

GRI

Newmont's 2022 Annual Sustainability Report has been developed in accordance with the GRI Standards for the period January 1–December 31, 2022.

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-1	Organizational details	Our Business, pp. 13-14 2022 Form 10-K – Item 1. Business , p. 7			
2-2	Entities included in the organization’s sustainability reporting	About This Report, p. 260			
2-3	Reporting period, frequency and contact point	About This Report, p. 260 2022 Form 10-K , p. 1			
2-4	Restatements of information	About This Report, p. 260			
2-5	External assurance	Corporate Governance, p. 37 Sustainability Compliance and Assurance, p. 50 Assurance statement			
2-6	Activities, value chain and other business relationships	Responsible Sourcing, pp. 54-56 About This Report, p. 260 2022 Form 10-K – Item 1. Business , pp. 7-8			
2-7	Employees	There were no significant changes to Newmont's workforce in 2022. People and Culture, pp. 67-73 About This Report, p. 260 Performance Data – Employee gender breakout: Country level, p. 213 Sustainability Report Methodology	Requirement(s) omitted: We currently do not break out our employees by permanent, temporary, non-guaranteed hours, full-time or part-time. Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate split of employees by these categories at this time.		
2-8	Workers who are not employees	There were no significant changes to Newmont's workforce in 2022. Responsible Sourcing, pp. 54-56 About This Report, p. 260 Performance Data – Total workforce by region: Trailing five year data, p. 212 Sustainability Report Methodology			

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-9	Governance structure and composition	Corporate Governance, pp. 36-39 2023 Proxy Statement – Director Nominee Overview , pp. 20-33; Stakeholder Outreach , p. 45			
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement – Director Nominee Overview , pp. 20-33; Process for Selecting New Director , p. 43; Stakeholder Outreach , p. 45			
2-11	Chair of the highest governance body	2023 Proxy Statement – 2023 Director Nominees , p. 25			
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance, pp. 36-39 Safety and Sustainability Committee Charter			
2-13	Delegation of responsibility for managing impacts	Corporate Governance, pp. 36-39			
2-14	Role of the highest governance body in sustainability reporting	Corporate Governance, p. 37			
2-15	Conflicts of interest	Corporate Governance Guidelines , p. 6 2023 Proxy Statement – Director Nominee Overview , p. 20; Independence of Directors , p. 33			
2-16	Communication of critical concerns	Corporate Governance, pp. 36-39	Requirement(s) omitted: We currently do not report the total number and nature of critical concerns communicated to the Board. Reason: Confidential Explanation: However, we do report the total number of matters raised through our complaint mechanisms (Social Acceptance, p. 86) and our Integrity Hotline (Business Integrity and Compliance, p. 44).		

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement – Director Orientation and Education , p. 38			
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement – Board, Committee & Director Assessment , p. 42			
2-19	Remuneration policies	2023 Proxy Statement – Director Compensation , p. 47 2023 Proxy Statement – Director Share Ownership Guidelines , p. 29 2023 Proxy Statement – Executive Compensation and Benefits Programs , pp. 62-93			
2-20	Process to determine remuneration	2023 Proxy Statement – Executive Compensation Governance , pp. 52-61 Form 8-K			
2-21	Annual total compensation ratio	2023 Proxy Statement – Pay Ratio of CEO to Median Employee , p. 96			
2-22	Statement on sustainable development strategy	Letter from Our President and Chief Executive Officer, pp. 4-5 Letter from Our Safety and Sustainability Committee Chair, pp. 6-7 2022 Annual Report - 2022 Annual CEO Letter to Shareholders , pp. 3-7			
2-23	Policy commitments	Business Integrity and Compliance, p. 41 Human Rights, pp. 74-82 Global Policies Code of Conduct Supplier Code of Conduct Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights			
2-24	Embedding policy commitments	Global Policies			
2-25	Processes to remediate negative impacts	Business Integrity and Compliance, pp. 41-46 Social Acceptance, pp. 83-90 Stakeholder Relationship Management Standard			
2-26	Mechanisms for seeking advice and raising concerns	Business Integrity and Compliance, pp. 41-46 Social Acceptance, pp. 83-90			

General Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
2-27	Compliance with laws and regulations	Performance Data – Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level, p. 146 We disclose all fines received no matter the level of significance. However, Newmont assesses events on a scale of 1-5 with level 3 and above considered “significant”. To drive consistency of reporting, Environmental and External Relations Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.			
2-28	Membership associations	Our Approach to Sustainability – Voluntary Commitments and Disclosures, pp. 26-29 Our involvement in climate related policy and industry associations will be disclosed in our 2022 Climate Report, which will be published in mid-2023.		SDG 17	
2-29	Approach to stakeholder engagement	Our Approach to Sustainability – Stakeholder Engagement, pp. 21-23		SDG 17	
2-30	Collective bargaining agreements	People and Culture, pp. 70-72 Human Rights, pp. 76-77 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five year data, p. 215			

Material Topics		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
3-1	Process to determine material topics	Our Approach to Sustainability – Materiality, p. 24			
3-2	List of material topics	Our Approach to Sustainability – Materiality, p. 25			
3-3	Management of material topics	See topic-specific disclosures.			

Topic-Specific Disclosures			Location and Response		Omissions	Alignment With Newmont's Priority Sustainable Development Goals		Externally Assured
GRI 201: Economic Performance 2016								
3-3	Management of material topics	Value Sharing, pp. 132-135						
201-1	Direct economic value generated and distributed	Value Sharing, pp. 136-143 Performance Data – Economic value distributed: Country level, p. 208 Performance Data – Economic value generated: Country level, p. 208 Performance Data – Payments to governments: Country level, p. 211 Performance Data – Community investments: Site level, p. 207						
201-2	Financial implications and other risks and opportunities due to climate change	CDP Climate Response 2022 Form 10-K – Item 1. Business – Environmental, Social and Governance , pp. 8–9 2022 Form 10-K – Item 1A. Risk Factors , pp. 29-32, 34, 39 Newmont’s Climate Report is the annual disclosure of our energy and climate strategy and performance data. The 2022 Climate Report will be published in mid-2023. For the latest on Newmont’s sustainability reporting, please visit Newmont.com .						
201-3	Defined benefit plan obligations and other retirement plans	2023 Proxy Statement – Retirement Plans , p. 76; Pension Plan , pp. 86-88; Savings Plan , p. 89						
GRI 203: Indirect Economic Impacts 2016								
3-3	Management of material topics	Value Sharing, pp. 132-135						
203-1	Infrastructure investments and services supported	Value Sharing, pp. 139-143 Performance Data – Community investments: Site level, p. 207						
203-2	Significant indirect economic impacts	Value Sharing, pp. 139-143						

Topic-Specific Disclosures		Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 204: Procurement Practices 2016					
3-3	Management of material topics	Responsible Sourcing, pp. 54-56 Value Sharing, pp. 132-135			
204-1	Proportion of spending on local suppliers	Value Sharing, pp. 137-142 Performance Data – Spending with local suppliers: Site level, p. 209			Yes Spending on local suppliers: Total spent on all suppliers - Global total Spending on local suppliers: Total spent with local suppliers - Global total Spending on local suppliers: Total spent with national suppliers - Global total Spending on local suppliers: Total spent with local and national suppliers - Global total
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	Business Integrity and Compliance, pp. 41-44			
205-1	Operations assessed for risks related to corruption	Business Integrity and Compliance, pp. 42-44 2022 Form 10-K – Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate , pp. 33-36; Legal Risks , pp. 38-39			
205-2	Communication and training about anti-corruption policies and procedures	Business Integrity and Compliance, p. 45 Performance Data – Percentage of employees attending in-person and virtual integrity training: Trailing five year data, p. 151			
205-3	Confirmed incidents of corruption and actions taken	Business Integrity and Compliance, pp. 44-45 Performance Data – Number and outcomes of substantiated escalated matters: Country level, p. 150 2022 Form 10-K – Note 25. Commitments and Contingencies , pp. 171–175			

Topic-Specific Disclosures			Alignment With Newmont's Priority Sustainable Development Goals		Externally Assured
Location and Response			Omissions		
GRI 207: Tax 2019					
3-3	Management of material topics	Value Sharing, pp. 132-135			
207-1	Approach to tax	Value Sharing, p. 134 2022 Form 10-K – Item 2. Properties , pp. 40-47 2022 Taxes and Royalties Contribution Report – Strategy , pp. 10-15			
207-2	Tax governance, control, and risk management	2022 Taxes and Royalties Contribution Report – Governance , pp. 8-9 Risk Management, pp. 16-17			
207-3	Stakeholder engagement and management of concerns related to tax	2022 Taxes and Royalties Contribution Report – Stakeholder Engagement , p. 13-14			
207-4	Country-by-country reporting	2022 Taxes and Royalties Contribution Report – Country Highlights , pp. 24-32			
GRI 302: Energy 2016					
3-3	Management of material topics	Energy and Climate Change, pp. 92-94			
302-1	Energy consumption within the organization	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			
302-2	Energy consumption outside of the organization	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			
302-3	Energy intensity	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			
302-4	Reduction of energy consumption	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			

Topic-Specific Disclosures			Alignment With Newmont's Priority Sustainable Development Goals	
Location and Response			Omissions	Externally Assured
GRI 303: Water and Effluents 2018				
3-3	Management of material topics	Water Stewardship, pp. 96-101		SDG 6
303-1	Interactions with water as a shared resource	Water Stewardship, pp. 96-101 Performance Data – Water-related risk: Site level, p. 181 Performance Data – Water summary: Site level, p. 174 Newmont Guide to Water CDP Water Risk Response		SDG 6
303-2	Management of water discharge-related impacts	Water Stewardship, pp. 96-101 Performance Data – Total treated water by destination: Site level, p. 176 Performance Data – Total untreated water by destination: Site level, p. 177 Newmont Guide to Water CDP Water Risk Response		
303-3	Water withdrawal	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Total water withdrawn and discharged by category: Site level, p. 175 Performance Data – Water withdrawn: Site level, p. 178 Performance Data – Water summary: Trailing five year data, p. 179 CDP Water Risk Response		Yes Total water withdrawn - Global total
303-4	Water discharge	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Water summary: Trailing five year data, p. 179 Performance Data – Total water withdrawn and discharged by category: Site level, p. 175 Performance Data – Total treated water by destination: Site level, p. 176 Performance Data – Total untreated water by destination: Site level, p. 177 Performance Data – Total water discharged by destination: Trailing five year data, p. 179 Performance Data – Consumption by water quality, p. 180 Performance Data – Consumption by water quality categories: Trailing four year data, p. 182 CDP Water Risk Response		Yes Total water discharged - Global total
303-5	Water consumption	Water Stewardship, pp. 102-103 Performance Data – Water summary: Site level, p. 174 Performance Data – Water summary: Trailing five year data, p. 179 Performance Data – Consumption by water quality, p. 180 Performance Data – Water consumed, recycled and percentage recycled: Trailing five year data, p. 180 Performance Data – Consumption by water quality categories: Trailing four year data, p. 182 CDP Water Risk Response		Yes Total water consumed - Global total

Topic-Specific Disclosures			Location and Response		Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 304: Biodiversity 2016							
3-3	Management of material topics	Biodiversity, pp. 116-119					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity, p. 118 Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158 Performance Data – Mine lease area: Site level, p. 161					
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity, pp. 120-121					
304-3	Habitats protected or restored	Biodiversity, p. 118 , pp. 120-121 Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158					
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data – Total wildlife mortalities: Site level, p. 155 Performance Data – Number of wildlife mortalities: Trailing five year data, p. 155					
G4-MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Performance Data – Operations in relation to Key Biodiversity Areas (KBA): Site level, pp. 156-158				SDG 6	

Topic-Specific Disclosures			Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 305: Emissions 2016					
3-3	Management of material topics	Energy and Climate Change, pp. 92-94			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change, p. 94 CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			To be completed in conjunction with publication of Climate Report in mid-2023 Total direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change, p. 94 CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			To be completed in conjunction with publication of Climate Report in mid-2023 Total indirect (Scope 2) emissions - Market Based
305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change, p. 94 CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			To be completed in conjunction with publication of Climate Report in mid-2023 Estimated Scope 3 emissions for categories 1, 2, 3, 10, 15
305-4	GHG emissions intensity	Energy and Climate Change, p. 94 CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			

			Alignment With Newmont's Priority Sustainable Development Goals	
Topic-Specific Disclosures		Location and Response	Omissions	Externally Assured
305-5	Reduction of GHG emissions	Energy and Climate Change, p. 94 CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
305-6	Emissions of ozone-depleting substances (ODS)	Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, referenced below. The 2022 Climate Report and Greenhouse Gas Emissions Calculation Methodology will be published in mid-2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Performance Data – Site air quality management plan emissions, p. 153		
GRI 306: Waste 2020				
3-3	Management of material topics	Materials, pp. 126-128		
306-1	Waste generation and significant waste-related impacts	Materials, p. 128		
306-2	Management of significant waste-related impacts	Materials, pp. 121-128 2022 Form 10-K – Item 1A. Risk Factors , pp. 29, 32		
306-3	Waste generated	Performance Data – Estimated waste rock generated by type: Site level, p. 167 Performance Data – Estimated other waste generated: Site level, p. 167 Performance Data – Estimated mercury waste generated by type: Site level, p. 168 Performance Data – Estimated waste by type: Trailing five year data, p. 173		
306-4	Waste diverted from disposal	Performance Data – Estimated hazardous waste diverted from disposal: Site level, p. 169 Performance Data – Estimated non-hazardous waste diverted from disposal: Site level, p. 170		
306-5	Waste directed to disposal	Performance Data – Estimated hazardous waste disposed: Site level, p. 171 Performance Data – Estimated non-hazardous waste disposed: Site level, p. 172		
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	Performance Data – Estimated waste rock generated by type: Site level, p. 167 Performance Data – Estimated other waste generated: Site level, p. 167 Performance Data – Estimated waste by type: Trailing five year data, p. 173		

Topic-Specific Disclosures			Location and Response		Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 308: Supplier Environmental Assessment 2016							
3-3	Management of material topics	Responsible Sourcing, pp. 54-56					
308-1	New suppliers that were screened using environmental criteria			Requirement(s) omitted: We currently do not report the percentage of suppliers screened using environmental criteria. Reason: Data unavailable Explanation: We transitioned systems in 2022. We plan to report this percentage in 2023.			
308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Sourcing, pp. 55-56					

Topic-Specific Disclosures			Location and Response		Omissions	Alignment With Newmont's Priority Sustainable Development Goals		Externally Assured
GRI 401: Employment 2016								
3-3	Management of material topics	People and Culture, pp. 67-70						
401-1	New employee hires and employee turnover	Performance Data – New hires: Country, gender and age group, p. 217 Performance Data – Employee turnover: Regional level, p. 216 Performance Data – Employee turnover: Age group, p. 216 Performance Data – Employee turnover: Trailing five year data, p. 216 Performance Data – Employee turnover by gender and initiation: Trailing five year data, p. 217						
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees				Requirement(s) omitted: We currently do not report benefits provided to full-time employees. Reason: Varying information Explanation: Benefits offered to full-time employees differ from corporate, regions and sites. Benefits are based on local contact, laws, etc.			
401-3	Parental leave				Requirement(s) omitted: We currently do not report parental leave. Reason: Varying information Explanation: Benefits offered to full-time employees differ from corporate, regions and sites. Benefits are based on local contact, laws, etc.			

Topic-Specific Disclosures			Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 402: Labor/Management Relations 2016						
3-3	Management of material topics	People and Culture, pp. 67-70				
402-1	Minimum notice periods regarding operational changes	Performance Data – Minimum notice periods regarding operational changes: Site level, p. 215				
G4-MM4	Number of strikes and lockouts exceeding one week's duration by country	Performance Data – Strikes and lockouts exceeding one week's duration: Site level, p. 216				
GRI 403: Occupational Health and Safety 2018						
3-3	Management of material topics	Health, Safety and Security, pp. 58-62				
403-1	Occupational health and safety management system	Sustainability Compliance and Assurance, pp. 49-53 Health, Safety and Security, pp. 58-66				
403-2	Hazard identification, risk assessment, and incident investigation	Health, Safety and Security, pp. 60-66			SDG 5	
403-3	Occupational health services	Health, Safety and Security, pp. 58-65				
403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Security, pp. 58-65				
403-5	Worker training on occupational health and safety	Health, Safety and Security, pp. 58-65 Performance Data – Safety trainings: Site level, p. 190				
403-6	Promotion of worker health	Health, Safety and Security, pp. 60-65 Value Sharing, p. 143 Performance Data – COVID-19 Global Community Support Fund: Site level, p. 206				
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Security, pp. 58-65			SDG 5	
403-8	Workers covered by an occupational health and safety management system	Health, Safety and Security, pp. 58-66				

			Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
Topic-Specific Disclosures		Location and Response	Omissions	
403-9	Work-related injuries	Performance Data – Employee-only safety rates: Trailing five year data, p. 184 Performance Data – Employee-only safety data: Site level, pp. 185-186 Performance Data – Contractor-only safety rates: Trailing five year data, p. 186 Performance Data – Contractor-only safety data: Site level, pp. 187-188 Performance Data – Combined employee and contractor safety rates: Trailing five year data, p. 188 Performance Data – Combined employee and contractor safety rates: Site level, pp. 189-190		Yes Employee-only safety rates: Fatalities - Global total Contractor-only safety rates: Fatalities - Global total Combined safety rates: Lost Time Injury Frequency Rate (LTIFR) - Global total Combined safety rates: Total Recordable Injury Frequency Rate (TRIFR) - Global total
403-10	Work-related ill health	Performance Data – Employee-only safety rates: Trailing five year data, p. 184 Performance Data – Employee-only safety data: Site level, pp. 185-186 Performance Data – Contractor-only safety rates: Trailing five year data, p. 186 Performance Data – Contractor-only safety data: Site level, pp. 187-188 Performance Data – Combined employee and contractor safety rates: Trailing five year data, p. 188 Performance Data – Combined employee and contractor safety rates: Site level, pp. 189-190		
GRI 404: Training and Education 2016				
3-3	Management of material topics	People and Culture, pp. 67-70 Value Sharing, pp. 132-135		
404-1	Average hours of training per year per employee	Performance Data – Training and development investment spending and hours: Trailing five year data, p. 218 Performance Data – Average hours of training per year, per employee by employee category: Trailing five year data, p. 218		
404-2	Programs for upgrading employee skills and transition assistance programs	People and Culture, pp. 69-70 Value Sharing, p. 135 , pp. 137-142		
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Data – Percentage of employees who received performance reviews: Gender and employee category, p. 218		

Topic-Specific Disclosures			Alignment With Newmont's Priority Sustainable Development Goals		Externally Assured
Location and Response			Omissions		
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Management of material topics	People and Culture, pp. 67-70			
405-1	Diversity of governance bodies and employees	People and Culture, p. 71 Value Sharing, p. 137 Performance Data – Employee gender breakout: Country level, p. 213 Performance Data – Employee gender breakout: Employee category, p. 213 Performance Data – Percentage of females by employee category: Trailing five year data, p. 214 Performance Data – Employee age distributions: Age range and category, p. 214 2023 Proxy Statement – Board Diversity , pp. 20-21 EEO-1 form Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.		SDG 5	Yes Percentage of females by employee category
405-2	Ratio of basic salary and remuneration of women to men	Performance Data – Ratio of average female salary to average male salary: Employee category, p. 212 Performance Data – Ratio of average female salary to average male salary: Country level, p. 213			
GRI 406: Non-discrimination 2016					
3-3	Management of material topics	People and Culture, pp. 67-70			
406-1	Incidents of discrimination and corrective actions taken	Business Integrity and Compliance, pp. 44-45 People and Culture, p. 68			
GRI 407: Freedom of Association and Collective Bargaining 2016					
3-3	Management of material topics	People and Culture, pp. 67-73			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 Form 10-K – Item 1A. Risk Factors , pp. 36-37 None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.			
GRI 408: Child Labor 2016					
3-3	Management of material topics	Human Rights, pp. 74-78			
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, p. 76			

Topic-Specific Disclosures			Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 409: Forced or Compulsory Labor 2016						
3-3	Management of material topics	Human Rights, pp. 74-78				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 76				
GRI 410: Security Practices 2016						
3-3	Management of material topics	Health, Safety and Security, pp. 58-62				
410-1	Security personnel trained in human rights policies or procedures	Performance Data – Voluntary Principles on Security and Human Rights training: Site level, p. 200				
GRI 411: Rights of Indigenous Peoples 2016						
3-3	Management of material topics	Human Rights, pp. 74-78				
411-1	Incidents of violations involving rights of Indigenous peoples	Performance Data – Operating sites on/near Indigenous peoples’ territories and formal agreements in place: Site level, p. 202 There were no significant events involving the rights of Indigenous peoples in 2022.				
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples’ territories, and number and percentage of operations or site tools where there are formal agreements with Indigenous Peoples’ communities	Performance Data – Operating sites on/near Indigenous peoples’ territories and formal agreements in place: Site level, p. 202				

Topic-Specific Disclosures			Location and Response	Omissions	Alignment With Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 413: Local Communities 2016						
3-3	Management of material topics	Social Acceptance, pp. 83-85				
413-1	Operations with local community engagement, impact assessments, and development programs	Social Acceptance, pp. 83-90 Value Sharing, pp. 132-143 Performance Data – Social impact assessment and engagement practices: Site level, p. 205 Performance Data – Resettlement and/or relocation activity: Site level, p. 204 Performance Data – Community investments: Site level, p. 207				
413-2	Operations with significant actual and potential negative impacts on local communities	Performance Data – Top actual and/or potential community impacts and mitigation responses: Site level, pp. 192-196				
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Human Rights, pp. 78-82 Social Acceptance, pp. 86-90 Water Stewardship, pp. 101-107 Performance Data – Significant disputes related to land or resource use: Site level, p. 203 Performance Data – Significant environmental and/or social events: Site level, pp. 147-148				
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Human Rights, pp. 78-82 Social Acceptance, pp. 86-90 Performance Data – Significant disputes related to land or resource use: Site level, p. 203 Performance Data – Significant environmental and/or social events: Site level, pp. 147-148				
G4-MM8	Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks	Social Acceptance, pp. 86-90 Performance Data – Artisanal and small-scale mining (ASM) activity: Site level, p. 191			SDG 3, 6, 8	
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Social Acceptance, pp. 86-90 Performance Data – Resettlement and/or relocation activity: Site level, p. 204				

Topic-Specific Disclosures			Location and Response		Omissions	Alignment With Newmont's Priority Sustainable Development Goals		Externally Assured
GRI 414: Supplier Social Assessment 2016								
3-3	Management of material topics	Responsible Sourcing, pp. 54-56						
414-1	New suppliers that were screened using social criteria	Performance Data – Human rights supplier screening: Country level, p. 199 <						

Topic-Specific Disclosures			Alignment With Newmont's Priority Sustainable Development Goals	
Location and Response			Omissions	Externally Assured
GRI 417: Marketing and Labeling 2016				
3-3	Management of material topics	Responsible Sourcing, pp. 54-56		
417-1	Requirements for product and service information and labeling	Responsible Sourcing, p. 56 Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard. Newmont will publish its 2022 Conflict-Free Gold Report in mid-2023.		
417-2	Incidents of non-compliance concerning product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard. Newmont will publish its 2022 Conflict-Free Gold Report in mid-2023.		
Closure and Reclamation				
3-3	Management of material topics	Closure and Reclamation, pp. 122-123		
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Performance Data – Amount of land disturbed or rehabilitated: Site level, p. 160 Performance Data – Total disturbance not yet reclaimed to agreed upon end use: Trailing five year data, p. 161 Performance Data – Mine lease area: Site level, p. 161	SDG 3, 6	Yes Amount of land disturbed or rehabilitated: Site level (ha) – Achieved reclamation (to agreed upon end use) during reporting period – Global total; Amount of land disturbed or rehabilitated: Site level (ha) – Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance) – Global total
MM10	Number and percentage of sites with closure plan in place	Performance Data – Amount of land disturbed or rehabilitated: Site level, p. 160 2022 Form 10-K – Reclamation and Remediation Costs , p. 135		