livelihood Research and Practice Consortium** — Newmont and four other mining companies, along with the University of Queensland’s Centre for Social Responsibility in Mining, formed this first-of-its-kind industry-university working group to better understand how resettlement risks are managed, identify

strategies to improve livelihood outcomes for those affected by resettlement, conduct research, and help inform policies that lead to more effective practices.

- **Project C.U.R.E.** — Our long-standing partnership with Project C.U.R.E., the world’s largest distributor of medical donations to developing countries, focuses on delivering much-needed medical supplies to operating countries, conducting on-site clinics, and training healthcare providers on techniques to prevent infant mortality. For more on Project C.U.R.E see [page 66](#) of this report.
- **University of Queensland and RESOLVE** — With support from the Australian Research Council, Newmont, RESOLVE and the University of Queensland’s Centre for Social Responsibility in Mining are partnering on a project to research the effectiveness of corporate-sponsored independent inquiries to major issues and community grievances. The project will draw on lessons learned in government-led commissions of inquiry to define guidelines for industry to conduct inquiries that achieve meaningful change and improve the outcomes for affected peoples.
- **Host communities** — In several of our operating jurisdictions, we partner with host communities to progress socio-economic development. This includes formal agreements with Indigenous communities, foundations and endowments, and long-term commitments to address specific needs such as water infrastructure and education. Details on these partnerships are provided in the [Human Rights](#), [Social Acceptance](#) and [Value Sharing](#) sections.



Voluntary Commitments and Disclosures

Newmont engages with numerous organizations at a global, regional, national and local level to drive higher standards of governance, social and environmental policies and performance at Newmont and across the industry.

These memberships and voluntary commitments reflect our values, demonstrate our commitment to collaboration and transparency, and allow stakeholders to hold us accountable. 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 include the following:

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.
International Council on Mining and Metals (ICMM)	As an ICMM founding member, 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.
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 is completed to support source control during operations and at closure.
Salmon Gold	Launched in 2018 by RESOLVE, the Salmon Gold initiative is a voluntary partnership to responsibly re-mine historical placer gold mine sites and restore fish habitat 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.

Voluntary Commitments and Disclosures

Organization	Organizational purpose, goal and/or commitment
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.
Global and business initiatives	
Extractive Industries Transparency Initiative (EITI)	Newmont is an original signatory to the EITI and is actively involved in the efforts to promote revenue transparency and accountability in the extractive industry. In 2021, our adherence to the EITI company expectations was assessed, and we identified opportunities for improvement on the accessibility of information related to contract disclosures and beneficial ownership data. We supported a statement that makes several commitments to Beneficial Ownership Transparency.
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 access to remedy. Since 2016, Newmont has disclosed its human rights performance using the UN Guiding Principles Reporting Framework, the world’s first comprehensive guidance for companies to report on how they respect human rights. Newmont was the first extractive company to adopt this framework.



Voluntary Commitments and Disclosures

Organization	Organizational purpose, goal and/or commitment
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 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 2021 CDP Climate Change assessment and 2021 Water Security report both received a "B" score. 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. As an ICMM member, we prepare our Annual Sustainability Report in accordance with the GRI Universal Standards 2016 Core option, including the Mining and Metals Sector Supplement.
International Organization for Standardization (ISO)	ISO 14001 is a series of environmental standards that provide a framework for implementing effective controls and a systematic approach to setting and achieving improvement targets. We have committed to certifying our operations to ISO 14001, and we report on the status of our operations' ISO 14001 standards certification in this report. In 2021, Newmont remained certified to ISO 14001. With the implementation of our business-wide, fit-for-purpose Risk Management System , we will transition away from global ISO 14001 certification.
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 practice in setting emission reduction targets in line with leading climate science.
Science Based Targets Network (SBTN)	In 2021, we engaged with SBTN — a global NGO that includes the same organizations behind the SBTi for climate. We commenced 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.
Sustainability Accounting Standards Board (SASB)	Newmont follows the SASB Metals & Mining Sustainability Accounting Standard version 2021-12. Newmont began reporting to the SASB standards 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, policy makers and other stakeholders in the financial markets climate-related information useful to decision making. Newmont published its first Climate Report in mid-2021 as part of its 2020 suite of public sustainability disclosures.
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 Canada participate in the TSM program, and in 2021 TSM assessment results for our Cerro Negro operation were externally verified for the first time per the implementation timeline for Argentina. Our operations in Australia are preparing to assess their performance against the protocols by 2025.

Governance

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75% of Board members are gender or ethnically diverse

More than 9,500 employees participated in business integrity and compliance-related training

Launched a **redesigned global Risk Management System** to have a more consistent, comprehensive approach to risk management

Progressed implementation of **two new reporting frameworks** — the ICMM Performance Expectations and World Gold Council Responsible Gold Mining Principles

Photo: Boddington, Australia



NANCY BUESE
Executive Vice President and
Chief Financial Officer

STEVE GOTTESFELD
Executive Vice President and
Chief Sustainability and External
Affairs Officer

“ESG has become the platform and criteria we use to evaluate and communicate broadly about our sustainability practices, which are a business imperative and not just a nice thing to do.”

STEVE GOTTESFELD, Executive Vice President and Chief Sustainability and External Affairs Officer

Leadership Insights: Sustainable Financing, Reporting and Governance Trends

Nancy Buese, Executive Vice President and Chief Financial Officer, and Steve Gottesfeld, Executive Vice President and Chief Sustainability and External Affairs Officer, examine how Newmont is aligning its finances, operations and reporting with environmental, social and governance (ESG) factors and evolving stakeholder expectations.

ESG has become very prominent in terms of how stakeholders, including investors, are factoring it into their decision making. What is the future of ESG? Is it just a new term for corporate social responsibility and, if not, how is it different and what has changed?

Steve Gottesfeld: I don't think corporate responsibility and ESG are synonymous at all. I believe people historically saw corporate responsibility as philanthropy, volunteerism or something else off to the side of a company's real business. Now, when people are talking about ESG, they're talking about the importance of not just the company's financial performance, but about all the impacts that a company can have concerning its environmental, social or governance practices and how the company actually does its work. ESG has become the platform and criteria we use to evaluate and communicate broadly about our sustainability practices, which are a business imperative and not just a nice thing to do. In essence, ESG is a more integrated and holistic perspective on a company's performance that not only encompasses, but goes well beyond corporate responsibility.

Nancy Buese: ESG is much more expansive than corporate social responsibility and aligns the interest of shareholders and other stakeholders in a way we've never done historically. Guided by ESG, we care about what the company is doing, about the footprint it leaves globally and how it is discharging the responsibilities of contractors, consultants, and others it employs. ESG is a huge step forward from corporate social responsibility, and it's becoming a much bigger filter and consideration for investors.

As C-suite executives, you are responsible for different aspects of Newmont's strategy — one the financial stability of the company, the other, to manage impacts of the company's operations and transparently report on performance — how does the company balance both those objectives?

Nancy Buese: In years past, we worked to balance financial performance with ESG initiatives, but now these objectives are integrated and working in tandem. For example, when we raise money in the capital markets, we now think about sustainability in sourcing our funds and integrating our long-term climate targets. We are aligning our business interests with our stated targets such as climate change, diversity goals and a myriad of other objectives. I feel we're at a crossroads, where ESG considerations are becoming fully integrated into how we do business.

Steve Gottesfeld: I agree. There's a visibility component to it as well. We need to see, measure and assess our impacts from a variety of stakeholder perspectives and then report on that. If ESG enables investors and other stakeholders to take a look, understand, and engage with us on our performance, how is this company truly operating? What are its impacts and how are they being managed? What are the company's priorities, and do they align with their values and purpose? Through this lens, we can understand the decisions the company is making to support financial resiliency as well as create sustainable value for the business and all its stakeholders.

How is Newmont using a commitment to transparent reporting to engage stakeholders and drive performance across a wide variety of metrics — financial, social, and environmental?

Nancy Buese: We're using a much more standardized set of metrics that investors and other stakeholders across the spectrum all monitor and understand. We're also being very transparent about topics such as: how much water do you use to produce an ounce of gold? How many dollars in taxes and royalties do you pay in this jurisdiction versus that one?

We're putting out our first tax transparency report this year. I think in the past, there's been a hesitancy, because we didn't want one jurisdiction to compare notes with another such that they come to us asking for more. We have learned that the reverse is true — that providing information is useful to people, communities and institutions because they can now hold their own governments to account. What we've come to understand is that in every location and every community where we operate, reporting will reflect bespoke choices and a bespoke set of stakeholder interests. There was a time when we were somewhat cautious about how this level of transparency was going to work. We found in practice that transparency drives more intentional and deep conversations, and that leads to better outcomes for all parties.



In December 2021, Newmont issued the mining industry's first ever sustainability-linked bond. Why did Newmont issue this bond? What role did reporting and governance play in making the case for the bond?

Nancy Buese: Enormous. We wanted to align our publicly stated targets and what we've said we're working toward and truly putting our money where our mouth is and say, "We're going to align our interest expense with our actions and our outcomes on our targets." So we've taken our 2030 targets and our 2050 goal and worked closely with Steve's team to develop metrics that will enable a bondholder to decide: Am I going to make money on this fund? Do I understand where the company is headed with these targets? And do I support these in my investment decisions?

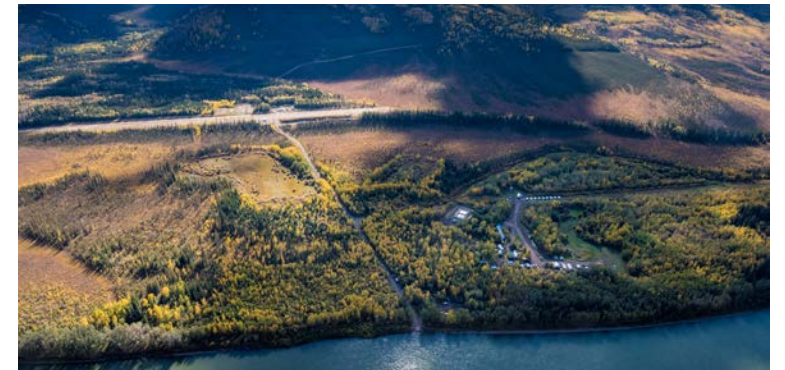
Steve Gottesfeld: Sustainability performance has always been subject to accusations of greenwashing. With the question being: "Are companies just saying things because they think their investors want to hear it? Do they actually do what they say they do? Who is really working on this? Is the sustainability team the only function working on this or is the entire business aligned around the concepts of sustainability and ESG, and driving improvements?"

Well, one way to make sure you are driving the organization to deliver on its ESG practices and commitments is to visibly align the financial interests of the corporation with keeping those commitments. That's what this bond does — it demonstrates the consistency of our commitments across the organization.

Watch the full video interview available at [newmont.com](https://www.newmont.com)

Photo: Coffee mine project, Yukon Territory, Canada

Newmont Launches Mining Industry's First Sustainability-Linked Bond



On December 6, 2021, Newmont became the first company in the mining sector to **issue a sustainability-linked bond (SLB)**, with a \$1 billion offering of unsecured 10-year notes redeemable in 2032. As part of the offering, Newmont receives a premium interest rate for success in achieving our targets of greater than 32 percent greenhouse gas emissions reduction for Scope 1 and 2 emissions and 30 percent for Scope 3 for 2030, as well as achieving gender parity in our senior leadership roles by 2030.

Our Sustainability-Linked Bond Framework outlines key performance Indicators for the bond along with defining a set of principles for bonds "linked to the achievement of material, quantitative, pre-determined, ambitious, regularly monitored and externally verified sustainability objectives."

SLBs give Newmont the opportunity to raise money and build credibility with ESG-focused stakeholders by showing we are confident that we can — and will — achieve our sustainability goals. SLBs also help demonstrate that our sustainability efforts and commitments are not merely greenwashing by enabling us to tie bottom-line results and consequences to meeting those commitments.

Corporate Governance

Strong corporate governance — with management accountability and active oversight from an experienced, diverse Board of Directors — is essential for mitigating risk, building trust, and creating an environment of transparency and accountability that better serves the interests of all stakeholders and creates long-term value. Board members and executive leaders set the tone for the entire organization by creating standards for business conduct and then living by them.

Board of Directors

Newmont’s Board of Directors (the “Board”) has the fundamental responsibility to provide oversight and accountability for the Company. The Board oversees the Company’s business strategy and maintains a sense of responsibility to Newmont’s stockholders, customers, employees, suppliers and host communities.

The Board’s **Corporate Governance Guidelines**, which were updated at the end of 2020, 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 assessing major risks, ensuring high standards of ethical business conduct, succession planning and talent management, and evaluating the Company’s safety and sustainability performance.

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

Details on our Board’s bylaws, committee charters, guidelines and other governance practices are available on our [website](#).



Photo: Cerro Negro, Argentina



BOARD COMPOSITION AND DIVERSITY

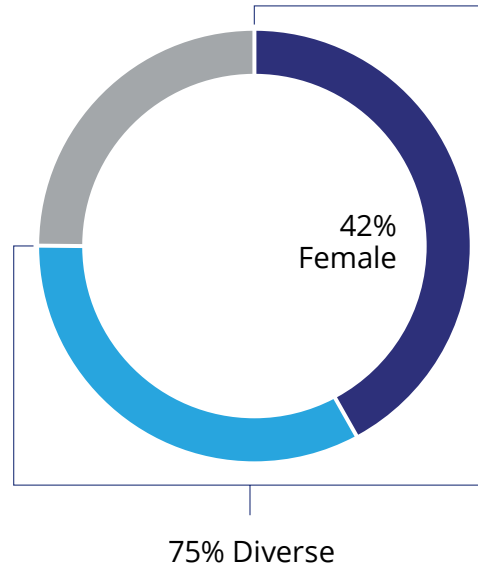
Our Board’s composition demonstrates our commitment to having members with diverse backgrounds and a broad range of experience and perspectives, which enhances oversight of our global organization and strategy.

With the additions of two highly accomplished directors, Maura Clark and Susan Story, to our Board in 2020, Newmont reached gender parity among its independent directors. Subsequently, with the retirements of our former Chair Noreen Doyle and Senior Independent Director Veronica Hagen in April 2021, the Corporate Governance and Nominating Committee was intentional about considering Board diversity in director searches. Those searches resulted in the appointments of Patrick Awuah, José Manuel Madero, Emma FitzGerald and Mary Laschinger in 2021.

As a global organization, Newmont benefits from having a diverse Board with deep senior management experience, in industry as well as specialized fields, and across operating regions. Patrick Awuah’s background includes technology, innovation, program management and education, as well as an exceptional understanding of Ghana and its workforce. José Manuel Madero has significant senior management experience, mining expertise and comprehensive knowledge of complex global operations and business development, including in Mexico and Latin America. As former CEOs, Emma FitzGerald and Mary Laschinger both have extensive executive management experience and comprehensive knowledge of complex global operations. Dr. FitzGerald also brings a thorough understanding of the energy and water industries, including in connection with innovation and transition projects in developing regions. Ms. Laschinger has valuable global business experience, including supply chain, manufacturing, sales and marketing. We believe this broad range of skills and

experience is an asset and enhances the Board’s ability to provide meaningful strategic oversight. As such, the Board remains committed to the values of inclusion and diversity.

NEWMONT BOARD OF DIRECTORS’ DIVERSITY (AS OF DECEMBER 31, 2021)¹



Gender and ethnic diversity among independent directors includes:

- 5 women
- 1 Ghanaian
- 1 Hispanic/Cuban
- 1 Mexican
- 1 Indigenous Cree

¹ Includes the 12 independent, non-executive directors as of December 31, 2021.

At the end of the year, female representation among independent directors was 42 percent, and 75 percent were either gender or ethnically diverse. With the upcoming retirement of Matthew Coon Come in April 2022, the proposed slate of directors for election at the 2022 Annual Meeting of Stockholders maintains over 70 percent diversity, with 45 percent female representation among independent directors.

As part of its charter, the Corporate Governance and Nominating Committee of the Board 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 for any director if the Board determines it is in the best interest of the Company and its stockholders to do so.

More information about Newmont’s Board members and committees is available in our [2022 Proxy Statement](#).

Sustainability Governance

Our Board holds management accountable for ensuring safety and sustainability 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

As stated in its [charter](#), the Board’s Safety and Sustainability Committee actively engages with management and 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 reviews 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 2021, the Safety and Sustainability Committee included five members — Jane Nelson (Chair), Patrick Awuah, Matthew Coon Come, Emma FitzGerald and José Manuel Madero.

SAFETY AND SUSTAINABILITY COMMITTEE



Jane Nelson (director since 2011 and Chair of 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.



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



Dr. Emma FitzGerald (director since 2021) is a thought leader in the energy and water industry, bringing a deep understanding of these industries and operating successfully in developing markets.



Matthew Coon Come (director since 2019 and retiring in April 2022) served as a past Grand Chief of the Grand Council of the Crees (Eeyou Istchee) and Chairperson of the Cree Regional Authority. He will chair Newmont's Advisory Council on Indigenous Community Relations, which provides support and oversight to the company-led Global Center for Indigenous Community Relations, until his retirement from Newmont's Board in April 2022.



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.

The Safety and Sustainability Committee's quarterly meetings include in-depth discussions on policies, standards and strategies designed to mitigate Newmont's top 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](#).

Other Board committees support other relevant sustainability matters 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, climate strategy and talent management.

MANAGEMENT RESPONSIBILITIES

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

All Newmont executives are actively engaged on sustainability matters; however, to ensure business decisions align with our sustainability strategy, we have sustainability-focused leaders on our executive leadership and senior leadership teams. The 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 Executive Vice President and Chief Sustainability and External Affairs Officer (who reports to Newmont’s President and CEO) has overall responsibility for the Company’s sustainability strategy and oversees the Sustainability and External Relations (S&ER) function. The S&ER 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. Our Senior Vice President of Health, Safety and Security, who reports to the Executive Vice President and Chief Operating Officer, is responsible for the Company’s safety, health and security strategies and performance.

Executives and functions across the business also have responsibility for sustainability-related programs and efforts. For example, Newmont’s Executive Vice President and Chief Technology Officer serves as the Accountable Executive for the safety of Newmont’s tailings storage facilities in accordance with the requirements of the Global Industry Standard on Tailings Management. We also have several executive steering committees that

provide guidance on key global strategies and programs (e.g., business integrity and compliance, water, climate and closure) as well as cross-functional working groups that develop and lead our global strategies and programs around geopolitical risk, human rights, supplier risk management, responsible sourcing, water stewardship, tailings management, climate change and mine closure.

To further improve how we integrate and manage sustainability across Newmont, we plan to implement a formal ESG governance structure in 2022 that includes the following:

- Board and Committee oversight of ESG, including management updates on ESG performance, reporting and trends;
- Executive sponsors who will report to the Executive Leadership Team, including the President and CEO;
- A cross-functional ESG working group that meets monthly to review ongoing ESG-related disclosure work, planning, etc.; and
- An ESG disclosure subcommittee that will evaluate U.S. Securities and Exchange and other rule making in connection with ESG reporting:
 - Evaluate the disclosure controls relating to ESG reporting, including Form 10-K and Annual Sustainability Report;
 - Review the disclosure process for performance against key public targets and reporting of greenhouse gas and related emissions data including Climate Report; and

- Report out to the full disclosure committee in connection with determination of 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.

PERFORMANCE-BASED COMPENSATION

Executives and employees eligible for our short-term incentive plan are held accountable for the Company’s health, safety and sustainability performance through Newmont’s performance-based compensation structure. The Executive Leadership Team has business — as well as personal — objectives aligned with each pillar of the business strategy including health, safety and sustainability. Stock-based long-term performance incentives represent the largest component of executive pay to encourage sustained performance aligned with shareholder interests. In 2022, we will evaluate potential changes to both short- and long-term incentive plans that clearly connect operational ESG-based performance to payouts.

Health, safety and sustainability metrics represented around 55 percent of the actual 2022 STIP performance bonus payout (based on 2021 performance) and between 44 percent and 75 percent of the regional and site performance bonus payouts, with the remaining percentage covering operating measures such as efficiencies/cost controls, free cash flow generation 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, completing quality assessments and adjusting baseline fatigue risks. 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).

NEWMONT’S SHORT-TERM INCENTIVE PLAN



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 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 [2022 Proxy Statement](#).

SUSTAINABILITY GOVERNANCE AT NEWMONT

BOARD OF DIRECTORS

Audit Committee	Corporate Governance and Nominating Committee	Leadership Development and Compensation Committee	Safety and Sustainability Committee
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The Board and its committees oversee the sustainability strategy. The Safety and Sustainability Committee provides advice, counsel and recommendations on key sustainability matters while other Board committees have oversight over other sustainability matters such as anti-corruption (Audit Committee) and inclusion and diversity (Leadership Development and Compensation Committee).



EXECUTIVE LEADERSHIP TEAM

President and Chief Executive Officer						
Chief Financial Officer	Chief Operating Officer	Chief Sustainability and External Affairs Officer	Chief Technology Officer	EVP, Human Resources	EVP, Strategic Development	General Counsel

Primary responsibility for managing sustainability matters rests with Newmont leadership, with the Executive Vice President and Chief Sustainability and External Affairs Officer responsible for executing the sustainability strategy.



SENIOR LEADERSHIP TEAM

RSVP, Africa	RSVP, Australia	RSVP, North America	RSVP, South America	SVP, Chief Information Officer	SVP, Exploration	SVP, External Relations	SVP, Health, Safety and Security (HSS)	SVP, Projects	SVP, Resource Evaluation and Mine Planning	SVP, Strategic Development	SVP, Supply Chain
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Senior leaders are responsible for delivering on the sustainability strategy by prioritizing initiatives and functional approaches and establishing objectives.



REGIONAL/SITE TEAMS

Exploration	Finance	Health, Safety and Security	Human Resources
Legal	Projects	Sustainability and External Relations	Technical Services

Regional/site teams are focused on safe production and the integration of and compliance with Newmont's sustainability standards.



CORPORATE TEAMS

Exploration	Finance	Health, Safety and Security	Human Resources
Legal	Projects	Sustainability and External Relations	Technical Services

Corporate teams are responsible for establishing sustainability standards and guidelines, providing shared services to all regions and monitoring regional and site performance.

Legend: Represents sustainability throughout the organization

Business Integrity and Compliance

As a core value, integrity guides the way in which we conduct ourselves. Operating all facets of our business honestly and ethically while avoiding corruption and conflicts of interest is inherent in Newmont’s culture. Action and operating with integrity are essential in earning the trust of all stakeholders, protecting our reputation, achieving our short- and long-term goals, and avoiding financial harm.

Governance

Our global **Code of Conduct** (the “Code”) forms the foundation for our integrity expectations, and **six overarching policies**, 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 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 are supported by the BI&C team as well as our integrity advocates and functional compliance coordinators who augment Newmont’s global compliance program.

Newmont’s BI&C program is overseen by our Executive Vice President and General Counsel and by the Executive Leadership Team that serves as the BI&C Steering Committee, which provides guidance to the program.

The Board of Directors’ Audit Committee provides governance and oversight through ongoing communications with the 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 was approved by the Audit Committee, that formally documents the program mandate, purpose and scope, roles and responsibilities, and program authority. Our Board of Directors approves any material changes to the Code and re-evaluates it in conjunction with management as needed.



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 guides our efforts. This process has two foundational components — our compliance risk assessment and the annual company-wide fraud risk assessment that is led by our internal audit group.

Our compliance risk assessment process was further formalized in 2021 and covers three risk categories:

- Anti-Corruption
- Third-Party Risk
- Corporate Compliance and Culture

The global fraud risk assessment is geared toward identifying potential fraud risk scenarios and ensuring controls are in place to address each identified scenario.

The combined results of the compliance risk assessment and fraud risk assessment for 2021 confirmed that the direction of Newmont's BI&C program was closely aligned with the areas posing the highest risk to the organization from a business integrity and compliance perspective.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

The primary goal of Newmont's BI&C program is to prevent misconduct. The program 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. It achieves this through a focus on two interdependent areas — building a culture of integrity and employing effective compliance controls.

INTEGRITY CULTURE

Sustaining and enhancing Newmont's culture of integrity by merging organizational values with the personal behaviors of our employees is a fundamental priority of our BI&C program. The actions, campaigns, tools and processes the BI&C team uses to achieve this goal include:

- **Integrity Baseline Survey** — In 2021, we conducted a global survey on employee perceptions of Newmont's culture of integrity. More than 5,000 employees completed the survey, which measured factors such as openness to speak up and listen up, and the level of support employees felt they have from the Company to do the right thing. The survey provided insights on what we do well — such as a high perception of organizational justice and tone from the top — as well as where we have opportunities for improving the BI&C program — such as better employee awareness on reporting channels and greater clarity and accessibility of policies, standards and compliance tools.
- **Setting the tone and leadership messages** — In 2021, BI&C partnered with Newmont's leadership team on company-wide communications discussing real-life instances of misconduct and examples of what integrity means

in practice. Messages from site General Managers up to the President and CEO highlighted the Company's actions on instances of substantiated misconduct and served as clear statements that Newmont will hold people accountable.

- **Direct communications** — Regular emails and other electronic communications to employees highlight key cases, lessons learned, trends and timely items of importance. 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.
- **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.
- **Outreach** — BI&C team members conduct ongoing sessions with various groups on relevant topics to encourage ethical behavior, help navigate compliance issues and prevent potential misconduct before it occurs.
- **Personnel management practices** — To set employees 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, we recognize those employees who demonstrate they live our value of integrity.

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 system of controls, which complement our efforts to strengthen our integrity culture, includes the following:

- **Quarterly anti-corruption certification** — As part of our commitment against corruption, leaders across the business must certify each quarter that their respective region maintained effective controls for all aspects of their operations, including exploration activities, 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.
- **Third-party screening** — We evaluate and manage our third-party relationships via the [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 that classifies third parties by the level of risk. The platform is used to conduct screening and ongoing monitoring of any third party being considered to do business with Newmont (including prospective employment candidates).

- **Supplier risk** — To ensure we identify, assess and manage corruption risks in our global network of suppliers, the BI&C and Supply Chain teams work together to conduct targeted anti-corruption audits of selected 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. In 2021, we implemented the Risk Rate platform, which screens all third parties (vendors, contractors, employees, beneficiaries, etc.) against an intelligence database. BI&C follows up on all findings of relevance prior to allowing the third party to advance through the onboarding process.
- **Integrity Helpline** — People managers are expected to ask, listen and act, and all employees are encouraged to speak up and report any incidents when a possible violation has occurred. Employees and non-employees — including 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 or legal action.
- **Performance evaluations** — During 2021, the Human Resources team led an effort to formalize the 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. The new process is expected to be rolled out in 2022.
- **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.
- **Conflicts of interest disclosures** — Conflicts of interest, which may arise in the normal course of business, require prompt disclosure by employees. 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 enables it to be managed in a direct, centralized and traceable manner.
- **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 began refreshing the portal to make it more interactive and user-friendly and better integrate our BI&C information.
- **Transparency and ongoing evaluation** — Every quarter, BI&C reports on the cases to the Integrity Helpline to our Executive Leadership Team and the Board of Directors’ Audit Committee.

PUBLIC POLICY ADVOCACY

Our participation in the public policy process ensures sound policy on responsible mineral development. We advocate for sustainable 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 also engage in public policy through our membership in trade associations and coalitions that represent the interests of the mining industry and help shape future regulations and policies.

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](#).



Photo: Ahafo, Ghana

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.

ETHICS INVESTIGATIONS

Ethics matters opened, addressed and substantiated in 2021¹

New matters captured	466
Total matters addressed (substantiated and unsubstantiated) ²	221
Total substantiated cases	102

¹ All matters, including allegations, inquiries, nominations and other matters, received through the Integrity Helpline reporting process and/or through alternative reporting channels (e.g., direct escalation to management or to BI&C).

² This only includes “Escalated” matters, which are those that are ethics related.

Nature of ethics matters opened in 2021

Nature of cases	Number	Percentage
Allegations of misconduct or inappropriate behavior	258	55%
Concerns about conflicts of interest or corruption ¹	83	18%
Inquiries	71	15%
Environmental health and safety regulations	18	4%
Nominations	4	1%
Other	32	7%
Total	466	100%

¹ “Concerns about corruption” are defined to include the following types of matters: conflicts of interest (38 cases), improper supplier or contractor activities (41 cases), and corruption (4 cases). 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.

Approximately 46 percent (102) of the escalated matters investigated in 2021 resulted in a substantiation of the allegations received (with escalated matters relating to cases involving Newmont personnel). The substantiated cases resulted in either recommended changes of business process or human resources-related

actions. These actions involved employees across all levels of the organization who were counseled, disciplined or terminated.

More information about the nature of the cases and outcomes is included in the [Performance Data](#) section.

TRAINING

In 2021, in-person training gradually resumed (after being impacted by the pandemic) along with virtual training on key integrity and compliance topics. The training sessions covered a variety of our BI&C program’s core elements (such as anti-corruption, conflicts of interest, and gifts and entertainment) to more specific topics such as fraud detection and respect in the workplace.

The Chief Integrity and Compliance Officer held more than 25 training sessions throughout 2021 on lessons learned from two high-profile cases that resulted in the termination of senior employees for matters related to conflicts of interest. The sessions were aimed at driving greater organizational justice transparency and preventing a repeat of similar situations.

Our BI&C training efforts reached more than 9,500 employee interactions between in person and online training throughout the year. This included a global online training module called, “Journey from Corruption to Compliance: Real-World Risks and Lessons.” The module includes an interview with Richard Bistrong, a former leader at a large multinational company, who went to prison in 2010 after pleading guilty to bribery charges. The module helps employees learn from Mr. Bistrong’s missteps to avoid making the same mistakes and prompts a larger conversation within the workplace to think about risks and how best to navigate challenges.

At the time of publication, 89 percent of the employees required to take the online training module had completed it.



Recognizing Exemplary Integrity Behaviors

Each year, this award recognizes employees who demonstrate visible, felt leadership to promote our value of integrity. Employee-nominated recipients are selected for displaying outstanding integrity-based behaviors and serving as role models for ethical decision making. In 2021, the following were selected as the recipients of the award:

John Ring (Corporate) — recognized for his contribution in successfully building the Functional Compliance Coordinator Program. John developed a risk registry specific to the Exploration function, coordinated meetings and BI&C training events throughout the Exploration function and coordinated activities with Integrity Advocates.

Simone Verwey (Suriname) — recognized for her dedicated and committed support to site compliance activities and making sure that the operations consistently comply with requirements when engaging with government institutes and government officials.

Acknowledging and celebrating integrity moments, role modeling and exemplary behaviors are important parts of the BI&C program.

Photos: John Ring (left) and Simone Verwey (right)

PUBLIC POLICY ACTIVITIES

In 2021, we conducted extensive engagement with government and regulatory officials in all our operating regions. In addition to addressing the COVID-19 pandemic, our public policy advocacy efforts in our operating jurisdictions included the following:

- **Argentina** — Newmont engaged with government stakeholders at the provincial and national levels and worked with the industry to address several issues, including export fees, local content and employment expectations in Santa Cruz, and capital and currency restrictions on new mining investments.
- **Australia** — Engagement with government stakeholders focused on interstate movement of workers due to COVID-19 restrictions. Other topics of discussion included legislative initiatives to advance Aboriginal rights and policies to decarbonize the national economy. Our Boddington operation provided mine tours for two key members of Australia’s Parliament, and the Tanami mine hosted Northern Territory Government Ministers, giving a tour of the mine and the Oberon prospect and providing an update on the Tanami Expansion 2 project.
- **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 Canada’s legislation to implement the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).
- **Ghana** — Along with other mining companies, Newmont engaged the Bank of Ghana on their new Domestic Gold Acquisition Program in which Ghana’s Central Bank aims to build up gold in its national reserves. Other key areas of engagement included addressing security concerns related to illegal mining activities; ensuring compliance with the provisions in our Revised Investment Agreement (RIA); and ongoing Company efforts to advance the development of the Ahafo North operation.
- **Mexico** — Newmont leaders met with the U.S. ambassador to Mexico and the Mexican ambassador to the U.S., providing an overview of the Peñasquito operation and discussing a variety of topics, including increased security risks, delays in permitting and regulatory changes to the energy sector. Key matters discussed with state officials included local employment and procurement commitments and proposed changes to taxes and environmental regulations both at the state and federal levels.
- **Peru** — Newmont executives met with President Pedro Castillo and key members of his cabinet to discuss the Yanacocha Sulfides project, security concerns, permitting and potential regulatory and tax changes.
- **Suriname** — The Merian operation engaged with multiple government ministries on several issues including a two-day strike at the operation, collaboration on vaccination campaigns, and review and approval of an exploration permit for a Pamaka mining reserve to support artisanal and small-scale mining livelihoods.
- **U.S.** — In coordination with our Nevada Gold Mines joint venture partner, Barrick, Newmont advocated for reasonable federal royalties and taxes at the federal level. Senior leaders also met with Colorado’s U.S. Senator, John Hickenlooper, to discuss mining law reform, royalty proposals and the budget reconciliation process.

Newmont’s U.S. political contributions totaled \$35,000 in 2021 and did not include any contributions to individual candidates for office. In the aftermath of the riots at the U.S. Capitol in Washington, D.C. on January 6, 2021, the NEWPAC Advisory Board voted to suspend all contributions and undertook an evaluation of NEWPAC contribution criteria to ensure all future contribution strategies fully align with Newmont’s values and goals including respect for the rule of law and legally certified elections.

Newmont continued to pursue alignment with its associations and organizations, particularly in the area of climate change. In 2021, Newmont joined the National Mining Association’s (NMA) ESG Task Force and worked to shape the NMA’s first position statement on climate, which is an important first step in recognizing the industry’s role in addressing climate change. In 2022, where misalignment exists with its associations, Newmont will continue to work toward evolving a position that is more fully aligned with our policies and values. Where we are unsuccessful in achieving sufficient alignment with the organizations in which we are members, Newmont will evaluate our continued membership.

CONTINUOUS IMPROVEMENT

An essential part of Newmont’s BI&C program is learning and identifying opportunities for improvement.

The successful completion of our compliance risk assessment and Integrity Baseline Survey in 2021 helped target areas that present the greatest potential to sustain and advance our culture of integrity. These areas include continuing to promote and showcase organizational justice, and increasing our focus on the concept of asking, listening and acting as a must-have factor to enable speaking up through targeted efforts in developing our message from the middle that echoes the tone from the top.

Other areas of focus include revamping our internal investigations framework and continuing to enhance the tools and information we provide to employees and stakeholders.

SUPPLIER RISK

As part of our Supplier Risk Management program, the BI&C team conducted targeted audits of certain high-risk suppliers to evaluate their ethics and compliance practices and ensure contracting requirements for bidding, contracting and vendor lifecycle management were met. No significant supplier corruption risks were found; however, the audits identified opportunities to improve internal processes and served as an effective, positive engagement tool with suppliers.

Additional details about our Supplier Risk Management program are in the [Supply Chain](#) section.

Risk Management

As a global mining company, we explore and operate in diverse geopolitical regions, pursue innovative methods of production and adopt new technologies. This creates an inherently broad risk profile, which requires careful analysis and management to deliver on our strategy and achieve our purpose in a complex and dynamic environment. Our global Risk Management System (RMS) is designed to guide business leaders so that we successfully manage risk and achieve our strategic objectives.

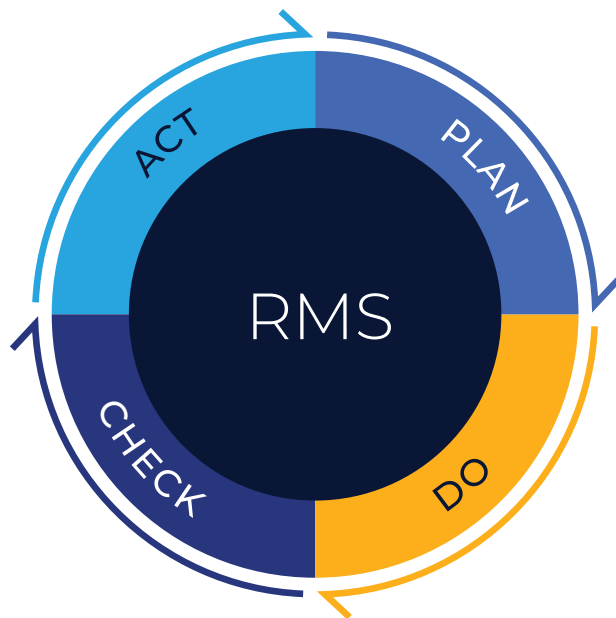
PLAN-DO-CHECK-ACT MODEL

RMS PLATFORM

Assess gaps,
incidents and change

Corrective and
preventative action

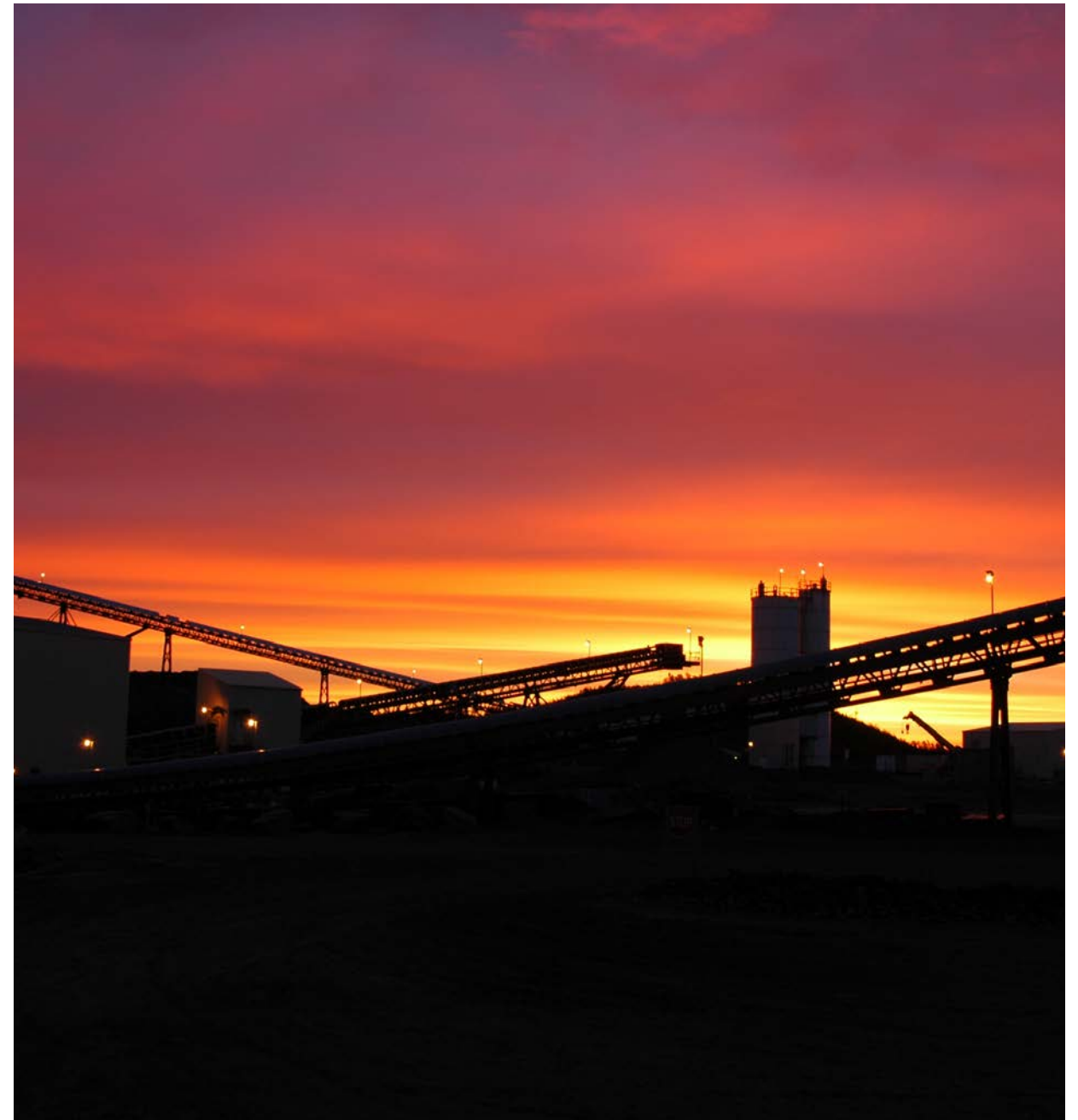
Crisis control
verifications
Verify global standard
Identify gaps



Risk assessment
Critical controls
Global standards
Legal requirements

Implement controls
Report and assess
incidents
Assess change

Photo: Musselwhite, Canada



Newmont Risk Management System

Following an extensive review, in 2020 we redesigned our risk management approach to streamline and standardize our systems and processes across all functions and locations. In 2021, we began implementing our redesigned Risk Management System (RMS), which replaces all other management system programs used throughout the business so that we have a more consistent, comprehensive approach to managing risk.

RMS IMPROVEMENTS

The RMS leverages our prior Enterprise Risk Management process by providing Newmont’s leaders with detailed risk information on which to base decisions, support compliance to obligations and achieve Newmont’s objectives. The “Plan, Do, Check, Act” model embedded in the RMS drives routines and data, helping us continuously improve how we manage our risks.

A new Risk Management System Standard, finalized in 2021, defines the following RMS requirements for all functions, regions and sites:

- **Risk and control:** RMS is a structured approach, organized by functional categories, to standardize and rationalize risk and control information. A global risk library captures the universe of risks that could impact Newmont’s goals and objectives. Each risk is assigned a global Risk Owner, who is responsible for assessing the risk and designing and implementing risk mitigation strategies. Global controls are also assigned for every risk with a focus on critical controls. The global risk library replaces our previous tier-ranking system within the Enterprise Risk Management process and allows us to group similar risks and ensure a consistent approach to prioritizing and managing the risk across the business.

- **Standards and governance:** The RMS streamlines the governance hierarchy and clearly connects Newmont’s governance documents with the functional risks managed across the business. These documents define controls, verifications and requirements for managing our risks.
- **Verification:** The cross-functional and integrated RMS-Verify program assures the effective management of significant risks and control performance across the business. Controls assigned to each risk are, at a minimum, subject to frequent verification of presence and effectiveness by the team that directly manages the risk and in detail by an internal, independent team.
- **Reporting:** The RMS Platform houses all risk information including rankings, corresponding controls, RMS-Verify outcomes, incident reporting and action plans. The RMS Platform replaces all other platforms, including our previous Integrated Management System, which incorporated our health, safety and environmental standards, procedures and management systems into a single platform. Full implementation of the RMS Platform is expected in 2022.

Our RMS Standard details the framework our teams follow to manage risk and other key management system aspects. Risk management roles and responsibilities, as defined in the standard, are as follows:

Roles and Responsibilities

Board of Directors	Review and approve the overall risk management strategy.
Executive Leadership Team	Establish risk appetite and tolerance for the organization and approve global standards for their area of responsibility.
Functional Risk Category Leads	Facilitate and coordinate RMS activities for functional teams within the Newmont Risk Category Framework (which groups risk types into functional risk areas).
Functional Risk Owners	Apply the RMS framework to identify and assess risks and establish controls to be applied globally. Establish and maintain global standards and ensure implementation guides are available where necessary.
Region and Site Risk Owners	Ensure risks defined by Functional Risk Owners are ranked and managed at their locations by ensuring adoption of and compliance with controls identified by the Functional Risk Owners. Ensure that incremental/emerging risks are identified and proposed to Functional Risk Owners for review and approval.
Control Owners	Responsible for the implementation and management of controls.
RMS Team	Maintain the RMS including engagement with Functional Risk Owners for issuance and communication of global standards, RMS Platform (system) administration, coordination of the RMS-Verify program, and reporting on RMS activity to the Executive Leadership Team and the Board of Directors.
Third-Party Auditor	Assess the effectiveness of Newmont’s RMS program design on an annual basis and provide recommendations for improvement, as necessary.
RMS Advisory Group	Cross-functional leaders that may be accessed by the RMS Team individually or collectively to provide specific subject matter expertise and guidance.

Geopolitical Risk

We believe where we operate matters. In 2021, we undertook a review of our Country Risk Program, which analyzes the socio-political risks across the countries of interest to Newmont and reports on key developments. The review resulted in a comprehensive overhaul and the creation of a Geopolitical Risk Program that better aligns with our evolving risk management approach with the intention of meeting the following business objectives:

- Provide regular updates, with key risk indicators, in strategic jurisdictions to reflect the dynamic nature of risk and enable effective risk management;
- Inform the setting of discount rates for key countries to support the business plan; and
- Deliver in-depth risk reviews with key indicators to inform significant investment decisions and risk management strategies.

Work will continue throughout 2022 to incorporate feedback from across the organization and finalize the Geopolitical Risk Program. Upon completion, the program will include the following components alongside greater standardization with robust governance:

- Geopolitical risk model with qualitative and quantitative ratings, updated throughout the year;
- Near real-time global risk intelligence;
- Country priority tool, which ensures cross-functional alignment on the Company's growth priorities and emerging risk trends in strategic jurisdictions;
- Quarterly geopolitical risk briefs;
- Standard geopolitical risk investment reports; and
- Integration with the RMS, ensuring political risks are recorded in the risk and event reporting platform and critical controls are developed and monitored.

Photo: Porcupine, Canada



Sustainability Compliance

Our activities are subject to numerous laws and regulations, agreements with host communities and other commitments including those driven by our industry memberships. Our audit and compliance programs ensure we comply with our obligations and continuously identify opportunities for improvement.

Newmont's RMS supports our commitment to effectively manage our most critical risks, including those related to sustainability matters.

RMS and the RMS Platform provide the means to systematically:

- Identify, evaluate and manage our sustainability risks;
- Comply with applicable laws and regulations and voluntary commitments;
- Conform to international health, safety and environmental standards;
- Comply with Newmont's internal global standards; and
- Track our performance against internal metrics and public targets.

Newmont's global [Sustainability and External Relations standards](#), which reside within the RMS framework, detail the minimum requirements for managing our environmental, social and political risks. Under the RMS-Verify program, each operation's conformance to these standards will be independently audited on a regular basis.

An expansion of the Critical Control Verification program for the risks and controls in the S&ER standards is also planned for 2022.

COMPLIANCE AUDIT PROGRAM

Audits that verify our compliance to sustainability-related laws, regulations and other legally binding commitments are critical for maintaining operations and managing any current and emerging compliance-related trends.

A key pillar of our Sustainability and External Relations compliance approach is our Compliance Audit (CA) program. The Sustainability and External Relations team manages the program and an external, independent audit team conducts the audits. Coupled with other programs, CAs verify that we have a good understanding of, and management controls around, legally binding environmental and social obligations. The program uses a standardized methodology, reporting format and process for following up on, and sharing, actions associated with the findings. Audits are conducted by a third-party audit team for all operating sites on a three-year cycle, according to a risk-based schedule.



CAs, which are targeted at the system or program level, evaluate the critical management systems and programs that sites rely on to manage their legally-binding obligations such as those in applicable regulations, operational permits and formal agreements (such as those we hold with Indigenous communities). When there are environmental or social aspects that the S&ER, Legal or independent audit team/s deem to be of particular interest, the auditors conduct a more detailed review into compliance with the relevant obligations.

In 2021, we completed CAs at five sites — Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine. Each site subsequently developed an action plan to address any identified gaps. Audit findings and associated site action plans are communicated to all sites, and Sustainability and External Relations teams at the site lead a review to determine if any similar risks and opportunities exist at their respective operations.

The audits conducted to date identified opportunities for improvement including strengthening our management of:

- Hazardous materials, including material storage and tracking;
- Water discharges, managing to quality and volume thresholds;
- Reclamation success and consideration of socio-economic aspects of mine closure planning;
- Long-term management of important biodiversity areas, including agreed offset areas;
- Monitoring of vibration, noise and odor; and
- Formal, active tracking system solutions for managing legally binding obligations.

We conduct formal effectiveness review workshops 12 months following a site's CA to verify that adequate actions have been taken (or are in progress) to address the identified gaps. In 2021, we conducted an effectiveness review for the Merian CA that was completed in late 2020. This review highlighted several tangible improvements the site put in place to address gaps identified by the 2020 audit including increased consultation with communities on mine closure planning, improved site-level tracking of greenhouse gas emissions, and working with regulators to strengthen legal obligation management systems.

In 2021, we incurred \$561,880 in monetary fines/sanctions due to non-compliance with environmental and/or social laws and regulations. We discuss the details of these matters in our [Performance Data](#) section.

ISO Certification Transition

Before the implementation of the RMS, many of Newmont's sites certified their environmental management systems to the International Standards Organization (ISO) 14001:2015 Standard (ISO 14001). In 2021, we mapped the major components of the RMS to ISO 14001 and confirmed that the RMS aligns with many of the good practice concepts of ISO 14001 including:

- Identification and regular assessment of the Company's key risks and their controls
- Processes for managing:
 - Incidents
 - Corrective and preventative actions
 - Monitoring and inspections
 - Change management
 - Legal and other requirements
 - Management of change
 - Training and competence
 - Target setting
 - Leadership review

- Governance documentation hierarchy, including requirements, roles and responsibilities
- Verification activities at three Lines of Defense, including self-assessment and audit
- An embedded electronic data and record management system

In 2021, Newmont remained certified to ISO 14001 for environmental management systems. With the implementation of the RMS in 2022, we will transition away from global ISO 14001 certification.

Independent Assurance

We ensure [independent third-party assurance](#) of our material data and processes disclosed in public materials is conducted on an annual basis. Beginning in 2022, our RMS will be included in this assurance program to verify that implementation of the RMS framework is on track, and that expected design and outcomes are being met.

Membership-Based Sustainability Commitments

Through our various industry organization memberships, Newmont commits to [several global initiatives and voluntary frameworks](#) that establish standards and expectations for strong environmental, social and governance performance across the mining industry. We collaborate with industry peers — including as a founding member of the International Council on Mining and Metals (ICMM) — to identify environmental, social and other core risks arising from mining and mineral processing activities and agree upon good management practices.

Three key frameworks that Newmont adheres to are the ICMM Performance Expectations, the World Gold Council Responsible Gold Mining Principles and the Mining Association of Canada's Towards Sustainability Mining (TSM) standard — all of which include requirements for site-level disclosures and independent validation. The TSM standard is applied to our sites in Argentina and Canada with sites in Australia preparing to adopt the standard by 2024.

The technical and methodological requirements of sustainability-related global initiatives and voluntary frameworks, including those related to site-level verification of performance, continue to evolve. To effectively manage these commitments, we developed the Combined Voluntary Commitments Assessment (CVCA) program. The program aims to optimize data and reporting management by providing sites with a single self-assessment tool that covers multiple membership-based obligations. The tool is designed to adjust over time as framework requirements are updated and/or cross-framework equivalencies are clarified. Per the requirements of each of the previously identified key frameworks, CVCAs completed for each site are [subject to independent validation](#) on a pre-determined basis.

In 2020, we successfully implemented the CVCA program at four sites, and in 2021 four additional sites — Boddington and Tanami in Australia, Akyem in Ghana and CC&V in the U.S. — completed CVCA self-assessments using the tool. All 12 of Newmont's operating sites are on track to complete implementation for the PEs and RGMPs by September 2022, as required by these frameworks.

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.

Industry Frameworks Included in Newmont’s CVCA Program

Organization	Voluntary framework	Activities in 2021
International Council on Mining and Metals (ICMM)	ICMM’s Performance Expectations (PEs) define good practice in the areas of environmental, social and governance.	<p>Newmont aligns closely with ICMM’s Mining Principles, Performance Expectations and Position Statements, as reflected in our key systems documentation that guides our operations. Newmont works closely with ICMM on developments to these frameworks and, where a change occurs, makes revisions to internal documentation and processes. 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.</p> <p>As disclosed in the ICMM and WGC Standards Index, eight sites (along with Corporate) completed self-assessments against the PEs using the CVCA tool in 2020 and 2021. Exceptions, which are reported as “Partially Meets,” to five PEs have been identified through this process, and actions are in progress to address gaps. Self-assessments for the four remaining sites are underway in 2022. Assessment data from 2020 at four sites were validated by an independent assurance provider, Apex Companies, LLC, and data from 2021 at four sites were validated by our independent assurance provider, PwC, in conjunction with their review of Newmont’s Annual Sustainability Report.</p> <p>Self-assessments for all sites, and their subsequent validation schedules, are on track to occur within the three-year period. No prioritization of site self-assessments or validation activities falling outside of this period is therefore required.</p>
Mining Association of Canada (MAC)	The MAC’s 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.	<p>All three of Newmont’s Canadian operating sites (Éléonore, Musselwhite and Porcupine) and Cerro Negro in Argentina completed their TSM self-assessments in 2021 and conducted the required reporting activities for 2020 data. In 2021, Éléonore and Cerro Negro also undertook third-party validation of their self-assessments, which is required every three years under TSM.</p> <p>Results from our self-assessments are published on the TSM website. Site protocol results ranged from C to AAA across the four sites; however, overall results improved compared to previous years.</p> <p>With the adoption of the TSM framework by the Mineral 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.</p>
Responsible Minerals Institute (RMI)/The Copper Mark	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. The Copper Mark is consistent with, and based on, the RRA.	<p>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 to what is considered good sustainability management practices, including those that relate to our supply chain.</p> <p>As of the end of 2021, eight of our 12 operating sites have completed their CVCA self-assessments, which highlighted broad alignment with the RRA (and The Copper Mark) and identified improvement opportunities related to advancing supplier risk assessment and due diligence processes, tracking compliance obligations and strengthening community access to complaint systems at certain operations. The remaining four operating sites will complete their CVCA self-assessments in 2022.</p>

Industry Frameworks Included in Newmont's CVCA Program

Organization	Voluntary framework	Activities in 2021
World Gold Council (WGC)	<p>WGC's Responsible Gold Mining Principles (RGMPs) are a framework that recognizes and consolidates existing international standards for responsible mining under a single structure.</p>	<p>The RGMPs require member companies to meet a set of performance criteria at the Corporate and site level using a phased approach beginning in 2020. Independent assurance of these assessments is required.</p> <p>As disclosed in the ICMM and WGC Standards Index eight sites (along with Corporate) completed gap assessments against the RGMPs using the CVCA tool in 2020 and 2021. Exceptions to two of the RGMPs have been identified through this process, and actions are in progress to address gaps. Assessment data from 2020 at four sites and progress to RGMP year-one requirements were validated by an independent assurance provider, Apex Companies, LLC. Data from 2021 at four sites and progress to RGMP year-two requirements were validated by our independent assurance provider, PwC, in conjunction with their review of Newmont's Annual Sustainability Report.</p>
	<p>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.</p>	<p>Each year, we collect applicable data and complete an independent assurance process to verify our compliance with the World Gold Council's (WGC) Conflict-Free Gold (CFG) Standard. Per the CFG Standard, we completed conflict, company and commodity assessments for all Newmont sites, and our externally sourced gold was assessed as in line with the CFG Standard.</p> <p>Our Conflict-Free Gold Report will be published in mid-2022. In 2021, our Peñasquito operation in Mexico was the only jurisdiction classified as being "high-risk" or "conflict affected" by the Heidelberg Conflict Barometer.</p>

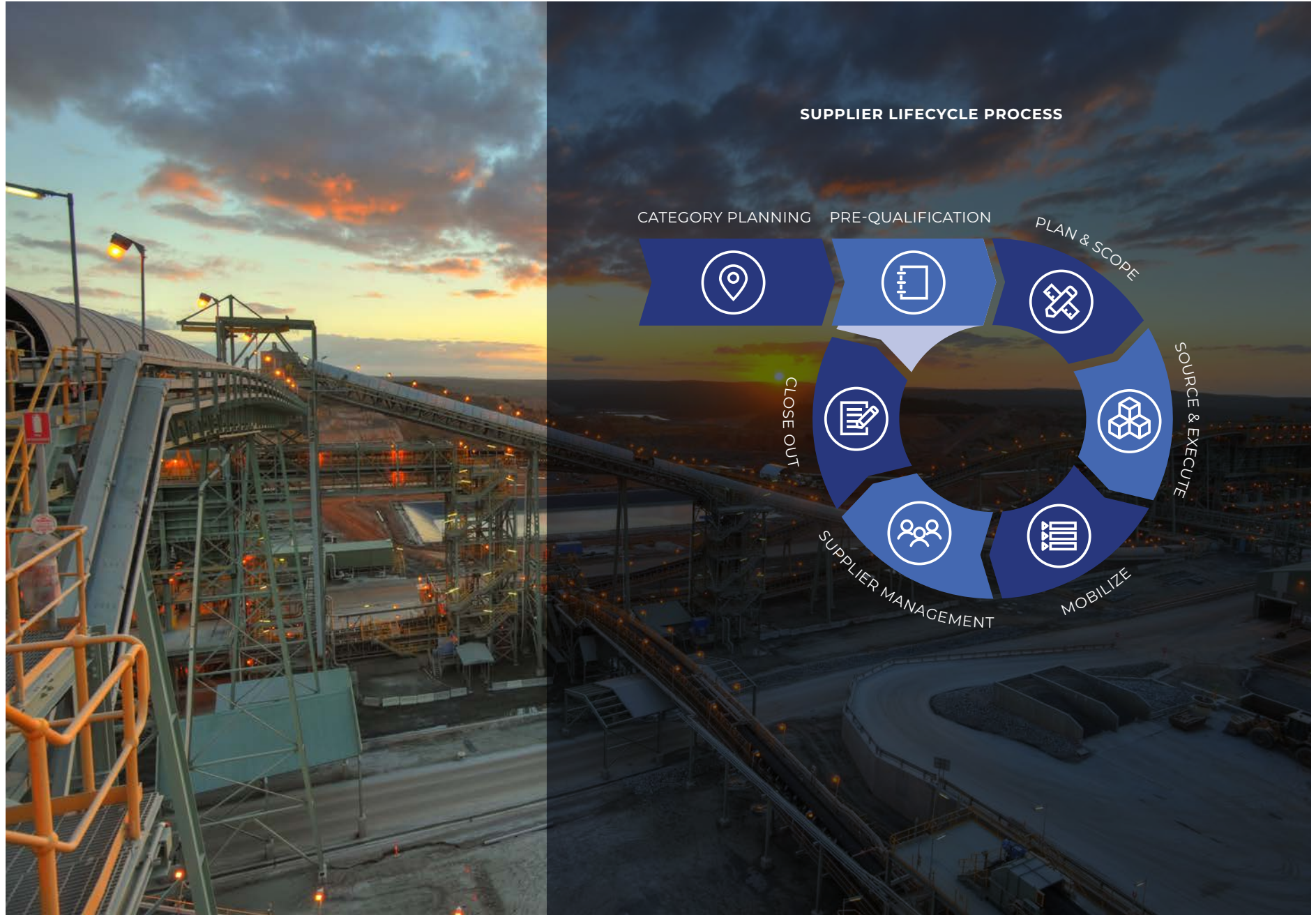


Photo: Tanami, Australia

Supply Chain

There is an increasing expectation that businesses actively combat some of society’s most pressing issues — such as corruption, human rights abuses, impacts to nature and climate change — not just within the business but also throughout their supply chain. Newmont’s supply chain includes more than 8,300 direct suppliers worldwide and thousands of additional subcontractors. Such a diverse and dynamic supply chain has inherent risks, and we recognize that our ability to meet these expectations requires a greater understanding of our suppliers and their activities.

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.



Supplier Risk

Detailed in our global Supplier Management Standard are 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.

A global, cross-functional governance steering committee monitors compliance and the program’s performance, and regional governance committees, which include members of the regional leadership team, review compliance and supplier performance. A governance support team within our Supply Chain organization provides updates to mine site General Managers and management directly overseeing contracted work.

The SRiM process applies to all phases of the lifecycle for suppliers that provide critical services or goods, with additional actions required for suppliers identified as extreme risk (Tier 1) or high risk (Tier 2) suppliers based on the nature of their work. As of the end of 2021, five sites have fully implemented SRiM (Ahafo, Akyem, Boddington, Tanami and Yanacocha), and two sites (Merian and Peñasquito) have a high-level version of SRiM in place. The rollout of SRiM to all remaining sites began in 2021 and will be fully implemented at all our operating sites by 2023 in coordination with our Request-to-Pay Optimization project. The Request-to-Pay Optimization project has been in development over the past three years, creating efficiencies and stronger governance by combining resources, including all the SRiM requirements, into one system.

Key activities in 2021 to address potential risks in Newmont’s supply chain included:

- All prospective suppliers were pre-screened for anti-corruption and other compliance and integrity concerns. During the year, six potential suppliers were flagged as having anti-corruption and/or anti-bribery risks that were reviewed and/or disqualified from conducting business with Newmont.
- We audited 11 suppliers that were identified as high risk from a corruption perspective and initiated or conducted human rights audits in Australia, Ghana and Peru (see the [Human Rights](#) section for more information).
- All Tier 1 and Tier 2 suppliers were 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 was analyzed against additional risk indicators, resulting in a Tier Risk Rating. Supplier responses determined whether a risk mitigation activity (e.g., a relevant risk management plan) was necessary and activated along with a scope of work.
- At the end of 2021, 100 percent of our Tier 1 and Tier 2 suppliers had approved mitigation plans (supplier management plans) in place.

- Reviewed our methodology for calculating Scope 3 (indirect supply and value chain related) greenhouse gas emissions. The updates to the methodology improve our understanding of our Scope 3 emissions and will enable us to engage with our suppliers and joint venture partners as they set metrics to reduce emissions.
- Our online supplier training program focuses on suppliers with an elevated potential for human rights risks. In 2021, our sites in Australia and Ghana focused their supplier risk mitigation actions on increased training. Overall uptake of our human rights training by suppliers has been a challenge, and we continue to explore improvements to better integrate requirements into our automated supplier system.

GLOBAL SUPPLY CHAIN CHALLENGES

To assess critical commodities, monitor our supply chain and rapidly deploy supplies and support to any sites in need due to the COVID-19 pandemic, in 2020 we established a global Supply Chain Task Force, and our SRiM team established a dashboard to track supplier risks within the context of the pandemic. Due to the global supply chain challenges continuing into 2021, we reinstated the task force (following a ramp down in early 2021) and shifted our focus to improving our processes to gain better visibility into the availability of bulk commodity and critical items. The overall goal is to significantly improve our materials planning process to identify demand and supply risks earlier.



Photo: Peñasquito, Mexico

Smelting and Refining

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

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 2020, we announced new public climate targets to reduce our greenhouse gas emissions and intensity by 2030 and achieve net-zero carbon emissions by 2050. The 2030 target includes a 30 percent reduction in absolute Scope 3 emissions, which include indirect emissions from our value and supply chain and from investments (non-managed joint ventures — JVs). This target will be met through planned emissions reductions at our JVs and a phased approach with our suppliers, including understanding supplier commitments and reporting protocols, integrating emissions performance metrics into procurement standards and monitoring progress. In 2022, we will review and update the standard, as needed, to support alignment with other key strategies (including water and climate).

More information about our products is in our [2021 10-K report](#), and details about our Scope 3 emissions and climate targets are published in our [Climate Report](#).

Responsible Sourcing

To be recognized as a responsible metals producer, Newmont works closely with its customers (i.e., refineries and smelters) to align our reporting and assurance practices with the expectations of key stakeholders.

Our Responsible Sourcing Strategy is designed to meet stakeholders' growing expectations, such as meeting the verification and reporting requirements of various industry memberships and other externally driven sustainability framework commitments. The strategy also aims to align with the business strategy and existing efforts including our global artisanal and small-scale mining strategy, Supplier Risk Management program, Product Stewardship Standard, and the verifications of conformance against Newmont's internal standards carried out under our RMS.

The 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** — enhance implementation and reputation, support value creation and improve cross-functional coordination through organizational alignment and governance; and
- **External engagement** — support access to land, capital and markets through effective engagement that consolidates external initiatives with Newmont's responsible sourcing framework.

The Responsible Sourcing Strategy has provided a robust framework since first developed in 2018 and will be reviewed and refreshed in 2022.



Photo: Tanami, Australia

Social

- Leadership Insights: Diversity, Equity and Inclusion 57 ▶
- Health, Safety and Security 59 ▶
- People and Culture 67 ▶
- Human Rights 72 ▶
- Social Acceptance 82 ▶

Completed more than **470,000 critical control verifications** in the field to help prevent serious injuries and fatalities

Committed to **pay living wage** to employees, contractors and suppliers in the countries where we operate

Published a revised **Cultural Heritage Standard** to improve the responsible management of cultural heritage resources

Launched **Newmont Global Center for Indigenous Community Relations**

Photo: Purple blast commemorating International Women's Day, Cripple Creek & Victor, United States





TOM PALMER
President and Chief Executive Officer

“You won’t foster innovation, curiosity and collaboration unless you have a more diverse, distributed and connected workforce.”

Leadership Insights: Diversity, Equity and Inclusion

Tom Palmer, President and CEO, speaks on issues related to building, and benefitting from, a diverse, equitable and inclusive workforce.

What does having a diverse and inclusive workplace mean to you?

Newmont spends a lot of time thinking about leadership development and the culture we’re trying to create. As CEO, I try to create the culture and develop the leaders that, together, support the continued and sustainable growth of our organization. I’m looking to help create a caring environment that fosters innovation, curiosity and collaboration in our business. And, diversity and inclusion are essential to achieving that goal.

Why are diversity, equity and inclusion such important issues for the mining industry?

You won’t foster innovation, curiosity and collaboration unless you have a more diverse, distributed and connected workforce. Create an inclusive environment that allows people from all sorts of different backgrounds — whether it’s gender, race, ethnic minority, LGBTQI+ — and you will genuinely get behavior where innovation is welcome, curiosity is welcome and people will collaborate together. And that’s necessary to take an organization to its next level of growth and development.

As a leader, how have you addressed gender issues over the course of your career?

I was very fortunate early in my career to be exposed to leadership concepts that led to transformative change in an organization that was driving some good work around inclusion and diversity. We were bringing in a leadership style that was more collaborative, where you sought input from your team, where you were asking, listening and acting. And, as part of that, starting to develop a more diverse workforce. My frustration is that 25, 30 years have passed and we have not made anything like the inroads we should have in global mining.

As a young manager in the coal industry, there were no women, and I saw the dysfunction that comes with an all-white male workplace. Later, as general manager of a new coal mine, I was able to disrupt tradition and set a target of hiring 25 percent women, including the crews operating equipment out in the mine. This required a focused recruitment strategy and recognizing that it would impact productivity, because we were hiring people who had never worked in mining and had to gain experience. It required some courage to say, “we’re going to stick with this strategy because it will create a workplace that is more diverse, inclusive and productive over the long term.”

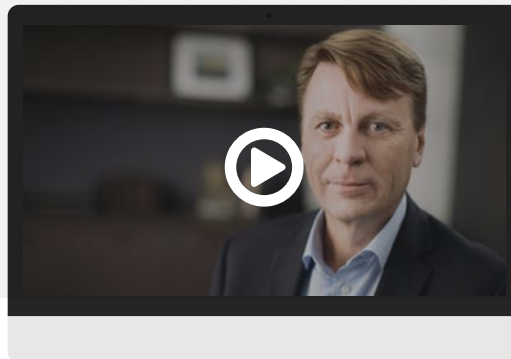
More recently, I was able to draw on that experience at Ahafo North, a mine we’re building in Ghana. The team there proudly said, “we’re going to bring in 10 percent women.” And I asked, “Why isn’t it 50/50? That’s what the community is outside the gate.” And that team’s now done a tremendous amount of work to understand how we engage with local communities and the Chiefs in the local communities around gender equity in our recruitment strategies.

As CEO, I had the opportunity to set that bold target, and to be clear that it was firm. And if we're not prepared to disrupt and make that investment, then we will go another 25 years and still have a mining industry that is predominantly male.

As a miner who began his career in Australia, what are your thoughts on the Western Australia parliamentary inquiry into workplace harassment and violence in the mining industry, as well as Rio Tinto's report on these issue in their Australian operations?

The reports coming out of the parliamentary inquiry and Rio Tinto make for difficult reading. The issues are sexism, workplace violence, harassment and bullying based on gender, race, ethnicity and LGBTQI+ status. It goes to the culture within the industry. And it's certainly leading to reflections and conversations across mining. We know this behavior is not isolated to one company or one industry, one nation or one culture. We also know this is about privilege and power, and it is about the behavior of men with privilege and power in particular.

Watch the full video interview available at [newmont.com](https://www.newmont.com)



Does the culture of mining clash with the strategic goals of building a more diverse and inclusive workplace?

You can have the best strategy in the world on paper. Then you have to execute and implement that strategy. And that requires a group of people to create an environment that is inclusive and enables people in a global organization to work together in a safe, equitable and healthy environment. To build an organization where the whole is worth more than the sum of its individual parts, it comes down to having a culture that will support that strategy.

Changing the culture of a company starts with controlling what you can control. Are we clear — within our organization, within every one of our operations, and within every one of our offices — about what behavior is expected to create a safe, equitable and healthy workplace?

By starting within your organization, you've then got people who go home at night or the end of their shift, and they begin to behave in a certain way, and we can start to influence the communities around our operations. Then we can start to influence others in the mining space. From there, we build up, through the results driven by that behavior, we can ultimately help drive positive change in our company, in our communities and our industry.

Achieving Gender Parity at Ahafo North



On July 15, 2021, Newmont announced the [approval of full funding for the Ahafo North project](#) in Ghana. On completion, the mine will add more than three million ounces of gold production to our portfolio over an initial 13-year life. Once operational, the mine will provide over 550 full-time jobs. Most of the jobs will be filled through local hiring, and a key target for Ahafo North's workforce planning is to achieve full gender parity when the mine becomes operational. Although a mine in the region would typically have a 5 percent to 10 percent female workforce, Ahafo North is committed to 50 percent.

CEO Tom Palmer observed, "Gender parity at Ahafo North, particularly in the Ghanaian context, is an example of disrupting paradigms and having the courage to do something different."

To meet this, we will need to reach out to local communities and develop targeted recruitment campaigns that highlight the wide-ranging benefits of having more women in mining. The efforts of our award-winning HR team in Ghana will be assisted by Newmont-sponsored programs such as the New Future for Girls leadership camp, which provide young women with knowledge and skills that prepare them for employment in technical fields like mining.

Health, Safety and Security

Protecting the health, safety, wellbeing and security of our workforce and those in the communities where we operate is our top priority. We recognize that mining activities include risks and hazards that can pose a risk to our workforce and communities. We are focused on identifying, understanding and controlling all the risks associated with hazards in the workplace, particularly those that can result in a fatality or serious injury. Our Fatality Risk Management program is critical for ensuring that everyone returns home safe and healthy at the end of the day.

Governance

Safety is one of Newmont's core values, and our global **Health, Safety and Security Policy** states our commitment to being a fatality-, injury- and illness-free organization. We aim to achieve this by focusing on people, consistently applying leading practices and systems across the business, and taking a balanced approach to safety, health and security to ensure we focus on actual and potential severity.

A global set of 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. All these requirements also apply to contractors undertaking work on behalf of Newmont.

Site General Managers are responsible for ensuring personnel fully comply with our health and safety 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.

Management provides detailed reports on our HSS 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.

Risk Management

SAFETY RISKS

Fatalities in the workplace are one of the top risks facing our business, and the right to life is one of our salient human rights issues. Our Fatality Risk Management program is the most important system across our company to keep people safe and out of harm's way.

Under the program, we have identified the top 18 fatality risks common across our business, with activities involving vehicles and driving events among the highest of these risks.

FATALITY RISK MANAGEMENT GOVERNANCE

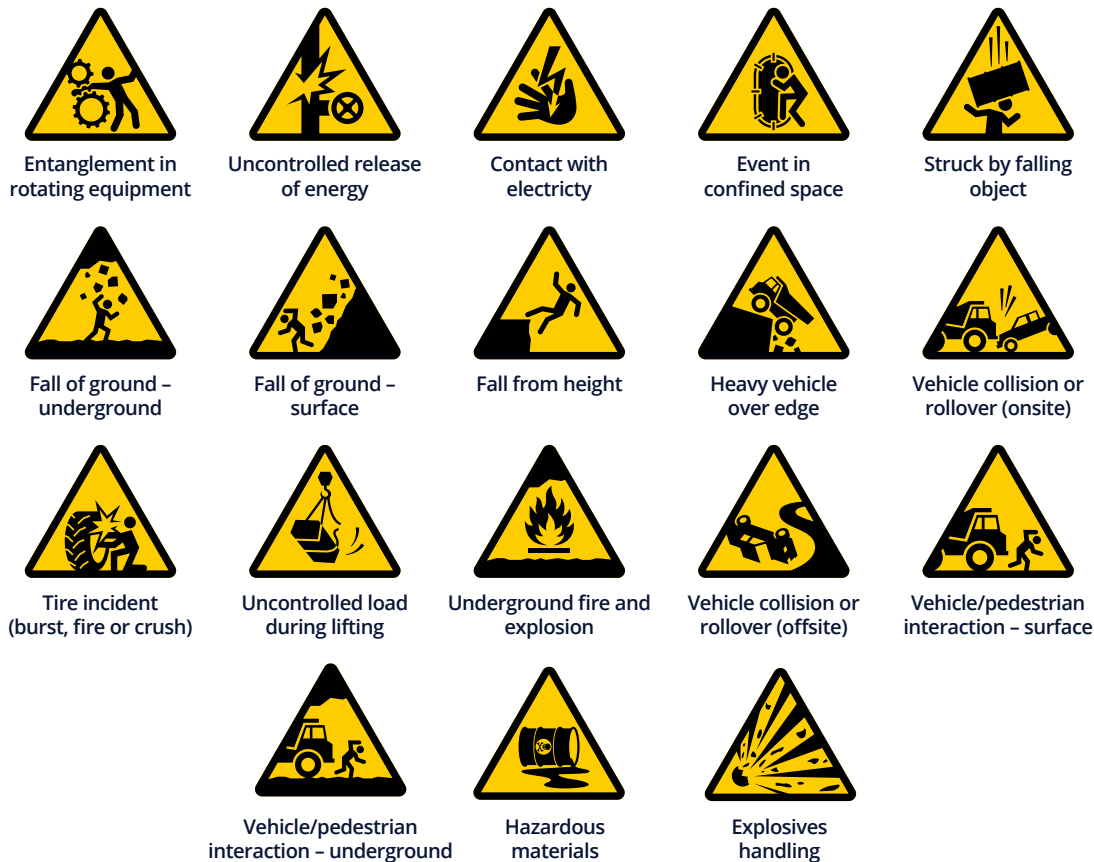


All top fatality risks are supported by global standards that set the minimum mandatory requirements for everyone working on Newmont's behalf. Every fatality risk standard incorporates a risk analysis identifying the critical controls that must be in place every time we undertake a task involving each risk. The fatality risk standards and the critical control verification question sets are

designed with global operational Managers and Supervisors in workshops occurring at least twice a year per risk.

Internal risk-based site audits are conducted approximately every two years to verify that all fatality risk standards are consistently, properly and effectively implemented.

NEWMONT'S 18 FATALITY RISKS



HEALTH RISKS

Our global Occupational Health and Hygiene standards aim to minimize health risks to employees, business partners, visitors and communities by employing the principles of anticipation, recognition, evaluation and control to manage occupational health hazards such as exposure to dust and fumes, chemicals, noise, ergonomics and communicable and non-communicable diseases.

Based on our most recent risk analysis of our significant health or wellbeing risks, our near-term focus is on continued reductions in the risks associated with fatigue, embedding a wellbeing program throughout the organization, standardizing our hygiene program and managing the ongoing risks associated with the COVID-19 pandemic.

At the operational level, our health risk management program identifies our top workplace health hazards — predominantly related to airborne agents such as silica dust, lead, mercury, welding fumes, manganese and diesel particulate matter — and measures our ability to reduce exposure to these hazards. Because it is not practical to assess each individual's risk, we identify groups of workers with similar exposures, referred to as similar exposure groups. Control management plans monitor the effectiveness of critical controls, and our exposure profile is reviewed regularly to measure our performance and prioritize our efforts.

In 2021, we began developing and/or updating our global standards to improve how we manage the material health and hygiene risks facing the business. The standards will formalize several controls already in place and drive a more standardized approach to managing key risks such as fitness for work, infectious diseases, thermal extremes and chronic exposure to hazardous substances. These standards will be reviewed with key stakeholders before we begin implementing them in 2022.

SECURITY RISKS

Our global Security function works within Newmont and alongside host communities to protect people and assets, respect human rights and build trust with stakeholders. Through evidence-led threat and risk assessments (TRAs), we identify security-related threats to the organization and develop controls and action plans that are performance-driven and community-focused.

The TRAs use a multi-stage approach that prioritizes threats based on intent and capacity to harm, and then assigns a consequence and likelihood score to determine the severity of the risk. Risks identified by TRAs are entered into our Risk Management System's global risk register.

Action plans prioritize the controls to appropriately mitigate identified risks. To identify required actions, the Security team uses lessons learned, industry best practices and a security vulnerability assessment, which determines whether a site's controls are fit-for-purpose given the risk environment. To ensure new and emerging risks are effectively identified and mitigated, sites must review risks at least annually.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Our global Health, Safety and Security strategic plan aims to build a culture that translates to a fatality-, injury- and illness-free workplace. The strategy focuses on four key drivers — fatality prevention, visible and caring leadership, health and hygiene, and security threat management.

FATALITY PREVENTION

The objectives of our Fatality Risk Management program are to have no fatalities, reduce significant potential events (SPEs) — which are events that could have resulted in a permanently disabling injury or fatality — and reduce repeat events.

To ensure the critical controls that prevent fatalities are in place and effective at the time the work occurs, site leaders perform frequent field-based observations, called critical control verifications (CCVs). Any deficiencies found during the verifications must be addressed before work resumes.

All recordable health and safety incidents are entered and tracked in our global Risk Management System platform. Across our sites, frontline leaders (i.e., Managers, Supervisors, Superintendents and General Forepersons) use mobile devices and applications to support CCVs in the field. Our teams also use Yammer — an internal networking tool that helps employees connect and collaborate with

colleagues across the organization — to drive replication of best practices and problem solving.

Ensuring lessons are genuinely learned and adopted is essential to preventing fatalities. All SPEs are investigated for system failures or ineffective controls, and the findings are communicated across all our operations. Investigations and corrective actions to prevent recurrence related to SPEs and fatalities are reviewed with the Operations and Projects Leadership Team, the Executive Leadership Team and the Board of Directors.

VISIBLE AND CARING LEADERSHIP

Establishing a safety culture starts with setting the tone at the top and ensuring operational leaders are highly visible and engaged and demonstrate care and concern for people’s health and safety.

The Fatality Risk Management program’s governance framework establishes clear accountabilities throughout the organization up to our President and CEO. General Managers are assigned global oversight responsibility of at least one fatality risk and lead teams that manage critical controls and ongoing improvements. Frontline leaders are responsible for verifying and implementing critical controls in the field.

To improve the quality of field CCVs and ensure actions are taken, leaders continuously engage in coaching and training sessions with frontline leaders. These sessions help build the skills and confidence needed to ensure that interactions and conversations between personnel — particularly related to CCVs — are meaningful, engaging and supportive of a safety culture that encourages everyone to speak up.



HEALTH AND HYGIENE

A key pillar of our global Health, Safety and Security strategic plan is a focus on occupational health and hygiene as well as healthy lifestyles and wellbeing.

COVID-19

Newmont’s global COVID-19 management plan (based on our global pandemic management plan) reflects the risk profile of COVID-19 and outlines measures to minimize the impact of the pandemic on our workforce, operations and host communities. Each site has a local plan that is consistent with the global plan but adapted to the local context (e.g., regulations, logistics) and reflects stakeholder input.

We have applied multiple layers of controls and protection to reduce the overall risk of the virus spreading among our workforce and within the communities where we operate, and we adjust

these controls as our understanding of the virus expands. These include the following:

- **Primary prevention** — vaccines;
- **Secondary prevention** — social distancing, screening, personal protective equipment, and hygiene and cleaning; and
- **Tertiary prevention** — testing and contact tracing, quarantine and clinical management.

We detailed our approach to responding to the COVID-19 virus in our [2020 Annual Sustainability Report](#). We believe vaccinations are critical to health and wellbeing, and throughout 2021, our primary focus has been to actively encourage COVID-19 vaccination among our workforce with the aim to have a fully vaccinated workforce.



At Newmont we invest in our people. Read about our [Frontline Leadership Training](#).



Wellbeing

Our wellbeing strategy, which is centered around physical and mental health, reducing fatigue and addressing alcohol and drug use, continues to mature in parallel to our significant investment into wellbeing activities.

Our wellbeing framework, which we adjusted in 2020 to recognize the acute wellbeing challenges posed by the pandemic, aims not only to provide support for those with an injury or illness but to also promote better health outcomes. The framework addresses all aspects of wellbeing — physical, emotional, financial and social — and focuses our efforts across three pillars:

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

Fatigue

Fatigue represents a critical risk across our business. Our fatigue risk management framework and new Fatigue Management Standard focus on accommodations and shift and roster design as the primary controls to effectively manage this risk. The framework also includes the application of fatigue detection technology, which is installed in our haul truck fleet and other heavy vehicles. The technology helps identify fatigued employees and raise awareness of fatigue risks.

Community and public health

Every 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 nearly \$30 million worth of donated medical supplies and equipment to health facilities, provide free healthcare and facilitate neonatal training for healthcare providers to 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 66](#).

SECURITY THREAT MANAGEMENT

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 on Security and Human Rights](#) (VPSHR), and in accordance with our global [Human Rights Standard](#) and Security Standard, we commit to implement the Voluntary Principles (VPs) — an operating framework for maintaining the safety and security of our operations based on respect for human rights and fundamental freedoms. All security personnel must complete annual training based on the VPs, 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, Newmont's Executive Leadership Team and our Board of Directors. We also annually report to the VPSHR on our efforts to implement and promote the VPs.

To reduce the risks to personnel, we are implementing several 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 and run a simulation at least annually. 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. Due to the ongoing activation of all three tiers of Rapid Response teams to manage the Company's continuing response to the COVID-19 pandemic, the global simulation has been postponed until 2022.

COLLABORATION

We are committed to learning from and sharing best practices with others. We actively participate in programs to improve our performance as members of the International Council on Mining and Metals. We also participate in regional health and safety programs, such as those of the Western Australia Chamber of Minerals and Energy and the Ghana Chamber of Mines.

Performance, Metrics and Targets

We measure the effectiveness of our ability to manage the wide range of health, safety and security risks by setting measurable objectives and targets and benchmarking our performance against others in the industry (see the [Performance Data](#) section for more information).

The most important target we set for the business is to experience no work-related fatalities at any Newmont site or facility, and we were successful in achieving this important objective in 2021.

The quality and quantity of CCVs in the field are important leading indicators for preventing fatalities and SPEs. In 2021, over 470,000 CCVs were completed in the field (a 350 percent increase compared to 2020). More than 50,000 controls were identified as absent or failed, which means we were able to implement the control in the field and prevent a serious event. However, SPEs were up 70 percent compared to 2020 (but down 42 percent compared to 2019).

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 our industry.

SAFETY

Fatality Risk Management program

The increase in SPEs demonstrates the importance of constant vigilance in preventing fatalities and a commitment to continuous improvement. During the year, we worked to fully embed the FRM system and process improvements made in 2020.

Key activities included:

- **Training** — Supervisors were introduced into the FRM program to ensure their time in the field was more structured and focused on critical controls. We also launched a coaching element whereby General Managers, Managers and Superintendents coach their direct reports to improve the quality of the CCVs. Around 20 percent of all CCVs in 2021 were coached compared to around 5 percent in 2020.
- **Contractor partners** — Because contractors were directly involved in 58 percent of the SPEs during the year, we focused on fully involving and engaging our contractor partners in the FRM process at each stage of the contract cycle so that contractors are verifying the same critical controls at the same frequency as those performed by employees.
- **Safety culture** — To understand the progress made since our last safety culture survey and identify gaps and areas for improvement, we conducted a safety culture survey in our Africa region and with legacy sites. The findings will inform updates to our safety culture action plans.

Live Work Elimination

During the year we continued to make improvements to the Live Work Elimination (LWE) program we launched in 2020. “Live work” is a task that places personnel in the line of fire of unisolated or energized equipment, and this type of work presents a much higher potential risk to strike, crush or entangle. The LWE program aims to accelerate efforts to eliminate this work wherever possible.

A key activity during the year was engaging with other mining companies to benchmark our program and progress, share LWE solutions, and collectively influence our original equipment manufacturers (OEMs) to make changes that reduce and eliminate exposures to potentially dangerous energy sources. We participated in an LWE-focused forum with six other mining companies and OEMs. The forum included field-based activities and sharing LWE solutions for haul trucks, dozers, drills and excavators. Newmont plans to host a similar forum in 2022.



CEO SAFETY AWARDS

Recognizing Outstanding Safety Leadership and Performance

In 2021, we introduced the CEO Safety Leader Award and the CEO Safe Team Award to 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. Afia Baah, Chief Mining Engineer at Akyem, was selected as the CEO Safety Leader Award recipient for her dedication to critical control verifications and implementing numerous corrective actions as the site lead for Fall-of-Ground fatality risks. The Tanami Titeline Exploration/Drilling Team was selected as the CEO Safe Team Award recipient for driving a strong safety culture through visible, felt leadership, ensuring everyone works to the same standard and showing genuine care for each other.

Photo: Afia Baah, Akyem, Ghana



AUTONOMOUS HAULAGE SYSTEM (AHS)

First Gold Mining Company to Deploy AHS

Newmont achieved a notable milestone in October 2021 when we became the first gold mining company to deploy a fully Autonomous Haulage System fleet at our Boddington operation in Australia. The fleet of 36 trucks enhances safety by removing human interaction with vehicles, reducing exposures to certain safety risks, and lowering the potential for vehicle-to-vehicle interactions.

Photo: Pride AHS truck — painted to demonstrate Newmont's commitment to increase inclusion of the LGBTQI+ community

Vehicles and Driving

To reduce vehicle and driving risks (which represented 32 percent of the SPEs during 2021), we developed a two-year Vehicles and Driving strategy. Key pillars of the strategy include the following:

- **In-Vehicle Safety Systems (IVSS)** — We began installing IVSS in more than 500 vehicles and buses traveling off site. IVSS monitors driver behaviors such as speed, braking/accelerating and the use of seat belts. We developed a guideline to set expectations with leaders related to consequences and the use of IVSS data, and we piloted a digitized light vehicle pre-start that links to notifications for repairs and maintenance and provides data on operator behavior and equipment.
- **New Car Assessment Program (NCAP)** — We commenced the purchasing of vehicles that score at the maximum five-star rating in safety tests. All vehicles traveling off site must have a five-star NCAP rating by the end of 2022.

HEALTH AND HYGIENE

COVID-19

Workforce impacts

The COVID-19 pandemic continued to present challenges to operations and host communities. Newmont's implementation of robust protocols throughout our entire organization since March 2020 has been very effective. However, since the onset of the pandemic in 2020 we have tragically lost 22 employees and four business partners due to complications from the virus, and these losses have had a profound impact on the entire Newmont team. For each death, an investigation was undertaken to identify any learnings that could be replicated throughout the business to continually improve our controls.

During the year, the pandemic continued to impact our operations. Flight capacity constraints at our fly-in-and-fly-out operations, supply chain disruptions in Africa, border closures in Australia were some of the challenges our operations continued to address. In June, our Tanami operation in the remote Northern Territory of Australia recorded its first positive COVID-19 case. Working with the government and key stakeholders, we put the operation on care and maintenance for 15 days to reduce the spread of the virus and protect the health of our workforce and communities across Australia.

Vaccine approach

With the rollout of COVID-19 vaccines in late 2020, Newmont adopted a position that strongly supported vaccination efforts and encouraged the workforce to get vaccinated when eligible to do so. We are working toward a goal of having our entire global workforce fully vaccinated.

To support this goal, during the year, we hosted COVID-19 vaccine clinics for employees and contractors in Canada, Ghana, Mexico, Peru and the U.S. An internal steering committee (led by members of the Executive Leadership Team and leaders in the Health, Safety and Security function) was established to monitor the vaccine rollout, consider vaccine requirements for employees and contractors, and encourage and promote vaccinations as an essential tool in the fight to save lives and return to a healthier world.

In October, President and CEO Tom Palmer announced that Newmont would require all employees and third-party workers who work at any of our operating, project, exploration or legacy sites or offices to be fully vaccinated to the extent legally permissible.

Each of our regions worked closely with stakeholders to determine the approach and timeframe necessary to mandate vaccinations, to the extent legally permissible. Our Éléonore, Musselwhite, Yanacocha, Boddington and Tanami operations introduced vaccine requirements in line with government mandates; whereas, our other operations have implemented, or worked toward implementing, requirements by the end of the first half of 2022.

Community support

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. To date, the Fund has committed or disbursed approximately \$14.1 million for workforce and community health needs. In 2021, the Fund supported vaccine deployment in Canada, Ghana, Peru and Suriname, as well as COVID-19 testing in Argentina and Mexico. We continue to collaborate with local and regional partners to help health facilities combat the virus.

More details about the Fund are included in the [Value Sharing](#) section.



Photo: Yanacocha, Peru

Wellbeing

In 2021, we modified our wellbeing approach to be more tailored, retaining a focus on supporting those areas still heavily impacted by the pandemic while providing a risk-based application at the site level. Key activities during the year included:

- **Framework maturity self-assessments** — These reviews assessed progress against the wellbeing framework across the organization to help establish a baseline of wellbeing and prioritize improvements. Among the opportunities identified are raising awareness and reducing the stigma associated with mental health, promoting the employee assistance program, building resilience for leaders, and using data to inform future initiatives.
- **Wellbeing leader training** — We introduced a common language and understanding across the leadership team. The online training focused on creating a mentally healthy workplace and leading through stress and uncertainty.
- **Strengthening enablers** — We evaluated improvements needed to better support current and future wellbeing efforts.

We committed to providing a better workplace for mental health by signing the Global Business Collaboration for [Better Workplace Mental Health CEO pledge](#). The pledge states our commitments to promoting an open culture around mental health and empowering our workforce by providing tools and support.

Fatigue management

We continued to build upon the significant work in 2020 to identify gaps against our new global Fatigue Standard. Throughout 2021, sites implemented plans to comply with four high-risk fatigue elements identified in 2020 — total work time (including travel), shift start time, consecutive night shifts and shared accommodations. Changes implemented during the year to reduce fatigue risks included:

- Nearly 400 rooms at Merian and 800 rooms at Peñasquito were changed to reduce shared accommodations;
- At Boddington and CC&V, start times were adjusted for all teams;
- Akyem and Ahafo changed rosters to reduce consecutive night shifts, and Yanacocha adopted a shorter cycle roster for a drilling contractor; and
- Sites with accommodation camps implemented improvements to prevent disturbances (e.g., dedicated quiet periods, grouping night-shift workers and revised traffic plans).

We developed an internal fatigue risk reduction metric with each operation measuring an exposure reduction baseline based on the number of high-risk elements in a roster and the number of workers on that roster.

Occupational health

Although our Industrial Hygiene/Occupational Hygiene (IH/OH) program was disrupted in 2020 due to the pandemic, in 2021 we refocused our efforts on building our profile of IH/OH exposures across the business, standardizing occupational exposure limits for key contaminants, developing performance metrics and selecting a data management platform. These efforts will support the development of hazard-specific exposure control plans and risk controls.



COMMUNITY AND PUBLIC HEALTH

Partnering with Project C.U.R.E.

In 2021, we committed to our long-standing partnership with Project C.U.R.E. to provide healthcare supplies and services to the communities near our operations by awarding Project C.U.R.E. a three-year grant totaling \$600,000. Activities Newmont supported throughout the year included:

- We helped fund three shipments of more than \$1.36 million worth of donated medical equipment and supplies to community health facilities in Suriname.
- Newmont and Project C.U.R.E. partnered with Project Northern Lights in Canada to deliver nearly \$140,000 worth of N95 and KN95 masks, gloves and face shields to First Nations communities in British Columbia and Ontario.
- Newmont’s funding supported an external review of Project C.U.R.E.’s program monitoring and evaluation processes and systems, and as a result, each of the core programs — the cargo shipments, healthcare clinics, and the Helping Babies Survive

and Helping Mothers Survive programs — has a logic model that connects the program’s activities with desired outcomes (including the UN Sustainable Development Goals), indicators, data collection tools and standard reporting tools.

- Based on Impact evaluation surveys, two facilities in Suriname that received Project C.U.R.E. shipments in 2021 reported that the supplies and equipment helped improve their quality of care, capacity to serve patients, staff morale, and ability to reallocate budget to equipment repairs and the purchase of medicine.
- 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.

Additional details on these activities and more during 2021 are available on our [website](#).

Photo: Ahafo, Ghana

SECURITY THREAT MANAGEMENT

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 land invasions, attacks on pipelines containing gold, and community tensions over water rights and employment, our security function created a joint task assignment and coordination process with key internal stakeholders to proactively monitor any community issues and work to resolve them before they escalate into security problems. This process is now embedded in all of our high-risk sites. We also deployed technologies with remote pipeline monitoring capabilities.
- **Ahafo** — Illegal mining activities on and near the operation have resulted in violent, even fatal, encounters between security personnel and illegal miners. The combination of security technologies — such as drones, thermal radar cameras and Banshee deterrent systems — and the collaboration between the national police and Newmont’s mobile response teams have significantly reduced the threat of violent incidents with illegal miners. There have also been incidents of trespassing on the property, and in one incident in 2021, two teenagers tragically drowned in the operation’s water storage facility. To prevent such incidents, in April 2022 we will begin to deploy aerostat blimps with thermal-enabled radar to improve our thermal detection capabilities.

- **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 for Newmont. To address these threats and risks, we have focused on the acquisition, assessment, and action of high-grade intelligence. Robust plans have been deployed to safely move staff and their families off the site. We are also deploying security technologies to monitor, de-escalate, and move staff off site or to safe locations.

People and Culture

The COVID-19 pandemic heightened the fact that the nature of work and the workforce is evolving. This creates new challenges and opportunities to attract and retain top talent, especially for those roles that require specialized mining skills. The more than 31,000 employees and contractors who work on our behalf around the globe give us a distinct competitive advantage. We strive to establish a work environment that embraces our employees' diversity, talent and specialized skills, and where everyone feels they have the opportunity to fully contribute, develop and work together to deliver our strategy.

Governance

Our global **People Policy** states our commitments to employees and those with whom we work. The policy is supported by a **set of global standards** on employment practices that detail the minimum requirements for creating an environment where rights are respected, and people can grow and thrive.

Human Resources leaders in each region serve as business partners to the Regional Senior Vice Presidents and report directly to the Executive Vice President of Human Resources, who reports to the President and CEO.

The Board of Directors' Leadership Development and Compensation Committee provides oversight, holding formal reviews 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.

Risk Management

In several jurisdictions where we operate, the labor market has tightened and competition for talent is higher than it has been in several years. Attracting and retaining those with the technical expertise required to achieve our strategic objectives and competing for skilled talent in this environment are two significant risks our business faces. With 49 percent of our employees belonging to a union or participating in a collective bargaining agreement, labor strikes and/or unrest within our workforce also present significant risks to our business.

Our global Risk Management System (RMS) provides a systematic and consistent approach to assessing and managing our workplace risks. We are in the process of updating the risks and related controls necessary to proactively manage these risks across the business and aligning our global standards to the RMS framework.

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

Photo: Autonomous haul truck tray painted to recognize the Gnaala Karla Booja people and create a visible statement and commitment to reconciliation; Boddington, Australia



Strategy and Management Approach

Through well-defined strategies and frameworks, we aim to create an inclusive, safe culture and a workplace that offers opportunities for everyone to achieve and contribute to their full potential, one where everyone belongs, thrives and is valued.

WORKERS' RIGHTS

Our People Policy and employment standards explicitly state our commitment to maintaining a workplace free from corruption, discrimination, harassment and retaliation. We do not adversely discriminate against one another on the basis of national origin, race, religion, gender, gender identity, gender expression, sexual orientation, disability, age or any other attribute that is protected by local laws.

TALENT MANAGEMENT AND DEVELOPMENT

Newmont's employee experience framework is a critical part of our talent management approach. The framework is designed to facilitate leader-employee conversations and enhance the employee value proposition throughout one's career at Newmont. The framework includes the following key areas where we focus our efforts:

- Purpose and values
- People and belonging
- Career
- Wellbeing
- Prosperity

Ongoing skills development, both on the job and through training and education, is central to the "career" aspect of the employee experience.

We invest in development programs that include technical training for specific job functions, management and leadership programs, and ongoing educational opportunities through apprenticeships, tuition assistance and scholarships to universities and technical schools.

Newmont works to create a culture of continuous improvement and provides all employees with feedback on their performance through either our formal process for performance management or agreed upon local protocols for assessing performance. With the culture of feedback, we work to clearly and consistently connect employee skills and competencies with business performance. The structure of feedback varies among locations, job categories and workforce agreements.

GLOBAL INCLUSION AND DIVERSITY

Inclusion is one of Newmont's five core values, and as an important driver of better results, it is also a strategic business priority. We recognize the importance of creating an inclusive and diverse workplace that engages employees, provides us access to a broader pool of talent and optimizes business outcomes.

Newmont was the first mining company to commit to **Paradigm for Parity** — a coalition of business leaders committed to achieving gender parity in senior leadership by 2030. We are also committed to advancing the UN Sustainable Development Goal to achieve gender equality (SDG 5). Our global Inclusion and Diversity strategy aligns with the Paradigm for Parity toolkit and focuses on the following areas:

- **Inclusive leadership** — embed our value of inclusion and the importance of diversity in Newmont's culture

- **Disrupt people systems** — improve diversity through interventions across the people systems that impact the entire employee lifecycle
- **Leverage accelerators** — dedicate resources and actions to accelerate progress

Providing job opportunities and meaningful careers for those who live near our operations is another important part of our Inclusion and Diversity strategy. We discuss our performance related to local and Indigenous employment in the [Value Sharing](#) section of this report.

EQUITY

Following events in 2020 that highlighted social inequalities and systemic racism, we developed and began implementing a strategy toward racial equity. The strategy's actions are both internal facing, reaching across the business, and external facing, partnering with organizations to meaningfully address both systemic racism and its consequences.



Photo: Cerro Negro, Argentina

LABOR RELATIONS

We are committed to fostering relationships based on trust with the unions that represent our employees, treating workers fairly, and providing them with safe and healthy working conditions.

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.

Newmont commits to disclose significant operational changes to all employees in a timely manner. Our Management of Change Standard and supporting guidelines ensure that changes are identified, assessed, managed and appropriately communicated to all affected personnel and stakeholders. The guidelines require a minimum of two weeks' notice to personnel for changes that have site-wide, regional and/or global impacts. The collective bargaining agreements that include minimum notice periods for communicating significant changes are summarized in the [Performance Data](#) section.

We encourage employees to raise questions and concerns with their managers or functional leaders, as well as Human Resources personnel. Our site-based [complaints and grievances \(C&G\) mechanisms](#) and our online [Integrity Helpline](#), which allows someone to anonymously file a complaint, are additional tools employees can use to raise concerns.

WORKPLACE CULTURE

In every location Newmont operates, care and respect for each other is essential to create a safe, equitable and inclusive workplace. During 2021, the Western Australia Parliamentary inquiry into sexual harassment against women in the fly-in-fly-out (FIFO) mining industry was a catalyst for reflection and action to improve the culture and behaviors in the mining industry. Harassment, bullying, assault and discrimination due to gender, race, cultural or ethnic background, LGBTQI+, age or disability are unacceptable, and are not reflective of the inclusive and respectful [environment](#) we demand at Newmont.

Because there is systemic bias and disadvantage in society, we understand that we must actively work to combat bias and disadvantage at Newmont. Beyond our work to date to address conscious and unconscious bias, discrimination and harassment, we are presently in the process of establishing a multi-year program, led by Executive and Senior Leaders and accountable to the CEO. The enhanced program will emphasize how every individual is responsible for delivering a physically and psychologically safe and inclusive workplace.

Performance, Metrics and Targets

We track several metrics that measure our employee experience efforts.

WORKERS' RIGHTS

In 2021, we investigated, substantiated and closed 102 cases of misconduct or inappropriate behavior that included issues between employees and their managers. Actions based on the investigations' findings ranged from counseling to the termination of the employees involved. During 2021, we formalized a 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. The new process is expected to be rolled out in 2022.

TALENT MANAGEMENT AND DEVELOPMENT

The COVID-19 pandemic and dramatic shifts in the labor market — such as a significant number of people voluntarily leaving the labor market in the U.S. and other countries, referred to as “The Great Resignation” — presented unprecedented challenges to companies around the world including Newmont.

In 2021, we responded to these developments by enhancing our focus on our engagement and retention efforts across the globe, including cascading the Employee Experience Framework and developing a global workforce guideline that provides location flexibility for critical roles and opportunities to enhance our talent base through diverse talent pools and candidates.

We made several adjustments to work environments across Newmont to keep workers, their families and community members safe. These protocols include the rollout of vaccine mandates, which are discussed in the [Health, Safety and Security](#) section.

At our regional and corporate offices, we moved to remote work at the onset of the pandemic in 2020, and in mid-2021 we began to shift toward a hybrid of both remote and in-person work where and when it was safe to do so. Because this change created new challenges and opportunities with team leaders managing employees in different locations, we provided resources to help them successfully lead a team in a hybrid work environment.

GLOBAL INCLUSION AND DIVERSITY

We measure our progress in creating an inclusive culture and advancing the diversity of our workforce culture by tracking metrics around gender, nationals, and local and Indigenous employee representation.

Enterprise-wide female representation at the end of 2021 increased from 13.0 percent in 2020 to 13.9 percent despite challenges associated with the pandemic and shifts in the labor market (e.g., the Great Resignation). Areas where we performed well on progress toward gender parity included:

- Board of Directors (39 percent)
- Executive Leadership Team (43 percent)
- Senior leadership team (26 percent)
- Exploration leadership team (29 percent)

In 2021, we announced full funding for our Ahafo North project in Ghana. One of our commitments is to achieve gender parity at Ahafo North once commercial operations commence.

Key activities in 2021 to progress our I&D strategy included:

- **Eliminating basic symbols of exclusion** — Symbols of exclusion include signs and actions that do not create a sense of belonging for a specific group. Examples include not providing various sizes and fits for personal protective equipment and uniforms, “men at work”-type signs and not having nursing facilities for new mothers. Across our global operations, we identified more than 400 symbols of exclusion and have already eliminated 20 percent, 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.
- **Improving gender representation in Operations** — Because women only represent 9 percent of our Operations workforce (up from 8 percent at the end of 2020), members of our Operations Leadership Team (OPLT) held one-on-one conversations with women throughout Operations to better understand their experiences working at site. Based on feedback from these sessions, we identified additional symbols of exclusion to eliminate and developed regional and site strategies. The OPLT established a goal to improve female representation within Operations by 1 percent year over year, while also improving our focus on retention.

- **Disrupting people systems** — Across the business, we implemented recommendations from a 15-month trial of various talent acquisition interventions — such as blind resumes, more inclusive language in job posts, diverse hiring slates and diverse interview panels — to interrupt unconscious biases within the recruitment process and make a measurable difference.
- **Expanding business resource groups (BRGs)** — Four additional employee-led and executive leader-sponsored BRGs were established during the year. BRGs connect our employees locally and globally, and many bring together members of underrepresented or historically disadvantaged groups. These groups have been a crucial resource during the pandemic and continue to have a positive impact on advancing our inclusive culture. At the end of 2021, we had 26 BRGs globally.

For the fourth consecutive year, Newmont was one of 418 companies included in Bloomberg’s Gender-Equality Index. The index includes companies that are committed to an inclusive work environment, work-life balance and flexible work options. Newmont was also recognized as the top gold mining company on FORTUNE’s 2022 list of the World’s Most Admired Companies.

We also became the first mining company to offer a sustainability-linked bond that ties the coupon of the notes to our ability to achieve gender parity in senior leadership roles (includes Senior Director-level up to and including the CEO) by 2030. If these targets are not met, the interest rate payable on the notes will increase.

EQUITY

In 2021, our work to create a more equitable workplace included progressing employee conversations and a global learning session on Dr. Martin Luther-King Day facilitated by one of our employee-led business resource groups. Newmont’s President and CEO signed the Black North Initiative (BNI) pledge towards racial equity, and we continue to provide financial support and partner with BNI across the mining industry.

In partnership with the Colorado School of Mines and with funding from Newmont, we finalized an effort to progress two key projects:

- The BIPOC Retention Dig Deeper Analysis will investigate the factors that affect diverse student retention through a combination of qualitative and quantitative student surveys and student focus groups and identify possible solutions.
- The Engineering Equity Fellows, 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.

Living wage

For many years, Newmont has conducted annual salary surveys in the countries where we operate and targeted a leading market position when setting pay for employees. This process gives us confidence that we pay employees above the living wage.

We plan on expanding this process to use specific living-wage data to certify that we are paying our employees, contractors and suppliers a living wage in the countries where we operate. This includes compensation for a standard work week, excluding overtime, that provides a decent standard of living for a worker and his or her family. In 2022, Newmont will identify a living wage methodology to use in assessments of our employees and, ultimately, our contractors and suppliers. Assessment outcomes will be made available in future sustainability reports.

Equal employment opportunity reports

To further support Newmont’s commitment to transparency, Newmont 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 report is [published online](#), and additional disclosures on our global workforce can be found in the [Performance Data](#) section.

LABOR RELATIONS

In 2021, two of our operations experienced work stoppages:

- **Ghana** — At Akyem, a group of employees engaged in illegal sit-down and go-slow strikes in March to express their dissatisfaction on several labor-related issues. The strikes followed the implementation of changes to compensation and benefits that had been mutually agreed upon after several months of negotiations with the Ghana Mine Workers' Union. Senior management and the traditional authorities supported dialogue, and work was resumed four days later. Following extensive engagement, employees and the union agreed to delay implementation of the changes for six months.
- **Suriname** — In June, hourly employees initiated an authorized work stoppage at Merian to express their dissatisfaction with the proposed compensation adjustments. The work stoppage resulted in a shutdown of operations, but we were able to safely resume operations two days later.

WORKPLACE CULTURE

Newmont is presently in the process of establishing a multi-year workplace culture program to create a caring and psychologically safe workplace, led by executive and senior leaders and accountable to the CEO. The enhanced program will emphasize how every individual is responsible for delivering a physically and psychologically safe and inclusive workplace.

Future performance metrics and targets will be established as part of that multi-year program.

Photo: Boddington, Australia



Human Rights

External scrutiny on human rights has intensified in recent years. Disproportionate health and economic impacts heightened by the pandemic, health and safety protections for workers and communities, and the effects of climate change on both the environment and community wellbeing are just some of the issues that continue to be viewed through a human rights lens.

Newmont is committed to transparently reporting on how we address challenges as well as opportunities within Newmont and as partners in communities where we operate. Our global human rights strategy supports our efforts to embed respect for human rights into our policies, due diligence, systems, programs and activities across the business, and it is central to delivering on our broader business strategy and overall purpose to improve lives through sustainable and responsible mining.

Governance

Newmont's **Code of Conduct** (the "Code") serves as the foundation for our commitment to respect and promote human rights. Our **Sustainability and Stakeholder Engagement Policy** includes 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, in line with the UN Guiding Principles on Business and Human Rights.

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

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. All regions are required to have working groups with cross-functional accountability for complying 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 and Social Responsibility. This role reports to the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO.

The Board of Directors' Safety and Sustainability Committee provides oversight, holding reviews with management every quarter. This year, the Committee discussed several matters including stakeholder engagement on human rights issues, managing risks with Newmont's supplier chain, human rights audit findings, progress against public targets, employee training, reporting and public benchmarks. The Committee's Chair apprises the full Board of any significant matters or developments.



Risk Management

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 [UN Guiding Principles on Business and Human Rights](#) (the Guiding Principles), namely the due diligence requirements that underpin how we manage human rights across the business.

As stated in our Human Rights Standard, all sites must maintain processes to identify, integrate and manage human rights risks on an ongoing basis. 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 (HRIAs) 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.

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. We are also working to be more transparent about our assessments. Two full assessments and one executive summary are available on the [human rights page of our website](#), and we expect to publish future executive summaries.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

SALIENT HUMAN RIGHTS RISKS

The concept of salience focuses on potential risks to people. Newmont manages the full spectrum of human rights risks; however, we align our reporting with the UN Guiding Principles (UNGPs) Reporting Framework by focusing on Newmont's eight salient human rights issues at risk of the most severe negative impacts through our activities and business relationships.

These risks were identified through an internal and external stakeholder engagement process in 2015 and an internal refresh in 2018. More details about each salient human rights issue are included in our guide, [Respecting Human Rights: Our Approach](#). We plan to conduct another saliency assessment in 2022.

Salient issue	More information about how Newmont managed the issue and associated risks in 2021
Right to life	Health, Safety and Security Human Rights
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	People and Culture Health, Safety and Security Value Sharing
Right not to be subject to discrimination in employment or occupation	People and Culture Value Sharing
Right to health	Health, Safety and Security Social Acceptance Water Stewardship Tailings Management
Right not to be subject to slavery or forced labor	Business Integrity and Compliance Human Rights
Right to self-determination	Value Sharing (Local Employment and Procurement) Social Acceptance Human Rights (Indigenous Peoples)



Photo: Cripple Creek & Victor, United States

HUMAN RIGHTS RISKS IN THE SUPPLY CHAIN

A continued focus of Newmont’s human rights program involves mitigating 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 and establishes the plans and actions needed to mitigate those risks. 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 adequately identify and manage risk. Reviews by individuals who have an awareness of the supplier, their current controls, and the type of goods or services they provide are essential.

MODERN SLAVERY

In 2018, Newmont published its first Modern Slavery Statement, highlighting our actions to address modern slavery risks in our operations and supply chain. The statement was [updated and published](#) in 2020; a further update will be published in 2022.

In 2021, our Australia region produced its first modern slavery statement, which mirrors the structure of Newmont’s global statement and adheres to the Government of Australia’s Modern Slavery Act requirements. It is publicly available on the government’s Modern Slavery [online register](#).

Strategy and Management Approach

Newmont’s global human rights strategy — which is detailed in our guide, [Respecting Human Rights: Our Approach](#) — includes strategic programs, processes, and tools to continuously monitor human rights issues. Key elements of the strategy include stakeholder engagement, training, and stakeholder complaints and grievances mechanisms.

ENGAGEMENT AND DUE DILIGENCE

Ongoing and transparent engagement with community members and other rights holders is essential for managing human rights risks. 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, the Pamaka and Kawina in Suriname and Native Americans in the U.S. — 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. 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.

In 2021, we formally launched the Global Center for Indigenous Community Relations (the “Center”). 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:

- Partnerships and learning networks
- Respect for customs and cultures
- Opportunities for Indigenous peoples

The Center works closely with the Advisory Council on Indigenous Community Relations, which advises the 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 (IPWG), an internal cross-functional community of practice that shares experiences to improve our practice of engagement and collaboration with Indigenous communities. The IPWG meets quarterly to share challenges, successes and resources to promote respectful relationships with Indigenous communities.

Cultural heritage

To improve our cultural heritage management practices, in 2020 we developed a comprehensive action plan that includes recommendations and prioritized tasks. During the year, we reviewed current practice and increased capacity and knowledge on cultural heritage management throughout the organization.

In early 2021, we published a revised [Cultural Heritage Standard](#), which incorporates evolving leading practices, lessons learned from internal and industry events, and feedback from across the business. The new standard clarifies accountability and strengthens processes to better understand potential impacts, engage communities and prevent unintended impacts.

Following the publication of the revised standard, Newmont initiated a comprehensive rollout program, which included gap assessments at operations, site-level action plans and capacity building. This program will continue into 2022.

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 — including the Business and Social Responsibility Human Rights Working Group and the FPIC Solutions Dialogue — and in forums on human rights including events in the industry and with broader audiences (e.g., academia and other sectors).

Newmont engages regularly with global civil society organizations such as the Corporate Human Rights Benchmark, Verité, and the Business and Human Rights Resource Centre.

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. We updated the training at the end of 2020 to incorporate more case studies and offer the courses in Dutch, English, French and Spanish. As of the end of 2021, over 3,000 employees had voluntarily completed the training.

Employees and contractors also participate in human rights training modules during cross-cultural educational sessions, human resources and social responsibility inductions, and as part of annual refresher courses. Each region and site conducts human rights training tailored to their specific operating context. These sessions support the commitment in our [Stakeholder Relationship Management Standard](#) to develop culturally appropriate and relevant engagement mechanisms.

All Newmont security personnel must complete annual training based on the [Voluntary Principles on Security and Human Rights](#), and we encourage public security agencies to participate as well. For example, in Peru and Ghana we facilitate training and human rights workshops for government officials through third-party organizations. Some sites also choose to extend the training based on the Voluntary Principles to those in roles beyond the security function, while other operations integrate human rights modules into training programs within other functions.

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

- Clearly state Newmont’s expectations for supplier performance on human rights (including those outlined in our [Supplier Code of Conduct](#));
- 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.

Because uptake of our human rights training by suppliers has been a challenge, we are exploring how we can better integrate requirements into our other processes. For example, we are evaluating whether suppliers could take the training before progressing through the contracting process rather than asking them to complete training when a contract is already underway. We are also evaluating how human rights training can be built into supplier onboarding processes.

Details about in-person participation in human rights training during 2021 are disclosed in the [Performance Data](#) section.

COMPLAINTS AND GRIEVANCES MECHANISMS

Effective grievances mechanisms are a key element in the Guiding Principles 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:

- Having an internal discussion with one of Newmont’s human resources representatives;
- 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; and
- 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.

Details on the human rights complaints and grievances reported in 2021 are disclosed in the [Performance Data](#) section.

Photo: Yanacocha, Peru



Performance, Metrics and Targets

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

REPORTING COMMITMENTS

- Newmont was an early adopter of the UN Guiding Principles Reporting Framework, and we commit to **publicly disclosing** our human rights performance in alignment with the framework.

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 2021, CHRB carried out a special study on how companies responded to COVID-19. For this evaluation, Newmont met all the basic indicators, many of the advanced indicators related to employees, and more indicators than any other extractive company evaluated. However, it identified opportunities for improvement related to suppliers. This includes facilitating remote work, ensuring paid sick leave, and providing support for suppliers' employees who are temporarily unable to work.

The CHRB also updated its benchmark methodology for future reporting and changed its assessment to every other year. Newmont engaged with CHRB on the new methodology and will work to align our reporting with the 2023 assessment requirements.

SUPPLIER PRE-SCREENING, TRAINING AND AUDITS

In 2021, all Newmont sites that have fully implemented our Supplier Risk Management (SRiM) program (five out of 12 operating sites) screened 100 percent of their new suppliers using human rights criteria as part of the supplier pre-qualification process. 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.

Supplier audits were completed in Australia and Peru with Peru's findings reported in last year's sustainability report. There were no significant findings from the audit in Australia; however, there were recommendations for improvement related to policies, training, processes and human resource management. In Ghana, two audits were initiated but not completed due to a lack of buy-in from the suppliers and constraints with conducting remote audits during the pandemic. Early findings raised an issue with one supplier using subcontractors who were working without contracts. Additional evidence was sought and provided, and the supplier will be subject to a follow-up in-person audit in 2022. We continue to try to engage with the second supplier on some of the early findings and actions to address them.

PUBLIC TARGETS

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

Our targets from 2018 to 2020 helped drive risk mitigation measures in our supplier base through pre-qualification, training and audits. The supplier audits conducted in Australia, Ghana and Peru highlighted common themes — such as policy and training gaps, insufficient complaints and grievance

mechanisms, and outdated or absent contracts with workers — that are likely relevant across our entire supplier base. Insights from the audits have helped us prioritize our future work on these risk areas.

Beginning in 2021, our public targets shifted to focus on corporate and site teams working together to determine appropriate mitigation measures (i.e., training, audits or direct engagement with suppliers). For 2021, we set a goal to implement risk mitigation plans for 60 percent of contracts with suppliers identified as having an elevated likelihood of impacting human rights. The target applied to suppliers with new or updated contracts starting on January 1, 2021, at operating sites where the SRiM program has been implemented. Our sites in Australia and Ghana focused their risk mitigation

measures on training, and in Peru, we undertook direct and sustained engagement with a few suppliers deemed to be higher risk.

We did not meet our target for 2021, largely due to challenges with our pre-qualification process, which flagged too many suppliers, requiring additional reviews to identify truly high-risk suppliers. This delayed supplier training and, where training was issued, the uptake was poor. Site teams have initiated direct engagement with suppliers to improve performance. We will implement revised pre-qualification questions to provide a more accurate assessment of a supplier's risk.

We plan to have SRiM fully implemented at all our operating sites by 2023.

Future targets: Human rights and the supply chain

Year	Target definition	Target for regions/sites	Target for Company
2022	Manage human rights risks for applicable suppliers that have an elevated likelihood of impacting	Risk mitigation plans are implemented for 80 percent of contracts with suppliers ¹ identified as having an elevated likelihood of impacting human rights	100 percent of sites/regions achieve the annual targets
2023	human rights	Risk mitigation plans are implemented for 100 percent of contracts with suppliers ¹ identified as having an elevated likelihood of impacting human rights	100 percent of sites/regions achieve the annual targets

¹ Target applies to suppliers with new or updated contracts which started on January 1, 2021, at Newmont sites where the SRiM program has been implemented.

Our responses to some of our key community and stakeholder engagement matters are on our [website](#).



KEY HUMAN RIGHTS MATTERS

Newmont maintains ongoing engagement with key stakeholders on the status of human rights-related issues and legal cases. We disclose details on some of the more significant matters and controversies on our [website](#), which is regularly updated. Developments in 2021 on these matters included:

- **Chaupe family land dispute** — In Peru, we are working to resolve a complex land dispute with members of the Chaupe family related to land purchased between 1996 and 1997. In 2021, an NGO representing the Chaupe family 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, ending the legal process in the U.S. We continue to publicly express our desire for dialogue and dispute resolution with the family.
- **Security incidents involving illegal miners** — Illegal mining encroachment at our Ahafo mine in Ghana is one of our more serious security threats. In 2021, one incident involved an attack on police by illegal miners with the police responding by protecting themselves. We remain committed to working with community leaders, government and security agencies to protect our people, assets and local communities in Ghana. More information on this matter is discussed in the [Health, Safety and Security](#) section.

- **Security threats in Mexico** — Newmont’s Peñasquito mine is in the state of Zacatecas, which has the highest per-capita homicide, kidnap and extortion rates in Mexico due to rival drug cartel conflicts. In mid-June, nine people were killed allegedly by one of the cartels, and a former transportation workers’ union leader and organizer of blockades against Peñasquito was among those killed. Allegations that his killing was connected with opposition to the mine were reported by the Business and Human Rights Resource Center. Newmont released a public statement that condemned the killings, denied that the incident was in any way related to the Peñasquito operation and called for a thorough investigation to bring those responsible to justice. More information on this matter is discussed in the [Health, Safety and Security](#) section.
- **Historical health accusations at Yanacocha (Peru)** — In 2018, the International Finance Corporation’s (IFC) Compliance Advisory Ombudsman (CAO) initiated a review of allegations from former employees alleging exposure to heavy metals during their employment at Yanacocha. The review was to determine the IFC’s compliance with policies, standards and practices during the execution of supervisory visits during the time IFC held partial ownership in Yanacocha (1993 through 2017). Newmont and Yanacocha have supported the review by organizing a site visit for the CAO to gather information and engage with external stakeholders. In 2020, the CAO issued a final report, which showed some shortcomings with the IFC’s approach and noted that Newmont had put in place a procedure for former workers to request their medical records.

INDIGENOUS PEOPLES

Following the launch of the Global Center for Indigenous Community Relations (the “Center”) in February 2021, the Center began implementing its strategic plan. Key activities during the year across the three focus areas included:

- **Partnerships and learning networks** — We hosted a series of internal webinars including ones on Indigenous rights within the context of Newmont’s Human Rights framework; intangible cultural heritage in Indigenous communities where we operate; and Canada’s National Day for Truth & Reconciliation. We also supported industry and cross-sector dialogue on building respectful relationships with Indigenous communities, such as through RESOLVE’s FPIC Dialogue and the Wilson Center’s Canada Institute. Our internal Indigenous Peoples Working Group (IPWG) met quarterly and shared lessons learned from current practice on Indigenous employment, agreement making and on-the-ground implementation.
- **Respect for customs and culture** — Following the discovery of a mass grave of more than 200 children at the Kamloops Indian Residential School in British Columbia, Newmont’s sites conducted various activities to show support for all Indigenous peoples across Canada who have been impacted by the residential school system. The Center created resources and hosted a webinar to raise awareness about the continuing legacy of residential schools and how individuals and Newmont can support reconciliation. Our Australia region formed a working group with representatives from the Operations function and the region including Indigenous employees and relevant business functions in preparation for

drafting the region’s second Reconciliation Action Plan (RAP). We engaged an external Indigenous advisor to conduct immersion activities with the RAP Working group, facilitate a draft RAP review workshop, and support and guide the RAP Working Group. The second RAP (to be endorsed in early 2022) builds on the efforts and learnings of the first RAP we published in 2018 and implemented throughout 2019 and 2020.

- **Opportunities for Indigenous peoples** — The Center participated in internal working groups on Indigenous and local procurement and employment and provided expertise and support to sites developing strategies and programs. One outcome was an Indigenous Employment Assessment designed and initiated by our Musselwhite operation. The Center also hosted dialogues and networking opportunities with peer companies to explore best practices on Indigenous procurement.

Details on our agreements and commitments at the site level, as well as engagement activities during 2021, are included in the following table.

Engagement with Indigenous communities near our operations and sites in 2021¹

Site (country)	Indigenous communities	Background	2021 Notable activities
Boddington (Australia)	Gnaala Karla Booja	The Moorditj Booja Community Partnership Agreement (CPA) is a voluntary Indigenous Land Use Agreement (ILUA) under the Native Title Act (NTA). Newmont, the Gnaala Karla Booja (GKB) Noongar Native Title Claimants, and their representative body — the South West Aboriginal Land and Sea Council (SWALSC) — are parties to the agreement. The parties also have a separate and connected Preservation of Aboriginal Heritage Agreement (PAHA) that underpins the CPA and details the operation’s specific cultural heritage management obligations.	<p>Representatives with Newmont, the Gnaala Karla Booja and SWALSC met quarterly via the Relationship Committee. The committee provides a forum to discuss matters related to the implementation of the agreements and includes updates on key operational activities. Responsibilities of the Relationship Committee include providing oversight of the CPA Community Benefits Management Plan; monitoring progress on achievement of outcomes against the stated objectives of the agreement; and effecting resolutions of the committee including informing Aboriginal cultural heritage management planning and delivery.</p> <p>The PAHA includes requirements above and beyond those in state heritage legislation. This includes engaging Traditional Owner heritage monitors to oversee ground-disturbing works in or near locations of cultural significance, such as those related to the DG Water Storage Reservoir in Junglen Gully, a tributary of the Hotham River (and a registered Aboriginal Cultural Heritage site).</p> <p>Boddington also implemented the Gnaala Work Ready program, which saw 10 trainees working in various positions across mine maintenance, processing, mining operations and site services.</p>
Tanami (Australia)	Warlpiri	<p>Newmont’s Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA) directed by the Aboriginal Land Rights Act 1976. The CMA is governed through the Central Land Council (CLC), which acts as the statutory authority representing the Traditional Owners and custodians of the Tanami area — the Warlpiri people (Yapa).</p> <p>Supporting and complementing the CMA is the voluntary Tanami Desert Ten Year Plan (TYP), which began in 2017 and works to improve the relationship between the Warlpiri and Newmont through an action-driven focus on improving Yapa employment, Yapa education and Yapa voice.</p>	<p>While COVID restrictions continued to limit the ability to meet in person or travel to remote communities, Tanami continued engagement with the CLC and Warlpiri Traditional Owners. The annual Traditional Owner Liaison Committee and CLC delegates meetings took place in October in the community of Lajamanu.</p> <p>The Tanami team worked with the University of Queensland Centre for Social Responsibility in Mining, the CLC, and an extended delegation of Yapa — including senior representatives from the Warlpiri Education and Training Trust (WETT) — to conduct the annual TYP planning workshop. Implementation of the TYP continued via regular steering committee meetings, the establishment of a monitoring and evaluation framework, and progress on priority actions including:</p> <ul style="list-style-type: none"> • Engagement with Yapa on the updated Tanami Regional Biodiversity Monitoring program; • Completion of a Tanami Highway Safety and Service Options analysis; • Review of the work-readiness program; • Continued implementation of the cross-cultural awareness training developed with Traditional Owners and delivered by the Flinders University Centre for Remote Health; and • Safe delivery of the Yapa Crew and Indigenous Training and Familiarisation entry-level employment programs. <p>Engagement with primary Traditional Owner governance forums included providing annual royalty forecast and operational updates to the Granites Mine Affected Areas Aboriginal Corporation and Kurra Trust Board of Directors and attending the WETT Advisory Committee meetings.</p>

Engagement with Indigenous communities near our operations and sites in 2021¹

Site (country)	Indigenous communities	Background	2021 Notable activities
Éléonore (Canada)	Cree Nation of Wemindji Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government	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.	<p>Newmont President and CEO Tom Palmer and the newly elected Grand Chief Gull-Masty joined Éléonore and its Cree partners to virtually celebrate the 10th anniversary of the signing of the Opinagow Collaboration Agreement. The event provided an opportunity to reflect on challenges and celebrate accomplishments made possible by the partnership.</p> <p>The site conducted a citizen perception study in Wemindji with 48 community members participating. The final report was completed in July 2021 and highlighted the need to better inform the community on all aspects of the mine. In early 2022, the site hired a liaison officer from the Cree Nation of Wemindji to address this feedback.</p> <p>Éléonore completed the first phase of a Cree-led social, cultural and human rights impact assessment. The next phase involves developing the methodology, assessing the impacts and creating management plans in participation with the Cree and representatives from the surrounding James Bay communities.</p> <p>Land users from the community of Wemindji were invited to voice their concerns on the state of the lake sturgeon population in the area of the Opinaca reservoir. The consultation, conducted with the support of a Wemindji-based consultant, will inform the conservation and protection measures to be included in the Cree Nation Government regional sturgeon management plan.</p>
Musselwhite (Canada)	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	<p>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.</p> <p>The mine also has an agreement with Mishkeegogamang First Nation.</p>	<p>In April, the site hosted a virtual meet-and-greet event with Newmont's President and CEO and First Nations communities and council leadership.</p> <p>The site implemented three key Indigenous employment initiatives — the Stope School training program, the Aboriginal Mining Skills Trade Entry Program, and a pre-apprenticeship for industrial electricians. The operation also engaged with a newly formed regional First Nation Mining Centre of Excellence, an initiative of the Sioux Lookout Friendship Accord to create future Indigenous training opportunities in 2022.</p> <p>Musselwhite initiated a third-party Indigenous employment assessment at the end of 2021 to understand challenges and opportunities to improve employment conditions for Indigenous employees and contractors.</p> <p>The operation held its annual Implementation Committee and Environmental Working Group meeting, which is part of the Musselwhite Agreement. Topics of discussion included how to increase Indigenous employment at site and consultation for exploration work that is planned in 2022. The Musselwhite team also led an information session on tailings during the Environmental meeting.</p>

Engagement with Indigenous communities near our operations and sites in 2021¹

Site (country)	Indigenous communities	Background	2021 Notable activities
Porcupine (Canada)	Mattagami First Nation Matachewan First Nation Flying Post First Nation Wahgoshig First Nation Chapleau Cree First Nation Brunswick House First Nation Chapleau Ojibwe First Nation Michipicoten First Nation Métis Nation of Ontario	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.	Porcupine worked collaboratively with First Nation partners on several project permits and closure plans throughout the year, including the Borden biological monitoring and supplementation plans, sewage works environmental certificates and closure plans for Pamour and Dome. Additionally, Porcupine worked with a First Nations contractor to develop a cultural awareness training program that was reflective of the local communities. This will be launched in 2022.
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River Kawina Maroon Tribe of the Commewijne River	Newmont has a Cooperation Agreement with the Pamaka.	Both the Kawina and Pamaka tribes are traditional landowners within the Merian mining license area. Negotiations on a Cooperation Agreement with the Kawina were delayed due to COVID-19 but continued in 2021. During the year they met 11 times, and negotiations are expected to be completed in 2022.

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.

CULTURAL HERITAGE MANAGEMENT

To improve Newmont’s cultural heritage management practices, we progressed the comprehensive action plan that was launched at the end of 2020.

Following an incident at our Ahafo mine in December 2020 in which we initially believed we had impacted a cultural site (as detailed in our 2020 Annual Sustainability Report), senior leadership called for all sites — including operations, projects and exploration — to report on their accountability and due diligence for managing cultural heritage impacts. In response, we created a Cultural Heritage and Operational Verification process which requires each site to conduct a cross-functional review and approval of planned disturbance footprint against a cultural heritage survey and inventory to prevent unintended impacts to cultural heritage. Where impacts are not avoidable, following engagement with host communities, cross-functional leadership review and approval is escalated to the Chief Operating Officer and Chief Sustainability and External Relations Officer prior to initiating work.

In 2021, five disturbance activities (at Boddington, Cerro Negro, Tanami and Yanacocha) required such approval. We conducted engagement with affected communities and relevant authorities prior to approving and initiating the work. This included oversight and required approvals from Indigenous authorities and Traditional Owners at Boddington and Tanami. Recovery of archaeological items was carried out by cultural heritage and/or archaeological professionals at Cerro Negro and Yanacocha. In Australia, we verified the location of cultural heritage sites and materials and physically demarcated and protected these during adjacent ground-disturbing works. At Tanami, the Yapa Crew continued to complete the fencing and signage of cultural heritage sites and exclusion zones in line with Traditional Owner instructions and cultural

obligations. Traditional Owner heritage monitors provided oversight of ground-disturbing works to ensure no impact to these sites or cultural materials.

Another focus of the action plan was the revision and rollout of our Cultural Heritage Standard.

Following the approval of the standard in April 2021, we engaged an external firm to coordinate a comprehensive change management effort across the organization. This work included:

- **Performing a gap analysis of current practice against the revised standard** — Six operations and one project completed gap assessments and drafted action plans against the revised standard by the end of 2021. Site visits to conduct the remaining assessments will be completed in the first half of 2022. In addition, several sites undertook the following activities to improve performance:
 - In Ghana, we engaged experts from the University of Ghana’s Archaeology Department and Ghana Museums and Monuments Board to independently audit the recorded cultural site locations in the region
 - All three Canadian operations undertook measures to develop cultural awareness training in partnership with local First Nations communities. Musselwhite and Porcupine completed new Cultural Heritage Management Plans, while Éléonore completed its current three-year cycle of implementing the Cree Land Use Monitoring Program and is working toward developing the next three-year monitoring cycle in collaboration with its Cree partners from the Cree National Government and the Cree Nation of Wemindji.
 - At Cerro Negro, an initial assessment led to discovering a potential omission in listing a cultural site in a regulatory filing and the

subsequent impact to the site. To better assess the situation, we engaged an archaeologist, who determined that the site had been impacted. Following this determination, we disclosed the matter in a regulatory filing and updated our practices to prevent a similar instance from happening again. The site also received approval from the Secretary of Culture to rescue 26 cultural heritage resources, which had been identified by external archaeologists.

- **Building capacity on cultural heritage management** — Efforts in the first half of 2021 focused on two areas:

- *Training on new requirements* — These sessions focused on the Cultural Heritage and Operational Verification forms and the Cultural Heritage Standard revisions. Virtual sessions were held with specific regional and functional personnel on the Cultural Heritage and Operational Verification forms, required content and workflows. A group of approximately 125 personnel in relevant roles within Sustainability and External Relations, Exploration, Projects, Operations and Legacy Sites participated in a training webinar on the Cultural Heritage Standard.
- *Raising awareness on cultural heritage* — The Global Center for Indigenous Community Relations hosted a virtual “Intangible Cultural Heritage Lunch & Learn” for all employees, which was attended by approximately 230 people throughout North and South America (due to the time zones). The event featured case studies from Merian and Musselwhite that illustrated examples of intangible cultural heritage (i.e., stories, rituals, memories, performance art) and how the sites work to respect and protect it.

- *Site-specific capacity building and training* — A third party conducted training sessions on cultural heritage management best practice and the revised standard at six operations and one project in 2021 and will continue to provide in-person and virtual trainings to the remaining sites and exploration teams in 2022. Training materials and virtual training sessions were created to help exploration teams understand the heritage management processes and the identification of cultural landscapes and materials to avoid these during groundworks activities.

Throughout 2021, we identified several opportunities to improve our cultural heritage management practices including:

- Ensuring our cultural heritage inventories are comprehensive and regularly reviewed with Traditional Owners, knowledge holders and custodians;
- Finding solutions that provide adequate information to operators about exclusion zones or restricted work areas that do not compromise confidentiality and respect for traditional knowledge shared with us; and
- Increasing training and awareness on cultural heritage management, particularly with new procedures and protocols being introduced to ensure consistent application of the standard.

Verifications against the standard have been incorporated into Newmont’s Risk Management System (RMS) in two ways: first, through the design of critical controls verifications (CCVs) 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 2022.

Social Acceptance

Meaningful engagement with stakeholders that aligns their long-term interests with our business goals is essential to earning and maintaining social acceptance — which is the willingness of stakeholders to accept our ongoing business activities. Because mining activities can both negatively and positively impact nearby communities and social acceptance can evolve, we create plans to understand stakeholder views and to minimize and mitigate our impacts. These plans help establish a foundation of trust for building long-term, positive partnerships.

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to the following guiding principles for earning social acceptance:

- Build relationships founded on respect and a commitment to each other’s success;
- Act with humility and a willingness to listen and be committed to constructively and transparently resolving differences and conflicts; and
- Seek mutually beneficial outcomes in decision making such that we contribute to sustainable development.

A suite of **global standards** details Newmont’s minimum requirements to effectively identify, manage and monitor our activities aimed at achieving social acceptance. Associated guidelines and procedures also support teams with on-the-ground implementation and compliance.

Personnel at each site are responsible for developing a stakeholder engagement strategy in accordance with our standards and guidelines. 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 strategy — report to the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO.

The Board of Directors’ Safety and Sustainability Committee provides oversight, holding quarterly reviews with management. The Committee’s chair apprises the full Board of any significant matters or developments.



Risk Management

Incidents or actions by Newmont that result in the community or other key stakeholders withdrawing or not granting the support we need to operate is a significant business risk. Events that harm the health and safety of the community, unfulfilled commitments or missed community expectations in areas such as local employment and socio-economic development, can all impact our ability to earn and maintain social acceptance.

Our structured global Risk Management System (RMS) includes a hierarchy of policies, standards, guidelines and procedures to assess the full range of social risks, regulatory requirements and obligations.

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 — at least every five years.

These assessments include extensive input and review from the host communities; most are conducted by external, independent experts. Final reports are public and available to local communities. Findings from the studies are addressed through social management plans that aim to mitigate and minimize impacts while enhancing the benefits associated with mining activities.

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.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Our overarching external relations strategy provides the framework for achieving and maintaining broad social acceptance and managing our top risks throughout the mine lifecycle. Because social acceptance is granted by local communities and influenced by national and global stakeholders, our strategy focuses on the following three areas:

- **Engagement** — proactively engage stakeholders based on inclusion, transparency and integrity
- **Risk and impact management** — integrate stakeholder considerations into managing risks and optimizing opportunities
- **Mutual value creation** — collaborate to catalyze socio-economic development so communities can thrive during operations and after mining activities cease

COMMUNITY RELATIONSHIPS

Our [global standards](#) — including those related to Stakeholder Relationship Management, Human Rights and Indigenous Peoples — guide our approach to engaging stakeholders and building the strong relationships needed to earn and maintain social acceptance. The standards require consistent 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.

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

We have several formal agreements that state our commitments to managing our impacts and contributing to the social, economic and institutional development of the communities in which we operate. These agreements are developed through an open consultation process and include a focus on ensuring the communities participate meaningfully and are empowered to make decisions that impact their lives.

Sites must have an open and transparent process where stakeholders' concerns are addressed fairly and promptly. A complaints and grievances register records matters using a three-tier system. Tier 1 complaints are those that can be resolved between Newmont and complainants without the need for external mediation and/or legal proceedings. These tend to be related to matters that we directly control. If an independent third party (such as a local leader or committee) is needed to facilitate the resolution of the matter, it is classified as a tier 2 complaint. Disputes that require legal intervention are categorized as tier 3. Sites must ensure stakeholders are aware of the mechanism and know how to raise concerns. Sites also work to build trust in the mechanism and the process by satisfactorily resolving issues. Since 2015, we have reported on an [annual public target](#) to respond to stakeholder matters in a timely manner.

RESETTLEMENT AND LAND USE

Mining activities take place where ore bodies are located, and, at times, activities throughout the mine life require unavoidable 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 local 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](#), which aims to avoid resettlement whenever possible. However, when resettlement is required, companies must 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. Sites implement and closely monitor RAPs and LAPs and are required to conduct annual audits by qualified external experts to ensure activities fulfill commitments and meet the needs of those who are affected.

We are one of five mining industry partners in the Mining, Resettlement and Livelihood Research and Practice Consortium. Together with the University of Queensland's Centre for Social Responsibility in Mining, this first-of-its-kind industry-university working group works to build knowledge on how mining and resettlement risks are being managed for practical application. The Consortium's key outcomes include:

- A dedicated [website](#) that includes research papers, case studies, data and more;
- The first global, publicly available Mining-Induced Displacement and Resettlement events dataset;
- An online risk assessment tool for the design and planning stages of resettlement projects in mining; and
- The first publicly available global e-library on mining and resettlement.

ARTISANAL AND SMALL-SCALE GOLD MINING

According to the World Bank, artisanal and small-scale mining (ASM) and its associated value chain support the livelihoods of an estimated 100 million people worldwide. Unregulated ASM activities can pose significant risks to miners, communities, Newmont, and our workforce. The unsafe use of mercury in gold processing can cause serious health issues and contaminate community water sources. When those engaged in ASM trespass onto Newmont’s concessions, it poses significant security risks and potential business continuity risks. ASM has also been associated with forced and child labor.

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:

- **Security** — ensure safe and secure access to Newmont’s assets, interests and concessions and minimize conflicts between illegal small-scale miners and Newmont personnel

- **Performance** — manage environmental, social, security, health and safety risks and impacts caused by ASM activities near and/or on our mining concessions
- **Livelihood development** — collaborate to empower and improve livelihood options associated with the local economy
- **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. It also takes place at exploration projects in several jurisdictions, and because our exploration teams are often the first contact with communities, our approach emphasizes early engagement and building positive relationships with small-scale miners. 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 based on the legitimacy and legality of the activity, its scale, and the impacts to, and role of, local community members.

Because 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 international best practices. Newmont participates in several global forums — including the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development — to share on-the-ground implementation insights and encourage policy alignment.



Photo: Tanami, Australia

Performance, Metrics and Targets

We track several internal and external metrics and use public targets to measure, monitor and improve our performance in managing our social acceptance risks and opportunities.

The **Performance Data** section of this report includes several site-level social data and performance metrics.

PUBLIC TARGETS

Community commitments

For 2021, we set a public target for all sites to complete 100 percent of community commitments by the due date. COVID-19 continues to impact our ability to engage with stakeholders in traditional ways, which has resulted in delays in delivering on our commitments. In 2021, we addressed 94 percent (2,135 of 2,273) of commitments on time.

Complaints and grievances

All sites had a stakeholder complaint resolution public target to address and resolve 100 percent of tier 1 complaints within 30 days. Similar to our community commitments target, the pandemic has impacted our ability to engage with stakeholders. In 2021, we addressed 99 percent (444 out of a total of 461) tier 1 complaints or grievances (C&Gs) recorded on site registers within 30 days.

We also established a target to develop a unique root-cause analysis methodology that helps us better understand the underlying drivers of complaints and grievances and helps reduce or eliminate repeat issues. In 2022, we will pilot complaint-root-cause analysis at every site and begin to integrate the methodology into our C&G mechanisms.

Complaints and grievances due in 2021: Site level¹

Site	Number	Percent addressed within 30 days ⁴
Ahafo	140	99%
Akyem	102	100%
Boddington	3	100%
CC&V	11	91%
Cerro Negro	50	100%
Éléonore	15	100%
Merian	6	100%
Musselwhite	3	100%
Peñasquito	82	100%
Porcupine	49	100%
Tanami ³	0	N/A
Yanacocha ²	0	N/A
Total	461	99%

¹ Tier 1 complaints received in 2021. Tier 1 complaints are those that can be addressed directly between Newmont and complainant(s).

² Yanacocha received 49 Tier 2 complaints in 2021 involving our contractors and former employees where Newmont serves as a mediator to bring resolution but the complaint is not directly resolvable by Newmont.

³ Tanami received no complaints in 2021 across all tiers.

⁴ The percentage of complaints addressed within 30 days includes complaints received in December 2020 that were due in January 2021.

Future public targets

Our public community commitments and C&G targets that have been in place since 2015 were aimed at establishing and embedding systems to ensure rigor and focus in managing these areas. Despite the impacts of the pandemic over the past

two years, we are confident that the systems and governance we have in place ensure community commitments and C&Gs are managed appropriately. We will continue to disclose site-level details on community commitments and C&Gs, but our targets will shift our focus on root causes.

Future targets: Complaints and grievances

Year	Target description	Target for sites/regions	Target for Newmont
2022	Root cause methodology developed and applied to all complaints to reduce or eliminate repeat complaints and understand underlying drivers	Pilot test root cause analysis at operating sites and implement corrective actions	Root cause methodology adapted for use with complaints
2023	Root cause methodology developed and applied to all complaints to reduce or eliminate repeat complaints and understand underlying drivers	100 percent of sites are using root cause analysis for all complaints and implementing corrective actions	100 percent of sites achieve the annual site targets

KEY COMMUNITY MATTERS AND ACTIVITIES

In accordance with our Social Baseline and Impact Assessment Standard, at the end of 2021, all sites — except Éléonore, Musselwhite, Peñasquito, Akyem and Yanacocha — had a social impact assessment (SIA) in place and updated within the past five years. All sites out of compliance have plans in place to initiate an SIA update; however, because SIA's are inherently collaborative and require in-person engagement, the COVID-19 pandemic has had an impact and delayed our efforts. Éléonore, Musselwhite and Peñasquito expect to complete their SIAs in 2022, while Akyem and Yanacocha plan to begin the process in 2022.

Site community impacts are discussed in the [Performance Data](#) section and notable community matters in 2021 follow.

Argentina

Cerro Negro launched the “Hogares Protegidos” campaign to distribute over 2,000 smoke and carbon dioxide detectors to all Cerro Negro employees and Perito Moreno residents. This initiative was developed following the death of a Newmont Cerro Negro employee and his daughter due to carbon monoxide poisoning in Perito Moreno in 2020.

Australia

At Boddington, we engaged on several stakeholder matters via established consultative forums.

We collaborated with the Local Emergency Management Committee on developing an emergency response plan for the existing tailings storage facility in line with Global Industry Standard on Tailings Management (GISTM). We also undertook life-of-mine tailings social performance and stakeholder engagement work to establish baselines and progress compliance against the GISTM for existing and future tailings facility options. As a member of the South West Sustainability Partnership, we worked with other industry partners (including Alcoa and South 32) to develop a scope for a Noongar Ranger Program that will build capacity, technical skills and employment opportunities for Noongar people.

We worked with the Shire of Boddington's Local Government Authority to help provide accommodations for staff with the Early Learning Centre, and we engaged with the Peel Development Commission on economic development, human capital and workforce development needs.

At Tanami, we engaged with the Charles Darwin University Foundation on a partnership to provide higher and vocational education scholarships in the communities of Darwin and Alice Springs. In 2021, the partnership awarded four \$8,000 scholarships to graduate students pursuing vocational programs and four \$2,500 scholarships to students participating in the Warlpiri and Central Australian Language Group vocational education training apprentice program.

Details about our engagement with Indigenous communities in Australia are discussed in the [Human Rights](#) section.

Canada

The team at our Porcupine operation continued to engage with the City of Timmins Community Development Committee to discuss the Subsequent Land Use Plan (SLUP) for the Hollinger Open Pit. The Porcupine team provided an update on what the SLUP will entail including a park, trails and a lookout. We also held a tabletop exercise with the City of Timmins regarding a hypothetical tailings breach (as per the Global Industry Standard for Tailings Management), sharing information on our active tailings facility, including results of our most recent inundation study and collaborating on an approach to emergency management.

At Éléonore, we completed a commitment to contribute \$600,000 toward building vocational student residences in the town of Chibougamau. The goal is to attract and retain new residents in the Nord-du-Québec, helping contribute to the economic vitality of the region.

Details about our engagement with Indigenous communities in Canada are discussed in the [Human Rights](#) section.

Ghana

As part of our collaboration with the Ghana Health Service (GHS) and through the Kintampo Health Research Center and Newfields, we held a workshop with stakeholders on the findings from recent health surveys. Feedback from the GHS, community Chiefs and other participants included the desire to see these studies continue in future years to support informed decisions and that continued collaboration is necessary to improve the quality of health and wellness within the communities.

In November, we finalized the updated social responsibility agreements with the 10 communities near Ahafo after nearly three years of reviews and stakeholder engagements. Enhancements to the agreements include the following:

- **Relationship Agreement** — increasing representation of youth and women on the Social Responsibility Forum's Standing Committee, which oversees the agreements' implementation, and establishing a Company–Community Relationship Committee to oversee the implementation of the Relationship Agreement, which addresses resolution mechanisms related to community issues and provides incentives to motivate employees and contractors to stay within the community.
- **Employment Agreement** — increasing local employment target to 53 percent by the next agreement review in 2026 and increasing female representation to 50 percent by 2030 (for both the Ahafo South mine and Ahafo North project).
- **Foundation Agreement** — increasing community and company representation on the Newmont Ahafo Development Foundation's board and allocating funds for economic diversification projects that create jobs and generate income.

Mexico

Newmont and the community of San Juan de Cedros signed an agreement in 2019 that guarantees the supply of water for 30 years through the construction of infrastructure needed to store, sanitize and distribute water. It also formalizes Newmont's access to Cedros' common-use land for exploration activities and operations. A separate Social Responsibility Agreement includes social infrastructure projects for the community such as sports fields and a recreation center. In 2021, the Cedros community appointed new representatives, and Newmont began work to fulfill the agreed upon commitments.

Peru

Yanacocha and Bechtel (Yanacocha's partner on the early works for the Yanacocha Sulfides project) developed and are implementing a social management plan to address community concerns and expectations.

As part of the expansion of the China Linda quarry (under the Yanacocha Sulfides project), we completed 85 percent of the social monitoring baseline. To address the primary concern related to water availability, Yanacocha agreed to construct a potable water system and biodigesters (sanitary units for sewage drainage). The potable water system was designed and built in collaboration with the community's Local Sanitary Services Administration Committee and community leaders. It was completed in December 2021 and serves around 160 community members. The biodigesters network is under construction and expected to be delivered in March 2022.

Another area of interest is related to local employment and supplier contracts. Thirteen local contractors have organized themselves in consortiums to participate in China Linda operational activities. We have implemented a program to help build technical and managerial capabilities among potential contractors.

Following a community blockade, our Yanacocha operation held dialogue table meetings with the leaders and users of the Tres Tingos Quinoa Totorá canal, who had concerns about discharge volumes. The dialogue table — which includes the National Water Authorities and the Ministry of Energy and Mines to explain the issue both from a technical and social perspective — resulted in reaching an agreement on a sustainable solution to the users' claims of a lack of water.

Suriname

Due to high vaccine hesitancy in Suriname, we explored options for collaboration with an external agency and the Ministry of Public Health on vaccination campaigns for community members and other in-country stakeholders and last-mile delivery challenges (e.g., logistics). In 2022, we will work with the Ministry and other partners to finalize and implement an action plan supporting the government's vaccination program.

Details about our engagement with Indigenous communities in Suriname are discussed in the [Human Rights](#) section.

The U.S.

Because COVID-19 health and safety protocols prevented mine tours, our team at CC&V hosted an educational outreach session for a group of professors and sophomore engineering students from the Colorado School of Mines. Representatives from the operation discussed a range of subjects related to CC&V's mining operations.

CC&V held several virtual mining education activities throughout the year with local elementary schools. We also held virtual community meetings to provide operational updates and information as well as to offer community members opportunities to engage with site leadership.

Photo: Saddle project, British Columbia, Canada



Our responses to some of our key community and stakeholder engagement matters are on our [website](#).



RESETTLEMENT AND LAND USE

Ghana

At our Ahafo operation, land access and resettlement for the Dokyikrom, Awonsu and Apensu communities took place during the year.

Due to the proximity of the Dokyikrom community to the Ahafo tailings storage facility (TSF) expansion, the country’s Environmental Protection Agency (EPA) directed the Company to resettle 412 households and provide cash compensation for 688 unoccupied structures. Despite the challenges of the COVID-19 pandemic, we progressed the Dokyikrom resettlement action plan, which was approved by the EPA and community stakeholders in 2019. Crop compensation payments for affected farmers were completed along with approximately 90 percent of structure surveys. Negotiations on the resettlement package, structure rates and deprivation of land use (DLU) rates for cash compensation payments continue.

The TSF Expansion Resettlement Project for the Apensu community is also progressing. In 2018, we agreed on the resettlement of approximately 270 households and compensation for 1,688 eligible unoccupied structures and 858 acres of cropped land. Crop compensation payments have been completed, and structure compensation and DLU compensation payments are approximately 98 percent and 60 percent complete, respectively. Two sites have been acquired to resettle affected households.

Under the Awonsu Resettlement Project, the Resettlement Negotiations Committee approved 79 households (involving 87 houses) to be resettled, and 76 of the houses were handed over to owners in 2021. Crops and structure compensation payments have been completed, except those still under review by the courts.

The Company initiated livelihood restoration programs for the affected persons in Apensu and Awonsu as part of the Resettlement Action Plan (RAP). The livelihood programs are mostly focused on agriculture to support food security and income generation. Additional support, including food baskets, was also provided for vulnerable populations through the Vulnerable Peoples Program.

In 2017, Projected Affected People (PAPs) at Akyem petitioned Newmont about perceived discrepancies in the compensation paid, requesting enhanced livelihood support. The region commissioned a third-party socio-economic and vulnerability assessment of the Akyem PAPs to review the concerns raised; the assessment was presented to and approved by community stakeholders. Recommendations include extending the Agricultural Improvement and Land Access Program (AILAP) and progressing the Akyem Social Protection for project-affected persons deemed vulnerable. The recommendations and lessons learned were incorporated into the land access and resettlement planning for the Ahafo North project.

We commissioned an independent audit of the RAP for Akyem and several resettlement phases at Ahafo to assess the achievement, effectiveness, impacts and outcomes of their RAPs. The scoping phase, which was completed by the lead consultants, includes the design of a survey instrument for the quantitative field assessment slated for the next phase.

Mexico

We developed a resettlement project plan to resettle 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, which is just east of Mesas. We also expanded the project to include the Palmas community. The negotiation phase of the project will begin in 2022.

ARTISANAL AND SMALL-SCALE MINING LIVELIHOODS

Work continued throughout the year to manage artisanal and small-scale mining (ASM) risks and opportunities in Ghana 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 engaged consultants to conduct a training needs assessment and design relevant programs for ASM operators near our operations in Ghana. We began the planning and design phase for a fabrication and welding training program for select ASM operators.

In 2021, illegal mining activities in and around Newmont’s mining concession areas continued, particularly in the Ahafo South operational area. The team collaborated with the District Police to increase security patrols, and our Security team developed a holistic approach to reduce threats and protect people and assets. We discuss this approach in more detail in the [Health, Safety and Security](#) section.

Peru

At our Yanacocha operation, ASM has historically been absent. However, we have identified contained ASM activities within and near the Yanacocha and Conga concessions, 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 ASMs to the appropriate regulatory authorities.

Suriname

At Merian, our ASM strategy aims to protect Newmont’s assets while recognizing the cultural and livelihood importance of ASM to the Pamaka community. The strategy’s livelihood element includes offering ASM stakeholders programs that provide technical support for exploration, mine planning and mineral processing to improve recoveries and economics.

We continued to work with the Pamaka ASM cooperative and government of Suriname to establish a mining reserve, over which the Pamaka miners will eventually hold the license. During the year, we submitted an exploration license application for the reserve to the government. Once the exploration license is formally approved and issued, Newmont will conduct exploration activities in the reserve to inform a voluntary relocation program for miners who wish to move their operations from within the Newmont license area. Long-term plans also include the installation of a mercury-free processing plant in the reserve.

The alternative livelihood aspect of the strategy seeks to identify opportunities for those who wish to transition out of ASM. In 2021, we partnered with Solidaridad, an international NGO, to implement an ASM support program that includes assisting Pamaka ASM operators who wish to leave the occupation. In October, Newmont commenced an employment project to create a pool of current and former small-scale miners who are given short-term contracts to support Merian’s operations on a labor-hire basis. Since commencing the program, 22 small-scale miners have conducted short-term earthwork and other tasks for Newmont. Excavator operator training was also deployed to 63 small-scale miners, including seven female participants. Other training activities are under development.

Environment

- Leadership Insights:
Climate Change, Biodiversity and Water 90 ▶
- Energy and Climate Change 92 ▶
- Water Stewardship 96 ▶
- Tailings Management 107 ▶
- Biodiversity 114 ▶
- Closure and Reclamation 118 ▶
- Materials 121 ▶

Received approval and validation of our **2030 climate targets** by the Science Based Targets initiative

Reclaimed 122 hectares across all our operations, meeting our annual reclamation target

Identified the **critical controls to manage water-related risks** and began implementing critical control verification process

Progressed conformance to the **Global Industry Standard on Tailings Management**

Recycled 77% of water at operating sites in water-stressed areas

Photo: Saddle project, British Columbia, Canada



BRIANA GUNN
Group Executive, Environment

“As organizations move to address climate change, stakeholders are also seeing there is a role for industry to play in conservation of shared resources (nature and water).”

Leadership Insights: Climate Change, Biodiversity and Water

Briana Gunn, Group Executive, Environment, looks at the intersecting impacts of mining, climate change, biodiversity, and water, and how we can move toward a truly sustainable world.

You’ve spent a great deal of your career at Newmont working in the water, tailings, and biodiversity space. What has changed over the course of your time in this industry?

The biggest change is that mining companies have said, “it’s important to look at reducing environmental impact,” at the start of a project rather than the end. Early in my career, I worked mostly in closure. We were looking at mines that had been there 30, 40 years, and asking “how do you fix a situation? How do you regrade? How do you re-vegetate? How do you put in water systems that will stay in place and reduce your operations and maintenance over time?” But now, we start at the beginning of a project, before even, to really get a clear understanding of the impacts that mining in an area will have, including what are the shared impacts that extend outside the boundary of our operations.

Moving that focus to the beginning has impacts on gaining social acceptance from external stakeholders and securing our license to operate.

Biodiversity moved to a highly material issue in Newmont’s materiality matrix. What drove that change?

The world has a better understanding, first, of how climactic conditions are having an impact on water and nature, and second, how those impacts lead back to an impact on human life and experiences. There’s a growing recognition that there’s an integration of the elements our planet needs to thrive: certain

things need to be in place, and one of them is biodiversity. Biodiversity helps support species, habitat, and water — and all these things that humans also need to survive.

There’s an acknowledgement that biodiversity is important to our planet and industry needs to play a role in conservation by taking action.

What can individual mining companies do to address climate change holistically, not only by decarbonizing operations, but also by protecting and rehabilitating biodiversity and aquatic ecosystems?

First, when companies are developing their projects and solutions for decarbonization, they need to look at the holistic impact of that solution. They can’t introduce a solution that reduces emissions but has a substantial impact on sustaining ecosystems. When you’re developing projects, you must understand the trade-offs, the exchange, between decisions and evaluate them so you understand the additional impact that you might have and take this into consideration.

Second, companies should consider nature-based solutions or perspectives as part of their climate strategy and emission reduction roadmap. They need to consider what are the solutions that can support CO₂ reduction, but also enhance an ecosystem.

Much of the discussion around climate change has focused on global impacts, rather than on local impacts. What does climate change look like from the perspective of a local mine?

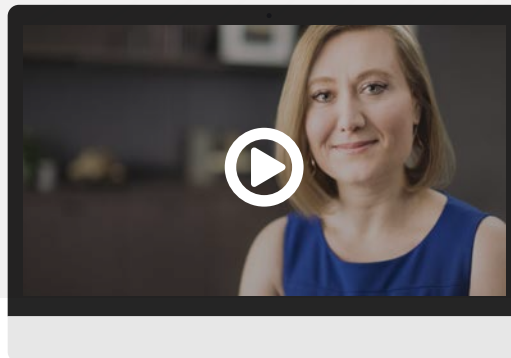
Climate change can be found locally or regionally. We see it globally with drought, increased heat, wildfires, and rising sea levels and flooding. On a local scale, you see increased pressure — on the mine and surrounding communities — to be more resilient to these changes. Newmont has completed work to understand the impacts of climate change on a local scale and is developing plans for resiliency and adaptation for ourselves as well as to support the communities and ecosystems around our operations. It’s important for us to understand that extended risk, and then put things in place to help support communities. Some communities may not have plans or other sources of support when natural disasters occur, whatever the cause. There may be no organization to help, certainly on an emergency basis, other than Newmont.

What are your thoughts on the increased focus from investors and other stakeholders on how companies are addressing water management and biodiversity protection? What can Newmont and the mining industry do to ensure that its activities are in harmony with nature?

I love that stakeholders are asking these questions and recognizing that there are shared resources out there that are being impacted by different industries and that if the right actions are taken, those shared resources could be sustained into the future.

To do that, you must take a hard look at the mitigation hierarchy across your project finding ways to avoid, minimize, rehabilitate, and offset environmental impacts you find. It is also important to set goals, such as No Net Loss, and then measure your progress through short- and long-term targets. As an industry, I think we get nervous sometimes about setting specific targets in areas because we’re worried that we’re not going to get there. But I think if we don’t take a hard look at those impacts and say, “What can we do to either not have it or reverse it?” then we’re not going to make any change.

Watch the full video interview available at [newmont.com](https://www.newmont.com)



Securing Water Availability for Communities in Mexico



In 2019, Newmont participated in a formal dialogue process with the San Juan de Cedros (Cedros) community — one of 25 communities near our Peñasquito operation in Mexico — to address the community’s concerns about impacts to the local water supplies and social benefits.

A notable outcome of the dialogue process, which was facilitated and supported by Mexico’s Ministry of Interior (SEGOB), was an announcement in December 2019 that Newmont and the Cedros community had reached a 30-year water agreement that ensured availability of water for the community’s domestic and agricultural uses.

Today, the Cedros community receives potable water from a modern and efficient reverse osmosis water treatment plant, fully constructed and operated by Newmont. Two wells have been drilled to supply water to the treatment plant.

Permitting processes are underway to construct a sewage treatment plant that will be operated by the Municipality of Mazapil (where Cedros is located). Newmont is also finalizing the design of a community pool, a baseball field, a water retention dam and an irrigation project that will connect with the deep well that was drilled and equipped by Newmont and donated to farmers in the community.

Peñasquito representatives continue to meet with the newly elected Cedros community representatives each month. The current plan is to finalize all the projects by August 2024.

Energy and Climate Change

As stated in the latest reports from the [Intergovernmental Panel on Climate Change](#), the adverse impacts of climate change across diverse human and natural systems are undeniable. Delaying action on addressing the multi-dimensional challenge of climate change is not a viable option. Newmont recognizes we have a responsibility to work alongside governments and communities to act on the transition to a low-carbon economy that ensures the world thrives for generations to come.

This is why we have set long-range science-based targets to reduce greenhouse gas (GHG) emissions (32 percent for Scope 1 and 2 and 30 percent for Scope 3) by 2030 and ultimately be carbon neutral by 2050.

Newmont is committed to transparently disclosing the impacts of climate-related risks and opportunities to our business. In 2021, Newmont published its first [Climate Report](#), which was prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The report details the governance and oversight of our strategy; explores various business and climate scenarios; outlines our climate targets and metrics we use to measure our performance; and includes other information on climate risks, mitigation actions and emissions reduction pathways.

The following is an executive summary of our forthcoming updated Climate Report, which we plan to publish in May 2022.

Photo: Yanacocha, Peru



Governance

Newmont’s **Sustainability and Stakeholder Engagement Policy** acknowledges that human activities contribute to climate change and that businesses have an important role in addressing this global challenge. The policy states our commitment to more efficiently manage our energy consumption and identify opportunities to transition to renewable and low-carbon energy sources.

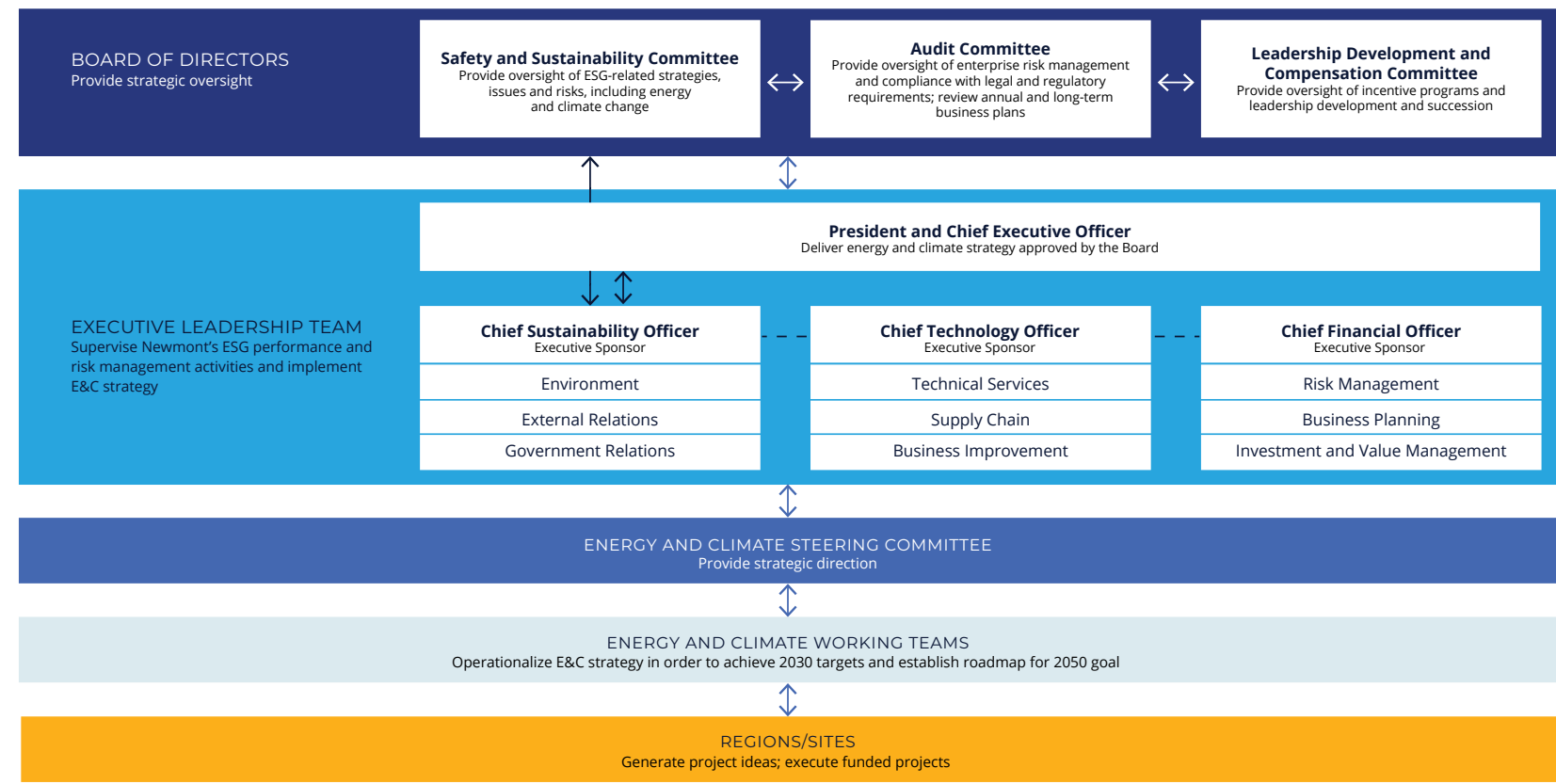
Our **Air Emissions Management Standard** establishes the minimum requirements for monitoring, managing and reporting common air pollutants including GHG emissions. The associated guideline outlines the methodology used to estimate Scope 1, 2 and 3 emissions and for tracking our performance.

In 2021, we developed a governance structure to steer the implementation of our Energy and Climate strategy and track progress toward achieving our emissions reduction targets. We formed nine cross-functional working groups, which are aligned with the workstreams described below. The working groups are responsible for various elements of the strategy and targets.

An Energy and Climate Steering Committee provides strategic direction, and three executive sponsors — the Chief Sustainability and External Affairs Officer, Chief Technology Officer and Chief Financial Officer — supervise the implementation of the Energy and Climate strategy. Energy and climate-related updates are also provided regularly to the full Executive Leadership Team and President and CEO, and at least annually to the Board of Directors’ Safety and Sustainability Committee.

Newmont’s Board has direct oversight of the strategy and related strategic planning and processes for managing climate-related risks and opportunities. The Board delegates certain climate oversight responsibilities to one or more of its committees. For example, the Audit Committee reviews capital expenditures for climate-related infrastructure and climate-related enterprise risks. The Safety and Sustainability Committee receives updates on the E&C strategy and progress against the emissions reduction targets during each quarterly committee meeting. The committee chairs apprise the full Board of any significant matters or developments.

CLIMATE GOVERNANCE AT NEWMONT



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.

Details about our climate risks — including risk category, time horizon, mitigation measures/management approach and potential financial impacts — as determined by our risk process are provided in our [Climate Report](#). Information on our new RMS process is included in the [Risk Management](#) section. Any updates to our climate risks will be published in our Climate Report.

Strategy and Management Approach

Newmont's global Energy and Climate strategy — which aligns with the International Council on Mining and Metals' [2015 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 across the following five pillars:

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

EMISSIONS REDUCTION TARGETS AND 2050 AMBITION

In late 2020, Newmont announced a suite of public climate targets to drive and measure progress toward delivering on our Energy and Climate strategy. By 2030, we aim to reduce Scope 1 and 2 emissions by 32 percent (from a 2018 base year) and Scope 3 emissions by 30 percent (from a 2019 base year). By 2050, our target is to be carbon neutral.

Our 2030 targets have been approved and validated by the Science Based Targets initiative (SBTi), which ensures that our targets support the Paris Agreement's goal of limiting global warming to well below 2 degrees compared to pre-industrial levels.

Energy and Decarbonization program

Reaching our 2030 targets requires us to implement several projects — renewables, power conversions and site efficiencies — to reduce emissions. To achieve this, in 2021 we established an Energy and Decarbonization (E&D) program.

The program includes cross-functional working groups across the following nine workstreams:

- **Adaptation and Resiliency** — progresses work from the workshops we held in 2019 and 2020 with the National Center of Atmospheric Research to understand the risks and opportunities from projected physical climate change at our operations and within surrounding communities and implement management action plans
- **Communications** — aligns internal and external communications for multiple stakeholder groups
- **Energy and Emissions Data** — maintains and improves systems to collect, collate and report Newmont's energy and emissions data

- **Finance Management and Planning** — refines Newmont's systems and optimizes our approach to clean energy investments
- **Industry Collaboration/Partnerships** — collaborates with industry organizations/partnerships, understands external expectations, and helps advance the industry's response to climate change
- **Renewable Energy and Power Purchase Agreement** — prioritizes renewable energy projects at mine sites for existing, future and legacy sites
- **Scope 3** — evaluates a methodology to further quantify Scope 3 emissions
- **Site Energy Efficiency** — identifies energy efficiency projects and initiatives at the site level, leveraging Newmont's Full Potential program
- **Toward 2050** — identifies the pathways to achieving net-zero emissions by 2050

The program focuses on the following three areas:

- **Execution of the business plan** — reduce emissions as we increase the proportion of our production coming from our more energy-efficient underground mines
- **Energy optimization** — identify productivity improvements and opportunities such as electrification of our fleet and use of fuel additives
- **Supply conversion** — transition from fossil-fuel-based energy sources to renewable ones

Performance, Metrics and Targets

Newmont uses several metrics to assess our performance in managing climate-related risks and opportunities. Most notably are our 2030 emissions reduction targets and ultimate goal to be carbon neutral by 2050.

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 2022. We also have material air emissions (mercury, sulfur and nitrogen oxides, and particulate matter) that are generated during processing and the combustion of fossil fuels, and fugitive PM emissions that are primarily dust from activities such as blasting, excavating and crushing ore. We disclose details on our air emissions in the [Performance Data](#) section of this report.

More information about Newmont's approach to managing climate change is available in our [Climate Report](#).



EMISSIONS REDUCTION

Activities to Support Emissions Reduction Targets

Notable activities in 2021 to progress our strategy and achieve our 2030 and 2050 targets include the following:

- **Pathway to 2030 and 2050** — We advanced work on the roadmaps for achieving our 2030 targets and 2050 carbon neutral goal. This work will be detailed in our upcoming Climate Report.
- **Early-stage supply conversion studies** — For the operating sites that provide the greatest opportunity to convert to renewable energy sources, we:
 - Completed a scoping study at Boddington to shift the power supply from the existing grid, which is largely powered by coal, to a combined use of greener electrical power from the grid and on-site renewable power.
 - Initiated an evaluation of a combination of wind and solar solutions at Tanami that would reduce annual emissions by more than 50 percent and deliver a favorable net present value.
- **Carbon offset strategy** — We began developing a carbon offset strategy to prioritize emissions reduction projects with investments in nature-based solutions and offset projects considered as abatement when there are no technological solutions to meet our carbon neutral goal and/or emissions that are “hard to abate.” The strategy will pursue offset projects that have a direct impact on our operations or legacy facilities, and increase carbon storage or avoid GHG emissions through conservation, restoration and improved management of terrestrial landscapes, wetlands, and other ecosystems. We are developing a framework for the carbon offsets that includes integrating nature-based solutions and working with the International Union for the Conservation of Nature related to nature-based solutions (see the [Biodiversity](#) section for more information).
- **Scope 3 approach** — In 2021, we worked with an external organization to complete a Scope 3 calculation model and emissions inventory. The outcome of this exercise was an updated Scope 3 calculation and a greater understanding of emissions by supplier and commodity. The focus for 2022 is to engage with key suppliers to

Photo: Borden mine, Canada

determine supplier-specific emission factors, confirm near-term decarbonization targets and develop an updated Scope 3 emission reduction roadmap.

- **Sustainability-linked bond offering** — In December 2021, Newmont became the first mining company to offer a sustainability-linked bond, linking our ability to achieve our emissions reduction targets (along with achieving gender parity in senior leadership roles) by 2030 to the interest rate payout. If these targets are not met, the interest rate on the bonds will increase.

Newmont-Caterpillar Vision Zero alliance

In late 2021, Newmont and Caterpillar Inc. (CAT) announced a strategic alliance to deploy an all-electric autonomous haulage fleet. Newmont will make an initial \$100 million investment in 26 first-of-a-kind battery-electric autonomous vehicles for our CC&V operation in the U.S. and Tanami operation in Australia. The alliance includes the following objectives:

- Deliver an automated haulage fleet of up to 16 vehicles at CC&V through 2023 and transition to haulage fleet electrification and CAT's advanced electrification and infrastructure system with delivery of a test fleet in 2026. Actions include validating first-of-a-kind battery-electric haulage technology in the years prior to full production of autonomous electric haulage equipment.
- Develop a battery-electric zero-emissions underground truck to be deployed at Tanami by 2026. The deployment includes a fleet of up to 10 battery-electric underground haul trucks, supported by CAT's advanced electrification and infrastructure system. This includes first-of-a-kind battery-electric haulage technology for underground mining in 2024 and the introduction of battery autonomous technology in 2025, with full deployment in 2026.

Water Stewardship

Access to clean, safe water is a human right, and reliable water supplies are vital for hygiene, sanitation, livelihoods and the health of the environment. Because water is also critical to our business, we recognize the need to use water efficiently, protect water resources, and collaborate with stakeholders to effectively manage the watersheds where we operate. Our Global Water Strategy guides our efforts to use water more efficiently at our operations and to support collective actions that improve water quality and quantity.

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.

Supporting the policy, standard and guideline is our Global Water Strategy (GWS). The strategy's purpose is to manage water as a precious resource and work collaboratively to create value and improve lives through sound water stewardship. We focus our efforts on the following five pillars of the strategy:

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

The GWS provides a governance framework that defines roles and responsibilities, identifies and prioritizes activities to ensure alignment with operations and business planning, and promotes continuous improvement. More details on our GWS can be found in our [Guide to Water](#).



WATER GOVERNANCE



To align with our operating model and strengthen accountability at the site level, all sites and regions have cross-functional water teams that are led by a site water coordinator. This role, which was introduced in 2020, serves as a liaison among functions on site and reports water management performance to the Global Water Strategy Team (GWST). Our cross-functional GWST and water technical advisory committee (composed of subject matter experts in our Technical Services function) support the sites in achieving performance objectives, aligning with the strategy, and developing metrics and targets that improve water management practices and performance. The GWST reports to, and receives direction from, the Water Steering Committee, which is led by a Regional Senior Vice President and is responsible for integrating water impacts into business planning processes.

Executive sponsorship resides with the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO. The Board of Directors’ Safety and Sustainability Committee provides oversight, holding formal reviews with management on at least a quarterly basis. The Committee’s Chair apprises the full Board of any significant matters or developments.

Risk Management

Access to a reliable water source is essential for our operations, and one of our most significant business risks is the limited availability of water. Our activities also must ensure a safe, reliable and accessible water supply for the communities near our operations and other beneficial water uses such as ensuring healthy ecosystems and ecosystem services.

Responsibility for managing our water risks is cross-functional with site water coordinators responsible for capturing water-related risks and the GWST responsible for identifying strategic-level risks. As part of our GWS, 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 RISK

We collaborated with the World Resources Institute (WRI) to conduct 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, with the aim of reducing risks and protecting resources to support operations, downstream beneficial use and growth over the long term.

WATER-RELATED RISK BY SITE

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^{5,6} GW

MODERATE PRECIPITATION WITH A DISTINCT DRY SEASON


Cerro Negro GW

ARID


Africa

Ahafo SW GW

HUMID


Akyem GW

HUMID


Australia

Boddington² SW GW

SEMI-ARID

Tanami GW

ARID




Legend

Water Source

- SW Surface Water¹
- GW Ground Water¹
- MW Municipal Water¹

Water Risk

-  Water Stress²
-  Excess Water³
-  Water Quality
-  Watershed Challenges⁴

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.

⁶ There are challenges in regulations and management of water at the watershed level for Yanacocha, but this is not designated as a Watershed Challenge because the site follows a fairly robust regulatory framework that identifies the water users and water usage (by beneficial use) for each of the watersheds in which we operate. We continue to manage our water quality and quantity and work closely with stakeholders to manage expectations.

According to the [WRI Water Risk Aqueduct Tool](#), two out 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. These sites are designated internally as water-stressed. More information about water stress risks where we operate is included in our [Guide to Water](#).

Newmont conducted site-specific workshops in 2020 to identify climate-related risks and opportunities. In preparation for the workshops, Newmont engaged the National Center for Atmospheric Research (NCAR) to model climate scenarios specific to the location of Newmont’s operations. NCAR also prepared narratives describing the weather and climate impacts over the course of this century. These narratives were used to raise awareness at the regional and site levels about the range of potential climate change impacts; identify climate change risks and opportunities; and develop site-specific climate change adaptation plans to increase asset resilience, mitigate threats, and identify and capture corresponding opportunities. Further details are disclosed in our [2020 Climate Report](#). Work is underway to integrate the climate narratives developed by NCAR into the site water balances that support planning for water management from operation into closure.

Operational-based risk

To align with our new global Risk Management System (RMS), all our identified water-related risks are consolidated into the following four common categories:

- **Water resources** — Water availability becomes constrained
- **Water discharge (external)** — Water discharge quality or quantity results in unacceptable impacts to 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)
- **Dewatering** — Current or future dewatering results in unacceptable impacts to beneficial use of surface water or groundwater (real or perceived)
- **Long-term water obligations** — Long-term or perpetual water management obligations are significantly under scoped or not well understood

Using these four categories, we completed risk assessments and identified the following six critical controls (i.e., those controls that significantly influence the likelihood and/or consequence of an unwanted event):

- Water management plan
- The collection, maintenance and use of baseline data
- Predictive water balance
- Key performance indicators and parameters for surface water and groundwater
- Stakeholder engagement plan
- Barrier, detection (monitoring) and recovery systems

Critical control verifications (CCVs) began in early 2021. To drive consistency in risk management and mitigation strategies across multiple levels of the organization, the site water coordinator reports CCV performance to the GWST and Water Steering Committee on a quarterly basis. The CCVs done to date have identified opportunities to improve our water management plans and predictive water balances, define key performance indicators for performance evaluation, and confirm the functionality of barriers, detection and recovery systems. To address these areas, the GWST develops and shares leading practices for the sites to implement.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Our GWS guides our efforts to reduce water-related risks, improve governance and performance, and engage with watershed stakeholders on shared water values.

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 availability and sustainable management of water and sanitation for all (SDG 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](#) provides an overview of the strategy, highlighting:

- The strategy’s objectives, strategic 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

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 \(MCA\) 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. Some of the water we use is consumed through entrainment in our products and tailings or through evaporation. 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 where available and discharge a significant proportion of our water withdrawals without use. The water we discharge — to surface and groundwater sources, as well as to third parties — is monitored and treated where necessary. Water that is withdrawn, managed and not used to support operational activities is currently included in our total volume of withdrawals metric (i.e., dewatering water). In 2021, we worked to identify “other managed water” (as defined in the Newmont 2021 Water Balance graphic) to distinguish between water that is used to support operations and water that is withdrawn, managed and discharged. Other managed water was identified at 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 supply to nearby communities).



Photo: Yanacocha, Peru

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.

A water maturity model describing four levels of maturity — water management, watershed-based management, water stewardship and water innovation — helps us understand what actions need to be taken to achieve water stewardship by 2026.

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](#).

Research and development

One key component of our water strategy is research and development, which is currently focused on the 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 costs to manage and treat impacts due to ARD are 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 other members of the industry to support data collection and identify leading practices for data collection and modeling.

- **Nitrogen and cyanide:** We are working with internal and external partners to study concurrent biological treatments as well as processes that couple biological treatment with other treatment technologies.

Opportunities to partner with research institutions on improved water management systems, as well as distribution and treatment methodologies that support our journey toward water stewardship, are under evaluation. We also collaborate internally across functions (e.g., tailings management, processes and metallurgy) to identify methods that reduce the amount of water needed for processing, reduce system losses and improve efficiency in water usage across the Company.

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), MCA and the Mining Association of Canada.



[Learn about Newmont's commitments to groundwater visibility.](#)



Performance, Metrics and Targets

Transparency around how we manage 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.

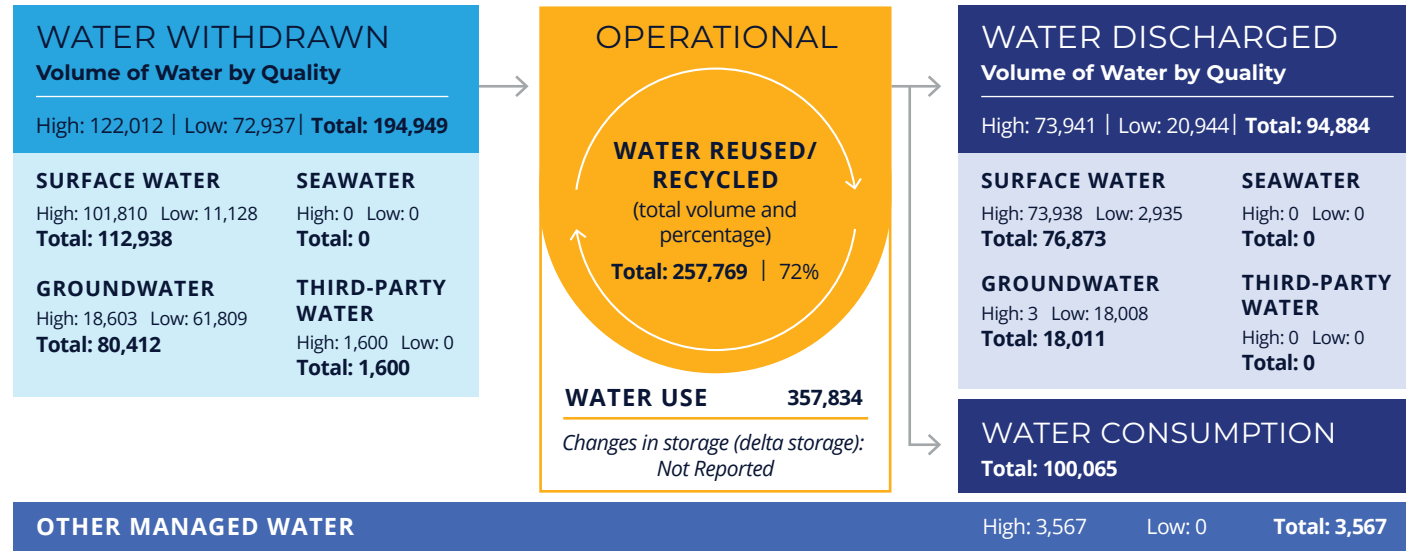
WATER BALANCE

The following graphic provides an overview of our overall water balance for 2021. In general, our withdrawal increased 2 percent and consumption slightly decreased compared to the previous year. The increase in withdrawal is partially attributable to resumption of normal operations after lifting restrictions associated with the COVID-19 pandemic. There was a decrease in surface water withdrawal, due to wetter (higher precipitation) conditions at some operations. There was an increase in groundwater withdrawal, largely due to resuming normal operations and drier (lower precipitation) conditions at Peñasquito in 2021. Our discharge slightly increased in 2021 due to wetter conditions at some operations, and our total volume of recycled/reused water was similar to 2021.

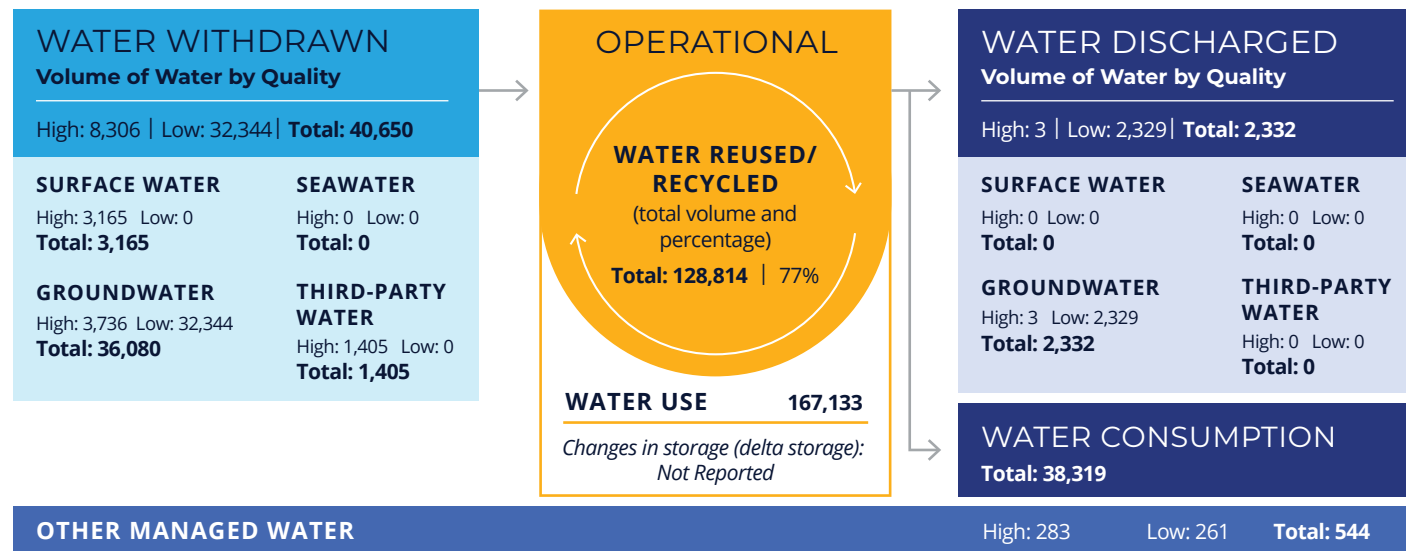
A breakout of each site's water performance data is included in the [Performance Data](#) section.

NEWMONT 2021 WATER BALANCE IN MEGALITERS (ML)^{1,2}

All Sites



Sites Situated in Water-Stressed Areas³



Definitions for Water Balance Graphics

Water withdrawn: volume of water received by the site or operational facility, from the environment (surface water including precipitation, groundwater, seawater) and/or third party supplier that is used to meet operational water demand.

Other managed water: water that is actively managed (withdrawn, captured, treated or released) without intent to supply the operational water demand (i.e., for use in a task or operational activity that requires water).

Water reused or recycled: water that is reused or recycled within the site for operational use.

Water discharged: water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties.

Water consumption: water that is no longer available for use. The figure in the graphic above reflects the GRI definition for water consumption (withdrawal minus consumption). Our water consumption under the ICMM definition — evaporation plus entrainment (tailings/waste) plus other losses for operational use — is 133,347 ML.

¹ Disclosure follows Minerals Council of Australia (MCA) Water Accounting Framework and site-wide water balance reporting as well as ICMM Water Reporting: Good Practice Guide (2nd Edition). We are reporting "other managed water" for the first time in 2021.

² 'High' includes water quality categories 1 and 2. 'Low' includes water quality category 3.

³ Newmont's four operating sites that have been identified as having a risk of water stress include CC&V, Cerro Negro, Peñasquito and Tanami.

WATER MANAGEMENT PERFORMANCE

We monitor and measure our performance related to consumption, recycling and water intensity for all our active operations, especially those sites in water-stressed areas.

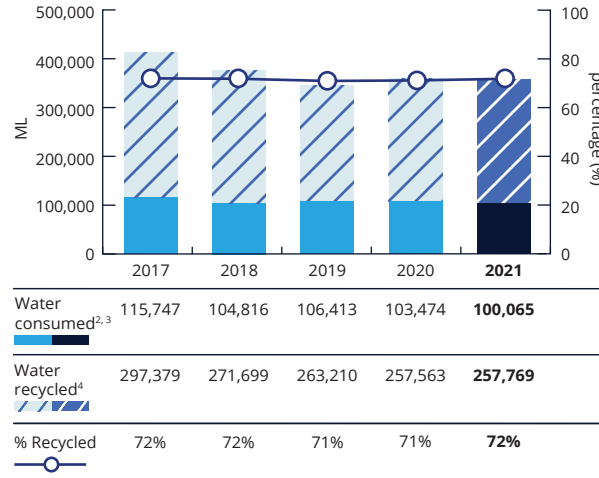
One of our public targets is for sites to reduce water consumption from the 2018 baseline (which reflects our current operating portfolio). Sites in water-stressed areas aim to reduce water consumption by at least 10 percent, and the remaining sites aim to maintain our greater-than 5 percent reduction target. Overall, our consumption decreased from 2018. Water recycling volume and percentage in 2021 was similar to 2018.

Our water intensity per gold equivalent ounce (GEO) decreased in proportion to our decrease in consumption while water intensity per tonne of ore processed increased. The latter metric is based on tonnage processed in processing plants (i.e., mills) and not on tonnes processed in heap leach facilities, and Yanacocha ceased production at its mill in 2021. Water intensity for tonnes processed in both mills and heap leach facilities was 0.65 ML per tonne of ore processed.

We have identified the risk of water stress at four operating sites — CC&V, Cerro Negro, Peñasquito and Tanami — as summarized in the water risk map. This risk is based on the availability of water for our operations as well as consideration for the watershed context. Our water stewardship and management activities are designed to reduce consumption at these four sites. Consumption at these four sites is similar compared to 2018 while the amount of water recycled has increased to 77 percent and water intensity has decreased to 13.9.

We are actively working to continually improve our water efficiency and identify new opportunities to reduce water intensity and achieve our targets.

WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED (IN MEGALITERS ML)¹



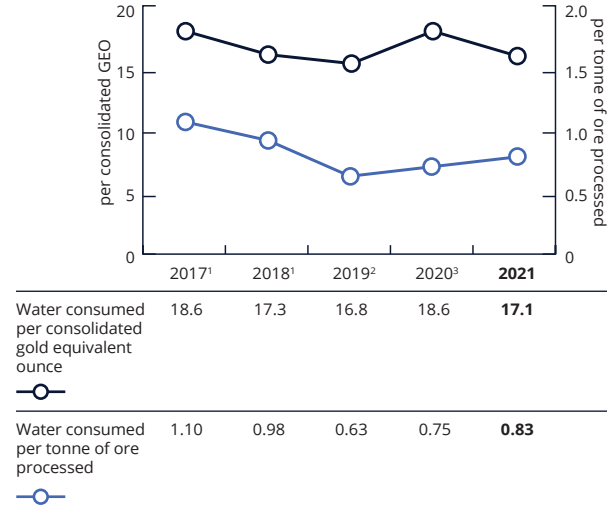
¹ The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2017–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

² Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2021, the total consumption based on this definition is 133,347 ML.

³ The 2020 value for water consumed has been updated from 101,541 ML to 103,474 ML due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

⁴ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

WATER INTENSITY (ML)



¹ 2017 and 2018 data has not been adjusted or backcast to reflect the current asset portfolio.

² 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenues figures for pre-acquisition Goldcorp sites from January 1 to April 17, 2019 include adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processed and revenues) in 2019.

³ The 2020 values have been updated due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years..

Water-stressed areas: Water consumed, recycled and percentage recycled (ML)¹

	2018	2019	2020	2021
Water consumed (withdrawn minus total discharges)	38,380	39,808	32,424	38,319
Water recycled	115,473	106,516	116,422	128,814
Percent recycled	75%	73%	78%	77%
Water intensity (water consumed/ GEO)	16.7	13.8	13.5	13.9
Water intensity (water consumed/ tonne of ore processed) ²	N/R	N/R	0.7	0.9

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 Prior to 2020, we did not report the metric for water intensity per tonne of ore processed for our water-stressed sites (represented as N/R).

COMMITMENT TO WATER STEWARDSHIP

In addition to our water efficiency targets, we have a public water stewardship target for sites to complete action plans that include participation in multi-stakeholder watershed governance bodies that support collective water management actions that improve water quality and quantity.

For 2021, six of our 12 operating sites completed more than 70 percent of site plan actions on time. Restrictions associated with the COVID-19 pandemic impeded completion of stakeholder engagement actions, caused delays in project implementation due to supply chain issues, and contractor availability, travel and site access.

Key activities during 2021 to meet that target are described in the following table.

Water stewardship activities

Region	Site	Maturity level of activities	Activity description
Global		Supporting overall governance and implementation of maturity model	<ul style="list-style-type: none"> Site and regional teams continue to develop and update holistic water management plans and water balance models to address water challenges and opportunities. Completed water risk critical control verifications at all sites. Strengthened the water community of practice to share best practices and lessons learned across sites, and support execution of our water strategy.
Africa	Ahafo	Watershed management/ water stewardship	<ul style="list-style-type: none"> Advanced dry season irrigation project to improve access to irrigation water from the water storage facility to the implementation stage, which will be followed by community engagement to raise awareness of project benefits, expectations and timelines. Continued engagement with the Tano Basin Board (TBB) on Newmont's water stewardship approach to align expectations for the watershed; the TBB shared its 2022 workplan, which Ahafo will consider in its workplan. Advanced definition of WASH program projects in partnership with the Asutifi North District Assembly to improve community water systems and management. Projects will be executed in 2022 and beyond.

Water stewardship activities

Region	Site	Maturity level of activities	Activity description
	Akyem	Water management/ watershed management	<ul style="list-style-type: none"> Decommissioned infrastructure previously utilized to take water from the Pra River and will reclaim the area in 2022. Advanced implementation of water treatment infrastructure for excess water management. Finalized a memorandum of understanding and plans for the handover of the Adausena/Hweakwae water improvement project to the Birim North District Assembly; regional authorities ratified the handover in early 2022.
Australia	Boddington	Watershed management/ water stewardship	<ul style="list-style-type: none"> Co-developed restoration concept plans for remediating eight priority River Action Plan sites across the catchment that will be implemented from 2022 as part of our partnership with the Peel Harvey Catchment Council to deliver the Hotham-Williams Rivers and Tributaries' Natural Resource Management and Conservation Project. Initiated engagement with key stakeholders in the Hotham-Williams Catchment towards forming a Regional Collective Impact Forum. Completed Hotham River fish demographic monitoring study to assess potential impacts of river water takings on populations of fish, crayfish, and fresh water turtles.
	Tanami	Watershed management	<ul style="list-style-type: none"> Continued working with the Central Land Council (CLC) and Traditional Owners to advance options for water access at Dakoty Bore for agriculture and seasonal wetland ecosystem use as well as Mungurrupa Outstation water infrastructure. The bore is located on an exploration lease and is a source for exploration drilling but not a water source suitable for human consumption.
North America	CC&V	Watershed management	<ul style="list-style-type: none"> Continued participation in Colorado Water Conservation Board Arkansas Basin Roundtable meetings. Engaged with Trout Unlimited on stewardship projects in the Arkansas River Watershed. Initiated engagement with the City of Cripple Creek and the Arkansas Basin Roundtable on an infrastructure improvement project to increase the storage capacity of the Cripple Creek Reservoir.

Water stewardship activities

Region	Site	Maturity level of activities	Activity description
	Éléonore	Water management	<ul style="list-style-type: none"> Completed aquifer mapping with the Mining department to better understand underground hydrogeology and predict the future quality and volumes of water infiltration. Initiated update of water balance model to incorporate climate change predictions for use in defining closure water management requirements.
	Musselwhite	Water management/watershed management	<ul style="list-style-type: none"> Held virtual Environmental Working Committee meeting where committee members, who are from neighboring First Nations communities, met with Newmont to discuss environmental water projects and updates (normally in-person but impacted due to COVID-19), and hosted a virtual water blessing ceremony in lieu of an on-site ceremony due to COVID-19 restrictions. Partnered with nonprofit Earth Rangers for delivery of water conservation program to neighboring Indigenous Communities in 2022/2023. Updated groundwater model to incorporate chemistry and evaluate long-term closure considerations, and initiated update of water balance model to incorporate climate change predictions for use in defining closure water management requirements. Initiated collaboration with Lakehead University on research into the impacts of forest fires on surface water quality. Audited and optimized underground water treatment plant to improve water recycling.

Water stewardship activities

Region	Site	Maturity level of activities	Activity description
North America	Porcupine	Water management/watershed management	<ul style="list-style-type: none"> Completed an assessment of the overall health of the Porcupine River watershed. Worked with the Michipicoten First Nation to scope an assessment of the aquatic ecosystems in which the Borden Mine is situated to be executed starting 2022. Collaborated 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 to share 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. Renewed a three-year commitment to Ducks Unlimited wetland conservation projects near the Dome and Pamour Mines.
	Peñasquito	Watershed management/water stewardship	<ul style="list-style-type: none"> Continued working with the Mexican National Water Commission (CONAGUA) to develop a long-term water use plan for the operation. Provided hydrogeological information to CONAGUA to support the development of a sustainable yield study for the Cedros aquifer, which is the main water supply for the site. Installed and developed Palmas water supply well, which is expected to come into service in 2022. Integrating community water needs into the scope of an update to the social impact assessment.

Water stewardship activities

Region	Site	Maturity level of activities	Activity description
South America	Cerro Negro	Water management/watershed management	<ul style="list-style-type: none"> Implemented an infrastructure maintenance program that significantly reduced water losses from the water supply system. Installed water recirculation tanks for exploration drill rigs to increase the amount of water recycled. Optimized the operation of the domestic sewage treatment plant to improve treated water quality. Initiated a comprehensive inventory of wetlands (<i>mallines</i>) and developed a preliminary plan for wetland management. Reduced water withdrawal from a well near a priority wetland to mitigate the impact on key biodiversity values. Initiated a site-wide hydrogeological study to enhance understanding of operational water risks (water resources availability and potential dewatering impacts).
	Merian	Watershed management/water stewardship	<ul style="list-style-type: none"> Implemented source control and expedited concurrent reclamation of inactive areas to reduce sediment loading to stormwater management infrastructure and improve discharge water quality. Initiated pilot of alternative flocculation methods within stormwater management infrastructure to improve discharge water quality. Defined and approved Merian's watershed for stewardship management, designed watershed water quality characterization program and completed first sampling campaign.
	Yanacocha	Water management/watershed management	<ul style="list-style-type: none"> Completed several community-scale projects to improve water-related infrastructure as part of Yanacocha's social investment plan, including the construction of new family water reservoirs, maintenance, expansion and improvement of community drinking water systems, and construction of a biodigester. Collaborated with the Irrigation Subsectoral Program of the Peruvian Ministry of Agriculture and Irrigation to complete detailed engineering and implemented improvement and expansion projects for the mechanized irrigation systems in the Town Center of Tual. Advanced engineering studies for multiple water-related infrastructure projects for potential future implementation.

Participatory Monitoring

To support transparency and build credibility with our stakeholders, several sites have developed participatory monitoring programs that include both internal and external stakeholders. This work supports Newmont's maturity toward water stewardship. Program details and activities in 2021 included:

- Porcupine** — Representatives from First Nations communities work daily with the site environmental technician on inspections, sampling events and reporting. The representatives provide regular reports to the community. Collaboration and consultation committees hold meetings with the communities (virtual in 2021 due to COVID-19 pandemic restrictions).
- Musselwhite** — The participatory monitoring program at Musselwhite is normally completed three times per year for remote locations that are accessed by helicopter; however, in-person participation was not possible due to COVID-19 restrictions in 2021. Activities during the year included offering community members virtual training on the environmental monitoring programs, discussing water quality reports with the community on a regular basis, and hiring an environmental monitor from a local First Nations community. Musselwhite also has a cost sharing agreement with First Nations communities to provide independent environmental technical support.
- Peñasquito** — The site carried out the participatory monitoring program, which was developed in partnership with an independent nonprofit Centro del Agua, with members of four communities (Enrique Estrada, Tecolotes, Mesas, and Matamoros). A third-party consultant conducted quarterly water sampling and

measurement of well water levels and presented the results to the communities via presentations and reports. In 2021, the focus was on ensuring the participation of women in the program.

- Yanacocha** — 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. Yanacocha is working on expanding the participation of water users in COMOCA to engage additional watershed stakeholders.
- Merian** — 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. Typically, participatory monitoring takes place each quarter over two to three days. In 2021, COVID-19 pandemic protocols restricted site access for participatory monitoring committee members. Engagement is ongoing to resolve access and enable the resumption of the program in 2022.
- Ahafo and Akyem** — We developed a community participatory monitoring program in Ghana that we piloted in 2021. Based on feedback from community leaders, government officials and water experts, we refined the program and will implement the program once approved by government authorities.

PUBLIC TARGETS AND LONG-TERM WATER GOALS

For 2022 and 2023, our public water efficiency and water stewardship targets remain the same and are as follows:

- **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 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.

Over the next four years, 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). These goals include:

- **Net positive water impact** (*defined as understanding 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.

Another objective is to develop a science-based objective for water and nature that aligns with our climate targets and a goal within SDG 6 to protect and restore water-related ecosystems. This work includes developing performance criteria that support biodiversity, closure and reclamation, water stewardship, and energy and climate change objectives. We discuss this goal in more detail in the [Biodiversity](#) section.

Photo: Cerro Negro, Argentina



Tailings Management

During processing, ore is reduced into sand and silt-sized particles, mixed with water and moved as slurry through the gold, silver and copper recovery process. After the valuable elements are recovered, the remaining milled rock slurry — called tailings — is typically thickened or filtered before being transported and stored in an engineered tailings storage facility (TSF) or placed as structural backfill in underground workings.

Recent catastrophic tailings facility failures that resulted in the loss of life, long-term environmental damages and disruption to livelihoods and social order demanded decisive action to enhance the safety and governance of tailings facilities around the world. A review by the International Council on Mining and Metals, United Nations Environment Program and Principles for Responsible Investment, which incorporated input from stakeholders including Newmont, resulted in the release of the Global Industry Standard on Tailings Management (GISTM) in August 2020.

Governance

The GISTM addresses the complexity and multidisciplinary nature of responsible tailings management. Newmont is committed to implementing the GISTM, which strives for zero harm to people and the environment and requires companies (operators) to take responsibility by prioritizing the safety of their TSFs through all phases of the mine lifecycle.

An important focus of the GISTM is establishing the policies, systems and accountabilities to support the safety and integrity of TSFs. Our [Sustainability and Stakeholder Engagement Policy](#) states our commitment to implementing the GISTM and achieving the goal of zero harm to people and the environment.

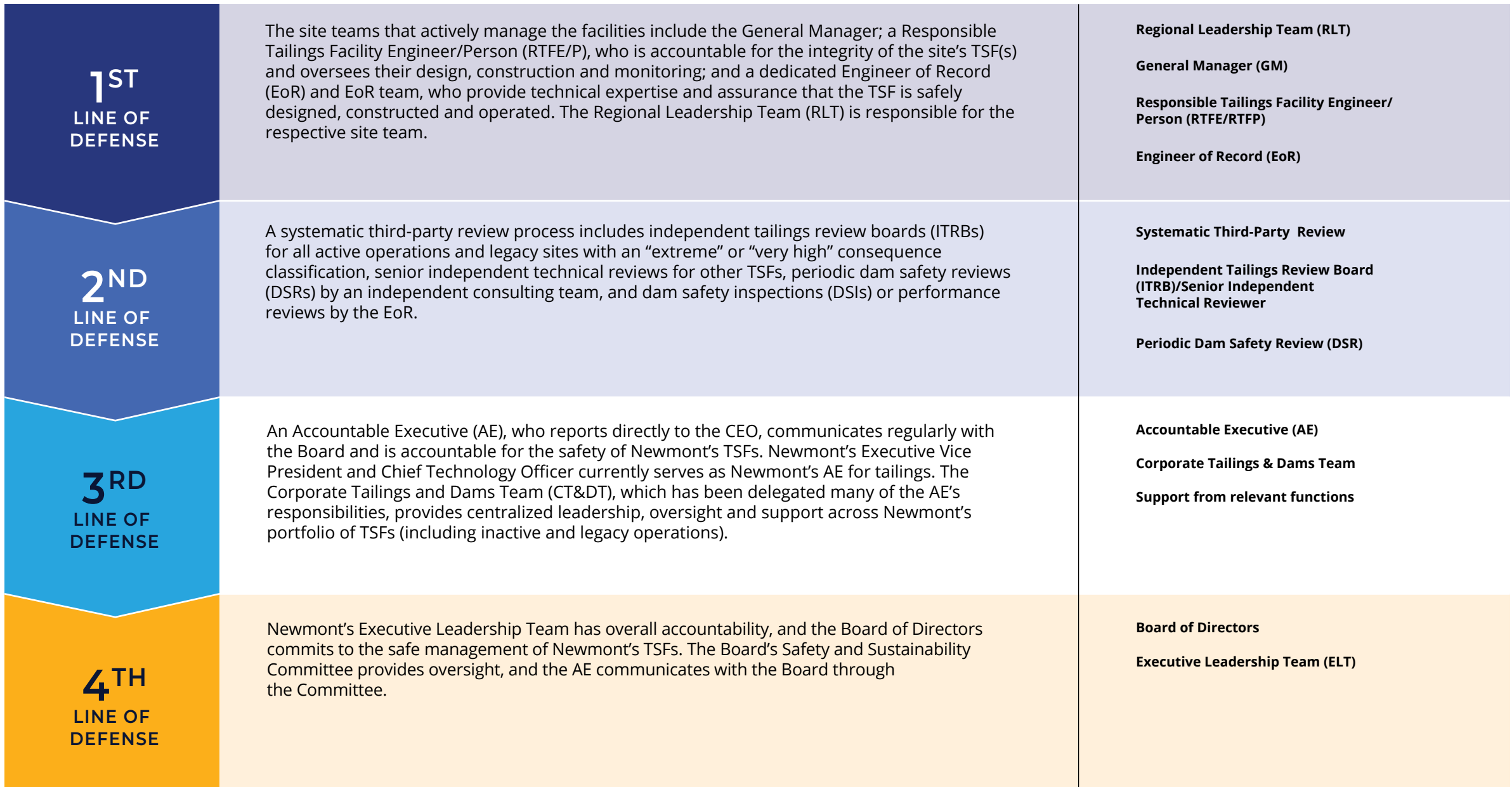
Supporting the GISTM's requirements are Newmont's global [Tailings Storage Facility Technical and Operations Standard](#) and [Tailings Storage Facility and Heap Leach Facility Environmental Management Standard](#), as well as other technical, environmental and social standards and guidance documents, which explicitly cover tailings management and establish requirements to ensure safe and stable facilities.

Governance is required at all levels of the organization to support our overall approach. At all phases of the lifecycle, facilities are inspected at multiple levels — from the site, region, corporate and external parties. Our Tailings Management Governance framework aligns with the GISTM, detailing the roles, responsibilities and accountabilities for tailings management within Newmont and increasing visibility at the highest levels of the organization. The framework uses a four-lines-of-defense model described in the graphic.

The Account Executive (AE) receives a monthly tailings management report prepared by the Corporate Tailings & Dams Team that is based in part on the Responsible Tailings Facility Engineer/Person's reporting on critical controls, material risks and developments, design and construction status and other updates. We provide a quarterly update on tailings management and our alignment to the GISTM to the Board. Newmont's Tailings Management website includes an overview of our approach, inventory of TSFs (including tailings disclosure) and status of GISTM implementation.



TAILINGS MANAGEMENT LINE OF DEFENSE MODEL



Risk Management

A catastrophic failure of any Newmont-managed TSF is a significant risk both to our business and in terms of its impact on the human rights of others and on the environment. Adherence to the GISTM requires that 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 TSFs includes risk identification, an appropriate control regime and the verification of critical control performance.

Where practicable and economically feasible, we minimize the use of dams for tailings containment through alternative tailings management technologies including enhanced dewatering, backfill and in-pit tailings deposition. For example, several of our underground operations use tailings paste 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 TSF).

Newmont’s standards establish requirements to support risk management throughout the lifecycle of the facility including into closure. Managing water on the facilities, as well as minimizing impact to surface and groundwater systems, are key components of our design 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 TSFs. Aligning our Environmental and Social Management System with the Tailings Management System supports a holistic approach to TSF risk management.

TAILINGS STORAGE FACILITIES RISK ASSESSMENTS

Detailed risk assessments specific to each TSF are a GISTM requirement. Our TSF Risk Assessment Guideline outlines our process for assessing our tailings management risks, managing our facilities in a manner commensurate with the risks, and making performance-based, risk-informed decisions. The assessments, which consider all phases of the TSF lifecycle, are used to inform the design, operation, monitoring and closure of the TSF. As a project or facility matures, the level and detail of the risk assessment also mature.

Risk assessments are conducted by a multi-disciplinary team using methodologies required by the GISTM at a minimum of every three years, and more frequently whenever there is a material change to the TSF (e.g., expansion) or to the social, environmental and local economic context. Risk assessments are provided to our ITRBs or senior independent technical reviewers for review, with our AE informed of key outcomes and how risks are being managed. Risk assessments, which were facilitated by the Corporate Tailings and Dams Team (CT&DT) to ensure consistency in approach, were completed at each of our active operations, select legacy sites and projects in 2021. The CT&DT compiles the information from each risk assessment into a comprehensive report including risk mitigation action plans. Using the outcomes of the completed risk assessments, we commenced internal discussions on the implementation of the “as low as reasonably practicable” (ALARP) principle for Newmont’s TSFs.

CRITICAL CONTROLS

To mitigate the risks inherent in the design, construction, operation and closure of our TSFs, 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, DSRs, DSIs) and executing recommendations
- Implementing proper change management requirements related to TSFs

Sites submit monthly Critical Control Reports (CCRs) to evaluate control performance by answering questions related to each of the four identified critical controls. A web-based application supports the reporting and visibility of the CCRs, and our TSF Critical Control Report (CCR) Guideline ensures sites consistently report on their critical controls. CCR performance is discussed in monthly Global Tailings Management Team meetings with regular reporting to leadership. Our governance processes ensure that the priority risks and the associated controls receive Board-level attention.

In 2021, we began deploying a real-time monitoring data collection and integration platform that provides enhanced visibility of critical control performance to site personnel, our EoRs and our corporate teams. The system collects monitoring data from on-site instrumentation and provides alert notifications, data evaluation, data visualization and automated monthly reporting. We also



completed the development of a Proof of Concept to link the real-time monitoring data to an ArcGIS online platform that integrates with drone survey and inspection data to further enhance the visibility of facility performance. The projects align with the GISTM and Newmont’s goal to improve the sustainability of tailings management through increased visibility and access to tailings management data and metrics.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Actions to fully integrate the GISTM into our tailings management strategy and approach began in 2020 and will take place over the next three years. We are working to implement the GISTM for our active operations and legacy TSFs with an “extreme” or “very high” consequence classification by August 2023 and all others by August 2025.

In 2021, Newmont engaged an external consultant to conduct a high-level gap analysis between Newmont’s global social and environmental standards and the GISTM’s Social Performance (SP) requirements. The consultant engaged with relevant Newmont personnel to develop an action plan to address the gaps, including capacity building among the technical and social teams at Newmont.

We established a cross-functional GISTM Safe Closure Working Group to develop a guideline for “safe closure” of TSFs in alignment with the GISTM. This work is led by the CT&DT in close collaboration with the Corporate Closure Team and representatives from sites and regions.

EDUCATION AND TRAINING

Implementation of the GISTM is a company-wide initiative that requires support and understanding at all levels and across functions. We recognize the importance of increasing the awareness and technical knowledge of our teams around tailings management, the GISTM, and the link to environmental and social governance. We continue to work with our teams to understand gaps and develop programs that increase the capacity of our teams.

The CT&DT holds monthly Global Tailings Management Team meetings and hosts an internal Yammer social-networking page that provide platforms 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 the knowledge of technical, environmental and social issues around tailings management.

In 2022, we plan to hold a Tailings Collegiate with cross-functional participation and launch new internal web-based training to our global teams to support competency building.

DAM BREACH ANALYSIS, EMERGENCY RESPONSE AND LONG-TERM RECOVERY

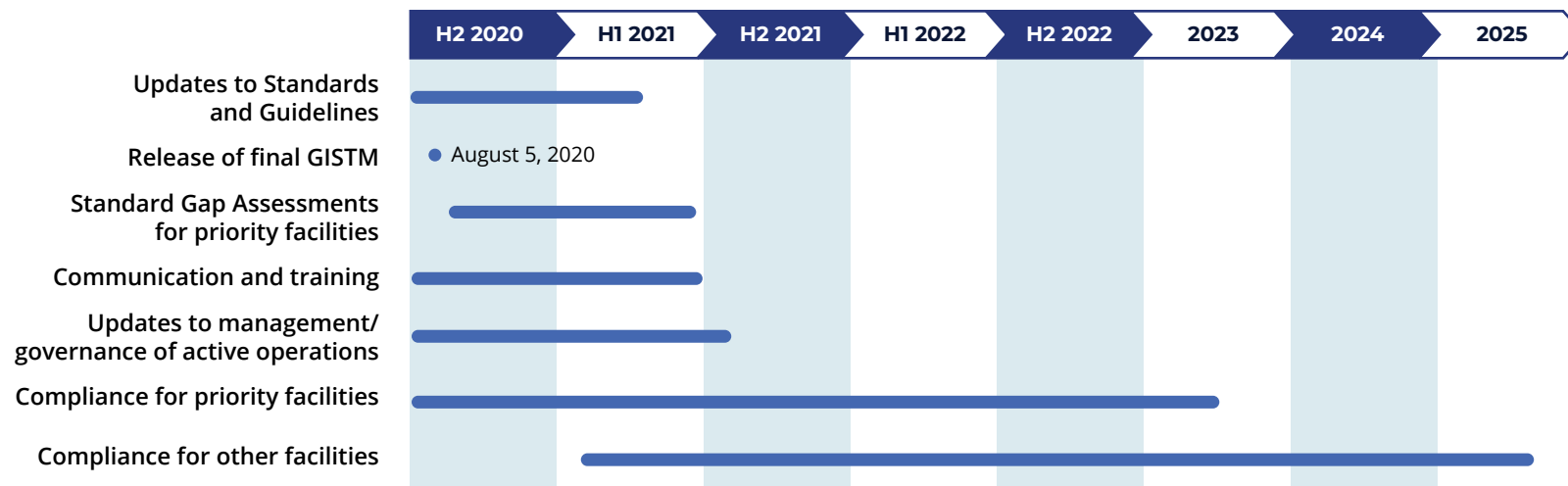
We conduct dam breach analyses and flood inundation mapping based on credible failure modes as informed from risk assessments. Each TSF is assigned a consequence classification based on the potential downstream consequences of a hypothetical dam failure. These classifications are reviewed at least every five years or sooner if there is a material change in the social and/or environmental context.

Our Breach Analysis, Inundation Mapping and Emergency Response Plan Guideline supports the breach analyses and emergency response and recovery actions. The guideline defines the roles, communications and plans to be used in an emergency resulting from a release of tailings, leached ore, waste and/or water from a TSF, heap leach facility, water retention dam, or any other structure that could exhibit flow failure.

Sites are required to have emergency response plans (ERPs) with preventative measures and procedures and actions in the event of an emergency. Inundation studies inform these plans. Emergency procedures are reviewed at least annually and tested every three years. Facilities with an “extreme” or “very high” consequence classification should conduct reviews and training drills more often and coordinate with external stakeholders at least annually.

Because preparedness for potential incidents is critical, training exercises include performing mitigation measures (e.g., repairs, berm construction) and testing chain-of-command notifications. Both internal and external stakeholders who play a key role in implementing the ERP participate in the training.

GISTM IMPLEMENTATION TIMELINE



We are committed to working with public sector agencies and other stakeholders to develop and implement reconstruction, restoration and recovery plans that address the social, environmental and local economic impacts of a potential failure. As part of our alignment to the GISTM, our site teams engage with relevant organizations and stakeholders to understand existing recovery plans and the gaps that need to be addressed in the locations where we operate.

PUBLIC DISCLOSURES AND ACCESS TO INFORMATION

Publishing information on our commitment to safe tailings facility management is a GISTM requirement.

Our [Tailings Management website](#) includes a full inventory of our facilities and additional details on our approach to tailings management. The inventory supports 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”) for information on our tailings management approach. The inventory is reviewed and updated at least biannually. As we align with the GISTM, we will use this report, as well as our website, to disclose information and respond to requests for specific information on the safety and integrity of our TSFs.

In 2021, a cross-functional team (Technical Services, Sustainability and External Relations, Global 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. We completed an upgraded geographic information system-based TSF inventory that was posted on the website in December. Additionally, a preliminary framework for a knowledge database containing TSF documentation has been developed and is under review.

To support stakeholder inquiries and concerns related to our tailings management approach, we have a separate category to track these matters in our [Integrity Helpline](#) and site-based complaints and grievances mechanisms.

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 (TWG)** — Through our participation in the TWG, we provide input on the development of technical guidance and conformance protocols that serve to support the implementation of the GISTM. In 2021, the TWG launched two new resources to help the industry responsibly manage tailings facilities — the Tailings Management: Good Practice Guide and Conformance Protocols. We also supported the development of training modules for operating personnel and senior leaders on the Guide, which was launched in early 2022.
- **Investor Mining and Tailings Safety Initiative (IMTSI)** — The IMTSI — an investor-led engagement effort governed through a Steering Committee chaired by the Church of England Pensions Board and the Council on Ethics of the Swedish National Pension Funds — announced plans to establish an independent global institute to manage conformance with the GISTM. Representatives of ICMM's TWG, including Newmont personnel, have been selected to support three workstreams as part of this initiative. These include an advisory panel to provide guidance on the structure of the institute, a working group to assess practicality and feasibility of a global TSF monitoring system, and

an advisory group to develop a revised disclosure request to align with the GISTM and provide input on an updated design of the Global Tailings Portal.

- **Tailings and Industrial waste ENgineering (TAILENG)** — A member of our CT&DT serves on the advisory board of the TAILENG — a consortium of four universities that was launched to support the development of tailings education and research.
- **Global Mineral Professionals Alliance (GMPA)** — A member of our CT&DT serves on the GMPA'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. .

- **Mining Association of Canada (MAC)** — Our membership in MAC requires our operations in Canada to adhere to the Toward Sustainable Mining principles, including the implementation of the Tailings Management Protocol.

We also collaborate with several other consortiums — including the Canadian Dam Association, United States Society on Dams, International Commission on Large Dams, Australian National Committee on Large Dams and the Canadian Institute of Mining — to discuss and share best practices.



Photo: Éléonore, Canada

Performance, Metrics and Targets

We made notable progress in 2021 on implementing the GISTM to ensure our active operations and legacy TSFs with an “extreme” or “very high” consequence classification are in compliance by August 2023 (and all others by August 2025).

GAP ASSESSMENTS

All active operations and legacy sites completed gap assessments against our new tailings management standards. Key gaps included:

- Consolidating information into a comprehensive site characterization report and enhancing the environmental and social knowledge base;
- Ensuring consequence classifications are completed in accordance with the GISTM;
- Re-evaluating (and upgrading) facilities’ ability to withstand extreme flooding and seismic events;
- Developing a single comprehensive Design Basis Report;
- Developing Construction versus Design Intent Verification and Deviance Accountability Reports that are updated throughout the facility’s life;
- Advancing closure plans to demonstrate the feasibility of “safe closure”;
- Implementing DSRs by independent third-party consultants;
- Enhancing the knowledge base to incorporate climate, social and economic context;
- Aligning emergency response planning and exercises with the updated guidance (specifically related to dam breach, mapping and stakeholder engagement);
- Developing medium- and long-term planning for recovery and engagement with stakeholders; and

- Integrating the Tailings Management Systems with the Environmental and Social Management Systems into all phases of tailings lifecycle.

We are working with the sites to complete actions that fill these gaps within the period of compliance for the GISTM.

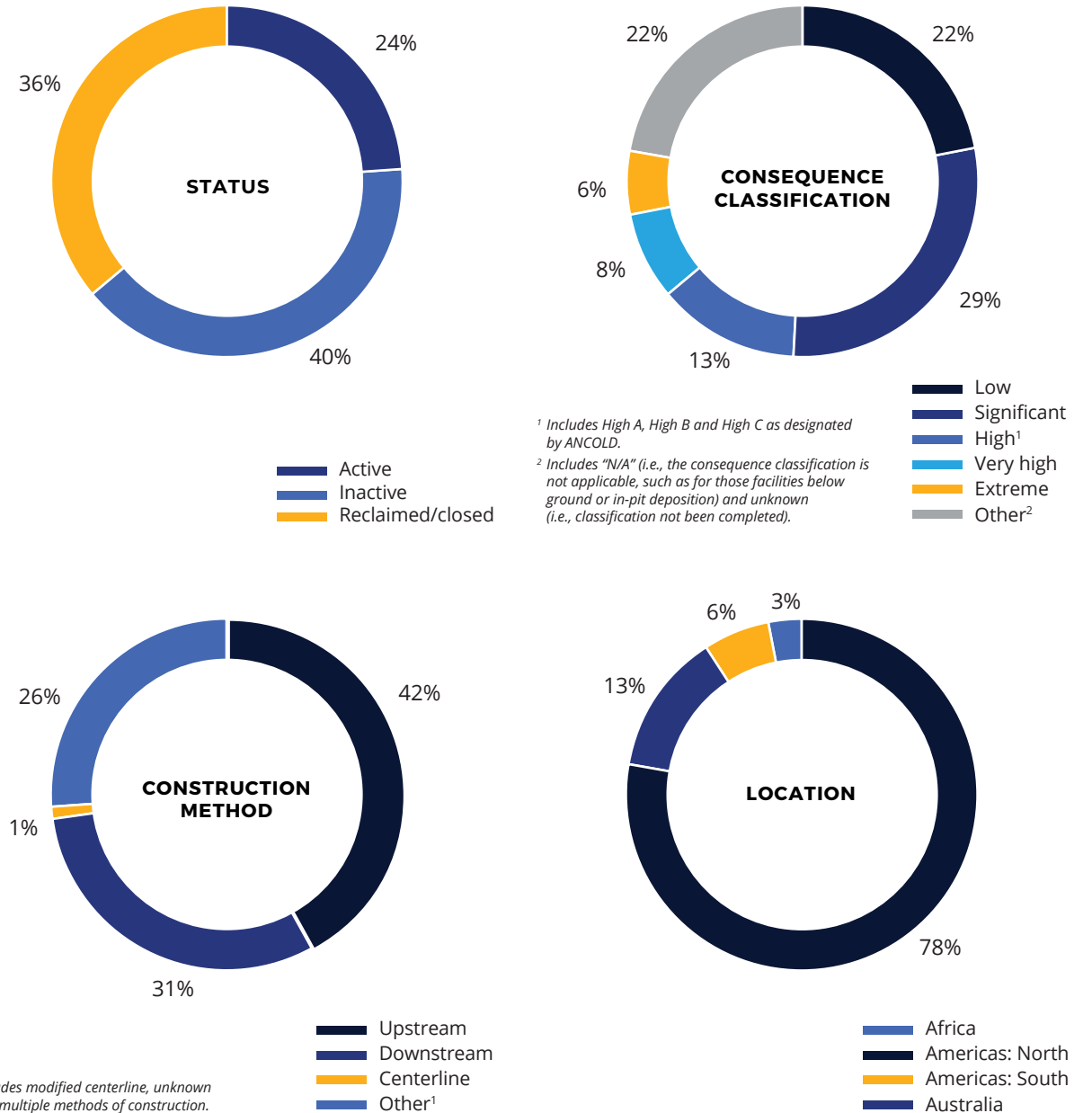
THIRD-PARTY REVIEWS

The CT&DT has appointed Independent Tailings Review Boards (ITRBs) or senior independent technical reviewers for all active operations with TSFs, advanced stage projects and select legacy sites. In 2021, all active operations with TSFs, three legacy sites and our advanced-stage projects held ITRB or senior independent technical reviewer meetings. Sites and projects continue to track the completion of ITRB recommendations, emphasizing the completion of high-priority recommendations. Annual DSIs or performance reviews are conducted by our EoR, and comprehensive periodic DSRs have been completed or are underway for numerous TSFs in the Newmont portfolio. These reviews have resulted in additional prioritized recommendations that are actively tracked.

TSF INVENTORY STATUS

As of December 2021, Newmont’s inventory of TSFs included 22 active and 36 inactive facilities and 32 reclaimed and closed facilities.

NEWMONT TAILINGS FACILITIES — AT-A-GLANCE



2021 TAILINGS FACILITY INVENTORY FOR OPERATING SITES

North America

Éléonore

ACTIVE
1

Musselwhite

ACTIVE
1

Porcupine Gold Mines

ACTIVE | INACTIVE
1 | 3 6 1 6

Peñasquito

ACTIVE
1

South America

Merian

ACTIVE
1

Yanacocha

INACTIVE
2

Cerro Negro

ACTIVE
1

Africa

Ahafo

ACTIVE
1

Akyem

ACTIVE
2

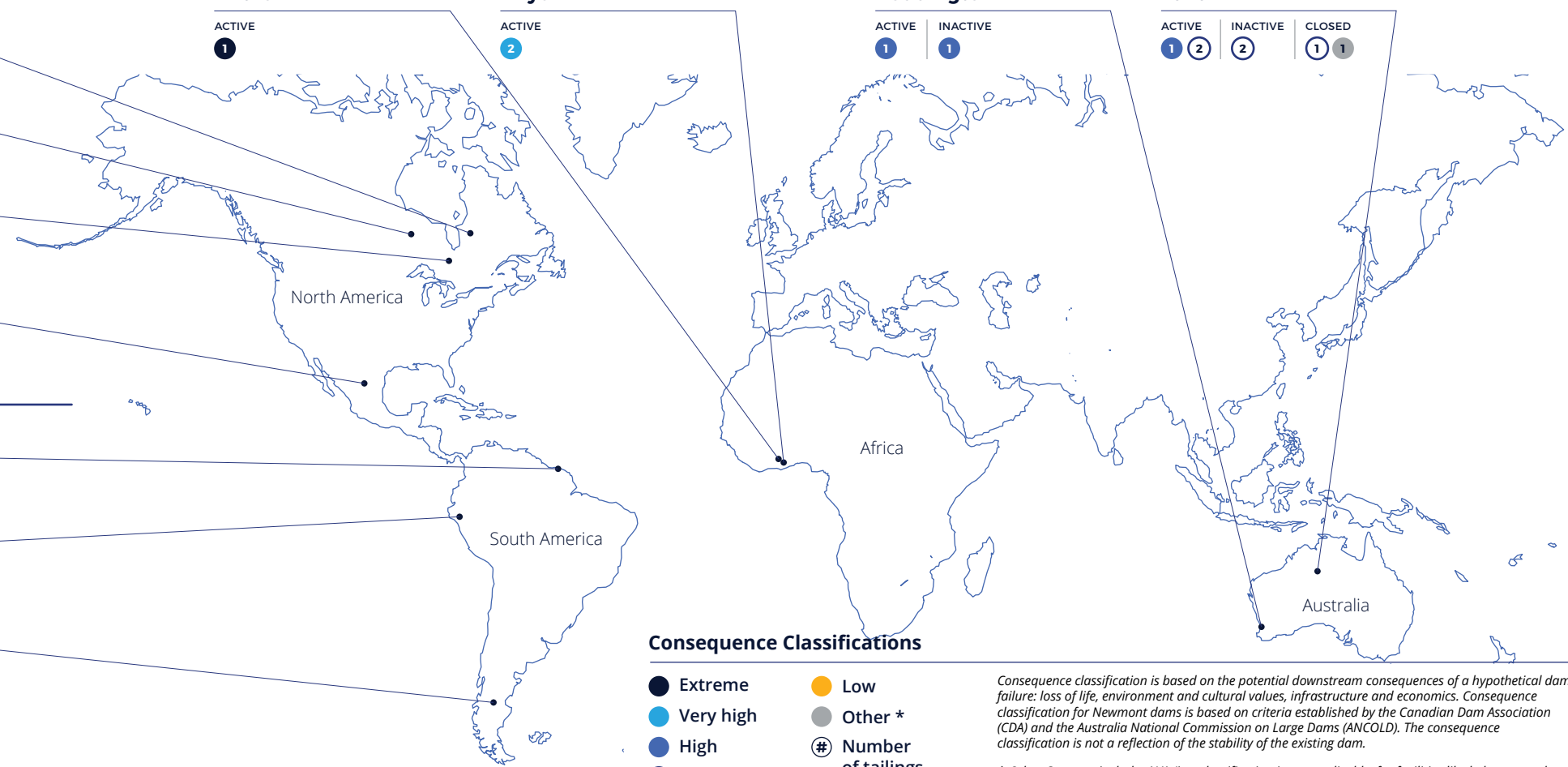
Australia

Boddington

ACTIVE | INACTIVE
1 | 1

Tanami

ACTIVE | INACTIVE | CLOSED
1 2 | 2 | 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

Biological diversity — or biodiversity — sustains and stabilizes ecosystems, while declines in biodiversity threaten the environment, livelihoods and societies. International cooperation related to the conservation and sustainable use of biodiversity is a growing area of interest for stakeholders. We recognize that our activities have the potential to impact natural habitats and ecosystems in significant ways. Through responsible management during all aspects of the mine lifecycle and collaborating with stakeholders to develop integrated approaches to land use, we aim to minimize impacts and effectively rehabilitate impacted areas. Newmont’s commitment for biodiversity management is to have No Net Loss of Key Biodiversity Values (KBVs) impacted by our activities.

Governance

Our **Biodiversity Management Standard** sets the minimum requirements for the management of biodiversity at Newmont’s owned, operated and/or managed operations and lands to ensure a consistent approach to biodiversity conservation and sustainable stewardship of resources.

As a member of the International Council on Mining and Metals, we also commit to the organization’s **Mining and Protected Areas position statement** in which we agree to respect legally designated protected areas and to not explore or mine in World Heritage sites.

Biodiversity management and performance are the responsibility of the Sustainability and External Relations function 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. Conformance to the Standard, performance metrics and progress on action plan implementations is reported monthly to executive leadership and regularly to the Board of Director’s Safety and Sustainability Committee.

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.



Risk Management

All operating sites must conduct biodiversity and ecosystem impact assessments to determine potential impacts. If a site identifies KBVs, it must develop a biodiversity action plan to achieve site-specific biodiversity 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.
- **Drive engagement with stakeholders** — 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.

Many of our operations have KBVs within the relevant area of influence and a biodiversity action plan to mitigate potential impacts. Currently, only four sites — Akyem, Boddington, Yanacocha and Merian — need an offset to achieve No Net Loss to KBVs. These sites also have regulatory requirements for offsets included in permits.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Each biodiversity action plan includes site-specific objectives that meet the following 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 NNL 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.

All sites have biodiversity management plans to support the monitoring of KBVs. Sites monitor KBVs to evaluate changes resulting from both internal and external factors and to demonstrate progress toward meeting site-specific objectives. Quantitative and qualitative performance data are presented in Newmont’s Annual Sustainability Report.

We are currently expanding a tracking system to improve the measurement of progress toward NNL at all sites. To ensure legally required biodiversity offsets are sustainably funded, in 2021 these costs were incorporated into site closure cost estimates.

The table below provides a high-level overview of the current impacts and mitigation strategies to support No Net Loss. Sites that are not included do not require offsets at this time to meet our No Net Loss commitment. Additional details are provided in the [Performance Data](#) section.

Key biodiversity values: No Net Loss summary table

Site ^{1, 2, 3}	KBVs	Mitigation actions
Akyem	Impacts to Ajenjua Bepo Forest Reserve and <i>Cola boxiana</i> (endangered) and <i>Necrosyrtes monachus</i> (critically endangered) species	<ul style="list-style-type: none"> • Completing pre-feasibility studies for Akyem offset • Partnering with Conservation Alliance to implement critical species management program (CSMP) and established nurseries to support closure activities
Yanacocha	Tropical Andes (biodiversity hotspot defined by Conservation International) including forest habitat and habitat for <i>Pristimantis simonsii</i> (Paramo Andes frog) (critically endangered)	<ul style="list-style-type: none"> • Developed management and action plan with a target of NNL by reclaiming areas with local species and biomonitoring to identify changes associated with our operations or other activities in the area
Boddington	Woodland and shrubland habitat for black cockatoo; <i>Calyptorhynchus latirostris</i> (endangered), <i>Calyptorhynchus baudinii</i> (endangered) and <i>Bettongia penicillata</i> (critically endangered)	<ul style="list-style-type: none"> • Established 192-hectare (Ha) Hotham Farm Conservation Covenant area over remnant Jarrah forest • Committed to restoring and improving an additional 470 Ha of Hotham Farm • Founding partner of the Southwest Biodiversity Partnership to work collaboratively with neighboring mine sites on pest and land management • Partnering with Peel Harvey Catchment Council on a River Action Plan to improve ecosystem health and function
Merian	Upland and lowland ever-humid forest habitat including tree species <i>Virola surinamensis</i> (baboonwood) (endangered) and <i>Vouacapoua americana</i> (bruinhart) (critically endangered)	<ul style="list-style-type: none"> • 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 (ASM) within Merian’s right of exploitation (RoE)

¹ This only includes the sites where Key Biodiversity Values (KBVs) will need to be managed through additional actions to meet our No Net Loss (NLL) commitment. All of the sites identify KBVs, develop risk assessments and have biodiversity management plans.

² Tanami is also completing risk management and impact mitigation strategies through the NTO Biodiversity and Land Management Plan and maintenance through the Biodiversity Risk Assessment Tool and are detailed in the operation’s Mining Management Plan.

³ There are some regulatory-based requirements for offsets of wetlands at Éléonore and future project expansions may result in requirements for offsets at Musselwhite, Porcupine, Peñasquito and Akyem.

PARTNERSHIPS AND COLLABORATIONS

Partnerships with universities and research organizations — as well as 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 (SDG-17).

We are active members of the International Council on Mining and Metals’ Biodiversity Steering Committee and the Cross-Sector Biodiversity Initiative, which is a unique collaboration among the mining, oil and gas, and banking sectors to develop and share best practices in biodiversity and ecosystem services.

As part of our biodiversity management plan and to support external review of our progress toward NNL, in 2018 we formed a partnership with the International Union for the Conservation of Nature (IUCN) — an NGO supporting conservation and sustainable use of natural resources — to identify

additional ways we can achieve No Net Loss for biodiversity, and net gains, where possible. IUCN and Newmont are exploring our on-site and operational management systems on mining impacts, as well as our activities related to restoration and offsets, to ensure better biodiversity outcomes. Under the partnership, IUCN and its experts conduct independent reviews at select mine sites using the [IUCN Biodiversity Net Gain Protocol](#).

Between 2018 and 2021, IUCN completed reviews at our mine sites in Nevada (specifically on the sage grouse conservation work) and the Boddington operation (studying at the Hotham Farm offset). Reports for both reviews were completed and recommendations were provided to the sites with summaries posted on [IUCN’s website](#). In 2022, we plan to work with IUCN on a technical review for the Akyem offset as well as on the development of integrated targets that include biodiversity.

Performance, Metrics and Targets

In 2021, we extended our partnership with IUCN for another three years. Toward the end of 2021, planning commenced for IUCN to conduct a review of the Akyem offset. This will include an examination of the offset objectives, the ability to meet No-Net-Loss requirements, stakeholder engagement, and alignment with the proposed Ghanaian National Biodiversity Policy (which is currently being finalized).

At our sites that impact KBVs, notable activities that contribute toward our commitment to No Net Loss include:

At Akyem:

- We have a memorandum of understanding with the Forestry Commission (FC) for a biodiversity offset program at the Atewa Extension Forest Reserve. This program aims to mitigate impacts to KBVs created by the mine’s operations in the Ajenjua Bepo Forest Reserve, and the FC has allocated 2,640 hectares in the reserve. A steering committee involving the FC, EPA, Minerals Commission and IUCN oversees the biodiversity offset work activities. In 2021, we advanced pre-feasibility studies on biodiversity offset calculations, vegetation mapping and the biological and socio-economic baseline studies. A validation workshop was held in June. An options evaluation was completed with a single option identified to move forward with management and rehabilitation and progress the project toward feasibility during 2022.

At Boddington:

- At Hotham Farm, we conducted planning for activities in support of the Management Guideline of the Conservation Covenant. These activities will include rehabilitation of a gravel borrow pit and installation of Black Cockatoo artificial hollows for breeding. This work will be executed in 2022 along with planning for additional management measures. A monitoring program of the restoration completed to date identified the need for additional infill planting. Planning was completed for this work, and implementation will commence in 2022.
- During the year, Newmont, South 32 and Alcoa formed the Southwest Biodiversity Partnership, which is aimed at mitigating cumulative biodiversity impacts across the southwest area of Western Australia. The partnership will promote the inclusion of Traditional Owners in land management activities that will initially target pest management (feral cats).
- Our ongoing relationship with the Peel Harvey Catchment Council continued in 2021 with the development of a Hotham and Williams River Action Plan. This plan identifies priority actions and projects to protect and improve the river ecosystem’s health and function across eight key locations within the catchment. Implementation of this plan and other activities will continue into 2022 and beyond.



Photo: Ahafo, Ghana

At Yanacochoa:

- Between 2018 and 2021, our partnership with the Universidad Peruana Cayetano Heredia to conduct studies of the Paramo Andes frog resulted in new knowledge on the frog’s habitat preferences, phenology and distribution. These outcomes were incorporated into the design criteria for reclamation of closed areas and our monitoring protocols. The results were presented in national and international scientific forums and were recognized for their contribution to scientific knowledge. In the latter part of 2021, we commenced a review of the monitoring results to date to continuously improve our program and assess progress toward No Net Loss.

At Merian in Suriname:

- Merian’s biodiversity offset program aims to restore artisanal and small-scale mining-impacted lands. In 2021, work continued on the biodiversity net positive impact commitment, and the offset area was revised upward to 2,588 hectares. Biodiversity offset monitoring commenced in late 2021, and the biodiversity action plan will be updated accordingly to assess progress toward No Net Loss. We also developed a tool to determine the relationship between quality hectares of land restored and the size of the offset area needed.



Photo: Peñasquito, Mexico

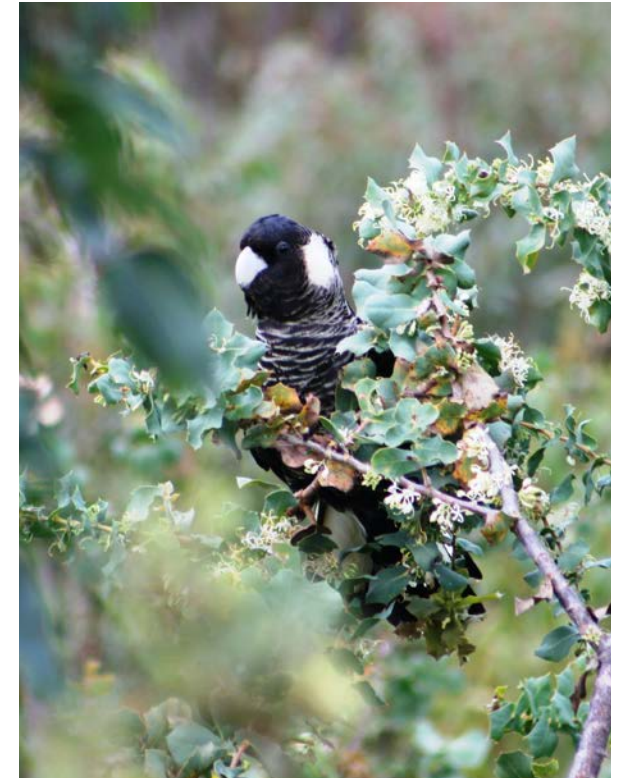
FUTURE TARGETS

To address concerns about the continued global decline in biodiversity driven by climate change, population growth, exploitation and pollution, we are working to develop nature-based objectives and targets.

In 2021, we engaged with Science Based Targets Network (SBTN) — a global NGO that includes the same organizations behind the Science Based Targets initiative (SBTi) for climate. We commenced 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. Included in this review are opportunities focused on the following two areas:

- **Nature-based solutions (NbS)** — NbS are actions to protect, sustainably manage and restore natural or modified ecosystems that address societal challenges effectively and adaptively, simultaneously providing human well-being and biodiversity benefits. We will use NbS to support initiatives that align our water and nature objectives with our climate targets. This work will be incorporated into our carbon offset strategy using available methodologies like IUCN’s NbS framework.
- **Deforestation** — Although we do not have a public target related to deforestation, we will work to combat deforestation and forest degradation through our objective to achieve No Net Loss of KBVs in areas where our operations have an impact. Further information about this is outlined in Newmont’s [Biodiversity Management Standard](#).

Photo: Boddington, Australia



Closure and Reclamation

Disciplined closure planning and execution are critical to successfully manage environmental, safety and social impacts that can result in higher long-term liabilities to Newmont and reputational impacts if improperly managed. Because mine closure is a complex and challenging issue, our global strategy ensures we integrate closure considerations into early mine planning and throughout the life of each operation so that we mitigate a wide range of risks and leave a positive legacy 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](#) as well as other social and environmental standards.

We employ a balanced, multidisciplinary approach to closure planning and oversight of closure plans and costs. The Closure Steering Committee, which reviews performance and progress toward targets every quarter, consists of executive leadership from Sustainability and External Relations, Finance, Legal, Technical Services and Operations.

To ensure we leverage proven disciplined project engineering, design and project management capabilities, our Projects function is responsible for executing large closure projects, conducting major closure studies, and developing closure plans and estimates. The cross-functional global Closure and Reclamation Technical Team (CRTT) supports these efforts.

Regional Closure Steering Committees are led by our Regional Senior Vice Presidents, and multidisciplinary site-level CRTTs plan and implement closure activities at the sites. The governance model is supported by a global Closure Working Group that participates in quarterly and annual global workshops and helps advance continuous improvement initiatives and opportunities to share best practices and lessons learned.

In 2021, we enhanced the governance structure by adding a Global Studies Team to progress strategic business opportunities and complex closure studies. This also includes reviewing and updating the project study stage requirements and the timelines to complete closure studies and cost estimates.

Improvements to our closure governance framework in recent years have resulted in closure considerations being a fundamental and critical component across the business and through the mine lifecycle from early-stage studies to final closure and relinquishment.

A report on our closure strategy and performance is provided to the Board of Directors' Safety and Sustainability Committee annually and as needed. The Board's Audit Committee reviews management's accounting for reclamation liabilities quarterly if there are changes in estimates and annually in its entirety.



Risk Management

Closure planning is a complex process, and the social, economic, environmental and regulatory closure parameters evolve. Early initiation of closure studies that address and monitor these evolving challenges improves outcomes and reduces adverse unforeseen impacts at mature sites.

Growing regulatory requirements and community expectations, as well as increased unit costs, will continue to put upward pressure on closure costs and liabilities.

Effectively managing our closure risks throughout the mine lifecycle and successfully closing and reclaiming mines are crucial for gaining stakeholder trust and improving our access to land for future operations. Closure and post-closure risk assessments, along with social, health and environmental assessments, are supported by our Risk Management System (RMS).

We conduct in-depth technical reviews of closure plans at all operating sites every three to four years. Site review timing is based on proximity of the mine life to closure, length of time since the last review and other risks as approved by the Closure Steering Committee. These reviews are conducted with a combination of internal resources and external experts. Findings and/or deficiencies are monitored and tracked through closeout.

Our overall approach to managing risks is detailed in the [Risk Management](#) section.



Photo: Akyem, Ghana

Strategy and Management Approach

The purpose of our global closure and reclamation strategy is to integrate closure into mine lifecycle planning, reduce closure risks and liabilities, and create value for the business and stakeholders.

The strategy's five pillars — operational excellence, value creation, innovation/research and development, external engagement and governance — seek to achieve the following outcomes:

- **Efficient and effective closure planning and execution** — reducing closure costs while providing more effective direction for closure practitioners and site management;
- **Closure liabilities transformed into benefits** — identifying and developing post-mining opportunities reduces financial burdens while demonstrating Newmont's commitment to stewardship and sustainability;
- **Competitive advantage through innovations** — developing or becoming an early adopter of innovative and transformative technologies — particularly those based on existing research — provides a competitive advantage;

- **Improved social acceptance** — mitigating risks and liabilities through responsible closure while enhancing reputation improves Newmont's ability to secure new permits and access; and
- **Closure culture embedded throughout the organization** — developing a culture where future closure costs, impacts and benefits are considered early in the mine lifecycle.

As part of Newmont's implementation of the Global Industry Standard on Tailings Management (GISTM), closure planning for tailings facilities is being advanced early during the lifecycle with closure considerations included in the design of tailings facilities. We also have a Safe Closure Working Group that supports the development of internal guidelines on safe closure in accordance with the GISTM.

We work closely with industry groups, topic-specific networks and research consortiums to improve industry closure standards and execution. The range of opportunities and challenges that are actively considered include acid mine drainage, mine water treatment, Indigenous inclusion, stakeholder engagement, post-mining land use and climate change adaptation.

Performance, Metrics and 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 bonding obligations.

For 2021, we set a target to reclaim 121.5 hectares (95 percent of plan) of concurrent reclamation, and we reclaimed 122.4 hectares. Seven of our 10 operating sites with targets met or exceeded their concurrent reclamation plans for 2021. Our public target for 2022 remains the same — to complete 95 percent of planned reclamation activities/ associated actions across the Company.

During the year, an additional 555 hectares globally were disturbed by our operations, and a total of 2,194 hectares are in various stages of reclamation.

In 2021, all sites completed annual closure plan and estimate reviews, risk assessments, and continuous improvement efforts focused on creating a stable platform for long-term sustainable improvements. These included:

- **Critical studies and projects** — We advanced both the Yanacocha closure study and water treatment project, which are key focus areas as we refine our understanding of complex geochemical challenges and address new water management and treatment requirements. We also approved funding for the Akyem closure study in May, commenced planning on a full closure study at Éléonore, and refined the approach to future studies at CC&V.
- **Risk management enhancements** — We began developing guidelines for initiating risk-based closure studies to support earlier planning and better investment decisions. We also began building a comprehensive database of all closure-related obligations, leveraging our RMS Platform that houses all risk information.

- **Tools and processes** — To improve consistency, transparency and flexibility, which shifts the focus from estimate mechanics to value-added work, we implemented new closure planning tools and a standardized process.
- **Guideline** — We developed a Concurrent Reclamation Opportunity Evaluation guideline to standardize our approach to identifying and evaluating concurrent reclamation opportunities included in site concurrent reclamation and business plans as well as our annual public targets.
- **Climate change objectives** — To support our [climate change efforts](#), we identified sites with post-mining land use that have the highest carbon reduction potential and renewable energy production opportunities. In conjunction with the Global Water Strategy, we are working to integrate the climate narratives developed by the National Center for Atmospheric Research into the site water balances that support water management planning from operation through closure.
- **Social aspects** — Recognizing the impact of closure on communities, we continued work to improve long-term sustainable outcomes for host communities through ongoing stakeholder engagement and an integrated approach to planning that includes the social aspects of closure.
- **Concurrent reclamation** — To mitigate future increases in closure liabilities and reduce ultimate closure costs, we developed an internal tool to evaluate opportunities to increase the amount of area considered for concurrent reclamation.

The ongoing management of 29 legacy sites is led by our Legacy Sites team within the Sustainability and External Relations function. These sites include closed mines we acquired as a result of a larger acquisition as well as sites we once operated but have since ceased mining. We commit to safely and responsibly manage, decommission and rehabilitate these sites so they pose no threat to the environment or people and can be repurposed, when possible, for optimal post-mining use.

Key activities during 2021 at our legacy sites included:

- **Dawn Mill** — At the Dawn Mill site in the state of Washington, remediation of all historic mill operation disturbances has been completed, and the site continues to work toward final regulatory approval. Handover to the U.S. Department of Energy is targeted for 2028.

- **Ross-Adams** — At the Ross-Adams site on Prince of Wales Island in Alaska, we continued to work with the U.S. Forest Service to refine pre-design investigation work plans, quality assurance project plans, and health and safety plans in preparation for conducting pre-design investigation work scheduled in 2022.
- **Idarado** — At our Idarado site near Telluride, Colorado, we continued more than two decades of best-in-class reclamation and post-closure management work on addressing impacts associated with mining activities that started more than 100 years ago.

For more details of Newmont’s closure and reclamation costs, please see our [2021 10-K report](#).



Photo: Idarado, United States

Materials

Mining, mineral processing and associated activities throughout the life of an operation use materials, and can generate waste, that may pose a risk to people and the environment. Having strong management systems and controls in place to address the potential harmful impacts of our activities is essential to minimizing and mitigating potential harm, protecting and maintaining shared natural resources, and reducing our long-term liabilities after mining ceases.

Governance

Newmont's [Sustainability and Stakeholder Engagement Policy](#) reflects both our purpose to create value and improve lives through sustainable and responsible mining and our core sustainability value — to serve as a catalyst for local economic development through transparent and respectful engagement and as responsible stewards of the environment. The policy outlines our commitment to avoid, minimize and mitigate our impacts on the environment and proactively manage risks throughout the mine lifecycle.

Several global [standards](#) — including ones specific to the management of 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 accountable for ensuring sites fully comply with regulatory and permitting requirements and our global environmental standards and procedures. In 2021, we enhanced our environmental management governance by ensuring each region has a Vice President, 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 sharing information with the Corporate S&ER team.

The Group Executive, Environment, is responsible for the overall governance and strategy related to Newmont's environmental performance.

Management provides detailed reports on our environmental performance, including significant environmental events such as those related to cyanide, to the Safety and Sustainability Committee of the Board of Directors each quarter.



Risk Management

Our structured global Risk Management System (RMS) includes a hierarchy of policies, standards, guidelines and procedures. All sites must have management plans that include assessing risks related to ore stockpiles and waste rock, hazardous and non-hazardous materials and wastes, and the transportation of hazardous materials and waste. The plans also include references to regulatory and other requirements and 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.

Our Combined Voluntary Commitments Assessment (CVCA) tool helps sites conduct self-assessments that cover multiple sustainability-related global initiatives and voluntary framework reporting obligations. More information on our CVCA program is discussed in the [Sustainability Compliance](#) section.

Details on our overall approach to managing risks, as well as our Compliance Audit program, are discussed in the [Risk Management](#) and [Sustainability Compliance](#) 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. The mining process can also produce byproducts that require us to apply techniques and environmental practices to prevent or limit their impact on human health and the environment.

Our global standards and procedures support our commitment to employ responsible waste management and disposal practices. We follow strict protocols and processes for handling and transporting all materials used in processing that may be hazardous.

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 the appropriate regulatory and other requirements for the safe transportation and handling of hazardous materials.

The use of cyanide in gold processing and the production of mercury byproduct are two key areas of focus for Newmont.

Cyanide

Cyanidation — the process of using a sodium cyanide solution to separate gold from ore — is currently the safest, most effective and economical metallurgical technique to recover gold. However, at certain concentrations and when not adequately managed, 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.

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. Newmont requires all suppliers and transporters of cyanide products to comply with the Cyanide Code.

Audit documents and details for each of our mines that use cyanide for processing can be found on the [ICMC website](#).

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. Naturally occurring mineralized forms of mercury exist in ores at our Peñasquito, Yanacocha, Merian and CC&V operations, and ore processing can generate mercury byproducts.

Mercury byproducts (liquid or gaseous) are recovered using techniques and practices in line with the [Minamata Convention on Mercury](#) requirements, which aim to prevent the release of mercury into the environment. We capture point-source mercury from air emissions using Maximum Achievable Control Technology.

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.

In 2021, 69 tonnes of elemental mercury from Yanacocha were safely exported offsite, stabilized and disposed of in an approved facility in Europe. The agreement with BATREC applies to all our non-U.S. operations, and we plan to dispose of mercury from Peñasquito in 2022. Currently, these sites responsibly manage small volumes of mercury byproducts within secured onsite storage areas. Peñasquito is currently engaged with BATREC to review potential options for the shipping and disposal of mercury. Leading practices and lessons learned from Yanacocha’s 2021 shipments are being shared across the Company to improve future processes for mercury disposal, and we continue to work with BATREC on disposal plans from the sites in the future.

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.

REDUCE, REUSE, RECYCLE

We minimize the use and amount of hazardous materials generated — inclusive of hydrocarbons and cyanide — by replacing hazardous chemicals with less hazardous products whenever possible. For example, we often use citrus-based solvents in our maintenance facilities instead of chlorinated solvents.

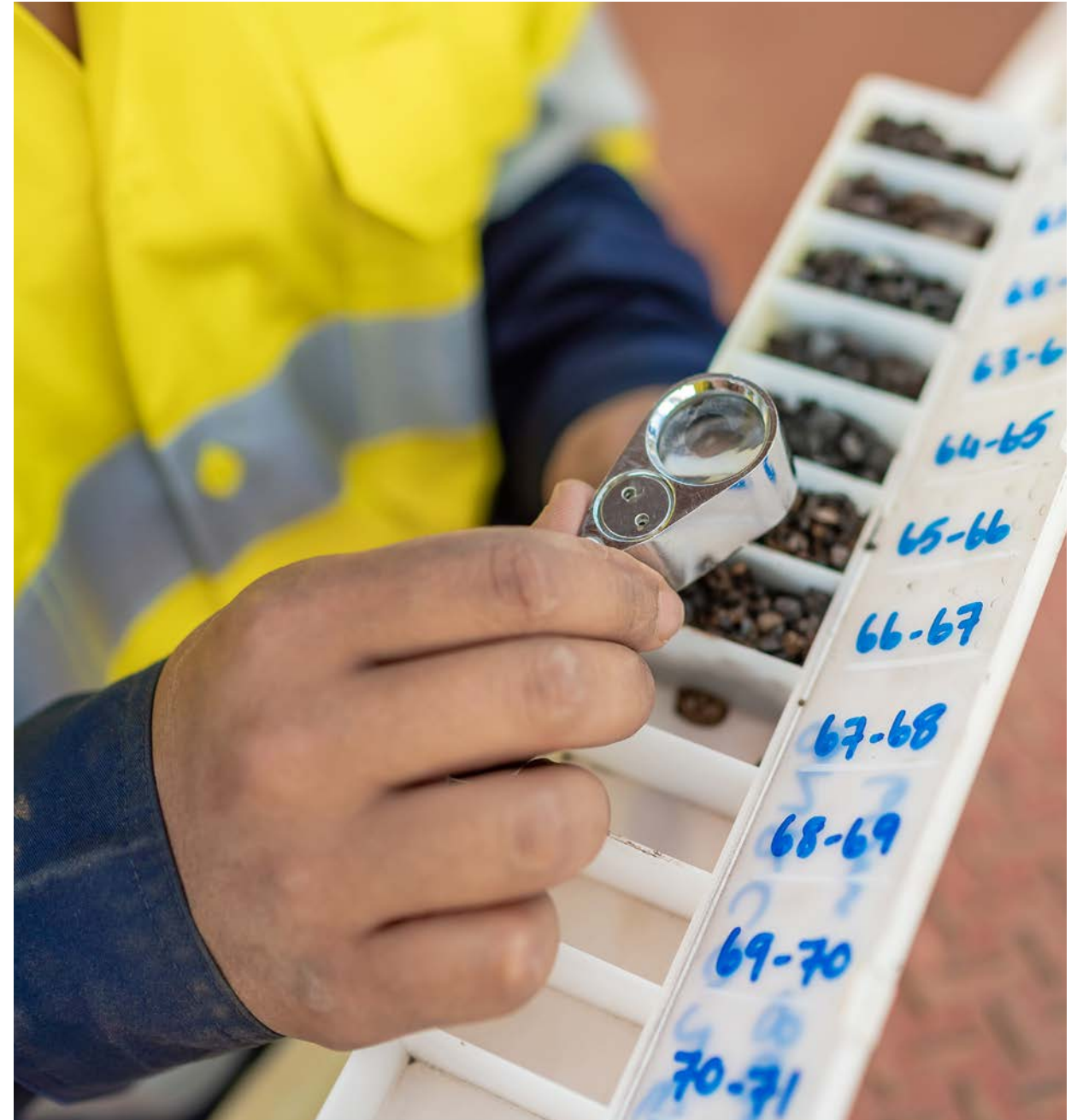
Hydrocarbon wastes (e.g., used oil) are the largest portion of our hazardous waste stream, which also includes equipment maintenance activity waste, such as grease and solvents, and laboratory chemicals. Our sites minimize the volume requiring disposal by recycling almost all waste oils and greases, either through third-party vendors or on-site processes.

We also make every effort to recycle or reuse non-hazardous waste. Through Full Potential — our global continuous improvement program — we have identified opportunities such as 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.

WASTE ROCK

Each operation is required to manage waste rock and ore stockpiles in a manner that 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](#), an industry-led group that promotes best practices in handling potentially acid-generating materials such as waste rock and tailings.



Performance, Metrics and Targets

We track and report on several internal and external metrics to ensure we effectively manage our environmental aspects and meet our permitting, regulatory and other obligations. These include metrics related to hazardous materials and waste streams. Many of these are disclosed in the [Performance Data](#) section.

Monitoring and measuring our performance generates large amounts of data, which require sound record keeping and detailed analysis. In 2021, we worked on standardizing and optimizing the use of an environmental data management system, which is a software solution that manages environmental data across all our operations. The system now gives Newmont a globally consistent and “smart” environmental monitoring database, helping improve visibility and access to environmental compliance and performance data.

ENVIRONMENTAL EVENTS

Through our Risk Management System, we track environmental events and rate the actual and potential consequences on a severity scale of zero to five. “Level 0” events are “potential” events (i.e., near misses that did not result in injury or cause harm but had the potential to do so). Level 1 and 2 “actual” events have insignificant or minor impacts, and level 3 to 5 actual events are those that can or did result in more significant impacts. When reviewing events, we focus on potential consequences and require investigation on all events having a potential consequence of level 3 or higher. All events are continuously tracked, and each quarter, significant events are reported to and discussed with the Board’s Safety and Sustainability Committee. In 2022, we plan to implement a formalized process, which includes multiple methods of communication, to share lessons learned across our operations to drive improvement.

In 2021, we experienced 20 environmental events that were designated as having an actual “level 3” or higher consequence specific to the environmental impacts. Among these, 11 were cyanide-related.

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.

A notable serious potential event occurred in November 2021 when personnel at our CC&V operation were notified by local authorities when the chassis on a loaded cyanide transport truck failed, causing the truck to overturn while traveling to the site along a public highway. The transport included a trailer loaded with a container carrying reagent-grade sodium cyanide, protected by a structural frame. The accident damaged the frame, but the container was protected and maintained integrity, such that no cyanide solution was released, and the truck driver was not injured. CC&V completed an event investigation and identified opportunities for improvement in emergency response planning and transportation audits. We are incorporating specific language into our cyanide contracts specifying requirements for emergency response plans.

We discuss the details of these events in our [Performance Data](#) section.

CYANIDE MANAGEMENT

In 2021, Newmont maintained conformance to the ICMC. ICMC audits scheduled for 2021 were completed as planned for the Ahafo and Akyem operations in Ghana, Boddington in Australia, Yanacocha in Peru and Éléonore in Canada.

Formal certification from the International Cyanide Management Institute (ICMI) following these audits has been received with the exception of Ahafo, for which agreed upon actions are ongoing to reach full conformance with auditor and ICMI directions, and Boddington, for which audit activities concluded in late 2021.

Path to Zero Cyanide Spills initiative

Because we continue to experience cyanide spills, in 2021 we established a “Path to Zero Cyanide Spills” initiative to identify and address control failures and eliminate cyanide spill events, which we define as any spill offsite containing cyanide and spill out of secondary containment that has a concentration greater than 50 parts per million (ppm) weak-acid dissociable cyanide (WAD-CN).

Efforts in 2021 to support this initiative included:

- Updated the environmental impact calculator (used to consistently report the gravity, extent and vulnerability of the impact) to ensure all cyanide spills are reported to the Chief Operating Officer and Chief Sustainability Officer and all level 3 and above events and spills above 50 ppm WAD-CN are investigated.
- Established a global cross-functional Cyanide Management Team and cyanide points-of-contact (CPOC) at each site to support the initiative and its goals.
- Launched an education and awareness campaign and held webinars with CPOCs and Sustainability and External Relations managers.
- Began reviewing, identifying and prioritizing corrective actions to include in the 2022 business plan.

In 2022 and beyond, sites will implement action plans, and the Cyanide Management Team will review activities and assess progress toward our goal of zero cyanide spill events.

HAZARDOUS MATERIALS TRANSPORT RISKS

On January 20, 2022, a truck carrying explosives to a mine (not operated by Newmont) in western Ghana collided with a motorcycle in the village of Apiaste, caught fire and then exploded, killing 13 people, injuring at least 100 people and destroying much of the village.

The tragic event prompted Newmont to review our existing protocols for transporting and handling high-risk and hazardous materials as well as the contractors who handle these materials. The review identified the following opportunities:

- **Strengthening existing protocols** — Newmont transports each explosives component separately and then manufactures the explosive in a safe and secure environment by qualified professionals on site to prevent incidents like the one in Apiaste. To build on our existing protocols and identify potential hazards that require mitigation, we enhanced our assessment of the risks in the management of goods and transportation.
- **Supplier engagement** — Pre-delivery checks and unscheduled audits help ensure all business partners are aligned with global guidelines, regulatory standards and Newmont’s values in the safe handling and transportation of goods.
- **Emergency response** — We plan to improve our Emergency Preparedness and Response Plan to address unexpected incidents, engage host communities and business partners to be aware of the risks and precautionary measures to prevent potential incidents, and train and manage the workforce on emergency response procedures, such as following evacuation procedures.

Economic

Value Sharing

126 ▶

Paid **\$1.9 billion** in taxes, royalties and other payments to governments

Spent **\$4.3 billion** with local and national suppliers in host countries

Invested **\$21.9 million** in community projects and programs in addition to \$3.5 million in COVID-19-related contributions

Launched an improved **Geopolitical Risk Program** to better manage the socio-political risks across the countries of interest to Newmont

Photo: Cerro Negro, Argentina



Value Sharing

Increasingly, stakeholders expect businesses to support and contribute to overall social wellbeing. When done right, the value of mining can be fairly shared through employment and business opportunities, investments in infrastructure and community development, and support for economic health and resilience through the payment of taxes and royalties. 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 the risk of corruption and build accountability and trust.

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to contributing to the growth and prosperity of host governments and investing in and partnering with local communities.

A suite of global standards details Newmont’s minimum requirements to effectively identify, manage and monitor our activities related to sharing the value created by hosting our operations. Associated guidelines and procedures support teams with on-the-ground implementation and compliance.

The management of our approach is cross-functional, involving collaboration among the Finance, Human Resources, Supply Chain, Business Integrity and Compliance, and Sustainability and External Relations departments 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. The Board of Directors’ committees (particularly the Safety and Sustainability and the Audit Committees) provide oversight and advice to management, and the committee chairs apprise the full Board of any significant matters or developments.



Risk Management

Newmont aims to better understand both the positive and negative impacts that our activities have on host communities, and to engage impacted communities and groups to mitigate or optimize these impacts in a manner that is culturally appropriate and with the consent of those impacted.

Social impact assessments conducted by each operating site at least every five years provide critical information about social baseline conditions, the impacts of our activities and opportunities for sustainable development. Potential risks identified in the SIA are registered in the site Risk Management System and reviewed quarterly, while opportunities are explored with stakeholders and inform our community investment programs.

Geopolitical Risk Program

Mining operations require significant investments, and where we choose to operate matters. Instability and uncertain geopolitical climates (e.g., elections, industry-related incidents and global pandemics) can lead to government actions that erode the value of our investments. It is vital that we fully understand the socio-political risks when making investments and other business decisions.

In 2021, we undertook a review of our Country Risk Program, which analyzes the socio-political risks across the countries of interest to Newmont and reports on key developments. The review resulted in a comprehensive overhaul and the creation of a Geopolitical Risk Program that better aligns with our evolving risk management approach.

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).

More information about our Geopolitical Risk Program and overall approach to managing risks is detailed in the [Risk Management](#) section.

Strategy and Management Approach

Engaging with key stakeholders and demonstrating to host governments and communities that we have measures in place to mitigate the negative impacts and fairly share the benefits of our activities are key to managing risks and opportunities.

We engage stakeholders with an overall objective to agree on solutions that provide predictable revenues for governments and improved living standards for host communities. In turn, we seek to obtain assurances and minimize uncertainties as we consider further investments.

Transparency is essential to building trust and credibility with our stakeholders and is an area where Newmont has been recognized as a leader. As an active member of the International Council on Mining and Metals, we chair the Mineral Resource Governance Working Group and support its position statement on Transparency of Mineral Revenues, which was updated in 2021 to add a commitment for member companies to disclose mineral development contracts in addition to what taxes they must pay and when payments are due.

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 play a significant role in the national economies.

Our public tax strategy, which is available on our [website](#), states our commitment to comply with all laws and regulations related to taxes and royalties in every jurisdiction in which we operate, to pay the right amount of tax, and to be transparent, cooperative and ethical. The strategy also describes:

- The governance of the Company's tax affairs;
- The method for identifying and managing tax risks;
- The approach to tax planning; and
- The approach to engaging with tax authorities.

As part of our commitment to tax transparency, in 2022 we will publish our first public global tax transparency report. This report will outline our globally consistent approach to tax, detail our contribution on a country-by-country basis and explain the accounting tax expense within our annual financial statements.

Our material tax filings are reviewed and audited by external parties to avoid errors or omissions. When tax laws are unclear, we seek external guidance to ensure our positions are likely to be upheld if questioned or challenged by regulators.

We participate in the International Council on Mining and Metals' Tax Network Group, which promotes predictable, stable and transparent tax frameworks and practices. Although our current reporting is consistent with how our taxes are assessed and paid, we are evaluating reasonable methodologies that will enable us to enhance our disclosure and support reporting our government payment disclosures on a project by project basis in the future. We continue to collaborate with the International Council on Mining and Metals to ensure that material project-related disclosures consider the requirements of each operating region.

As signatories to the Australian government's Tax Transparency Code, a voluntary framework for businesses to detail their tax affairs, our Australia region publishes a Tax Transparency report, which is available on our [website](#).

Beneficial ownership and contract transparency

A 2021 assessment of our adherence to the Extractive Industries Transparency Initiative (EITI) company expectations showed that Newmont met all expectations but there were opportunities for improvement to align with expected best practices on the accessibility of information related to contract disclosures and beneficial ownership data. Newmont is committed to increased transparency in these areas and, in 2021, supported a statement making several commitments to Beneficial Ownership Transparency (BOT). In 2022, we will be reviewing and enhancing our disclosures to align with the requirements of ICMM, EITI and the commitments made in the [BOT statement](#).

ECONOMIC IMPACTS

We conduct annual economic impact assessments to better understand, measure and communicate our economic contributions at the national level (and at the state or provincial level in Australia, Canada, Mexico and the U.S.) for countries where we have operations. Reports are developed by a third-party consultant using internal Newmont data and publicly available macro-economic data from sources such as the World Bank, International Labor Organization, and Purdue University's Global Trade Analysis Project. Results are calculated using input-output modeling, a methodology commonly used by economists to measure gross economic impacts, and [published on our website](#).

Our membership and active involvement in the following voluntary initiatives also support efforts to promote good governance, transparency and accountability:

- 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.
- [Publish What You Pay](#) is an international coalition of NGOs that advocates for more transparency and accountability in the extractive industries.

- 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), Mexico (via Mexican Mining Chamber), and Guatemala (lead industry representative on the EITI National Working Group). 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 for our Canadian assets are available on our [website](#).

LOCAL EMPLOYMENT AND BUSINESS OPPORTUNITIES

Providing local and Indigenous employment and business opportunities is one of the most meaningful ways to create shared value both during operations and after mining activities cease. Local and Indigenous employees and business partners also bring to Newmont an important dimension of diversity that helps us better understand customs, cultural practices, and the impact our activities have on host communities.

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 and input from relevant stakeholders inform the development of tailored plans that promote local employability and skills development, diversity of the workforce, business development and sustainable business opportunities. Plans are reviewed annually to ensure they align with stakeholder expectations, as well as our global inclusion and diversity strategy, and to identify opportunities for improvement. The plans evaluate opportunities for direct employment, as suppliers of goods and services and for creating jobs that may not be directly or indirectly with Newmont but are important for helping the community grow and thrive.

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 and NGOs — as well as our current suppliers — to develop the skills or capacity needed to work for Newmont or become a supplier to the Company.

We 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 help address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and post-closure.

Sites must use existing baseline studies, assessments and government development plans, along with robust community engagement, to develop a community investment strategy that identifies opportunities and available resources. Each site must review and update its strategy a minimum of every five years.

Our operations 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 Indigenous communities, development foundations and endowments or direct funding in support of community priorities during the mine life and after operations cease. 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 (e.g., Project C.U.R.E.), development agencies and nonprofit organizations — such as the InterAmerican Development Bank in Argentina, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) 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

Because the pandemic has 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 this global pandemic.

To maximize the Fund’s impact and ensure that aid reaches those who need it most, employees at the site, region and corporate levels engage governments, medical institutions, community organizations and NGOs to target funding across the following three areas that aim to fight the pandemic and support rebuilding and resilience:

- **Workforce and community health** — includes procuring medical supplies and/or personal protective equipment (PPE) and supporting medical institutions in COVID-19 response needs;
- **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
- **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 2021 totaled \$10.8 billion, which includes \$3.6 billion in operating costs, \$1.3 billion in employee wages and benefits, \$1.4 billion in capital spend, \$2.6 billion in payments to providers of capital, \$1.9 billion in taxes, royalties and other payments to governments, and \$21.9 million in community investments (See the [Performance Data](#) section for more information).

2021 Economic value distributed (in millions)^{1, 9}

Country	Operating costs ²	Employee wages and benefits	Capital spend ³	Payments to providers of capital ⁴	Payments to government ^{5, 6, 7}	Community investments ⁸	Total
Argentina	\$81.0	\$97.4	\$103.9	\$1.2	\$83.1	\$1.4	\$368.0
Australia	\$751.7	\$301.4	\$459.6	\$28.3	\$441.5	\$0.7	\$1,983.2
Canada	\$513.5	\$238.7	\$149.3	\$7.2	\$65.0	\$2.4	\$976.1
Ghana	\$502.1	\$134.6	\$259.9	\$8.3	\$281.5	\$8.4	\$1,194.8
Mexico	\$899.4	\$104.8	\$134.6	\$27.2	\$670.3	\$1.5	\$1,837.8
Peru	\$339.9	\$55.1	\$156.6	\$6.5	\$176.7	\$6.2	\$741.0
Suriname	\$231.1	\$62.5	\$46.1	\$0.1	\$136.9	\$0.8	\$477.5
U.S.	\$325.7	\$318.8	\$69.4	\$2,510.6	\$18.5	\$0.5	\$3,243.5
Total	\$3,644.4	\$1,313.3	\$1,379.4	\$2,589.4	\$1,873.5	\$21.9	\$10,821.9

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.

² Operating costs comprise costs applicable to sales of \$4,475 (excluding Nevada of \$960), exploration of \$186 (excluding Nevada of \$23), advanced projects, research and development of \$147 (excluding Nevada of \$7), and general and administrative expenses of \$249 (excluding Nevada of \$10) on an accrued basis and cash paid for reclamation in 2021 of \$165 (excluding Nevada of \$15). Operating costs omit employee wages and benefits of \$1,313, included in the employee wages and benefits column; \$432 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; \$77 of indirect costs; \$115 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2021 10-K; \$104 in other cash expenses and \$22 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 \$46, capitalized interest of \$33 (excluding Nevada of \$5) and Nevada spend of \$234.

⁴ Payments to providers of capital includes interest expense, net of capitalized interest of \$274, capitalized interest of \$33 (excluding Nevada of \$5), dividends paid to common stockholders of \$1,757, and repurchases of common stock of \$525.

⁵ To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted.

⁶ A one-time, voluntary contribution to the Republic of Suriname of \$10 (as described in our 2021 10-K, p. 148) is excluded from the payments to governments listed in this table.

⁷ Taxes included in payments to governments include current year cash payments for income and mining taxes, and accrued employer, property, sales, production and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

⁸ 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. excludes Nevada and Denver corporate headquarters. 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.

⁹ GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

LOCAL EMPLOYMENT AND BUSINESS OPPORTUNITIES

Setting and achieving annual local/Indigenous employment and procurement targets for each site or region ensures programs are in place to identify and provide opportunities that deliver mutual benefits to local stakeholders and Newmont.

Our local/Indigenous employment targets are either long-term or annual and are often based on formal agreements between Newmont and local or Indigenous communities. In 2021, the pandemic continued to impact efforts related to Indigenous employment targets in both Canada and Australia. The following table summarizes the targets and our performance in meeting them:

2021 Local/Indigenous employment performance¹

Region	Site	
Africa ²	Ahafo Akyem	Local community members represented 43.1 percent and 50.2 percent of employees at Ahafo and Akyem, respectively, exceeding our annual target of 35 percent for both sites. Akyem has achieved and maintained its goal for the workforce to comprise at least 50 percent local community members within 10 years of commencing operations.
Australia ³	Boddington Tanami	Aboriginal and Torres Strait Islander employment at Boddington and Tanami was 6.6 percent and 10.9 percent, respectively, missing the sites' targets of 7 percent and 14 percent, respectively. Both sites have developed discrete employment programs and pathways supporting employment opportunities including the recommencement of the Gnaala work-ready program at Boddington, which had been deferred for two years due to the pandemic.
North America ⁴	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. Overall, the site did not meet the the combined target (which included weighted percentages for each metric), largely driven by a 50 percent decrease of local employees moving out of the community of Wemindji. Aside from this, development of Indigenous employees and retention improved, while gender representation remained unchanged. Objectives in 2022 to improve performance include continuing to train Cree employees for supervisory roles, and implementing a summer student program and a job training and integration program for surface operations.
	Musselwhite	Indigenous employment (employees and contractors) from neighboring signatory and affiliate communities increased to 12 percent, achieving the target of a 2 percent year-over-year improvement and progressing toward the 30 percent employment target established in our agreement with our partnering First Nations and two Councils. Across the site, total Indigenous employment (i.e., all employees and contractors who identify as Indigenous) rose to 27 percent.

2021 Local/Indigenous employment performance¹

Region	Site	
	Peñasquito ⁵	76 percent of the unionized workforce is from the State of Zacatecas, achieving the site's target.
	Porcupine	The site met its target to achieve 15.5 percent year-over-year improvement in Indigenous employment, prioritizing opportunities with both signatory First Nations and other First Nations communities and growing capacity and skills development through training. In 2021, nine Indigenous employees were promoted.
South America	Cerro Negro ⁶	At the end of the year, 65.8 percent of the workforce was from the Santa Cruz Province. This just missed the target of 70 percent but was up from 60 percent at the end of 2020.
	Merian ⁷	At the end of the year, 18.8 percent of the total workforce were of Pamaka ancestry, exceeding our target of 16 percent.
	Yanacocha ⁸	Residents of Cajamarca represented 62.6 percent of the workforce at the end of 2021, exceeding our target of 60 percent.

¹ This data includes employees who self-identified as local/Indigenous during the onboarding process.

² "Local" refers to persons from within the catchment areas of our Ahafo and Akyem mines; employment validation processes are usually established through the local employment agreement.

³ "Indigenous" refers to both Aboriginal and Torres Strait Islander peoples.

⁴ "Indigenous" at our Canadian sites refers to members of the First Nations who are signatories to formal agreements with the operation. More specifically, "Indigenous" at Éléonore refers to employees from the Cree Nation and at Porcupine includes employees from non-signatory communities.

⁵ Local employment refers to unionized employees from the state of Zacatecas.

⁶ Local employment refers to employees who reside in the Santa Cruz Province.

⁷ Designated as local-local employees, these are Pamakan employees from within the specified communities around our Merian mine.

⁸ "Local" refers to the local Cajamarquino people per agreed upon definitions with the community.

In 2021, Newmont spent \$1.4 billion with local/Indigenous suppliers, exceeding our target of \$1.16 billion. All regions either met or exceeded their respective target.

Around 91 percent of our total spend across all sites in 2021 was with in-country suppliers, which continued to be beneficial in addressing supply chain challenges (such as lockdowns and travel restrictions) during the pandemic.

For further information regarding local procurement spend, refer to the Value Sharing section of the [Performance Data](#).

2022 PUBLIC TARGETS

In 2021, we launched a project to expand our focus and better attract, retain and advance the careers of local and Indigenous community members in our workforce. The project aims 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. Once the project is fully deployed in 2022, we will evaluate our ability to set public targets based on data analysis and trends that help improve retention, increase representation, and grow the careers of local and Indigenous talent.

In the meantime, our public local/Indigenous employment and procurement targets for 2022 are described in the following tables.

2022 Local/Indigenous employment targets by site^{1, 2}

Region	Site	
Africa	Ahafo	Per the new Employment Agreement signed in 2021, at least 40 percent local employment by the end of 2023, increasing percentage to 53 percent by the next review of the agreement in 2027
	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	7.2 percent Indigenous employment
	Tanami	11.8 percent Indigenous employment
North America	Éléonore	5 percent improvement in suite of metrics (including employment, gender, career progression and retention) among Cree employees
	Musselwhite	Achieve 14.3 percent Indigenous employment among employees and contractors from signatory and affiliate First Nations
	Peñasquito	76 percent of 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 16 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 2021 Local/Indigenous employment performance table for definitions of local and Indigenous.

For 2022, our local/Indigenous procurement target for all sites is \$1.23 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.

2022 Local/Indigenous procurement targets by site (in millions)

Region	Site	
Africa	Ahafo	\$17
	Akyem	\$8
Australia	Boddington	\$425
	Tanami	\$93
	Other	\$16
North America	CC&V	\$71
	Éléonore	\$44
	Musselwhite	\$59
	Peñasquito	\$61
	Porcupine	\$133
South America	Cerro Negro	\$50
	Merian	\$155
	Yanacocha	\$95
Total		\$1,227

COMMUNITY INVESTMENTS

COVID-19 Global Community Support Fund

We deployed approximately \$3.5 million of our COVID-19 Global Community Support Fund in 2021, bringing total contributions from the Fund to \$14.1 million since it was established in April 2020.

Donations are based on engagement with government officials, healthcare providers and community stakeholders to understand the greatest and most immediate needs and where the Fund can have the most impact. Around 63 percent of the Fund has been directed toward the workforce and community health pillar, 19 percent toward local economic resilience and 12 percent toward food security. We have also spent more than \$400,000 to support vaccine deployment in Canada, Ghana and Peru.

In addition to meeting immediate needs, several donations will support long-term community resilience. Highlights of donations in 2021 include the following:

- **Argentina** — As part of a micro-credit program to provide economic support during the pandemic, \$100,000 in no-interest loans were dispersed to 68 small businesses and entrepreneurs (with women-owned or -operated new businesses in Perito Moreno and Los Antiguos receiving priority). Beneficiaries who repaid the loans on time were incentivized (e.g., given discounts on the last installment), and repayments were then reinvested in community development programs selected by the beneficiaries. Over 80 percent of beneficiaries have repaid the loans. We surveyed the beneficiaries in 2021, and 40 percent said the program helped increase sales, 47 percent said the program resulted in improvement in products and services offered, and around

27 percent said the program had positive personal impacts such as increased self-confidence and personal independence. The Cerro Negro operation received the American Chamber of Commerce Business Citizenship Award for the management and contribution to the community during the pandemic.

- **Australia** — Newmont donated \$250,000 and partnered with Foodbank SA to establish a new Food Hub in Alice Springs (Northern Territory) to support the long-term food security of those in the region. The Alice Springs Food Hub officially opened in October 2021.
- **Canada** — Musselwhite purchased modular homes for the communities of North Caribou Lake First Nation, Wunnumin Lake First Nation and Kingfisher Lake First Nation to use as safe isolation facilities for COVID-19-positive or suspected positive individuals, and an existing building in Cat Lake was converted into an isolation facility. The units will become shelters from family and gender-based violence when no longer needed for isolation purposes. At Porcupine, we partnered with the Porcupine Health Unit on vaccine clinics, and at Éléonore, we worked with Solidarité Alimentaire Matagami to provide food for vulnerable populations.
- **Ghana** — At Ahafo and Akyem, we funded the construction of isolation wards, provided a vehicle and PPE, and partnered with the Ghana Health Service (GHS) and the Kumasi Centre for Collaborative Research in Tropical Medicine to commission two PCR labs and trained personnel to build the capacity of community clinics to test for COVID-19 and other infectious diseases. In collaboration with the GHS and the American

Chamber of Commerce, we purchased 90,000 vaccine doses and administered them to employees, family members and contractors.

- **Mexico** — We supported local healthcare facilities with donations of PPE and critical equipment for providing care to COVID-19 patients, and we sponsored scholarships to help medical and nursing interns build the much-needed skills for healthcare workers.
- **Peru** — We donated equipment and purchased, delivered and built an oxygen plant that continues to serve the communities in and around Cajamarca. We also partnered with the Regional Health Directorate to establish a vaccination site at Yanacocha's Cajamarca office. More than 75,000 doses of the vaccine have been administered since the vaccination site opened in July 2021.
- **Suriname** — At the end of 2021, Newmont had contributed or committed \$2 million in COVID-19 support, representing an estimated 50 percent of all private-sector donations in Suriname to date. In early October, Merian began rolling out mobile vaccination units at the bus hub for employees, contractors and their family members.
- **U.S.** — We allocated more than \$80,000 in donations from the COVID-19 Fund toward building economic resilience and helping local communities combat and recover from the pandemic.

In addition to contributions from the COVID-19 Global Community Support Fund, we invested \$21.9 million in community projects and programs during the year, with direct investments and donations totaling \$16.9 million and \$5.0 million, respectively.

Photo: Opening of Food Hub in Alice Springs, Australia



Activities in 2021 at our operating sites to support local/Indigenous employment and business opportunities and invest in community development are summarized in the following table.

2021 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment, procurement and community investment highlights	Community investments
Global	<p>We formed a cross-functional internal working group to deepen knowledge and share experiences in preparation for refreshing our local/Indigenous employment strategy in 2022/2023.</p> <p>A cross-functional working group undertook a desktop analysis of local/Indigenous procurement practices both within the business and with key external organizations to understand and share best practices and opportunities for improvement.</p>	<p>In 2021, we extended our long-term partnership with Project C.U.R.E. for another three years, granting Project C.U.R.E. \$600,000 to improve access to healthcare in selected countries where Newmont currently conducts exploration and/or mining activities.</p> <p>During the year, Newmont’s corporate Socially and Environmentally Responsible Volunteer Employees Committee (SERVE) provided \$53,500 to 12 different volunteer organizations and charities throughout Denver.</p> <p>Newmont’s Denver Women & Allies employee-led Business Resource Group donated over \$25,800 to the Ahafo South Women Consultative Committee. The funds will be used to provide business loans to female entrepreneurs within Newmont’s host communities.</p> <p>In addition to contributions from the COVID-19 Global Community Support Fund, we invested \$21.9 million in community projects and programs during the year, with direct investments and donations totaling \$16.9 million and \$5.0 million, respectively.</p>
Argentina	<p>Our Cerro Negro operation continued work with the mining union to increase the hiring of Perito Moreno residents. Argentina’s local procurement law requires that properly registered local suppliers, who provide competitive bids, are given contracting priority. In 2021, the site began implementing its local procurement action plan, which includes supplier workshops and a formal monitoring program to track the strategy’s progress. A focus area during the year was on helping local and local-local companies reopen and mitigate the economic impacts caused by COVID-19. We also worked to ensure all local companies adopt and comply with our COVID-19 protocols and local procurement requirements.</p>	<p>During the year, Cerro Negro proposed a trust fund structure to the Municipality of Perito Moreno. The fund — a long-term funding source for sustainable development — is aligned with the regional development plan created by the Inter-American Development Bank.</p> <p>Newmont participated in the inauguration of the multi-level educational complex, “Nucleo Educativo,” in Perito Moreno. The facility is a partnership between the provincial and municipal governments with contributions from private companies including Newmont’s \$4.3 million multi-year pledge.</p>
Australia	<p>Activities to support local and Aboriginal and Torres Strait Islander procurement commitments included the following:</p> <ul style="list-style-type: none"> • We spent \$6.2 million with Supply Chain-certified Aboriginal and Torres Strait Islander suppliers during the year. • Our Tanami operation continued to work with the Industry Capability Network (ICN NT) to engage local businesses across the Northern Territory and proactively include qualified Indigenous businesses in requests for tender (RFT). For the Tanami Expansion 2 Project, we established a site on the ICN Gateway that lists all available RFTs for the project. 	<p>In Australia, we invested \$600,960 across several social investment programs in the operational areas of influence.</p> <p>At Boddington, we directed proceeds from recycling scrap metal toward community development programs.</p> <p>We continued to support the Community Development (CD) role at the Central Land Council’s Granites Mine Affected Areas Aboriginal Corporation (GMAAC). The CD role assists the nine Warlpiri communities that receive income through the GMAAC by improving capacity and helping implement community benefit projects.</p>

2021 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment, procurement and community investment highlights	Community investments
Canada	<p>All our sites in Canada developed site-specific plans aligned with our Canadian Local and Indigenous Procurement Strategy.</p> <p>Key activities in 2021 included:</p> <ul style="list-style-type: none"> • Each site exceeded its 2021 local procurement target. • We identified local and local-local suppliers and commenced a listening exercise with suppliers to determine what capacity and skills-building efforts might provide value to them. • Musselwhite partnered with the Oshki Wenjack Education Institute — which provides training and educational opportunities for Indigenous communities under the Nishnawbe Aski Nation — on a pre-apprentice program. The program provides pre-apprentice opportunities to 12 Indigenous youth, and the operation will support the program’s on-site work experience component and salary top-ups. In 2021, the institute received funding approval of the program from the Ontario Ministry of Labour, Training and Skills Development. 	<p>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 a three-year period (at least C\$12.3 million between 2019 and 2022). At the end of 2021, total contributions were more than C\$11.5 million, and by April 2022 we had exceeded our commitment, spending more than C\$12.8 million in charitable contributions to organizations throughout Canada since April 2019.</p>
Ghana	<p>To create alternative livelihood opportunities, we have implemented several projects including the Enhanced Local Procurement Program (ELPP) and the Local Economic Diversification Support (LEDS) program. The programs aim to generate business opportunities and create jobs and livelihood opportunities in Akyem and Ahafo.</p> <p>In 2021, the ELPP secured funding approval for the next three years, and one program under ELPP is the Women Economic Resilience Program (WERP). WERP, which is being carried out in partnership with German Development Agency (GiZ) and Pyxera Global, helps women-owned businesses recover from the impacts of COVID-19 and sustain their livelihoods. Under the LEDS program, Newmont has partnered with GiZ to revamp the Asutifi Processing and Service Centre (APSC) at Ahafo to improve agricultural production by reducing post-harvest losses and boosting marketability.</p> <p>As part of our New Futures for Girls Leadership Camp initiative, we held a two-day webinar on skills and career development for 50 women selected from universities across the country.</p>	<p>United Way Ghana named Newmont its “Corporate Partner of the Year,” recognizing the Company’s contributions toward literacy programs and COVID-19 support programs.</p> <p>Under the Gold for Gold Program, a reading literacy initiative by Newmont Ghana in partnership with United Way Ghana and the Ghana Library Authority, reading clinics and competitions were organized for the Nima Cluster of Schools and Al-Waleed Basic Schools in Accra. In addition, employee volunteers held a virtual reading program for students from the two schools to mark World Literacy Day.</p> <p>Newmont Ghana also sponsored the Best Female Graduating Student in Mining Engineering at the University of Mines and Technology as part of a three-year MOU with the University. The package includes a cash prize of \$1,000, a laptop computer and a one-year national service opportunity with Newmont.</p> <p>The Denver Women and Allies BRG, with support from Corporate employees and matching funds from the Technical Services function and Africa Region, donated over \$25,800 to the Ahafo South Women Consultative Committee. Marking the fourth year of partnership support, the funds are used to provide business loans to female entrepreneurs within the host communities.</p>

2021 Local/Indigenous employment, procurement and community investment highlights

Country	Local/Indigenous employment, procurement and community investment highlights	Community investments
Mexico	<p>Peñasquito's local procurement strategy is designed to create new businesses in the state of Zacatecas and includes three main components — supply chain customization, capacity building for local and local-local businesses, and market diversification.</p> <p>Key activities in 2021 included:</p> <ul style="list-style-type: none"> • We increased local spend by 32 percent compared to 2020. • We held in-person negotiations with 14 national, local and local-local concentrate shipping suppliers and successfully reached provisional three-year agreements with all 14 suppliers. The estimated total annual spend for the services is \$34 million. • Following a business-to-business event with the Secretary of the Economy, Newmont selected nine new contractors or service providers from Zacatecas. • We developed a local content website that will be launched in 2022 to engage with local suppliers. <p>Toward the end of the year, the site developed a local employment strategy.</p>	<p>Peñasquito's "Ideas con Valor" (Ideas with Value) program aims to strengthen and develop businesses in 25 communities in the mine's area of influence. Since the program was introduced in 2016, 343 people — across three rounds — have received entrepreneurial training and advice with 54 percent of the participants being women. One of the most notable outcomes of the program has been a 212 percent increase in sales among micro-businesses. Although this metric was impacted during the pandemic, a rescue advisory program was activated to reduce impacts to participating businesses. We also modified the training program from in-person to virtual, developing the digital skills for those participants who were unfamiliar with the technology.</p>
Peru	<p>During the year, we advanced the Yanacocha Sulfides project's local employment and procurement strategy. With our project partner, Bechtel, we developed local-local contractor packages that meet agreed upon local procurement commitments (including compliance with COVID-19 protocols and local procurement requirements), commenced bidding for earthworks with local-local businesses, and identified opportunities to maximize subcontracting and local employment opportunities for the camp extension. We also helped local lime producers improve their technical, commercial and environmental capabilities.</p>	<p>Yanacocha signed an agreement with the Municipality of La Encañada district for Newmont to support road improvement, micro-water reservoirs construction and forestry projects that benefit the direct and indirect areas of Yanacocha.</p> <p>The operation also invested in several community water infrastructure projects including the construction of micro-reservoirs and improvements to canals, irrigation systems and drinking water systems.</p>
Suriname	<p>Our Merian operation supports textile and vegetable cultivation vocational training for members of the Pamaka, Kawina and transport corridor communities. To date, 45 people have completed excavator training (with three hired by a contractor), and 21 women have completed the textile training for manufacturing seat covers for the mine maintenance department.</p> <p>We commenced the third phase of the vegetable and cultivation project, which teaches participants additional techniques to increase production.</p> <p>The site's local content working group identified additional opportunities, two of which are in development.</p>	<p>Community investment projects and programs that took place during the year included:</p> <ul style="list-style-type: none"> • Several infrastructure projects including the maintenance of the Langatabaki road and the roads leading to communities • Renovation of meeting halls and lavatories for a school • Construction of railings for the community docks • Distribution of food packages to communities and artisanal and small-scale miners • Support for holiday celebrations by delivering food and supplies for schools and Pamaka communities
U.S.	<p>In 2021, CC&V continued work on developing a site-based local procurement strategy.</p>	<p>Between CC&V's Community Investment Fund and the Newmont Legacy Fund, over \$460,000 was donated to more than 65 local nonprofits in 2021.</p>

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 directly in the data table where they occur.

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. 2019 data sets generally 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 2021 calendar year, which corresponds to our fiscal year.

Some data are calculated using a metric Newmont has developed called gold equivalent ounces (GEO). GEOs provide 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 77 of our [2021 10-K report](#) for further details on GEO calculation.

Order of Performance Data Tables

Performance data tables are presented in alphabetical order by category:

- **Business ethics and transparency:** Compliance and significant events, ethics and anti-corruption measures, policy influence
- **Environment:** Air quality, biodiversity, closure and reclamation, cyanide management, significant materials consumption, spills and releases, tailings management, water stewardship, waste
- **Health and safety:** Emergency preparedness, health and safety
- **Social:** Artisanal and small-scale mining, community development, community impacts, complaints and grievances, human rights assessments, human rights supplier screening, human rights training for security, human rights training for the workforce, Indigenous peoples, land or resource disputes, resettlement and/or relocation activity, social impact assessments and engagement
- **Value sharing:** COVID-19 Global Community Support Fund, community investments, economic value generated and distributed, supply chain, tax transparency
- **Workforce:** Workforce demographics, compensation and equal remuneration, diversity and inclusion, labor-management relations, talent attraction and retention, training and professional development

Detailed Energy and Climate Change data is available in Newmont’s [2021 ESG Data Tables](#) and will be further discussed in Newmont’s [Climate Report](#), which we plan to update in May 2022.



Business Ethics and Transparency

COMPLIANCE AND SIGNIFICANT EVENTS

Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level³

	Site	Authority	Amount (\$USD) ^{1,2}	Summary of issue
Environmental-related fine	Ahafo	Minerals Commission of Ghana (Mincom)	\$10,000	The Minerals Commission of Ghana conducted an investigation regarding the drowning at the site's Water Storage Facility that occurred on September 21st, 2021. The fine imposed was associated with the following regulation breaches: <ol style="list-style-type: none"> Breach of Regulation 302 & 514, L.I.2182 for not installing warning signs along the western/northern and eastern section of Water Storage Facility (WSF). Breach of Regulation 115, L.I.2182 for not implementing measures to prevent access to persons into Water Storage Facility (WSF).
Environmental-related fine	Cerro Negro	Secretaría de Estado de Minería de la Provincia de Santa Cruz	\$3,053	Newmont received notice from the Provincial Secretary of Mining on June 11, 2021 of the results of an investigation related to a historical environmental event that occurred at the Eureka Mine fuel station. The event involved fuel being detected in soil and ground water and requiring multiple years of remediation and monitoring. The fine of \$288,000 Argentine Pesos relates to non-compliance with Article 264(b) and 243(e) of the Mining Code resulting in environmental damages. As a result of this decision by the mining authority, Newmont was required to continue monitoring and remediation activities and confirm that all fueling operations were supervised by a certified person. Furthermore an environmental audit was carried out by a third party to validate the monitoring and remediation activities. This is planned to be presented in the next few weeks.
Environmental-related fine	Peñasquito	Comisión Nacional del Agua (CNA)	\$233,991	The National Water Commission (CNA) issued a fine related to the following issues: <ol style="list-style-type: none"> A tailings spill in the Sulphide Plant Tailings Box Not equipping underground water monitoring wells
Environmental-related fine	Porcupine	Ministry of the Environment, Conservation and Parks	\$15,384	The Ministry of the Environment, Conservation and Parks issued an effluent toxicity failure fine for monthly nitrate exceedances during the 2020 ETP discharge season (July to October). The fine was imposed in 2021.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	\$69	Yanacocha was fined for non-compliance in 2017 relating to the Maximum Permissible Limits for water quality. The non-compliance related to the levels of Cu, Fe, Zn and pH coming from subdrainage catchment of the San José and Rosita reservoirs, which discharged into the San José 1 Lagoon without prior treatment, in breach of the environmental management instrument.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	\$10,520	Yanacocha was fined for not adopting foresight and control measures in 2015 to prevent water and sludge generated from washing the crushing plant floors and conveyor belts from coming into direct contact with adjacent soil. The fine related to not taking precautionary and control measures to prevent ore transported by the 1100 Gold Mill conveyor belt from coming into direct contact with the soil and vegetation.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	\$47,788	Yanacocha was fined for not adopting the foresight and control measures in 2018 to prevent water leakage from the drive pipe of the subdrainage collection sump LQ1 of the km 37 clearing tank, La Quinua.

Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level³

	Site	Authority	Amount (\$USD) ^{1, 2}	Summary of issue
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	\$47,903	Yanacocha was fined for un-authorized discharge of water in 2018. The discharge from the grease trap of the La Quinoa fuel tank towards the perimeter channel of the La Quinoa pad leads runoff water towards the Shillamayo Creek, failing to comply with the provisions of its management instrument. The site implemented a pipe from the La Quinoa pad to the perimeter channel of the La Quinoa leach pad, which flows into the Shillamayo Creek, which is not compliant in its environmental management instrument.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	\$193,173	Yanacocha was fined for three non-compliance issues during 2018 through 2019. The site did not implement dust suppressants in 2018 during dry and/or windy periods at the La Quinoa leach pad. This failed to comply with the measures established in the environmental management instrument. In 2019, Yanacocha did not implement preventive and control measures to prevent material from sliding from the La Quinoa pad to the perimeter access and non-contact water diversion channel. Also in 2019, the site did not perform the activities committed in relation to the temporary storage of mercury at its facilities.
Total fines			\$561,880	

¹ Fines are converted to U.S. dollars using the average 2021 exchange rate for each currency as of Dec. 31, 2021.

² Five Yanacocha fines were given in 2021, but based on events that occurred in 2015 - 2019.

³ GRI Standards disclosures 307-1: Non-compliance with environmental laws and regulations and 419-1: Non-compliance with laws and regulations in the social and economic area.

Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level¹

	Site	Amount (\$USD)	Summary of issue
Non-compliance with environmental, social and economic laws and regulations	Boddington	\$0.00	Boddington received a letter of warning from the Department of Water and Environmental Regulation (DWER) on September 7th for non-compliance with the Environmental Protection Act of 1986 (the Act). DWER investigated the construction of Lifts 13 and 14 of the F1 Residual Disposal Area and determined that there was prima facie evidence of a breach of section 53(1)(b)(i) of the Act, indicating construction for the storage of waste without a license. After careful consideration of the circumstances of the case, DWER elected to issue Newmont with a formal letter of warning with no associated monetary fine instead of a formal sanction.

¹ GRI Standards disclosures 307-1: Non-compliance with environmental laws and regulations and 419-1: Non-compliance with laws and regulations in the social and economic area.

Significant environmental and/or social events: Site level^{1, 2}

	Site	Level of Event	Summary of issue
Pulp Pipe Leak	Eleonore	3	On January 4th a slight leak of cyanide pulp was observed at the outlet of the leaching sector supplying the plant. The leak estimated at 100 liters was contained within the plant area.
East Dam Seepage	Porcupine	3	On January 13th a new seep was confirmed on the east dam. Results from the external lab confirmed that the water samples had results consistent with those from the existing E2 seepage approximately 1 km to the south. The seep is located in the lower area previously used as the east stockpile. This is considered a level 1 dam emergency with no immediate threat to the facility.
CIL Slurry Spill	Ahafo	3	On January 19th a wet area around the oxygen plant was observed. A mechanic reported that Leach tank 202 had overflowed its live capacity into the secondary containment resulting in a spill of slurry about 2,000 liters. The spill was contained within the plant and cleaned up.
Burnt Reclaimed Area at Amoma	Ahafo	3	On January 25th one of the business partners assigned fire belt construction and maintenance works on the reclaimed areas to Amoma. Upon field visit, it was identified that the fire might have started as a result of hunting activities that were being carried out in one of the areas. The fire had been started on the reclaimed plot but not from nearby vegetation. The fire extended through 4 plots where the fire belt had not been fully constructed. An estimated total reclaimed area of about 8.93 hectares was burnt.
Burnt Reclaimed Area at Awonsu	Ahafo	3	On January 28th during a routine field inspection it was identified that reclaimed area of the Awonsu waste dump had been burnt down by fire. Further inspection of the area indicated that the fire started on the reclaimed site with suspected hunting activities but not from nearby vegetation as the adjoining vegetation was intact. An estimated reclaimed area of 4.5 hectares was burnt.
Slurry Spill	Tanami	3	On February 28th an estimated 2,000 liters slurry spill at NTO processing plant caused by a power loss/crash stop event occurred. When the power was lost all pumps stopped, the flow of slurry overflowed hoppers and filled up the containment bunds. The bunds filled to capacity and overflowed 2000 liters of slurry to bare ground within the processing plant footprint.
Hydrocarbon Spill	Boddington	3	On March 9th 6,000 liters of hydrocarbon was released due to a split in a hydraulic tank due to a rock impact.
Diesel Spill	Tanami	3	On April 8th an estimated 15,000 liters of diesel overflowed at the DBS fuel farm. Manual diesel transfers between bulk storage tanks have been required daily due to automated transfer control system failure earlier in the year. On April 7th and 8th, tanks 110 and 112 were overfilled resulting in a 15,000 liter spill impacting an estimated 133 square meters.
Sewage Spill	Peñasquito	3	On April 12th a wastewater spill was reported near the Wastewater Treatment Plant (WWTP) located in the ICA camp. The wastewater pit was spilling due to a failure of two pumps that send water to the main WWTP resulting in the spill of 10m ³ of wastewater.
Cyanide - Slurry/Tailing	Tanami	3	On April 19th the primary plant air compressors faulted on element temp causing a plant crash stop event, and the deslimes bund to overflow to disturbed ground. Approximately 15 cubic meters of cyanide - slurry/tailings was released.
Mine Impacted Water (Non-Processing)	Ahafo	4	On May 24th during a routine sampling at the SUG dewatering pond (closer to Subika haul road), a pond overflowing was observed across the Subika haul road down to ECD4. Desilting of one of the two settlement ponds at SUG dewatering by directing all underground water to the other settlement pond resulted to the overflow pond. About 3,000 liters were released.
Cyanide - Slurry/Tailing	Tanami	3	On May 28th a slurry spill occurred outside bunded area due to UPS failure impacting mill control. UPS failed in mill control causing circuit protection (circuit breaker) to open. This circuit also supplied the instrumentation power supply. Leach fee pump speed could not be controlled resulting in hopper overflowing. An estimated 20,000 liters were released.
Cyanide - Slurry/Tailing	Tanami	3	On June 11th the CRO noticed a change in the tailings line pressure. The tailings line to GTD08 was inspected by processing personnel and found that it had completely split at the weld where the original pinhole leak was repaired on June 1st. Approximately 210 m ³ of tailings material was released from the pipe and the majority was captured within the tailings pipeline bund corridor. An estimated 44 m ³ of tailings escaped outside the corridor impacting about 2,500 m ² .
Cyanide - Slurry/Tailing	Tanami	3	On June 26th the plant was required to undergo a shutdown due to the COVID-19 response plan. Prior to shutting down the plant, all the air and water were switched off to the sump pumps and an air valve that feeds the deslimes area was accidentally closed in the process. The globe valve that fills the gland water tank in the deslime failed due to not receiving air. The gland water tank ran empty and tripped the pumps that run to the tank, resulting in the hopper overflowing and filling the deslimes bund. Approximately 8,000 liters of pre-leach slurry was released outside of containment onto disturbed ground.

Significant environmental and/or social events: Site level^{1, 2}

	Site	Level of Event	Summary of issue
Waste Water Spill	Yanacocha	3	On June 27th a waste contractor conducted an unauthorized discharge offsite into the environment of approximately 7,700 liters of untreated wastewater collected from the kitchen sink collection tank at KM 24 station.
Sewage Spill	Porcupine	3	On June 30th a leak was identified on the sewage lift station discharge line while excavating the area to access it for a temporary installation. Total spilled material was 1m ³ .
Cyanide Solution Spill	Peñasquito	3	On September 5th the Merrill-Crowe control room operator mistook the cyanide transfer shutdown sequence and started the recirculation pump, causing approximately 300 liters to spill out of the containment area onto compacted soil.
Cyanide - Process Solution/Theft	Yanacocha	3	On September 25th Minera Yanacocha Security personnel discovered an illegal installation on service road km 37.8, intended to steal gold-based solutions from the operations of Yanacocha Mine.
Industrial Water Spill	Cerro Negro	3	On October 11th during the inspection of sedimentation ponds at the Eureka mine, a flow of water was detected on the eastern edge of the haul road downstream of the final containment basin entering an unaffected area within the limits of the mining property. The size of the spill was estimated at 21m ³ . The spill contained industrial water collected from a variety of sources including mine dewatering, the reverse osmosis plant, and natural precipitation.
Mill Reclaim Leak	Porcupine	3	On December 31st while plowing snow, a loader operator identified water pooling around a valve located on the reclaim water line. An estimation of 16m ³ liters was spilled. All solution remained on-site and within the mill operations area.
TOTAL	20		

¹ Newmont assesses events on a scale of 1-5 with level 3 and above considered "significant". A new Environmental Impact calculator was implemented in November 2020 that assesses the substance, volume and location of the spill to assign a consequence rating which has improved consistency of impact ratings and lowered threshold to trigger a Level 3+ rating.

² GRI Standards disclosure 411-1: Incidents of violations involving rights of Indigenous peoples, and SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.9: Number of significant incidents associated with hazardous materials and waste management.

ETHICS AND ANTI-CORRUPTION MEASURES

Production in countries that have the 20 lowest rankings in the Transparency International Corruption Perception Index^{1,2}

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2021 Transparency International Corruption Perception Index.

¹ Transparency International's lowest 20 countries (ranking #161–180) for 2021 in descending order are: Eritrea, Congo, Guinea Bissau, Comoros, Haiti, Nicaragua, Sudan, Chad, Burundi, DRC, Turkmenistan, Equatorial Guinea, Libya, Afghanistan, North Korea, Yemen, Venezuela, Somalia, Syria, South Sudan. Source: <https://www.transparency.org/cpi2021>.

² SASB Metals and Mining Sustainability Accounting Standard: SASB EM-MM-510a.2: Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index.

Total ethics matters addressed and substantiated: Trailing five year data^{1, 4}

	2017	2018	2019	2020	2021
Total matters closed at year end ²	352	477	534	384	401
Total substantiated cases ³	134	215	169	71	102

¹ All matters, including allegations, inquiries, nominations and other matters, received through the Integrity Helpline reporting process and/or through alternative reporting channels (e.g., direct escalation to management or to BI&C).

² Includes all matters received and closed during 2021 (i.e., cases, inquiries, nominations).

³ Relates to substantiation of “escalated” cases only (i.e., cases involving Newmont personnel).

⁴ GRI Standards Disclosure 103-2: The management approach and its components.

Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five year data^{1,2}

	2017	2018	2019	2020	2021
Total new matters captured³	410	454	541	384	466
Total cases open at beginning of the year⁴	20	78	105	128	49
Total matters closed at year end⁵	352	477	518	460	401
Total number matters remained open at year end⁶	78	55	130	52	114
Total substantiated cases⁷	134	215	169	71	102
Number of cases resulting in a recommended change of business process	30	65	51	7	10
Number of cases resulting in human resources or management actions⁸	99	142	118	63	77
Number of cases resulting in employees being counseled on their actions or behavior ⁹	49	80	54	24	16
Number of cases resulting in disciplinary action ¹⁰	25	38	29	14	33
Number of cases resulting in employee resigning or being terminated ¹¹	25	24	25	26	28
Average number of days cases were closed	37	53	68	80	86
Total number of unsubstantiated cases¹²	218	311	365	100	119
Total matters addressed (substantiated cases + unsubstantiated cases)¹³	352	526	534	171	221

¹ In 2020, we completed an overhaul of the process used to triage and categorize matters received through our Integrity Helpline process. This resulted in a re-baseline of data for 2020 forward which we believe more accurately reflects the nature of misconduct at Newmont. In addition, certain matters such as conflicts of interest (COI) disclosures (as opposed to investigations) which were previously captured in the Integrity Helpline were moved to our COI Disclosure Platform.

² Of all matters captured, matters that are ethics related are categorized as "Escalated" and matters that are non-ethics related are categorized as "Non-escalated".

³ All matters opened in FY 2021. This includes cases, nominations, inquiries and other matters reported through the Integrity Helpline.

⁴ These are cases carried over from Q4 2020 and were still in process as of January 1, 2021. 2020 year-end quality control adjusted the number of carry forward cases from 52 to 49.

⁵ All matters closed in FY 2021 (includes allegations, inquiries, nominations and other matters).

⁶ Total in-process allegations (escalated and non-escalated) on December 31st, 2021. 74 percent of these cases are "Escalated" (i.e., allegations involving Newmont personnel). 67 percent of the "Escalated" cases that remained open as of the end of 2021 were received during the fourth quarter of the year.

⁷ Relates to substantiation of "Escalated" allegations only (i.e., allegations involving Newmont personnel).

⁸ This reflects the number of "Escalated" cases where Newmont employees received any type of discipline as a result of allegations substantiated. Each case may result in the discipline of multiple employees.

⁹ Number of "Escalated" cases where Newmont employees were counseled - does not include other discipline or termination. Each case may trigger counseling of multiple employees.

¹⁰ Number of "Escalated" cases that resulted in disciplinary measures for Newmont employees - does not include counselling and terminations. Each case may trigger discipline for multiple employees.

¹¹ Number of "Escalated" cases that resulted in the termination of a Newmont employee. Each case may trigger termination of multiple employees.

¹² Relates only to "Escalated" cases (i.e., cases involving Newmont personnel) closed in 2021 and that resulted unsubstantiated.

¹³ Relates only to "Escalated" cases (i.e., cases involving Newmont personnel) closed in 2021. There were 515 matters followed-up during 2021, from which 307 were "Escalated" (49 "Escalated" cases carried forward from 2020 and 258 new "Escalated" cases received in 2021). From the 307 "Escalated" cases followed-up in 2021, 221 were addressed in 2021, while the remaining cases have been carried forward to 2022.

Number and outcomes of substantiated ethics cases: Country level⁵

	Total cases addressed ¹	Total cases substantiated	Recommended change of business process	Breakout of substantiated cases by outcomes		
				HR-related: Employees being counselled on their actions or behavior ²	HR-related: Employee disciplinary action ³	HR-related: Employee resignation or termination ⁴
Ghana	22	9	2	2	4	3
Australia	25	14	2	2	7	5
U.S.	22	9	0	2	5	7
Canada	33	23	0	8	10	5
Mexico	32	14	1	1	6	3
Argentina	27	16	1	1	9	8
Suriname	37	10	2	1	1	6
Peru	19	6	1	1	4	2
Chile	2	0	0	0	0	0
French Guiana	2	1	1	1	0	0
Guatemala	0	0	0	0	0	0
TOTAL	221	102	10	19	46	39

¹ Cases addressed is interpreted as all escalated allegations closed during FY 2021, regardless of when the allegation was received through the Integrity Helpline.

² Includes all instances of counselling related to escalated, substantiated allegations. One allegation can result in multiple instances of counselling.

³ Includes all instances of disciplinary action (excluding terminations) related to escalated, substantiated allegations. One allegation can result in multiple instances of disciplinary action.

⁴ Includes all instances of terminations/termination equivalents related to escalated, substantiated allegations. One allegation can result in multiple terminations.

⁵ GRI Standards disclosure 205-3: Confirmed incidents of corruption and actions taken.

Nature and total number of ethics matters opened in 2021

	Number	Percentage
Allegations of misconduct or inappropriate behavior	258	55%
Concerns about corruption ¹	83	18%
Inquiries	71	15%
Environmental health and safety regulations	18	4%
Nominations ²	4	1%
Other	32	7%
TOTAL	466	100%

¹ "Concerns about corruption" are defined to include the following types of matters: conflicts of interest (38 cases), improper supplier / contractor activities or related concerns (41 cases), and corruption (4 cases). 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 15 additional nominations were received through other channels outside the Integrity Helpline.

Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Trailing four year data^{1, 2, 3}

	2018	2019	2020	2021
Percentage of employees attending Code of Conduct-related training ²	90%	93%	28%	34%
Percentage of employees taking online code of conduct training and anti-corruption training for certain job grades (employees with work-issued computers) ²	98%	93%	86%	89%

¹ Newmont began tracking in-person training in 2018.

² In 2020 and 2021, Newmont's integrity and compliance training efforts were adapted due to the COVID-19 pandemic. During 2021, Newmont delivered focused, targeted "virtual" training and limited in-person training to comply with COVID-19 safety measures to more than 4,800 employees (approx. 34 percent of the workforce). Due to the pandemic, the annual in-person training requirement was suspended. The launch of the company-wide 2021 online training was deferred to January 2022. As of March 15, 2022, 89 percent of the employees required to take the online training (5,551 employees) had already completed it.

³ GRI Standards disclosure 205-2: Communication and Training about anti-corruption policies and procedures.

POLICY INFLUENCE

Political contributions¹

	Political affiliation	Amount
Democratic Lt. Governors Association	D	\$10,000
Democratic Attorney Generals Association	D	\$15,000
Nevada Mining Association PAC	NP	\$10,000
TOTAL		\$35,000

¹ GRI Standards disclosure 415-1: Political Contributions.

Trade association dues: Amount and percentage attributable to political advocacy¹

	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 Exploration & Mining Association	\$35,000	\$8,750	25%
National Mining Association	\$579,000	\$115,800	20%

¹ GRI Standards disclosure 415-1: Political Contributions.

U.S. lobbying activities^{1, 2}

All 2021 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).

² GRI Standards disclosure 415-1: Political Contributions.

NEWPAC contributions^{1,2}

	Donors	Amount raised
Contributions	29	\$13,090
Total		\$13,090

¹ Information publicly reported and searchable on the Federal Election Commission website at: [fec.gov/data/committee/C00206672/](https://www.fec.gov/data/committee/C00206672/).

² GRI Standards disclosure 415-1: Political Contributions.

Largest individual contributions and main topics

Largest Individual Contributions and Expenditures ¹	National Mining Association	\$579,000
	Cassidy & Associates	\$180,000
	Michael Pieper GPA	\$151,039

The following are the primary policy areas in which Newmont was involved in 2021:

- Climate change
- General Mining Law
- Strategic and critical minerals
- Good Samaritan and abandoned mine reclamation
- Budget reconciliation
- Portions of the U.S. Tax Code relating to mining
- U.S.-Chilean Tax Treaty

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](https://www.newmont.com).

Total monetary contributions and expenditures: Trailing five year data²

Institution/Activity	2017	2018	2019	2020	2021
Lobbying ¹	\$988,000	\$1,080,000	\$1,282,593	\$1,352,400	\$1,422,236
Political contribution	\$67,500	\$186,514	\$66,700	\$60,000	\$35,000
Trade associations ²	\$180,458	\$180,458	\$1,006,398	\$682,000	\$699,000

¹ Through 2018, data included only federal lobbying expenses. Beginning in 2019, data includes state and federal lobbying expenses.

² Through 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 U.S. mining trade associations.

Environment

AIR QUALITY

Air quality: Site level (tonnes)^{1, 2}

	Country/site	Sulphur oxides (SOx)	Nitrogen oxides (NOx)	Particulate matter (PM10)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Persistent organic pollutants (POPs)	Volatile organic compounds (VOCs)
Africa	Ghana	152.95	216.15	64.35	551.75	0.00	2.46	0.18	0.01	N/R	4.50
	Ahafo	133.25	80.05	21.55	278.85	0.00	2.46	0.08	0.01	N/R	0.00
	Akyem	19.70	136.10	42.80	272.90	0.00	0.00	0.10	0.00	N/R	4.50
Americas: North	U.S.	5.69	707.59	401.67	436.48	De minimis	N/R	N/R	N/R	N/R	279.80
	CC&V	5.69	707.59	401.67	436.48	De minimis	N/R	N/R	N/R	N/R	279.80
	Canada	6.51	1,476.96	501.46	684.66	0.09	0.02	0.21	0.00	0.00	6.77
	Éléonore	4.42	108.62	203.86	166.87	N/R	N/R	N/R	N/R	N/R	3.28
	Musselwhite	1.62	382.94	176.20	246.79	0.00	0.02	0.12	0.00	0.00	3.49
	Porcupine	0.47	985.40	121.40	271.00	0.09	0.00	0.09	0.00	0.00	0.00
	Mexico	12.68	3,764.85	7,318.51	2,860.12	0.00	0.00	3.88	0.00	0.00	17.80
	Peñasquito	12.68	3,764.85	7,318.51	2,860.12	0.00	0.00	3.88	0.00	0.00	17.80
Americas: South	Argentina	0.13	132.93	255.03	112.38	De minimis	0.00	0.00	0.01	0.00	0.70
	Cerro Negro	0.13	132.93	255.03	112.38	De minimis	0.00	0.00	0.01	0.00	0.70
	Suriname	1,110.01	2,657.13	105.64	250.76	0.00	0.00	N/R	N/R	N/R	N/R
	Merian	1,110.01	2,657.13	105.64	250.76	0.00	0.00	N/R	N/R	N/R	N/R
	Peru	0.25	0.20	0.23	0.47	0.00	0.00	0.00	N/R	N/R	N/R
	Yanacocha	0.25	0.20	0.23	0.47	0.00	0.00	0.00	N/R	N/R	N/R
Australia	Australia	4.45	3,077.80	14,093.49	1,546.73	0.00	3.67	0.48	0.06	0.00	282.06
	Boddington	3.65	1,802.65	11,977.56	797.06	0.00	1.21	0.39	0.06	N/R	127.72
	Tanami	0.80	1,275.15	2,115.93	749.67	0.00	2.46	0.10	N/R	N/R	154.34
GLOBAL	TOTAL	1,292.67	12,033.61	22,740.37	6,443.36	0.10	6.15	4.75	0.07	0.00	591.64

¹ Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

² GRI Standards disclosures 305-6: Emissions of ozone-depleting substances and 305-7: NOx, SOx and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

Air quality: Trailing five years^{1,2}

	Units	2017	2018	2019	2020	2021
Sulphur oxides (SO _x)	thousand tonnes	1.5	1.6	2.2	0.9	1.3
Nitrogen oxides (NO _x)	thousand tonnes	6.9	6.2	13.1	10.6	12.0
Particulate matter (PM10)	thousand tonnes	16.7	16.6	22.7	18.0	22.7
Carbon monoxide (CO)	thousand tonnes	3.0	2.8	7.0	5.7	6.4
Mercury (Hg)	tonnes	0.7	0.6	0.6	0.3	0.1
Arsenic (As)	tonnes	3.0	2.8	3.1	2.5	6.1
Lead (Pb)	tonnes	0.6	0.6	0.7	4.5	4.8
Selenium (Se)	tonnes	0.1	0.1	0.1	0.3	0.1
Persistent organic pollutants (POPs)	tonnes	TR	TR	TR	TR	TR
Volatile organic compounds (VOCs)	thousand tonnes	0.4	0.3	0.7	0.7	0.6

¹ TR refers to trace amounts, defined as <0.0001; Figures for POPs, VOPs, mercury, arsenic, lead and selenium were not reported for 2019 former Goldcorp sites, but are reported for future years once reporting systems were integrated.

² GRI Standards disclosures 305-6: Emissions of ozone-depleting substances; 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs). The 2018 SO_x figure is restated on July 15, 2020. The restatement is based on adjustments made to the Suriname site operational engine runtime hours and emissions assumptions for 2018, resulting in a higher figure for Suriname, and a higher overall figure for the 2018 SO_x emissions.

BIODIVERSITY

Total wildlife mortalities: Site level^{3, 4}

	Country/site	Number mortalities
Africa	Ghana	132
	Ahafo ¹	121
	Akyem	11
Americas: North	U.S.	5
	CC&V	5
	Canada	13
	Éléonore	3
	Musselwhite	4
	Porcupine	6
	Mexico	1
	Peñasquito	1
Americas: South	Argentina	2
	Cerro Negro	2
	Suriname	6
	Merian	6
	Peru	3
Yanacocha	3	
Australia	Australia	52
	Boddington ²	46
	Tanami	6
GLOBAL	TOTAL	214

¹ The Ahafo outlier is due to two events involving small/fingerling tilapia that are not considered threatened or endangered species.

² The Boddington outlier is due to 32 mortalities involving kangaroos, the majority of which resulted from interactions with vehicles.

³ The total wildlife mortalities includes all mortalities that occurred at the operations.

⁴ GRI Standards disclosure 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

Number of wildlife mortalities: Trailing five year data^{1, 3}

	2017	2018 ²	2019	2020	2021
Total	117	609	171	1,225	214
Critically endangered	0	0	1	0	0
Endangered	0	0	0	0	0
Vulnerable	0	2	3	0	1
Near threatened	2	1	3	3	2
Least concern	110	84	74	1,077	202
Not specified or undefined	5	522	90	145	9

¹ The total wildlife mortalities includes all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the Red List and/or those that are undefined.

² We have restated the data for 2018 to update the disclosure based on the definition above. The increase in total mortalities between 2018 and 2019 is due to two incidents of fish mortalities found in a storm water drain at our Akyem site.

³ GRI Standards disclosure 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

Operations in relation to key biodiversity areas: Site level^{1,3}

	Country/site	High Biodiversity Value Area (km2) ²	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Africa	Ghana	12				
	Akyem	12	Contains portions of Ajenjua Bepo Forest Reserve (not KBA but habitat for species)	Forest reserve for IUCN red-listed tree species Cola boxiana (endangered) and Necrosyrtes monachus (critically endangered)	Biodiversity offset project to be done in Atewa Forest South and Extension Reserve Reforestation (317 ha completed) Wildlife monitoring (translocation) Community Biodiversity Use (Herbal Farm) Akyem Greenhouse Nursery Concurrent Reclamation	Forestry Commission of Ghana (Regulatory and Technical collaboration) Environmental Protection Agency, Ghana (Regulatory and Technical collaboration) Minerals Commission (Regulatory and Technical collaboration) Conservation Alliance (Consultant) Wychwood (Consultant) The Biodiversity Consultant Astron (Consultant) International Union for Conservation of Nature (IUCN) Traditional Authority Community members Local Government Authority
Americas: South	Suriname	14				
	Merian	14	Contains portions of upland and lowland ever-humid forest	Rainforest habitat for IUCN red-listed tree species Virola surinamensis (baboonwood) (endangered) and Vouacapoua americana (bruinhart) (critically endangered)	Implemented an internal process for vegetation disturbance to avoid and minimize unnecessary impacts to natural habitats and the two identified IUCN red-listed tree species. Supporting conservation and creating an offset to compensate for biodiversity impacts. Completed Offset Pilot 1 and plans for Offset Pilot 2 developed for the reforestation of land impacted by artisanal small-scale mining (ASM) within Merian's right of exploitation (RoE) with the Preliminary report drafted and execution scheduled for Q1 2022.	Global biodiversity experts, Golder and Hardner & Gullison Associates IUCN

Operations in relation to key biodiversity areas: Site level^{1,3}

	Country/site	High Biodiversity Value Area (km2) ²	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Americas: South	Peru	37				
	Yanacocha	37	Contains portions of Rio Cajamarca IBA	The tropical Andes are considered a biodiversity hotspot by Conservation International, and a limited portion of the operation is located within rainforest habitat. Habitat for <i>Pristimantis simonsii</i> (Paramo Andes frog) (critically endangered)	<p>Developed Biodiversity Management Plan and Biodiversity Action Plan (BAP-19), with a target of no net loss of key biodiversity value (KBV) by reclaiming areas with local species and biomonitoring to identify changes associated with our operations or other activities in the area.</p> <p>Achieve the following specific actions for each KBV:</p> <ol style="list-style-type: none"> 1. Improve quality of <i>Pristimantis simonsii</i> habitats during closure 2. Prioritize planting of <i>Polylepis racemosa</i> species in reclamation areas 3. Use Andean grassland (Pajonal) on every area that will be reclaimed 4. Prohibit disturbance of lagoons and bogs 	Universidad Peruana Cayetano Heredia
Australia	Australia	136				
	Boddington	92	Contains portions of Birdlife International “Endemic Bird Area of Southwest Australia”	Woodland and shrubland habitat for black cockatoo; <i>Calyptorhynchus latirostris</i> (endangered), <i>Calyptorhynchus baudinii</i> (endangered) and <i>Bettongia penicillata</i> (critically endangered)	<p>Established 190 hectare (ha) Hotham Farm Conservation Covenant area over remnant Jarrah Forest.</p> <p>Seeded/planted remnant vegetation in 470 ha Hotham Farm Restoration Area (approximately 300 ha seeded/planted over 2017–18).</p> <p>Working with Greening Australia for regular inspection and weed management (offset still requires placement of a protective mechanism and will most likely be a Soil Conservation Covenant).</p> <p>Working with Murdoch University on research to restore black cockatoo feeding habitats at mine sites within the Jarrah Forest and, more generally, in landscapes throughout southwestern Australia.</p>	<p>Murdoch University</p> <p>Greening Australia</p> <p>Tranen Revegetation Systems</p> <p>Peel Harvey Catchment Council</p> <p>Southwest Sustainability Partnership</p>

Operations in relation to key biodiversity areas: Site level^{1, 3}

	Country/site	High Biodiversity Value Area (km2) ²	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Australia	Tanami	44	<p>Granites and DBS operations are located within the Southern Tanami Indigenous Protected Area (IPA) KBA.</p> <p>The operations are also located within the south-west Tanami Desert Site of Conservation Significance (SoCS) and the DBS Site of Botanical Significance (SoBS), although these are not recognized as a KBA in IBAT.</p>	<p>Newmont Tanami Operations (NTO) is located within the Southern Tanami Indigenous Protection Area (IPA); the south-west Tanami Site of Conservation Significance (SOCS); and the Dead Bullock Soak (DBS) Sites of Botanical Significance (SOBS); these areas are home to numerous fauna and flora species protected under both Territory and Federal legislation. As a result, NTO presents a number of risks to biodiversity values (species, habitat and ecosystem services) in areas of conservation significance.</p>	<p>Risk management and impact mitigation strategies are administered through the NTO Biodiversity and Land Management Plan and maintenance to the Biodiversity Risk Assessment Tool and are detailed in the operation's Mining Management Plan, submitted and regulatory approved via Mining Authorisation 0086-02.</p>	<p>In 2021, a workshop was conducted to re-invigorate the Tanami Regional Biodiversity Monitoring Program (TRBM). The workshop co-hosted by the CLC Land Management Unit and NTO was facilitated by CSRM and included representation from across Australia including the Australian Government Department of Agriculture, Water and the Environment Division; Northern Territory Government Department of Environment, Parks and Water Security; Terrestrial Ecosystem Research Network (TERN); Territory Natural Resource Management (NRM); Charles Darwin University (CDU); University of Sydney; Low Ecological Services; Prodigy Gold; CLC Minerals & Energy, Indigenous Protected Areas (IPAs) and Ranger Coordinator Teams; and NTO S&ER representatives. The TRBM project is recognized as nationally significant addressing a significant gap in the research knowledge base in the Tanami Region and on the Indigenous conservation estate in particular.</p> <p>Subsequent to the workshop, action progressed regarding the following:</p> <ul style="list-style-type: none"> • Formalize the Interim Steering Group (ISG) under Terms of Reference (ToR), with seven meetings held; • Drafting a Governance Framework that includes linkage to and involvement of key Traditional Owner (TO) forums; • Submission of federal government ARC Linkage Grant requesting matching funding support for next 5 years, with outcome to be confirmed in 2022; and • Planning for field scoping survey to be completed in 2022 that will inform further refinement of project methodology.

¹ This table provides a high-level overview of the current impacts and mitigation strategies to support our No Net Loss (NNL) commitment. Sites that are not included do not require offsets at this time to meet our NNL commitment.

² These areas are defined as protected area based on Jurisdiction or other regulatory identifications. Newmont has its own internal definition for Key Biodiversity Values which aligns with IFC6.

³ GRI Standards disclosure 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; SASB Metals & Mining Sustainability Accounting Standard EM-MM-160a.1: Description of environmental management policies and practices for active sites. All of our sites comply with Newmont's Biodiversity Management Standard which calls for a risk assessment and Biodiversity Management Plan. A Biodiversity Action Plan is developed for those Key Biodiversity Values (as defined by Newmont) that have a risk of high or greater. This information may not be fully described in the table above.

Status of acid rock drainage: Site level^{1, 2}

	Country/site	Not predicted to occur	Predicted to occur	Actively mitigated	Under treatment or remediation
Africa	Ghana				
	Ahafo			Yes	
	Akyem			Yes	
Americas: North	U.S.				
	CC&V			Yes	
	Canada				
	Éléonore			Yes	
	Musselwhite		Yes		
	Porcupine		Yes		
	Mexico				
	Peñasquito			Yes	
Americas: South	Argentina				
	Cerro Negro		Yes		
	Suriname				
	Merian	Yes			
	Peru				
	Yanacocha				Yes
Australia	Australia				
	Boddington			Yes	
	Tanami			Yes	
Global	TOTAL	8.3%	25.0%	58.3%	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.

² SASB EM-MM-160a.2: Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation.

CLOSURE AND RECLAMATION

Amount of land disturbed or rehabilitated: Site level (ha)^{1, 2, 3, 6}

	Country/site	Total footprint at start of 2021	Total land disturbance – closing balance reported for 2020 calendar year	Total area under active reclamation (to agreed end-use) – closing balance at start of 2021	Subsequent survey corrections on 2020 balance	Total disturbance at beginning of reporting period (opening balance)	New disturbance during 2021	Previously reclaimed area re-disturbed during 2021	Achieved reclamation (to agreed upon end use) ⁴	Total disturbance not yet reclaimed to agreed upon end use (closing balance) ⁵	Total footprint at end of 2021	Total area under reclamation (earthworks completed and seeded)
Africa	Ghana	3,859.0	3,617.9	241.1	0.0	3,617.9	50.5	0.0	17.1	3,651.2	3,909.5	258.2
	Ahafo	2,682.5	2,471.5	211.0	0.0	2,471.5	13.8	0.0	16.0	2,469.3	2,696.2	226.9
	Akyem	1,176.5	1,146.4	30.1	0.0	1,146.4	36.7	0.0	1.2	1,181.9	1,213.2	31.3
Americas: North	U.S.	1,529.4	1,292.7	207.2	29.5	1,322.2	15.8	1.3	13.1	1,326.2	1,545.2	219.0
	CC&V	1,529.4	1,292.7	207.2	29.5	1,322.2	15.8	1.3	13.1	1,326.2	1,545.2	219.0
	Canada	3,599.6	3,313.9	86.6	199.2	3,513.1	7.4	0.0	0.0	3,520.4	3,607.0	86.6
	Éléonore	389.4	451.0	2.0	(63.6)	387.4	1.2	0.0	0.0	388.6	390.5	2.0
	Musselwhite	701.8	323.8	27.6	350.4	674.2	0.0	0.0	0.0	674.2	701.8	27.6
	Porcupine	2,508.4	2,539.1	57.0	(87.7)	2,451.4	6.2	0.0	0.0	2,457.6	2,514.6	57.0
	Mexico	4,149.4	272.9	6.2	3,870.3	4,143.2	138.8	0.0	8.9	4,273.1	4,288.2	15.1
	Peñasquito	4,149.4	272.9	6.2	3,870.3	4,143.2	138.8	0.0	8.9	4,273.1	4,288.2	15.1
Americas: South	Argentina	469.4	478.1	16.0	(24.7)	453.4	29.7	0.0	20.0	463.1	499.1	36.0
	Cerro Negro	469.4	478.1	16.0	(24.7)	453.4	29.7	0.0	20.0	463.1	499.1	36.0
	Suriname	1,409.3	1,364.8	44.5	0.0	1,364.8	204.0	0.0	17.1	1,551.7	1,613.3	61.6
	Merian	1,409.3	1,364.8	44.5	0.0	1,364.8	204.0	0.0	17.1	1,551.7	1,613.3	61.6
	Peru	5,338.0	4,458.6	879.4	0.0	4,458.6	11.1	0.0	38.0	4,431.8	5,349.2	917.4
	Yanacocha	5,338.0	4,458.6	879.4	0.0	4,458.6	11.1	0.0	38.0	4,431.8	5,349.2	917.4
Australia	Australia	6,005.2	5,825.9	612.2	(432.9)	5,393.1	97.8	19.7	8.2	5,502.5	6,103.1	600.6
	Boddington	4,301.8	4,267.3	253.2	(218.6)	4,048.7	1.6	0.0	8.2	4,042.2	4,303.5	261.3
	Tanami	1,703.4	1,558.6	359.0	(214.2)	1,344.4	96.2	19.7	0.0	1,460.3	1,799.6	339.3
Global	TOTAL	26,359.3	20,624.8	2,093.1	3,641.4	24,266.2	555.1	21.1	122.4	24,720.0	26,914.4	2,194.4

¹ Land disturbance may include physical or chemical alteration which substantially disrupts the pre-existing habitats and land cover.

² Twelve of Newmont's sites, representing 100 percent of Newmont's active mine sites, have closure plans in place as of year-end 2021.

³ Our 2021 Closure target was to achieve 95 percent of planned reclamation activities/associated actions across the Company. This was not met due to delays related to the pandemic. For 2022, the Closure target remains the same as 2021.

⁴ Achieved reclamation refers to the area of land intended for final reclamation per the current business plan. The area should require no additional substantive mechanical or material cost effort (other than monitoring) to meet agreed upon closure criteria. The area must be measured by accepted survey methods (using an acceptable geographical information system) and be reproducible for review and results. Specifically for Australia

operations, seeding is not considered a substantive additional mechanical or material cost effort, and can be completed depending on the annual seasonal situation.

⁵ Agreed upon end use describes use to which land is returned upon completion of rehabilitation, as a result of negotiation with affected parties where appropriate. 'Agreed use' does not necessarily mean returning land to its prior condition, as post-mining end use may result in a changed state (such as flooded open-cast workings creating wetland habitat).

⁶ GRI Mining & Metals sector supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated and MM10: Number and percentage of sites with closure plan in place.

Land disturbance: Trailing five year data (thousand ha)¹

	2017	2018	2019	2020	2021
Annual disturbance not yet reclaimed to agreed upon end use at year-end	33.12	34.18	27.09	24.42	24.72

¹ GRI Mining & Metals sector supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

Mine lease area: Site level¹

	Country/site	Hectares
Africa	Ghana	61,807
	Ahafo	55,532
	Akyem	6,275
Americas: North	U.S.	2,431
	CC&V	2,431
	Canada	55,877
	Éléonore	796
	Musselwhite	5,409
	Porcupine	49,672
	Mexico	25,577
	Peñasquito	25,577
Americas: South	Argentina	21,548
	Cerro Negro	21,548
	Suriname	25,916
	Merian	25,916
	Peru	98,732
	Yanacocha	98,732
Australia	Australia	14,037
	Boddington	9,642
	Tanami	4,395
Global	TOTAL	305,925

¹ GRI Mining & Metals sector supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

CYANIDE MANAGEMENT

Estimated cyanide use: Trailing five year data (thousand tonnes)¹

	2017	2018	2019	2020	2021
Cyanide use	68.6	59.1	47.3	45.4	40.9

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)¹

	Country/site	Release 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 ²	Site has an ICMC Certification ¹
Africa	Ghana	0	0	0	3	1	0	
	Ahafo	0	0	0	2	1	0	Yes
	Akyem	0	0	0	1	0	0	Yes
Americas: North	U.S.	0	0	0	0	0	0	
	CC&V	0	0	0	0	0	0	Yes
	Canada	0	0	0	3	0	0	
	Éléonore	0	0	0	2	0	0	Yes
	Musselwhite	0	0	0	0	0	0	Yes
	Porcupine	0	0	0	1	0	0	Yes
	Mexico	0	0	0	0	0	0	
Peñasquito	0	0	0	0	0	0	Yes	
Americas: South	Argentina	0	0	0	0	0	0	
	Cerro Negro	0	0	0	0	0	0	Yes
	Suriname	0	0	0	0	0	0	
	Merian	0	0	0	0	0	0	Yes
	Peru	0	0	0	2	4	0	
Yanacocha ³	0	0	0	2	4	0	Yes	
Australia	Australia	0	0	0	0	0	0	
	Boddington	0	0	0	0	0	0	Yes
	Tanami	0	0	0	0	0	0	Yes
Global	TOTAL	0	0	0	8	5	0	

¹ International Cyanide Management Code (ICMC) certification is publicly available on the ICMC [website](#).

² Cyanide-related biodiversity impacts are wildlife fatalities; for a full listing of wildlife fatalities, refer to the Biodiversity wildlife mortality table.

³ One incident at Yanacocha involved the discovery of an illegal operation to steal gold-bearing solution from our facilities using a hose rigged to a poly-tank buried in the ground. The hose and tank ran outside of Newmont property. The barrel contained approximately 600 liters of solution, of which an undetermined amount of solution leaked from an overflow hose. Sampling identified trace amounts of WAD CN levels. No remediation was required.

SIGNIFICANT MATERIALS CONSUMPTION

Estimated materials usage: Site level³

Country/site	Grinding media	Sodium cyanide (NaCN) ¹	Lime	Cement	Tires (by weight) ²	Lubricants	Hydrochloric acid (HCL)	Sulfuric acid (H ₂ SO ₄)	Nitric acid (HNO ₃)	
Units of measure	thousand tonnes					thousand kiloliters				
Africa	Ghana	20.62	4.28	16.58	2.50	1.07	1.80	1.28	0.00	0.00
	Ahafo	11.93	2.20	6.53	2.50	0.68	1.35	0.65	0.00	0.00
	Akyem	8.69	2.08	10.05	0.00	0.39	0.45	0.64	0.00	0.00
Americas: North	U.S.	0.39	4.26	70.52	0.00	0.31	0.73	0.61	0.00	0.00
	CC&V	0.39	4.26	70.52	0.00	0.31	0.73	0.61	0.00	0.00
	Canada	5.42	1.89	5.55	38.70	1.13	1.24	0.03	0.01	0.02
	Éléonore	2.76	0.80	2.18	27.07	0.35	0.31	0.00	0.01	0.02
	Musselwhite	0.99	0.37	0.64	0.58	0.22	0.30	0.03	0.00	0.00
	Porcupine	1.67	0.72	2.72	11.05	0.56	0.64	0.00	0.00	0.00
	Mexico	24.14	9.40	18.12	0.00	3.15	1.96	0.00	0.00	0.00
	Peñasquito	24.14	9.40	18.12	0.00	3.15	1.96	0.00	0.00	0.00
Americas: South	Argentina	2.37	0.75	0.37	11.07	0.17	0.35	0.00	0.00	0.00
	Cerro Negro	2.37	0.75	0.37	11.07	0.17	0.35	0.00	0.00	0.00
	Suriname	6.12	3.78	16.50	0.00	1.16	0.78	2.18	0.01	0.00
	Merian	6.12	3.78	16.50	0.00	1.16	0.78	2.18	0.01	0.00
	Peru	1.37	5.89	104.66	0.00	0.48	1.11	1.33	0.84	0.00
	Yanacocha	1.37	5.89	104.66	0.00	0.48	1.11	1.33	0.84	0.00
Australia	Australia	14.64	10.64	20.01	32.79	2.06	2.14	2.09	22.30	0.00
	Boddington	13.24	9.65	18.34	0.00	1.47	1.73	1.84	20.38	0.00
	Tanami	1.40	1.00	1.66	32.79	0.58	0.42	0.25	1.92	0.00
Global	TOTAL	75.06	40.89	252.30	85.06	9.53	10.12	7.53	23.16	0.02

¹ Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

² Calculated tire weight is derived from the purchase of new tires, and does not include reused or refurbished tires.

³ GRI Standards disclosure 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system.

Estimated materials usage: Trailing five year data^{1, 6}

	Units	2017	2018	2019	2020	2021
Grinding media	thousand tonnes	97.90	103.10	84.17	67.82	75.06
Sodium cyanide ²	thousand tonnes	68.60	59.10	47.26	45.38	40.89
Lime	thousand tonnes	513.50	473.80	285.06	299.83	252.30
Cement	thousand tonnes	71.20	78.10	63.12	52.81	85.06
Tires (by weight) ³	thousand tonnes	10.00	8.10	10.34	8.54	9.53
Lubricants	thousand kL	12.10	12.30	16.38	10.05	10.12
Hydrochloric acid (HCL) ⁴	thousand kL	12.10	10.70	41.54	8.67	7.53
Sulfuric acid (H ₂ SO ₄)	thousand kL	78.70	81.40	24.46	24.49	23.16
Nitric acid (HNO ₃) ⁵	thousand kL	N/R	N/R	0.24	0.02	0.02

¹ 2019 data omits Australia KCGM site data; trailing 2017 and 2018 data reflects former Newmont sites only.

² Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

³ Total 2020 Tires (by weight) usage was updated from 8.79 thousand tonnes to 8.54 thousand tonnes due to reporting errors discovered during 2021 data collection at Boddington, Tanami and Porcupine. At Boddington, the reporting error was due to missing materials unaccounted for and an incorrect classification of materials. At Tanami, the reporting error was due to calculation errors. And at Porcupine, the reporting error was due to including repaired tires in the total quantity of tires, instead of only including new tires.

⁴ Total 2020 hydrochloric acid (HCL) usage was updated from 9.57 thousand kL to 8.67 thousand kL due to a reporting error discovered during 2021 data collection at CC&V.

⁵ Nitric acid usage was not reported (N/R) in 2017 and 2018; this data is reported from 2019 onwards on an annual basis.

⁶ GRI Standards disclosure 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system; 2019 data includes former Goldcorp sites April 18 - Dec. 31, 2019.

SPILLS

Environmental spills by number of incidents: Trailing five year data¹

	2017	2018	2019	2020	2021
Total environmental spills on site	78	50	647	427	397
Total environmental spills off site	1	0	3	7	5
Total environmental spills	79	50	650	434	402
Cyanide spills	77	2	34	28	35
Mercury spills	0	0	0	0	0
Significant hydrocarbon spills	0	0	4	0	2
Significant chemical spills	2	0	0	8	0
Other significant spills	0	0	4	2	5

¹ Newmont updated terminology from "Releases" to "Spills" which is defined as the loss of material or substance outside of engineered containment.

Estimated environmental spills by volume: Trailing five year data^{1, 2, 3, 4}

	2017	2018	2019	2020	2021
Cyanide spills (kL) ¹	3,406	5,768	4,745	17,447	371
Mercury spills (kg)	0	0	0	0	0
Significant hydrocarbon spills (kL)	0	0	1	0	21
Significant chemical spills (kL)	0	0	0	18	0
Other significant spills (kL)	0	0	46	38	43

¹ Newmont updated terminology from "Releases" to "Spills" which 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". A new Environmental Impact calculator was implemented in November 2020 that assesses the substance, volume and location of the spill to assign a consequence rating which has improved consistency of impact ratings and lowered threshold to trigger a Level 3+ rating.

³ This includes cyanide in slurry and tailings and cyanide in process solutions. No cyanide solution, slurry or tailings left Newmont properties.

⁴ Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.

TAILINGS MANAGEMENT

Tailings generated and managed: Site level (metric tons)¹

	Country/site	Management method		Sub-surface tailings	Total produced and managed
		Surface tailings	Open pit tailings		
Africa	Ghana	18,317,247	0	0	18,317,247
	Ahafo	10,119,617	0	0	10,119,617
	Akyem	8,197,630	0	0	8,197,630
Americas: North	U.S.	1,499,549	0	0	1,499,549
	CC&V	1,499,549	0	0	1,499,549
	Canada	5,291,019	0	576,495	5,867,514
	Éléonore	1,011,421	0	576,495	1,587,916
	Musselwhite	923,219	0	0	923,219
	Porcupine	3,356,379	0	0	3,356,379
	Mexico	34,548,694	0	0	34,548,694
	Peñasquito	34,548,694	0	0	34,548,694
Americas: South	Argentina	889,975	0	0	889,975
	Cerro Negro	889,975	0	0	889,975
	Suriname	15,169,582	0	0	15,169,582
	Merian	15,169,582	0	0	15,169,582
	Peru	291,000	0	0	291,000
	Yanacocha	291,000	0	0	291,000
Australia	Australia	41,940,084	232,272	319,043	42,491,399
	Boddington	39,841,366	0	0	39,841,366
	Tanami	2,098,718	232,272	319,043	2,650,033
Global	TOTAL	117,947,151	232,272	895,538	119,074,961

¹ GRI Metals and Mining Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals and Mining Sustainability Accounting Standard: SASB EM-MM-150a.5: Total weight of tailings produced.

Total waste rock/tailings generated: Trailing five year data (million tonnes)¹

	2017	2018	2019	2020	2021
Total waste rock generated	346.0	299.7	320.6	285.2	263.5
Total tailings produced and managed	110.9	112.1	120.7	116.2	119.1

¹ GRI Metals and Mining Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals and Mining Sustainability Accounting Standard: SASB EM-MM-150a.5: Total weight of tailings produced.

Tailings inventory and disclosures^{1, 2}

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 as of July 1, 2019.

[Full disclosure available.](#)

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 disclosure database that meets the requirements of the GISTM. The [tool](#) provides an informative platform to access data for Newmont’s Tailings Storage Facilities (TSFs).

¹ Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure.

² GRI Metals and Mining Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals and Mining Sustainability Accounting Standard: SASB EM-MM-540a.1 and SASB EM-MM-540a.2.

WATER STEWARDSHIP

Water summary: Site level (ML)^{1, 5}

	Country/site	Total water withdrawn	Total water discharged ³	Other managed water	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	2021 water intensity - GEO ⁴	2021 water intensity - tonnes ore processed ⁴
Africa	Ghana	17,609	1,021	2,201	16,588	20,274	36,862	55.0%	19.2	0.9
	Ahafo	9,099	1,021	2,201	8,079	11,781	19,859	59.3%	16.8	0.8
	Akyem	8,509	0	0	8,509	8,493	17,002	50.0%	22.3	1.1
Americas: North	U.S.	4,396	0	283	4,396	56,134	60,530	92.7%	20.0	3.1
	CC&V	4,396	0	283	4,396	56,134	60,530	92.7%	20.0	3.1
	Canada	14,382	7,243	821	7,139	12,947	20,086	64.5%	10.3	1.2
	Éléonore	3,095	2,605	0	490	4,239	4,729	89.6%	1.9	0.3
	Musselwhite	2,004	1,702	0	302	1,372	1,674	81.9%	2.0	0.3
	Porcupine ²	9,283	2,935	821	6,347	7,336	13,683	53.6%	22.1	1.9
	Mexico	31,565	2,259	261	29,306	61,867	91,173	67.9%	16.5	0.8
	Peñasquito	31,565	2,259	261	29,306	61,867	91,173	67.9%	16.5	0.8
Americas: South	Argentina	1,027	44	0	983	843	1,826	46.2%	3.6	1.1
	Cerro Negro	1,027	44	0	983	843	1,826	46.2%	3.6	1.1
	Suriname	42,393	37,725	0	4,668	14,646	19,314	75.8%	10.7	0.3
	Merian	42,393	37,725	0	4,668	14,646	19,314	75.8%	10.7	0.3
	Peru	51,779	38,536	0	13,243	43,537	56,780	76.7%	50.2	45.5
	Yanacocha	51,779	38,536	0	13,243	43,537	56,780	76.7%	50.2	45.5
Australia	Australia	31,799	8,057	0	23,741	47,521	71,263	66.7%	17.7	0.6
	Boddington	28,136	8,028	0	20,108	37,551	57,659	65.1%	23.4	0.5
	Tanami	3,662	29	0	3,633	9,970	13,603	73.3%	7.5	1.4
Global	TOTAL	194,949	94,884	3,567	100,065	257,769	357,834	72.0%	17.1	0.8

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 Discharge includes water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties. Improving our methods to estimate and simulate flows and improve our water accounting is a continuous process.

⁴ Water intensity figures: GEO (Gold Equivalent Ounces) includes total produced and co-product GEO as originally defined in the Newmont December 2021 Financial Summary results and then adjusted to match the reporting boundary of the 2021 Annual Sustainability Report. The tonnes of ore processed is based on the operational statistics, publicly available in our 10-K.

⁵ GRI Standards disclosures 303-3: Water withdrawal; 303-4: Water discharge, 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: Total freshwater withdrawn, consumed, percentage of each in regions with high or extremely high baseline water stress.

Total water withdrawal and discharge by category: Site level (ML)^{1,3}

	Country/site	Total water withdrawn				Total water discharged			
		Category 1	Category 2	Category 3	Total	Category 1	Category 2	Category 3	Total
Africa	Ghana	12,393	478	4,738	17,609	1,021	0	0	1,021
	Ahafo	4,156	205	4,738	9,099	1,021	0	0	1,021
	Akyem	8,237	272	0	8,509	0	0	0	0
Americas: North	U.S.	3,153	1,243	0	4,396	0	0	0	0
	CC&V	3,153	1,243	0	4,396	0	0	0	0
	Canada	4,325	1,985	8,072	14,382	0	4,307	2,935	7,243
	Éléonore	605	0	2,490	3,095	0	2,605	0	2,605
	Musselwhite	284	1,720	0	2,004	0	1,702	0	1,702
	Porcupine ²	3,437	264	5,582	9,283	0	0	2,935	2,935
	Mexico	986	0	30,579	31,565	3	0	2,256	2,259
	Peñasquito	986	0	30,579	31,565	3	0	2,256	2,259
Americas: South	Argentina	1,027	0	0	1,027	0	0	44	44
	Cerro Negro	1,027	0	0	1,027	0	0	44	44
	Suriname	2,960	39,433	0	42,393	0	37,725	0	37,725
	Merian	2,960	39,433	0	42,393	0	37,725	0	37,725
	Peru	34,346	293	17,140	51,779	13,891	16,994	7,651	38,536
	Yanacocha	34,346	293	17,140	51,779	13,891	16,994	7,651	38,536
Australia	Australia	14,012	5,379	12,408	31,799	0	0	8,057	8,057
	Boddington	13,782	3,711	10,643	28,136	0	0	8,028	8,028
	Tanami	230	1,667	1,765	3,662	0	0	29	29
Global	TOTAL	73,202	48,810	72,937	194,949	14,914	59,026	20,944	94,884

¹ Water quality categories are based on the Minerals Council of Australia definitions. Categories 1 and 2 correspond to "High" quality and Category 3 corresponds to "Low" quality.

² Figure reflects water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

³ GRI Standards disclosure 303-3: Water withdrawal; SASB Metals & Mining Sustainability Accounting Standards EM-MM-140a.1: (1) Total fresh water withdrawn.

Total treated water by destination: Site level (ML)^{1,3}

	Country/site	Treated discharge by other	Treated discharge by process water treatment	Treated discharge by reverse osmosis or acid water treatment ²	Treated discharge by sewage treatment	Total treated water discharge
Africa	Ghana	0	0	1,021	0	1,021
	Ahafo	0	0	1,021	0	1,021
	Akyem	0	0	0	0	0
Americas: North	U.S.	0	0	0	0	0
	CC&V	0	0	0	0	0
	Canada	4,469	0	0	0	4,469
	Éléonore	2,605	0	0	0	2,605
	Musselwhite	1,702	0	0	0	1,702
	Porcupine	161	0	0	0	161
	Mexico	0	0	0	3	3
	Peñasquito	0	0	0	3	3
Americas: South	Argentina	0	0	0	0	0
	Cerro Negro	0	0	0	0	0
	Suriname	37,725	0	0	0	37,725
	Merian	37,725	0	0	0	37,725
	Peru	0	0	30,885	0	30,885
	Yanacocha	0	0	30,885	0	30,885
Australia	Australia	0	0	0	0	0
	Boddington	0	0	0	0	0
	Tanami	0	0	0	0	0
Global	TOTAL	42,194	0	31,906	3	74,102

¹ Treated discharge by other includes our Merian, Musselwhite, Éléonore, and Porcupine sites. Treated discharge by reverse osmosis (RO) includes our Yanacocha and Ahafo sites. Treated effluent for our Éléonore site includes both industrial and domestic effluent.

² We increased the amount of reverse osmosis treatment at our Ahafo site. We have combined our acid water treatment and reverse osmosis.

³ GRI Standards disclosures 303-2: Water discharge.

Total untreated water by destination: Site level (ML)⁴

	Country/site	Untreated discharge to external organizations for reuse	Untreated discharge to groundwater ²	Untreated discharge to sewers	Untreated discharge to surface water ³	Untreated discharge to ocean	Total untreated water discharge
Africa	Ghana	0	0	0	0	0	0
	Ahafo	0	0	0	0	0	0
	Akyem	0	0	0	0	0	0
Americas: North	U.S.	0	0	0	0	0	0
	CC&V	0	0	0	0	0	0
	Canada	0	0	0	2,774	0	2,774
	Éléonore	0	0	0	0	0	0
	Musselwhite	0	0	0	0	0	0
	Porcupine ¹	0	0	0	2,774	0	2,774
	Mexico	0	2,256	0	0	0	2,256
	Peñasquito	0	2,256	0	0	0	2,256
Americas: South	Argentina	0	44	0	0	0	44
	Cerro Negro	0	44	0	0	0	44
	Suriname	0	0	0	0	0	0
	Merian	0	0	0	0	0	0
	Peru	0	7,651	0	0	0	7,651
	Yanacocha	0	7,651	0	0	0	7,651
Australia	Australia	0	8,057	0	0	0	8,057
	Boddington	0	8,028	0	0	0	8,028
	Tanami	0	29	0	0	0	29
Global	TOTAL	0	18,008	0	2,774	0	20,782

¹ Outputs reflect water consumption for Porcupine and Borden sites. Borden operations began in October 2019.

² Untreated discharge to groundwater includes seepage. Untreated discharge to groundwater increased from 2020 to 2021 due to improved quantification of seepage at several sites.

³ Untreated discharge to surface water includes Porcupine.

⁴ GRI Standards disclosures 303-2: Water discharge.

Water withdrawal: Site level (ML)⁴

	Country/site	Surface water	Groundwater ²	Precipitation ³	Municipal water	Total water withdrawn	Other managed water
Africa	Ghana	0	6,498	11,110	0	17,609	2,201
	Ahafo	0	4,943	4,156	0	9,099	2,201
	Akyem	0	1,555	6,954	0	8,509	0
Americas: North	U.S.	0	1,243	1,751	1,402	4,396	283
	CC&V	0	1,243	1,751	1,402	4,396	283
	Canada	1,760	8,351	4,214	56	14,382	821
	Éléonore	0	2,543	551	0	3,095	0
	Musselwhite	550	1,170	284	0	2,004	0
	Porcupine ¹	1,210	4,637	3,379	56	9,283	821
	Mexico	0	30,579	983	3	31,565	261
	Peñasquito	0	30,579	983	3	31,565	261
Americas: South	Argentina	2	986	38	1	1,027	0
	Cerro Negro	2	986	38	1	1,027	0
	Suriname	0	7,614	34,780	0	42,393	0
	Merian	0	7,614	34,780	0	42,393	0
	Peru	0	17,433	34,346	0	51,779	0
	Yanacocha	0	17,433	34,346	0	51,779	0
Australia	Australia	8,237	7,708	15,715	138	31,799	0
	Boddington	8,237	4,436	15,324	138	28,136	0
	Tanami	0	3,271	391	0	3,662	0
Global	TOTAL	10,000	80,412	102,938	1,600	194,949	3,567

¹ Figure reflects water consumption for Porcupine and Borden mines. Borden operations began in October 2019.

² Groundwater does include entrainment in ore.

³ Precipitation volumes include runoff that is captured from rainfall on tailings storage facilities and heap leaches for all facilities except Akyem, Boddington, Éléonore, Merian and Yanacocha, which also include runoff that is captured from waste rock piles.

⁴ GRI Standards disclosure 303-3: Water withdrawal.

Water summary: Trailing five year data (ML)^{1,4}

	2017	2018	2019	2020 ³	2021
Total water withdrawn	217,327	230,257	198,549	190,371	194,949
Surface water	8,285	5,458	12,132	13,230	10,000
Groundwater	110,701	115,238	75,458	75,871	80,412
Precipitation	94,216	106,003	107,288	99,362	102,938
Municipal water	4,126	3,557	3,671	1,909	1,600
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	Not reported	3,567
Total water consumed (withdrawn minus discharged) ²	115,747	104,816	106,413	103,474	100,065
Total water recycled	297,379	271,699	263,210	257,563	257,769
Total water used (consumed plus recycled)	413,126	376,515	369,623	361,037	357,834
Percent recycled (water recycled divided by water used)	72%	72%	71%	71%	72%

¹ 2017 and 2018 data has not been adjusted or backcast to reflect the current asset portfolio.

² Water consumption is defined by the GRI as water withdrawn minus water discharged.

³ The 2020 values for total water consumed and total water used have been updated from 101,541 ML to 103,474 ML and from 359,104 ML to 361,037 ML respectively, due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

⁴ GRI Standards disclosures 303-3: Water withdrawals; 303-4: Water discharge, and 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed.

Total water discharge by destination: Trailing five year data (ML)⁴

	2017	2018	2019	2020 ³	2021
Untreated discharge to external organizations for reuse	0	43	0	0	0
Untreated discharge to groundwater ¹	4,194	2,962	4,632	11,850	18,008
Untreated discharge to sewers	0	0	0	0	0
Untreated discharge to surface water	30,575	23,568	4,923	5,285	2,774
Untreated discharge to ocean	0	0	0	0	0
Total untreated water discharge	34,769	26,573	9,555	17,135	20,782
Treated discharge by other	27,795	60,247	47,425	38,557	42,194
Treated discharge by process water treatment	0	0	0	0	0
Treated discharge by reverse osmosis or acid water treatment ²	39,016	38,621	35,099	31,206	31,906
Treated discharge by sewage treatment	0	0	58	0	3
Total treated water discharge	66,811	98,868	82,581	67,763	74,102

¹ Untreated discharge to groundwater increased between 2019 and 2020/2021 because seepage is now included. Seepage that impacts water quality is managed in our site water management plans.

² We increased the amount of reverse osmosis (RO) occurring at a few of our sites, increasing overall RO, and we have combined acid water treatment and RO into one category.

³ The 2020 values for untreated discharge to groundwater and treated discharge by other, and thus total untreated water discharge and total treated discharge of water, have been updated due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

⁴ GRI Standards disclosures 303-2: Water discharge.

Consumptive water quality (ML)^{1, 2, 3}

	Total	As % of total
Category 1	58,288	58%
Category 2	(10,216)	(10)%
Category 3	51,993	52%

¹ Water quality categories are based on the Minerals Council of Australia definitions. Categories 1 and 2 corresponds to "High" quality and Category 3 corresponds to "Low" quality.

² Consumption for Water Quality Category 2 is negative as more Category 2 water is withdrawn then returned to the system, as a higher quality water, Category 1.

³ GRI Standards disclosure 303-5: Water consumption.

Water balance^{1, 6}

	Megaliters (ML)
Water withdrawn total²	194,949
Surface water withdrawn	10,000
Groundwater withdrawn	80,412
Precipitation water withdrawn	102,938
Third-party (municipal) water withdrawn	1,600
Other managed water	3,567
Water recycled/reused³	257,769
Water consumed⁴	100,065
Water discharged total⁵	94,884
Surface water discharged	76,876
Groundwater discharged	18,008

¹ In 2021 we began reporting "Other managed water" in accordance with ICMM Water Reporting: Good practice guide (2nd Edition).

² Water withdrawn is defined as water received by the site or operational facility, from the environment (surface water including precipitation, groundwater, seawater) and/or third party supplier that is used to meet operational water demand.

³ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

⁴ Water consumed is defined as water that is no longer available for use. The water consumed data in this table reflects the GRI definition for water consumption (withdrawal minus discharge); ICMM definition for water consumption is defined as evaporation plus entrainment (tailings/waste) plus other losses for operational use. Under the ICMM definition, our water consumption is 133,347 ML.

⁵ Water discharged is defined as water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties.

⁶ 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 (ML)^{1, 5}

	2017	2018	2019	2020 ⁴	2021
Water consumed ²	115,747	104,816	106,413	103,474	100,065
Water recycled/reused ³	297,379	271,699	263,210	257,563	257,769
Percent recycled/reused ³	72%	72%	71%	71%	72%

¹ The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2017 and 2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

² Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2021, the total consumption based on this definition is 133,347 ML.

³ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

⁴ The 2020 value for water consumed has been updated from 101,541 ML to 103,474 ML due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

⁵ GRI Standards disclosure 303-5: Water consumption.

Water intensity: Trailing five year data^{1, 2, 6}

	2017	2018	2019	2020 ^{3, 4}	2021
ML/gold equivalent ounces (thousands) ⁵	18.60	17.30	16.80	18.55	17.06
ML/tonne ore processed (thousands)	1.10	0.98	0.63	0.75	0.83
ML/revenues (millions) ⁴	15.75	14.45	12.14	11.41	10.08

¹ 2017 and 2018 data has not been adjusted or backcast to reflect the current asset portfolio.

² 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenues figures for pre-acquisition Goldcorp sites from Jan 1 to April 17, 2019 include adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processed and revenues) in 2019.

³ The 2020 values have been updated due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

⁴ Water intensity has been updated to compare water consumption per revenues in billions to revenues in millions. This change better aligns with our internal and external reporting of revenues in millions.

⁵ Water intensity per gold equivalent ounce (GEO) decreased in 2021 in proportion to our decrease in consumption while water intensity per tonne of ore processed increased. The latter metric is based on tonnage processed in processing plants (i.e., mills) and not on tonnes processed in heap leach facilities. Yanacocha ceased production at its mill in 2021, decreasing overall tonnage processed in processing plants and contributing to the increase in water intensity per tonne of ore processed. Water intensity for tonnes processed in both mills and heap leach facilities was 0.65 ML per tonne of ore processed.

⁶ GRI Standards disclosure 303-5: Water consumption.

Water-related risk: Site level

Site	Climate conditions	Water sources ¹	Risk: Water stress ²	Risk: Water quality	Risk: Excess water ³	Risk: Watershed challenges ⁴
Ahafo	Humid	SW, GW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington ²	Semi-arid	SW, GW				
Tanami	Arid	GW	X			
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Musselwhite	Moderate precipitation	SW, GW		X		
Peñasquito	Arid	GW	X			X
Porcupine	Moderate precipitation	GW, MW, SW		X		X
Cerro Negro	Arid	GW	X			X
Merian	Moderate precipitation	GW		X	X	X
Yanacocha ^{5,6}	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 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.

⁶ There are challenges in regulations and management of water at the watershed level for Yanacocha, but this is not designated as a Watershed Challenge because the site follows a fairly robust regulatory framework that identifies the water users and water usage (by beneficial use) for each of the watersheds in which we operate. We continue to manage our water quality and quantity and work closely with stakeholders to manage expectations.

Consumption by ICM water quality categories: Trailing three year data (ML; High/Low)^{1, 2}

Category	2019		2020 ³		2021	
	Consumption	Percentage	Consumption	Percentage	Consumption	Percentage
High	47,246	44%	50,541	50%	48,072	48%
Low	59,260	56%	52,933	50%	51,993	52%
TOTAL	106,506		101,540		100,065	

¹ Category 'High' includes WAF Category 1 and 2.

² Category 'Low' includes WAF Category 3.

³ The 2020 values have been updated due to the removal of discharges of non-operational and non-managed water, which were inconsistently included for 2020 reporting but not for other years.

Water stressed sites, water summary (ML)¹

	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	Water intensity - GEO	Water intensity - tonnes ore processed
CC&V	4,396	56,134	60,530	92.7%	20.0	3.1
Peñasquito	29,306	61,867	91,173	67.9%	16.5	0.8
Cerro Negro	983	843	1,826	46.2%	3.6	1.1
Tanami	3,633	9,970	13,603	73.3%	7.5	1.4
TOTAL	38,319	128,814	167,132	77.1%	13.9	0.9

¹ SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-140a.1: Total fresh water withdrawn, consumed, and percentage of each in regions with High or Extremely High baseline water stress.

Water balance summary (ML)

		Volume of water by quality				
Source/Destination/Type		High [ML]	Low [ML]	Total [ML]		
Global	Operational water withdrawal	Surface water	101,810	11,128	112,938	
		Groundwater	18,603	61,809	80,412	
		Seawater	0	0	0	
		Third-party water	1,600	0	1,600	
		Total	122,012	72,937	194,949	
	Other managed water	3,567		3,567		
	Total discharge	Surface water	73,938	2,935	76,873	
		Groundwater	3	18,008	18,011	
		Seawater	0	0	0	
		Third-party water	0	0	0	
Total		73,941	20,944	94,884		
Total consumption				100,065		
Operational water reuse/recycle				257,769		
Operational water use				357,834		
Percentage recycle				72%		
Change in storage (delta storage)				Not reported		

		Volume of water by quality				
Source/Destination/Type		High [ML]	Low [ML]	Total [ML]		
Water stressed sites	Operational water withdrawal	Surface water	3,165	0	3,165	
		Groundwater	3,736	32,344	36,080	
		Seawater	0	0	0	
		Third-party water	1,405	0	1,405	
		Total	8,306	32,344	40,650	
	Other managed water	283	261	544		
	Total discharge	Surface water	0	0	0	
		Groundwater	3	2,329	2,332	
		Seawater	0	0	0	
		Third-party water	0	0	0	
Total		3	2,329	2,332		
Total consumption				38,319		
Operational water reuse/recycle				128,814		
Operational water use				167,133		
Percentage recycle				77%		
Change in storage (delta storage)				Not reported		
Water stress exposure (all sites)				12		
Proportion of sites situated in water-stressed areas				4		

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	50,785,332	50,785,332	50,785,332
	Ahafo	0	32,103,722	32,103,722	32,103,722
	Akyem	0	18,681,610	18,681,610	18,681,610
Americas: North	U.S.	15,540,407	0	15,540,407	15,540,407
	CC&V	15,540,407	0	15,540,407	15,540,407
	Canada	861,325	4,964,437	5,651,795	6,375,368
	Éléonore	578,780	0	578,780	661,770
	Musselwhite	75,425	38,750	114,175	580,791
	Porcupine	207,120	4,925,687	4,958,840	5,132,807
	Mexico	4,595,427	74,316,056	78,911,483	78,911,483
	Peñasquito	4,595,427	74,316,056	78,911,483	78,911,483
Americas: South	Argentina	0	0	958,718	958,718
	Cerro Negro	0	0	958,718	958,718
	Suriname	0	30,517,083	30,517,083	30,517,083
	Merian	0	30,517,083	30,517,083	30,517,083
	Peru	22,866,589	16,531,410	39,397,999	39,397,999
	Yanacocha	22,866,589	16,531,410	39,397,999	39,397,999
Australia	Australia	17,956,589	14,916,234	32,333,783	41,038,395
	Boddington	17,731,000	14,161,000	31,893,000	40,057,572
	Tanami ¹	225,589	755,234	440,783	980,823
Global	TOTAL	61,820,337	192,030,552	254,096,600	263,524,785

¹ Every site is required to do acid-based accounting to check the acid generating potential and neutralizing potential of the rock. Tanami is an underground operation so not all of the waste rock that has known acid generating potential is brought to surface.

² GRI Standards disclosure 306-3 (2020): Waste generated.

Estimated other waste: Site level (metric tons)¹

	Country/site	Sludges or other process residues	Hydrocarbon- contaminated waste rock
Africa	Ghana	2,593	342
	Ahafo	1	9
	Akyem	2,592	333
Americas: North	U.S.	0	0
	CC&V	0	0
	Canada	22,414	0
	Éléonore	22,252	0
	Musselwhite	162	0
	Porcupine	0	0
	Mexico	0	5
	Peñasquito	0	5
Americas: South	Argentina	0	0
	Cerro Negro	0	0
	Suriname	14	0
	Merian	14	0
	Peru	101,626	243
	Yanacocha	101,626	243
Australia	Australia	11,858	6,827
	Boddington	1,292	6,827
	Tanami	10,566	0
Global	TOTAL	138,504	7,417

¹ GRI Standards disclosure 306-3: Waste generated, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-150a.4: Total weight of non-mineral waste generated.

Estimated mercury waste by type: Site level (metric tons)^{1, 2}

	Country/site	Elemental mercury	Mercuric chloride	Mercury-tainted carbon	Mercury-contaminated sludge	Other mercury-related waste	Total
Africa	Ghana	0.00	0.00	0.00	0.00	0.00	0.00
	Ahafo	0.00	0.00	0.00	0.00	0.00	0.00
	Akyem	0.00	0.00	0.00	0.00	0.00	0.00
Americas: North	U.S.	0.03	0.00	0.83	0.00	0.03	0.89
	CC&V	0.03	0.00	0.83	0.00	0.03	0.89
	Canada	0.00	0.00	0.00	0.00	0.17	0.17
	Éléonore	0.00	0.00	0.00	0.00	0.17	0.17
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00
	Mexico	0.01	0.00	0.00	0.00	0.92	0.93
	Peñasquito	0.01	0.00	0.00	0.00	0.92	0.93
Americas: South	Argentina	0.00	0.00	0.14	0.00	0.50	0.64
	Cerro Negro	0.00	0.00	0.14	0.00	0.50	0.64
	Suriname	0.00	0.00	0.00	0.00	0.05	0.05
	Merian	0.00	0.00	0.00	0.00	0.05	0.05
	Peru	2.50	0.00	0.00	0.00	0.00	2.50
	Yanacocha	2.50	0.00	0.00	0.00	0.00	2.50
Australia	Australia	0.00	0.00	0.00	0.00	0.00	0.00
	Boddington	0.00	0.00	0.00	0.00	0.00	0.00
	Tanami	0.00	0.00	0.00	0.00	0.00	0.00
Global	TOTAL	2.53	0.00	0.97	0.00	1.67	5.17

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 GRI Standards disclosure 306-3 (2020): Waste generated.

Estimated hazardous waste diverted from disposal: Site level (metric tons)¹

	Country/site	Reused		Recycled		Recovered		Total
		Onsite recovery	Offsite recovery	Onsite recovery	Offsite recovery	Onsite recovery	Offsite recovery	
Africa	Ghana	0.00	153.00	139.24	237.72	0.00	0.00	529.96
	Ahafo	N/A	N/A	139.24	237.72	0.00	0.00	376.96
	Akyem	0.00	153.00	0.00	0.00	0.00	0.00	153.00
Americas: North	U.S.	0.00	0.00	0.00	4.00	0.00	0.00	4.00
	CC&V	0.00	0.00	0.00	4.00	0.00	0.00	4.00
	Canada	34.54	1.80	0.00	283.33	0.00	132.90	452.57
	Éléonore	34.54	0.00	0.00	27.43	0.00	132.90	194.87
	Musselwhite	0.00	1.80	0.00	0.00	0.00	0.00	1.80
	Porcupine	0.00	0.00	0.00	255.90	0.00	0.00	255.90
	Mexico	691.96	0.00	0.00	382.20	0.00	0.00	1,074.16
Peñasquito	691.96	0.00	0.00	382.20	0.00	0.00	1,074.16	
Americas: South	Argentina	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Cerro Negro	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Suriname	0.00	0.00	0.00	559.10	0.00	0.00	559.10
	Merian	0.00	0.00	0.00	559.10	0.00	0.00	559.10
	Peru	279.90	0.00	0.00	0.00	0.00	0.00	279.90
Yanacocha	279.90	0.00	0.00	0.00	0.00	0.00	279.90	
Australia	Australia	3,626.67	825.78	0.00	1,434.44	0.00	0.00	5,886.89
	Boddington	3,626.67	825.78	0.00	1,058.30	0.00	0.00	5,510.75
	Tanami	0.00	0.00	0.00	376.14	0.00	0.00	376.14
Global	TOTAL	4,633.07	980.58	139.24	2,900.80	0.00	132.90	8,786.59

¹ GRI Standards disclosure 306-4: Waste diverted from disposal; SASB EM-MM-150a.8: Total weight of hazardous waste recycled.

Estimated non-hazardous waste diverted from disposal: Site level (metric tons)¹

	Country/site	Reused		Recycled		Recovered		Total
		Onsite recovery	Offsite recovery	Onsite recovery	Offsite recovery	Onsite recovery	Offsite recovery	
Africa	Ghana	0.00	2,590.72	9.82	3,595.60	0.00	0.00	6,196.14
	Ahafo	0.00	27.60	9.82	3,595.60	0.00	0.00	3,633.02
	Akyem	0.00	2,563.12	0.00	0.00	0.00	0.00	2,563.12
Americas: North	U.S.	0.00	0.00	0.00	674.14	289.16	80.81	1,044.11
	CC&V	0.00	0.00	0.00	674.14	289.16	80.81	1,044.11
	Canada	41.90	77.31	48.88	3,210.27	318.60	0.00	3,696.96
	Éléonore	0.00	72.21	48.88	1,536.24	318.60	0.00	1,975.93
	Musselwhite	0.00	0.00	0.00	87.43	0.00	0.00	87.43
	Porcupine	41.90	5.10	0.00	1,586.60	0.00	0.00	1,633.60
	Mexico	2.06	0.00	0.00	11,343.00	0.00	0.00	11,345.06
	Peñasquito	2.06	0.00	0.00	11,343.00	0.00	0.00	11,345.06
Americas: South	Argentina	0.00	1.30	45.38	0.00	0.00	0.00	46.68
	Cerro Negro	0.00	1.30	45.38	0.00	0.00	0.00	46.68
	Suriname	0.00	0.00	10.16	1,993.60	0.00	0.00	2,003.76
	Merian	0.00	0.00	10.16	1,993.60	0.00	0.00	2,003.76
	Peru	0.00	0.00	0.00	3,864.56	0.00	0.00	3,864.56
	Yanacocha	0.00	0.00	0.00	3,864.56	0.00	0.00	3,864.56
Australia	Australia	0.00	0.00	0.04	5,112.64	0.00	0.00	5,112.68
	Boddington	0.00	0.00	0.00	5,112.64	0.00	0.00	5,112.64
	Tanami	0.00	0.00	0.04	0.00	0.00	0.00	0.04
Global	TOTAL	43.96	2,669.33	114.28	29,793.81	607.76	80.81	33,309.94

¹ GRI Standards disclosure 306-4: Waste diverted from disposal.

Estimated hazardous waste disposed: Site level (metric tons)¹

Country/site	Incinerated (with energy recovery)		Incinerated (without energy recovery)		Deep well injected		Landfilled		Other		Total	
	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal		
Africa	Ghana	0.00	0.00	25.48	115.98	0.00	0.00	0.00	7.71	0.00	2.60	151.77
	Ahafo	0.00	0.00	16.40	98.86	0.00	0.00	0.00	0.00	0.00	2.60	117.86
	Akyem	0.00	0.00	9.08	17.12	0.00	0.00	0.00	7.71	0.00	0.00	33.91
Americas: North	U.S.	0.00	0.00	0.00	0.25	0.00	0.00	0.00	56.86	0.00	0.00	57.11
	CC&V	0.00	0.00	0.00	0.25	0.00	0.00	0.00	56.86	0.00	0.00	57.11
	Canada	0.00	0.00	0.00	0.00	0.00	0.00	0.00	701.16	10.23	0.00	711.39
	Éléonore	0.00	0.00	0.00	0.00	0.00	0.00	0.00	231.06	10.23	0.00	241.29
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	470.10	0.00	0.00	470.10
	Mexico	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,386.21	157.70	0.00	1,543.91
	Peñasquito	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,386.21	157.70	0.00	1,543.91
Americas: South	Argentina	0.00	536.00	0.00	58.56	0.00	0.00	0.00	0.00	0.00	105.41	699.97
	Cerro Negro	0.00	536.00	0.00	58.56	0.00	0.00	0.00	0.00	0.00	105.41	699.97
	Suriname	0.00	0.00	325.75	127.66	0.00	0.00	50.51	0.00	0.00	0.00	503.92
	Merian	0.00	0.00	325.75	127.66	0.00	0.00	50.51	0.00	0.00	0.00	503.92
	Peru	0.00	0.00	0.00	0.00	0.00	0.00	0.00	854.48	0.00	0.00	854.48
	Yanacocha	0.00	0.00	0.00	0.00	0.00	0.00	0.00	854.48	0.00	0.00	854.48
Australia	Australia	0.00	0.00	30.95	0.00	0.00	0.00	0.00	247.63	1,799.13	65.77	2,143.48
	Boddington	0.00	0.00	0.68	0.00	0.00	0.00	0.00	247.63	1,799.13	59.77	2,107.21
	Tanami	0.00	0.00	30.27	0.00	0.00	0.00	0.00	0.00	0.00	6.00	36.27
Global	TOTAL	0.00	536.00	382.18	302.45	0.00	0.00	50.51	3,254.05	1,967.06	173.78	6,666.03

¹ GRI Standards Disclosure 306-5: Waste directed to disposal.

Estimated non-hazardous waste disposed: Site level (metric tons)¹

Country/site	Incinerated (with energy recovery)		Incinerated (without energy recovery)		Deep well injected		Landfilled		Other		Total	
	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal	Onsite disposal	Offsite disposal		
Africa	Ghana	0.00	0.00	0.00	0.00	0.00	0.00	580.14	0.00	271.50	0.00	851.64
	Ahafo	0.00	0.00	0.00	0.00	0.00	0.00	526.53	0.00	271.50	0.00	798.03
	Akyem	0.00	0.00	0.00	0.00	0.00	0.00	53.61	0.00	0.00	0.00	53.61
Americas: North	U.S.	0.00	0.00	0.00	17.01	0.00	0.00	0.00	1,118.76	0.00	0.00	1,135.77
	CC&V	0.00	0.00	0.00	17.01	0.00	0.00	0.00	1,118.76	0.00	0.00	1,135.77
	Canada	0.00	0.00	0.00	0.00	0.00	0.00	2,856.56	56.60	0.00	0.00	2,913.16
	Éléonore	0.00	0.00	0.00	0.00	0.00	0.00	1,730.16	18.90	0.00	0.00	1,749.06
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00	1,126.40	37.70	0.00	0.00	1,164.10
	Mexico	0.00	0.00	0.00	0.00	0.00	0.00	2,104.00	0.00	1,146.00	661.20	3,911.20
	Peñasquito	0.00	0.00	0.00	0.00	0.00	0.00	2,104.00	0.00	1,146.00	661.20	3,911.20
Americas: South	Argentina	0.00	0.00	0.00	0.00	0.00	0.00	521.91	817.33	0.00	0.00	1,339.24
	Cerro Negro	0.00	0.00	0.00	0.00	0.00	0.00	521.91	817.33	0.00	0.00	1,339.24
	Suriname	0.00	0.00	0.00	0.00	0.00	0.00	3,501.55	0.00	0.00	0.00	3,501.55
	Merian	0.00	0.00	0.00	0.00	0.00	0.00	3,501.55	0.00	0.00	0.00	3,501.55
	Peru	0.00	0.00	0.00	0.00	0.00	0.00	0.00	895.59	0.00	0.00	895.59
	Yanacocha	0.00	0.00	0.00	0.00	0.00	0.00	0.00	895.59	0.00	0.00	895.59
Australia	Australia	0.00	0.00	4,967.40	0.00	0.00	0.00	6,440.38	556.02	582.00	0.00	12,545.80
	Boddington	0.00	0.00	575.40	0.00	0.00	0.00	924.48	556.02	582.00	0.00	2,637.90
	Tanami	0.00	0.00	4,392.00	0.00	0.00	0.00	5,515.90	0.00	0.00	0.00	9,907.90
Global	TOTAL	0.00	0.00	4,967.40	17.01	0.00	0.00	16,004.54	3,444.30	1,999.50	661.20	27,093.95

¹ GRI Standards Disclosure 306-5: Waste directed to disposal.

Estimated waste generated by type: Trailing five year data^{1,2}

	2017	2018	2019	2020	2021
Total waste rock generated (million tonnes)	346.0	299.7	320.6	285.2	263.5
Total waste rock brought to surface (million tonnes)	N/R	N/R	N/R	283.8	254.1
Total tailings generated (million tonnes)	110.9	112.1	120.7	116.2	119.1
Total hazardous waste generated (thousand tonnes)	12.2	18.4	32.1	18.8	15.5
Total non-hazardous waste generated (thousand tonnes)	38.1	66.9	66.6	52.6	60.4
Elemental mercury (Hg)	26.6	26.9	7.6	24.7	5.2

¹ For a 2021 site-level breakout of tailings, reference the 2021 Site-level tailings by type data table in the Tailings Management section of the Performance Data tables.

² GRI Standards disclosure 306-3: Waste generated; GRI Metals & Mining sector supplement disclosure MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard disclosures EM-MM-150a.6: Total weight of waste rock generated, and EM-MM-150a.7: Total weight of hazardous waste generated.

Health & Safety

EMERGENCY PREPAREDNESS

Rapid Response performance data: Country level¹

	Country ²	No. emergency response simulations and trainings ³	No. Rapid Response team members at this location
Africa	Ghana	6	136
Americas: North	U.S.	2	138
	Canada	3	148
	Mexico	0	36
Americas: South	Argentina	0	51
	Suriname	0	42
	Peru	0	69
	Chile	2	25
Australia	Australia	4	161
Other⁴	Undefined	1	52
Global	Total	18	858

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab and legacy sites.

² Due to the COVID pandemic many response teams had an active emergency response all year long. As such, some leeway was given to the standard requirement that all teams conduct an annual exercise.

³ This does not include the site exercises to support emergency response related to our tailings storage facilities.

⁴ Newmont's response team responsible for legacy sites is shown as 'undefined' as it covers multiple countries.

WORKFORCE SAFETY STATS

Employee-only safety rates: Trailing five year data (per 200,000 hours worked)^{1, 5}

	2017	2018	2019	2020	2021
Fatalities	0	1	0	0	0
Lost Time Injury Frequency Rate (LTIFR) ²	0.30	0.24	0.27	0.18	0.22
Total Recordable Injury Frequency Rate (TRIFR) ³	0.49	0.36	0.41	0.30	0.41
Occupational Illness Frequency Rate (OIFR) ⁴	0.06	0.08	0.07	0.05	0.06

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab, projects, exploration and legacy sites. Former Nevada assets are included in trailing five year data from 2017 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 of 2019. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines.

² Lost time injury, as defined by the ICMM 2021 Health and Safety Performance Indicators Guidance, refers to an occupational injury or disease that results in the worker's inability to perform routine work functions on the next calendar day after the injury is a recordable case. Inability to perform routine work functions includes cases resulting in either assignment of alternate or restricted duty or missed workdays.

³ A recordable injury case is defined as a new case of sufficient severity that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work function on the next calendar day. A recordable disease case is a new disease case in the categories of occupational respiratory disorders (ORD), occupational hearing loss (HL), musculoskeletal disorders (MSD), occupational cancers (OC) and other occupational medical disorders (OOMD).

⁴ Occupational illness includes illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

⁵ GRI Standards disclosures 403-9 (2018): Work-related injuries.

Employee-only safety data: Site level (per 200,000 hours worked)^{1,5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
Africa	4,910,415	0	1	2	0	0.04	0.12	1	0.04
Accra - regional office	196,795	0	0	0	0	0.00	0.00	0	0.00
Ahafo	2,660,796	0	0	1	0	0.00	0.08	0	0.00
Akyem	1,708,293	0	1	1	0	0.12	0.23	0	0.00
Exploration	240,375	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	104,156	0	0	0	0	0.00	0.00	1	1.92
Australia	3,908,567	0	6	1	1	0.36	0.41	6	0.31
Perth - regional office	323,956	0	0	0	0	0.00	0.00	0	0.00
Boddington	1,974,046	0	3	1	1	0.41	0.51	5	0.51
Tanami	1,442,271	0	3	0	0	0.42	0.42	1	0.14
Exploration	111,304	0	0	0	0	0.00	0.00	0	0.00
Projects	52,395	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	4,595	0	0	0	0	0.00	0.00	0	0.00
U.S.	1,896,915	0	1	2	3	0.42	0.63	1	0.11
Denver - headquarters	868,320	0	0	0	0	0.00	0.00	0	0.00
Denver - metallurgy lab	64,800	0	0	0	0	0.00	0.00	1	3.09
CC&V	941,601	0	1	2	3	0.85	1.27	0	0.00
Miami - regional office	15,317	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	6,877	0	0	0	0	0.00	0.00	0	0.00
Canada	3,611,611	0	1	9	4	0.28	0.78	0	0.00
Vancouver - regional office	207,600	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,229,118	0	0	3	3	0.49	0.98	0	0.00
Musselwhite	893,633	0	0	2	0	0.00	0.45	0	0.00
Porcupine	1,276,191	0	1	4	1	0.31	0.94	0	0.00
Legacy Sites	5,069	0	0	0	0	0.00	0.00	0	0.00
Guatemala	44,492	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	44,492	0	0	0	0	0.00	0.00	0	0.00
Mexico	5,630,793	0	3	12	7	0.36	0.78	0	0.00
Peñasquito	5,630,473	0	3	12	7	0.36	0.78	0	0.00
Legacy sites	320	0	0	0	0	0.00	0.00	0	0.00
Argentina	2,952,838	0	0	0	0	0.00	0.00	0	0.00
Cerro Negro	2,952,838	0	0	0	0	0.00	0.00	0	0.00
Suriname	2,624,097	0	0	0	1	0.08	0.08	0	0.00
Merian	2,624,097	0	0	0	1	0.08	0.08	0	0.00
Peru	2,009,400	0	0	1	2	0.20	0.30	0	0.00
Yanacocha	2,009,400	0	0	1	2	0.20	0.30	0	0.00

Employee-only safety data: Site level (per 200,000 hours worked)^{1,5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
North America	138,737	0	0	0	0	0.00	0.00	0	0.00
Exploration	138,737	0	0	0	0	0.00	0.00	0	0.00
South America	696,683	0	0	0	1	0.29	0.29	0	0.00
Exploration	305,477	0	0	0	1	0.65	0.65	0	0.00
Projects	391,206	0	0	0	0	0.00	0.00	0	0.00
TOTAL	28,424,548	0	12	27	19	0.22	0.41	8	0.06

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab, projects, exploration and legacy sites. Newmont does not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

² Medical treatment is defined as occurring when an injury or disease requires a higher degree of patient management to ensure a full recovery. At a minimum, the following are considered medical treatment beyond first aid: suturing of wounds, treatment of fractures, treatment of bruises by drainage of blood, treatment of second and third degree burns, or providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms.

³ Lost time injury, as defined by the ICMM 2021 Health and Safety Performance Indicators Guidance, refers to an occupational injury or disease that results in the worker's inability to perform routine work functions on the next calendar day after the injury is a recordable case. Inability to perform routine work functions includes cases resulting in either assignment of alternate or restricted duty or missed workdays.

⁴ A recordable injury case is defined as a new case of sufficient severity that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work function on the next calendar day. A recordable disease case is a new disease case in the categories of occupational respiratory disorders (ORD), occupational hearing loss (HL), musculoskeletal disorders (MSD), occupational cancers (OC) and other occupational medical disorders (OOMD).

⁵ GRI Standards disclosures 403-9 (2018): Work-related injuries.

Contractor-only safety rates: Trailing five year data (per 200,000 hours worked)^{1,5}

	2017	2018	2019	2020	2021
Fatalities	0	6	0	0	0
LTIFR ²	0.17	0.27	0.18	0.23	0.15
TRIFR ³	0.43	0.44	0.41	0.36	0.31
OIFR ⁴	0.01	0.11	0.06	0.08	0.03

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⁴ Occupational illness includes illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

⁵ GRI Standards disclosures 403-9 (2018): Work-related injuries.

Contractor-only safety data: Site level (per 200,000 hours worked)^{1,5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
Africa	9,108,811	0	1	3	0	0.02	0.09	3	0.07
Accra – regional office	130,144	0	0	0	0	0.00	0.00	0	0.00
Ahafo	6,416,392	0	1	1	0	0.03	0.06	0	0.00
Akyem	1,761,792	0	0	0	0	0.00	0.00	3	0.34
Africa Exploration	653,952	0	0	2	0	0.00	0.61	0	0.00
Ahafo North project	146,531	0	0	0	0	0.00	0.00	0	0.00
Australia	4,214,390	0	6	5	4	0.47	0.71	3	0.14
Perth – regional office	14,567	0	0	0	0	0.00	0.00	0	0.00
Boddington	2,176,966	0	5	1	3	0.73	0.83	2	0.18
Tanami	1,298,750	0	1	3	1	0.31	0.77	0	0.00
Exploration	190,475	0	0	0	0	0.00	0.00	0	0.00
Projects	526,406	0	0	1	0	0.00	0.38	1	0.38
Legacy sites	7,226	0	0	0	0	0.00	0.00	0	0.00
U.S.	1,067,335	0	0	3	0	0.00	0.56	0	0.00
Denver – headquarters	814,320	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	8,640	0	0	1	0	0.00	23.15	0	0.00
CC&V	142,086	0	0	1	0	0.00	1.41	0	0.00
Miami – regional office	96,373	0	0	1	0	0.00	2.08	0	0.00
Legacy sites	5,916	0	0	0	0	0.00	0.00	0	0.00
Canada	2,216,118	0	0	10	1	0.09	0.99	0	0.00
Vancouver – regional office	157,776	0	0	0	0	0.00	0.00	0	0.00
Éléonore	695,280	0	0	3	0	0.00	0.86	0	0.00
Musselwhite	428,616	0	0	1	1	0.47	0.93	0	0.00
Porcupine	934,202	0	0	6	0	0.00	1.28	0	0.00
Legacy Sites	244	0	0	0	0	0.00	0.00	0	0.00
Guatemala	224,862	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	224,862	0	0	0	0	0.00	0.00	0	0.00
Mexico	7,664,066	0	0	3	5	0.13	0.21	0	0.00
Peñasquito	7,636,786	0	0	3	5	0.13	0.21	0	0.00
Legacy sites	27,280	0	0	0	0	0.00	0.00	0	0.00
Argentina	1,421,528	0	0	2	0	0.00	0.28	0	0.00
Cerro Negro	1,421,528	0	0	2	0	0.00	0.28	0	0.00
Suriname	1,533,707	0	2	0	0	0.26	0.26	0	0.00
Merian	1,533,707	0	2	0	0	0.26	0.26	0	0.00
Peru	7,529,160	0	1	3	3	0.11	0.19	0	0.00
Yanacocha	7,529,160	0	1	3	3	0.11	0.19	0	0.00

Contractor-only safety data: Site level (per 200,000 hours worked)^{1,5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
North America	236,204	0	0	0	1	0.85	0.85	0	0.00
Exploration	236,204	0	0	0	1	0.85	0.85	0	0.00
South America	3,165,804	0	1	2	3	0.25	0.38	0	0.00
Exploration	723,792	0	1	1	2	0.83	1.11	0	0.00
Projects	2,442,012	0	0	1	1	0.08	0.16	0	0.00
Total	38,381,985	0	11	31	17	0.15	0.31	6	0.03

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² Medical treatment is defined as occurring when an injury or disease requires a higher degree of patient management to ensure a full recovery. At a minimum, the following are considered medical treatment beyond first aid: suturing of wounds, treatment of fractures, treatment of bruises by drainage of blood, treatment of second and third degree burns, or providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms.

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⁵ GRI Standards disclosures 403-9 (2018): Work-related injuries.

Combined safety rates: Trailing five year data (per 200,000 hours worked)^{1,5}

	2017	2018	2019	2020	2021
LTIFR ²	0.23	0.26	0.22	0.21	0.18
TRIFR ³	0.46	0.40	0.41	0.33	0.35
OIFR ⁴	0.03	0.10	0.06	0.07	0.04

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab, projects, exploration and legacy sites. Former Nevada assets are included in trailing five year data from 2017 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 of 2019. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines.

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⁴ Occupational illness includes illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

⁵ GRI Standards disclosure 403-9 (2018): Work-related injuries, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-320a.1: MSHA all incidence rate, fatality rate and near miss frequency rate.

Workforce injury frequency rate: Trailing five year data (per 200,000 hours worked)^{1,5}

	2017	2018	2019	2020	2021
TRIFR ²	0.46	0.40	0.41	0.33	0.35
LTIFR ³	0.23	0.26	0.22	0.21	0.18
Permanently Disabling Injury/Illness (PDI) ⁴	0	0	0.003	0	0

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab, projects, exploration and legacy sites. Former Nevada assets are included in trailing five year data from 2017 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 of 2019. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines.

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⁴ As part of the updated reporting requirements that went into effect on January 1, 2018, our Serious Injury Frequency Rate (SIFR) classification has changed to Permanently Disabling Injury/Illness (PDI).

⁵ GRI Standards disclosure 403-9 (2018): Work-related injuries, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-320a.1: MSHA all incidence rate, fatality rate and near miss frequency rate.

Combined safety rates: Site level (per 200,000 hours worked)^{1,5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
Africa	14,019,226	0	2	5	-	0.03	0.10	4	0.06
Accra – regional office	326,939	0	0	0	0	0.00	0.00	0	0.00
Ahafo	9,077,188	0	1	2	0	0.02	0.07	0	0.00
Akyem	3,470,085	0	1	1	0	0.06	0.12	3	0.17
Exploration	894,327	0	0	2	0	0.00	0.45	0	0.00
Ahafo North project	250,687	0	0	0	0	0.00	0.00	1	0.80
Australia	8,122,957	0	12	6	5	0.42	0.57	9	0.22
Perth – regional office	338,523	0	0	0	0	0.00	0.00	0	0.00
Boddington	4,151,012	0	8	2	4	0.58	0.67	7	0.34
Tanami	2,741,021	0	4	3	1	0.36	0.58	1	0.07
Exploration	301,779	0	0	0	0	0.00	0.00	0	0.00
Projects	578,801	0	0	1	0	0.00	0.35	1	0.35
Legacy sites	11,821	0	0	0	0	0.00	0.00	0	0.00
U.S.	2,964,250	0	1	5	3	0.27	0.61	1	0.07
Denver headquarters	1,682,640	0	0	0	0	0.00	0.00	0	0.00
Denver metallurgy lab	73,440	0	0	1	0	0.00	2.72	1	2.72
CC&V	1,083,687	0	1	3	3	0.74	1.29	0	0.00
Miami – regional office	111,690	0	0	1	0	0.00	1.79	0	0.00
Legacy sites	12,793	0	0	0	0	0.00	0.00	0	0.00
Canada	5,827,729	0	1	19	5	0.21	0.86	0	0.00
Vancouver – regional office	365,376	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,924,398	0	0	6	3	0.31	0.94	0	0.00
Musselwhite	1,322,249	0	0	3	1	0.15	0.61	0	0.00
Porcupine	2,210,393	0	1	10	1	0.18	1.09	0	0.00
Legacy Sites	5,313	0	0	0	0	0.00	0.00	0	0.00
Guatemala	269,354	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	269,354	0	0	0	0	0.00	0.00	0	0.00
Mexico	13,294,859	0	3	15	12	0.23	0.45	0	0.00
Peñasquito	13,267,259	0	3	15	12	0.23	0.45	0	0.00
Legacy sites	27,600	0	0	0	0	0.00	0.00	0	0.00
Argentina	4,374,366	0	0	2	0	0.00	0.09	0	0.00
Cerro Negro	4,374,366	0	0	2	0	0.00	0.09	0	0.00
Suriname	4,157,804	0	2	0	1	0.14	0.14	0	0.00
Merian	4,157,804	0	2	0	1	0.14	0.14	0	0.00
Peru	9,538,560	0	1	4	5	0.13	0.21	0	0.00
Yanacocha	9,538,560	0	1	4	5	0.13	0.21	0	0.00

Combined safety rates: Site level (per 200,000 hours worked)^{1, 5}

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries ²	Lost day injuries	LTIFR (lost time) ³	TRIFR (total recordable) ⁴	Recordable illnesses	OIFR (occupational illness)
North America	374,941	0	0	0	1	0.53	0.53	0	0.00
Exploration	374,941	0	0	0	1	0.53	0.53	0	0.00
South America	3,862,487	0	1	2	4	0.26	0.36	0	0.00
Exploration	1,029,269	0	1	1	3	0.78	0.97	0	0.00
Projects	2,833,218	0	0	1	1	0.07	0.14	0	0.00
Total	66,806,533	0	23	58	36	0.18	0.35	14	0.04

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes all regional offices, corporate headquarters, the Denver metallurgy lab, projects, exploration and legacy sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

² Medical treatment is defined as occurring when an injury or disease requires a higher degree of patient management to ensure a full recovery. At a minimum, the following are considered medical treatment beyond first aid: suturing of wounds, treatment of fractures, treatment of bruises by drainage of blood, treatment of second and third degree burns, or providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms.

³ Lost time injury, as defined by the ICMM 2021 Health and Safety Performance Indicators Guidance, refers to an occupational injury or disease that results in the worker's inability to perform routine work functions on the next calendar day after the injury is a recordable case. Inability to perform routine work functions includes cases resulting in either assignment of alternate or restricted duty or missed workdays.

⁴ A recordable injury case is defined as a new case of sufficient severity that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work function on the next calendar day. A recordable disease case is a new disease case in the categories of occupational respiratory disorders (ORD), occupational hearing loss (HL), musculoskeletal disorders (MSD), occupational cancers (OC) and other occupational medical disorders (OOMD).

⁵ GRI Standards disclosure 403-9 (2018): Work-related injuries, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-320a.1: MSHA all incidence rate, fatality rate and near miss frequency rate.

Safety trainings: Site level^{1, 2, 4}

	General safety training			Topic-specific safety training ³		
	Number of trainings	Duration (hours)	Number of people trained	Number of trainings	Duration (hours)	Number of people trained
Africa	25	12,931	2,783	117	17,032	7,545
Accra – regional office	6	69	18	13	68	30
Ahafo	10	8,579	1,886	57	11,861	5,368
Akyem	9	4,283	879	47	5,103	2,147
Australia	1,013	6	1,013	259	163	1,010
Perth – regional office	0	0	0	0	0	0
Boddington	846	5	846	161	65	739
Tanami	167	1	167	98	98	271
U.S.	16	11	595	12	17	586
Denver – headquarters	0	0	0	1	8	18
Denver – metallurgy lab	12	1	55	1	8	28
CC&V	4	10	540	10	1	540
Miami – regional office	0	0	0	0	0	0
Mexico	111	5,100	510	24	2,940	293
Peñasquito	111	5,100	510	24	2,940	293
Argentina	801	1,225	12,111	198	313	5,941
Cerro Negro	801	1,225	12,111	198	313	5,941
Suriname	1,091	3,623	5,143	746	2,163	3,507
Merian	1,091	3,623	5,143	746	2,163	3,507

Safety trainings: Site level^{1, 2, 4}

	General safety training			Topic-specific safety training ³		
	Number of trainings	Duration (hours)	Number of people trained	Number of trainings	Duration (hours)	Number of people trained
Peru	106	848	1,850	2,010	32	2,010
Yanacocha	106	848	1,850	2,010	32	2,010
Canada	3,358	12,961	7,461	2,287	8,986	3,821
Musselwhite	567	2,617	567	475	1,241	2,042
Eleonore	594	2,398	719	1,710	6,825	1,056
Porcupine	2,197	7,946	6,175	102	920	723
TOTAL	5,720	35,480	19,355	5,455	31,332	18,772

¹ Note that emergency response training data is omitted from this SASB 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 The reporting boundary for this disclosure falls outside of the report's scope and includes Accra, Africa regional office; Denver corporate headquarters and metallurgy lab; Perth, Australia regional office; and Miami, South America regional office.

³ 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.

⁴ GRI Standards disclosure 403-5 (2018): Worker training on occupational health and safety; SASB Metals & Mining Sustainability Accounting Standard EM-MM-320a.1. (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees. Reference Emergency Preparedness data tables for relevant training and simulation data for 2021.

Social

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activity: Site level^{1, 2}

	Country/site	Sites where ASM activity occurred in 2021
Africa	Ghana	
	Ahafo	Yes
	Akyem	No
Americas: North	U.S.	
	CC&V	No
	Canada	
	Éléonore	No
	Musselwhite	No
	Porcupine	No
	Mexico	
Peñasquito	No	

	Country/site	Sites where ASM activity occurred in 2021
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 2021 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.

² GRI Standards disclosure: GRI Mining & Metals Sector Supplement 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.

COMMUNITY DEVELOPMENT

Community development leading practices: Site level³

	Country/site	Site coordinates with other agencies for social and community development programs	Sites has procedures for identifying and protecting subsistence-related resources of local communities ¹	Site engaged in community infrastructure development in 2021 ²
Africa	Ghana			
	Ahafo	Yes	Yes	Yes
	Akyem	Yes	Yes	No
Americas: North	U.S.			
	CC&V	Yes	Yes	No
	Canada			
	Éléonore	Yes	Yes	Yes
	Musselwhite	Yes	Yes	Yes
	Porcupine	Yes	Yes	No
	Mexico			
Peñasquito	Yes	Yes	Yes	
Americas: South	Argentina			
	Cerro Negro	Yes	Yes	No
	Suriname			
	Merian	Yes	Yes	Yes
	Peru			
Yanacocha	Yes	Yes	No	
Australia	Australia			
	Boddington	Yes	Yes	No
	Tanami	Yes	Yes	Yes

¹ Subsistence-related resources include water, plants and wildlife.

² Community infrastructure projects are defined as non-core business projects that have no direct business benefit to Newmont.

³ GRI Standards disclosure 413-1: Operations with local community engagement, impact assessments and development programs.

ACTUAL OR POTENTIAL NEGATIVE COMMUNITY IMPACTS

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site		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
Africa	Ghana						
	Ahafo	Loss of livelihoods related to physical and economic displacement due to the Awonsu and Apensu pit expansion projects and the Subika East waste dump expansion	<p>Conducted independent study to identify households affected by projects</p> <p>Developed a resettlement action plan (RAP) and/or livelihood action plan (LAP) to address the impacts of resettlement</p> <p>Formed committee led by community leaders to approve plans for resettlement, payment of adequate compensation and/or establishment of alternative livelihood support</p>	Population influx due to mining activities resulting in increased pressure on social amenities and social disruptions (e.g., illegal mining, increase in crimes, gender imbalance, alcoholism) within the communities	<p>Directly, indirectly and through the Ahafo Development Foundation (NADeF), invest in social infrastructure and service (education, health, water and sanitation)</p> <p>Implement Artisanal and Small-Scale Mining (ASM) strategy to address illegal mining incursions</p>	Drowning of two teenagers in the Water Storage Facility (WSF)	<p>Engaged Traditional Authorities and inhabitants around the WSF</p> <p>Informed regulators (MINCOM, Water Resources Commission and Environmental Protection Agency (EPA)) of the incident and supported investigations commissioned by MINCOM</p> <p>Implemented recommendations from MINCOM:</p> <ul style="list-style-type: none"> Commissioned the designing and mounting of signages around the area; Increased community safety patrol team from 10 - 20 personnel; Engaged with WRC on application to reduce the size of the WSF; and Obtained a permit renewal from WRC on long-term mechanical discharge of the WSF. <p>Performed pacification rituals at the area by Traditional Authorities to prevent future occurrence</p> <p>Visited and provided financial support to bereaved families for the funeral rites</p>
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Impact of resettlement construction activities at Kenyasi No. 1 on farmlands downstream	<p>Engaged the affected farmers within the area and followed up with field inspection with the land access and operation services department to assess the level of impact</p> <p>The farms within the disturbed area have been surveyed and are awaiting compensation payment</p> <p>The Company has constructed berms to prevent silt run-off to other neighboring farms</p>	Loss of livelihoods and assets due to physical and economic displacement of inhabitants in relation to the Awonsu Oxide and the TSF expansion projects	<p>Engaged relevant stakeholders including traditional authorities, government officials and the affected persons on the project and its impact</p> <p>Conducted the following baseline surveys: socio-economic baseline of the affected households, Vulnerability studies and assessment to help identify the vulnerable households who need support</p> <p>Developed collaborative Resettlement/Livelihood Action Plans (RLAPs) and agreements for the implementation of resettlement and asset compensation</p> <p>Provided adequate compensation in the form of cash and resettlement for the Affected Persons</p>	N/A	N/A

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site		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
Africa	Ghana						
	Akyem	Complaints of building cracks attributed to blasting activities at the mine	<p>Formed a joint Company-Community-District Assembly committee for engagement and resolution planning</p> <p>Inspection of cracked buildings by company employees (Complaints and Grievance Coordinators and Environmental Coordinators) and the Mineral Commission personnel to assess and discuss with the complainants</p> <p>Use of already-established complaints and grievances process to enable community members to lodge complaints. When relevant, categorize complaints as tier 3 to involve legal resolution mechanisms, and agree to a third-party (regulatory) assessment of cracks for adjudication at the direction of a court of law</p>	Damage to farms (flooding) due to exploration activities	<p>Provide complaints and grievances process for community members to lodge complaints on flooding of farms</p> <p>Provide fair and equitable compensation to those with affected farms</p>	Flooding and destruction of crops through discharge of water from the Sediment Control Structures (SCSS) and Exploration Drills	<p>Used the established complaints and grievances process to enable community members to lodge complaints on flooding of farms</p> <p>Inspection of the flooded area to verify the claim</p> <p>Compensation payment for affected crops/farms</p>
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Loss of livelihoods of affected persons due to economic and physical displacement	<p>Implemented the recommendations of the Project Affected Persons Socio-economic Assessment such as the Akyem Social Protection Program and the Agricultural Improvement Program</p> <p>Followed through from discussions on the implementation of the Alternative Livelihood Program</p>	N/A	N/A	N/A	N/A
Americas: North	U.S.						
	CC&V	Air quality/dust	<p>Provide general complaints and grievances mechanisms for community to lodge concerns</p> <p>Address concerns at community meetings and open houses</p> <p>Conduct one-on-one meetings as requested</p>	Complaints associated with the mine's blasting activities	<p>Provide general complaints and grievances mechanisms for community to lodge concerns</p> <p>Address concerns at community meetings, open houses, and on individual basis as appropriate</p> <p>Blasting vibration grievance resolution program includes third-party facilitation of claims</p>	Complaints related to noise generated by mining activities (e.g., back-up alarms)	Provide general complaints and grievances mechanisms for community members to lodge concerns
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Local business development issue related to access to public parking near offices in the towns of Cripple Creek and Victor	Provide general complaints and grievances mechanism for community members to lodge concerns	N/A	N/A	N/A	N/A

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site							
Americas: North	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	<p>Provide formal Complaints and Grievances mechanism for the land users to lodge grievances and for Newmont to track the follow-up on the matter</p> <p>Communicate grievances to transportation companies and call for an action plan to address matter</p> <p>Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits</p> <p>Continue radar campaign to catch speeding transport trucks</p> <p>Installed radar on the roads</p>	Influx of non-native hunters on Cree territory during moose season via the access road to Éléonore mine	<p>Using 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</p> <p>Collaborating with the Cree Nation government to deploy game wardens on the territory during moose season</p>	Bears caught at a landfill consuming garbage have been relocated from one trapline to another near Cree Camps, and may lead to the harvesting of contaminated bears.	Consultation with Tallyman of the affected trapline to agree on a specific location where to relocate bears without impacting the safety of the land users
	Musselwhite	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
		Concern with excessive speed of transport trucks hauling materials to site through the communities of Mishkeegogamang (highway is the local community main road) and Pickle Lake. Related impacts to First Nation community members traveling on NORD Road to North Caribou from excessive speed and rocks flying on passing vehicles	<p>Provide notification to transport carriers through letter and telephone calls</p> <p>Request community members provide license plate numbers, truck company identification and any other information</p>	Loss of use and noise impacts from the mine on local land users	<p>Provide trappers compensation for area immediately impacted by mine infrastructure (however, noise travels past the area designated as loss of use)</p> <p>Install noise silencers on ventilation raises and diesel generators</p>	Dusting issues from the tailings storage facility	<p>Include irrigation system in budget</p> <p>Create a spigotting process to ensure area maintains saturation</p> <p>Develop a plan to conduct hydroseeding on potential dusting sources</p>
	Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6	
	Complaint from Windigo Community Development Corporation regarding Windigo contract and treatment of Windigo Catering contract employees	<p>Directly discussed the concerns with the Chair and CEO of Windigo First Nation Council through CEO letter, phone calls and face-to-face meetings</p> <p>Held meeting with the operating site to address the concerns raised and address next steps</p> <p>Collaborated with the Chair and CEO of Windigo First Nation Council and the Director of Finance for Windigo Community Development Corporation (WCDC) to discuss the specific issues of concern related to the Windigo Catering contract</p> <p>Finalized a one-year extension of the Windigo contract with updated wages and continue to progress work on an improved long-term contract</p>	Windigo housekeeping concern during COVID outbreak	<p>Performed an investigation with housekeeping staff to understand timing of potential event and it was determined that housekeepers did clean rooms of positive cases prior to site management and the health unit being aware that they were positive for COVID-19</p> <p>Letter was sent to Windigo Catering to address issue</p>	Communication challenges during community crisis	Made adjustments to the communications protocols within the site's Security teams to ensure security staff are properly trained on providing levels of response appropriate for each community situation	

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site							
Americas: North	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
		Porcupine	Impact to local residents and land users from dust originating from the Hollinger open pit, haul road traffic and Dome tailings facility	Monitor air quality in real time via monitoring stations and dust collection stations Issue early dust detection notifications Conduct annual audit of dust monitoring equipment Ensure compliance to Best Management Plan for calcium application in the spring and throughout summer Regularly apply water and conduct cleaning activities Engage the community on performance via Hollinger Project Community Advisory Committee	Impact of vibrations/overpressure, to local residents and other local land users, originating from blasting activities in the Hollinger Open Pit	Monitoring of real-time vibration, monitoring stations and vibration alerts Schedule blasts designed to comply with regulatory guidelines and to occur primarily during the week with an effort to not blast on statutory holidays and weekends Perform annual vibration audits Study the impact of overpressure on the community Ensure compliance to the Hollinger Open Pit Best Management Plan Implemented a Property Damage Claim and Resolution Program and ensure community engagement on performance (Hollinger Project Community Advisory Committee)	Impact of noise to local residents/cottagers and other local land users, originating from Hollinger Open Pit Operations and Borden's exploration activities
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Impact of safety, to local residents and users of highway corridor between Timmins and Chapleau, originating from Borden's ore hauling	Additional worker awareness around truck inspections to mitigate fly rock Driver safety system installed in all haul trucks as part of fatigue management Regular site entrance maintenance/housekeeping, including paving Borden entrance to reduce dust and material from getting onto highway Implemented a day-shift only haul to reduce risk of collision with traffic/wildlife	N/A	N/A	N/A	N/A
	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	Cessation (periodic or continuous) of runoff water to the communities neighboring the mine operations	Implementation of the following process to address the impact/concern: Receive and address the concern Carry out an investigation process that includes a technical report to determine the degree of impact Establish a mitigation plan and/or compensation plan	Sediment drawn onto plots in the communities neighboring the mine operations	Implementation of the following process to address the impact/concern: Receive and address the concern Carry out an investigation process that includes a technical report to determine the degree of impact Establish a mitigation plan and/or compensation plan	Drawdown of well water levels at irrigation sites within the communities neighboring the mine operations

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site							
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	Increased demand for public and private services and infrastructure in Perito Moreno	Work continues with the Inter-American Development Bank (IDB) to prioritize the needs within the locality and local development projects Work continues in reviewing the Contribution Agreement (previously called the Municipal Trust) in order to finance a portion of the local priorities Continued progress on the implementation of the signed LAT (High Voltage Line) Agreement with the Provincial Government to connect Perito Moreno to the national power grid	Local economic impacts including an increase in the cost of living	Help diversify the local economy through collaborative efforts with the IDB Present to the local government (and socialize with the provincial government) plans to foster other non-mining activities (agriculture and livestock, tourism, etc.) and create new opportunities for the local community Constructed new houses with the municipality to help relieve pressure on housing demands	Community expectation of local employment and local supplier spend	Provide transparent communications and information on commitments undertaken and report on their status to authorities and groups in the community Produce annual Community Contribution Report and Value Creation and Distribution Report, detailing commitments
	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	Improve the functional capabilities of the Community Development Fund (CDF)	Revised the CDF Board and provided support to ensure the CDF functions effectively and successfully executes projects for the Pamaka community Provide support with meetings between the CDF and the Pamaka community	Improve employment opportunities	Engaged consultant, who advised Newmont to consider training a selected group of community members for employment opportunities Executing programs such as vocational training among community members to develop key skills that are applicable to a variety of job opportunities, including those outside of the mine (examples include different modules of textile training and excavator operator training)	Complaints related to contractors driving at the junction of Mora Kondre and Kraboe Olo	Ongoing communications with Newmont's Health and Safety and Supply Chain departments, the relevant contractors using this road, and the complainants	
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
Merian	Excessive dust and speeding causing contaminated water and nuisance in communities along the transport route	Purchased a bigger truck for road wetting, which will be used until a more long-term solution has been implemented	Complaints related to damage caused by a vessel of Newmont's contractor in the Cottica River	Immediately analyzed the evidence submitted by the complainant through SCM prior to contacting the complainant Initiated a field visit to the location with the SCM department (logistics) and the contractor to have a better idea of the damage as part of the investigation Constructed a new dock for the community to use, since the dock is a very important place for community use (i.e., to bathe, wash dishes, etc.)	N/A	N/A	

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site		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
Americas: South	Peru						
	Yanacocha	Incursions into the Yanacocha area of operations by local-local entrepreneurs/contractors demanding contracting opportunities	<p>Developed action plan to:</p> <ul style="list-style-type: none"> Explain to local entrepreneurs the current hiring policy, the business context of Yanacocha, the opportunities that are being generated, as well as the limitations to meet the expectations of new business opportunities Implemented plan for increasing local employment and local-local contractor opportunities in accordance with Yanacocha's business plan Communicate job opportunities at Yanacocha to authorities and village leaders 	Complaints from the Canal Tual users claiming the water catchment area has been reduced due to mining activities	<p>Formed a task force led by the Cajamarca Water Authority, the canal users and Yanacocha (2017)</p> <p>Developed the Water Availability Study and Water Use Plan for the Quebrada Pampa Larga Hydrographic Unit (2018)</p> <p>Installed a roundtable for dialogue and negotiations with Canal Tual users to determine the volume of water affected, and the environmental and social mitigation measures needed (2019)</p>	Complaints regarding turbidity in the El Chorro spring water that supplies the drinking water system (SAP) of the Totorococha farmhouse, and claims that the turbidity was caused by drilling related to the China Linda quarry hydrogeological study	<p>Established a commission that includes the Office of Social Management of the Ministry of Energy and Mines-Cajamarca, Sub-Prefecture of Bambamarca, water users and Yanacocha mine</p> <p>Reached agreement to recognize the social discomfort of 80 SAP users, improve and extend the SAP, and prepare both a technical study for the biodigester project and a technical profile for the improvement of a 4 kilometer road</p>
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Strong winds lifted up the geomembrane from a slope in the Raw Water Pond, resulting in a spillage of process flow into the Cushuro creek, near the property of third parties	MYSRL reported the incident to the authority, conducted environmental monitoring, cleaned up the creek and reached agreements with the families involved to provide support to their community	The canals in the Tres Tingos Quinoa Totoro sector capture more water than they have been authorized to, causing lack of water in water canals downstream, and prompting users of the canal to demand an increase in discharge in the San Jose creek	<p>Restarted the technical discussion table with the canal users, led by the Water Authority</p> <p>Reached an agreement to create a work group to develop a project to solve the lack-of-water problem</p>	N/A	N/A

Actual and/or potential community impacts and mitigation responses: Site level¹

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		Perception of unmet community expectations exacerbated by lack of visibility/participation in the community, low awareness of social investments, higher vacancy rates of company-owned houses and a lack of development of the Banksia Estate residential subdivision	<p>Refined stakeholder engagement management and social investment planning and implementation</p> <p>Leveraged greater employee volunteer participation in strategic and local community investment initiatives</p>	Concerns raised regarding the potential future cumulative amenity impacts (e.g., changes in noise and vibration levels, visual amenity, air quality and the feeling of safety) as a result of Newmont operations and BHP's South 32 operations	<p>Formally engaged with South 32 via the South West Biodiversity Partnership</p> <p>Indirectly approached via investment partners to co-contribute to existing strategic investment partnerships that address local environmental and water impacts</p> <p>Within the Community Reference Group (CRG), developed an overview of the South 32 and Newmont tenements, overlays and intersections created an agreement scope of collaboration to address potential cumulative environmental impacts</p>	Local Government Authority (LGA) and town of Boddington desire to reduce economic dependency on mining operations	<p>Continue to consider and scope options for discretionary investments in local economic development and diversification</p> <p>Leverage opportunities through membership in the Hotham Williams Economic Development Alliance (HWEDA) and participation in regional economic development initiatives</p>
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
	Local employment	Locally advertise positions and encourage suppliers/business partners to recruit local people through criteria in tenders, employment pathways specific to local Indigenous people and the availability of scholarships through tertiary institutions	A negative perception that the operation is maintaining its mining cap accommodations and encouraging drive-in, drive-out (DIDO) workers rather than supporting local economic growth through hiring from the local community	<p>Engage in ongoing dialogue with the communities on Newmont's policies supporting local residency by workers</p> <p>Facilitate opportunities for greater interaction between the camp workforce and the community</p>	Traffic concerns related to the heavy vehicle and truck movements through Boddington and the surrounding area (Bannister Road)	<p>Serve as a member of the Industry Road Safety Alliance South West</p> <p>Implement curfews for transporting copper concentrate to reduce trucking during sensitive times of the day (e.g., end of school day)</p> <p>Proactive engagement and communication with community via the Community Reference Group (CRG), sustained membership Industry Road Safety Alliance and consistent communication with Shire of Boddington regarding road closures, changes to trucking schedules to account for community events, peak traffic flow periods and update of truck fleet with additional safety and communications features</p> <p>Engage Port Superintendent in related complaints and ensure all necessary information including truck safety management systems, driver fatigue, speed geo-fencing and camera footage that is referenced to ensure complaints are investigated to ensure contractor accountability and resolution to complainants' satisfaction</p>	

Actual and/or potential community impacts and mitigation responses: Site level¹

Country/site							
Australia	Australia	Impact #7	Sample(s) of management response to mitigate impact #7	Impact #8	Sample(s) of management response to mitigate impact #8	Impact #9	Sample(s) of management response to mitigate impact #9
	Boddington	Truck noise on Gold Mine Road	Proactive engagement with local residents, Shire of Boddington and concentrate truck transport contractors Engage an independent noise consultant to conduct monitoring campaign/locations informed by stakeholder complaints/grievances and communication of monitoring campaign outcomes	Blast noise & vibration	Proactive communication with noise sensitive neighbors - blast teams identify potential for elevated blast noise or vibration impact risks, detail environmental factors and mitigation actions to limit impacts that are communicated to noise sensitive neighbors Feedback from noise sensitive neighbors is requested and provided to blast teams to complete communication loop & to inform blast design and planning improvements	N/A	N/A
		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	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); progressed the analysis in 2020 and 2021	Potential impact to significant cultural resources, including sacred trees, associated with the Tanami airfield extension project, including safety concerns	Engaged Central Land Council (CLC) as agents for Traditional Owners (TO) and external experts including legal, aviation regulators, anthropologists, ecologists and safety professionals to discuss options, processes and plans that achieve a suitable outcome that meets relevant statutory requirements and TO commitments Presented Sacred Site Clearance Certificate Application (SSCCA) and conducted subsequent presentation and consultation on options during the Traditional Owner Liaison Committee meeting Progressed planning for on-ground cultural heritage site visit with relevant TOs to consider options.	Indigenous participation specific to employment and procurement	Revised Indigenous recruitment and training procedures Included a discrete Indigenous people engagement domain in a revised and extended stakeholder engagement management plan (SEMP) Developed an Indigenous Employment Pathways (IEP) Steering Committee and annual action plan
		Impact #4	Sample(s) of management response to mitigate impact #4	Impact #5	Sample(s) of management response to mitigate impact #5	Impact #6	Sample(s) of management response to mitigate impact #6
		Maintenance of CMA force majeure regarding medical support and front gate closure and removal of community support due to COVID-19 interaction safety risks	Sustained engagement and direct communication with Central Land Council (CLC) and Traditional Owners including radio community service announcements, updates in key stakeholder forums and implementation of front gate closure Creation of emergency service support protocols	Contractor employee introduction of COVID-19 to NT Central Australia & site event including potential Yapa Crew & Warlpiri exposures	Sustained engagement, communications and support including via NT government Central Land Council, Traditional Owner forums, Yapa Crew demobilization and community service announcement communications	Operational shutdown due to COVID-19 - flow on impact to royalty and land access agreement statutory payments	Sustained engagement and direct communication with Central Land Council (CLC) and Traditional Owners including radio community service announcements and transparent updates in key stakeholder forums

¹ GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site.

COMPLAINTS AND GRIEVANCES

Complaints and grievances due in 2021: Site level^{1, 5}

	Country/site	Number received	Percent resolved within 30 days ⁴
Africa	Ghana	242	
	Ahafo	140	99%
	Akyem	102	100%
Americas: North	U.S.	11	
	CC&V	11	91%
	Canada	67	
	Éléonore	15	100%
	Musselwhite	3	100%
	Porcupine	49	100%
	Mexico	82	
	Peñasquito	82	100%
Americas: South	Argentina	50	
	Cerro Negro	50	100%
	Suriname	6	
	Merian	6	100%
	Peru	0	
	Yanacocha ²	0	N/A
Australia	Australia	3	
	Boddington	3	100%
	Tanami ³	0	N/A
Global	TOTAL	461	99%

¹ Tier 1 complaints received in 2021. Tier 1 complaints are those that can be addressed directly between Newmont and complainant(s).

² Yanacocha received 49 Tier 2 complaints in 2021 involving our contractors and former employees where Newmont serves as a mediator to bring resolution but the complaint is not directly resolvable by Newmont.

³ Tanami received zero complaints in 2021, across all tiers.

⁴ This includes complaints and grievances received from December 2, 2020 through December 1, 2021.

⁵ GRI Standards disclosure 102-44: Stakeholder key topics and concerns raised.

Complaints and grievances by category, received in 2021^{1, 3}

	Number received ²	Percent of total
Access to vital resources (i.e., water, land)	2	0.3%
Accounts payable	4	0.6%
Affects relationship with key stakeholder	1	0.2%
Air quality/dust	6	1.0%
Blast events	5	0.8%
Business partners	66	10.5%
Community investment	3	0.5%
Compensation practices	221	35.1%
Consultation and access to information	30	4.8%
Cultural resources/heritage sites	2	0.3%
Education/training	4	0.6%
Employment and labor issues	14	2.2%
Environment	3	0.5%
Health and safety, transport	1	0.2%
Lack of engagement and consultation	2	0.3%
Land access	83	13.2%
Land use and/or access to traditional lands affected	1	0.2%
Livelihoods/living conditions and well-being affected	12	1.9%
Local business development	6	1.0%
Loss of jobs/income	7	1.1%
Loss of personal security	12	1.9%
Noise	5	0.8%
Nuisance (noise, odor, vibration)	13	2.1%
Other	32	5.1%
Personal property	3	0.5%
Property damage (livestock, crops, equipment, public property, and/or infrastructure)	79	12.5%
Resettlement	5	0.8%
Vibration	2	0.3%
Water	3	0.5%
Workforce behavior	3	0.5%
Total	630	100%

¹ Data reflects the combined reasons for complaints received between January 1, 2021 and December 31, 2021.

² A single complaint or grievance may have multiple categories.

³ GRI Standards disclosure 102-44: Stakeholder key topics and concerns raised.

HUMAN RIGHTS: ASSESSMENTS AND/OR REVIEWS

Human rights assessments or reviews conducted: Site level^{1,2}

	Country/site	Assessment summary and context
Africa	Ghana	
	Ahafo	Human Rights Baseline and Impact Assessment Study for the proposed Ahafo North project. Executive summary available here
	Akyem	Human Rights Impacts Assessment integrated into SIA update, with a separate scope of work but combined terms of reference
Americas: North	U.S.	
	CC&V	Human rights incorporated into ongoing processes as required by Newmont's Human Rights Standard
	Canada	
	Éléonore	Baseline Study of Social, Cultural and Human Rights
	Musselwhite	Update to SIA, that will incorporate human rights, is in process as of 2021
	Porcupine	Update to SIA, that will incorporate human rights, is in process as of 2021
	Mexico	
	Peñasquito	Update to SIA, that will incorporate human rights, is in process as of 2021. As part of the process, an evaluation on human rights was conducted in 2021
Americas: South	Argentina	
	Cerro Negro	Social Baseline Assessment includes analysis of human rights management, potential impacts on human rights and mitigations
	Suriname	
	Merian	Human Rights Impact Assessment
	Peru	
	Peru	Human Rights Risk Assessment of new security system
	Yanacocha	Human Rights Impact Assessment
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
Global	Percentage covered:	100%

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, stand-alone human rights assessments have been conducted at our Marlin legacy site in Guatemala and Sabajo exploration site in Suriname. More information on these two assessments can be found under the Human Rights Assessments section here: <https://www.newmont.com/sustainability/social-responsibility/respecting-human-rights/default.aspx>

² GRI Standards disclosures 412-1: Operations that have been subject to human rights reviews or impact assessments.

HUMAN RIGHTS: SUPPLIER SCREENING AND TRAINING

Human rights new supplier screening: Country level¹

		New supplier human rights screenings		
	Country	Number of suppliers requested to complete Prequalification 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 ³
Africa	Ghana	169	161	34
Americas: North	U.S.	118	75	33
Americas: South	Peru	176	138	50
Australia	Australia	178	156	35
Global	TOTAL	641	530	152

¹ All Newmont sites that have fully implemented our supplier risk management (SRIM) program (5 out of 12 operating sites and corporate) screened 100 percent of their new suppliers using human rights criteria as part of the supplier pre-qualification process.

² All suppliers that responded to the Prequalification Questionnaire (PQ) were screened against human rights criteria. Additional human rights screening performed by our legal department is also required, and not addressed in this table.

³ These suppliers are a subset of the suppliers who responded to the PQ.

⁴ GRI Standards disclosure 414-1: New suppliers that were screened using social criteria.

HUMAN RIGHTS: SECURITY PERSONNEL TRAINING

Security personnel trained in human rights policies or procedures: Site level^{1, 2, 5}

	Country/site	Session details		Total number of participants in security training				
		Number of sessions conducted	Total duration of all sessions (hours) ²	Number of employees trained	Number of public security/law enforcement personnel trained	Number of private security contractors trained	Other external stakeholders trained ³	Percentage of Newmont security personnel trained
Africa	Ghana	62	48	1,141	582	611	1,032	100%
	Accra	3	6	46	0	23	0	92%
	Ahafo	42	18	545	382	416	584	100%
	Akyem	17	24	550	200	177	448	100%
Americas: North	Canada	5	2	5	0	49	0	100%
	Eleonore	3	2	2	0	9	0	100%
	Musselwhite	1	Online self-guided	1	0	7	0	100%
	Porcupine	1	Online self-guided	2	0	33	0	100%
	U.S.	22	8	6	0	16	0	100%
	CC&V	22	8	6	0	16	0	100%
	Mexico	184	0	405	0	318	0	100%
	Peñasquito	184	Online self-guided	405	0	318	0	100%
Americas: South	Guatemala	9	54	2	0	24	0	100%
	Marlin	9	54	2	0	24	0	100%
	Honduras	3	6	0	0	10	0	100%
	San Martin	3	6	0	0	10	0	100%
	Argentina	4	6	5	0	124	0	100%
	Cerro Negro	4	6	5	0	124	0	100%
	Suriname	32	64	18	22	119	0	89%
	Merian	32	64	18	22	119	0	89%
	Peru	20	20	5	528	172	0	100%
	Yanacocha	20	20	5	528	172	0	100%
Global	TOTAL	341	207	1,587	1,132	1,443	1,032	

¹ Security training did not take place in 2021 in Australia; these data are omitted from the table.

² 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).

³ No data is available for sites that completed online self-guided sessions.

⁴ Due to COVID restrictions external stakeholder engagement events were canceled or significantly curtailed.

⁵ GRI Standards disclosure GRI 410-1: Security personnel trained in human rights policies or procedures.

HUMAN RIGHTS: WORKFORCE TRAINING

In-person human rights workforce trainings conducted: Site level^{1, 2}

	Country/site	Human rights training courses delivered in 2021	Total hours trained at site	Internal or external trainer(s) delivered course(s)	Number of employees trained	Number of supplier personnel trained	Total number of workforce trained
Africa	Ghana						0
	Ahafo	1	2,015	Internal	384	959	1,343
	Akyem	5	6,480	Internal	200	448	648
Americas: North	U.S.						0
	CC&V	0	0	N/A	0	0	0
	Canada						0
	Éléonore	0	0	N/A	0	0	0
	Musselwhite	1	400	Internal	200	0	200
	Porcupine	0	0	N/A	0	0	0
	Mexico						0
	Peñasquito	3	190	External	57	16	73
Americas: South	Argentina						0
	Cerro Negro	1	41	Internal & external	41	0	41
	Suriname						0
	Merian	2	174	External	36	119	174
	Peru						0
Yanacocha	5	2,385	Internal	6	528	534	
Australia	Australia						0
	Boddington	1	456	External	108	6	114
	Tanami	1	976	External	78	44	122
Global		20	13,117		1,110	2,120	3,249

¹ This table does not include the online workforce and supplier training figures, which are reported in the main body of the report.

² GRI Standards disclosure 412-2: Employee training on human rights policies or procedures.

HUMAN RIGHTS - INDIGENOUS PEOPLES

Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level^{1,2}

	Indigenous/Aboriginal/First Nations group	Formal agreement?
Boddington (Australia)	Gnaala Karla Booja	Yes
Tanami (Australia)	Warlpiri	Yes
Éléonore (Canada)	Cree Nation of Wemindj	Yes
	Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government	Yes
Musselwhite (Canada)	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 (Canada)	Chapleau Cree First Nation	Yes
	Brunswick House First Nation	Yes
	Chapleau Ojibwe First Nation	Yes
	Michipicoten First Nation	Yes
Porcupine - Timmins (Canada)	Mattagami First Nation	Yes
	Matachewan First Nation	Yes
	Flying Post First Nation	Yes
	Wahgoshig First Nation	Yes
	Metis Nation of Ontario	No
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River	Yes

¹ In addition to the six operating sites that are on/near Indigenous Peoples territories (Boddington, Tanami, Eleonore, 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 2021 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 MMS that are not shown in the table above to ensure full coverage of this disclosure item).

² GRI Standards disclosures Mining and Metals sector supplement MM5: Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities, and 411-1: Incidents of violations involving rights of Indigenous peoples. SASB Metals and Mining sector supplement EM-MM-210a.3: Security, Human Rights and Rights of Indigenous Peoples.

LAND OR RESOURCE USE DISPUTES

Significant disputes related to land or resource use: Site level^{1, 2}

	Country/site	Number of significant land use disputes in 2021	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	6	6	There are 6 ongoing cases related to land tenure in the operation area, 1 of those is already closed and pending execution.
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	6	6	

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.

² GRI Metals & Mining Sector Supplement disclosure MM6: Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples; and 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. Supports SASB Metals and Mining Sustainability Accounting Standard EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests.

RESETTLEMENT AND/OR RELOCATION ACTIVITY

Resettlement and/or relocation activity: Site level^{1,2}

	Country/site	Resettlement and/or relocation activity occurred in 2021	Number of households resettled and/or relocated
Africa	Ghana		
	Ahafo	Yes	129
	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		129

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.

² GRI Metals and Mining Sector Supplement disclosure MM9: Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.

SOCIAL IMPACT ASSESSMENT AND ENGAGEMENT

Social impact assessment and engagement practices: Site level^{1,2}

	Country/site	Social Impact Assessment (SIA) is conducted at this site; year of last 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	2018	Yes	Yes	Yes	Yes
	Canada					
	Éléonore	2010	Yes	Yes	Yes	Yes
	Musselwhite	1995	Yes	Yes	Yes	Yes
	Porcupine	2018	Yes	Yes	No	Yes
	Mexico					
	Peñasquito	2015	Yes	Yes	Yes	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 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. Éléonore, Musselwhite, and Peñasquito expect to complete their SIAs in 2022, while Akyem and Yanacocha plan to begin the process in 2022.

² GRI Standards disclosure 413-1: Operations with local community engagement, impact assessments and development programs.

Value Sharing

COVID-19 GLOBAL COMMUNITY SUPPORT FUND

COVID-19 Global Community Support Fund: Site level (thousands)^{1, 5}

	Country/site	Spend on health focus area		Spend on food security focus area		Spend on local economic resiliency focus area		Spend on vaccines ³		Spend on other focus area ⁴		Total annual spend		Total accumulated spend
		2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	
Africa	Ethiopia	\$50	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$50	\$0	\$50
	National ²	\$50	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$50	\$0	\$50
	Ghana	\$2,068	\$41	\$0	\$0	\$38	\$281	N/A	\$171	\$0	\$58	\$2,106	\$551	\$2,657
	Ahafo North	\$144	\$0	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$144	\$0	\$144
	Ahafo South	\$419	\$17	\$0	\$0	\$22	\$0	N/A	\$0	\$0	\$58	\$442	\$74	\$516
	Akyem	\$151	\$11	\$0	\$0	\$12	\$0	N/A	\$0	\$0	\$0	\$163	\$11	\$174
	National ²	\$1,354	\$13	\$0	\$0	\$4	\$281	N/A	\$171	\$0	\$0	\$1,358	\$466	\$1,823
Americas: North	U.S.	\$246	\$26	\$212	\$30	\$197	\$25	N/A	\$0	\$161	\$0	\$815	\$81	\$896
	CC&V	\$244	\$26	\$212	\$0	\$197	\$25	N/A	\$0	\$161	\$0	\$813	\$51	\$864
	Denver	\$2	\$0	\$0	\$30	\$0	\$0	N/A	\$0	\$0	\$0	\$2	\$30	\$32
	Canada	\$574	\$503	\$456	\$29	\$359	\$22	N/A	\$19	\$108	\$0	\$1,497	\$573	\$2,070
	Éléonore	\$283	\$0	\$94	\$29	\$43	\$22	N/A	\$0	\$85	\$0	\$504	\$51	\$555
	Musselwhite	\$154	\$503	\$153	\$0	\$124	\$0	N/A	\$0	\$0	\$0	\$431	\$503	\$934
	Porcupine	\$122	\$0	\$156	\$0	\$192	\$0	N/A	\$19	\$24	\$0	\$493	\$19	\$513
	Coffee	\$16	\$0	\$53	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$69	\$0	\$69
	Mexico	\$594	\$693	\$114	\$0	\$523	\$64	N/A	\$0	\$20	\$0	\$1,250	\$757	\$2,007
	Peñasquito	\$594	\$693	\$114	\$0	\$523	\$64	N/A	\$0	\$20	\$0	\$1,250	\$757	\$2,007
Americas: South	Other	\$3	\$5	\$24	\$0	\$0	\$0	N/A	\$0	\$0	\$3	\$27	\$9	\$35
	Legacy Sites	\$3	\$5	\$14	\$0	\$0	\$0	N/A	\$0	\$0	\$3	\$17	\$9	\$25
	Barbados	\$0	\$0	\$10	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$10	\$0	\$10
	Argentina	\$449	\$264	\$52	\$5	\$306	\$20	N/A	\$0	\$0	\$0	\$807	\$289	\$1,096
	Cerro Negro	\$449	\$264	\$52	\$5	\$306	\$20	N/A	\$0	\$0	\$0	\$807	\$289	\$1,096
	Suriname	\$698	\$525	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$698	\$525	\$1,223
	Merian	\$698	\$525	\$0	\$0	\$0	\$0	N/A	\$0	\$0	\$0	\$698	\$525	\$1,223
	Peru	\$1,548	\$411	\$338	\$2	\$574	\$0	N/A	\$228	\$54	\$0	\$2,514	\$641	\$3,155
Yanacocha	\$1,548	\$411	\$338	\$2	\$574	\$0	N/A	\$228	\$54	\$0	\$2,514	\$641	\$3,155	
Australia	Australia	\$173	\$0	\$402	\$12	\$226	\$0	N/A	\$0	\$54	\$52	\$855	\$64	\$919
	Boddington	\$173	\$0	\$155	\$12	\$0	\$0	N/A	\$0	\$54	\$52	\$382	\$64	\$446
	Tanami	\$0	\$0	\$247	\$0	\$226	\$0	N/A	\$0	\$0	\$0	\$473	\$0	\$473
Global	TOTAL	\$6,403	\$2,469	\$1,597	\$78	\$2,222	\$411	N/A	\$419	\$397	\$113	\$10,619	\$3,489	\$14,108

¹ The reporting boundary for this disclosure falls outside of the report's scope because the COVID-19 Global Fund derives from a corporate expense and then is dispersed to sites and regions as requested. For this reason, spend at legacy sites (including San Martin in Honduras and Marlin in Guatemala), certain exploration sites (Coffee) and to organizations outside of the local community are represented in this table.

² Donations made to organizations outside of the local community with a national or regional focus.

³ Since COVID-19 vaccines were not widely available to the general public until 2021, no opportunities to support vaccination efforts were available in 2020.

⁴ 'Other' focus area is used for donations not related to health, food security, or economic resilience.

⁵ There is a disclosure of the Fund's current figures on our [website](#).

COMMUNITY INVESTMENTS

Community investments: Site level (millions)^{1, 5}

	Country/site ²	Community development expenditures ³	Donations ⁴	Totals
Africa	Ghana	\$8.13	\$0.32	\$8.44
	Ahafo	\$4.54	\$0.28	\$4.82
	Akyem	\$3.59	\$0.03	\$3.62
Americas: North	U.S.	\$0.20	\$0.26	\$0.46
	CC&V	\$0.20	\$0.26	\$0.46
	Canada	\$0.11	\$2.25	\$2.36
	Éléonore	\$0.00	\$0.37	\$0.37
	Musselwhite	\$0.09	\$0.23	\$0.32
	Porcupine	\$0.02	\$0.44	\$0.45
	Vancouver	\$0.00	\$1.22	\$1.22
	Mexico	\$1.26	\$0.24	\$1.50
	Peñasquito	\$1.26	\$0.24	\$1.50
Americas: South	Argentina	\$0.44	\$0.91	\$1.35
	Cerro Negro	\$0.44	\$0.91	\$1.35
	Suriname	\$0.57	\$0.21	\$0.78
	Merian	\$0.57	\$0.21	\$0.78
	Peru	\$5.69	\$0.54	\$6.23
	Yanacocha	\$5.69	\$0.54	\$6.23
Australia	Australia	\$0.51	\$0.23	\$0.74
	Boddington	\$0.23	\$0.09	\$0.31
	Perth	\$0.08	\$0.08	\$0.15
	Tanami	\$0.21	\$0.07	\$0.27
Global	TOTAL	\$16.90	\$4.97	\$21.86

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 falls outside of the report's scope and includes the 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 licences or agreement.

⁴ Donations data reflects direct monetary investments and the book value of in-kind donations.

⁵ GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed (this table shows GRI 201-1-iii only); full disclosures are detailed in the Economic Value Generated and Economic Value Distributed tables. Some figures might not add up correctly due to rounding. Differences in community investments totals are shown in this table and totals shown in the Economic Value Distributed data are due to decimal place rounding.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value distributed: Country level (millions)^{1, 9}

Country	Operating costs ²	Employee wages and benefits	Capital spend ³	Payments to providers of capital ⁴	Payments to governments ^{5, 6, 7}	Community investments ⁸	Total
Argentina	\$81.0	\$97.4	\$103.9	\$1.2	\$83.1	\$1.4	\$368.0
Australia	\$751.7	\$301.4	\$459.6	\$28.3	\$441.5	\$0.7	\$1,983.2
Canada	\$513.5	\$238.7	\$149.3	\$7.2	\$65.0	\$2.4	\$976.1
Ghana	\$502.1	\$134.6	\$259.9	\$8.3	\$281.5	\$8.4	\$1,194.8
Mexico	\$899.4	\$104.8	\$134.6	\$27.2	\$670.3	\$1.5	\$1,837.8
Peru	\$339.9	\$55.1	\$156.6	\$6.5	\$176.7	\$6.2	\$741.0
Suriname	\$231.1	\$62.5	\$46.1	\$0.1	\$136.9	\$0.8	\$477.5
U.S.	\$325.7	\$318.8	\$69.4	\$2,510.6	\$18.5	\$0.5	\$3,243.5
TOTAL	\$3,644.4	\$1,313.3	\$1,379.4	\$2,589.4	\$1,873.5	\$21.9	\$10,821.9

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.

² Operating costs comprise costs applicable to sales of \$4,475 (excluding Nevada of \$960), exploration of \$186 (excluding Nevada of \$23), advanced projects, research and development of \$147 (excluding Nevada of \$7), and general and administrative expenses of \$249 (excluding Nevada of \$10) on an accrued basis and cash paid for reclamation in 2021 of \$165 (excluding Nevada of \$15). Operating costs omit employee wages and benefits of \$1,313, included in the employee wages and benefits column; \$432 in payments to governments for royalties, employer taxes, property taxes and sales/production included in the payments to governments column; \$77 of indirect costs; \$115 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2021 10-K; \$104 in other cash expenses and \$22 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 \$46, capitalized interest of \$33 (excluding Nevada of \$5) and Nevada spend of \$234.

⁴ Payments to providers of capital includes interest expense, net of capitalized interest of \$274, capitalized interest of \$33 (excluding Nevada of \$5), dividends paid to common stockholders of \$1,757, and repurchases of common stock of \$525.

⁵ To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted.

⁶ A one-time, voluntary contribution to the Republic of Suriname of \$10 (as described in our 2021 10-K, p. 148) is excluded from the payments to governments listed in this table.

⁷ Taxes included in payments to governments include current year cash payments for income and mining taxes, and accrued employer, property, sales, production and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

⁸ 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. excludes Nevada and Denver corporate headquarters. 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.

⁹ GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

Economic value generated: Country level (millions)^{1, 2}

Country	Amount
Argentina	\$507.5
Australia	\$2,475.0
Canada	\$1,243.0
Ghana	\$1,530.2
Mexico	\$2,641.4
Peru	\$527.0
Suriname	\$779.9
U.S.	\$558.0
TOTAL	\$10,262.1

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 \$9,931 (excluding Nevada of \$2,291), net proceeds from the sale of assets and investments of \$217 (excluding Nevada of \$2), as well as byproduct sales of \$115, which are recognized as credits to costs applicable to sales in our 2021 10-K.

² GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

SUPPLY CHAIN

Number of suppliers^{1, 2}

Number of Suppliers in 2021:	8,322
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¹ We continue to refine our data management processes in order to improve accuracy for capturing our number of suppliers.

² GRI Standards disclosure 102-09: Number of suppliers.

Spending on local suppliers: Site level (millions)^{1, 10}

	Country/site ⁹	Total spent on all suppliers	Total spent with local suppliers ²	Percent spent with local suppliers	Total spent with national suppliers ³	Percent spent with national suppliers	Total spent with local and national suppliers ⁴	Percent spent with local and national suppliers
Africa ⁵	Ghana	\$606.4	\$28.9	5%	\$493.6	81%	\$522.5	86%
	Ahafo	\$418.5	\$21.1	5%	\$335.8	80%	\$357.0	85%
	Akyem	\$188.0	\$7.7	4%	\$157.8	84%	\$165.5	88%
Americas: North ⁶	U.S.	\$200.5	\$84.6	42%	\$114.6	57%	\$199.2	99%
	CC&V	\$200.5	\$84.6	42%	\$114.6	57%	\$199.2	99%
	Canada	\$575.2	\$262.8	46%	\$307.4	53%	\$570.2	99%
	Éléonore	\$190.8	\$52.8	28%	\$136.4	72%	\$189.3	99%
	Musselwhite	\$126.4	\$66.1	52%	\$58.1	46%	\$124.1	98%
	Porcupine	\$258.0	\$143.9	56%	\$112.9	44%	\$256.8	100%
	Mexico	\$1,007.9	\$46.1	5%	\$814.8	81%	\$860.9	85%
	Peñasquito	\$1,007.9	\$46.1	5%	\$814.8	81%	\$860.9	85%
Americas: South ⁷	Argentina	\$250.7	\$63.5	25%	\$176.8	71%	\$240.3	96%
	Cerro Negro	\$250.7	\$63.5	25%	\$176.8	71%	\$240.3	96%
	Suriname	\$252.8	\$0.5	<1%	\$175.7	69%	\$176.2	70%
	Merian	\$252.8	\$0.5	<1%	\$175.7	69%	\$176.2	70%
	Peru	\$460.7	\$122.2	27%	\$295.0	64%	\$417.2	91%
	Yanacocha	\$460.6	\$122.2	27%	\$295.0	64%	\$417.2	91%
Australia ⁸	Australia	\$1,389.1	\$571.2	41%	\$749.0	54%	\$1,320.2	95%
	Boddington	\$819.1	\$486.2	59%	\$275.7	34%	\$761.9	93%
	Tanami	\$497.3	\$71.6	14%	\$415.1	83%	\$486.7	98%
	Other	\$72.6	\$13.4	18%	\$58.2	80%	\$71.6	99%
Global	TOTAL	\$4,743.2	\$1,179.8	25%	\$3,127.0	66%	\$4,306.7	91%

¹ Spend includes both operational and capital expenditures.

² Includes all suppliers as described by each site's definition of 'local-local' and 'local' suppliers.

³ Spend is captured based on supplier location/address where the purchase order is released and paid.

⁴ Additional spend with international suppliers is not included in this table's total spend.

⁵ In Ghana, local and local-local suppliers refer to a micro-, small- or medium-size enterprise (MSMEs) properly licensed and registered in the country. Local-local suppliers include MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, which requires no validation from community representatives, but have an office located in the geographical region where the mine is located. Local suppliers include MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, with at least an office established at Newmont's Ghana mining lease area, and which has been validated by the community representatives and confirmed by Sustainability and External Relations department at each site.

⁶ For Éléonore, local-local suppliers must be owned by the Cree Nation of Wemindji, and local suppliers are owned by other Cree communities and the Cree Nation, as well as suppliers from the Nord-du-Québec region. For Musselwhite, local-local suppliers are those owned by signatory and affiliate First Nations and Councils, and local suppliers are from Winnipeg to Sault Saint Marie in Musselwhite's indirect geographical area of influence. For Porcupine, local-local suppliers are from communities within 75km of operations and from signatory First Nations, and local suppliers are from the northeastern Ontario region in Porcupine's indirect geographical area of influence. At CC&V, local-local suppliers are located in counties (Teller, Fremont, El-Paso) with close proximity to site, while local suppliers are from the rest of the state of Colorado. At Peñasquito, local-local suppliers are MSMEs licensed and registered in the Zacatecas

State in Mexico, wholly owned by a Mexican local resident of Peñasquito's mine influence area (MIA), whose principal business address and location of business operations is at the 25 communities located in Peñasquito's influence area. Local suppliers in Peñasquito are MSMEs licensed and registered in Zacatecas State, whose principal business address and location is in the Zacatecas state, but outside of Peñasquito's MIA.

⁷ For Cerro Negro, local-local suppliers must meet at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification "Local Company", while local suppliers must meet the previous qualifications and be located geographically in the direct area of influence of the mine. At Merian, local-local suppliers are community based suppliers in close proximity to the mine site. Since Merian's designation of local suppliers includes all suppliers within Suriname (national), the local spend is included in the total national spend. At Yanacocha, local-local and local suppliers must fulfill previous criteria and be registered in a Sustainability and External Relations database, though local-local suppliers must be located around the geographical influence area of mine operations and projects and local suppliers just need to be registered in Cajamarca City.

⁸ For Boddington, local suppliers are located in the state of Western Australia, and local-local suppliers are within a 50-kilometer radius of site. For Tanami, local suppliers are located in the state of Northern Territory, and local-local suppliers are from the Yuendumu and Lajamanu communities. The category Australia-Other falls outside of the report's boundary and was included to still account for local spend in the area not tracked directly to Boddington or Tanami. The spend comes from the following Newmont entities: Newmont Exploration, Mining Services Pty Ltd. and Power Pty Ltd.

⁹ For sites referencing direct and indirect areas of influence the definitions are as follows: A site's direct area of influence is the geographic area subject to the impact of Newmont's activities in relation to factors including infrastructure, social, economic and environmental. The indirect area of influence is the geographical area impacted over time by the presence of the site, rather than being directly caused by the site's actions.

¹⁰ GRI Standards disclosure 204-1: Proportion of spending on local suppliers.

Spending on local suppliers by region - target vs. results: Trailing five year data (millions)^{1, 2, 3}

Region	2017		2018		2019		2020		2021	
	Spend target	Target results	Spend target	Target results	Spend target	Target results	Spend target	Target results	Spend target	Target results
Africa	\$10.0	\$16.8	\$14.0	\$21.6	\$22.0	\$25.3	\$22.0	\$24.3	\$19.0	\$28.9
Australia	\$96.0	\$197.9	\$160.0	\$357.7	\$273.0	\$429.1	\$390.0	\$475.5	\$540.0	\$571.2
North America	\$220.0	\$358.3	\$368.0	\$439.1	\$385.0	\$247.4	\$100.0	\$82.9	\$313.0	\$393.5
South America	\$80.0	\$85.6	\$279.0	\$284.6	\$320.0	\$351.5	\$326.0	\$263.5	\$290.0	\$361.8
Total	\$406.0	\$658.5	\$821.0	\$1,103.0	\$1,000.0	\$1,053.2	\$838.0	\$846.1	\$1,162.0	\$1,355.4

¹ Local spend targets represent spend with local-local and local suppliers, with the exception of Merian, where local spend also includes spend with national suppliers due to limited economic activity in Suriname and a lack of developed suppliers/contractors outside of Paramaribo.

² 2019 North America local supplier spending figures include Nevada supplier spend from January 1 to June 30 (pre-JV) and exclude the Denver corporate office; Australia local supplier spending figures exclude KCGM.

³ 2017-2020 spend only includes data from former Newmont sites. 2021 spend now includes data from both former Newmont sites and legacy Goldcorp sites.

Spending on local suppliers: Site level (millions)

	Country/site ⁵	Total spend	Local-local	Local	National	International
Africa¹	Ghana	\$606.42	\$20.92	\$7.95	\$493.61	\$83.94
	Ahafo	\$418.47	\$14.83	\$6.31	\$335.82	\$61.51
	Akyem	\$187.95	\$6.09	\$1.64	\$157.79	\$22.43
Americas: North²	U.S.	\$200.49	\$11.28	\$73.32	\$114.57	\$1.32
	CC&V	\$200.49	\$11.28	\$73.32	\$114.57	\$1.32
	Canada	\$575.16	\$114.78	\$148.01	\$307.43	\$4.94
	Éléonore	\$190.75	\$31.98	\$20.85	\$136.44	\$1.48
	Musselwhite	\$126.38	\$18.37	\$47.69	\$58.06	\$2.26
	Porcupine	\$258.03	\$64.43	\$79.47	\$112.93	\$1.20
	Mexico	\$1,007.92	\$19.37	\$26.75	\$814.77	\$147.03
	Peñasquito	\$1,007.92	\$19.37	\$26.75	\$814.77	\$147.03
Americas: South³	Argentina	\$250.67	\$24.84	\$38.62	\$176.84	\$10.37
	Cerro Negro	\$250.67	\$24.84	\$38.62	\$176.84	\$10.37
	Suriname	\$252.80	\$0.46	N/A	\$175.72	\$76.62
	Merian	\$252.80	\$0.46	N/A	\$175.72	\$76.62
	Peru	\$460.60	\$39.92	\$82.25	\$295.01	\$43.42
	Yanacocha	\$460.60	\$39.92	\$82.25	\$295.01	\$43.42
Australia⁴	Australia	\$1,389.06	\$21.42	\$549.82	\$749.00	\$68.82
	Boddington	\$819.14	\$18.31	\$467.91	\$275.67	\$57.25
	Tanami	\$497.30	\$0.65	\$70.98	\$415.09	\$10.58
	Other	\$72.62	\$2.46	\$10.93	\$58.24	\$0.99
Global	TOTAL	\$4,743.12	\$252.99	\$926.72	\$3,126.95	\$436.46

¹ In Ghana, local and local-local suppliers refer to a micro-, small- or medium-size enterprise (MSMEs) properly licensed and registered in the country. Local-local suppliers include MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, which requires no validation from community representatives, but have an office located in the geographical region where the mine is located. Local suppliers include MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, with at least an office established at Newmont's Ghana mining lease area, and which has been validated by the community representatives and confirmed by Sustainability and External Relations department at each site.

² For Éléonore, local-local suppliers must be owned by the Cree Nation of Wemindji, and local suppliers are owned by other Cree communities and the Cree Nation, as well as suppliers from the Nord-du-Québec region. For Musselwhite, local-local suppliers are those owned by signatory and affiliate First Nations and Councils, and local suppliers are from Winnipeg to Sault Saint Marie in Musselwhite's indirect geographical area of influence. For Porcupine, local-local suppliers are from communities within 75km of operations and from signatory First Nations, and local suppliers are from the northeastern Ontario region in Porcupine's indirect geographical area of influence. At CC&V, local-local suppliers are located in counties (Teller, Fremont, El-Paso) with close proximity to site, while local suppliers are from the rest of the state of Colorado. At Peñasquito, local-local suppliers are MSMEs licensed and registered in the Zacatecas State in Mexico, wholly owned by a Mexican local resident of Peñasquito's mine influence area (MIA), whose principal business address and location of business operations is at the 25 communities located in Peñasquito's influence area. Local suppliers in Peñasquito are MSMEs licensed and registered in Zacatecas State, whose principal business address and location is in the Zacatecas state, but outside of Peñasquito's MIA.

³ For Cerro Negro, local-local suppliers must meet at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification "Local Company", while local suppliers must meet the previous qualifications and be located geographically in the direct area of influence of the mine. At Merian, local-local suppliers are community based suppliers in close proximity to the mine site. Since Merian's designation of local suppliers includes all suppliers within Suriname (national), the local spend is included in the total national spend; therefore, local is reported as N/A. At Yanacocha, local-local and local suppliers must fulfill previous criteria and be registered in a Sustainability and External Relations database, though local-local suppliers must be located around the geographical influence area of mine operations and projects and local suppliers just need to be registered in Cajamarca City.

⁴ For Boddington, local suppliers are located in the state of Western Australia, and local-local suppliers are within a 50-kilometer radius of site. For Tanami, local suppliers are located in the state of Northern Territory, and local-local suppliers are from the Yuendumu and Lajamanu communities. The category Australia-Other falls outside of the report's boundary and was included to still account for local spend in the area not tracked directly to Boddington or Tanami. The spend comes from the following Newmont entities: Newmont Exploraiton, Mining Services Pty Ltd. and Power Pty Ltd.

⁵ For sites referencing direct and indirect areas of influence the definitions are as follows: A site's direct area of influence is the geographic area subject to the impact of Newmont's activities in relation to factors including infrastructure, social, economic and environmental. The indirect area of influence is the geographical area impacted over time by the presence of the site, rather than being directly caused by the site's actions.

Spending on Indigenous suppliers: Site level (millions)

	Country/site	Total spend	Indigenous supplier spend
Americas: North	Canada	\$575.16	\$55.56
	Éléonore	\$190.75	\$12.55
	Musselwhite	\$126.38	\$25.58
	Porcupine	\$258.03	\$17.42
Americas: South	Suriname¹	\$252.80	\$1.32
	Merian	\$252.80	\$1.32
Australia	Australia¹	\$1,389.06	\$4.87
	Boddington	\$819.14	\$0.74
	Tanami	\$497.30	\$4.09
	Other ²	\$72.62	\$0.04
Global	TOTAL	\$2,217.02	\$61.74

¹ Indigenous spend for Australia and Suriname is based on identified Indigenous suppliers from January to September 2021. We continue to refine our data collection process and ensure Indigenous suppliers are accurately identified and reported as such.

² The category Australia – Other falls outside of the report's boundary and was included to still account for local spend in the area not tracked directly to Boddington or Tanami. The spend comes from the following Newmont entities: Newmont Exploration, Mining Services Pty Ltd. and Power Pty Ltd.

TAX TRANSPARENCY

Payments to governments: Country level (millions)^{1, 2, 5}

Country	Government royalties	Taxes	Payments to governments
Argentina	\$22.05	\$61.05	\$83.10
Australia	\$44.46	\$397.04	\$441.51
Canada	\$0.00	\$65.05	\$65.05
Ghana	\$90.13	\$191.33	\$281.47
Mexico	\$0.00	\$670.29	\$670.29
Peru	\$5.26	\$171.47	\$176.73
Suriname ³	\$46.83	\$90.04	\$136.86
U.S. ⁴	\$0.00	\$18.54	\$18.54
TOTAL	\$208.73	\$1,664.81	\$1,873.54

¹ Taxes include current year cash payments for income and mining taxes, 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 A one-time, voluntary contribution to the Republic of Suriname of \$10 (as described in our 2021 10-K, p. 148) is excluded from the payments to governments listed in this table.

⁴ 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.

⁵ GRI Standards disclosure 207-4 (2019): Country-by-Country Tax Reporting.

Effective tax rates: Country level^{1, 3}

Country	Rate
Argentina	(71)%
Australia	34%
Canada	(22)%
Ghana	37%
Mexico	30%
Peru	(5)%
Suriname	28%
U.S. ²	27%
Other foreign	22%
Consolidated	99%

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 150 of Newmont's 2021 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 99 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 GRI Standards disclosure 207-4 (2019): Country-by-Country Tax Reporting.

Workforce

WORKFORCE DEMOGRAPHICS

Total workforce: Trailing five year data^{1, 2, 3}

	2017	2018	2019	2020	2021
Employees	12,569	12,442	16,636	14,468	14,624
Contractors	12,111	11,765	15,026	13,540	16,625
TOTAL	24,680	24,207	31,662	28,008	31,249

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 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.

³ GRI Standards disclosure 102-8: Information on employees and other workers, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-000.B: Total number of employees, percentage contractors.

Employees by region: Trailing five year data^{1, 2, 6}

	2017	2018	2019	2020	2021
Africa	1,953	2,043	2,192	2,088	2,198
Australia ³	2,895	2,824	2,874	2,173	2,159
Americas: North ⁴	4,838	4,762	7,260	6,070	6,026
Americas: South ⁵	2,883	2,813	4,310	4,137	4,241
TOTAL	12,569	12,442	16,636	14,468	14,624

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 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.

³ 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 in 2017, 2018, and 2019 and total two employees in 2019.

⁴ One employee located in France and two employees located in Barbados are reported under the North America Region for consolidated reporting purposes.

⁵ Thirty-one employees in Miami, U.S. are located in South America for consolidated reporting purposes.

⁶ GRI Standards disclosure 102-8: Information on employees and other workers.

Contractors by region: Trailing five year data^{1, 2, 3}

	2017	2018	2019	2020	2021
Africa	3,261	3,469	3,448	3,271	3,736
Australia	1,541	1,539	1,706	2,450	1,541
Americas: North	2,237	1,580	4,699	3,483	5,794
Americas: South	5,072	5,177	5,173	4,336	5,554
TOTAL	12,111	11,765	15,026	13,540	16,625

¹ The reporting boundary for this disclosure falls outside of the report's scope, representing Newmont's contractors.

² 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.

³ GRI Standards disclosure 102-8: Information on employees and other workers.

COMPENSATION AND EQUAL REMUNERATION

Ratio of average female salary to average male salary: Employee category^{1, 2}

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Senior Leadership	42	\$290,535	122	\$299,225	1.0
People Manager	294	\$93,177	1,771	\$87,018	1.1
Individual Contributors	948	\$62,176	2,745	\$71,151	0.9
Operators and Maintainers	753	\$34,038	7,938	\$34,876	1.0

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

Ratio of average female salary to average male salary: Country level^{1, 2, 3, 4}

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Argentina	146	\$37,954	1,296	\$36,547	1.0
Australia	373	\$95,182	1,784	\$106,787	0.9
Canada	284	\$77,539	1,872	\$80,978	1.0
Ghana	298	\$24,596	1,889	\$27,373	0.9
Mexico	294	\$23,120	2,507	\$21,000	1.1
Peru	119	\$46,914	1,181	\$38,395	1.2
Suriname	213	\$15,297	1,192	\$18,923	0.8
U.S.	296	\$125,891	780	\$124,195	1.0

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² Countries with fewer than 10 employees by gender are excluded for privacy purposes.

³ Table represents average of all salaries, regardless of level of position.

⁴ GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

DIVERSITY AND INCLUSION

Employee gender breakout: Country level^{1, 2, 3, 4}

	Female	Male	Total
Ghana	298	1,889	2,187
Ethiopia	3	8	11
Australia	373	1,784	2,157
U.S.	296	780	1,076
Canada	284	1,872	2,156
Mexico	294	2,507	2,801
Argentina	146	1,296	1,442
Suriname	213	1,192	1,405
Peru	119	1,181	1,300
Other	11	67	78
TOTAL	2,037	12,576	14,613

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 'Other' category accounts for countries with fewer than 10 employees.

³ 11 employees elected to not disclose their gender and, therefore, are not reflected in the totals.

⁴ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Employee gender breakout: Employee category (number)^{1, 2, 3}

	Female	Male	Total
Senior leadership	42	122	164
People manager	294	1,771	2,065
Individual contributors	948	2,745	3,693
Operators and maintainers	753	7,938	8,691
TOTAL	2,037	12,576	14,613

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 11 employees elected to not disclose their gender and, therefore, are not reflected in the totals.

³ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Percentage of females by employee category: Trailing five year data^{1, 2, 4}

	2017	2018	2019	2020	2021
Board of Directors ³	41.7%	41.7%	40.0%	45.5%	38.5%
Executive leadership team	33.3%	25.0%	44.4%	42.9%	42.9%
Senior leadership	17.4%	19.5%	21.0%	25.3%	25.6%
People manager	13.6%	14.6%	14.0%	13.8%	14.2%
Individual contributors	25.0%	24.7%	26.5%	24.0%	25.6%
Operators and maintainers	11.5%	12.5%	9.8%	8.3%	8.7%
Total employees	15.4%	15.7%	14.6%	13.0%	13.9%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² Does not include fixed term positions such as internships and those with a contract that ends on a specific date.

³ Our President and CEO is included in the Board of Directors data.

⁴ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Number and percentage of employees by age range and category³

	Age under 30:		Age 30-50:		Age over 50:		Total number employees all categories ²	Total percent by category – all ages
	Number of employees	Percent of employees	Number of employees	Percent of employees	Number of employees	Percent of employees		
Senior leadership	0	0.0%	78	48.0%	86	52.0%	164	1.0%
People manager	49	2.0%	1,543	75.0%	474	23.0%	2,066	14.0%
Individual contributors	552	15.0%	2,563	69.0%	582	16.0%	3,697	25.0%
Operators and maintainers	1,277	15.0%	5,855	67.0%	1,562	18.0%	8,694	59.0%
TOTAL	1,878	12.8%	10,039	68.7%	2,704	18.5%	14,621	100.0%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² Total employees all categories excludes three employees where age is not available.

³ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

LABOR MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five year data^{1,2,7}

	2017	2018	2019	2020	2021
Argentina	N/A	N/A	87.8%	87.2%	88.0%
Australia	38.5%	24.3%	24.0%	14.0%	14.6%
Canada	N/A	N/A	6.6%	10.6%	10.8%
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	100.0%	97.7%	85.3%	90.6%	94.7%
Guatemala	N/A	N/A	0.0%	0.0%	0.0%
Mexico	N/A	N/A	70.6%	72.9%	71.4%
Other ⁴	0.0%	0.0%	0.0%	0.0%	0.0%
Peru	29.0%	34.0%	35.9%	44.4%	45.5%
Suriname	0.0%	45.4%	42.4%	41.1%	52.1%
U.S. ⁵	32.3%	31.0%	0.0%	0.0%	0.0%
TOTAL⁶	51.0%	42.0%	43.4%	47.2%	49.3%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² Country data marked as 'N/A' (not applicable) represent year(s) when Newmont did not have workforce in that country.

³ Workplace agreement in Ghana represents Junior and Senior Staff members only.

⁴ 'Other' accounts for countries with fewer than 10 employees.

⁵ 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.

⁶ The total figure here for 2021 does not match the Social Practice disclosure in the 2021 10-K, as the number presented here for Ghana includes both dues paying Union members, as well as those covered by a workplace agreement.

⁷ GRI Standards disclosure 102-41: Collective bargaining agreements, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-310a.1: Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees.

Minimum notice periods regarding operational changes: Site level^{1, 2, 3}

	Country/site	Notification period
Africa	Ghana	
	Accra	12 weeks for any workforce reductions
	Ahafo	12 weeks for any workforce reductions
	Akyem	12 weeks for any workforce reductions
Americas: North	U.S.	
	CC&V	2 weeks
	Denver	2 weeks
	Miami	2 weeks
	Canada	
	Éléonore	3 weeks
	Musselwhite	2 weeks
	Porcupine	1 week (for each year of service up to 8 weeks)
	Vancouver	2 weeks
	Mexico	
	Mexico City	4 weeks
	Peñasquito	4 weeks
	Americas: South	Argentina
Cerro Negro		2 weeks
Suriname		
Merian		Dependent on business needs
Peru		
Lima		4 weeks
Yanacocha	4 weeks	
Australia	Australia	
	Boddington	4 weeks
	Perth	4 weeks
	Tanami	4 weeks

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes operating site employees and employees of regional offices, Denver corporate office, Lima office and Mexico City office.

² COVID-19 workforce notifications are omitted from this data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at Newmont.com.

³ GRI Standards disclosure 402-1: Minimum notice periods regarding operational changes.

Strikes and lockouts exceeding one week's duration: Site level^{1, 2, 3}

No strikes or lockouts exceeding one week's duration

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² SASB Metals and Mining Sustainability Accounting Standard: SASB: EM-MM-310a.2: Number and duration of strikes and lockouts.

³ GRI Standards Metals and Mining Sector Supplement MM4: Number of strikes and lockouts exceeding one week's duration by country, and SASB Metals & Mining Sustainability Accounting Standard disclosure EM-MM-310a.2: Number and duration of strikes and lockouts.

Number and duration of non-technical delays: Site level^{1, 2, 3}

No non-technical delays other than those related to the COVID-19 pandemic

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² This does not reflect any delays due to COVID. See the COVID section of our report to see which sites went into Care and Maintenance.

³ SASB Metals and Mining Sustainability Accounting Standard: SASB: EM-MM-210b.2: Number and duration of non-technical delays.

TALENT ATTRACTION AND RETENTION

Employee turnover: Regional level^{1, 4}

	Employee initiated	Company initiated	Total
Africa	1.9%	0.9%	2.8%
Australia	8.4%	7.9%	16.3%
Americas: North ²	6.6%	3.6%	10.2%
Americas: South ³	3.6%	2.8%	6.4%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² Employees located in France and Barbados are reported under the North America region for consolidated reporting purposes.

³ Employees in Miami, U.S., the South America regional headquarters location in 2021, are counted as South America region employees for consolidated reporting purposes.

⁴ GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: Age group^{1, 2, 3}

Age	Total turnover	Turnover rate
<30	155	9.5%
30 to 50	776	7.9%
51+	380	13.3%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² One employee initiated termination for which we do not have a birth date.

³ GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: Trailing five year data^{1, 2, 3}

	2017	2018	2019	2020	2021
Employee-initiated	6.3%	6.6%	4.6%	4.2%	5.4%
Company-initiated	3.7%	4.4%	4.9%	4.9%	3.7%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 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.

³ GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover by gender and initiation: Trailing five year data^{1, 2, 3}

	2017	2018	2019	2020	2021
Males					
Company-initiated	362	399	627	540	452
Employee-initiated	563	585	581	500	641
Total number of males	925	984	1,208	1,040	1,093
Company-initiated rate	3.8%	4.1%	4.5%	4.3%	3.6%
Employee-initiated rate	5.9%	6.0%	4.1%	4.0%	5.2%
Total rate for males	9.7%	10.1%	8.6%	8.4%	8.8%
Females					
Company-initiated	53	104	172	154	83
Employee-initiated	140	169	172	104	134
Total number of females	193	273	344	258	217
Company-initiated rate	3.3%	6.0%	7.4%	8.4%	4.3%
Employee-initiated rate	8.8%	9.8%	7.4%	5.7%	6.9%
Total rate for females	12.1%	15.9%	14.7%	14.0%	11.2%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² 2021 excludes 13 employees who have not self-identified a gender.

³ GRI Standards disclosure 401-1: New employee hires and employee turnover. 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.

New hires: Country, gender and age group^{1, 4}

	Total new hires	Percent of enterprise population
By region		
Africa	192	1.3%
Australia	368	2.5%
North America ²	497	3.4%
South America ³	280	1.9%
Total new hires	1,337	9.1%
By gender		
Undisclosed	7	0.5%
Female	323	2.2%
Male	1,007	6.9%
Total new hires	1,337	9.1%
New hires by age group³		
Undisclosed	1	0.1%
<30	368	2.5%
30 to 50	832	5.7%
51+	136	0.9%
Total new hires	1,337	9.1%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes the entirety of Newmont's workforce (operations, exploration, legacy, corporate offices, regional offices and metallurgy lab).

² North America Region includes employees in Barbados and France for consolidated reporting purposes.

³ South America Region includes employees in Miami, U.S. for consolidated reporting purposes.

⁴ GRI Standards disclosure 401-1: New employee hires and employee turnover.

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	42	41	97.6%	122	116	95.1%
People manager	294	275	93.5%	1,771	1,740	98.2%
Individual contributors	948	907	95.7%	2,745	2,570	93.6%
Operators & maintainers	753	271	36.0%	7,938	3,770	47.5%
TOTAL	2,037	1,494	73.3%	12,576	8,196	65.2%

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes operating site employees and employees of regional offices, Denver corporate office, Lima office and Mexico City office.

² GRI Standards disclosure 404-3: Percentage of employees receiving regular performance and career development reviews.

Training and development investment spending and hours: Trailing five year data^{1, 2, 3, 4}

	2017	2018	2019	2020	2021 ³
Total (\$ million)	\$7.90	\$8.00	\$8.90	\$8.00	\$15.53
Total (hours)	828,126	808,780	736,807	487,920	593,377

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes operating site employees and employees of regional offices, Denver corporate office, Lima office and Mexico City office.

² The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. 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.

³ 2021 training and development spend includes trainer headcount expense.

⁴ GRI Standards disclosure 404-1: Average hours of training per year per employee.

Average hours of training per year, per employee by employee category: Trailing five year data^{1, 2, 3}

	2017	2018	2019	2020	2021
Senior leadership	14	23	5	5	6
People manager	68	85	31	22	35
Individual contributors	66	70	36	22	25
Operators & maintainers	62	60	51	42	49

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes operating site employees and employees of regional offices, Denver corporate office, Lima office and Mexico City office.

² 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. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table.

³ GRI Standards disclosure 404-1: Average hours of training per year per employee.

Average hours of training per employees: Employee category and gender^{1, 2}

	Female	Male
Senior leadership	3	7
People manager	34	35
Individual contributors	30	24
Operators & maintainers	60	48

¹ The reporting boundary for this disclosure falls outside of the report's scope and includes operating site employees and employees of regional offices, Denver corporate office, Lima office and Mexico City office.

² GRI Standards disclosure 404-1: Average hours of training per year per employee.

Report Frameworks

Report Frameworks

The disclosures in our 2021 Annual Sustainability Report align with the requirements in the following standards and frameworks:

- **GRI** — This report follows the GRI Universal Standards 2016 Core option, 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. The content in this report is also mapped to the five United Nations Sustainable Development Goals where we believe we can make the greatest impact in advancing the goals.
- **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.
- **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** — Newmont's 2021 Climate Report, which will be published in mid-2022, 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 2021 Sustainability Report also follows the recommended TCFD reporting structure for our most material sustainability issues.

In some instances, reference is made to our website, 2021 Annual Report (or 2021 10K Report), CDP Climate and Water 2021 responses, our Climate Report and other sources.



GRI Content Index

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102: General Standard Disclosures 2016				
Organizational profile				
GRI 102-1 Name of the organization	Our Business , p. 15			
GRI 102-2 Activities, brands, products, and services	Our Business , pp. 15–18 Supply Chain , pp. 53–55 2021 10-K report – Item 1. Business , pp. 5–7			
GRI 102-3 Location of headquarters	2021 10-K report – Item 1. Business , p. 5			
GRI 102-4 Location of operations	Our Business , pp. 15–16			
GRI 102-5 Ownership and legal form	Our Business , p. 15 2021 10-K report – Item 1. Business , pp. 5–7			
GRI 102-6 Markets served	Our Business , pp. 15–16			
GRI 102-7 Scale of the organization	Our Business , pp. 15–18 2021 10-K report – Item 1. Business , pp. 5–7			
GRI 102-8 Information on employees and other workers	Performance Data – Total workforce: Trailing five year data , p. 210 Performance Data – Employees by region: Trailing five year data , p. 210 Performance Data – Contractors by region: Trailing five year data , p. 211 Performance Data – Employee gender breakout: Country level , p. 212			
GRI 102-9 Supply chain	Public Targets , pp. 12, 14 Supply Chain , pp. 53–55 Human Rights , p. 74 Value Sharing , pp. 126–129 Performance Data – Human rights new supplier screening: Country level , p. 196 Performance Data – Spending on local suppliers: Site level , pp. 206, 208			
GRI 102-10 Significant changes to the organization and its supply chain	Significant Changes in 2021 , p. 18 2021 10-K report – 2021 Results and Highlights , pp. 3–4			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-11 Precautionary Principle or approach	<p>Our Business, pp. 15–18</p> <p>Newmont submits to the United Nations Global Compact (UNGC) an annual Communication on Progress, affirming our commitment to operate according to the UNGC's 10 universal principles, including Principle No. 7, which states, "Businesses should support a precautionary approach to environmental challenges."</p> <p>The precautionary approach – which is the process for investigating, addressing and mitigating how our actions may threaten the environment – is embedded in our risk management process as well as our purpose, vision and values.</p>	Principle 2		
GRI 102-12 External initiatives	<p>Supporting the Sustainable Development Goals, p. 28</p> <p>Voluntary Commitments and Disclosures, pp. 30–32</p> <p>Supply Chain – Responsible Sourcing, p. 55</p> <p>Health, Safety and Security, pp. 62, 64</p> <p>Social Acceptance, p. 83</p> <p>Human Rights, pp. 73–74</p> <p>Materials, pp. 122–124</p> <p>Tailings Management, p. 111</p> <p>Water Stewardship, pp. 97–100</p> <p>Value Sharing, pp. 127–128</p> <p>Climate Report – Letter from Tom Palmer, President and Chief Executive Officer, p. 4</p>	Principle 1, 2	SDG 17	
GRI 102-13 Membership of associations	<p>Voluntary Commitments and Disclosures, pp. 30–32</p> <p>Performance Data – Largest individual contributions and main topics, p. 146</p> <p>Climate Report – Our Energy and Climate Strategy - Climate Policy and Industry Associations, pp. 7–11</p>		SDG 17	

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Strategy				
GRI 102-14 Statement from senior decision-maker	<p>Letter from the President and Chief Executive Officer, pp. 4-5</p> <p>Letter from the Safety and Sustainability Committee Chair, pp. 6-7</p> <p>Leadership Insights: Diversity, Equity and Inclusion, pp. 57-58</p>			
GRI 102-15 Key impacts, risks, and opportunities	<p>Letter from the President and Chief Executive Officer, pp. 4-5</p> <p>Our Approach to Sustainability – Our Sustainability Strategy, pp. 20-21</p> <p>Our Approach to Sustainability – Materiality, pp. 22-24</p> <p>Our Approach to Sustainability – Stakeholder Engagement, pp. 25-27</p> <p>Business Integrity and Compliance, pp. 42-43</p> <p>Sustainability Compliance, pp. 49-52</p> <p>Risk Management, p. 46</p> <p>Social Acceptance, pp. 83-84</p> <p>Supply Chain – Supplier Risk, p. 54</p> <p>Health, Safety and Security, pp. 59-62</p> <p>People and Culture, pp. 67-69</p> <p>Human Rights, pp. 73-75</p> <p>Energy and Climate Change, p. 94</p> <p>Tailings Management, pp. 109-111</p> <p>Water Stewardship, pp. 97-100</p> <p>Materials, pp. 122-123</p> <p>Value Sharing, pp. 127-129</p> <p>2021 10-K report – Item 1A. Risk Factors, pp. 14-35</p> <p>CDP Climate response</p> <p>CDP Water response</p> <p>Climate Report – Risk Management, pp. 24-30</p>	Principle 4		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Ethics and integrity				
GRI 102-16 Values, principles, standards, and norms of behavior	Our Business , p. 17 Business Integrity and Compliance , pp. 42-43	Principle 1, 2, 4		
GRI 102-17 Mechanisms for advice and concerns about ethics	Business Integrity and Compliance , pp. 42-43 People and Culture , pp. 68-69 Human Rights , p. 75 Social Acceptance , pp. 83-84	Principle 1, 2, 4		
Governance				
GRI 102-18 Governance structure	Corporate Governance , pp. 36-40 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28-31	Principle 1		
GRI 102-19 Delegating authority	Corporate Governance , pp. 36-40 2022 Proxy Statement – Board Leadership and Independent Chair , p. 33	Principle 1, 2, 4		
GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance , pp. 39-40 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28-31 Newmont Board of Directors Safety and Sustainability Committee Charter Newmont Board of Directors Audit Committee Charter	Principle 1, 2, 4		
GRI 102-21 Consulting stakeholders on economic, environmental, and social topics	Our Approach to Sustainability – Materiality , pp. 22-24 Our Approach to Sustainability - Stakeholder Engagement , pp. 25-27 2022 Proxy Statement – Stakeholder Outreach , p. 40	Principle 1, 2, 4	SDG 17	
GRI 102-22 Composition of the highest governance body and its committees	2022 Proxy Statement – Director Nominee Overview , pp. 18-25 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28-31 Board and Committee Governance documents available at Newmont.com	Principle 1, 2, 4		
GRI 102-23 Chair of the highest governance body	2022 Proxy Statement – Board Leadership and Independent Chair , p. 33	Principle 1, 2, 4		
GRI 102-24 Nominating and selecting the highest governance body	2022 Proxy Statement – Process for Selecting New Directors , p. 37 2022 Proxy Statement – Director Diversity , p. 38	Principle 1, 2, 4		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2022 Proxy Statement – Independent Compensation Consultant , p. 41 Corporate Governance Guidelines – 3. Conflicts of Interest , p. 6	Principle 1, 2, 4		
GRI 102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance , pp. 36–38			
GRI 102-27 Collective knowledge of highest governance body	2022 Proxy Statement – Director Nominee Overview , pp. 18–25			
GRI 102-28 Evaluating the highest governance body's performance	2022 Proxy Statement – Board, Committee and Director Assessment , p. 36			
GRI 102-29 Identifying and managing economic, environmental, and social impacts	Corporate Governance , pp. 36–40 Risk Management , pp. 46–48 2022 Proxy Statement – Board Committees , pp. 28-30; Board Oversight of Risk Management , pp. 34-35	Principle 2, 4, 6		
GRI 102-30 Effectiveness of risk management processes	Risk Management , pp. 46–48 2021 10-K report – 1A. Risk Factors , pp. 14-35	Principle 4		
GRI 102-31 Review of economic, environmental, and social topics	Our Approach to Sustainability – Materiality , pp. 22–24 Corporate Governance , pp. 37–40 Newmont Safety and Sustainability Committee Charter			
GRI 102-32 Highest governance body's role in sustainability reporting	Our Approach to Sustainability – Materiality , pp. 22–24 Newmont Safety and Sustainability Committee Charter			
GRI 102-33 Communicating critical concerns	People and Culture , pp. 67–69 Business Integrity and Compliance , pp. 53–55 Human Rights , pp. 72–75 Social Acceptance , pp. 82–84			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-34 Nature and total number of critical concerns	<p>People and Culture, pp. 69–71</p> <p>Business Integrity and Compliance, pp. 44–45</p> <p>Social Acceptance, pp. 85–88</p> <p>Human Rights, pp. 76–81</p> <p>Performance Data – Ethics and Anti-Corruption Measures, pp. 142–145</p> <p>Performance Data – Complaints and Grievances, p. 194</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 200</p> <p>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.</p>			<p>Yes</p> <p>Number and outcomes of ethics cases opened in 2021 – Total; Number and outcomes of ethics cases closed in 2021 – Total; Number and outcomes of ethics cases substantiated in 2021 – Total; Number and outcomes of ethics cases addressed (substantiated and unsubstantiated) in 2021</p>
GRI 102-35 Remuneration policies	<p>2022 Proxy Statement – Compensation Discussion and Analysis, pp. 48-79</p>			
GRI 102-36 Process for determining remuneration	<p>2022 Proxy Statement – Compensation Discussion and Analysis, pp. 55-76</p>			
GRI 102-37 Stakeholders involvement in remuneration	<p>2022 Proxy Statement – Compensation Discussion and Analysis, pp. 48-79</p> <p>Corporate Governance Guidelines</p>			
GRI 102-38 Annual total compensation ratio	<p>Performance Data – Ratio of average female salary to average male salary: Employee category, p. 211</p> <p>Performance Data – Ratio of average female to average male salary: Country level, p. 211</p> <p>Note: Female to male salary data is not disclosed at regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2022 Proxy Statement, p. 85.</p>			
GRI 102-39 Percentage increase in annual total compensation ratio	<p>U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2022 Proxy Statement, p. 85.</p>			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Stakeholder engagement				
GRI 102-40 List of stakeholder groups	<p>Our Approach to Sustainability – Stakeholder Engagement, pp. 25–27</p> <p>Human Rights, pp. 73–74</p> <p>Social Acceptance, pp. 83–84</p>	Principle 10	SDG 17	
GRI 102-41 Collective bargaining agreements	<p>People and Culture, pp. 69–71</p> <p>Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five year data, p. 214</p> <p>2021 10-K report – Item 1. Business, p. 9; Item 1A. Risk Factors, p. 33</p>			
GRI 102-42 Identifying and selecting stakeholders	<p>Our Approach to Sustainability – Stakeholder Engagement, pp. 25–27</p>			
GRI 102-43 Approach to stakeholder engagement	<p>Our Approach to Sustainability - Stakeholder Engagement, pp. 25–27</p> <p>Human Rights, pp. 74–75</p> <p>Social Acceptance, pp. 83–84</p>	Principle 10		
GRI 102-44 Key topics and concerns raised	<p>Our Approach to Sustainability - Stakeholder engagement, pp. 25–27</p> <p>Human Rights, pp. 74–75</p> <p>Social Acceptance, pp. 77–81</p> <p>Performance Data – Number and outcomes of ethics cases opened, closed substantiated and addressed: Trailing five year data, p. 143</p> <p>Performance Data - Actual and/or potential community impacts and mitigation responses: Site level, pp. 186–193</p> <p>Performance Data – Complaints and grievances: Site level, p. 194</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 200</p>	Principle 10		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Reporting practice				
GRI 102-45 Entities included in the consolidated financial statements	About This Report , pp. 270-272 2021 10-K report – Item 7. Management's Discussion and Analysis of Consolidated Financial Condition and Results of Operations , pp. 70-110	Principle 10		
GRI 102-46 Defining report content and topic boundaries	Our Approach to Sustainability – Materiality , pp. 22-24 About This Report , pp. 270-272	Principle 10		
GRI 102-47 List of material topics	Our Approach to Sustainability - Materiality , pp. 22-24	Principle 10		
GRI 102-48 Restatements of information	About This Report , pp. 270-272	Principle 10		
GRI 102-49 Changes in reporting	About This Report , pp. 270-272	Principle 10		
GRI 102-50 Reporting period	About This Report , pp. 270-272	Principle 10		
GRI 102-51 Date of most recent report	About This Report , pp. 270-272	Principle 10		
GRI 102-52 Reporting cycle	About This Report , pp. 270-272	Principle 10		
GRI 102-53 Contact point for questions regarding the report	About This Report , pp. 270-272	Principle 10		
GRI 102-54 Claims of reporting in accordance with the GRI Standards	About This Report , pp. 270-272	Principle 10		
GRI 102-55 GRI content index	GRI Content Index , pp. 221-253	Principle 10		
GRI 102-56 External assurance	About This Report , p. 272 PwC Assurance Report, available on Newmont.com			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GOVERNANCE: Corporate Governance				
Corporate Governance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Corporate Governance , p. 36			
GRI 103-2 The management approach and its components	Corporate Governance , pp. 36–40 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–31			
GRI 103-3 Evaluation of the management approach	Corporate Governance , pp. 36–40 2022 Proxy Statement – Corporate Governance , p. 36 Newmont Board of Directors Nominating and Governance Committee Charter			
Corporate Governance: Disclosures and performance data				
GRI 102-18 Governance structure	Corporate Governance , pp. 36–40 2022 Proxy Statement , pp. 28–31			
GRI 102-19 Delegating authority	Corporate Governance , pp. 36–40 2022 Proxy Statement – Board Leadership and Independent Chair , p. 33			
GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance , pp. 39–40 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–31 Newmont Board of Directors Safety and Sustainability Committee Charter			
GRI 102-22 Composition of the highest governance body and its committees	2022 Proxy Statement – Director Nominee Overview , pp. 18–25 2022 Proxy Statement – Committees of the Board of Directors and Attendance , pp. 28–31 Board and Committee Governance documents available at Newmont.com .			
GRI 102-23 Chair of the highest governance body	2022 Proxy Statement – Board Leadership and Independent Chair , p. 33			
GRI 102-27 Collective knowledge of highest governance body	2022 Proxy Statement – Director Nominee Overview , pp. 18–25			
GRI 102-28 Evaluating the highest governing body's performance	2022 Proxy Statement – Board, Committee and Director Assessment , p. 36			
GRI 102-35 Remuneration policies	2022 Proxy Statement – Compensation Discussion and Analysis , pp. 48–79			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-36 Process for determining remuneration	2022 Proxy Statement – Compensation Discussion and Analysis , pp. 55–76			
GRI 102-37 Stakeholder's involvement in remuneration	2022 Proxy Statement – Compensation Discussion and Analysis , pp. 48–79 Corporate Governance Guidelines			
GOVERNANCE: Ethics and Compliance				
Ethics and Compliance: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Business Integrity and Compliance , p. 41			
GRI 103-2 The management approach and its components	Business Integrity and Compliance , pp. 42–43 Business Integrity Policy			
GRI 103-3 Evaluation of the management approach	Business Integrity and Compliance , pp. 44–45			
Ethics and Compliance: Disclosures and performance data				
GRI 102-16 Values, principles, standards, and norms of behavior	Our Business , p. 17 Business Integrity and Compliance , pp. 42–43			
GRI 102-17 Mechanisms for advice and concerns about ethics	People and Culture , pp. 68–69 Business Integrity and Compliance , pp. 42–43 Human Rights , p. 75 Social Acceptance , pp. 83–84			
GRI 102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2022 Proxy Statement – Independent Compensation Consultant , p. 41 Corporate Governance Guidelines – 3. Conflicts of interest , p. 6			
GRI 102-33 Communicating critical concerns	People and Culture , pp. 67–69 Business Integrity and Compliance , pp. 53–55 Human Rights , pp. 72–75 Social Acceptance , pp. 82–84			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-34 Nature and total number of critical concerns	<p>People and Culture, pp. 69–71</p> <p>Business Integrity and Compliance, pp. 44–45</p> <p>Human Rights, pp. 76–81</p> <p>Social Acceptance, pp. 85–88</p> <p>Performance Data – Ethics and Anti-Corruption Measures, pp. 142–145</p> <p>Performance Data – Complaints and Grievances, p. 194</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 200</p> <p>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.</p>			
GRI 205-1 Operations assessed for risks related to corruption	<p>Business Integrity and Compliance, pp. 42–44</p> <p>2021 10-K report – Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate, pp. 29-32; Legal Risks, p. 34</p>	Principle 1		
GRI 205-2 Communication and training about anti-corruption policies and procedures	<p>Business Integrity and Compliance, p. 44</p> <p>Performance Data – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Trailing four year data, p. 145</p>			
GRI 205-3 Confirmed incidents of corruption and actions taken	<p>Business Integrity and Compliance, p. 44</p> <p>Performance Data – Number and outcomes of substantiated ethics cases: Country level, p. 144</p> <p>2021 10-K report – Note 26. Commitments and Contingencies, pp. 170–174</p>			
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>2021 10-K report – Note 26. Commitments and Contingencies, pp. 170–174</p>			
GRI 307-1 Non-compliance with environmental laws and regulations	<p>Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level, pp. 138–139</p> <p>Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level, pp. 139–141</p> <p>Detailed information about citations and orders issued to Newmont in 2021 by MSHA is disclosed on the SEC website.</p>	Principle 6		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 415-1 Political contributions	<p>Business Integrity and Compliance, p. 45</p> <p>Performance Data – Political Contributions, p. 145</p> <p>Performance Data – Trade association dues: Amount and percentage attributable to political advocacy, p. 145</p> <p>Performance Data – Total monetary contributions and expenditures: Trailing five year data, p. 146</p> <p>Performance Data – U.S. lobbying activities, p. 146</p> <p>Performance Data – NEWPAC contributions, p. 146</p> <p>Policy Influence report, available at Newmont.com.</p>	Principle 1		
GRI 417-1 Requirements for product and service information and labeling	<p>Supply Chain, p. 55</p> <p>Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2021 Conflict-Free Gold Report, available at Newmont.com.</p>	Principle 8		
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	<p>Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2021 Conflict-Free Gold Report, available at Newmont.com.</p>	Principle 8		
GRI 419-1 Non-compliance with laws and regulations in the social and economic area	<p>Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level, pp. 138–139</p> <p>Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level, pp. 139–141</p> <p>Detailed information about citations and orders issued to Newmont in 2021 by MSHA is disclosed on the SEC website.</p>	Principle 6		
GOVERNANCE: Risk Management				
Risk Management: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	<p>Our Approach to Sustainability - Materiality, pp. 22–24</p> <p>About This Report, p. 270</p> <p>Risk Management, p. 46</p>			
GRI 103-2 The management approach and its components	<p>Sustainability Compliance, pp. 49–52</p> <p>Risk Management, pp. 46–48</p> <p>Note: Topic-specific risks and management approaches for each material issue are discussed in the corresponding sections of the report.</p>	Principle 4		
GRI 103-3 Evaluation of the management approach	<p>Sustainability Compliance, pp. 49–52</p> <p>Risk Management, pp. 46–48</p> <p>Newmont Board of Directors Audit Committee Charter</p>			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Risk Management: Disclosures and performance data				
GRI 102-15 Description of key impacts, risks, and opportunities (2.2.1-2.2.12)	<p>Letter from the President and Chief Executive Officer, pp. 4-5</p> <p>Our Approach to Sustainability – Our Sustainability Strategy, pp. 20-21</p> <p>Our Approach to Sustainability – Materiality, pp. 22-24</p> <p>Our Approach to Sustainability – Stakeholder Engagement, pp. 25-27</p> <p>Sustainability Compliance, pp. 53-55</p> <p>People and Culture, pp. 67-69</p> <p>Supply Chain – Supplier Risk, pp. 54</p> <p>Business Integrity and Compliance, pp. 42-43</p> <p>Risk Management, p. 46</p> <p>Health, Safety and Security, pp. 59-62</p> <p>Human Rights, pp. 73-75</p> <p>Social Acceptance, pp. 83-84</p> <p>Materials, pp. 122-123</p> <p>Energy and Climate Change, p. 94</p> <p>Tailings Management, pp. 109-111</p> <p>Water Stewardship, pp. 97-100</p> <p>Value Sharing, pp. 127-129</p> <p>2021 10-K report – Item 1A. Risk Factors, pp. 14-35</p> <p>CDP Climate response</p> <p>CDP Water response</p> <p>Climate Report – Risk Management, pp. 24-30</p>			
102-30 Effectiveness of risk management processes	<p>Risk Management, pp. 46-48</p> <p>2021 10-K report – Item 1A. Risk Factors, pp. 14-35</p>	Principle 4		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Safety and Health				
Safety and Health: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Health, Safety and Security , p. 59			
GRI 103-2 The management approach and its components	Health, Safety and Security , pp. 59–66 Public Targets , pp. 11–14 Health, Safety and Security Policy Newmont Board of Directors Safety and Sustainability Committee Charter	Principle 1, 5	SDG5	
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 49–52 Health, Safety and Security , pp. 63–66 Newmont Board of Directors Safety and Sustainability Committee Charter			
Safety and Health: Disclosures and performance data				
GRI 403-1 (2018) Occupational health and safety management system	Sustainability Compliance , pp. 49–52 Health, Safety and Security , pp. 59–66	Principle 4, 5		
GRI 403-2 (2018) Hazard identification, risk assessment, and incident investigation	Health, Safety and Security , pp. 61–65	Principle 4, 5	SDG 5	
GRI 403-3 (2018) Occupational health services	Health, Safety and Security , pp. 59–65			
GRI 403-4 (2018) Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Security , pp. 59–65	Principle 4, 5		
GRI 403-5 (2018) Worker training on occupational health and safety	Health, Safety and Security , pp. 59–65 Performance Data – Safety trainings: Site level , pp. 183–184	Principle 5		
GRI 403-6 (2018) Promotion of worker health	Health, Safety and Security , pp. 61–65 Performance Data – COVID-19 Global Fund: Site level , p. 203			
GRI 403-7 (2018) Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Security , pp. 59–63	Principle 5	SDG 5	

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 403-9 (2018) Work-related injuries	<p>Performance Data – Employee-only safety rates: Trailing five year data, p. 177</p> <p>Performance Data – Employee-only safety data: Site level, pp. 178–179</p> <p>Performance Data – Contractor-only safety rates: Trailing five year data, p. 179</p> <p>Performance Data – Contractor-only safety data: Site level, pp. 180–181</p> <p>Performance Data – Combined safety rates: Trailing five year data, p. 181</p> <p>Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five year data, p. 181</p> <p>Performance Data – Combined safety rates: Site level, pp. 182–183</p>	Principle 5		<p>Yes</p> <p>Combined safety rates: Site level – Fatalities; Combined safety rates: Site level – Lost Time Injury Frequency Rate (LTIFR); Combined safety rates: Site level – Total Recordable Injury Frequency Rate (TRIFR)</p>
SOCIAL: People				
People: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	<p>Our Approach to Sustainability – Materiality, pp. 22–24</p> <p>About This Report, p. 270</p> <p>People and Culture, p. 67</p>			
GRI 103-2 The management approach and its components	<p>People and Culture, pp. 68–69</p> <p>Public Targets, pp. 11–14</p> <p>People Policy</p>			
GRI 103-3 Evaluation of the management approach	<p>People and Culture, pp. 69–71</p>			
Workforce Demographics				
GRI 102-08 Information on employees and other workers	<p>Performance Data – Total workforce: Trailing five year data, p. 210</p> <p>Performance Data – Employees by region: Trailing five year data, p. 210</p> <p>Performance Data – Contractors by region: Trailing five year data, p. 211</p> <p>Performance Data – Employee gender breakout: Country level, p. 212</p>			
Compensation and Equal Remuneration				
GRI 405-2 Ratio of basic salary and remuneration of women to men	<p>Performance Data – Ratio of average female salary to average male salary: Employee category, p. 211</p> <p>Performance Data – Ratio of average female salary to average male salary: Country level, p. 211</p>	Principle 3		
GRI 102-35, 102-36, 102-37, 102-38, 102-39	For disclosures GRI 102-35-39, reference the General Standard Disclosures section of this GRI Content Index.			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Inclusion and Diversity				
GRI 405-1 Diversity of governance bodies and employees	<p>People and Culture, pp. 69–71</p> <p>Value Sharing, p. 130</p> <p>Performance Data – Employee gender breakout: Country level, p. 212</p> <p>Performance Data – Employee gender breakout: Employee category, p. 212</p> <p>Performance Data – Percentage of females by employee category: Trailing five year data, p. 213</p> <p>Performance Data – Number and percentage of employees: Age range and category, p. 213</p> <p>2022 Proxy Statement – Director Diversity, p. 38</p> <p>EEO-1 form</p> <p>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.</p>	Principle 3	SDG 5	Yes Percentage of females: Employee category
Labor-Management Relations				
GRI 102-41 Collective bargaining agreements	<p>People and Culture, pp. 69–71</p> <p>Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five year data, p. 214</p> <p>2021 10-K report – Item 1. Business, p. 9; Item 1A. Risk Factors, p. 33</p>			
GRI 407-1 Operations in which the right to freedom of association and collective bargaining may be at risk	<p>2021 10-K report – Item 1A. Risk Factors, pp. 32–33</p> <p>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.</p>	Principle 1, 3		
GRI 402-1 Minimum notice periods regarding operational changes	<p>Performance Data – Minimum notice periods regarding operational changes: Site level, p. 215</p>			
GRI MM4 Number of strikes and lockouts exceeding one week's duration by country	<p>Performance Data – Strikes and lockouts exceeding one week's duration: Site level, p. 215</p>			
Talent Attraction and Retention				
GRI 401-1 New employee hires and employee turnover	<p>Performance Data – New hires: Country, gender and age group, p. 217</p> <p>Performance Data – Employee turnover: Regional level, p. 216</p> <p>Performance Data – Employee turnover: Age group, p. 216</p> <p>Performance Data – Employee turnover: Trailing five year data, p. 216</p> <p>Performance Data – Employee turnover by gender and initiation: Trailing five year data, p. 216</p>	Principle 3		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Training and Professional Development				
GRI 404-1 Average hours of training per year per employee	<p>Performance Data – Training and development investment spending and hours: Trailing five year data, p. 217</p> <p>Performance Data – Average hours of training per year, per employee: Employee category: Trailing five year data, p. 218</p> <p>Performance Data – Average hours of training per employee: Employee category and gender, p. 218</p>			
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	<p>Performance Data – Percentage of employees who received performance reviews: Gender and employee category, p. 217</p>			
SOCIAL: Human Rights				
Human Rights: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	<p>Our Approach to Sustainability – Materiality, pp. 22–24</p> <p>About This Report, p. 270</p> <p>Human Rights, p. 72</p>			
GRI 103-2 The management approach and its components	<p>Human Rights, pp. 73–75</p> <p>Public Targets, pp. 11–14</p> <p>Newmont Guide to Respecting Human Rights</p>	Principle 1, 2		
GRI 103-3 Evaluation of the management approach	<p>Sustainability Compliance, pp. 49–52</p> <p>Human Rights, pp. 75–81</p> <p>Newmont Board of Directors Safety and Sustainability Committee Charter</p>			
Human Rights: Disclosures and performance data				
GRI 410-1 Security personnel trained in human rights policies or procedures	<p>Human Rights, p. 75</p> <p>Performance Data – Security personnel trained in human rights policies or procedures: Site level, p. 197</p>	Principle 1, 2		
GRI 411-1 Incidents of violations involving rights of Indigenous peoples	<p>Performance Data - Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level, p. 199</p> <p>There were no significant events involving the rights of Indigenous peoples in 2021.</p>	Principle 1, 3		
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	<p>Human Rights, pp. 74–81</p> <p>Performance Data – Human rights assessments or reviews conducted: Site level, p. 195</p> <p>Performance Data – Human rights new supplier screening: Country level, p. 196</p> <p>Performance Data – Social impact assessment and engagement practices: Site level, p. 202</p>	Principle 1, 2		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 412-2 Employee training on human rights policies or procedures	Human Rights , p. 75 Performance Data - In-person human rights workforce trainings conducted: Site level , p. 198	Principle 1, 2		
GRI 414-1 New suppliers that were screened using social criteria	Performance Data - Human rights new supplier screening: Country level , p. 196			Yes Human rights new supplier screening: Country level – Number of new suppliers; Human rights new supplier screening: Country level – All potential suppliers requested to complete Prequalification Questionnaire (PQ); Human rights new supplier screening: Country level – Number that responded to the PQ and provided data on human rights risks; Human rights new supplier screening: Country level – Number identified through the PQ as having an elevated likelihood of impacting human rights; Human rights workforce trainings: In-person human rights workforce trainings conducted: Site level – Number of suppliers trained – Global total
GRI MM5 Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities	Human Rights , pp. 74–81 Performance Data - Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level , p. 199	Principle 3		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Social Acceptance				
Social Acceptance: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Social Acceptance , p. 82			
GRI 103-2 The management approach and its components	Social Acceptance , pp. 82–84 Public Targets , pp. 11–14 Sustainability and Stakeholder Engagement Policy , pp. 4–8	Principle 1, 2, 9		
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 49–52 Social Acceptance , pp. 85–88 Newmont Board of Directors Safety and Sustainability Committee Charter			
Social Acceptance: Disclosures and performance data				
GRI 413-1 Operations with local community engagement, impact assessments and development programs	Social Acceptance , pp. 82–88 Performance Data – Community development leading practices: Site level , p. 185 Performance Data – Social impact assessment and engagement practices: Site level , p. 202 Performance Data – Resettlement and/or relocation activity: Site level , p. 201	Principle 2, 3, 4, 10		
GRI 413-2 Operations with significant actual and potential negative impacts on local communities	Performance Data – Actual and/or potential community impacts and mitigation responses: Site level , p. 186			
GRI MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Human Rights , pp. 76–80 Social Acceptance , pp. 85–88 Water Stewardship , pp. 101–105 Performance Data – Significant disputes related to land or resource use: Site level , p. 200 Performance Data – Significant environmental and/or social events: Site level , pp. 140–141	Principle 2, 3, 4, 9		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 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	<p>Human Rights, pp. 76–81</p> <p>Social Acceptance, pp. 85–88</p> <p>Performance Data – Significant disputes related to land or resource use: Site level, p. 200</p> <p>Performance Data – Significant environmental and/or social events: Site level, pp. 140–141</p>	Principle 2, 3, 4, 9		
GRI 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	<p>Social Acceptance, pp. 85–88</p> <p>Performance Data – Artisanal and small-scale mining (ASM) activity: Site level, p. 184</p>	Principle 1, 5, 9	SDG 3, 6, 8	
GRI MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	<p>Social Acceptance, pp. 85–88</p> <p>Performance Data – Resettlement and/or relocation activity: Site level, p. 201</p>	Principle 5, 9		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Water Stewardship				
Water Stewardship: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Water Stewardship , p. 96			
GRI 103-2 The management approach and its components	Water Stewardship , pp. 96–100 Public Targets , pp. 13–14 Sustainability and Stakeholder Engagement Policy Newmont Guide to Water CDP Water response 2021 10-K report – Item 1. Business – Environmental, Social and Governance , pp. 8–9	Principle 1	SDG 6	
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 49–52 Water Stewardship , pp. 101–106 Newmont Board of Directors Safety and Sustainability Committee Charter			
Water Stewardship: Disclosures and performance data				
GRI 303-1 (2018) Interactions with water as a shared resource	Water Stewardship , pp. 96–100 Performance Data – Water-related risk: Site level , p. 168 Performance Data – Water summary: Site level , p. 160 Newmont Guide to Water CDP Water response	Principle 6, 9	SDG 6	
GRI 303-2 (2018) Management of water-discharge related impacts	Water Stewardship , pp. 96–100 Performance Data – Total treated water by destination: Site level , p. 162 Performance Data – Total untreated water by destination: Site level , p. 163 Newmont Guide to Water	Principle 8, 9		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 303-3 (2018) Water withdrawal	<p>Water Stewardship, p. 101</p> <p>Performance Data – Water summary: Site level, p. 160</p> <p>Performance Data – Total water withdrawal and discharge by category: Site level, p. 161</p> <p>Performance Data – Water withdrawal: Site level, p. 164</p> <p>Performance Data – Water summary: Trailing five year data, p. 165</p> <p>CDP Water response</p>	Principle 8, 9		<p>Yes</p> <p>Water summary by site – Total water withdrawn – Global total (ML); Water summary by site – Total water discharged – Global total (ML); Water summary by site – Total water consumed (total withdrawn minus total discharged) – Global total (ML)</p>
GRI 303-4 (2018) Water discharge	<p>Water Stewardship, p. 101</p> <p>Performance Data – Water summary: Site level, p. 160</p> <p>Performance Data – Water summary: Trailing five year data, p. 165</p> <p>Performance Data – Total water withdrawal and discharge by category: Site level, p. 161</p> <p>Performance Data – Total treated water by destination: Site level, p. 162</p> <p>Performance Data – Total untreated water by destination: Site level, p. 163</p> <p>Performance Data – Total water discharge by destination: Trailing five year data, p. 165</p> <p>Performance Data – Consumptive water quality, p. 166</p> <p>Performance Data – Consumption by ICMM water quality categories: Trailing three year data, p. 168</p> <p>CDP Water response</p>	Principle 6, 9		<p>Yes</p> <p>Water summary by site – Total water withdrawn – Global total (ML); Water summary by site – Total water discharged – Global total (ML); Water summary by site – Total water consumed (total withdrawn minus total discharged) – Global total (ML)</p>
GRI 303-5 (2018) Water consumption	<p>Water Stewardship, pp. 101–102</p> <p>Performance Data – Water summary: Site level, p. 160</p> <p>Performance Data – Water summary: Trailing five year data, p. 165</p> <p>Performance Data – Consumptive water quality, p. 166</p> <p>Performance Data – Water consumed, recycled and percentage recycled: Trailing five year data, p. 167</p> <p>Performance Data – Consumption by ICMM water quality categories: Trailing three year data, p. 168</p> <p>CDP Water response</p>	Principle 6, 9		<p>Yes</p> <p>Water summary by site – Total water withdrawn – Global total (ML); Water summary by site – Total water discharged – Global total (ML); Water summary by site – Total water consumed (total withdrawn minus total discharged) – Global total (ML)</p>

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Tailings Management				
Tailings Management: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Tailings Management , p. 107			
GRI 103-2 The management approach and its components	Tailings Management , pp. 107–111 Sustainability and Stakeholder Engagement Policy Newmont's Tailings Management site on Newmont.com	Principle 6		
GRI 103-3 Evaluation of the management approach	Sustainability Compliance , pp. 49–52 Tailings Management , pp. 112–113 Newmont Board of Directors Safety and Sustainability Committee Charter			
Tailings Management: Disclosures and performance data				
GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Materials , p. 124 Tailings Management , pp. 123–124 Performance Data – Tailings generated and managed: Site level , p. 159 Performance Data – Total waste rock/tailings generated: Trailing five year data , p. 159 Newmont's Tailings Management site on Newmont.com	Principle 8		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Energy and Climate Change				
Energy and Climate Change: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Energy and Climate Change , p. 92			
GRI 103-2 The management approach and its components	Energy and Climate Change , pp. 93–94 Public Targets , pp. 13–14 CDP Climate Response 2021 10-K report – Item 1. Business – Environmental, Social and Governance , pp. 8–9 Sustainability and Stakeholder Engagement Policy Climate Report – Climate Policy and Industry Associations , pp. 9–12 Climate Report – Policies and Standards – Climate Governance Framework , pp. 22–23			
GRI 103-3 Evaluation of the management approach	Energy and Climate Change , p. 95 CDP Climate Response Newmont Board of Directors Safety and Sustainability Committee Charter Climate Report – Policies and Standards – Climate Governance Framework , pp. 22–23			
Energy and Climate Change: Disclosures and performance data				
GRI 201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Response 2021 10-K report – Item 1. Business – Environmental, Social and Governance , pp. 8–9; Item 1A. Risk Factors , pp. 26–27 Climate Report – Climate Scenario Analysis , pp. 13–20 Climate Report – Pathway to 2030 , pp. 33–35	Principle 1		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 302-1 Energy consumption within the organization	<p>Climate Report - Performance Data - Estimated direct and indirect energy consumed by source: Site level, pp. 45-46</p> <p>Climate Report - Performance Data - Estimated direct and indirect energy consumed by source: Trailing five year data, p. 47</p> <p>Climate Report - Performance Data - Estimated direct electricity consumed by source: Site level, p. 48</p> <p>Climate Report - Performance Data - Estimated total electricity consumed: Trailing five year data, p. 49</p> <p>Climate Report - Performance Data - Estimated grid electricity mix, p. 49</p> <p>Climate Report - Performance Data - Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level, p. 54</p> <p>CDP Climate Response</p>	Principle 6, 10		
GRI 302-2 Energy consumption outside of the organization	<p>Climate Report - Performance Data - Estimated direct and indirect energy consumed by source: Site level, pp. 45-46</p> <p>Climate Report - Performance Data - Estimated direct and indirect energy consumed by source: Trailing five year data, p. 47</p> <p>Climate Report - Performance Data - Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level, p. 54</p> <p>CDP Climate Response</p>	Principle 6, 10		
GRI 302-3 Energy intensity	<p>Climate Report - Performance Data - Energy Intensity, p. 47</p> <p>CDP Climate Response</p>	Principle 6, 10		
GRI 302-4 Reduction of energy consumption	<p>Climate Report - Performance Data - Estimated direct and indirect energy consumed by source: Trailing five year data, p. 47</p> <p>Climate Report - Performance Data - Estimated total electricity consumed: Trailing five year data, p. 49</p> <p>CDP Climate Response</p>	Principle 6, 10		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI: 305-1 Direct (Scope 1) GHG Emissions	<p>Energy and Climate Change, p. 95</p> <p>Climate Report – Performance Data – Estimated greenhouse gas (GHG) emissions: Site level, pp. 50–51</p> <p>Climate Report – Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five year data, pp. 50–51</p> <p>CDP Climate Response</p> <p>Newmont's Scope 1 GHG emission gases measure CO₂, CH₄, N₂O and SF₆. Newmont reports biogenic CO₂ emissions in its CDP response. HFCs and PFCs are reported separately in our Montreal Protocol tables (Climate Report). Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory, and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		
GRI: 305-2 Energy indirect (Scope 2) GHG emissions	<p>Energy and Climate Change, p. 95</p> <p>Climate Report – Performance Data – Estimated greenhouse gas (GHG) emissions: Site level, p. 52</p> <p>Climate Report – Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five year data, p. 52</p> <p>CDP Climate Response</p> <p>Newmont's Scope 1 GHG emissions gases measure CO₂, CH₄, N₂O and SF₆. Newmont reports biogenic CO₂ emissions in its CDP response. HFCs and PFCs are reported separately in our Montreal Protocol tables (Climate Report). Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory, and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		
GRI 305-3 Other indirect (Scope 3) GHG emissions	<p>Climate Report – Performance Data – 2021 Estimated Scope 3 GHG emissions, p. 56</p> <p>CDP Climate Response</p>	Principle 6, 10		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI: 305-4 GHG emissions intensity	<p>Energy and Climate Change, p. 95</p> <p>Climate Report – Performance Data – Estimated GHG emissions intensity: Trailing five year data, p. 53</p> <p>CDP Climate Response</p> <p>Newmont's Scope 1 GHG emissions gases measure CO₂, CH₄, N₂O and SF₆. Newmont reports biogenic CO₂ emissions in its CDP response. HFCs and PFCs are reported separately in our Montreal Protocol tables (Climate Report). Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory, and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.</p>	Principle 6, 10		
GRI 305-5 Reduction of GHG emissions	<p>Energy and Climate Change, p. 95</p> <p>Climate Report – Performance Data – Estimated GHG emissions intensity: Trailing five year data, p. 53</p> <p>Climate Report – Performance Data – Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations: Site level, p. 55</p> <p>CDP Climate Response</p>			

GRI standards disclosure	Response	Alignment with ICM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Biodiversity				
Biodiversity: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Biodiversity , p. 114			
GRI 103-2 The management approach and its components	Biodiversity , pp. 114–116 Sustainability and Stakeholder Engagement Policy			
GRI 103-3 Evaluation of the management approach	Biodiversity , pp. 116–117 Newmont Board of Directors Safety and Sustainability Committee Charter			
Biodiversity: Disclosures and performance data				
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Performance Data – Operations in relation to key biodiversity areas: Site level , p. 150 Sustainability Compliance , pp. 49–52 In addition to above references, GRI disclosures for GRI 304-1ii – Subsurface and underground land that may be owned, leased or managed by the organization, and GRI 304-1iv – Type of operation (office, manufacturing or production, or extractive) are available at Newmont.com .	Principle 6, 7		
GRI 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. 149 Performance Data – Number of wildlife mortalities: Trailing five year data , p. 149	Principle 6, 7		
GRI 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: Site level , p. 150	Principle 6, 7	SDG 6	

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Closure and Reclamation				
Closure and Reclamation: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Closure and Reclamation , p. 118			
GRI 103-2 The management approach and its components	Closure and Reclamation , pp. 118–119 Public Targets , pp. 13–14 Sustainability and Stakeholder Engagement Policy 2021 10-K report – Item 1A. Risk Factors , pp. 18–19			
GRI 103-3 Evaluation of the management approach	Closure and Reclamation , p. 120 Newmont Board of Directors Safety and Sustainability Committee Charter			
Closure and Reclamation: Disclosures and performance data				
GRI 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. 154 Performance Data – Land disturbance: Trailing five year data , p. 155 Performance Data – Mine lease area: Site level , p. 155	Principle 6, 7	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
GRI MM10 Number and percentage of sites with closure plan in place	Performance Data – Amount of land disturbed or rehabilitated: Site level , p. 154 2021 10-K report – Reclamation and Remediation Costs , p. 132	Principle 1, 2, 6, 9, 10		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Materials				
Materials: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	Our Approach to Sustainability – Materiality , pp. 22–24 About This Report , p. 270 Materials , p. 121			
GRI 103-2 The management approach and its components	Materials , pp. 121–123 Sustainability and Stakeholder Engagement Policy 2021 10-K report – Item 1A. Risk Factors , pp. 18, 23, 25			
GRI 103-3 Evaluation of the management approach	Materials , p. 124 Newmont Board of Directors Safety and Sustainability Committee Charter			
Materials: Disclosures and performance data				
GRI 306-1 (2020) Waste generation and significant waste-related impacts	Materials , pp. 121–124			
GRI 306-2 (2020) Management of significant waste-related impacts	Materials , pp. 121–124 2021 10-K report – Item 1A. Risk Factors , pp. 18, 23, 25			
GRI 306-3 (2020) Waste generated	Performance Data – Estimated waste rock generated by type: Site level , p. 170 Performance Data – Estimated other waste: Site level , p. 170 Performance Data – Estimated mercury waste by site and type: Site level , p. 171 Performance Data – Estimated waste generated by type: Trailing five year data , p. 176 Note: Newmont does not use mercury to process ore; however some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2.	Principle 6, 8		
GRI 306-4 (2020) Waste diverted from disposal	Performance Data – Estimated hazardous waste diverted from disposal: Site level , p. 172 Performance Data – Estimated non-hazardous waste diverted from disposal: Site level , p. 173			
GRI 306-5 (2020) Waste directed to disposal	Performance Data – Estimated hazardous waste disposed: Site level , p. 174 Performance Data – Estimated non-hazardous waste disposed: Site level , p. 175			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Performance Data - Estimated waste rock generated by type: Site level , p. 170 Performance Data - Estimated other waste: Site level , p. 170 Performance Data - Estimated waste generated by type: Trailing five year data , p. 176			
Newmont-specific Cyanide KPIs and International Cyanide Management Code disclosures (ICMC, or "the Cyanide Code")	Performance Data - Estimated cyanide use: Trailing five year data , p. 156 Performance Data - Cyanide-related incidents: Site level , p. 156			
ENVIRONMENT: Other				
Air Emissions				
GRI 305-6 Emissions of ozone-depleting substances	Climate Report - Performance Data - Estimated Montreal Protocol refrigerant emissions: Site level , p. 53			
GRI 305-7 NOx, SOx and other significant air emissions	Performance Data - Air quality: Site level , p. 147 Performance Data - Air quality: Trailing five year data , p. 148	Principle 6, 10		
Materials Consumption				
GRI 301-1 Materials used by weight or volume	Performance Data - Estimated materials usage: Site level , p. 157 Performance Data - Estimated materials usage: Trailing five year data , p. 158	Principle 1		

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ECONOMIC: Value sharing				
Value Sharing: Management approach				
GRI 103-1 Explanation of the material topic and its boundary	<p>Our Approach to Sustainability – Materiality, pp. 22–24</p> <p>About This Report, p. 270</p> <p>Value Sharing, p. 126</p>			
GRI 103-2 The management approach and its components	<p>Value Sharing, pp. 126–129</p> <p>Public Targets, pp. 11–14</p> <p>Operations and Resource Development Policy</p> <p>Newmont Tax Strategy</p> <p>Newmont's 2021 Extractive Sector Transparency Measures Act (ESTMA) report will be available mid-2022.</p>	Principle 9		
GRI 103-3 Evaluation of the management approach	<p>Value Sharing, pp. 129–131</p> <p>Newmont Board of Directors Safety and Sustainability Committee Charter</p> <p>2021 10-K report – 1A. Risk Factors, pp. 14–35; Item 2. Properties, pp. 36–43</p>			
Value Sharing: Disclosures and performance data				
GRI 201-1 Direct economic value generated and distributed	<p>Value Sharing, pp. 129–135</p> <p>Performance Data – Community investments: Site level, p. 204</p> <p>Performance Data – Economic value distributed: Country level, p. 205</p> <p>Performance Data – Economic value generated: Country level, p. 205</p> <p>Performance Data – Payments to governments: Country level, p. 209</p> <p>Newmont's economic value distributed and generated data reporting methodologies vary slightly from GRI disclosure guidance in order to provide greater accuracy, comparability and transparency for the data presented. All figures and assumptions are noted in data table footnotes; the overall disclosure aligns with the intent of the GRI 201-1 indicator.</p>	Principle 9		<p>Yes</p> <p>Community investments: Site level (millions US\$) – Community development expenditures – Global total; Community investments: Site level (millions US\$) – Donations – Global total; Economic value distributed: Country level (millions) – Community investments – Total</p>
GRI 203-1 Infrastructure investments and services supported	<p>Water Stewardship, pp. 101–105</p> <p>Value Sharing, pp. 129–135</p> <p>Partially disclosed: Newmont updated its approach and internal controls for collecting, verifying and confirming infrastructure investments; specific projects are informally disclosed throughout the report; a detailed accounting and summary data table of all infrastructure projects and beneficiaries that fully aligns with the GRI 203-1 disclosure standard will be considered in future reporting years.</p>			

GRI standards disclosure	Response	Alignment with ICMM Mining Principles	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 203-2 Significant indirect economic impacts	<p>Value Sharing, pp. 129–130</p> <p>Economic Impact reports are available at Newmont.com.</p>			
GRI 204-1 Proportion of spending on local suppliers	<p>Value Sharing, pp. 129–130</p> <p>Performance Data – Spending on local suppliers: Site level, p. 206</p>	Principle 2, 9, 10		<p>Yes</p> <p>Spending on local suppliers: Region level (millions) – Total spent on all suppliers – Global Total; Spending on local suppliers: Region level (millions) – Total spent with local suppliers – Global Total; Spending on local suppliers: Region level (millions) – Total spent with national suppliers – Global Total; Spending on local suppliers: Region level (millions) – Total spent with local and national suppliers – Global Total</p>
GRI 207-1 (2019) Approach to tax	<p>Value Sharing, pp. 126–127</p> <p>Newmont Tax Strategy</p> <p>2021 10-K report – Item 2. Properties, pp. 36–43</p> <p>As part of our commitment to tax transparency, in 2022 we will publish our first public global tax transparency report. This report will outline our globally consistent approach to tax, detail our contribution on a country-by-country basis and explain the accounting tax expense within our annual financial statements.</p>			
GRI 207-2 (2019) Tax governance, control, and risk management	<p>Newmont Tax Strategy</p>			
GRI 207-4 (2019) Tax Standard – Country-by-country reporting	<p>Performance Data – Payments to governments: Country level, p. 209</p> <p>Performance Data – Effective tax rates: Country level, p. 210</p> <p>2021 10-K report – Item 2. Properties – Operating Statistics, pp. 43-47</p> <p>Newmont's 2021 Extractive Sector Transparency Measures Act (ESTMA) report will be available mid-2022.</p>	Principle 9		

SASB Standards

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 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 – 1,726,919.3 tonnes CO ₂ e	Climate Report – Performance Data – Estimated greenhouse gas (GHG) emissions: Site level , pp. 50–51
	Percentage covered under emissions-limiting regulations	Quantitative	Percentage (%)	EM-MM-110a.1	Percentage covered under emissions-limiting regulations – 54.0%	Climate Report – Performance Data – Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with 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 Climate Report – Our Climate Targets – Measuring Our Performance , pp. 27–35
Air Quality	Air emissions of the following pollutants: (1) CO (2) NO _x (excluding N ₂ O) (3) SO _x (4) Particulate matter (PM ₁₀) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	(1) CO – 6,443.36 t (2) NO _x (excluding N ₂ O) – 12,033.61 t (3) SO _x – 1,292.67 t (4) Particulate matter (PM ₁₀) – 22,740.37 t (5) Mercury (Hg) – 0.10 t (6) Lead (Pb) – 4.75 t (7) Volatile organic compounds (VOCs) – 591.64 t	Performance Data – Air Quality: Site level , p. 147 Performance Data – Air Quality: Trailing five year data , p. 148
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 – 39,091,841.0 GJ (2) Percentage grid electricity – 38.9% (15,218,948.8 GJ indirect energy/39,091,841.0 GJ total energy consumption) (3) Percentage renewable – 8.8% (3,422,984.7 GJ of grid electricity from renewables/39,091,841.0 GJ total energy consumption)	Climate Report – Performance Data – Estimated total electricity consumed: Trailing five year data , p. 49

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 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 – 194,949 ML (2) Total fresh water consumed – 100,065 ML (3) a) Total water withdrawal in water-stressed areas – 20.9% b) Total water withdrawal for use in operations in water-stressed areas – 38.2%	Performance Data – Water Summary: Site level , p. 160 Performance Data – Water-stressed sites water summary , p. 168
	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 – 145,921 t	Performance Data – Estimated other waste: Site level , p. 170
	Total weight of tailings produced	Quantitative	Metric tons (t)	EM-MM-150a.5	Total tailings produced – 119,074,961 t	Performance Data – Tailings generated and managed: Site level , p. 159
	Total weight of waste rock generated	Quantitative	Metric tons (t)	EM-MM-150a.6	Total waste rock generated – 263,524,785 t	Performance Data – Estimated waste generated by type: Trailing five year data , p. 176
	Total weight of hazardous waste generated	Quantitative	Metric tons (t)	EM-MM-150a.7	Total hazardous waste generated – 15,452.6 t	Performance Data – Estimated waste generated by type: Trailing five year data , p. 176
	Total weight of hazardous waste recycled	Quantitative	Metric tons (t)	EM-MM-150a.8	Total hazardous waste recycled – 29,908.1 t	Performance Data – Estimated hazardous waste diverted from disposal: Site level , p. 172
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste – 10	Performance Data – Significant environmental and/or social events: Site level , pp. 140–141
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. 121–124	

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 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 , p. 114 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 – 25.0% (2) Actively mitigated – 58.3% (3) Under treatment or remediation – 8.3%	Performance Data – Status of acid rock drainage: Site level , p. 153
	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 percentages of proved and probable reserves.	Performance Data – Operations in relation to key biodiversity areas: Site level , pp. 150–152
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	This information is currently unavailable. We are working to include it in future reporting.	
	Percentage of: (1) Proved (2) Probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	This information is currently unavailable. We are working to include it in future reporting.	
	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. 72–81 Human Rights Standard Newmont Conflict-Free Gold Report Indigenous Peoples Standard

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 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. 82–88 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	Number of non-technical delays – 0	Performance Data – Number and duration of non-technical delays: Site level , p. 215
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 – 49.3% Percentage of U.S. workforce represented by union or workplace agreement – 0% 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. 214
	Number and duration of strikes and lockouts ¹	Quantitative	Number, Days	EM-MM-310a.2	0	People and Culture , pp. 69–71 Performance Data – Strikes and lockouts exceeding one week's duration: Site level , p. 215

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 data	Reference
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 – 0.41 (2) Number of fatalities – 0 (3) Near miss frequency rate – 1.67 (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. 63–66 Performance Data – Combined safety rates: Trailing five year data , p. 181 Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five year data , p. 181 Performance Data – Combined safety rates: Site level , pp. 182–183 Performance Data – Safety trainings: Site level , pp. 183–184
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. 41–45 Newmont Code of Conduct Newmont Supplier Code of Conduct Newmont 2021 Policy Influence Report Newmont 2021 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. 142

SASB topic	Accounting metric	Category	Unit of measure	Code	2021 data	Reference
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	Newmont does not currently report tailings storage facilities information in a tabular format, however please see the listed references to the right to view the majority of the information required.	Performance Data – Tailings inventory and disclosures , p. 159 Newmont Public Disclosure Tool
	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. 107–113 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. 107–113
Activity Metrics	Production of: (1) Metal ores (2) Finished metal products	Quantitative	Metric tons (t) saleable	EM-MM-000.A	(1) Gold – 167.18 t sold (2) Copper – 25,401.17 t sold Silver – 913.90 t sold Lead – 78,471.48 t sold Zinc – 196,405.50 t sold	2021 10-K report – Item 1. Business , pp. 5–7
	Total number of employees Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	(1) Total workforce – 31,249 (14,624 employees and 16,625 contractors) (2) Percentage contractors – 53.2%	Performance Data – Workforce Demographics , pp. 210–211

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

Section of the framework		Where addressed (page, document, link)
A. GOVERNANCE OF RESPECT FOR HUMAN RIGHTS		
Policy Commitment	A1	What does company say publicly about its commitment to respecting human rights?
		<p>Letter from the President and Chief Executive Officer, pp. 4-5</p> <p>Human Rights, pp. 72-81</p> <p>Governance documents</p> <ul style="list-style-type: none"> • Code of Conduct • Supplier Code of Conduct • Sustainability & Stakeholder Engagement Policy • Human Rights Standard <p>Social Responsibility documents</p> <ul style="list-style-type: none"> • Respecting Human Rights: Our Approach • Modern Slavery Statement
	A1.1	How has the public commitment been developed?
		<p>Human Rights, pp. 72-81</p> <p>Human Rights Standard</p> <p>Respecting Human Rights: Our Approach</p>
	A1.2	Whose human rights does the public commitment address?
		<p>Human Rights, pp. 72-81</p> <p>Human Rights Standard</p> <p>Respecting Human Rights: Our Approach</p>
	A1.3	How is the public commitment disseminated?
		<p>Newmont website</p> <p>Annual sustainability report</p>

Section of the framework		Where addressed (page, document, link)
Embedding Respect for Human Rights	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?
		<p>Human Rights, pp. 72-81</p> <p>Newmont website</p> <p>UN Guiding Principles Reporting Framework – Early Adopter</p> <p>Modern Slavery Statement</p>
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?
		<p>Human Rights, pp. 72-81</p> <p>Respecting Human Rights: Our Approach</p>
	A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?
		<p>Letter from the Safety and Sustainability Committee Chair, pp. 6-7</p> <p>Human Rights, pp. 72-81</p> <p>Respecting Human Rights: Our Approach</p>
	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?
		<p>Human Rights, pp. 72-81</p> <p>Supply Chain, pp. 53-55</p> <p>Performance Data – In-person human rights workforce trainings conducted: Site level, p. 198</p> <p>Code of Conduct</p> <p>Supplier Code of Conduct</p>
	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?
		<p>Human Rights, pp. 72-81</p> <p>Supply Chain, pp. 53-55</p> <p>Supplier Code of Conduct</p> <p>Modern Slavery Statement</p> <p>Conflict-Free Gold Report</p>
	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?
		<p>Human Rights, pp. 72-81</p>

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? Respecting Human Rights: Our Approach Our Approach to Sustainability – Stakeholder Engagement , pp. 25–27
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why? Human Rights , pp. 72–81 Our Approach to Sustainability – Stakeholder Engagement , pp. 25–27 Respecting Human Rights: Our Approach
	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? Human Rights , pp. 72–81
Assessing Impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time? Human Rights , pp. 72–81 Health, Safety and Security , pp. 59–66 Water Stewardship , pp. 96–106 People and Culture , pp. 67–71
	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. 72–81 Health, Safety and Security , pp. 59–66 Social Acceptance , pp. 82–88
	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. 72–81 Health, Safety and Security , pp. 59–66

Section of the framework		Where addressed (page, document, link)
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. 22–24 Human Rights , pp. 72–81
	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. 72–81 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. 22–24 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? Human Rights , pp. 72–81 Health, Safety and Security , pp. 59–66 Social Acceptance , pp. 82–88 Materials , pp. 121–124 Water Stewardship , pp. 96–106 Tailings Management , pp. 107–133 Respecting Human Rights: Our Approach

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													Fully implement Compliance Register Implementation of Newmont's global Risk Management System software solution will occur in mid-2022, and will include a central, standardized tool for recording and actively managing key compliance obligations and their specific requirements at all levels of the business.
1.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
1.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
1.3¹	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
1.4¹	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
1.5¹	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
Principle 2 Decision-Making													Fully implement updated Supplier Management System (CC&V) 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, planned for 2022.
2.1¹	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
2.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	

☑ Meets ☑ Partially Meets ○ Not Yet Assessed ⊗ 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	
Principle 3 Human Rights	3.1	✓	✓	✓	○	✓	○	✓	○	✓	⊘	○	Strengthen Complaints and Grievances Management (Tanami) Improvement opportunities have been identified related to the accessibility of Tanami's established Complaints and Grievances Management System to local communities. Related engagement, tracking and feedback processes have been prioritised for revision through 2022.
	3.2	✓	✓	✓	○	✓	○	✓	○	✓	✓	○	
	3.3	✓	✓	⊘	○	✓	○	✓	○	✓	⊘	○	Complete Human Rights Risk Assessments (Australia) Human Rights Risk Assessments, a key tool for understanding alignment with the Voluntary Principles on Security and Human Rights , are to be progressed during 2022 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
○ Not Yet Assessed
⊗ 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
Principle 6 Environmental Performance	6.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	6.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	6.3	☑ ²	☑	☑	○	☑	☑ ²	○	☑ ²	○	☑ ²	☑	○
	6.4	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	6.5	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
Principle 7 Conservation of Biodiversity	7.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	7.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
Principle 8 Responsible Production	8.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	8.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
Principle 9 Social Performance	9.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	9.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	9.3	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	9.4	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
Principle 10 Stakeholder Engagement	10.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	10.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	10.3	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○
	10.4	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○

Fully implement GISTM¹ | Newmont is committed to meeting and continuing to progress towards conformance with requirements of the [Global Industry Standard on Tailings Management](#) according to required timeframes.

¹ For those PEs identified by ICMM as being applicable to 'Corporate Only', Newmont has assessed for conformance at each site and at Corporate. This approach has been applied to verify the implementation of all Corporate programs at the operational 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 within the required timeframe as discussed in [link to GISTM section]. 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.

☑ Meets ☑ Partially Meets ○ Not Yet Assessed ⊗ Does Not Meet

World Gold Council | Responsible Gold Mining Principles Implementation

		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	☑	☑	☑	○	⊗	☑	○	☑	○	☑	☑	○	Fully implement updated Supplier Management System (CC&V) 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, planned for 2022.
	2.4	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
	2.5	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
Principle 3 Supply Chain	3.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
	3.2	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	
	3.3	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	

☑ Meets ⊗ Partially Meets ○ Not Yet Assessed ⊗ Does Not Meet

World Gold Council | Responsible Gold Mining Principles Implementation

		Cripple Creek											
		Ahafo	Akyem	Boddington	Cerro Negro	& Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha
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	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○

☑ Meets ☐ Partially Meets ○ Not Yet Assessed ⊗ Does Not Meet

World Gold Council | Responsible Gold Mining Principles Implementation

		Cripple Creek												
		Ahafo	Akyem	Boddington	Cerro Negro	& Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	
Principle 8 Environmental Stewardship	8.1	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	Complete CC&V VLF ERP In-line with recognized leading practice, CC&V is developing a comprehensive Emergency Response Plan for the management of the operation's Valley Leach Facility. This will be completed in 2022.
	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	☑	☑	☑	○	☑	☑	○	☑	○	☑	☑	○	

☑ Meets ☑ Partially Meets ○ Not Yet Assessed ⊗ Does Not Meet

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 2021 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 latest was published in June 2021.

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.

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 [Forward-Looking Statements and Risk Factors in the Form 10-K](#) for additional information.

BOUNDARIES

We prepared our 2021 Annual Sustainability Report in accordance with the GRI Universal Standards 2016 Core option, including the Mining and Metals Sector Supplement, and the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2021-12). In June 2021, we published our first [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's consolidated financial statements included within its [2021 Annual Report on Form 10-K](#) for the year ended December 31, 2021, filed with the SEC on February 24, 2022, were audited by Ernst & Young LLP. Ernst & Young's opinion on the December 31, 2021 financial statements does not extend to the data included in this report.

RESTATEMENTS

Ongoing improvements to our data collection systems, processes and quality can result in restatements of previously reported data. Such restatements have been provided in the body of this report and are noted as such in the footnotes or corresponding disclosures.

Restatement and/or re-baselined data	Reason
Human rights assessments or reviews — Akyem 2020 data	It was reported that Akyem’s most recent human rights assessment or review occurred in 2019. This was reported in error, as at the time, Akyem’s most recent human rights assessment or review occurred in 2014. This error was due merely to an error in documentation.
Operations in relation to key biodiversity areas — Akyem 2020 data	Due to an error in data transfer, the value reported for Akyem’s high biodiversity value area was recorded incorrectly. The site team recorded Akyem’s key biodiversity area to be 1176.5 hectares (12 km ²), but the value entered in the report was 2000 hectares (20 km ²).
Estimated materials usage — Tires (by weight) 2020 data	<p>At our Boddington, Tanami and Porcupine sites, total tire weight was incorrectly reported. At Boddington, the quantity of three types of tires was underreported due to missing materials that were unaccounted for and to an incorrect classification of materials. The reported total tire quantity of these three tires was 1,208 tires, totaling a weight of 1,443 tonnes. The correct quantity of tires that should have been reported is 1,371 tires, totaling a weight of 1,502 tonnes. At Tanami, the quantity of three types of tires was incorrectly reported due to calculation errors and missed documentation. The reported total tire quantity of these three tires was 1,375 tires, totaling a weight of 144 tonnes. The correct quantity of tires that should have been reported is 1,531 tires, totaling a weight of 342 tonnes. Finally, at Porcupine, the quantity of one type of tire was overreported due to including repaired tires into the total count, instead of only including newly purchased tires. The reported quantity of the one type of tire was 440 tires, totaling a weight of 616 tonnes. The correct quantity of tires that should have been reported is 80 tires, totaling a weight of 112 tonnes.</p> <p>These updates impact the total global 2020 tires (by weight) value reported in the ‘Estimated materials usage: Trailing five years’ data table. The 2020 global tires (by weight) usage was updated from 8.79 thousand tonnes to 8.54 thousand tonnes due to these reporting errors discovered during the 2021 data collection process.</p>

Restatement and/or re-baselined data	Reason
Estimated materials usage — CC&V 2020 hydrochloric acid data	At our CC&V site, hydrochloric acid (HCL) volumes are collected and recorded in pounds. It appears that the site converted their total HCL from pounds to gallons but then unintentionally recorded the units as liters instead of gallons. It also appears that the conversion rate used to convert pounds to gallons was incorrect. The site reported 1,526,418 liters, but the correct value that should have been reported is 166,505 gallons. This update impacts the total 2020 hydrochloric acid usage reported in the ‘Estimated materials usage: Trailing five years’ data table. The 2020 global hydrochloric acid (HCL) usage was updated from 9.57 thousand kL to 8.67 thousand kL due to this reporting error discovered during 2021 data collection process at CC&V.
Water stewardship — CC&V 2020 data	<p>The 2020 value for CC&V’s total water discharged has been updated to remove discharges of non-operational and non-managed water. These amounts were inconsistently included for 2020 reporting, but not for prior or current years. This update to the site’s calculation has changed the following global 2020 water values:</p> <ol style="list-style-type: none"> 1) Total global water consumed (withdrawn minus discharged) updated from 101,541 ML to 103,474 ML 2) Total global water used (consumed plus recycled) updated from 359,104 ML to 361,037 ML 3) Total global treated water discharge updated from 71,701 ML to 67,763 ML <p>The 2020 values in the following trailing year data tables were impacted and properly updated within this report: Water summary: Trailing five year data (ML); Total water discharged by destination: Trailing five year data (ML); Water consumed, recycled and percentage recycled: Trailing five year data (ML); Water intensity: Trailing five year data; and Consumption by ICMM water quality categories: Trailing three year data (ML).</p>

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes to the scope of our reporting to the GRI Core Standards option in 2021.

COVID-19 IMPACTS

The COVID-19 pandemic that began in early 2020 created unprecedented challenges to our business and society as a whole.

Statements in this report regarding planned future activities are subject to change due to the latest developments related to the pandemic.

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 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 [2021 10-K report](#), an annual overview of Newmont’s business and financial condition submitted to the U.S. Securities and Exchange Commission. Our [2022 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 2021 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 ICMM 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:

- Annual Sustainability Report
- International Council on Mining and Metals Performance Expectations
- World Gold Council Responsible Gold Mining Principles



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[newmont.com/sustainability](https://www.newmont.com/sustainability)

