



# PERFORMANCE DATA



# TABLE OF CONTENTS

Performance data is for the period January 1–December 31, 2023, for Newmont sites before the acquisition of Newcrest on November 6, 2023 (wholly owned operations and joint ventures where Newmont is the operator). Select performance data for sites acquired as part of the Newcrest transaction for the period November 6–December 31, 2023, is available beginning on [page 80](#). See Report Assurance on page 109 of the [2023 Sustainability Report](#) for more details. Unless otherwise noted, Newmont’s corporate office, regional offices, exploration sites and legacy sites are not included in the data.

The methodology and basis of data preparation related to the selected performance metrics in scope for 2023 assurance are available on our [website](#).

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.

Climate performance and metrics for 2023 are not presented in this document, but will be published in May 2024. Due to the integration of the sites acquired from Newcrest on November 6, 2023, we plan to publish a comprehensive report near the end of 2024, which will include updated scenario analyses, baseline data, a roadmap and a full year of combined performance data for 2023.

## Newmont Performance Data

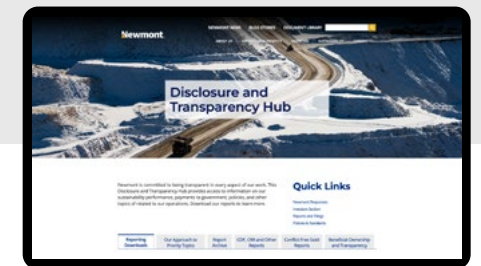
<b>Business integrity and transparency</b>	<b>3</b>
<b>Compliance and significant events</b>	3
<b>Integrity and anti-corruption measures</b>	7
<b>Policy influence</b>	12
<b>Environment</b>	<b>13</b>
<b>Air emissions</b>	13
<b>Biodiversity</b>	15
<b>Closure and reclamation</b>	20
<b>Cyanide management</b>	22
<b>Significant materials consumption</b>	23
<b>Spills</b>	24
<b>Tailings management</b>	25
<b>Waste</b>	26
<b>Water stewardship</b>	33
<b>Health and safety</b>	<b>42</b>
<b>Emergency preparedness</b>	42
<b>Workforce safety</b>	42

<b>Social</b>	<b>50</b>
<b>Artisanal and small-scale mining</b>	50
<b>Community impacts</b>	51
<b>Complaints</b>	57
<b>Human rights assessments</b>	58
<b>Human rights supplier screening</b>	59
<b>Human rights security personnel training</b>	60
<b>Human rights workforce training</b>	61
<b>Indigenous peoples</b>	62
<b>Land or resource use disputes</b>	63
<b>Resettlement and/or relocation activity</b>	64
<b>Social impact assessments and engagement</b>	65
<b>Value sharing</b>	<b>66</b>
<b>COVID-19 Global Community Support Fund</b>	66
<b>Community investments</b>	67
<b>Economic value generated and distributed</b>	69
<b>Supply chain spending</b>	70
<b>Tax transparency</b>	72
<b>Workforce</b>	<b>73</b>
<b>Workforce demographics overview</b>	73
<b>Compensation and equal remuneration</b>	73
<b>Diversity</b>	74
<b>Labor management relations</b>	76
<b>Talent attraction and retention</b>	77
<b>Training and professional development</b>	79

## Former Newcrest Performance Data

<b>Health and safety</b>	<b>80</b>
<b>Workforce safety</b>	80
<b>Environment</b>	<b>82</b>
<b>Water stewardship</b>	82
<b>Workforce</b>	<b>84</b>
<b>Workforce demographics overview</b>	84
<b>Compensation and equal remuneration</b>	86

To review other related documents, please visit the **new** Disclosure and Transparency Hub on our [website](#). →



## Business Integrity and Transparency

### COMPLIANCE AND SIGNIFICANT EVENTS

#### Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level

	Country/site	Fine category	Year instance of non-compliance occurred	Authority	Summary of issue	Amount paid
<b>LATAC</b>	<b>Mexico</b>					
	Peñasquito	Environmental fine	2022	Procuraduria Federal de Protección al Ambiente (PROFEPA)	On October 22, 2022, during normal operation in the washing process, a leak was detected in the pump casing, causing spillage of water containing tailings. This event was reported in Newmont's 2022 Annual Sustainability Report, though as of December 31, 2022, the fine remain unpaid while subject to dispute. The fine was paid in March of 2023.	\$32,503
	Peñasquito	Environmental fine	2022	Pocuraduria Federal de Protección al Ambiente (PROFEPA)	On August 21, 2022 the site experienced a spillage of water containing slurry outside of containment. This event was reported in Newmont's 2022 Annual Sustainability Report, though as of December 31, 2022, the fine remain unpaid while subject to dispute. The fine was paid in February of 2023.	\$5,417
	Peñasquito	Environmental fine	2020	Procuraduria Federal de Protección al Ambiente (PROFEPA)	On December 13, 2020, a pump failure in the concentrate feed pit that pumps to the Pyrite Leaching Plant occurred, resulting in a spill of 150m3 of tailings. The investigation of the case associated with this incident continued through 2023, and the final ruling and fine was given in November of 2023.	\$5,841
<b>NORTH AMERICA</b>	<b>Canada</b>					
	Éléonore	Environmental fine	2023	Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs (MELCCFP)	A notice of non-compliance was issued by MELCCFP in August 2023 for discharging contaminant into the environment beyond the allowable effluent toxicity levels for Daphnia (genus of small planktonic crustaceans) during the month of April 2023. The breach did not result in a monetary fine, but the site was required to take necessary measures to remedy the situation and send corrective action plan to MELCCFP to ensure compliance.	non-monetary
	Porcupine	Environmental fine	2023	Ministry of the Environment Conservation and Parks (MECP)	The site was issued two fines based on sample testing for regulatory compliance with Total Suspended Solids (TSS), pH and Turbidity limits at the Borden Mine final effluent discharge location. In both analyses, exceedances over the daily maximum concentration limit for TSS was found. The total fine of \$18,570 CAD was issued in December 2023 and will be paid in 2024.	-
	Porcupine	Environmental fine	2022	Ministry of the Environment Conservation and Parks (MECP)	In August of 2022, the site notified the MECP of active seepage from Dome No. 6 Tailing Management Area (TMA), discharging seepage to an unnamed pond south of the facility. The site implemented a Spill Response Plan according to procedures at the time of the event. The seepage was sampled and tested for Rainbow Trout toxicity and failed. In August 2023, the MECP issued a monetary fine.	\$24,012



### Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level

	Country/site	Fine category	Year instance of non-compliance occurred	Authority	Summary of issue	Amount paid
<b>PERU</b>	<b>Peru</b>					
	Yanacocha	Environmental fine	2020	Organismo de Evaluación y Fiscalización Ambiental (OEFA)	The OEFA, the governing body responsible for environmental inspections and enforcement in Peru, performs regular oversight in the mining sector to enforce specific environmental obligations. In 2023, the OEFA delivered citations to Minera Yanacocha for environmental non-compliances that occurred in 2020, mainly related to permitting and environmental impact studies, with associated fines to be paid.	\$85,561
	Yanacocha	Environmental fine	2019	Organismo de Evaluación y Fiscalización Ambiental (OEFA)	In January of 2023, the OEFA imposed three fines for non-compliance with corrective measures mandated by a previous Directorial Resolution for an event that occurred at Minera Yanacocha in March of 2019. On March 16th, 2019, the surface drainage pipe for the La Quinoa tailings storage facility broke along the haul road, resulting in material sliding from the pad to the perimeter access, non-contact water diversion channel and the Shillamayo Stream.	\$158,479
<b>TOTAL FINES PAID IN 2023</b>						<b>\$311,813</b>

**Significant environmental and/or social events: Site level<sup>1, 2</sup>**

	Country/site	Event	Event level	Summary of issue
<b>AFRICA</b>	<b>Ghana</b>			
	Akyem	Slurry spill within processing plant	3 – Moderate	On 10 February approximately 3,000L of slurry spilled outside of secondary containment during the transfer of slurry between carbon-in-leach (CIL) tanks. The slurry was contained within the process plant.
<b>AUSTRALIA</b>	<b>Australia</b>			
	Boddington	Cyanide spill	3 – Moderate	On 15 October, an employee noticed what appeared to be seepage and tracked it back to the CIL containment pond and the Cyanide Destruction Return Line (DRL) piping. The pipeline is located at the bottom of a hill near a 120-degree elbow. The polypipe had inadequate supports and the weight and natural expansion and contraction due to temperature changes weakened the pipe joints and led to eventual failure. Approx. 28,000L of treated process water (0.75ppm Weak Acid Dissociable (WAD) cyanide (CN)) was discharged over a 5-day period. Regulator notification and repairs have been completed.
	Tanami	Hydrocarbon fuel spill	3 – Moderate	On 16 April, an electrical fault was identified at the fuel farm and a bypass was initiated to manually transfer fuel from the bulk storage tank to the transfer tanks. The bypass overrode the high level alarm and led to overfilling of the tank. Approximately 3,100L of diesel was spilled onto disturbed ground. No offsite impact occurred.
	Tanami	Water pond overflow (with low cyanide)	3 – Moderate	On 4 May, personnel started the diesel pumps at the Tails Drying Pad Runoff Pond to transfer water to a containment pond. Valves were incorrectly positioned and flow was directed into a different pond which then filled and overflowed. Approximately 3,000m3 of process solution with low levels of cyanide (0.7g/m3 WAD CN) overflowed outside of containment. The event was externally reported but did not result in offsite impacts.
	Tanami	Slurry spill	3 – Moderate	On 12 May, an interruption to the electrical supply caused an upset in the mill scats drain and the bund overflowed. Approximately 5m3 of 40ppm WAD cyanide slurry was spilled to disturbed ground. The area has been remediated. Insufficient bunding design & equipment failure were identified as contributing factors.
	Tanami	Hydrocarbon spill	3 – Moderate	On 9 October, diesel flow rate had decreased during refueling. The maintenance team investigated and found a leak in a transfer pipe, associated with a pipework sump. An estimated 7000L of diesel was discharged before the leak location was identified and valves isolated. No offsite impact occurred.
<b>LATAC</b>	<b>Suriname</b>			
	Merian	Hydraulic oil spill	3 – Moderate	On 9 August, a loader operator smelled hydraulic oil and noticed that the dig face had caved in and damaged a valve on the hydraulic tank. Approximately 1,950L of hydraulic oil was spilled. The spill was immediately contained and cleaned. No offsite impact occurred.

<sup>1</sup> Newmont assesses events on a scale of 1-5 with level 3 and above considered “significant”. To drive consistency of reporting, Environmental and Social Performance Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.

<sup>2</sup> A significant cyanide incident is defined in the Cyanide Code’s Definitions and Acronyms on the Cyanide Code website. None of the events recorded in 2023 met the criteria requiring notification to the International Cyanide Management Institute (ICMI) based on the Cyanide Code’s definition of “Significant”.

**Significant environmental and/or social events: Site level<sup>1, 2</sup>**

	Country/site	Event	Event level	Summary of issue
<b>NORTH AMERICA</b>	<b>Canada</b>			
	Éléonore	Low volume concentrated cyanide spill	3 – Moderate	On 8 May, a leak was detected on the pipeline between the last leach tank and the mill during an inspection. Most of the leak was contained but wind carried some of the process solution (100ppm WAD CN) outside of containment. Approximately 500L of process solution was spilled outside containment. The spill was subsequently contained, cleaned and reported to the Ministry of Environment.
	Porcupine	Process water spill	3 – Moderate	On 11 January, during washdown activities of a planned crusher maintenance window, foam formed in the slime pump box and interfered with the sonic level sensor, indicating the tank was empty. The slime pump was stopped and the pumpbox overflowed. Approximately 7,600L of process water with WAD CN of 1.19 mg/L spilled outside of secondary containment. The process water did not leave the area of permitted disturbance and event was reported to the Ministry of Environment, Conservation and Parks (MECP).
	Porcupine	Tailings Storage Facility – Seepage Toxicity Failure	3 – Moderate	On 11 July, an exceedance of toxicity levels was identified from a seep which had been monitored since the implementation of a Seepage Action Plan in 2020. Regulators were notified and per the Seepage Action Plan, work commenced immediately on the installation and running of a pump-back system. Site is developing predictive models and has planned upgrades for the tailings facility to further mitigate the seepage risk.
	Porcupine	Cyanide spill	3 – Moderate	On 20 October, Carbon in Pulp (CIP) feed pumps failed and the pumpbox overfilled and splashed onto the hydrogen cyanide sensor which resulted in an evacuation alarm. 1000L of slurry with a source concentration of approximately 150 mg/L WAD CN exited the mill. Sampling results recorded WAD CN concentration of 6.125 mg/L due to mixing with rainwater. Site emergency response team was mobilized as a precautionary measure prior to manual re-start of pumps. Spill was contained on site and cleaned up. Spill was reported to the Ministry of Environment, Conservation and Parks (MECP).
	<b>U.S.</b>			
	CC&V	Hydrocarbon spill	3 – Moderate	On 16 October, approximately 2500L of hydraulic oil was spilled from a Komatsu shovel at the dig face caused by a failure of one of the hardline O-rings. Material was cleaned up. No offsite impact occurred.
CC&V	Hydrocarbon spill	3 – Moderate	On 20 December, during normal operation, a Komatsu shovel developed a hydraulic leak due to a threaded hose connection coming apart resulting in a hydrocarbon spill of approximately 2200L. Material was cleaned up. No offsite impact occurred.	
<b>PERU</b>	<b>Peru</b>			
	Yanacocha	Lime slurry spill	3 – Moderate	On 11 June, scheduled maintenance had been initiated on a lime suction pump. The maintenance team had not properly isolated the pump resulting in a 200m3 spill of lime slurry outside of containment. Work was completed to minimize the impacted area outside of the containment structure. No offsite impact occurred.
<b>TOTAL NUMBER OF EVENTS</b>		<b>14</b>		

<sup>1</sup> Newmont assesses events on a scale of 1-5 with level 3 and above considered “significant”. To drive consistency of reporting, Environmental and Social Performance Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.

<sup>2</sup> A significant cyanide incident is defined in the Cyanide Code’s Definitions and Acronyms on the Cyanide Code website. None of the events recorded in 2023 met the criteria requiring notification to the International Cyanide Management Institute (ICMI) based on the Cyanide Code’s definition of “Significant”.

**INTEGRITY AND ANTI-CORRUPTION MEASURES****Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index<sup>1</sup>**

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2023 Transparency International Corruption Perception Index.

<sup>1</sup> Transparency International's lowest 20 countries for 2023 in descending order are: Somalia, Venezuela, Syria, South Sudan, Yemen, North Korea, Nicaragua, Haiti, Equatorial Guinea, Turkmenistan, Libya, Tajikistan, Sudan, Myanmar, Democratic Republic of the Congo, Comoros, Chad, Burundi, Afghanistan, and Eritrea. Source: <https://www.transparency.org/en/cpi/2023/index/cod>

**Total integrity matters addressed and substantiated: Trailing five year data**

	2019	2020	2021	2022	2023 <sup>1,2</sup>
Total matters addressed (closed at year-end)	534	384	401	702	952
Total substantiated escalated matters	167	71	102	163	184

<sup>1</sup> Newmont's overall substantiation rate for 2023 was 49%. Of the 946 matters addressed in 2023, 375 were escalated cases.

<sup>2</sup> The 2023 data includes matters received from former Newcrest locations resulting from the Newcrest acquisition for the period 11/06/2023 – 12/31/2023 only.

**Number and outcomes of integrity cases opened, closed, substantiated and addressed: Trailing five year data**

	2019	2020	2021	2022	2023 <sup>3, 4</sup>
<b>Total new matters (all matters) captured in the Integrity Helpline</b>	<b>541</b>	<b>384</b>	<b>466</b>	<b>779</b>	<b>1,066</b>
<b>Total matters (all matters) carried forward from the previous year</b>	<b>105</b>	<b>128</b>	<b>49</b>	<b>114</b>	<b>194</b>
<b>Total matters (all matters) addressed (closed at year-end)</b>	<b>518</b>	<b>460</b>	<b>401</b>	<b>702</b>	<b>952</b>
<b>Total matters (all matters) that remained open at year end</b>	<b>130</b>	<b>52</b>	<b>114</b>	<b>191</b>	<b>308</b>
<b>Total escalated matters addressed (substantiated + unsubstantiated)</b>	<b>534</b>	<b>171</b>	<b>221</b>	<b>315</b>	<b>375</b>
<b>Total unsubstantiated escalated matters</b>	<b>365</b>	<b>100</b>	<b>119</b>	<b>152</b>	<b>191</b>
<b>Total substantiated escalated matters</b>	<b>169</b>	<b>71</b>	<b>102</b>	<b>163</b>	<b>184</b>
<b>Total closed escalated matters resulting in process improvement opportunities<sup>1</sup></b>	<b>51</b>	<b>7</b>	<b>10</b>	<b>18</b>	<b>29</b>
<b>Total closed substantiated escalated matters resulting in Human Resources or Management action for Newmont employees<sup>1</sup></b>	<b>118</b>	<b>63</b>	<b>77</b>	<b>153</b>	<b>140</b>
Number of escalated matters resulting in Newmont employees being counseled	54	24	16	50	33
Number of escalated matters resulting in Newmont employees being disciplined	29	14	33	64	61
Number of escalated matters resulting in employee being exited from the organization	25	26	28	69	63
<b>Average number of days to close a matter (all matters)<sup>2</sup></b>	<b>68</b>	<b>80</b>	<b>86</b>	<b>72</b>	<b>80</b>

<sup>1</sup> A single case can have a combination of types of discipline and can result in more than one employee being counseled, disciplined or terminated. Similarly a single employee may be the subject of multiple cases/reports. The cases reported here do not include corrective measures linked to contractors. During 2023, 48 Escalated cases resulted in contractor corrective measures.

<sup>2</sup> The average number of days to close escalated cases was 149 days in 2023.

<sup>3</sup> The 2023 data includes matters received from former Newcrest locations resulting from the Newcrest acquisition for the period 11/06/2023 – 12/31/2023 only.

<sup>4</sup> A total of 946 matters were closed during 2023. Of these, 375 corresponded to escalated cases, 247 non-escalated matters, and 324 proactive inquiries, compliance reviews and other matters.



**Nature of matters (all matters) captured in the Integrity Helpline in 2023<sup>1, 2</sup>**

	Number	Percentage
Concerns about fraud / corruption	18	2%
Concerns pertaining to environmental health and/or safety regulations	29	3%
Conflicts of interest	68	6%
Incidents of discrimination	47	4%
Inquiries and compliance reviews	341	32%
Misconduct or inappropriate behavior	478	45%
Misuse of company assets	47	4%
Vendor / contractor issues	22	2%
Other types of matters	16	2%
<b>TOTAL</b>	<b>1,066</b>	<b>100%</b>

<sup>1</sup> Data includes matters received from former Newcrest locations resulting from the Newcrest acquisition for the period 11/06/2023 – 12/31/2023 only.

<sup>2</sup> 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.

Number and outcomes of substantiated escalated matters: Country level<sup>1</sup>

	Number of employees receiving corrective action for substantiated escalated matters, by type <sup>3</sup>					
	Total escalated matters addressed (substantiated + unsubstantiated)	Total substantiated escalated matters <sup>2</sup>	Process improvement opportunities	Employees counseled	Employees disciplined	Employees exited from the organization
Argentina	35	15	5	7	11	2
Australia	56	27	5	2	19	8
Canada	56	31	0	9	9	10
Chile	4	4	0	0	0	2
French Guiana	3	2	0	0	0	0
Ghana	31	10	1	1	5	4
Guatemala	0	0	0	0	0	0
Mexico	58	24	1	8	8	10
Papua New Guinea	3	1	0	0	0	0
Peru	28	19	1	1	3	3
Suriname	52	23	6	13	7	4
U.S.	49	28	10	10	10	5
<b>TOTAL</b>	<b>375</b>	<b>184</b>	<b>29</b>	<b>51</b>	<b>72</b>	<b>48</b>

<sup>1</sup> Data includes matters received from former Newcrest locations resulting from the Newcrest acquisition for the period 11/06/2023 – 12/31/2023 only.

<sup>2</sup> Newmont's overall substantiation rate for 2023 was 49%.

<sup>3</sup> A single case can have a combination of types of discipline and can result in more than one employee being counseled, disciplined or terminated. Similarly a single employee may be the subject of multiple cases/reports. Metric does not include corrective measures linked to contractors. During 2023, 48 escalated cases resulted in contractor corrective measures.

**Percentage of employees attending integrity training: Trailing five year data**

	2019	2020	2021	2022	2023 <sup>1</sup>
Employees who attended in-person or live integrity training	93%	28%	34%	25%	40%
Employees of computer-enabled employees who completed online training <sup>2</sup>	93%	86%	89%	96%	98%

<sup>1</sup> Online training is rolled out only to computer-enabled employees. Completion percentage is based on a total number of 5,806 computer-enabled employees.

<sup>2</sup> 2023 training reflects only the employees prior to the Newcrest acquisition on November 6, 2023. Percentages for 2023 are calculated based on total number of employees prior to the Newcrest acquisition (14,850).

**Employee online integrity training: Gender and employee category<sup>1</sup>**

	Number of female employees trained	Number of male employees trained	Total number of all employees trained	Percentage of people trained
Senior leadership	32	68	100	98%
People managers	337	1,712	2,049	98%
Individual contributors	979	2,334	3,317	97%
Operators & maintainers	62	131	193	93%

<sup>1</sup> Trainings reported in this table only cover online training provided to computer-enabled employees only. We do not have the ability to disaggregate in-person anti-corruption training by employee category at this time.

<sup>2</sup> The number of female and male employees in each employee category do not add to the overall total number of employees trained because four employees (all in the individual contributor category) elected to not disclose their gender and, therefore, are not reflected in this data set.

**Employee online integrity training: Business unit level**

	Number of people trained	Percentage of people trained
Africa	872	99%
Australia	1,015	95%
LATAC	1,702	98%
North America	1,591	98%
Peru	479	98%
<b>GLOBAL</b>	<b>5,659</b>	<b>98%</b>

<sup>1</sup> Trainings reported in this table only cover online training provided to computer-enabled employees only. We do not have the ability to disaggregate in-person anti-corruption training by country at this time.

**POLICY INFLUENCE**

**Political contributions**

	Political affiliation	Amount
Democratic Attorneys General Association	D	\$15,000
Nevada Democratic Party	D	\$10,000
Nevada Mining Association PAC	Nonpartisan	\$10,000
<b>TOTAL</b>		<b>\$35,000</b>

**Trade association dues: Amount and percentage attributable to political advocacy**

Association	Annual dues	Dues attributable to political advocacy	Percentage attributable to political advocacy
National Mining Association	\$626,000	\$125,200	20%
Nevada Mining Association	\$12,500	\$1,250	10%
Colorado Mining Association	\$78,750	\$31,500	40%
American Exploration and Mining Association	\$40,425	\$10,106	25%

**U.S. lobbying activities<sup>1</sup>**

All 2023 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](#).

<sup>1</sup> 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](https://lobbyingdisclosure.house.gov)) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center ([senate.gov/lobby](https://senate.gov/lobby)) and also from Newmont's [website](#).

**NEWPAC contributions<sup>1</sup>**

	Donors	Amount raised
Contributions	25	\$6,570

<sup>1</sup> Information publicly reported and searchable on the [website](#).

**Largest individual contributions and main topics**

	Contributor	Amount
Largest individual contributions and expenditures <sup>1</sup>	National Mining Association	\$626,000
	Cassidy & Associates, Inc.	\$180,000
	Michael Pieper GPA	\$150,000

Main political topics in 2023

The following are the primary policy areas in which Newmont was involved in 2023:

- U.S.-Chile Tax Treaty
- Provisions of the U.S. Tax code that relate to mining
- Federal funding for mining schools
- H.R. 1 – Lower Energy Costs Act
- Good Samaritan and other abandoned mine reclamation and bonding legislation
- General Mining Law
- S. 1281/H.R. 2925 – Mining Regulatory Clarity Act of 2023
- Legislation relating to strategic and critical minerals
- Climate change and related reporting requirements
- Department of Interior Appropriations Bill
- Mining provisions of H.R. 3746 – Fiscal Responsibility Act of 2023

<sup>1</sup> 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](https://lobbyingdisclosure.house.gov)) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center ([senate.gov/lobby](https://senate.gov/lobby)), and also from Newmont's [website](#).

**Total monetary contributions and expenditures: Trailing five year data**

Institution/activity	2019	2020	2021	2022	2023
Lobbying <sup>1</sup>	\$1,282,593	\$1,352,400	1,422,236	\$1,210,000	\$1,090,000
Political contribution	\$66,700	\$60,000	\$35,000	\$70,625	\$35,000
Trade associations <sup>2</sup>	\$1,006,398	\$682,000	\$699,000	\$719,500	\$757,675

<sup>1</sup> Data includes state and federal lobbying expenses.

<sup>2</sup> Data includes full dues payments for US mining trade associations.

## Environment

### AIR EMISSIONS

#### Site air emissions management plan emissions: Site level (tonnes)<sup>1, 2, 3, 4</sup>

Business unit/site	Sulfur oxides (SO <sub>x</sub> )	Nitrogen oxides (NO <sub>x</sub> )	Particulate matter (PM10)	Particulate Matter (PM2.5)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Persistent organic pollutants (POPs)	Volatile organic compounds (VOCs)	Hazardous air pollutants (HAPs) <sup>7</sup>
<b>AFRICA</b>												
<b>Ghana</b>												
<b>Ahafo South – Total</b>	<b>36.6</b>	<b>38.7</b>	<b>4.0</b>	<b>N/M</b>	<b>91.0</b>	<b>0.0080</b>	<b>0.0001</b>	<b>0.0030</b>	<b>0.0021</b>	<b>TR</b>	<b>0.1500</b>	<b>N/A</b>
Ahafo South – point source	36.6	38.7	4.0	N/M	91.0	0.0080	0.0001	0.0030	0.0021	TR	0.1500	N/A
Ahafo South – fugitive	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Akyem – Total</b>	<b>86.1</b>	<b>36.3</b>	<b>5.5</b>	<b>N/M</b>	<b>74.6</b>	<b>INV</b>	<b>0.0000</b>	<b>0.0200</b>	<b>N/A</b>	<b>N/A</b>	<b>3.6</b>	<b>N/A</b>
Akyem – point source	86.1	36.3	5.5	N/M	74.6	INV	0.0000	0.0200	N/A	N/A	3.6	N/A
Akyem – fugitive	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>AUSTRALIA<sup>5</sup></b>												
<b>Australia</b>												
<b>Boddington – Total</b>	<b>8.6</b>	<b>1,544.1</b>	<b>9,594.0</b>	<b>104.7</b>	<b>646.4</b>	<b>0.0012</b>	<b>0.9010</b>	<b>0.3116</b>	<b>0.0472</b>	<b>N/A</b>	<b>116.5</b>	<b>0.1363</b>
Boddington – point source	7.6	4.1	24.0	3.7	32.4	0.0005	0.0040	0.0006	0.0115	N/A	6.5	0.0884
Boddington – fugitive	1.0	1,540.0	9,570.0	101.0	614.0	0.0007	0.8970	0.3110	0.0357	N/A	110.0	0.0479
<b>Tanami – Total</b>	<b>1.2</b>	<b>1,371.0</b>	<b>1,528.5</b>	<b>27.1</b>	<b>795.4</b>	<b>0.0002</b>	<b>1.0840</b>	<b>0.0806</b>	<b>N/A</b>	<b>N/A</b>	<b>161.7</b>	<b>72.0</b>
Tanami – point source	1.0	986.0	1.5	1.4	660.0	0.0000	0	0	N/A	N/A	132.6	61.1
Tanami – fugitive	0.2	385.0	1,527.0	25.8	135.4	0.0002	1.0840	0.0806	N/A	N/A	29.1	10.9
<b>LATAC</b>												
<b>Argentina</b>												
<b>Cerro Negro – Total</b>	<b>0.2</b>	<b>250.0</b>	<b>428.0</b>	<b>46.0</b>	<b>174.4</b>	<b>0.0180</b>	<b>0.0020</b>	<b>0.0020</b>	<b>0.0020</b>	<b>N/A</b>	<b>3.4</b>	<b>N/A</b>
Cerro Negro – point source	0.1	138.7	2.7	2.3	31.4	0.0180	0.0020	0.0020	0.0020	N/A	3.4	N/A
Cerro Negro – fugitive	0.1	111.3	425.3	43.8	143.0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mexico</b>												
<b>Peñasquito – Total</b>	<b>2.4</b>	<b>2,198.5</b>	<b>2,652.2</b>	<b>320.4</b>	<b>1,548.1</b>	<b>TR</b>	<b>N/A</b>	<b>2.0</b>	<b>N/A</b>	<b>N/A</b>	<b>8.3</b>	<b>8.4</b>
Peñasquito – point source	0.0	0.1530	37.1	37.1	3.1	TR	N/A	0.0260	N/A	N/A	0.0045	0.0009
Peñasquito – fugitive	2.4	2,198.4	2,615.1	283.4	1,545.0	N/A	N/A	2.0	N/A	N/A	8.3	8.4
<b>Suriname</b>												
<b>Merian – Total</b>	<b>1,611.7</b>	<b>2,637.6</b>	<b>80.0</b>	<b>N/M</b>	<b>173.4</b>	<b>0.0001</b>	<b>TR</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/M</b>	<b>N/A</b>
Merian – point source	1,611.7	2,637.6	80.0	N/M	173.4	0.0001	TR	N/A	N/A	N/A	N/M	N/A
Merian – fugitive	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/M	N/A

Site air emissions management plan emissions: Site level (tonnes)<sup>1, 2, 3, 4</sup>

Business unit/site	Sulfur oxides (SO <sub>x</sub> )	Nitrogen oxides (NO <sub>x</sub> )	Particulate matter (PM10)	Particulate Matter (PM2.5)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Persistent organic pollutants (POPs)	Volatile organic compounds (VOCs)	Hazardous air pollutants (HAPs) <sup>7</sup>
<b>NORTH AMERICA</b>												
<b>Canada</b>												
<b>Éléonore – Total</b>	<b>4.8</b>	<b>111.3</b>	<b>900.0</b>	<b>321.7</b>	<b>159.2</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>2.4</b>	<b>0.0011</b>
Éléonore – point source	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A	N/A	N/M	N/M
Éléonore – fugitive	4.8	111.3	900.0	321.7	159.2	N/A	N/A	N/A	N/A	N/A	2.4	0.0011
<b>Musselwhite – Total</b>	<b>1.9</b>	<b>298.3</b>	<b>72.3</b>	<b>36.2</b>	<b>226.2</b>	<b>0.0003</b>	<b>0.0057</b>	<b>0.0899</b>	<b>0.0007</b>	<b>N/A</b>	<b>4.6</b>	<b>N/A</b>
Musselwhite – point source	1.9	298.2	28.3	26.9	192.7	0.0003	0.0018	0.0769	0.0004	N/A	0.1650	N/A
Musselwhite – fugitive	N/M	0.1	44.0	9.3	33.5	TR	0.0039	0.0131	0.0003	N/A	4.5	N/A
<b>Porcupine – Total<sup>6</sup></b>	<b>0.4</b>	<b>113.1</b>	<b>26.0</b>	<b>13.7</b>	<b>58.1</b>	<b>0.0900</b>	<b>0.0300</b>	<b>0.0600</b>	<b>N/M</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Porcupine – point source	0.4	106.3	17.2	12.4	28.7	0.0900	0.0100	0.0600	N/M	N/A	N/A	N/A
Porcupine – fugitive	0.0	6.8	8.8	1.4	29.4	N/M	0.0200	N/M	N/M	N/A	N/A	N/A
<b>U.S.</b>												
<b>CC&amp;V – Total</b>	<b>3.3</b>	<b>653.2</b>	<b>348.3</b>	<b>54.3</b>	<b>413.3</b>	<b>0.0015</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>277.8</b>	<b>N/A</b>
CC&V – point source	3.3	650.5	6.2	4.0	381.9	0.0015	N/A	N/A	N/A	N/A	277.8	N/A
CC&V – fugitive	0.0	2.7	342.1	50.3	31.4	N/A	N/A	N/A	N/A	N/A	0.0000	N/A
<b>PERU</b>												
<b>Peru</b>												
<b>Yanacocha – Total</b>	<b>0.2</b>	<b>0.2</b>	<b>0.6</b>	<b>N/M</b>	<b>0.1</b>	<b>0.0100</b>	<b>0.0003</b>	<b>0.0004</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Yanacocha – point source	0.2	0.2	0.6	N/M	0.1	0.0100	0.0003	0.0004	N/A	N/A	N/A	N/A
Yanacocha – fugitive	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/M	N/A	N/A	N/A	N/A

<sup>1</sup> Site level air emissions performance data is reported on a site-by-site basis in accordance with each site's air emissions management plan. Air emissions management plans for each site are developed and agreed upon based on local jurisdiction requirements. Therefore, the type and source of emissions reported for each site may vary and may not be comparable.

<sup>2</sup> For emission sources or parameters that are not emitted from a site, values are reported as "N/A" (not applicable); for emission sources or parameters that do apply to a site but are not required to be monitored and reported under site-specific air quality management plans, values are reported as "N/M" (not measured); and values that are detected but less than 0.00009 tonnes are reported as "TR" (trace). If in the case a value is determined to be invalidated due to sample or analytical errors, values are reported as "INV" (invalid).

<sup>3</sup> Point source emissions are those that originate from a single identifiable source (e.g., stack, chimney, pipe). Fugitive emissions are non-point source emissions (e.g., of dust) from facilities or activities (e.g., construction) that do not originate from a stack, chimney or other functionally equivalent opening.

<sup>4</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

<sup>5</sup> Australian site data is based on a June-end regulatory reporting year (July 1, 2022 to June 30, 2023).

<sup>6</sup> Porcupine data is full year 2022 due to limitations in aggregating 2023 data.

<sup>7</sup> The majority of the hazardous air pollutants (HAPs) reported is benzene from gasoline and diesel combustion.

**BIODIVERSITY**

**Total wildlife mortalities: Site level**

	Country/site	Number of mortalities
<b>AFRICA</b>	<b>Ghana</b>	<b>175</b>
	Ahafo South <sup>1</sup>	151
	Akyem	24
<b>AUSTRALIA</b>	<b>Australia</b>	<b>27</b>
	Boddington	24
	Tanami	3
<b>LATAC</b>	<b>Argentina</b>	<b>4</b>
	Cerro Negro	4
	<b>Mexico</b>	<b>1</b>
	Peñasquito	1
	<b>Suriname</b>	<b>11</b>
	Merian	11
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>12</b>
	Éléonore	3
	Musselwhite	5
	Porcupine	4
	<b>U.S.</b>	<b>11</b>
	CC&V	11
<b>PERU</b>	<b>Peru</b>	<b>4</b>
	Yanacocha	4
<b>GLOBAL</b>	<b>TOTAL</b>	<b>245</b>

<sup>1</sup> The Ahafo South outlier is due to two events. One event resulting in 100 fish mortalities (Tilapia fingerlings) from the north pond that had naturally developed and received impacted water before the annual depopulation exercise, and one event of 50 fish mortalities (Tilapia fingerlings) in the process ponds attributed to low dissolved oxygen levels.

**Number of wildlife mortalities: Trailing five year data<sup>1</sup>**

	2019	2020	2021	2022 <sup>2</sup>	2023 <sup>3</sup>
Critically endangered	1	0	0	0	0
Endangered	0	0	0	1	0
Vulnerable	3	0	1	5	4
Near threatened	3	3	2	1	3
Least concern	74	1,077	202	311	238
<b>TOTAL<sup>1</sup></b>	<b>171</b>	<b>1,225</b>	<b>214</b>	<b>318</b>	<b>245</b>

<sup>1</sup> The wildlife mortality categories listed align to IUCN Red List of Threatened Species categories. Beginning in 2022, an improvement in our data collection system resulted in the required selection of an IUCN status when tracking wildlife mortalities, removing any instances of “not specified or undefined” species. Total mortality values reported for 2019–2021 are not the sum of the five relevant IUCN categories listed, as they include 522, 90 and 145 “not specified or undefined” species mortalities for the years 2019, 2020 and 2021, respectively.

<sup>2</sup> The number of least concern wildlife mortalities in 2022 has been updated from 304 to 311 following further review of reporting at our Peñasquito, Musselwhite and Cerro Negro operations.

<sup>3</sup> There were three dingo mortalities at Tanami in 2023. Dingoes are currently not recognized as a sub-species on the IUCN Red List and their status is under assessment by the IUCN; however they were previously listed as Vulnerable on the IUCN Red List and are reported as vulnerable in this report.

Operations in relation to Key Biodiversity Areas (KBAs): Site level<sup>1</sup>

	Country/site	Area of KBA impacted to date (hectares)	Position relative to KBA <sup>4</sup>	Ecological sensitivity	Management actions	External partners/collaborators
<b>AFRICA</b>	<b>Ghana</b>	<b>85</b>				
	Akyem <sup>2</sup>	85	Containing portions of	The terrestrial habitat of Ajenjua Bepo Forest Reserve is a nationally designated protected area of 2,500 hectares	<ul style="list-style-type: none"> <li>• Enrichment planting activities over 50 hectares of land</li> <li>• Completing feasibility studies for offset area</li> </ul>	<ol style="list-style-type: none"> <li>1. Forestry Commission of Ghana (Regulatory and Technical collaboration)</li> <li>2. Environmental Protection Agency, Ghana (Regulatory and Technical collaboration)</li> <li>3. Minerals Commission of Ghana (Regulatory and Technical collaboration)</li> <li>4. Conservation Alliance (Consultant)</li> <li>5. Wychwood (Consultant)</li> <li>6. The Biodiversity Consultant</li> <li>7. International Union for Conservation of Nature (IUCN)</li> <li>8. Traditional Authority</li> <li>9. Local Government Authority</li> <li>10. Green Moss Limited</li> </ol>
<b>AUSTRALIA</b>	<b>Australia</b>	<b>6,291</b>				
	Boddington	4,487	In the area	The terrestrial habitat of Birdlife International's Endemic Bird Area of Southwest Australia is an international high biodiversity value area	<ul style="list-style-type: none"> <li>• Established the 192-hectare Hotham Farm Conservation Covenant area over remnant Jarrah Forest</li> <li>• Undertaking restoration works within the 470 hectares of Hotham Farm</li> <li>• Founding partner of the South West Sustainability Partnership, which Newmont, South 32 and Alcoa formed in 2021 to work collaboratively on identifying, prioritizing and supporting research opportunities and pest and land management</li> <li>• Continued the Partnership with Peel Harvey Catchment Council on a River Action Plan to improve ecosystem health and function and initiated engagement with key stakeholders in the Hotham-Williams Catchment</li> </ul>	<ol style="list-style-type: none"> <li>1. Tranen Revegetation Systems</li> <li>2. Peel Harvey Catchment Council</li> <li>3. Dendra Systems</li> <li>4. Cooperative Research Centre for Transformations in Mining Economy (CRC TIME)</li> <li>5. Astron Environmental</li> <li>6. Western Australian Biodiversity Science Institute</li> <li>7. South32 and Alcoa (Bauxite Miners)</li> </ol>



Operations in relation to Key Biodiversity Areas (KBAs): Site level<sup>1</sup>

	Country/site	Area of KBA impacted to date (hectares)	Position relative to KBA <sup>4</sup>	Ecological sensitivity	Management actions	External partners/collaborators
<b>AUSTRALIA</b>	Tanami	<b>1,803</b>	In the area	The terrestrial habitat of the Southern Tanami Indigenous Protection Area (10 million hectares), the southwest Tanami Desert Site of Conservation Significance, and the Dead Bullock Soak Site of Botanical Significance are all national high biodiversity value areas.	<ol style="list-style-type: none"> <li>1. Rehabilitation</li> <li>2. Site Disturbance Permit process and system in place to minimize impacts, such as through utilizing previously disturbed areas where possible</li> <li>3. Tree health monitoring</li> </ol>	<ol style="list-style-type: none"> <li>1. Central Land Council (various divisions)</li> <li>2. Australian Government Department of Agriculture, Water and the Environment</li> <li>3. Northern Territory Government Department of Environment, Parks and Water Security</li> <li>4. Terrestrial Ecosystem Research Network (TERN)</li> <li>5. Territory Natural Resources Management (NRM)</li> <li>6. Charles Darwin University (CDU)</li> <li>7. University of Sydney</li> <li>8. Low Ecological Services</li> <li>9. Prodigy Gold</li> <li>10. Southern Tanami IPA and Warlpiri Rangers</li> </ol>
<b>LATAC</b>	<b>Argentina</b>	<b>16</b>				
	Cerro Negro	16	Containing portions of	The terrestrial habitat of wetlands, while not protected under legislation, are considered by the site to be key biodiversity areas due to their high biodiversity value	<ul style="list-style-type: none"> <li>• Developing a wetlands management plan supported by detailed hydrological, hydrogeological and edaphic information</li> </ul>	No official partners
	<b>Suriname</b>	<b>2,415</b>				
	Merian	2,415	In the Area	The terrestrial habitat of Highland and Lowland Ever-humid Forest is a national high biodiversity value area	<ul style="list-style-type: none"> <li>• Implementing a process to avoid and minimize vegetation disturbance and unnecessary impacts to natural habitats</li> <li>• Creating an offset to compensate for biodiversity impacts and completed a pilot for the reforestation of land impacted by artisanal small-scale mining within Merian's right of exploitation</li> </ul>	<ol style="list-style-type: none"> <li>1. Hardner &amp; Gullison Associates</li> <li>2. Environmental Services &amp; Support N.V. (ESS)</li> </ol>

Operations in relation to Key Biodiversity Areas (KBAs): Site level<sup>1</sup>

	Country/site	Area of KBA impacted to date (hectares)	Position relative to KBA <sup>4</sup>	Ecological sensitivity	Management actions	External partners/collaborators
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>609</b>				
	Éléonore	358	Containing portions of	The terrestrial habitat of Boreal forest and wetlands are high biodiversity value areas	<ul style="list-style-type: none"> <li>Avoidance through designing small footprint</li> <li>Closure and Rehabilitation Plan to reclaim disturbed areas</li> <li>A compensation plan for the loss of wetlands is in implementation</li> </ul>	<ol style="list-style-type: none"> <li>Viridis Terra International (VTI)</li> <li>Biodiversité Québec</li> <li>Institut national de recherche scientifique (ADN environnemental)</li> </ol>
	Musselwhite <sup>3</sup>	0	Adjacent to	The Pipestone River Provincial Park, a linear waterway park with boreal forests and glacial features is an IUCN Category II designated area of 97,375 hectares	<ul style="list-style-type: none"> <li>Completing an Annual Fall Aquatic Study to understand impacts to fish health and population dynamics downstream of the mine site including on the Pipestone River. No impacts have been observed in the continuous dataset going back to 1997.</li> </ul>	<ol style="list-style-type: none"> <li>Ontario Breeding Bird Atlas</li> <li>Canadian Wildlife Service and Birds Canada</li> </ol>
	Porcupine	251	Containing portions of	All areas of the operation contain portions of the Romeo Malette Forest, and specific areas (Dome and Pamour) contain a portion of Provincially Significant Wetland (The Porcupine River). In addition, the West and Southwest sides of the Dome No. 6 Tailings Facility is classified as Blanding's turtle habitat (Category 2 and Category 3)	<ul style="list-style-type: none"> <li>Avoidance through designing small footprint (Borden only)</li> <li>Closure and Rehabilitation Plan to reclaim disturbed areas</li> <li>Conduct additional monitoring for Blanding's turtles and employ restrictive fencing for active work areas</li> </ul>	<ol style="list-style-type: none"> <li>LGL Limited – Environmental Research Associates</li> <li>Ministry of Natural Resources and Forestry (MNRF)</li> <li>MINES</li> <li>First Nation stakeholders (RDA, IBA, BA, MNO)</li> <li>Friends of the Porcupine River Watershed</li> <li>Mattagami Region Conservation Authority</li> </ol>
	<b>U.S.</b>	<b>22</b>				
	CC&V	22	Containing portions of	The terrestrial habitat of Aspen-dominated woodlands and dense conifer-dominated woodland is a state of high biodiversity value area	<ul style="list-style-type: none"> <li>Avoidance through designing a smaller footprint</li> <li>Closure and Rehabilitation Plan to reclaim disturbed areas (5 year reclamation plan according to closure and reclamation strategy)</li> </ul>	<ol style="list-style-type: none"> <li>Trout Unlimited</li> <li>CPW (Colorado Parks &amp; Wildlife)</li> </ol>
<b>PERU</b>	<b>Peru</b>	<b>0</b>				
	Yanacocha	0	Adjacent to	The terrestrial habitat of Birdlife International's Rio Cajamarca and the Tropical Andes are international high biodiversity value areas	<ul style="list-style-type: none"> <li>Although the KBA is not directly impacted, we have developed a species-level management action plan with a target of No Net Loss of that Key Biodiversity Value. The plan involves reclaiming areas to include the key species habitat preferences and biomonitoring to identify changes associated with our operations or other activities in the area</li> <li>Replanting of Polylenis trees as part of forest habitat offset</li> </ul>	<ol style="list-style-type: none"> <li>Universidad Privada Cayetano Heredia (covenant signed for lizard KBV studies) with the participation of professors and practitioners from local University "Universidad Nacional de Cajamarca"</li> </ol>

<sup>1</sup> Newmont defines a Key Biodiversity Area (KBA) as a designated protected area based on jurisdiction or other regulatory identifications as well as high biodiversity value areas outside of protected areas.

<sup>2</sup> The KBA area impacted at Akyem varies significantly from what was reported in the prior reporting period due to an error in reporting. Previously, the total site-wide disturbance area (1,233 hectares) was reported instead of only the area of KBA disturbed (85 hectares).

<sup>3</sup> During the 2023 update of Musselwhite's Biodiversity Risk Assessment Tool, the Pipestone River Provincial Park was added as a key biodiversity area adjacent to the mine site.

<sup>4</sup> The categories utilized for the position in relation to the KBA are as follows: "In the area" means the entire operational footprint occurs within the KBA boundary or the entire KBA site occurs within the operational footprint; "Containing portions of" is defined as the operational footprint contains some but not all of the KBA site or the KBA site contains some but not all of the operational footprint; and "Adjacent to" is defined as the operational footprint occurs within regional district of the KBA.

Status of acid rock drainage: Site level<sup>1</sup>

	Country/site	Not predicted to occur	Predicted to occur	Actively mitigated	Under treatment or remediation
AFRICA	<b>Ghana</b>				
	Ahafo South	✓			
	Akyem	✓			
AUSTRALIA	<b>Australia</b>				
	Boddington			✓	
	Tanami			✓	
LATAC	<b>Argentina</b>				
	Cerro Negro		✓		
	<b>Mexico</b>				
	Peñasquito		✓		
	<b>Suriname</b>				
	Merian	✓			
NORTH AMERICA	<b>Canada</b>				
	Éléonore			✓	
	Musselwhite		✓		
	Porcupine		✓		
	<b>U.S.</b>				
	CC&V			✓	
PERU	<b>Peru</b>				
	Yanacocha				✓
<b>GLOBAL</b>	<b>TOTAL</b>	<b>25%</b>	<b>33%</b>	<b>33%</b>	<b>8%</b>

<sup>1</sup> Predicted to occur includes the potential that it may never occur.

CLOSURE AND RECLAMATION

Amount of land disturbed and reclaimed: Site level (hectares)<sup>1,2</sup>

	Country/site	Total footprint at the start of 2023 <sup>3</sup>	Total cumulative achieved reclamation area up to the start of 2023 <sup>3</sup>	Total land disturbance not yet reclaimed to agreed upon end use at the start of 2023 <sup>3</sup>	New disturbance during 2023	Previously reclaimed area redisturbed during 2023	Achieved reclamation during 2023 to agreed upon end use	Total disturbance not yet reclaimed to agreed upon end use at the end of 2023	Total cumulative achieved reclamation area up to the end of 2023	Total footprint at the end of 2023
AFRICA	<b>Ghana</b>	<b>3,998</b>	<b>283</b>	<b>3,715</b>	<b>78</b>	<b>0</b>	<b>13</b>	<b>3,780</b>	<b>296</b>	<b>4,076</b>
	Ahafo South	2,765	254	2,511	0	0	13	2,498	267	2,765
	Akyem	1,233	29	1,204	78	0	0	1,282	29	1,311
AUSTRALIA	<b>Australia</b>	<b>6,138</b>	<b>617</b>	<b>5,521</b>	<b>167</b>	<b>0</b>	<b>39</b>	<b>5,649</b>	<b>656</b>	<b>6,305</b>
	Boddington	4,338	269	4,069	163	0	38	4,194	307	4,502
	Tanami	1,800	347	1,452	4	0	1	1,455	348	1,803
LATAC	<b>Argentina</b>	<b>572</b>	<b>57</b>	<b>516</b>	<b>4</b>	<b>0</b>	<b>39</b>	<b>481</b>	<b>95</b>	<b>576</b>
	Cerro Negro	572	57	516	4	0	39	481	95	576
	<b>Mexico</b>	<b>4,312</b>	<b>25</b>	<b>4,287</b>	<b>37</b>	<b>0</b>	<b>6</b>	<b>4,318</b>	<b>31</b>	<b>4,349</b>
	Peñasquito	4,312	25	4,287	37	0	6	4,318	31	4,349
	<b>Suriname</b>	<b>2,376</b>	<b>84</b>	<b>2,292</b>	<b>39</b>	<b>0</b>	<b>10</b>	<b>2,321</b>	<b>94</b>	<b>2,415</b>
	Merian	2,376	84	2,292	39	0	10	2,321	94	2,415
NORTH AMERICA	<b>Canada</b>	<b>3,884</b>	<b>146</b>	<b>3,738</b>	<b>159</b>	<b>0</b>	<b>14</b>	<b>3,883</b>	<b>160</b>	<b>4,043</b>
	Éléonore	398	31	367	3	0	14	356	45	401
	Musselwhite	702	28	674	0	0	0	674	28	702
	Porcupine	2,784	88	2,697	156	0	0	2,852	88	2,940
	<b>U.S.</b>	<b>1,544</b>	<b>228</b>	<b>1,316</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1,320</b>	<b>228</b>	<b>1,548</b>
	CC&V	1,544	228	1,316	4	0	0	1,320	228	1,548
PERU	<b>Peru</b>	<b>4,512</b>	<b>934</b>	<b>3,579</b>	<b>11</b>	<b>3</b>	<b>45</b>	<b>3,548</b>	<b>975</b>	<b>4,523</b>
	Yanacocha	4,512	934	3,579	11	3	45	3,548	975	4,523
<b>GLOBAL</b>	<b>TOTAL</b>	<b>27,336</b>	<b>2,373</b>	<b>24,962</b>	<b>500</b>	<b>3</b>	<b>165</b>	<b>25,300</b>	<b>2,535</b>	<b>27,835</b>

<sup>1</sup> Twelve of Newmont's sites, representing 100% of Newmont's active mine sites, have closure plans in place as of year-end 2023.

<sup>2</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

<sup>3</sup> Certain prior period balances have been restated to correct for errors made in the prior period and to reflect improvements and changes in measurement methodology. Overall, the change in the global total footprint and cumulative achieved reclamation area compared to that reported in the prior period each resulted in a 1% difference. Only one site's updates, Porcupine, resulted in a change of more than 5% individually at the site level. Porcupine's update to footprint area and achieved reclamation area resulted in an increase of 10% and 45%, respectively. Additionally, these updates on footprint and reclamation areas resulted in a decrease of 1% to Newmont's global land disturbance at the start of 2023 as compared to the disturbance area reported at the end of 2022. At the site level, only Porcupine's disturbance area reported at the beginning of 2023 as compared to the end of 2022 resulted in a significant restatement, represented by an increase of 10%.

**Total disturbance not yet reclaimed to agreed upon end use: Trailing five year data (thousand hectares)**

	2019	2020	2021 <sup>1</sup>	2022 <sup>1</sup>	2023
<b>Total disturbance</b>	<b>27.1</b>	<b>24.4</b>	<b>24.9</b>	<b>25.0</b>	<b>25.3</b>

<sup>1</sup> The 2021 and 2022 balances have been updated to correct errors made in the prior period and to reflect changes in measurement methodology. Overall, the changes in the global total footprint compared to that reported in the prior period resulted in a 1% difference.

**Mine lease area: Site level**

	Country/site	Hectares
<b>AFRICA</b>	<b>Ghana</b>	<b>61,807</b>
	Ahafo South	55,532
	Akyem	6,275
<b>AUSTRALIA</b>	<b>Australia</b>	<b>14,037</b>
	Boddington	9,642
	Tanami	4,395
<b>LATAC</b>	<b>Argentina</b>	<b>21,552</b>
	Cerro Negro	21,552
	<b>Suriname</b>	<b>25,916</b>
	Merian	25,916
	<b>Mexico</b>	<b>12,345</b>
	Peñasquito <sup>1</sup>	12,345
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>59,040</b>
	Éléonore	942
	Musselwhite	5,421
	Porcupine	52,677
	<b>U.S.</b>	<b>2,431</b>
	CC&V	2,431
<b>PERU</b>	<b>Peru</b>	<b>99,361</b>
	Yanacocha	99,361
<b>GLOBAL</b>	<b>TOTAL</b>	<b>296,489</b>

<sup>1</sup> The mine lease area at our Peñasquito site was incorrectly reported in 2021 due to an error in the included reporting boundary. The value reported included exploration land area, which should be excluded from the total footprint. The updated value resulted in a 58% decrease. The value reported in 2022 has been accurately adjusted to reflect the proper reporting boundary, and is the same area as the corrected 2021 value.

## CYANIDE MANAGEMENT

### Estimated cyanide use: Trailing five year data (thousand tonnes)<sup>1</sup>

	2019	2020	2021	2022	2023
<b>Cyanide use</b>	<b>45.4</b>	<b>40.9</b>	<b>40.9</b>	<b>38.1</b>	<b>33.9</b>

<sup>1</sup> Cyanide usage data is estimated based on annual procurement data recorded in Newmont's accounting system.

### Cyanide-related incidents: Site level (number of incidents)

	Country/site	Spill off site requires response or remediation	Adverse effects on human health	Adverse effects to the environment	Required reporting under applicable regulations	Impact to biodiversity <sup>1</sup>	Most recent ICMC certification date <sup>2</sup>
<b>AFRICA</b>	<b>Ghana</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	Ahafo South	0	0	0	0	0	24 Feb 2022
	Akyem	0	0	0	0	0	27 Jan 2022
<b>AUSTRALIA</b>	<b>Australia</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	
	Boddington	0	0	0	1	0	22 Apr 2022
	Tanami	0	0	0	1	0	3 Oct 2023
<b>LATAC</b>	<b>Argentina</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	Cerro Negro	0	0	0	0	0	22 Nov 2022
	<b>Mexico</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	Peñasquito	0	0	0	0	0	9 Jun 2022
	<b>Suriname</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	Merian	0	0	0	0	0	13 May 2021
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	
	Éléonore	0	0	0	1	0	23 Nov 2021
	Musselwhite	0	0	0	0	0	10 May 2021
	Porcupine	0	0	0	2	0	28 Apr 2021
	<b>U.S.</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	CC&V	0	0	0	0	0	29 Feb 2024
<b>PERU</b>	<b>Peru</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
	Yanacocha	0	0	0	0	0	15 Oct 2021
<b>GLOBAL</b>	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	

<sup>1</sup> Cyanide-related biodiversity impacts are wildlife mortalities; for a full listing of wildlife mortalities, refer to the table titled Number of wildlife mortalities, in the Biodiversity section.

<sup>2</sup> International Cyanide Management Code (ICMC) certification is publicly available on the ICMC [website](#).

**SIGNIFICANT MATERIALS CONSUMPTION**

**Estimated materials usage: Site level**

	Country/site	Grinding media	Sodium cyanide (NaCN)	Lime	Cement	Tires <sup>1</sup>	Lubricants	Hydrochloric acid (HCL)	Sulfuric acid (H <sub>2</sub> SO <sub>4</sub> )	Nitric acid (HNO <sub>3</sub> )
			Tonnes			Kiloliters			Liters	
<b>AFRICA</b>	<b>Ghana</b>	<b>14,091</b>	<b>3,937</b>	<b>14,045</b>	<b>0</b>	<b>2,576</b>	<b>1,778</b>	<b>1,001</b>	<b>2,871</b>	<b>628</b>
	Ahafo South	7,370	2,070	6,464	0	1,896	1,318	582	2,525	625
	Akyem	6,721	1,867	7,581	0	680	460	419	346	3
<b>AUSTRALIA</b>	<b>Australia</b>	<b>18,031</b>	<b>10,312</b>	<b>23,475</b>	<b>27,884</b>	<b>1,163</b>	<b>1,698</b>	<b>1,365</b>	<b>21,844,461</b>	<b>1,000</b>
	Boddington	16,677	9,388	21,146	0	908	1,404	1,149	20,082,543	0
	Tanami	1,354	924	2,329	27,884	255	293	216	1,761,918	1,000
<b>LATAC</b>	<b>Argentina</b>	<b>2,466</b>	<b>854</b>	<b>1,987</b>	<b>7,792</b>	<b>101</b>	<b>310</b>	<b>&lt;1</b>	<b>0</b>	<b>76</b>
	Cerro Negro	2,466	854	1,987	7,792	101	310	<1	0	76
	<b>Mexico</b>	<b>12,167</b>	<b>3,788</b>	<b>7,869</b>	<b>7,869</b>	<b>2,137</b>	<b>1,016</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Peñasquito	12,167	3,788	7,869	7,869	2,137	1,016	0	0	0
	<b>Suriname</b>	<b>5,694</b>	<b>3,905</b>	<b>3,905</b>	<b>0</b>	<b>1,671</b>	<b>764</b>	<b>915</b>	<b>19,000</b>	<b>110</b>
Merian	5,694	3,905	3,905	0	1,671	764	915	19,000	110	
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>5,698</b>	<b>1,963</b>	<b>7,500</b>	<b>49,370</b>	<b>969</b>	<b>1,337</b>	<b>59</b>	<b>79</b>	<b>26,750</b>
	Éléonore	3,040	839	2,229	27,374	241	381	0	74	26,575
	Musselwhite	726	390	924	9,418	101	337	57	0	0
	Porcupine	1,932	735	4,347	12,578	627	619	2	5	175
	<b>U.S.</b>	<b>0</b>	<b>4,409</b>	<b>102,420</b>	<b>0</b>	<b>364</b>	<b>516</b>	<b>765</b>	<b>0</b>	<b>150</b>
	CC&V	0	4,409	102,420	0	364	516	765	0	150
<b>PERU</b>	<b>Peru</b>	<b>8</b>	<b>4,742</b>	<b>65,343</b>	<b>54</b>	<b>467</b>	<b>552</b>	<b>1,093</b>	<b>416,220</b>	<b>900</b>
	Yanacocha	8	4,742	65,343	54	467	552	1,093	416,220	900
<b>GLOBAL</b>	<b>TOTAL</b>	<b>58,156</b>	<b>33,910</b>	<b>226,543</b>	<b>92,969</b>	<b>9,448</b>	<b>7,969</b>	<b>5,198</b>	<b>22,282,631</b>	<b>29,614</b>

<sup>1</sup> Calculated tire weight is derived from the purchase of new tires, and does not include reused or refurbished tires.

**Estimated materials usage: Trailing five year data**

	Units	2019	2020	2021 <sup>1</sup>	2022 <sup>2</sup>	2023
Grinding media	thousand tonnes	84.2	67.8	78.7	67.4	58.2
Sodium cyanide	thousand tonnes	47.3	45.4	40.9	38.1	33.9
Lime	thousand tonnes	285.1	299.8	252.3	232.7	226.5
Cement	thousand tonnes	63.1	52.8	85.1	81.6	93.0
Tires	thousand tonnes	10.3	8.5	9.5	11.2	9.4
Lubricants	thousand kL	16.4	10.1	10.1	8.7	8.0
Hydrochloric acid (HCL)	thousand kL	41.5	8.7	7.5	6.7	5.2
Sulfuric acid (H <sub>2</sub> SO <sub>4</sub> )	thousand kL	24.5	24.5	23.2	23.7	22.3
Nitric acid (HNO <sub>3</sub> ) <sup>2</sup>	thousand kL	0.24	0.02	0.02	0.02	0.03

<sup>1</sup> A restatement has been made for the grinding media volumes reported in 2021 due to an error in reporting at our Boddington site. The updated value resulted in just under a 5% increase globally, though it resulted in a 27% increase for the site's reported value. The error in reporting was the result of excluding grinding media purchased as direct charge from a secondary supplier related to COVID-19 supply chain constraints with the incumbent provider.

<sup>2</sup> A restatement has been made for tire weight reported in 2022 due to an omission in reporting at our CC&V and Peñasquito sites. The updated value resulted in less than a 1% increase globally, though it resulted in a 9% and 1% increase in CC&V and Peñasquito's reported tire weights respectively.

**SPILLS**

**Environmental spills by number of incidents: Trailing five year data<sup>1</sup>**

	2019	2020	2021	2022	2023
Total environmental spills on site	647	427	397	392	311
Total environmental spills off site	3	7	5	8	7
<b>Total environmental spills</b>	<b>650</b>	<b>434</b>	<b>402</b>	<b>400</b>	<b>318</b>
Cyanide (Process Solution) spills <sup>2,3</sup>	34	28	35	36	29
Mercury spills	0	0	0	0	0
Significant hydrocarbon spills	4	0	2	2	5
Significant chemical spills	0	8	0	1	1
Other significant spills	4	2	5	3	0

<sup>1</sup> Newmont defines "spills" as the loss of materials (tailings, solution, effluent, etc.) outside of engineered containment. Newmont assesses environmental events such as a spill on a scale of 1-5 with level 3 and above considered "significant." To drive consistency of reporting, an Environmental Impact calculator has been implemented to assess the gravity (e.g. contaminant/concentration), extent (e.g., volume) and vulnerability (environment receptors) of the impact.

<sup>2</sup> Newmont reports all spills of process solutions, tailings and slurry containing cyanide. The Cyanide Code defines process solutions as solutions with a concentration of 0.5 mg/L Weak Acid Dissociable (WAD) cyanide or greater.

<sup>3</sup> The International Cyanide Management Code has established notification requirements for "Significant Cyanide Incidents" as defined in their Definitions and Acronyms resource. Newmont did not have any events which triggered the ICMI requirements for notification.



**Environmental spills by estimated volume: Trailing five year data<sup>1, 2, 3</sup>**

	2019	2020	2021	2022	2023
Cyanide (Process Solution) spills (kiloliters) <sup>4</sup>	4,745	17,447	371	994	3,055
Mercury spills (kilograms)	0	0	0	0	0
Significant hydrocarbon spills (kiloliters)	1	0	21	2	17
Significant chemical spills (kiloliters)	0	18	0	24	200
Other significant spills (kiloliters)	46	38	43	42	0

<sup>1</sup> Newmont defines "spills" as the loss of materials (tailings, solutions, effluent, etc.) outside of engineered containment.

<sup>2</sup> Newmont assesses environmental events such as a spill on a scale of 1-5 with level 3 and above considered "significant." To drive consistency of reporting, an Environmental Impact calculator has been implemented to assess the gravity (e.g. contaminant/concentration), extent (e.g. volume) and vulnerability (environment receptors) of the impact.

<sup>3</sup> Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.

<sup>4</sup> Newmont reports all spills of process solutions, tailings and slurry containing cyanide. The Cyanide Code defines process solutions as solutions with a concentration of 0.5 mg/L Weak Acid Dissociable (WAD) cyanide or greater. All cyanide related spills remained on site.

**TAILINGS MANAGEMENT**

**Tailings generated and managed: Site level (tonnes)**

	Management method			Sub-surface tailings	Total produced and managed
	Country/site	Surface tailings	Open pit tailings		
<b>AFRICA</b>	<b>Ghana</b>	<b>16,980,064</b>	<b>0</b>	<b>0</b>	<b>16,980,064</b>
	Ahafo South	8,505,115	0	0	8,505,115
	Akyem	8,474,949	0	0	8,474,949
<b>AUSTRALIA</b>	<b>Australia</b>	<b>38,088,105</b>	<b>0</b>	<b>396,076</b>	<b>38,484,181</b>
	Boddington	36,193,241	0	0	36,193,241
	Tanami	1,894,864	0	396,076	2,290,940
<b>LATAC</b>	<b>Argentina</b>	<b>1,084,408</b>	<b>0</b>	<b>0</b>	<b>1,084,408</b>
	Cerro Negro	1,084,408	0	0	1,084,408
	<b>Mexico</b>	<b>20,200,000</b>	<b>0</b>	<b>0</b>	<b>20,200,000</b>
	Peñasquito	20,200,000	0	0	20,200,000
	<b>Suriname</b>	<b>14,403,272</b>	<b>0</b>	<b>0</b>	<b>14,403,272</b>
	Merian	14,403,272	0	0	14,403,272
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>5,055,347</b>	<b>0</b>	<b>544,567</b>	<b>5,599,914</b>
	Éléonore	1,115,997		544,567	1,660,564
	Musselwhite	1,028,185	0	0	1,028,185
	Porcupine	2,911,165	0	0	2,911,165
	<b>U.S.</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	CC&V	0	0	0	0
<b>PERU</b>	<b>Peru</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Yanacocha	0	0	0	0
<b>GLOBAL</b>	<b>TOTAL</b>	<b>95,811,196</b>	<b>0</b>	<b>940,643</b>	<b>96,751,839</b>

**Total waste rock/tailings generated: Trailing five year data (million tonnes)**

	2019	2020	2021	2022	2023
Total waste rock generated	320.6	285.2	263.5	316.6	234.4
Total tailings produced and managed	120.7	116.2	119.1	114.2	96.8

**Tailings inventory and disclosures<sup>1</sup>**

**Church of England disclosures:** Newmont developed a disclosure in response to the Church of England April 10, 2019 request for information concerning tailings dam 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 dam facilities for our operating sites, joint ventures, subsidiaries, and legacy sites as of July 1, 2019. Please see Newmont’s tailings inventory on our website for current information, which includes updates to those provided in the COE disclosures.

**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.

Please see Newmont’s tailings inventory on our website for current information, which includes updates to those provided in the COE disclosures.

**Global Tailings Inventory:** Newmont provides a tailings inventory which includes information to support Church of England, SASB, and GISTM Disclosures, as well as the Global Tailings Inventory.

**Newmont’s Interactive Public Disclosure Tool:** Newmont’s interactive Public Disclosure Tool provides an informative platform to access information for Newmont’s TSFs. The online tool provides users with interactive maps, tables, charts and lists to visualize information on our tailings inventory.

<sup>1</sup> Information related to Newmont’s tailings management approach, including our tailings inventory, can be found on Newmont’s [website](#).

**WASTE**

**Estimated waste rock generated: Site level (tonnes)<sup>1, 2</sup>**

	Country/site	Potentially acid generating/ metal leaching	Non-potentially acid generating/ non-metal leaching	Total waste rock generated and brought to surface	Total waste rock generated and not brought to surface	Total waste rock generated
<b>AFRICA</b>	<b>Ghana</b>	<b>0</b>	<b>41,478,498</b>	<b>41,478,498</b>	<b>671,144</b>	<b>42,149,642</b>
	Ahafo South	0	20,507,032	20,507,032	671,144	21,178,176
	Akyem	0	20,971,466	20,971,466	0	20,971,466
<b>AUSTRALIA</b>	<b>Australia</b>	<b>8,535,779</b>	<b>21,050,204</b>	<b>29,585,983</b>	<b>650,651</b>	<b>30,236,634</b>
	Boddington	8,535,779	21,022,536	29,558,315	0	29,558,315
	Tanami	0	27,668	27,668	650,651	678,319
<b>LATAC</b>	<b>Argentina</b>	<b>9,917</b>	<b>0</b>	<b>9,917</b>	<b>323,023</b>	<b>332,940</b>
	Cerro Negro	9,917	0	9,917	323,023	332,940
	<b>Mexico</b>	<b>11,995,447</b>	<b>63,873,792</b>	<b>75,869,239</b>	<b>0</b>	<b>75,869,239</b>
	Peñasquito	11,995,447	63,873,792	75,869,239	0	75,869,239
	<b>Suriname</b>	<b>0</b>	<b>30,945,321</b>	<b>30,945,321</b>	<b>0</b>	<b>30,945,321</b>
	Merian	0	30,945,321	30,945,321	0	30,945,321
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>695,853</b>	<b>4,406,795</b>	<b>4,923,253</b>	<b>1,008,405</b>	<b>5,931,658</b>
	Éléonore	408,676	0	408,676	192,118	600,794
	Musselwhite	86,052	0	86,052	615,162	701,214
	Porcupine	0	4,428,525	4,428,525	201,125	4,629,650
	<b>U.S.</b>	<b>6,449,048</b>	<b>0</b>	<b>6,449,048</b>	<b>0</b>	<b>6,449,048</b>
	CC&V	6,449,048	0	6,449,048	0	6,449,048
<b>PERU</b>	<b>Peru</b>	<b>12,714,649</b>	<b>29,776,669</b>	<b>42,491,318</b>	<b>0</b>	<b>42,491,318</b>
	Yanacocha	12,714,649	29,776,669	42,491,318	0	42,491,318
<b>GLOBAL</b>	<b>TOTAL</b>	<b>40,199,568</b>	<b>191,553,009</b>	<b>231,752,577</b>	<b>2,653,223</b>	<b>234,405,800</b>

<sup>1</sup> Every site is required to do acid-based accounting to check the acid generating potential and neutralizing potential of the rock.

<sup>2</sup> At sites with underground operations, not all of the waste rock that has known acid generating potential is brought to surface.

Estimated mercury waste generated by type: Site level (kilograms)<sup>1</sup>

	Country/site	Elemental mercury	Mercuric chloride	Mercury-contaminated carbon	Mercury-contaminated sludge	Facilities-related mercury waste <sup>2</sup>	Total
AFRICA	<b>Ghana</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Ahafo South	0	0	0	0	0	0
	Akyem	0	0	0	0	0	0
AUSTRALIA	<b>Australia</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Boddington	0	0	0	0	0	0
	Tanami	0	0	0	0	0	0
LATAC	<b>Argentina</b>	<b>0</b>	<b>0</b>	<b>1,000</b>	<b>0</b>	<b>0</b>	<b>1,000</b>
	Cerro Negro	0	0	1,000	0	0	1,000
	<b>Suriname</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Merian	0	0	0	0	0	0
	<b>Mexico</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>
	Peñasquito	21	0	0	0	0	21
NORTH AMERICA	<b>Canada</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
	Éléonore	0	0	0	0	0	0
	Musselwhite	0	0	0	0	1	1
	Porcupine	0	0	0	0	0	0
	<b>U.S.</b>	<b>28</b>	<b>0</b>	<b>4,702</b>	<b>0</b>	<b>27</b>	<b>4,758</b>
	CC&V	28	0	4,702	0	27	4,758
PERU	<b>Peru</b>	<b>20,399</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>20,399</b>
	Yanacocha	20,399	0	0	0	0	20,399
<b>GLOBAL</b>	<b>TOTAL</b>	<b>20,449</b>	<b>0</b>	<b>5,702</b>	<b>0</b>	<b>28</b>	<b>26,180</b>

<sup>1</sup> 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.

<sup>2</sup> Facilities-related mercury waste includes items such as Compact Fluorescent (CFL) light bulbs and thermostats. The outlier of 27 kilograms of facilities-related mercury waste disposed of at CC&V was due to the disposal of a large number of fluorescent light tubes that were replaced with LED bulbs throughout site facilities.

Estimated hazardous waste diverted from disposal: Site level (tonnes)

	Country/site	Reused		Recycled		Other recovery method <sup>2</sup>		Total
		Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
AFRICA	<b>Ghana</b>	<b>0</b>	<b>103</b>	<b>43</b>	<b>307</b>	<b>0</b>	<b>0</b>	<b>452</b>
	Ahafo South	0	0	43	307	0	0	350
	Akyem	0	103	0	0	0	0	103
AUSTRALIA	<b>Australia</b>	<b>3,019</b>	<b>1,407</b>	<b>0</b>	<b>1,526</b>	<b>0</b>	<b>0</b>	<b>5,951</b>
	Boddington <sup>1</sup>	3,019 <sup>1</sup>	1,407 <sup>1</sup>	0	1,021	0	0	5,446
	Tanami	0	0	0	505	0	0	505
LATAC	<b>Argentina</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>
	Cerro Negro	0	11	0	0	0	0	11
	<b>Suriname</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>508</b>	<b>0</b>	<b>0</b>	<b>508</b>
	Merian	0	0	0	508	0	0	508
	<b>Mexico</b>	<b>444</b>	<b>0</b>	<b>0</b>	<b>320</b>	<b>0</b>	<b>0</b>	<b>764</b>
	Peñasquito	444	0	0	320	0	0	764
NORTH AMERICA	<b>Canada</b>	<b>34</b>	<b>8</b>	<b>0</b>	<b>380</b>	<b>0</b>	<b>149</b>	<b>571</b>
	Éléonore	34	1	0	21	0	149	206
	Musselwhite	0	7	0	173	0	0	180
	Porcupine	0	0	0	185	0	0	185
	<b>U.S.</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>102</b>	<b>232</b>	<b>0</b>	<b>334</b>
	CC&V	0	0	0	102	232	0	334
PERU	<b>Peru</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>307</b>	<b>307</b>
	Yanacocha	0	0	0	0	0	307	307
<b>GLOBAL</b>	<b>TOTAL</b>	<b>3,497</b>	<b>1,529</b>	<b>43</b>	<b>3,141</b>	<b>232</b>	<b>456</b>	<b>8,898</b>

<sup>1</sup> The outliers at Boddington of reused waste represent processes for the collection of contaminated wash water for reuse onsite at the processing plant or sent offsite for reuse.

<sup>2</sup> An example of other disposal operations includes the collection of used oil that is used for heating instead of purchasing propane for heating fuel.

Estimated non-hazardous waste diverted from disposal: Site level (tonnes)

	Country/site	Reused		Recycled		Other recovery method <sup>1</sup>		Total
		Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
AFRICA	<b>Ghana</b>	<b>0</b>	<b>1,288</b>	<b>7</b>	<b>1,813</b>	<b>0</b>	<b>0</b>	<b>3,108</b>
	Ahafo South	0	24	7	1,813	0	0	1,845
	Akyem	0	1,264	0	0	0	0	1,264
AUSTRALIA	<b>Australia</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,392</b>	<b>0</b>	<b>0</b>	<b>4,392</b>
	Boddington	0	0	0	4,392	0	0	4,392
	Tanami	0	0	0	0	0	0	0
LATAC	<b>Argentina</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>45</b>
	Cerro Negro	0	5	0	40	0	0	45
	<b>Mexico</b>	<b>118</b>	<b>0</b>	<b>0</b>	<b>3,381</b>	<b>0</b>	<b>0</b>	<b>3,499</b>
	Peñasquito	118	0	0	3,381	0	0	3,499
	<b>Suriname</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>1,680</b>	<b>0</b>	<b>0</b>	<b>1,702</b>
	Merian	0	0	22	1,680	0	0	1,702
NORTH AMERICA	<b>Canada</b>	<b>177</b>	<b>2</b>	<b>32</b>	<b>3,451</b>	<b>256</b>	<b>0</b>	<b>3,918</b>
	Éléonore	0	0	32	1,278	256	0	1,565
	Musselwhite	0	1	0	804	0	0	805
	Porcupine	177	2	0	1,369	0	0	1,548
	<b>U.S.</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>312</b>	<b>0</b>	<b>0</b>	<b>312</b>
	CC&V	0	0	0	312	0	0	312
PERU	<b>Peru</b>	<b>0</b>	<b>0</b>	<b>1,062</b>	<b>2,646</b>	<b>0</b>	<b>177</b>	<b>3,886</b>
	Yanacocha	0	0	1,062	2,646	0	177	3,886
<b>GLOBAL</b>	<b>TOTAL</b>	<b>295</b>	<b>1,295</b>	<b>1,123</b>	<b>17,715</b>	<b>256</b>	<b>177</b>	<b>20,862</b>

<sup>1</sup> An example of other disposal operations include wood fed through a wood chipper for the creation of woodchips.

Estimated hazardous waste disposed: Site level (tonnes)<sup>1</sup>

	Country/site	Incinerated (with energy recovery)		Incinerated (without energy recovery)		Landfilled		Other disposal method <sup>2</sup>		Total
		Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
AFRICA	<b>Ghana</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>28</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>57</b>
	Ahafo South	0	0	18	19	0	0	0	1	39
	Akyem	0	0	1	9	0	9	0	0	18
AUSTRALIA	<b>Australia</b>	<b>0</b>	<b>0</b>	<b>115</b>	<b>1</b>	<b>0</b>	<b>334</b>	<b>1,886</b>	<b>268</b>	<b>2,603</b>
	Boddington	0	0	0	1	0	334	1,886	257	2,478
	Tanami	0	0	115	0	0	0	0	11	125
LATAC	<b>Argentina</b>	<b>0</b>	<b>85</b>	<b>0</b>	<b>379</b>	<b>0</b>	<b>1,045</b>	<b>0</b>	<b>0</b>	<b>1,509</b>
	Cerro Negro	0	85	0	379	0	1,045	0	0	1,509
	<b>Mexico</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>946</b>	<b>100</b>	<b>0</b>	<b>1,046</b>
	Peñasquito	0	0	0	0	0	946	100	0	1,046
	<b>Suriname</b>	<b>0</b>	<b>0</b>	<b>220</b>	<b>167</b>	<b>821</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,208</b>
	Merian	0	0	220	167	821	0	0	0	1,208
NORTH AMERICA	<b>Canada</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>455</b>	<b>0</b>	<b>56</b>	<b>511</b>
	Éléonore	0	0	0	0	0	231	0	0	231
	Musselwhite	0	0	0	0	0	0	0	56	56
	Porcupine	0	0	0	0	0	224	0	0	224
	<b>U.S.</b>	<b>232</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>272</b>
	CC&V	232	0	0	5	0	35	0	0	272
PERU	<b>Peru</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>147</b>	<b>477</b>	<b>0</b>	<b>0</b>	<b>624</b>
	Yanacocha	0	0	0	0	147	477	0	0	624
<b>GLOBAL</b>	<b>TOTAL</b>	<b>232</b>	<b>85</b>	<b>354</b>	<b>580</b>	<b>967</b>	<b>3,301</b>	<b>1,985</b>	<b>325</b>	<b>7,829</b>

<sup>1</sup> The disposal category “deep well injected” has been removed from this table because this disposal method does not apply to any of our sites and will be included in “Other” moving forward, if applicable.

<sup>2</sup> Examples of other disposal operations include treatment of portable toilet sewage waste through sewage treatment plants and using commercial disposal providers.

Estimated non-hazardous waste disposed: Site level (tonnes)<sup>1</sup>

	Country/site	Incinerated (with energy recovery)		Incinerated (without energy recovery)		Landfilled		Other disposal method <sup>2</sup>		Total
		Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
AFRICA	<b>Ghana</b>	0	0	0	0	639	0	409	0	1,048
	Ahafo South	0	0	0	0	403	0	409	0	812
	Akyem	0	0	0	0	236	0	0	0	236
AUSTRALIA	<b>Australia</b>	0	0	6,260	0	7,717	761	918	0	15,656
	Boddington	0	0	481	0	316	761	918	0	2,476
	Tanami	0	0	5,779	0	7,401	0	0	0	13,180
LATAC	<b>Argentina</b>	0	0	0	0	0	846	0	0	846
	Cerro Negro	0	0	0	0	0	846	0	0	846
	<b>Mexico</b>	0	0	0	0	354	1,719	1,098	320	3,491
	Peñasquito	0	0	0	0	354	1,719	1,098	320	3,491
	<b>Suriname</b>	0	0	0	0	2,208	0	0	0	2,208
Merian	0	0	0	0	2,208	0	0	0	2,208	
NORTH AMERICA	<b>Canada</b>	0	0	266	0	5,460	207	0	0	5,933
	Éléonore	0	0	0	0	2,068	170	0	0	2,238
	Musselwhite	0	0	266	0	1,174	0	0	0	1,440
	Porcupine	0	0	0	0	2,218	38	0	0	2,256
	<b>U.S.</b>	0	0	0	0	0	326	0	0	326
	CC&V	0	0	0	0	0	326	0	0	326
PERU	<b>Peru</b>	0	0	0	0	1,714	1,667	0	0	3,382
	Yanacocha	0	0	0	0	1,714	1,667	0	0	3,382
<b>GLOBAL</b>	<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>6,526</b>	<b>0</b>	<b>18,092</b>	<b>5,527</b>	<b>2,425</b>	<b>320</b>	<b>32,890</b>

<sup>1</sup> The disposal category "deep well injected" has been removed from this table because this disposal method does not apply to any of our sites and will be included in "Other" moving forward, if applicable.

<sup>2</sup> Examples of other disposal operations include burying tires in waste rock dump facilities and burying waste in inert disposal facilities.

**Estimated waste by type: Trailing five year data<sup>1</sup>**

	2019	2020	2021	2022 <sup>2</sup>	2023
Total tailings generated (million tonnes)	121	116	119	114	97
Total waste rock generated (million tonnes)	321	285	264	302	234
Total waste rock brought to surface (million tonnes)	N/R	284	254	300	232
Total mercury waste generated (thousand kilograms)	8	25	5	3	26
Total hazardous waste managed (thousand tonnes)	32	19	15	15	17
Total non-hazardous waste managed (thousand tonnes)	67	53	60	59	54

<sup>1</sup> For a 2023 site-level breakout of tailings waste generated, reference the Tailings Management section of this Performance Data document.

<sup>2</sup> The 2022 value for total waste rock generated has been restated based on a reporting error discovered at the Boddington site. The corrected site value resulted in just under 5% decrease in total waste rock generated globally.



**WATER STEWARDSHIP**

**Water summary: Site level (megaliters (ML))<sup>1, 2</sup>**

	Country/site	Total operational water withdrawn	Other managed water withdrawn	Total water discharged	Total water consumed <sup>3</sup>	Total water recycled or reused	Total water used <sup>4</sup>	Percent recycled or reused <sup>5</sup>	Water intensity – gold equivalent ounces (GEO) <sup>6</sup>	Water intensity – ore processed <sup>7</sup>
<b>AFRICA</b>	<b>Ghana</b>	<b>16,843</b>	<b>3,305</b>	<b>6,496</b>	<b>13,652</b>	<b>14,366</b>	<b>28,018</b>	<b>51%</b>	<b>15.6</b>	<b>0.9</b>
	Ahafo South	9,760	3,197	5,084	7,873	6,604	14,477	45%	13.9	1.1
	Akyem	7,083	108	1,412	5,779	7,762	13,541	57%	19.6	0.8
<b>AUSTRALIA</b>	<b>Australia</b>	<b>22,358</b>	<b>521</b>	<b>2,412</b>	<b>20,467</b>	<b>45,594</b>	<b>66,061</b>	<b>69%</b>	<b>14.2</b>	<b>0.5</b>
	Boddington	18,202	521	2,342	16,381	42,834	59,215	72%	16.5	0.4
	Tanami	4,156	0	70	4,086	2,760	6,846	40%	9.1	1.7
<b>LATAC</b>	<b>Argentina</b>	<b>999</b>	<b>0</b>	<b>0</b>	<b>999</b>	<b>824</b>	<b>1,823</b>	<b>45%</b>	<b>3.7</b>	<b>0.9</b>
	Cerro Negro	999	0	0	999	824	1,823	45%	3.7	0.9
	<b>Mexico</b>	<b>21,679</b>	<b>205</b>	<b>503</b>	<b>21,382</b>	<b>41,053</b>	<b>62,434</b>	<b>66%</b>	<b>31.8</b>	<b>1.0</b>
	Peñasquito	21,679	205	503	21,382	41,053	62,434	66%	31.8	1.0
	<b>Suriname</b>	<b>27,753</b>	<b>14,901</b>	<b>36,364</b>	<b>6,290</b>	<b>14,715</b>	<b>21,005</b>	<b>70%</b>	<b>19.5</b>	<b>0.4</b>
	Merian	27,753	14,901	36,364	6,290	14,715	21,005	70%	19.5	0.4
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>10,099</b>	<b>9,317</b>	<b>12,940</b>	<b>6,476</b>	<b>13,651</b>	<b>20,127</b>	<b>68%</b>	<b>9.6</b>	<b>1.2</b>
	Éléonore	3,232	0	2,226	1,006	4,531	5,537	82%	4.3	0.6
	Musselwhite	1,552	553	1,543	562	1,490	2,053	73%	3.1	0.5
	Porcupine	5,314	8,764	9,171	4,908	7,630	12,538	61%	18.9	1.7
	<b>U.S.</b>	<b>3,706</b>	<b>590</b>	<b>590</b>	<b>3,706</b>	<b>50,951</b>	<b>54,657</b>	<b>93%</b>	<b>21.5</b>	<b>0.1</b>
	CC&V	3,706	590	590	3,706	50,951	54,657	93%	21.5	0.1
<b>PERU</b>	<b>Peru</b>	<b>17,527</b>	<b>23,316</b>	<b>31,599</b>	<b>9,244</b>	<b>45,572</b>	<b>54,816</b>	<b>83%</b>	<b>33.5</b>	<b>0.5</b>
	Yanacocha	17,527	23,316	31,599	9,244	45,572	54,816	83%	33.5	0.5
<b>GLOBAL</b>	<b>TOTAL</b>	<b>120,965</b>	<b>52,157</b>	<b>90,905</b>	<b>82,217</b>	<b>226,725</b>	<b>308,942</b>	<b>73%</b>	<b>17.5</b>	<b>0.6</b>

<sup>1</sup> Newmont does not discharge to or withdraw seawater for any purposes.

<sup>2</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

<sup>3</sup> For 2023, total water consumption based on ICMM's Water Reporting: Good Practice Guide, 2nd edition definition is 94,659 ML.

<sup>4</sup> Total water used is calculated as the sum of total water consumed and total water recycled or reused.

<sup>5</sup> The percent of water recycled or reused is calculated as the total water recycled or reused over the total water used.

<sup>6</sup> Water intensity by Gold Equivalent Ounces (GEO) is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our [2023 Form 10-K](#), adjusted to match the reporting boundary of our Annual Sustainability Report.

<sup>7</sup> Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2023 Regional Operating Statistics, adjusted to match the reporting boundary of our Annual Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

**Total water withdrawn and discharged by category: Site level (megaliters)<sup>1</sup>**

		Total water withdrawn (operational water + other managed water)				Total water discharged			
	Country/site	Category 1	Category 2	Category 3	Total	Category 1	Category 2	Category 3	Total
<b>AFRICA</b>	<b>Ghana</b>	<b>17,937</b>	<b>2,211</b>	<b>0</b>	<b>20,148</b>	<b>6,496</b>	<b>0</b>	<b>0</b>	<b>6,496</b>
	Ahafo South	10,975	1,982	0	12,957	5,084	0	0	5,084
	Akyem	6,962	229	0	7,191	1,412	0	0	1,412
<b>AUSTRALIA</b>	<b>Australia</b>	<b>12,215</b>	<b>10,647</b>	<b>17</b>	<b>22,879</b>	<b>0</b>	<b>521</b>	<b>1,891</b>	<b>2,412</b>
	Boddington	10,871	7,853	0	18,723	0	521	1,821	2,342
	Tanami	1,345	2,794	17	4,156	0	0	70	70
<b>LATAC</b>	<b>Argentina</b>	<b>969</b>	<b>0</b>	<b>30</b>	<b>999</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Cerro Negro	969	0	30	999	0	0	0	0
	<b>Mexico</b>	<b>2,551</b>	<b>0</b>	<b>19,334</b>	<b>21,885</b>	<b>205</b>	<b>0</b>	<b>298</b>	<b>503</b>
	Peñasquito	2,551	0	19,334	21,885	205	0	298	503
	<b>Suriname</b>	<b>40,044</b>	<b>2,610</b>	<b>0</b>	<b>42,654</b>	<b>158</b>	<b>36,206</b>	<b>0</b>	<b>36,364</b>
	Merian	40,044	2,610	0	42,654	158	36,206	0	36,364
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>6,589</b>	<b>9,996</b>	<b>2,831</b>	<b>19,416</b>	<b>10,166</b>	<b>2,681</b>	<b>93</b>	<b>12,940</b>
	Éléonore	424	48	2,761	3,232	2,187	39	0	2,226
	Musselwhite	266	1,839	0	2,106	0	1,543	0	1,543
	Porcupine	5,899	8,109	70	14,078	7,979	1,099	93	9,171
	<b>U.S.</b>	<b>3,252</b>	<b>0</b>	<b>1,044</b>	<b>4,296</b>	<b>590</b>	<b>0</b>	<b>0</b>	<b>590</b>
	CC&V	3,252	0	1,044	4,296	590	0	0	590
<b>PERU</b>	<b>Peru</b>	<b>40,403</b>	<b>328</b>	<b>112</b>	<b>40,844</b>	<b>7,411</b>	<b>16,883</b>	<b>7,306</b>	<b>31,599</b>
	Yanacocha	40,403	328	112	40,844	7,411	16,883	7,306	31,599
<b>GLOBAL</b>	<b>TOTAL</b>	<b>123,960</b>	<b>25,792</b>	<b>23,369</b>	<b>173,121</b>	<b>25,026</b>	<b>56,291</b>	<b>9,587</b>	<b>90,905</b>

<sup>1</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

**Total water withdrawn: Site level (megaliters)<sup>1, 2</sup>**

	Country/site	Surface water	Groundwater	Precipitation	Third-party water	Total operational water	Other managed water
<b>AFRICA</b>	<b>Ghana</b>	<b>172</b>	<b>2,520</b>	<b>14,151</b>	<b>0</b>	<b>16,843</b>	<b>3,305</b>
	Ahafo	0	2,183	7,577	0	9,760	3,197
	Akyem	172	337	6,574	0	7,083	108
<b>AUSTRALIA</b>	<b>Australia</b>	<b>2,129</b>	<b>7,915</b>	<b>12,215</b>	<b>98</b>	<b>22,358</b>	<b>521</b>
	Boddington	2,129	5,104	10,871	98	18,202	521
	Tanami	0	2,811	1,345	0	4,156	0
<b>LATAC</b>	<b>Argentina</b>	<b>8</b>	<b>910</b>	<b>81</b>	<b>1</b>	<b>999</b>	<b>0</b>
	Cerro Negro	8	910	81	1	999	0
	<b>Mexico</b>	<b>0</b>	<b>19,129</b>	<b>2,549</b>	<b>2</b>	<b>21,679</b>	<b>205</b>
	Peñasquito	0	19,129	2,549	2	21,679	205
	<b>Suriname</b>	<b>0</b>	<b>2,808</b>	<b>24,943</b>	<b>2</b>	<b>27,753</b>	<b>14,901</b>
	Merian	0	2,808	24,943	2	27,753	14,901
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>1,151</b>	<b>4,518</b>	<b>4,371</b>	<b>59</b>	<b>10,099</b>	<b>9,317</b>
	Éléonore	2	2,949	281	0	3,232	0
	Musselwhite	476	828	249	0	1,552	553
	Porcupine	673	742	3,841	59	5,314	8,764
	<b>U.S.</b>	<b>0</b>	<b>1,044</b>	<b>1,733</b>	<b>929</b>	<b>3,706</b>	<b>590</b>
	CC&V	0	1,044	1,733	929	3,706	590
<b>PERU</b>	<b>Peru</b>	<b>0</b>	<b>441</b>	<b>17,087</b>	<b>0</b>	<b>17,527</b>	<b>23,316</b>
	Yanacocha	0	441	17,087	0	17,527	23,316
<b>GLOBAL</b>	<b>TOTAL</b>	<b>3,460</b>	<b>39,285</b>	<b>77,129</b>	<b>1,090</b>	<b>120,965</b>	<b>52,157</b>

<sup>1</sup> Newmont does not withdraw seawater for any purposes.

<sup>2</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

**Total water discharge by level of treatment: Site level (megaliters)<sup>1, 2</sup>**

	Country/site	No treatment	Primary treatment	Secondary treatment	Tertiary treatment	Total water discharge
<b>AFRICA</b>	<b>Ghana</b>	<b>3,305</b>	<b>0</b>	<b>0</b>	<b>3,191</b>	<b>6,496</b>
	Ahafo	3,197	0	0	1,887	5,084
	Akyem	108	0	0	1,304	1,412
<b>AUSTRALIA</b>	<b>Australia</b>	<b>2,412</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,412</b>
	Boddington	2,342	0	0	0	2,342
	Tanami	70	0	0	0	70
<b>LATAC</b>	<b>Argentina</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Cerro Negro	0	0	0	0	0
	<b>Mexico</b>	<b>298</b>	<b>205</b>	<b>0</b>	<b>0</b>	<b>503</b>
	Peñasquito	298	205	0	0	503
	<b>Suriname</b>	<b>14,761</b>	<b>15,936</b>	<b>0</b>	<b>5,667</b>	<b>36,364</b>
	Merian	14,761	15,936	0	5,667	36,364
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>5,968</b>	<b>4,610</b>	<b>136</b>	<b>2,226</b>	<b>12,940</b>
	Éléonore	0	0	0	2,226	2,226
	Musselwhite	553	990	0	0	1,543
	Porcupine	5,415	3,620	136	0	9,171
	<b>U.S.</b>	<b>590</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>590</b>
	CC&V	590	0	0	0	590
<b>PERU</b>	<b>Peru</b>	<b>7,306</b>	<b>16,085</b>	<b>0</b>	<b>8,209</b>	<b>31,599</b>
	Yanacocha	7,306	16,085	0	8,209	31,599
<b>GLOBAL</b>	<b>TOTAL</b>	<b>34,639</b>	<b>36,837</b>	<b>136</b>	<b>19,293</b>	<b>90,905</b>

<sup>1</sup> Beginning in 2023, we have updated our reporting of water discharge from reporting discharge by destination to discharge by level of treatment to better align with external reporting practices.

<sup>2</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

**Water summary: Trailing five year data (megaliters)<sup>1</sup>**

	2019	2020 <sup>2</sup>	2021 <sup>2</sup>	2022 <sup>2</sup>	2023
<b>Total operational water withdrawn</b>	<b>184,665</b>	<b>190,372</b>	<b>195,466</b>	<b>134,178</b>	<b>120,965</b>
Surface water	10,575	13,230	10,000	6,111	3,460
Groundwater	67,823	75,871	81,016	56,682	39,285
Precipitation	104,566	99,362	102,851	70,223	77,129
Third-party water	1,701	1,909	1,600	1,163	1,090
Seawater	0	0	0	0	0
<b>Other water managed</b>	<b>Not reported</b>	<b>Not reported</b>	<b>3,567</b>	<b>70,156</b>	<b>52,157</b>
<b>Total water consumed</b> (withdrawn minus discharged)	<b>99,771</b>	<b>103,492</b>	<b>100,625</b>	<b>99,369</b>	<b>82,217</b>
<b>Total water recycled or reused</b>	<b>245,866</b>	<b>257,563</b>	<b>257,769</b>	<b>262,175</b>	<b>226,725</b>
<b>Total water used</b> (consumed plus recycled or reused)	<b>345,637</b>	<b>361,055</b>	<b>358,394</b>	<b>361,544</b>	<b>308,942</b>
<b>Percent recycled</b> (water recycled or reused divided by water used)	<b>71%</b>	<b>71%</b>	<b>72%</b>	<b>73%</b>	<b>73%</b>

<sup>1</sup> Newmont's water accounting disclosure aligns with the Minerals Council of Australia (MCA) Water Accounting Framework User Guide 2.0 2022 and to the International Council on Mining and Metals (ICMM) Water Reporting: Good Practice Guide (August 2021).

<sup>2</sup> Certain prior period values have been restated to correct for site-level errors made in the prior reporting periods and to reflect improvements and changes in measurement methodology. In the 2020 values, total water consumed and total water used have been restated; in the 2021 values, total water withdrawn, groundwater withdrawn, total water consumed, and total water used have been restated; in the 2022 values, total water recycled and total water used have been restated. Overall, the changes in the global total values as compared to those reported in the prior periods do not result in significant material changes.

**Water consumed by water quality (megaliters)**

	Total	Percent of total consumption
Category 1	98,934	120%
Category 2 <sup>1</sup>	-30,499	(37)%
Category 3	13,782	17%

<sup>1</sup> Consumption for Category 2 water quality is negative because more Category 2 water was withdrawn than was returned to the system as higher quality Category 1 water.

**Water balance<sup>1,2</sup>**

	Megaliters
<b>Total operational water withdrawn</b>	<b>120,965</b>
Surface water withdrawn	3,460
Groundwater withdrawn	39,285
Precipitation water withdrawn	77,129
Third-party water withdrawn	1,090
<b>Other managed water</b>	<b>52,157</b>
<b>Total water discharged</b>	<b>90,905</b>
Surface water discharged	81,205
Groundwater discharged	9,494
Third-party water discharged	205
<b>Water consumed</b>	<b>82,217</b>
<b>Water recycled or reused</b>	<b>226,725</b>

<sup>1</sup> Newmont's water accounting disclosure aligns with the Minerals Council of Australia (MCA) Water Accounting Framework User Guide 2.0 2022 and to the International Council on Mining and Metals (ICMM) Water Reporting: Good Practice Guide (August 2021).

<sup>2</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

**Water intensity: Trailing five year data**

	2019	2020 <sup>3</sup>	2021 <sup>3</sup>	2022	2023
Water consumed (ML) / GEO (thousands) <sup>1</sup>	20.18	18.78	17.16	16.87	17.50
Water consumed (ML) / tonne of ore processed (thousands) <sup>2</sup>	0.68	0.67	0.65	0.64	0.58
Water consumed (ML) / revenue (millions)	13.94	11.41	10.13	10.12	9.56

<sup>1</sup> Water intensity by Gold Equivalent Ounces (GEO) is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our [2023 Form 10-K](#), adjusted to match the reporting boundary of our Annual Sustainability Report.

<sup>2</sup> Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2023 Regional Operating Statistics, adjusted to match the reporting boundary of our Annual Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

<sup>3</sup> Certain prior period values have been restated to correct for site-level errors made in the prior reporting periods and to reflect improvements and changes in measurement methodology. Overall, the changes in the global total values as compared to those reported in the prior periods do not result in significant material changes.

**Water-related risk: Site level**

	Site	Climate conditions	Main water supply <sup>4</sup>	Risk: Water stress <sup>5</sup>	Risk: Water quality	Risk: Excess water	Risk: Watershed challenges
<b>AFRICA</b>	Ahafo South	Humid	GW		✓	✓	✓
	Akyem	Humid	GW		✓	✓	✓
<b>AUSTRALIA</b>	Boddington <sup>1</sup>	Semi-arid	GW, SW		✓		
	Tanami <sup>2</sup>	Arid	GW				
<b>LATAC</b>	Cerro Negro	Arid	GW	✓			
	Peñasquito	Arid	GW	✓			✓
	Merian	Moderate precipitation	GW		✓	✓	✓
<b>NORTH AMERICA</b>	Éléonore	Low to moderate precipitation	GW				
	Musselwhite	Moderate precipitation	GW, SW			✓	
	Porcupine	Moderate precipitation	GW, SW		✓	✓	
	CC&V	Moderate precipitation	MW	✓			
<b>PERU</b>	Yanacocha <sup>3</sup>	Moderate precipitation with a distinct dry season	GW		✓	✓	✓

<sup>1</sup> Baseline water stress at Boddington does not consider interannual variability. Interannual variability can also increase the risk of water stress. For example, Boddington can have years of baseline water stress in dry years or excess water in wet years, but overall it is not considered to be situated in a watershed with high or greater baseline water stress.

<sup>2</sup> The Tanami desert experiences seasonal flooding attributable to cyclonic and tropical low precipitation and topography. Road access may be disrupted. For the 2023 reporting period, Tanami was considered a water-stressed site, and Tanami's water stewardship performance data is reported as such. However, beginning in the 2024 reporting period, Tanami will no longer be designated as a water-stressed site, and as such, the "water stress" water risk designation has been removed on our Watershed-based Risks map.

<sup>3</sup> 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.

<sup>4</sup> Main water supply sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW). No operation uses seawater as a water source. Precipitation inputs to operations are not identified as surface water supplies for the purposes of this figure (SW).

<sup>5</sup> Baseline water stress as defined by WRI Aqueduct and adjusted per the narrative.

**Water consumed by water quality categories: Trailing five year data (megaliters)<sup>1</sup>**

	2019		2020 <sup>2</sup>		2021		2022 <sup>2</sup>		2023	
Category	Consumption	Percentage	Consumption	Percentage	Consumption	Percentage	Consumption	Percentage	Consumption	Percentage
High	47,246	44%	50,541	49%	47,984	48%	74,445	75%	68,435	83%
Low	59,260	56%	52,951	51%	52,641	52%	24,924	25%	13,782	17%
<b>Total</b>	<b>106,506</b>		<b>103,492</b>		<b>100,625</b>		<b>99,369</b>		<b>82,217</b>	

<sup>1</sup> High quality water corresponds to Category 1 and Category 2 water quality. Low quality water corresponds to Category 3 water quality.

<sup>2</sup> Certain prior period values have been restated to correct for site-level errors made in the prior reporting periods. Overall, the changes in the global total values as compared to those reported in the prior periods do not result in significant material changes.

**Water-stressed sites summary (megaliters)<sup>1</sup>**

	Site	Total water consumed	Total water recycled or reused	Total water used (consumed + recycled or reused)	Percent recycled (total water recycled or reused / total water used)	Water intensity - GEO <sup>2</sup>	Water intensity - ore processed <sup>3</sup>
<b>AUSTRALIA</b>	Tanami	4,086	2,760	6,846	40%	9.1	1.7
<b>LATAC</b>	Cerro Negro	999	824	1,823	45%	3.7	0.9
	Peñasquito	21,382	41,053	62,434	66%	31.8	1.0
<b>NORTH AMERICA</b>	CC&V	3,706	50,951	54,657	93%	21.5	0.1
	<b>TOTAL</b>	<b>30,173</b>	<b>95,587</b>	<b>125,760</b>	<b>76%</b>	<b>19.3</b>	<b>0.6</b>

<sup>1</sup> Newmont's four operating sites that have been identified as having a risk of water stress include Tanami, Cerro Negro, Peñasquito and CC&V. However, after the 2023 reporting period, Tanami will no longer be designated as a water-stressed sites for future reporting years.

<sup>2</sup> Water intensity by Gold Equivalent Ounces (GEO) is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our [2023 Form 10-K](#), adjusted to match the reporting boundary of our Annual Sustainability Report.

<sup>3</sup> Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2023 Regional Operating Statistics, adjusted to match the reporting boundary of our Annual Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.



Water balance summary (megaliters)<sup>1</sup>

		Volume of water by quality			
Source/destination/type		High (ML)	Low (ML)	Total (ML)	
Global	Operational water withdrawal	Surface water	80,589	0	80,589
		Groundwater	16,121	23,164	39,285
		Seawater	0	0	0
		Third-party water	1,090	0	1,090
		<b>Total</b>	<b>97,800</b>	<b>23,164</b>	<b>120,965</b>
	<b>Other managed water withdrawal</b>	<b>51,951</b>	<b>205</b>	<b>52,157</b>	
	Total discharge	Surface water	81,112	93	81,205
		Groundwater	0	9,494	9,494
		Seawater	0	0	0
		Third-party water	205	0	205
<b>Total</b>		<b>81,317</b>	<b>9,587</b>	<b>90,905</b>	
<b>Total consumption</b>				<b>82,217</b>	
<b>Operational water recycled or reused</b>				<b>226,725</b>	
<b>Operational water use</b>				<b>308,942</b>	
<b>Percentage recycled</b>				<b>73%</b>	
<b>Change in storage (delta storage)</b>				<b>-6,112</b>	

		Volume of water by quality			
Source/destination/type		High (ML)	Low (ML)	Total (ML)	
Water-stressed sites <sup>2</sup>	Operational water withdrawal	Surface water	5,715	0	5,715
		Groundwater	3,674	20,220	23,894
		Seawater	0	0	0
		Third-party water	932	0	932
		<b>Total</b>	<b>10,320</b>	<b>20,220</b>	<b>30,540</b>
	<b>Other managed water withdrawal</b>	<b>590</b>	<b>205</b>	<b>796</b>	
	Total discharge	Surface water	590	0	590
		Groundwater	0	368	368
		Seawater	0	0	0
		Third-party water	205	0	205
<b>Total</b>		<b>796</b>	<b>368</b>	<b>1,163</b>	
<b>Total consumption</b>				<b>30,173</b>	
<b>Operational water recycled or reused</b>				<b>95,587</b>	
<b>Operational water use</b>				<b>125,760</b>	
<b>Percentage recycled</b>				<b>76%</b>	
<b>Change in storage (delta storage)</b>				<b>-497</b>	
<b>Water stress exposure (all sites)</b>			<b>Number of sites</b>	<b>Percentage of sites</b>	
Proportion of sites situated in water-stressed areas			4	33%	

<sup>1</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

<sup>2</sup> Newmont's four operating sites that have been identified as having a risk of water stress include Tanami, Cerro Negro, Peñasquito and CC&V. However, after the 2023 reporting period, Tanami will no longer be designated as a water-stressed sites for future reporting years.

## Health and Safety

The reporting boundary for all safety-related data differs from the reporting scope of our 2023 Sustainability Report. Safety-related data includes the entirety of our workforce, which covers contractors and employees at corporate headquarters, regional offices, the Denver metallurgy lab, project sites, exploration sites and legacy sites. Former Nevada assets are included in trailing five year data from January 1, 2019 to June 30, 2019 and includes all offices, metallurgy laboratory, projects and exploration sites. Former Goldcorp site data is included in the trailing five year data sets, with initiation of collection beginning in April 2019.

### EMERGENCY PREPAREDNESS

#### Rapid Response preparedness: Country level

	Country	Number of emergency response simulations and trainings <sup>2</sup>	Number of Rapid Response team members at this location
<b>AFRICA</b>	Ghana	4	139
<b>AUSTRALIA</b>	Australia	3	139
<b>LATAC</b>	Argentina	1	36
	Chile	0	14
	Mexico	2	38
	Suriname	1	40
<b>NORTH AMERICA</b>	Canada	3	133
	U.S.	3	109
<b>PERU</b>	Peru	1	68
<b>OTHER<sup>1</sup></b>	Undefined	0	56
<b>GLOBAL</b>	<b>TOTAL</b>	<b>18</b>	<b>772</b>

<sup>1</sup> Newmont's response team responsible for legacy sites is shown as 'undefined' as it covers multiple countries.

<sup>2</sup> This does not include the site exercises to support emergency response related to our tailings storage facilities.

### WORKFORCE SAFETY

#### Employee-only safety rates: Trailing five year data

	2019	2020	2021	2022	2023
Fatalities	0	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.27	0.18	0.22	0.22	0.47
Total Recordable Injury Frequency Rate (TRIFR)	0.41	0.30	0.41	0.41	0.78
Occupational Illness Frequency Rate (OIFR)	0.07	0.05	0.06	0.01	0.07

Employee-only safety data: Site level

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
<b>AFRICA</b>	<b>Africa</b>	<b>5,520,098</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0.07</b>	<b>0.14</b>	<b>0</b>	<b>0.00</b>
	Accra – regional office	266,186	0	0	0	0	0.00	0.00	0	0.00
	Ahafo South	2,845,972	0	0	2	0	0.00	0.14	0	0.00
	Akyem	1,892,733	0	1	0	0	0.11	0.11	0	0.00
	Exploration	157,700	0	1	0	0	1.27	1.27	0	0.00
	Ahafo North project	357,507	0	0	0	0	0.00	0.00	0	0.00
<b>AUSTRALIA</b>	<b>Australia</b>	<b>4,005,247</b>	<b>0</b>	<b>15</b>	<b>6</b>	<b>8</b>	<b>1.15</b>	<b>1.45</b>	<b>10</b>	<b>0.50</b>
	Perth – regional office	429,916	0	0	0	0	0.00	0.00	0	0.00
	Boddington	1,834,074	0	12	3	1	1.42	1.74	6	0.65
	Tanami	1,560,338	0	3	3	7	1.28	1.67	4	0.51
	Exploration	127,899	0	0	0	0	0.00	0.00	0	0.00
	Projects	47,734	0	0	0	0	0.00	0.00	0	0.00
	Legacy sites	5,286	0	0	0	0	0.00	0.00	0	0.00
<b>LATAC</b>	<b>Argentina</b>	<b>3,101,928</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>2</b>	<b>0.13</b>	<b>0.84</b>	<b>0</b>	<b>0.00</b>
	Cerro Negro	3,101,928	0	0	11	2	0.13	0.84	0	0.00
	<b>Guatemala</b>	<b>31,663</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
	Legacy sites	31,663	0	0	0	0	0.00	0.00	0	0.00
	<b>Mexico</b>	<b>3,433,941</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>10</b>	<b>0.70</b>	<b>1.16</b>	<b>0</b>	<b>0.00</b>
	Peñasquito	3,415,161	0	2	8	10	0.70	1.17	0	0.00
	Legacy sites	18,780	0	0	0	0	0.00	0.00	0	0.00
	<b>Suriname</b>	<b>3,340,644</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>0.30</b>	<b>0.36</b>	<b>0</b>	<b>0.00</b>
	Merian	3,340,644	0	2	1	3	0.30	0.36	0	0.00
	<b>LATAC</b>	<b>321,838</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0.62</b>	<b>0.62</b>	<b>0</b>	<b>0.00</b>
Exploration	321,838	0	0	0	1	0.62	0.62	0	0.00	
Projects	0	0	0	0	0	0.00	0.00	0	0.00	

**Employee-only safety data: Site level**

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>3,809,061</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>6</b>	<b>0.63</b>	<b>1.10</b>	<b>0</b>	<b>0.00</b>
	Vancouver – regional office	207,600	0	0	0	0	0.00	0.00	0	0.00
	Éléonore	1,349,820	0	4	4	6	1.48	2.07	0	0.00
	Musselwhite	1,030,466	0	2	3	0	0.39	0.97	0	0.00
	Porcupine	1,204,973	0	0	2	0	0.00	0.33	0	0.00
	Legacy Sites	16,203	0	0	0	0	0.00	0.00	0	0.00
	<b>U.S.</b>	<b>2,170,304</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>0.74</b>	<b>1.20</b>	<b>0</b>	<b>0.00</b>
	Denver – headquarters <sup>1</sup>	1,014,240	0	0	0	0	0.00	0.00	0	0.00
	CC&V	1,092,586	0	1	5	7	1.46	2.38	0	0.00
	Projects	0	0	0	0	0	0.00	0.00	0	0.00
	Legacy sites	63,478	0	0	0	0	0.00	0.00	0	0.00
	<b>North America</b>	<b>157,530</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
	Exploration	157,530	0	0	0	0	0.00	0.00	0	0.00
	<b>PERU</b>	<b>Peru</b>	<b>1,974,388</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0.00</b>	<b>0.10</b>	<b>0</b>
Yanacocha		1,845,544	0	0	1	0	0.00	0.11	0	0.00
Exploration		51,130	0	0	0	0	0.00	0.00	0	0.00
Projects		77,713	0	0	0	0	0.00	0.00	0	0.00
<b>TOTAL</b>	<b>27,866,642</b>	<b>0</b>	<b>28</b>	<b>43</b>	<b>37</b>	<b>0.47</b>	<b>0.78</b>	<b>10</b>	<b>0.07</b>	

<sup>1</sup> The location 'Denver – headquarters' includes employees located at our Denver metallurgy lab, aligned with the location designations in our employee records system.

**Contractor-only safety rates: Trailing five year data**

	2019	2020	2021	2022	2023
Fatalities	0	0	0	0	0
LTIFR	0.18	0.23	0.15	0.17	0.24
TRIFR	0.41	0.36	0.31	0.34	0.39
OIFR	0.06	0.08	0.03	0.02	0.03

Contractor-only safety data: Site level

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
<b>AFRICA</b>	<b>Africa</b>	<b>10,750,061</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0.04</b>	<b>0.06</b>	<b>0</b>	<b>0.00</b>
	Accra – regional office	172,368	0	0	0	0	0.00	0.00	0	0.00
	Ahafo South	6,384,160	0	0	1	1	0.03	0.06	0	0.00
	Akyem	2,050,173	0	0	0	1	0.10	0.10	0	0.00
	Exploration	705,610	0	0	0	0	0.00	0.00	0	0.00
	Ahafo North project	1,437,750	0	0	0	0	0.00	0.00	0	0.00
<b>AUSTRALIA</b>	<b>Australia</b>	<b>5,046,283</b>	<b>0</b>	<b>18</b>	<b>5</b>	<b>8</b>	<b>1.03</b>	<b>1.23</b>	<b>4</b>	<b>0.16</b>
	Perth – regional office	99,958	0	0	0	0	0.00	0.00	0	0.00
	Boddington	2,223,303	0	10	2	4	1.26	1.44	0	0.00
	Tanami	1,507,659	0	3	2	4	0.93	1.19	4	0.53
	Exploration	168,092	0	1	1	0	1.19	2.38	0	0.00
	Projects	1,040,597	0	4	0	0	0.77	0.77	0	0.00
	Legacy sites	6,674	0	0	0	0	0.00	0.00	0	0.00
<b>LATAC</b>	<b>Argentina</b>	<b>1,897,358</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0.32</b>	<b>0.42</b>	<b>0</b>	<b>0.00</b>
	Cerro Negro	1,897,358	0	0	1	3	0.32	0.42	0	0.00
	<b>Guatemala</b>	<b>105,999</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
	Legacy sites	105,999	0	0	0	0	0.00	0.00	0	0.00
	<b>Mexico</b>	<b>4,857,378</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0.08</b>	<b>0.25</b>	<b>0</b>	<b>0.00</b>
	Peñasquito	4,721,131	0	0	4	2	0.08	0.25	0	0.00
	Legacy sites	136,247	0	0	0	0	0.00	0.00	0	0.00
	<b>Suriname</b>	<b>1,244,529</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0.32</b>	<b>0.32</b>	<b>2</b>	<b>0.32</b>
	Merian	1,244,529	0	1	0	1	0.32	0.32	2	0.32
	<b>LATAC</b>	<b>686,720</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>3</b>	<b>0.87</b>	<b>2.62</b>	<b>0</b>	<b>0.00</b>
Exploration	686,720	0	0	6	3	0.87	2.62	0	0.00	
Projects	0	0	0	0	0	0.00	0.00	0	0.00	

**Contractor-only safety data: Site level**

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>2,808,182</b>	<b>0</b>	<b>6</b>	<b>10</b>	<b>3</b>	<b>0.64</b>	<b>1.35</b>	<b>0</b>	<b>0.00</b>
	Vancouver – regional office	157,776	0	0	0	0	0.00	0.00	0	0.00
	Éléonore	884,658	0	4	0	3	1.58	1.58	0	0.00
	Musselwhite	524,925	0	2	1	0	0.76	1.14	0	0.00
	Porcupine	1,232,074	0	0	9	0	0.00	1.46	0	0.00
	Legacy Sites	8,749	0	0	0	0	0.00	0.00	0	0.00
	<b>U.S.</b>	<b>1,410,211</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
	Denver – headquarters	1,005,280	0	0	0	0	0.00	0.00	0	0.00
	Denver – metallurgy lab	70,560	0	0	0	0	0.00	0.00	0	0.00
	CC&V	203,092	0	0	0	0	0.00	0.00	0	0.00
	Projects	0	0	0	0	0	0.00	0.00	0	0.00
	Legacy sites	131,279	0	0	0	0	0.00	0.00	0	0.00
	<b>North America</b>	<b>484,308</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0.83</b>	<b>0.83</b>	<b>0</b>	<b>0.00</b>
	Exploration	484,308	0	1	0	1	0.83	0.83	0	0.00
<b>PERU</b>	<b>Peru</b>	<b>14,096,853</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>0.04</b>	<b>0.13</b>	<b>0</b>	<b>0.00</b>
	Yanacocha	9,531,249	0	1	4	2	0.06	0.15	0	0.00
	Exploration	192,995	0	0	0	0	0.00	0.00	0	0.00
	Projects	4,372,609	0	0	2	0	0.00	0.09	0	0.00
<b>TOTAL</b>	<b>43,387,881</b>	<b>0</b>	<b>27</b>	<b>33</b>	<b>25</b>	<b>0.24</b>	<b>0.39</b>	<b>6</b>	<b>0.03</b>	

**Combined employee and contractor safety rates: Trailing five year data**

	2019	2020	2021	2022	2023
Fatalities	0	0	0	0	0
LTIFR	0.22	0.21	0.18	0.19	0.33
TRIFR	0.41	0.33	0.35	0.37	0.54
OIFR	0.06	0.07	0.04	0.02	0.04
Permanently Disabling Injury (PDI) rate	0.00	0.00	0.00	0.00	0.00

Combined employee and contractor safety rates: Site level

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
<b>AFRICA</b>	<b>Africa</b>	<b>16,270,159</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0.05</b>	<b>0.09</b>	<b>0</b>	<b>0.00</b>
	Accra – regional office	438,554	0	0	0	0	0.00	0.00	0	0.00
	Ahafo South	9,230,132	0	0	3	1	0.02	0.09	0	0.00
	Akyem	3,942,906	0	1	0	1	0.10	0.10	0	0.00
	Exploration	863,310	0	1	0	0	0.23	0.23	0	0.00
	Ahafo North project	1,795,257	0	0	0	0	0.00	0.00	0	0.00
<b>AUSTRALIA</b>	<b>Australia</b>	<b>9,051,530</b>	<b>0</b>	<b>33</b>	<b>11</b>	<b>16</b>	<b>1.08</b>	<b>1.33</b>	<b>14</b>	<b>0.31</b>
	Perth – regional office	529,874	0	0	0	0	0.00	0.00	0	0.00
	Boddington	4,057,377	0	22	5	5	1.33	1.58	6	0.30
	Tanami	3,067,997	0	6	5	11	1.11	1.43	8	0.52
	Exploration	295,991	0	1	1	0	0.68	1.35	0	0.00
	Projects	1,088,331	0	4	0	0	0.74	0.74	0	0.00
	Legacy sites	11,960	0	0	0	0	0.00	0.00	0	0.00
<b>LATAC</b>	<b>Argentina</b>	<b>4,999,286</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>5</b>	<b>0.20</b>	<b>0.68</b>	<b>0</b>	<b>0.00</b>
	Cerro Negro	4,999,286	0	0	12	5	0.20	0.68	0	0.00
	<b>Guatemala</b>	<b>137,662</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>
	Legacy sites	137,662	0	0	0	0	0.00	0.00	0	0.00
	<b>Mexico</b>	<b>8,291,319</b>	<b>0</b>	<b>2</b>	<b>12</b>	<b>12</b>	<b>0.34</b>	<b>0.63</b>	<b>0</b>	<b>0.00</b>
	Peñasquito	8,136,292	0	2	12	12	0.34	0.64	0	0.00
	Legacy sites	155,027	0	0	0	0	0.00	0.00	0	0.00
	<b>Suriname</b>	<b>4,585,173</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0.31</b>	<b>0.35</b>	<b>2</b>	<b>0.09</b>
	Merian	4,585,173	0	3	1	4	0.31	0.35	2	0.09
	<b>LATAC</b>	<b>1,008,558</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>0.79</b>	<b>1.98</b>	<b>0</b>	<b>0.00</b>
Exploration	1,008,558	0	0	6	4	0.79	1.98	0	0.00	
Projects	0	0	0	0	0	0.00	0.00	0	0.00	

Combined employee and contractor safety rates: Site level

	Country/site	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
NORTH AMERICA	<b>Canada</b>	<b>6,617,243</b>	<b>0</b>	<b>12</b>	<b>19</b>	<b>9</b>	<b>0.63</b>	<b>1.21</b>	<b>0</b>	<b>0.00</b>
	Vancouver – regional office	365,376	0	0	0	0	0.00	0.00	0	0.00
	Éléonore	2,234,478	0	8	4	9	1.52	1.88	0	0.00
	Musselwhite	1,555,390	0	4	4	0	0.51	1.03	0	0.00
	Porcupine	2,437,047	0	0	11	0	0.00	0.90	0	0.00
	Legacy sites	24,952	0	0	0	0	0.00	0.00	0	0.00
	<b>U.S.</b>	<b>3,580,515</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>0.45</b>	<b>0.73</b>	<b>0</b>	<b>0.00</b>
	Denver – headquarters	2,019,520	0	0	0	0	0.00	0.00	0	0.00
	Denver – metallurgy lab	70,560	0	0	0	0	0.00	0.00	0	0.00
	CC&V	1,295,678	0	1	5	7	1.23	2.01	0	0.00
	Projects	–	0	0	0	0	0.00	0.00	0	0.00
	Legacy sites	194,757	0	0	0	0	0.00	0.00	0	0.00
	<b>North America</b>	<b>641,838</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0.62</b>	<b>0.62</b>	<b>0</b>	<b>0.00</b>
	Exploration	641,838	0	1	0	1	0.62	0.62	0	0.00
PERU	<b>Peru</b>	<b>16,071,241</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>0.04</b>	<b>0.12</b>	<b>0</b>	<b>0.00</b>
	Yanacocha	11,376,794	0	1	5	2	0.05	0.14	0	0.00
	Exploration	244,125	0	0	0	0	0.00	0.00	0	0.00
	Projects	4,450,322	0	0	2	0	0.00	0.09	0	0.00
<b>TOTAL</b>	<b>71,254,523</b>	<b>0</b>	<b>55</b>	<b>76</b>	<b>62</b>	<b>0.33</b>	<b>0.54</b>	<b>16</b>	<b>0.04</b>	



Safety trainings: Site level<sup>1</sup>

		General safety training			Topic-specific safety training <sup>2</sup>		
	Country/site	Number of trainings	Duration (hours)	Number of people trained	Number of trainings	Duration (hours)	Number of people trained
<b>AFRICA</b>	<b>Africa</b>	<b>12</b>	<b>59,633</b>	<b>16,703</b>	<b>80,568</b>	<b>156</b>	<b>34,543</b>
	Accra – regional office	4	604	156	201	52	69
	Ahafo South	4	46,072	12,831	57,508	52	24,533
	Akyem	4	12,957	3,716	22,859	52	9,941
<b>AUSTRALIA</b>	<b>Australia</b>	<b>322</b>	<b>202</b>	<b>12,960</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Boddington	148	78	2,526	0	0	0
	Tanami	174	124	10,434	0	0	0
<b>LATAC</b>	<b>Argentina</b>	<b>54</b>	<b>24,131</b>	<b>2,664</b>	<b>49</b>	<b>23,251</b>	<b>2,664</b>
	Cerro Negro	54	24,131	2,664	49	23,251	2,664
	<b>Mexico</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>119</b>	<b>9,634</b>	<b>2,930</b>
	Peñasquito	0	0	0	119	9,634	2,930
	<b>Suriname</b>	<b>75</b>	<b>30,601</b>	<b>8,521</b>	<b>40</b>	<b>19,285</b>	<b>6,415</b>
	Merian	75	30,601	8,521	40	19,285	6,415
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>680</b>	<b>14,636</b>	<b>7,585</b>	<b>3,459</b>	<b>21,776</b>	<b>4,523</b>
	Musselwhite	13	7,497	1,792	16	1,898	436
	Éléonore	632	947	553	3,413	4,835	2,727
	Porcupine	35	6,192	5,240	30	15,043	1,360
	<b>United States</b>	<b>37</b>	<b>27,000</b>	<b>638</b>	<b>14,700</b>	<b>3,675</b>	<b>540</b>
	CC&V	37	27,000	638	14,700	3,675	540
<b>PERU</b>	<b>Peru</b>	<b>17</b>	<b>17,735</b>	<b>1,236</b>	<b>36</b>	<b>13,884</b>	<b>1,175</b>
	Yanacocha	17	17,735	1,236	36	13,884	1,175
<b>TOTAL</b>		<b>1,197</b>	<b>173,938</b>	<b>50,307</b>	<b>98,971</b>	<b>91,661</b>	<b>52,790</b>

<sup>1</sup> Emergency response training data is omitted from safety training data presented in this table. Reference the Rapid Response preparedness data table for the number of emergency response trainings and simulations and number of Rapid Response global team members.

<sup>2</sup> Topic-specific safety training differs from general safety culture and awareness trainings; specific safety focus areas include fatality risk management, fatigue prevention, hazardous situation trainings, materials handling, hand injury prevention, Essential Factors, live work elimination, job hazard analysis, pre-starts, mental health and wellbeing trainings.

## Social

### ARTISANAL AND SMALL-SCALE MINING

#### Artisanal and small-scale mining (ASM) activity: Site level<sup>1</sup>

	Country/site	Sites where ASM activity occurred in 2023
<b>AFRICA</b>	<b>Ghana</b>	
	Ahafo South	Yes
	Akyem	No
<b>AUSTRALIA</b>	<b>Australia</b>	
	Boddington	No
	Tanami	No
<b>LATAC</b>	<b>Argentina</b>	
	Cerro Negro	No
	<b>Mexico</b>	
	Peñasquito	No
	<b>Suriname</b>	
	Merian	Yes
<b>NORTH AMERICA</b>	<b>Canada</b>	
	Éléonore	No
	Musselwhite	No
	Porcupine	No
	<b>U.S.</b>	
	CC&V	No
<b>PERU</b>	<b>Peru</b>	
	Yanacocha	Yes

<sup>1</sup> Reference the artisanal and small scale mining section of the 2023 Annual Sustainability Report for a detailed discussion of Newmont's ASM risks and mitigation actions, along with Newmont's global ASM strategy and implementation of our strategic objectives in the above locations where ASM activities take place on or near our operations.

ACTUAL OR POTENTIAL NEGATIVE COMMUNITY IMPACTS

Community impacts – top three actual and/or potential: Site level

Country/site						
<b>AFRICA</b>						
<b>Ghana</b>	<b>Impact #1</b>	<b>Sample(s) of management response to mitigate impact #1</b>	<b>Impact #2</b>	<b>Sample(s) of management response to mitigate impact #2</b>	<b>Impact #3</b>	<b>Sample(s) of management response to mitigate impact #3</b>
Ahafo South	Complaints from households at the Mensah Kumta Village Bypass about blasts causing potential cracks in homes (approximately 50 people)	1. Mitigation plan that will engage an independent consultant to investigate the complaints on the reported cracks.	Delayed completion of resettlement construction at Ananekrom and Oseiwusukrom which led to the extension of relocation for the eligible 67 project affected persons	<ol style="list-style-type: none"> <li>1. Extension of the relocation period as a mitigation response for the eligible project affected persons.</li> <li>2. Implementation of livelihood programs (Agricultural Improvement &amp; Land Access Program (AILAP) and Vulnerable People Program (VPP)) for the Ananekrom and Oseiwusukrom eligible project affected persons.</li> <li>3. Provision of transitional support such as water and electricity subsidies for the project affected persons.</li> <li>4. Engagement of the communities through all mitigations process implementations.</li> </ol>	Delayed resettlement construction for the Dokyikrom project affected persons, causing livelihood concerns	<ol style="list-style-type: none"> <li>1. Ensure continuous engagement with the project affected persons to align mitigation processes.</li> <li>2. Engagement with the Environmental Protection Agency to mediate between the Company and affected persons in the mitigation process.</li> </ol>
	<b>Impact #1</b>	<b>Sample(s) of management response to mitigate impact #1</b>	<b>Impact #2</b>	<b>Sample(s) of management response to mitigate impact #2</b>	<b>Impact #3</b>	<b>Sample(s) of management response to mitigate impact #3</b>
Akyem	Flooding and destruction of crops through discharge of water from the Sediment Control Structures (SCSs) and exploration activities	<ol style="list-style-type: none"> <li>1. Use of the established Complaints and Grievance process to enable community members to lodge complaints about flooding of farms.</li> <li>2. Inspection of the flooded area to verify the claims</li> <li>3. Compensation payment provided for affected farms/crops</li> </ol>	Loss of livelihoods to affected persons due to economic displacement through land access	<ol style="list-style-type: none"> <li>1. Phased implementation of the recommendations from the Project Affected Persons Socio-economic Assessment such as the Agricultural Improvement Program (AIP).</li> <li>2. Conduct feasibility studies to rollout the implementation of the Alternative Livelihood Program (ALP), implemented by the National Liaison Group. The National Liaison Group is comprised of government institutions and is Chaired by the Environmental Protection Agency (EPA).</li> <li>3. Implementation of the Akyem Social Protection Program.</li> </ol>	Cracks in community buildings perceived to be caused by blast from operational activities	<ol style="list-style-type: none"> <li>1. Form a committee comprising Newmont, District Assembly and community representatives to investigate the complaints</li> <li>2. Legal suit pursued by some of the complainants is still pending in court</li> </ol>

Community impacts – top three actual and/or potential: Site level

Country/site						
AUSTRALIA						
Australia	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
Boddington	Potential for traffic accidents and travel delays caused by Company-owned or contracted heavy transportation vehicles (i.e., concentrate trucks travelling to Bunbury Port)	<ol style="list-style-type: none"> <li>Use of in-vehicle monitoring for trucks moving to and from the port and for light vehicles used by site teams in and around the town of Boddington.</li> <li>Discussion of issues faced by the community and collaboration on management of road safety impacts and issues with the SW Industry Road Safety Alliance forum where the road network manager is present.</li> </ol>	Medium-term employment security concern due to the approval for tailings storage may not be obtained	<ol style="list-style-type: none"> <li>Timely progression of S45c application for existing statutory environmental approval to be altered (non-material)</li> <li>Engage community in studies for Life of Mine RDA2 facility to down-risk approvals</li> </ol>	Unfulfilled community benefit commitments within the Community Partnership Agreement (CPA) and Indigenous Land Use Agreement impacting relationships and perceptions with the Gnaala Karla Booja Traditional Owner/ Agreement Group	<ol style="list-style-type: none"> <li>Progress a review, gap assessment and action plan for CPA gap closure.</li> <li>Integrate cross functional support/role responsibilities for agreement obligations into the Regional Reconciliation Action Plan (RAP) with substantive progress on key community benefit gap closure actions (i.e. collaborative development of refreshed Cross Cultural Awareness Training (CCAT) Program; formalization of Indigenous Mentor Advisor Roles; and initiation of recruitment, strategic investment partnerships, secondary education engagement and tertiary scholarship programs).</li> </ol>
	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
Tanami	Delay in extension and renewal of Yapa Crew Contract (primary employment pathway/program for Priority Warlpiri and AOI communities)	<ol style="list-style-type: none"> <li>Revise the Yapa Crew Program with current provider and involve Newmont Personnel.</li> <li>Develop the Yapa Crew Program Scope of Works with the support of Regional Contracts/ Procurement Team outlining hybrid process to identify local provider options.</li> <li>Create scope of work to start tender process focused on Alice Springs and community based local and Indigenous providers.</li> <li>Gain understanding on any additional support needed by providers in order to participate in the process and become a Newmont local-local contractor.</li> <li>Sustain engagement with Warlpiri (Yapa) Traditional Owners and the Central Land Council to advise, consult and seek input into the program scope.</li> <li>Work to develop an internal training program for Yapa crew members &amp; trainees.</li> </ol>	Community safety and service issues related to heavy vehicle traffic usage and impacts on Tanami highway road conditions	<ol style="list-style-type: none"> <li>Include a safety and service options analysis as a priority action in the Tanami Desert Ten Year Plan (TYP)</li> <li>Progress approval for infrastructure building through Local Community Investment Program.</li> <li>Collaboration between Newmont and Central Land Council to achieve advocacy in road sealing, water, shade and mobile phone coverage infrastructure along the Tanami Highway.</li> </ol>	Potential impacts of royalties from Tanami operations between Traditional Owners (TOs) and Area of Interest (AOI) communities, including disparity perception between TOs and non-TOs	<ol style="list-style-type: none"> <li>Include this potential impact in the site's five-yearly Social Impact Assessment (SIA) review planned for 2024 to better understand actual impacts on communities, including how the Central Land Council royalty distributions method is being perceived by the community.</li> <li>Investigate potential impacts of NTO royalties within: <ol style="list-style-type: none"> <li>Traditional Owners (TOs)</li> <li>Area of Interest communities</li> <li>TOs compared to non-TOs</li> </ol> </li> </ol>

Community impacts – top three actual and/or potential: Site level

Country/site							
LATAC	Argentina	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
	Cerro Negro	Disruption to the local economy and increased cost of living	<ol style="list-style-type: none"> <li>1. Work together with third-party service companies to leverage and incorporate qualified labor.</li> <li>2. Support the training of unskilled laborers.</li> <li>3. Carry out continuous communication with the local Municipality, the Honorable Deliberative Council, and local leaders in order to implement actions together.</li> </ol>	Decreased economic activity and local employment (specifically related to at the time of closure)	<ol style="list-style-type: none"> <li>1. Establish agreements with local institutions and large suppliers, using their Sustainable Development Plans for the training of local human development.</li> <li>2. Develop and implement employee and supplier development policies to complete specific actions regarding: human resources training and local supplier training, establishment of preference margins for local suppliers in procurement processes, carrying out studies to identify participation niches for local employment conditions and requirements to develop capabilities as suppliers.</li> <li>3. Establish means of communication between municipal authorities, unions and the provincial government to agree on prioritization mechanisms for filling job vacancies with employees from the area of direct influence.</li> </ol>	Reduction in contribution to the sustainable economic development	<ol style="list-style-type: none"> <li>1. Partner with outside organizations and suppliers to implement programs and projects that promote opportunities for sustainable community development (e.g. skilled labor training programs, scholarship programs, educational institution improvement programs, etc.)</li> <li>2. Promote and support the improvement of infrastructure that help increase of local capacities.</li> </ol>
	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	Access to and quality of water in neighboring communities	<ol style="list-style-type: none"> <li>1. Leverage the site's standardized complaint process to manage the complaint.</li> <li>2. Establish a mitigation plan was established that includes conducting a comprehensive diagnosis to determine, in the short term, the reason for the decrease in water levels.</li> </ol>	Increased demand for public services and infrastructure that could contribute to improving the quality of life after mine closure	<ol style="list-style-type: none"> <li>1. Generate a comprehensive Water Plan, composed of a set of community infrastructure improvements that will benefit a population of approximately 1,500 people.</li> <li>2. Comply with agreements and deadlines established with the Cedros Ejido has been identified as a priority action for the operation.</li> <li>3. Improvements completed in 2023: 1) the expansion of the water treatment plant; 2) the construction of the first phase of the concrete channel; 3) the drilling of a well for potable water; and 4) the rehabilitation of a baseball field.</li> </ol>	Insufficient employment opportunities for the inhabitants of the communities neighboring the mine, especially for women	<ol style="list-style-type: none"> <li>1. Creation of the Local Supply and Employment Committee.</li> <li>2. Through the Local Supply and Employment Committee, design an action plan that includes the creation of a web platform for the promotion of local employment.</li> </ol>

Community impacts – top three actual and/or potential: Site level

Country/site							
LATAC	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	Local procurement - missed payments	<ol style="list-style-type: none"> <li>1. Perform investigation through the Accounts Payable department.</li> <li>2. Comply with error or issues found from investigation to ensure correct payment is processed.</li> </ol>	Reduction in the standard of living due to reduced productivity of income generating opportunities related to artisanal and small-scale mining (ASM) (i.e., loss of income for local families, decreased food security and out migration)	<ol style="list-style-type: none"> <li>1. Ensure continued stakeholder engagement, including cooperation with small-scale mining in Pamaka community.</li> <li>2. Offer preferential hiring and local procurement (not specifically targeting displaced ASM miners).</li> <li>3. Implement an ASM livelihood restoration plan.</li> <li>4. Work on a mercury-free mining project.</li> <li>5. Assist local ASMs with self-organization.</li> </ol>	Environment – air quality / dust	<ol style="list-style-type: none"> <li>1. Approach and inform the contractor responsible for road wetting about the community's concern</li> </ol>
NORTH AMERICA	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	<ol style="list-style-type: none"> <li>1. Provide formal complaints and grievances mechanism for the land users to lodge grievances and for Newmont to track the follow-up on the matter.</li> <li>2. Communicate grievances to transportation companies and call for an action plan to address matter.</li> <li>3. Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits.</li> <li>4. Continue radar campaign to catch speeding transport trucks.</li> <li>5. Purchase permanent photo radar, which was installed in the land users' camp areas along the access road.</li> </ol>	Influx into Cree territory during moose season of non-native hunters accessing the area via the access road built for the mine	<ol style="list-style-type: none"> <li>1. Use internal communications channels to communicate and build cultural awareness among employees about the importance of respecting the Cree way of life and ensuring Cree land users are informed when others are accessing the territory.</li> <li>2. Collaborate with the Cree Nation government to deploy game wardens on the territory during moose season.</li> </ol>	Perceived workplace racism and cultural insensitivity	<ol style="list-style-type: none"> <li>1. Publicize a Respect in the Workplace Policy</li> <li>2. Engage and involve the site's Cree and non-Crees employees in the video series against discrimination.</li> <li>3. Provide mandatory training for all employees on Cree Culture and also specific contractors.</li> <li>4. Better communicate to employees how / who to report perceived racism to.</li> <li>5. Provide supervisors a training on how to handle workplace racism and discrimination as part as the Front Line Leadership training.</li> </ol>

Community impacts – top three actual and/or potential: Site level

Country/site							
NORTH AMERICA	Canada	<b>Impact #1</b>	<b>Sample(s) of management response to mitigate impact #1</b>	<b>Impact #2</b>	<b>Sample(s) of management response to mitigate impact #2</b>	<b>Impact #3</b>	<b>Sample(s) of management response to mitigate impact #3</b>
	Musselwhite	Concern about not fulfilling local employment target of 30% signatory and affiliate First Nation community members	<ol style="list-style-type: none"> <li>On-going engagement with communities regarding employment readiness training and employment opportunities.</li> <li>Develop an Indigenous Employment &amp; Development Plan to assist in bridging the gap in this space.</li> </ol>	Limited local/ Indigenous procurement opportunities	<ol style="list-style-type: none"> <li>Hold procurement workshops twice a year with community members and develop local/ Indigenous procurement targets annually.</li> <li>Increase engagement with Indigenous business owners and site Procurement team members to raise awareness and build strong relationships.</li> </ol>	Unable to fill training opportunities with Signatories/ Affiliate First Nations.	<ol style="list-style-type: none"> <li>Provide job postings to communities in advance of publicly posting jobs.</li> <li>Work with Community Based Resource Workers to ensure job postings well-advertised within the communities.</li> </ol>
	Porcupine	Impact of dust from open pit operations and tailings facility on neighboring residential communities	<ol style="list-style-type: none"> <li>Engage the Environmental and Operations teams when dust complaints are received.</li> <li>Ensure both teams continually monitor dust and employ water trucks when required.</li> <li>Utilization of calcium as a dust suppressant in sensitive areas during the fall wet season when calcium and/or other dust suppression agents do not typically work.</li> </ol>	Impact of noise from open pit operations and project areas to neighboring residential communities	<ol style="list-style-type: none"> <li>Perform investigation into noise complaint to understand cause of increased noise.</li> <li>Based on results of the investigation, stop use of equipment that was causing excess noise and instruct contractor to address the issue before resuming use of equipment.</li> </ol>	Impact of vibrations/ overpressure from open pit operations.	<ol style="list-style-type: none"> <li>Notify the Operations team of the complaints</li> <li>Conduct a review of the blast by the Drill and Blast Specialists.</li> <li>Ensure no vibration or overpressure exceedances were reported during the blast windows.</li> <li>Assess if complaints trigger a property damage claim.</li> </ol>
U.S.	<b>Impact #1</b>	<b>Sample(s) of management response to mitigate impact #1</b>	<b>Impact #2</b>	<b>Sample(s) of management response to mitigate impact #2</b>	<b>Impact #3</b>	<b>Sample(s) of management response to mitigate impact #3</b>	
CC&V	Community perceptions of poor air quality	<ol style="list-style-type: none"> <li>Manage complaints regarding air quality through the site’s standardized complaint process consisting of stakeholder engagement.</li> <li>Provide an informational presentation to the community regarding air quality management.</li> </ol>	Community perceptions of blasting and vibration impacts	<ol style="list-style-type: none"> <li>Ongoing pit progression moving the pit further away from the communities resulting in a decrease in these complaints.</li> <li>Manage specific complaints through the site’s standardized complaint process, consisting of stakeholder engagement and providing an informational presentation.</li> <li>Provide notifications and communications with stakeholders, including commitment to increase presplit blast notifications, blast monitoring and operating within permitted blasting times.</li> </ol>	Community concern about feeling uninformed about the life of mine and closure plans / unprepared for the loss of financial support from the mine	<ol style="list-style-type: none"> <li>Increase communication efforts regarding closure plan and permitting efforts</li> <li>Diversify methods of communication.</li> <li>Perform a closure Social Impact Assessment (scheduled to take place in 2024), and ensure inclusion of social performance aspects of closure.</li> </ol>	

Community impacts – top three actual and/or potential: Site level

Country/site							
PERU	Peru	Impact #1	Sample(s) of management response to mitigate impact #1	Impact #2	Sample(s) of management response to mitigate impact #2	Impact #3	Sample(s) of management response to mitigate impact #3
	Yanacocha	Expectations of hiring opportunities for local-local companies resulting in incursions onto the site	<ol style="list-style-type: none"> <li>1. Manage expectations with the former land owners who expect their companies to be hired to perform work in the areas where they sold their land.</li> <li>2. Temporarily pause work near the incursion zones until third parties are removed from the Company's property.</li> <li>3. Ensure corresponding security and legal measures are implemented during any incursions.</li> <li>4. Provide spaces for dialogue hosted by the Social team and explain the situation and the site's hiring policies.</li> </ol>	Expectations that Yanacocha will solve the population's water problems resulting in incursions onto the site	Expectations that Yanacocha will solve the population's water problems resulting in incursions onto the site	Expectations of former land owners regarding hiring, employment, investment opportunities and access to grazing animals within mine the property	<ol style="list-style-type: none"> <li>1. Assist the former land owners and create spaces for dialogue to listen to their complaints, provide them with information and manage their expectations.</li> </ol>



COMPLAINTS

Tier 1 complaints: Site level<sup>1</sup>

	Country/site	Number received	Percent addressed within 30 days
AFRICA	<b>Ghana</b>	<b>225</b>	
	Ahafo South	187	100%
	Akyem	38	100%
AUSTRALIA	<b>Australia</b>	<b>10</b>	
	Boddington	10	100%
	Tanami <sup>2</sup>	0	N/A
LATAC	<b>Argentina</b>	<b>5</b>	
	Cerro Negro	5	100%
	<b>Mexico</b>	<b>3</b>	
	Peñasquito	3	100%
	<b>Suriname</b>	<b>20</b>	
	Merian	20	100%
NORTH AMERICA	<b>Canada</b>	<b>113</b>	
	Éléonore	12	100%
	Musselwhite <sup>2</sup>	0	N/A
	Porcupine	101	100%
	<b>U.S.</b>	<b>3</b>	
	CC&V	3	100%
PERU	<b>Peru</b>	<b>24</b>	
	Yanacocha	24	100%
<b>GLOBAL</b>	<b>TOTAL</b>	<b>403</b>	<b>100%</b>

<sup>1</sup> Complaints reported in this table show only tier 1 complaints to be resolved in 2023. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:

- a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
- b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
- c. Tier 3: Complaints that require recourse to the judicial system.

<sup>2</sup> Tanami and Musselwhite received zero complaints in 2023, across all tiers.

Tier 1 complaints by category: Top 10 categories<sup>1</sup>

	Number of complaints received	Percent of total complaints by category
Land – compensation	142	34%
Blast vibration or noise	116	28%
Environment – air quality / dust	28	7%
Local employment	27	7%
Driving behavior	18	4%
Local procurement – payments	15	4%
Land – access	14	3%
Environment – other <sup>2</sup>	11	3%
Property/crop damage	9	2%
Workforce/contractor behavior	8	2%
<b>TOTAL</b>	<b>388</b>	<b>96%</b>

<sup>1</sup> Complaints reported in this table show only tier 1 complaints to be resolved in 2023. Shown in this table are only those that are categorized into the top 10 categories. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:

- a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
- b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
- c. Tier 3: Complaints that require recourse to the judicial system.

<sup>2</sup> The category “Environment – other” includes, but is not limited to, environment-related complaints such as noise, waste and community amenities.

**HUMAN RIGHTS ASSESSMENTS**

**Human rights assessments or reviews conducted: Site level<sup>1</sup>**

	Country/site	Assessment summary and context
<b>AFRICA</b>	<b>Ghana</b>	
	Ahafo South	Human Rights Impact Assessment integrated into SIA (2020)
	Akyem	Human Rights Impact Assessment integrated into SIA (in progress 2023)
	Ghana <sup>2</sup>	Human Rights Risk Assessment of Land Acquisition Process at Ahafo North (2023) Human Rights Risk Assessment of Newmont’s Ghana Fixed-Term Contract Employment Model (2022)
<b>AUSTRALIA</b>	<b>Australia</b>	
	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
<b>LATAC</b>	<b>Argentina</b>	
	Cerro Negro	Social Baseline Assessment includes analysis of human rights management, potential impacts on human rights and mitigations (2020)
	<b>Mexico</b>	
	Peñasquito	Human Rights Impact Assessment integrated into SIA (2022)
	<b>Suriname</b>	
	Merian	Human Rights Impact Assessment (2016)
<b>NORTH AMERICA</b>	<b>Canada</b>	
	Éléonore	SIA update based on the UN Declaration on the Rights of Indigenous Peoples (2022)
	Musselwhite	Human rights considerations incorporated into SIA (2023)
	Porcupine	Human Rights Impact Assessment integrated into SIA (in progress 2023)
	<b>U.S.</b>	
	CC&V	Human rights considerations incorporated into SIA (2022)
	<b>PERU</b>	<b>Peru</b>
	Peru <sup>2</sup>	Human Rights Impact Assessment of new security system (2018)
	Yanacocha	Human Rights Impact Assessment incorporated into EIA update (2023)

<sup>1</sup> All sites are required by Newmont’s Human Rights Standard to integrate human rights into existing processes (e.g., risk assessments). In addition to our 12 operating sites, human rights assessments have been conducted at our Marlin legacy site in Guatemala, Sabajo exploration site in Suriname and Ahafo North project site in Ghana. More information on these assessments can be found under the Human Rights section on Newmont’s [website](#).

<sup>2</sup> A third-party human rights impact assessment of the company’s plans to utilize an exterior intrusion detection system at Yanacocha was performed in 2018.

**HUMAN RIGHTS SUPPLIER SCREENING**

**Human rights supplier screening: Country level<sup>1</sup>**

		Supplier human rights screenings		
	Country	Number of suppliers requested to complete pre-qualification questionnaire (PQ)	Number that responded to the PQ and provided data on human rights risks	Number identified through the PQ as having an elevated likelihood of impacting human rights <sup>3</sup>
<b>AFRICA</b>	Ghana	143	119	25
<b>AUSTRALIA</b>	Australia	301	213	32
<b>LATAC</b>	Suriname	182	117	34
<b>NORTH AMERICA</b>	U.S.	273	212	64
<b>PERU</b>	Peru	353	252	93
<b>GLOBAL</b>	<b>TOTAL</b>	<b>1,252</b>	<b>913</b>	<b>248</b>

<sup>1</sup> Supplier screening data presented in this table includes only the Newmont locations that have fully implemented our supplier risk management (SRiM) program (7 out of 12 operating sites and our corporate headquarters).

<sup>2</sup> The PQ provided to suppliers also screens for other negative social and environmental impacts in addition to human rights impacts. Additional required supplier human rights screening performed by our Business Integrity and Compliance team, and other screening to identify potential and actual negative social impacts amongst suppliers, are not addressed in this table. In 2023, no contracts with suppliers were terminated based on identification of having significant actual or potential negative social impacts.

HUMAN RIGHTS TRAINING FOR SECURITY PERSONNEL

Voluntary Principles on Security and Human Rights training: Site level<sup>1</sup>

		Session details		Total number of participants in security training						
	Country/site	Number of sessions conducted	Total duration of all sessions (hours) <sup>2</sup>	Number of Newmont employees trained	Number of Newmont security employees trained	Number of public security/law enforcement personnel trained	Number of private security contractors trained	Number of other external stakeholders trained	Percentage of Newmont security personnel trained <sup>3</sup>	
AFRICA	<b>Ghana</b>	<b>39</b>	<b>71</b>	<b>274</b>	<b>15</b>	<b>420</b>	<b>605</b>	<b>235</b>		
	Accra	1	2	0	4	0	24	0	100%	
	Ahafo North	7	35	75	2	118	96	102	100%	
	Ahafo South	15	2	103	5	252	369	0	100%	
	Akyem	16	32	96	4	50	116	133	100%	
LATAC	<b>Argentina</b>	<b>13</b>	<b>17</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>124</b>	<b>0</b>		
	Cerro Negro	13	17	2	10	3	124	0	100%	
	<b>Guatemala</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>28</b>	<b>0</b>		
	Marlin	3	4	4	3	0	28	0	100%	
	<b>Honduras</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>16</b>	<b>0</b>		
	San Martin	2	4	0	1	0	16	0	100%	
	<b>Mexico</b>	<b>84</b>	<b>84</b>	<b>2,202</b>	<b>9</b>	<b>0</b>	<b>608</b>	<b>3,847</b>		
	Peñasquito	84	84	2202	9	0	608	3847	100%	
<b>Suriname</b>	<b>21</b>	<b>42</b>	<b>0</b>	<b>23</b>	<b>23</b>	<b>115</b>	<b>0</b>			
Merian	21	42	0	23	23	115	0	96%		
NORTH AMERICA	<b>Canada</b>	<b>12</b>	<b>10</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>48</b>	<b>0</b>		
	Éléonore	8	4	2	2	0	9	0	100%	
	Musselwhite	2	2	1	0	0	5	0	100%	
	Porcupine	2	4	0	2	0	34	0	100%	
	<b>U.S.</b>	<b>9</b>	<b>N/A</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>		
CC&V	9	Online self-guided	0	9	0	0	0	100%		
PERU	<b>Peru</b>	<b>25</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>975</b>	<b>490</b>	<b>0</b>		
	Yanacocha	25	1	4	4	975	490	0	100%	
<b>GLOBAL</b>	<b>TOTAL</b>	<b>208</b>	<b>233</b>	<b>2,489</b>	<b>78</b>	<b>1,421</b>	<b>2,034</b>	<b>4,082</b>		

<sup>1</sup> The reporting boundary for this disclosure falls outside of the report's scope to capture security training at all high-risk locations with security personnel (Africa and Latin America following the Voluntary Principles on Security and Human Rights external reporting guidelines) and to include additional operations that have security personnel (U.S. and Canada). Australia data are omitted as fully out of scope.

<sup>2</sup> No data is available for sites that completed online and/or self-guided sessions.

<sup>3</sup> At the Merian operation, some employees were on extended medical/paternity leave during the year, therefore total personnel training only reached 96%. Of active personnel at the site, the team was 100% trained.

## HUMAN RIGHTS TRAINING FOR THE WORKFORCE

### In-person human rights workforce trainings: Site level<sup>1</sup>

	Country/site	Number of sessions conducted	Total duration of all sessions (hours)	Number of employee participants	Number of contractor/supplier participants
<b>AFRICA</b>	<b>Ghana</b>	<b>34</b>	<b>68</b>	<b>187</b>	<b>906</b>
	Ahafo South	25	50	174	560
	Akyem	9	18	13	346
<b>AUSTRALIA</b>	<b>Australia</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>5</b>
	Boddington	0	0	0	0
	Tanami	0	0	0	0
	Australia business unit	1	1	5	5
<b>LATAC</b>	<b>Argentina</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Cerro Negro	0	0	0	0
	<b>Mexico</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Peñasquito	0	0	0	0
	<b>Suriname</b>	<b>2</b>	<b>3</b>	<b>9</b>	<b>4</b>
	Merian	2	3	9	4
<b>NORTH AMERICA</b>	<b>Canada</b>	<b>14</b>	<b>22.5</b>	<b>299</b>	<b>59</b>
	Éléonore	0	0	0	0
	Musselwhite	14	22.5	299	59
	Porcupine	0	0	0	0
	<b>U.S.</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>19</b>
	CC&V	1	1	1	19
<b>PERU</b>	<b>Peru</b>	<b>83</b>	<b>126</b>	<b>0</b>	<b>2,182</b>
	Yanacocha	83	126	0	2,182
<b>GLOBAL</b>	<b>TOTAL</b>	<b>135</b>	<b>222</b>	<b>501</b>	<b>3,175</b>

<sup>1</sup> This table does not include the online workforce training data, which is reported in the main body of the report.

INDIGENOUS PEOPLES

Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level<sup>1</sup>

	Country/site	Indigenous/Aboriginal/ First Nations group	Formal agreement?
<b>AUSTRALIA</b>	<b>Australia</b>		
	Boddington	Gnaala Karla Booja Native Title Claimant Group	Yes
	Tanami	Warlpiri	Yes
<b>LATAC</b>	<b>Suriname</b>		
	Merian	Pamaka Maroon Tribe Kawina Maroon Tribe	Yes Yes
<b>NORTH AMERICA</b>	<b>Canada</b>		
	Éléonore	Cree Nation of Wemindji	Yes
		Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government	Yes
	Musselwhite	Cat Lake First Nation	Yes
		Kingfisher Lake First Nation	Yes
		Mishkeegogamang First Nation	Yes
		North Caribou Lake First Nation	Yes
		Shibogama First Nation Council	Yes
		Windigo First Nation Council	Yes
		Wunnumin Lake First Nation	Yes
	Porcupine – Chapleau	Brunswick House First Nation	Yes
		Chapleau Cree First Nation	Yes
		Chapleau Ojibwe First Nation	Yes
		Michipicoten First Nation	Yes
	Porcupine – Timmins	Apitipi Anicinapek Nation (formerly known as Wahgoshig First Nation)	Yes
Flying Post First Nation		Yes	
Matachewan First Nation		Yes	
Mattagami First Nation		No	
Métis Nation of Ontario <sup>2</sup>		No	
	Taykwa Tagamou Nation	No	

<sup>1</sup> In addition to the six operating sites that are on/near Indigenous Peoples territories (Boddington, Tanami, Éléonore, Musselwhite, Porcupine, Merian and associated near-mine exploration/projects), several of our exploration sites, including Coffee and Saddle, are located on or near Indigenous Peoples territories. The Coffee project has two agreements with First Nations. The Sabajo project at Merian also has a support agreement in place with the Kawina Maroon Tribe, and is working towards a full Benefit Sharing Agreement. Reference the narrative of our 2022 Annual Sustainability Report for a detailed discussion of engagement with all groups, including those with which Newmont has formal agreements in place (meeting the aspects of GRI MM5 that are not shown in the table above to ensure full coverage of this disclosure item).

<sup>2</sup> The Métis Nation of Ontario has presence in both the Chapleau and Timmins regions.

**LAND OR RESOURCE USE DISPUTES**

**Significant disputes related to land or resource use: Site level<sup>1</sup>**

	Country/site	Number of significant land use disputes in 2023	Number of disputes addressed through complaints and grievances resolution process	If applicable, summary of significant disputes, actions taken, and outcomes
<b>AFRICA</b>	<b>Ghana</b>			
	Ahafo South	0	0	N/A
	Akyem	0	0	N/A
<b>AUSTRALIA</b>	<b>Australia</b>			
	Boddington			
	Tanami	0	0	N/A
<b>LATAC</b>	<b>Argentina</b>			
	Cerro Negro	0	0	N/A
	<b>Mexico</b>			
	Peñasquito	9	9	There are nine ongoing cases related to land tenure and water wells in the site's operating area. This dispute is ongoing from 2021. There have been some advances in the proceedings, but the company still maintains the same position.
	<b>Suriname</b>			
	Merian	0	0	N/A
<b>NORTH AMERICA</b>	<b>Canada</b>			
	Éléonore	0	0	N/A
	Musselwhite	0	0	N/A
	Porcupine	0	0	N/A
	<b>U.S.</b>			
	CC&V	0	0	N/A
<b>PERU</b>	<b>Peru</b>			
	Yanacocha	0	0	N/A
<b>GLOBAL</b>	<b>TOTAL</b>	<b>9</b>	<b>9</b>	

<sup>1</sup> Significant impacts are those that have had an impact on our ability to operate commensurate with a Level 3+ event in the Newmont Risk Matrix. Land disputes may be associated with current, planned or proposed future site operations.

**RESETTLEMENT AND/OR RELOCATION ACTIVITY**

**Resettlement and/or relocation activity: Site level**

	Country/site	Resettlement and/or relocation activity occurred in 2023	Number of households resettled and/or relocated
<b>AFRICA</b>	<b>Ghana</b>		
	Ahafo South <sup>1</sup>	No	N/A
	Akyem	No	N/A
<b>AUSTRALIA</b>	<b>Australia</b>		
	Boddington	No	N/A
	Tanami	No	N/A
<b>LATAC</b>	<b>Argentina</b>		
	Cerro Negro	No	N/A
	<b>Mexico</b>		
	Peñasquito	No	N/A
	<b>Suriname</b>		
	Merian	No	N/A
<b>NORTH AMERICA</b>	<b>Canada</b>		
	Éléonore	No	N/A
	Musselwhite	No	N/A
	Porcupine	No	N/A
	<b>U.S.</b>		
	CC&V	No	N/A
<b>PERU</b>	<b>Peru</b>		
	Yanacocha	No	N/A
<b>GLOBAL</b>	<b>TOTAL</b>		<b>0</b>

<sup>1</sup> Although there were no new resettled/relocated households in 2023, 68 households who were temporarily relocated from the Apensu South enclave in June 2021 for a period of two years expired during the year and their tenancy was renewed for another two years.



SOCIAL IMPACT ASSESSMENTS AND ENGAGEMENT

Social impact assessments and engagement practices: Site level<sup>1</sup>

	Country/site	Year most recent Social Impact Assessment (SIA) was conducted	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
<b>AFRICA</b>	<b>Ghana</b>					
	Ahafo South	2020	Yes	Yes	Yes	Yes
	Akyem	2015	Yes	Yes	Yes	Yes
<b>AUSTRALIA</b>	<b>Australia</b>					
	Boddington	2020	Yes	Yes	Yes	Yes
	Tanami	2019	Yes	Yes	No	Yes
<b>LATAC</b>	<b>Argentina</b>					
	Cerro Negro	2020	Yes	Yes	Yes	Yes
	<b>Mexico</b>					
	Peñasquito	2022	Yes	Yes	Yes	Yes
<b>NORTH AMERICA</b>	<b>Suriname</b>					
	Merian	2019	Yes	Yes	Yes	Yes
	<b>Canada</b>					
	Éléonore	2022	Yes	Yes	Yes	Yes
<b>PERU</b>	Musselwhite	2023	Yes	Yes	Yes	Yes
	Porcupine	2018	Yes	Yes	No	Yes
	<b>U.S.</b>					
	CC&V	2022	Yes	Yes	Yes	Yes
<b>PERU</b>	<b>Peru</b>					
	Yanacocha	2014	Yes	Yes	Yes	Yes

<sup>1</sup> All sites that are out of compliance with Newmont's Social Baseline and Impact Assessment Standard, which requires an update every five years, have plans in place to initiate an SIA update. However, because SIAs are inherently collaborative and require in-person engagement, the COVID-19 pandemic has had an impact and delayed efforts. Akyem began working with a consultant in 2023 for their SIA update; field data has been gathered and a draft report is being compiled. Porcupine completed Phase One (workplan development and consultations) on their updated Human Rights SIA in 2023, and expect to complete Phase 2 (baseline condition reports) and Phase 3 (impact assessment finalization) in 2024. Yanacocha initiated a social baseline gap analysis in 2023 to be used to develop their updated SIA in 2024.

## Value Sharing

### COVID-19 GLOBAL COMMUNITY SUPPORT FUND

#### COVID-19 Global Community Support Fund: Site level (thousands)<sup>1, 2</sup>

	Country/site	Spend focus area				Total accumulated spend (2020–2023)
		Workforce and community health	Local economic resilience	Vaccines	Other <sup>5</sup>	
<b>AFRICA</b>	<b>Ghana</b>	-	-	\$46	-	<b>\$50</b>
	Ahafo North	-	-	-	-	\$50
	Ahafo South	-	-	\$23	-	\$2,949
	Akyem	-	-	\$23	-	\$144
	National <sup>3</sup>	-	-	-	-	\$582
	<b>AUSTRALIA</b>	<b>Australia</b>	-	-	-	-
	Boddington	-	-	-	-	\$2,027
	Tanami	-	-	-	-	\$957
<b>LATAC</b>	<b>Argentina</b>	<b>\$85</b>	<b>\$116</b>	-	-	<b>\$446</b>
	Cerro Negro	\$85	\$116	-	-	\$511
	<b>Mexico</b>	-	<b>\$221</b>	-	-	<b>\$1,517</b>
	Peñasquito	-	\$221	-	-	\$1,517
	<b>Suriname</b>	<b>\$645</b>	<b>\$81</b>	-	-	<b>\$2,312</b>
	Merian	\$645	\$81	-	-	\$2,312

	Country/site	Spend focus area				Total accumulated spend (2020–2023)
		Workforce and community health	Local economic resilience	Vaccines	Other <sup>5</sup>	
<b>NORTH AMERICA</b>	<b>Canada</b>	-	<b>\$100</b>	-	-	<b>\$3,312</b>
	Coffee	-	\$40	-	-	\$3,312
	Galore Creek	-	\$20	-	-	\$2,613
	Éléonore	-	\$20	-	-	\$879
	Musselwhite	-	\$40	-	-	\$1,025
	Porcupine	-	\$40	-	-	\$117
	<b>U.S.</b>	-	-	-	-	<b>\$20</b>
	CC&V	-	-	-	-	\$1,009
	Denver	-	-	-	-	\$976
	<b>PERU</b>	<b>Peru</b>	-	-	-	<b>\$923</b>
	Yanacocha	-	-	-	\$923	\$4,971
<b>OTHER</b>	<b>Other</b>	-	-	-	-	<b>\$4,971</b>
	Barbados	-	-	-	-	\$99
	Ethiopia	-	-	-	-	\$89
	Legacy Sites <sup>4</sup>	-	-	-	-	\$10
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$729</b>	<b>\$519</b>	<b>\$46</b>	<b>\$923</b>	<b>\$19,789</b>

<sup>1</sup> Newmont announced the successful completion of the \$20 million Global Community Support Fund (the Fund) in the beginning of 2024. The final donations from the Fund were made in January 2024.

<sup>2</sup> In 2023, no spend from the Fund was directed towards programs supporting food security.

<sup>3</sup> The category 'National' represents donations made to organizations outside of the local community with a national or regional focus.

<sup>4</sup> Specific legacy site data was not collected, but refers to San Martin (Honduras) and Marlin (Guatemala).

<sup>5</sup> The spend focus area 'Other' is used for donations not related to health, food security, economic resilience, or vaccines.

COMMUNITY INVESTMENTS

Community investments: Site level (thousands)<sup>1, 2</sup>

	Country/site	Community development expenditure – Education and training programs <sup>3</sup>	Community development expenditure – Other programs <sup>4</sup>	Donations <sup>5</sup>	Totals
AFRICA	<b>Ghana</b>	<b>\$2,341</b>	<b>\$9,737</b>	<b>\$127</b>	<b>\$12,205</b>
	Ahafo South	–	\$9,736	\$78	\$9,814
	Akyem	\$2,341	\$1	\$49	\$2,391
AUSTRALIA	<b>Australia</b>	<b>\$202</b>	<b>\$662</b>	<b>\$256</b>	<b>\$1,121</b>
	Boddington	\$49	\$283	\$87	\$419
	Perth	\$120	\$159	\$102	\$381
	Tanami	\$33	\$220	\$67	\$320
LATAC	<b>Argentina</b>	<b>\$114</b>	<b>\$14,924</b>	<b>\$37</b>	<b>\$15,075</b>
	Cerro Negro	\$114	\$14,924	\$37	\$15,075
	<b>Mexico</b>	<b>\$1,213</b>	<b>\$855</b>	<b>\$106</b>	<b>\$2,174</b>
	Peñasquito	\$1,213	\$855	\$106	\$2,174
	<b>Suriname</b>	<b>\$37</b>	<b>\$727</b>	<b>\$292</b>	<b>\$1,056</b>
	Merian	\$37	\$727	\$292	\$1,056
NORTH AMERICA	<b>Canada</b>	<b>\$4</b>	<b>\$88</b>	<b>\$1,426</b>	<b>\$1,517</b>
	Éléonore	–	–	\$484	\$484
	Musselwhite	\$4	\$88	\$137	\$228
	Porcupine	–	–	\$404	\$404
	Vancouver	–	–	\$401	\$401
	<b>U.S.</b>	<b>\$74</b>	<b>\$161</b>	<b>\$1,000</b>	<b>\$1,234</b>
	CC&V	\$74	\$161	\$270	\$504
	Denver	–	–	\$730	\$730
PERU	<b>Peru</b>	<b>–</b>	<b>\$2,377</b>	<b>\$411</b>	<b>\$2,789</b>
	Yanacocha	–	\$2,377	\$411	\$2,789
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$3,983</b>	<b>\$29,531</b>	<b>\$3,656</b>	<b>\$37,170</b>

<sup>1</sup> Community investments include direct spending for community benefit, monetary donations and the monetary value of in-kind donations.

<sup>2</sup> The reporting boundary for this disclosure differs from the report's scope and includes the Denver corporate office and Perth and Vancouver regional offices.

<sup>3</sup> Education and training program expenditure reflects direct spend from sites on programs and infrastructure projects that supports education and training capacity building of the community, wherein Newmont is not the primary beneficiary. Programs provide funding for bursaries and scholarships, early childhood development, primary, secondary, and tertiary education support (including after school programs and online support), adult learning, and training focused on local and community leadership development. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to relocation or resettlement. Sites do not include any expenditures that are legally obligated through licenses or agreement.

<sup>4</sup> Community development expenditure related to other programs reflects direct spend from sites on programs and infrastructure projects that support the local communities in areas other than education and training capacity building, wherein Newmont is not the primary beneficiary. These programs support, for example, health and wellbeing, environmental and cultural initiatives. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to relocation or resettlement. Sites do not include any expenditures that are legally obligated through licenses or agreement.

<sup>5</sup> Donations data reflects direct monetary investments and the book value of in-kind donations.

**Community investment programs related to training and education<sup>1, 2</sup>**

	Number of programs	Number of beneficiaries <sup>3</sup>	Total program expenditure (thousands)
Bursaries and scholarships	9	397	\$365
Early childhood development	3	2,231	\$41
Primary, secondary, and tertiary education	11	47,436	\$2,837
Adult learning	8	157	\$117
Training focused on local government or community leadership development	3	156	\$624
<b>TOTAL</b>	<b>34</b>	<b>50,377</b>	<b>\$3,983</b>

<sup>1</sup> Education and training program expenditure reflects direct spend from sites on programs and infrastructure projects that supports education and training capacity building of the community, wherein Newmont is not the primary beneficiary. Programs provide funding for bursaries and scholarships, early childhood development, primary, secondary, and tertiary education support (including after school programs and online support), adult learning, and training focused on local and community leadership development. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to relocation or resettlement. Sites do not include any expenditures that are legally obligated through licenses or agreement.

<sup>2</sup> The reporting boundary for this disclosure differs from the report's scope and includes the Denver corporate office and Perth and Vancouver regional offices.

<sup>3</sup> Where the exact number of beneficiaries of a program was not known, an estimate based on demographics in the projects' area of interest was used.

**ECONOMIC VALUE GENERATED AND DISTRIBUTED**

**Economic value distributed: Country level (millions)<sup>1</sup>**

Country	Operating costs <sup>2</sup>	Employee wages and benefits <sup>3</sup>	Capital spend <sup>4</sup>	Payments to providers of capital <sup>5</sup>	Payments to governments <sup>6</sup>	Community investments <sup>7</sup>	Total
Argentina	\$153	\$108	\$160	–	\$90	\$15	\$526
Australia	\$1,069	\$322	\$620	\$42	\$527	\$1	\$2,581
Canada	\$743	\$293	\$408	\$10	\$18	\$2	\$1,474
Ghana	\$680	\$143	\$320	\$15	\$316	\$12	\$1,486
Mexico	\$636	\$184	\$110	\$18	\$136	\$2	\$1,086
Papua New Guinea	\$135	\$30	\$53	\$1	\$22	–	\$241
Peru	\$440	\$95	\$262	\$33	\$51	\$3	\$903
Suriname	\$272	\$87	\$82	\$1	\$67	\$1	\$510
U.S.	\$174	\$422	\$101	\$1,616	\$40	\$1	\$2,354
<b>TOTAL</b>	<b>\$4,302</b>	<b>\$1,684</b>	<b>\$2,116</b>	<b>\$1,736</b>	<b>\$1,267</b>	<b>\$37</b>	<b>\$11,142</b>

<sup>1</sup> The value sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator to ensure comparable reporting boundaries across value sharing data is disclosed.

<sup>2</sup> Operating costs comprise costs applicable to sales of \$5,450 (excluding Nevada of \$1,249), exploration of \$240 (excluding Nevada of \$25), advanced projects, research and development of \$196 (excluding Nevada of \$4) and general and administrative expenses of \$288 (excluding Nevada of \$11) on an accrued basis and cash paid for reclamation in 2023 of \$206 (excluding Nevada of \$11 and legacy sites of \$85). Operating costs omit employee wages and benefits of \$1,670, included in the employee wages and benefits column; \$505 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; \$20 of indirect costs; \$73 of byproduct sales, which are recognized as credits to costs applicable to sales in our [2023 Form 10-K](#), and \$37 of community investments included in the community investments column.

<sup>3</sup> Employee wages and benefits is presented on an accrued basis and includes employee wages and benefits of \$1,665 and severance expense, which is reported within Other Expense in our [2023 Form 10-K](#), of \$19.

<sup>4</sup> Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of \$76, capitalized interest of \$81 and Nevada spend of \$472.

<sup>5</sup> Payments to providers of capital includes interest expense of \$240 (excluding Nevada of \$3), net of capitalized interest of \$81 (excluding Nevada of \$8), and dividends paid to common stockholders of \$1,415.

<sup>6</sup> Payments to Governments include current year cash payments for income and mining taxes, governmental royalties, accrued employer, property, sales, production, and withholding taxes. The above also includes export duties paid in Argentina. Amounts may not calculate due to rounding.

<sup>7</sup> Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. All former Newcrest sites and offices are excluded from community investment data for 2023. Community investment data excludes the COVID-19 Global Community Fund contributions.

**Economic value generated: Country level (millions)<sup>1</sup>**

Country	Amount
Argentina	\$555
Australia	\$3,289
Canada	\$1,417
Ghana	\$1,740
Mexico	\$906
Papua New Guinea	\$266
Peru	\$772
Suriname	\$627
U.S.	\$420
<b>TOTAL</b>	<b>\$9,992</b>

<sup>1</sup> 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 \$9,541 (excluding Nevada of \$2,271), net proceeds from the sale of assets and investments of \$234, investment income of \$144 (excluding Nevada of \$4), as well as byproduct sales of \$73 (excluding Nevada of \$64), which are recognized as credits to costs applicable to sales in our [2023 Form 10-K](#).

### SUPPLY CHAIN SPENDING

The reporting boundary for supply chain spending data differs from the reporting scope of our 2023 Sustainability Report. Supply chain spending data includes spend for all activities occurring at our operating sites, including, for instance, project-related spend.

### Number of suppliers<sup>1</sup>

Number of suppliers in 2023	7,000
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<sup>1</sup> The reported number of suppliers is a rounded figure to the nearest hundredth. We continue to refine our data management processes in order to improve accuracy for capturing our number of suppliers.

### Spending with local suppliers: Site level (thousands)<sup>1</sup>

	Country/site	Total spent	Total spent with local-local suppliers <sup>4</sup>	Percent spent with local-local suppliers	Total spent with local suppliers <sup>4</sup>	Percent spent with local suppliers	Total spent with national suppliers	Percent spent with national suppliers	Total spent with international suppliers	Percent spent with international suppliers
AFRICA	<b>Ghana</b>	<b>\$688,991</b>	<b>\$23,537</b>	<b>3%</b>	<b>\$3,481</b>	<b>1%</b>	<b>\$546,304</b>	<b>79%</b>	<b>\$115,669</b>	<b>17%</b>
	Ahafo	\$507,826	\$12,356	2%	\$3,349	1%	\$399,926	79%	\$92,195	18%
	Akyem	\$181,165	\$11,182	6%	\$132	<1%	\$146,378	81%	\$23,474	13%
AUSTRALIA <sup>2</sup>	<b>Australia</b>	<b>\$1,369,596</b>	<b>\$11,273</b>	<b>1%</b>	<b>\$526,729</b>	<b>38%</b>	<b>\$798,814</b>	<b>58%</b>	<b>\$32,780</b>	<b>2%</b>
	Boddington <sup>2</sup>	\$725,809	\$8,266	1%	\$456,472	63%	\$238,525	33%	\$22,547	3%
	Tanami	\$588,571	\$1,287	<1%	\$61,250	10%	\$516,803	88%	\$9,231	2%
	Other	\$55,215	\$1,720	3%	\$9,007	16%	\$43,487	79%	\$1,002	2%
LATAC	<b>Argentina</b>	<b>\$362,459</b>	<b>\$32,133</b>	<b>9%</b>	<b>\$108,793</b>	<b>30%</b>	<b>\$196,169</b>	<b>54%</b>	<b>\$25,363</b>	<b>7%</b>
	Cerro Negro	\$362,459	\$32,133	9%	\$108,793	30%	\$196,169	54%	\$25,363	7%
	<b>Mexico</b>	<b>\$985,943</b>	<b>\$8,961</b>	<b>1%</b>	<b>\$33,653</b>	<b>3%</b>	<b>\$815,171</b>	<b>83%</b>	<b>\$128,158</b>	<b>13%</b>
	Peñasquito	\$985,943	\$8,961	1%	\$33,653	3%	\$815,171	83%	\$128,158	13%
	<b>Suriname</b>	<b>\$350,554</b>	<b>N/A</b>	<b>0%</b>	<b>\$2,503</b>	<b>1%</b>	<b>\$242,676</b>	<b>69%</b>	<b>\$105,375</b>	<b>30%</b>
	Merian <sup>3,4</sup>	\$350,554	N/A	0%	\$2,503	1%	\$242,676	69%	\$105,375	30%
NORTH AMERICA	<b>Canada</b>	<b>\$770,530</b>	<b>\$125,873</b>	<b>16%</b>	<b>\$199,652</b>	<b>26%</b>	<b>\$438,430</b>	<b>57%</b>	<b>\$6,575</b>	<b>1%</b>
	Éléonore	\$244,552	\$23,279	10%	\$43,911	18%	\$174,300	71%	\$3,063	1%
	Musselwhite	\$193,613	\$15,793	8%	\$68,059	35%	\$107,998	56%	\$1,763	1%
	Porcupine	\$332,365	\$86,801	26%	\$87,682	26%	\$156,133	47%	\$1,749	1%
	<b>U.S.</b>	<b>\$193,551</b>	<b>\$11,032</b>	<b>6%</b>	<b>\$80,484</b>	<b>42%</b>	<b>\$99,314</b>	<b>51%</b>	<b>\$2,722</b>	<b>1%</b>
	CC&V <sup>5</sup>	\$193,551	\$11,032	6%	\$80,484	42%	\$99,314	51%	\$2,722	1%
PERU	<b>Peru</b>	<b>\$795,262</b>	<b>\$126,929</b>	<b>16%</b>	<b>\$70,718</b>	<b>9%</b>	<b>\$526,494</b>	<b>66%</b>	<b>\$71,121</b>	<b>9%</b>
	Yanacocha <sup>3</sup>	\$795,262	\$126,929	16%	\$70,718	9%	\$526,494	66%	\$71,121	9%
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$5,516,885</b>	<b>\$339,738</b>	<b>6%</b>	<b>\$1,026,012</b>	<b>19%</b>	<b>\$3,663,373</b>	<b>66%</b>	<b>\$487,763</b>	<b>9%</b>

<sup>1</sup> Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

<sup>2</sup> At our Australian sites, procurement spend includes spend for non-order invoice vendors relating to non-order payments. At our Boddington operation, there is a significant decrease in the percent spent with national and international suppliers as compared to the prior reporting period. This is due to misclassification of two of the site's suppliers that was corrected in 2023.

<sup>3</sup> Spend at our Merian and Yanacocha sites includes non-addressable spend, in addition to addressable spend.

<sup>4</sup> Includes all suppliers as described within each site's definition of 'local-local' and 'local' suppliers. Definitions are available in our [2023 Sustainability Report Methodology](#). To review changes in definitions from prior year reporting, see our [2022 Sustainability Report Methodology](#).

<sup>5</sup> Spend at our CC&V site includes accruals.

Local/Indigenous procurement targets by site (thousands)

	Business unit/site	Spend target	Target results
AFRICA	<b>Ghana</b>	<b>\$25,000</b>	<b>\$27,018</b>
	Ahafo	\$17,000	\$15,705
	Akyem	\$8,000	\$11,313
AUSTRALIA	<b>Australia</b>	<b>\$449,500</b>	<b>\$538,001</b>
	Boddington	\$364,000	\$464,738
	Tanami	\$68,000	\$62,537
	Other	\$17,500	\$10,726
LATAC	<b>Argentina</b>	<b>\$129,000</b>	<b>\$140,926</b>
	Cerro Negro	\$129,000	\$140,926
	<b>Mexico</b>	<b>\$61,000</b>	<b>\$42,614</b>
	Peñasquito	\$61,000	\$42,614
	<b>Suriname</b>	<b>\$1,500</b>	<b>\$2,503</b>
	Merian	\$1,500	\$2,503
NORTH AMERICA	<b>Canada</b>	<b>\$301,000</b>	<b>\$325,524</b>
	Éléonore	\$57,000	\$67,190
	Musselwhite	\$74,000	\$83,852
	Porcupine	\$170,000	\$174,483
	<b>U.S.</b>	<b>\$86,000</b>	<b>\$91,516</b>
	CC&V	\$86,000	\$91,516
PERU	<b>Peru</b>	<b>\$156,000</b>	<b>\$197,647</b>
	Yanacocha	\$156,000	\$197,647
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$1,209,000</b>	<b>\$1,365,750</b>

Spending on Indigenous suppliers: Site level (thousands)

	Country/site	Total spent	Indigenous supplier spend
AUSTRALIA	<b>Australia</b>	<b>\$1,369,596</b>	<b>\$1,250</b>
	Boddington	\$725,809	\$952
	Tanami	\$588,571	\$288
	Other	\$55,215	\$11
LATAC	<b>Suriname</b>	<b>\$350,554</b>	<b>\$573</b>
	Merian	\$350,554	\$573
NORTH AMERICA	<b>Canada</b>	<b>\$770,530</b>	<b>\$32,279</b>
	Éléonore	\$244,552	\$11,650
	Musselwhite	\$193,613	\$7,116
	Porcupine	\$332,365	\$13,513
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$2,490,680</b>	<b>\$34,102</b>

## TAX TRANSPARENCY

### Payments to governments: Country level (millions)<sup>1,2</sup>

Country	Government royalties	Taxes	Payments to governments <sup>3</sup>
Argentina	\$24	\$66	\$90
Australia	\$74	\$453	\$527
Canada	\$0	\$18	\$18
Ghana	\$82	\$234	\$316
Mexico	\$8	\$128	\$136
Papua New Guinea	\$7	\$15	\$22
Peru	\$1	\$50	\$51
Suriname	\$36	\$31	\$67
U.S. <sup>3</sup>	\$0	\$40	\$40
<b>TOTAL</b>	<b>\$232</b>	<b>\$1,035</b>	<b>\$1,267</b>

<sup>1</sup> Taxes include current year cash payments for income and mining taxes, accrued employer, property, sales, production and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

<sup>2</sup> 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.

<sup>3</sup> The value-sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator.

### Effective tax rates: Country level<sup>1</sup>

Country	Rate
Argentina	–%
Australia	50%
Canada	(6)%
Ghana	35%
Mexico	5%
Papua New Guinea	29%
Peru	(2)%
Suriname	19%
U.S. <sup>2</sup>	(38)%
Other foreign	100%
<b>CONSOLIDATED<sup>3</sup></b>	<b>(26)%</b>

<sup>1</sup> 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 96 of Newmont's [2023 Form 10-K](#). Amounts may not calculate due to rounding.

<sup>2</sup> Our consolidated total tax rate for financial statement purposes, referred to as our effective tax rate, was (26) 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.

<sup>3</sup> More details on our effective tax rate are available in our [2023 Form 10-K](#) (pp. 165-166) and [2023 Taxes and Royalties Contribution Report](#).



## Workforce

The reporting boundary for all Workforce data differs from the reporting scope of our 2023 Sustainability Report's reporting scope and includes the entirety of our workforce, covering regional offices, corporate headquarters, the Denver metallurgy lab, project sites, exploration sites and legacy sites.

### WORKFORCE DEMOGRAPHICS OVERVIEW

#### Total workforce by business unit: Trailing five year data<sup>1, 2</sup>

	2019	2020	2021	2022	2023
<b>Employees</b>					
Africa	2,192	2,088	2,198	2,190	2,447
Australia	2,874	2,171	2,157	2,232	2,347
LATAC <sup>3</sup>	5,808	5,593	5,680	5,609	5,731
North America	4,303	3,263	3,285	3,384	3,489
Peru	1,459	1,353	1,304	1,316	1,094
<b>Total Employees</b>	<b>16,636</b>	<b>14,468</b>	<b>14,624</b>	<b>14,731</b>	<b>15,108</b>
<b>Contractors</b>					
Africa	3,448	3,271	3,736	3,329	4,919
Australia	1,706	2,450	1,541	2,256	468
LATAC <sup>3</sup>	3,687	2,635	5,478	5,121	1,522
North America	2,336	1,971	1,977	2,489	2,715
Peru	3,848	3,213	3,893	4,628	4,322
<b>Total Contractors</b>	<b>15,025</b>	<b>13,540</b>	<b>16,625</b>	<b>17,823</b>	<b>13,946</b>
<b>TOTAL WORKFORCE</b>	<b>31,661</b>	<b>28,008</b>	<b>31,249</b>	<b>32,554</b>	<b>29,054</b>

<sup>1</sup> Historical data has been restated to match our current organizational structure by business unit, updated from Region in 2023.

<sup>2</sup> Employees located outside of Newmont's designated business units are reported within the North America business unit for consolidation purposes.

<sup>3</sup> The employees associated with the Miami, U.S. regional office are reported in the LATAC business unit.

## COMPENSATION AND EQUAL REMUNERATION

### Ratio of average female salary to average male salary: Employee category<sup>1, 2, 3</sup>

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Senior leadership	39	\$333,310	78	\$349,169	1.0
People managers	354	\$105,837	1,818	\$98,679	1.1
Individual contributors	1136	\$67,673	2,895	\$76,936	0.9
Operators and maintainers	843	\$37,293	7,665	\$36,611	1.0
<b>TOTAL</b>	<b>2372</b>	<b>\$66,939</b>	<b>12,456</b>	<b>\$56,999</b>	<b>1.2</b>

<sup>1</sup> 9 employees elected not to disclose their gender and, therefore, are not reflected in this data set.

<sup>2</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

<sup>3</sup> In 2023, the Company began the first phase of an organizational design process update. As of the end of 2023, the structural changes implemented resulted in a change to some of the job level definitions, as compared to the definitions used in prior reporting periods.

**Ratio of average female salary to average male salary: Country level<sup>1, 2, 3</sup>**

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/male average salary
Argentina	183	\$74,435	1292	\$68,581	1.1
Australia	454	\$90,182	1861	\$104,045	0.9
Canada	353	\$80,032	1960	\$82,751	1.0
Chile	14	\$33,279	38	\$78,879	0.4
Ghana	369	\$27,056	1839	\$29,852	0.9
Mexico	312	\$20,579	2472	\$12,142	1.7
Peru	104	\$57,443	990	\$46,531	1.2
Suriname	238	\$21,339	1202	\$21,350	1.0
U.S.	336	\$141,300	745	\$137,534	1.0

<sup>1</sup> Countries with fewer than 10 employees by gender, which accounted for 66 employees, are excluded for privacy purposes. The data set also excludes 9 employees who elected not to disclose their gender.

<sup>2</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

<sup>3</sup> The salary values represent average of all salaries, regardless of level of position.

**DIVERSITY**

**Employee gender breakout: Country level<sup>1, 2, 3</sup>**

	Female	Male	Total
Argentina	183	1,292	1,475
Australia	454	1,861	2,315
Canada	353	1,960	2,313
Chile	14	38	52
Ghana	369	1,839	2,208
Mexico	312	2,472	2,784
Peru	104	990	1,094
Suriname	238	1,202	1,440
U.S.	336	745	1,081
Other	9	57	66
<b>TOTAL</b>	<b>2,372</b>	<b>12,456</b>	<b>14,828</b>

<sup>1</sup> The category 'Other' includes employees from countries with fewer than 10 total employees by gender.

<sup>2</sup> 9 employees elected not to disclose their gender and, therefore, are not reflected in this data set.

<sup>3</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

**Employee gender breakout: Employee category (number)<sup>1, 2</sup>**

	Female	Male	Total
Senior leadership	39	78	117
People managers	354	1,818	2,172
Individual contributors	1,136	2,895	4,031
Operators and maintainers	843	7,665	8,508
<b>TOTAL</b>	<b>2,372</b>	<b>12,456</b>	<b>14,828</b>

<sup>1</sup> 9 employees elected not to disclose their gender and, therefore, are not reflected in this data set.

<sup>2</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

**Percentage of females by employee category: Trailing five year data<sup>1, 2</sup>**

	2019	2020	2021	2022	2023
Board of Directors <sup>3</sup>	40.0%	45.5%	38.5%	41.7%	42.9%
Executive leadership team	44.4%	42.9%	42.9%	25.0%	44.4%
Senior leadership <sup>2</sup>	21.0%	25.3%	25.6%	30.6%	33.3%
People managers	14.0%	13.8%	14.2%	15.7%	16.3%
Individual contributors	26.5%	24.0%	25.6%	27.2%	28.2%
Operators and maintainers	9.8%	8.3%	8.7%	9.2%	9.9%
<b>TOTAL EMPLOYEES</b>	<b>14.6%</b>	<b>13.0%</b>	<b>13.9%</b>	<b>15.1%</b>	<b>16.0%</b>

<sup>1</sup> The Board of Directors percentage calculation includes our President and CEO.

<sup>2</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

<sup>3</sup> The senior leadership percentage calculation includes our Executive Leadership Team, which comprises Newmont's President and Chief Executive Officer (CEO) and select reports of the CEO.

**Employee age distribution: Age range and category (number and percentage)**

	Age under 30: Number of employees	Age under 30: Percent of employees	Age 30-50: Number of employees	Age 30-50: Percent of employees	Age over 50: Number of employees	Age over 50: Percent of employees	Total number of employees by all categories	Total percent by category – all ages
Senior leadership	0	0%	70	60%	47	40%	117	1%
People managers	36	2%	1,581	73%	556	26%	2,173	14%
Individual contributors	557	14%	2,788	69%	692	17%	4,037	27%
Operators and maintainers	1,292	15%	5,790	66%	1,699	19%	8,781	58%
<b>TOTAL</b>	<b>1,885</b>	<b>13%</b>	<b>10,229</b>	<b>67%</b>	<b>2,994</b>	<b>20%</b>	<b>15,108</b>	<b>100%</b>

LABOR MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five year data<sup>1</sup>

	2019	2020	2021 <sup>4</sup>	2022	2023
Argentina	88%	87%	88%	89%	68%
Australia	24%	14%	15%	14%	0%
Canada	7%	11%	11%	10%	11%
Ethiopia	0%	0%	0%	0%	0%
French Guiana	0%	0%	0%	0%	0%
Ghana <sup>2</sup>	85%	91%	95%	13%	22%
Guatemala	0%	0%	0%	0%	0%
Mexico	71%	73%	71%	71%	71%
Peru	36%	44%	46%	45%	43%
Suriname	42%	41%	52%	56%	61%
U.S.	0%	0%	0%	0%	0%
Other <sup>3</sup>	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>43%</b>	<b>47%</b>	<b>49%</b>	<b>33%</b>	<b>34%</b>

<sup>1</sup> Percentages are calculated based on headcount at our operations as at December 31st of each year. At our operations in Argentina, Peru and Suriname, employees not covered by collective bargaining agreements, their working conditions and terms of employment are determined based on collective bargaining agreements that cover other employees. In Canada, Mexico and the U.S., employees not covered by collective bargaining agreements and non-union employee working conditions are based on local legal requirements, company policies, competitive market references and business needs.

<sup>2</sup> In 2022, Newmont introduced a new employment model in Ghana that shifted the unionized workforce from permanent contracts to fixed term renewable employment contracts. With this change the bargaining certificate for both unions expired. The percentage of employees reported within Ghana as represented by a union, reflects those who have consented for Union Fees deduction as of 31, December 2023.

<sup>3</sup> The category 'Other' includes employees from countries with fewer than 10 total employees.

<sup>4</sup> The total percentage in 2021 does not match the Social Practice disclosure in the [2021 Form 10-K](#), as the number presented here for Ghana includes both dues paying Union members as well as those covered by a workplace agreement.

Minimum notice periods regarding operational changes: Site level

	Country/site	Notification period
<b>AFRICA</b>	<b>Ghana</b>	
	Accra	12 weeks
	Ahafo South	12 weeks
	Akyem	12 weeks
<b>AUSTRALIA</b>	<b>Australia</b>	
	Boddington	4 weeks
	Perth	4 weeks
	Tanami	6 weeks
<b>LATAC</b>	<b>Argentina</b>	
	Cerro Negro	2 weeks
	<b>Mexico</b>	
	Mexico City	4 weeks
	Peñasquito	4 weeks
	<b>Suriname</b>	
	Merian	72 hours for crew and work roster changes; notice for all other significant operational changes is dependent on business need
<b>NORTH AMERICA</b>	<b>Canada</b>	
	Éléonore	3 weeks
	Musselwhite	2 weeks
	Porcupine	2 weeks
	Vancouver	2 weeks
	<b>U.S.</b>	
	CC&V	1 week
Denver	2 weeks	
	Miami	2 weeks
<b>PERU</b>	<b>Peru</b>	
	Lima	4 weeks
	Yanacocha	4 weeks

**Strikes and lockouts exceeding one week's duration: Site level**

	Country/site	Length of strike (days)	Number of workers involved	Details of strike
LATAC	<b>Mexico</b>			
	Peñasquito	128	2,000	In June, the union representing employees at our Peñasquito operation in Mexico initiated a strike, demanding additional profit sharing and alleged violations of the Collective Bargaining Agreement. The strike ended in October, following approval from the Mexican Labor Court on the agreement reached between Newmont and the Union.
	Cerro Negro	7	1,270	In November, the union representing a drilling contractor halted on-site operations due to the contractor not paying employees' October salaries. Newmont stepped in and covered all of the supplier's debts to ensure salaries were paid and so work could resume.

**Number and duration of non-technical delays: Site level**

0	No non-technical delays occurred during the reporting period.
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**TALENT ATTRACTION AND RETENTION**

**Employee turnover: Business unit level**

	Employee-initiated	Company-initiated	Total
<b>Africa</b>	2%	4%	6%
<b>Australia</b>	11%	2%	13%
<b>LATAC<sup>1</sup></b>	1%	3%	4%
<b>North America<sup>2</sup></b>	9%	5%	14%
<b>Peru</b>	1%	16%	17%

<sup>1</sup> The employees associated with the Miami, U.S. regional office are reported in the LATAC business unit.

<sup>2</sup> Employees located outside of the business units listed above are reported within the North America business unit for consolidation purposes.

**Employee turnover: Age group**

	Total turnover	Turnover rate
<b>Age</b>		
<30	195	12%
30 to 50	742	7%
51+	376	13%

**Employee turnover: Trailing five year data**

	2019	2020	2021	2022	2023
Employee-initiated	5%	4%	5%	5%	5%
Company-initiated	5%	5%	4%	3%	4%
<b>TOTAL</b>	<b>10%</b>	<b>9%</b>	<b>9%</b>	<b>9%</b>	<b>9%</b>

### Employee turnover by gender and initiation: Trailing five year data<sup>1</sup>

	2019	2020	2021	2022	2023
<b>Males</b>					
Company-initiated	627	540	452	426	535
Employee-initiated	581	500	641	631	521
<b>Total number of males</b>	<b>1,208</b>	<b>1,040</b>	<b>1,093</b>	<b>1,057</b>	<b>1,056</b>
Company-initiated rate	5%	4%	4%	3%	4%
Employee-initiated rate	4%	4%	5%	5%	4%
<b>Total rate for males</b>	<b>9%</b>	<b>8%</b>	<b>9%</b>	<b>8%</b>	<b>9%</b>
<b>Females</b>					
Company-initiated	172	154	83	79	92
Employee-initiated	172	104	134	170	160
<b>Total number of females</b>	<b>344</b>	<b>258</b>	<b>217</b>	<b>249</b>	<b>252</b>
Company-initiated rate	7%	8%	4%	4%	4%
Employee-initiated rate	7%	6%	7%	8%	7%
<b>Total rate for females</b>	<b>15%</b>	<b>14%</b>	<b>11%</b>	<b>11%</b>	<b>11%</b>

<sup>1</sup> 5 employees in 2023 elected not to disclose their gender and, therefore, are not reflected in this data set.

### New hires: Country, gender and age group

	Total new hires	Percent of enterprise population
<b>By business unit</b>		
Africa	570	23%
Australia	440	19%
LATAC <sup>1</sup>	396	7%
North America <sup>2</sup>	632	18%
Peru	185	17%
<b>Total new hires</b>	<b>2,223</b>	<b>15%</b>
<b>By gender<sup>3</sup></b>		
Undisclosed	1	11%
Female	513	22%
Male	1,329	11%
<b>Total new hires</b>	<b>1,843</b>	<b>12%</b>
<b>By age group</b>		
<30	854	45%
30 to 50	1132	11%
51+	237	8%
<b>Total new hires</b>	<b>2,223</b>	<b>15%</b>

<sup>1</sup> The employees associated with the Miami, U.S. regional office are reported in the LATAC business unit.

<sup>2</sup> Employees located outside of the business units listed above are reported within the North America business unit for consolidation purposes.

<sup>3</sup> Workforce data disaggregated by gender excludes specific employee sub-groups that are hired primarily for skill and development opportunities (e.g. apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont and could be terminated and rehired several times in a year.

## TRAINING AND PROFESSIONAL DEVELOPMENT

### Percentage of employees who received performance reviews, by gender and employee category<sup>1,2</sup>

	Number of females who received performance reviews	Number of female employees	Percent of females who received performance reviews	Number of males who received performance reviews	Number of male employees	Percent of males who received performance reviews
Senior leadership	34	39	87%	70	78	90%
People managers	350	354	99%	1,778	1,818	98%
Individual contributors	1,031	1,136	91%	2,730	2,895	94%
Operators & maintainers	609	843	72%	3,465	7,665	45%
<b>TOTAL</b>	<b>2,024</b>	<b>2,372</b>	<b>85%</b>	<b>8,043</b>	<b>12,456</b>	<b>65%</b>

<sup>1</sup> 9 employees elected to not disclose their gender and, therefore, are not reflected in this data set.

<sup>2</sup> The number of performance reviews represents any active employees as of 12/31/2023 who had a performance review form loaded in the system to be finalized during Newmont's year-end performance review process occurring between November and February.

### Training and development investment spending and hours

	Total training provided (hours)	Average training per full time employee (hours)	Total training expenditure <sup>1</sup>	Average training expenditure per full time employee
	549,727	36	\$11,344,087	\$751

<sup>1</sup> Training expenditure does not include employee salaries associated with the sites' training teams.

### Average hours of training per employee by employee category and gender<sup>1</sup>

	Female	Male
Senior leadership	12	26
People managers	20	28
Individual contributors	22	27
Operators & maintainers	72	42

<sup>1</sup> 9 employees elected to not disclose their gender and, therefore, are not reflected in this data set.

### Average hours of training per employee by employee category: Trailing five year data

	2019 <sup>1</sup>	2020	2021	2022	2023 <sup>2</sup>
Senior leadership	5	5	6	14	22
People managers	31	22	35	37	27
Individual contributors	36	22	25	28	15
Operators & maintainers	51	42	49	64	91

<sup>1</sup> 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.

<sup>2</sup> 9 employees elected to not disclose their gender and, therefore, are not reflected in the 2023 data set.

## FORMER NEWCREST PERFORMANCE DATA

The data presented in the following data tables represents performance of former Newcrest sites from acquisition date to the end of the reporting year (November 6, 2023 to December 31, 2023). These metrics were externally assured by Newcrest's former assurance provider, Ernst & Young (EY).

### Health and Safety

#### WORKFORCE SAFETY

##### Employee-only safety data: Site level<sup>1, 2, 3, 4</sup>

	Total Recordable Injury Frequency Rate (TRIFR)
<b>Australia</b>	
Cadia	7.72
Telfer	14.30
<b>Canada</b>	
Brucejack	2.89
Red Chris	4.90
<b>Papua New Guinea</b>	
Lihir	0.00

<sup>1</sup> The number of injuries and hours used to calculate TRIFR is not reported.

<sup>2</sup> TRIFR does not currently capture any potential or actual illnesses or injuries arising from psychosocial hazards (as defined within GRI 403: Occupational Health and Safety 2018).

<sup>3</sup> Injury rates are not reported by gender or types of work-related injury.

<sup>4</sup> Former Newcrest sites have used ICMM incidence rate methodology of 1,000,000 hours to calculate TRIFR.

##### Contractor-only safety data: Site level<sup>1, 2, 3, 4</sup>

	Total Recordable Injury Frequency Rate (TRIFR)
<b>Australia</b>	
Cadia	4.23
Telfer	12.58
<b>Canada</b>	
Brucejack	41.15
Red Chris	6.50
<b>Papua New Guinea</b>	
Lihir	0.80

<sup>1</sup> The number of injuries and hours used to calculate TRIFR is not reported.

<sup>2</sup> TRIFR does not currently capture any potential or actual illnesses or injuries arising from psychosocial hazards (as defined within GRI 403: Occupational Health and Safety 2018).

<sup>3</sup> Injury rates are not reported by gender or types of work-related injury.

<sup>4</sup> Former Newcrest sites have used ICMM incidence rate methodology of 1,000,000 hours to calculate TRIFR.



**Combined employee and contractor safety data: Site level<sup>1, 2, 3, 4</sup>****Total Recordable Injury Frequency Rate (TRIFR)****Australia**

Cadia	6.40
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Telfer	12.97
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**Canada**

Brucejack	11.30
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Red Chris	5.59
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**Papua New Guinea**

Lihir	0.47
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<sup>1</sup> The number of injuries and hours used to calculate TRIFR is not reported.

<sup>2</sup> TRIFR does not currently capture any potential or actual illnesses or injuries arising from psychosocial hazards (as defined within GRI 403: Occupational Health and Safety 2018).

<sup>3</sup> Injury rates are not reported by gender or types of work-related injury.

<sup>4</sup> Former Newcrest sites have used ICMM incidence rate methodology of 1,000,000 hours to calculate TRIFR.

## Environment

### WATER STEWARDSHIP

#### Water withdrawal by category: Site level (megaliters)<sup>1</sup>

		Category 1					
Business unit	Country/site	Surface water	Groundwater	Produced water	Sea water	Third-party water	Total
AUSTRALIA	<b>Australia</b>	<b>383</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>526</b>
	Cadia <sup>2</sup>	368	0	0	0	0	368
	Telfer <sup>3</sup>	15	143	0	0	0	158
NORTH AMERICA	<b>Canada</b>	<b>0</b>	<b>1,048</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,048</b>
	Brucejack	0	7	0	0	0	7
	Red Chris	0	1,042	0	0	0	1,042
PAPUA NEW GUINEA	<b>Papua New Guinea</b>	<b>1,064</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,064</b>
	Lihir <sup>3</sup>	1,064	0	0	0	0	1,064
<b>GLOBAL</b>	<b>TOTAL</b>	<b>1,447</b>	<b>1,191</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,638</b>

		Category 2					
Business unit	Country/site	Surface water	Groundwater	Produced water	Sea water	Third-party water	Total
AUSTRALIA	<b>Australia</b>	<b>495</b>	<b>2,405</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,900</b>
	Cadia <sup>2</sup>	495	76	0	0	0	571
	Telfer <sup>3</sup>	0	2,329	0	0	0	2,329
NORTH AMERICA	<b>Canada</b>	<b>92</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>92</b>
	Brucejack	92	0	0	0	0	92
	Red Chris	0	0	0	0	0	0
PAPUA NEW GUINEA	<b>Papua New Guinea</b>	<b>4,908</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,908</b>
	Lihir <sup>3</sup>	4,908	0	0	0	0	4,908
<b>GLOBAL</b>	<b>TOTAL</b>	<b>5,495</b>	<b>2,405</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,900</b>

Water withdrawal by category: Site level (megaliters)<sup>1</sup>

Business unit	Country/site	Category 3					Total
		Surface water	Groundwater	Produced water	Sea water	Third-party water	
AUSTRALIA	Australia	17	134	0	0	26	177
	Cadia <sup>2</sup>	0	90	0	0	26	116
	Telfer <sup>3</sup>	17	44	0	0	0	61
NORTH AMERICA	Canada	13	114	0	0	0	127
	Brucejack	13	79	0	0	0	92
	Red Chris	0	35	0	0	0	35
PAPUA NEW GUINEA	Papua New Guinea	8	1,851	0	37,480	0	39,339
	Lihir <sup>3</sup>	8	1,851	0	37,480	0	39,339
GLOBAL	TOTAL	38	2,099	0	37,480	26	39,643
GLOBAL	GLOBAL TOTAL	6,980	5,695	0	37,480	26	50,181

<sup>1</sup> The ICMM water reporting guide specifies two water quality categories: High quality and Low quality. High quality typically has high socio-environmental value with multiple beneficial uses and/or receptors. Low quality may typically have lower socio-environmental value as the poorer quality may restrict potential suitability for use by a wide range of other users/receptors. Operational sites refer to both the MCA Water Accounting Framework (WAF) and the ICMM reporting guide to categorize water quality. ICMM's 'High quality' is consistent with Category 1 and 2 of the MCA WAF, and ICMM's 'Low quality' is consistent with Category 3 of the MCA WAF (refer to p. 35 of the ICMM (2021) Water Reporting: Good practice guide, 2nd Edition). MCA WAF categories include: Category 1 – water that is close to the drinking water standards, as it only requires minimum treatment (disinfection) to be safe for human consumption. Category 1 water may be used for all purposes. Category 2 – water that is suitable for a range of purposes, subject to appropriate treatment to remove total dissolved solids and/or to adjust other parameters to be safe for human consumption and more sensitive agricultural and recreational purposes. Category 3 – low quality water which requires significant treatment to raise quality to appropriate drinking water standards.

<sup>2</sup> Cadia abstraction volumes exclude storage facility releases (spillway and ecological flow).

<sup>3</sup> Operation is located in an area of high water stress as categorized by the Aqueduct Water Risk Atlas. For further information go to [www.wri.org/aqueduct](http://www.wri.org/aqueduct).

## Workforce

### WORKFORCE DEMOGRAPHICS OVERVIEW

#### Employee gender breakout by employee category: Site level<sup>1, 2</sup>

	Permanent	Fixed term or temporary	Casual	Total
<b>Females</b>				
<b>Australia</b>	<b>203</b>	<b>35</b>	<b>0</b>	<b>238</b>
Cadia	136	32	0	168
Telfer	67	3	0	70
<b>Canada</b>	<b>344</b>	<b>18</b>	<b>13</b>	<b>375</b>
Brucejack	187	14	13	214
Red Chris	157	4	0	161
<b>Papua New Guinea</b>	<b>333</b>	<b>36</b>	<b>7</b>	<b>376</b>
Lihir	333	36	7	376
<b>TOTAL</b>	<b>880</b>	<b>89</b>	<b>20</b>	<b>989</b>
<b>Males</b>				
<b>Australia</b>	<b>1,456</b>	<b>259</b>	<b>0</b>	<b>1,715</b>
Cadia	1,045	246	0	1,291
Telfer	411	13	0	424
<b>Canada</b>	<b>1,319</b>	<b>79</b>	<b>13</b>	<b>1,411</b>
Brucejack	721	71	13	805
Red Chris	598	8	0	606
<b>Papua New Guinea</b>	<b>1,876</b>	<b>260</b>	<b>16</b>	<b>2,152</b>
Lihir	1,876	260	16	2,152
<b>TOTAL</b>	<b>4,651</b>	<b>598</b>	<b>29</b>	<b>5,278</b>

	Permanent	Fixed term or temporary	Casual	Total
<b>Non-binary</b>				
<b>Australia</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Cadia	0	0	0	0
Telfer	0	0	0	0
<b>Canada</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
Brucejack	1	0	0	1
Red Chris	0	0	0	0
<b>Papua New Guinea</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Lihir	0	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>

<sup>1</sup> At 31 December 2023, employees are directly employed by Newmont (head count).

<sup>2</sup> There are currently some limitations in our data capture systems to fully capture all genders across the company.

**Employee gender breakout by employment type: Site level<sup>1, 2</sup>**

	Full-time	Part-time	Total
<b>Females</b>			
<b>Australia</b>	<b>211</b>	<b>27</b>	<b>238</b>
Cadia	145	23	168
Telfer	66	4	70
<b>Canada</b>	<b>362</b>	<b>13</b>	<b>375</b>
Brucejack	201	13	214
Red Chris	161	0	161
<b>Papua New Guinea</b>	<b>368</b>	<b>8</b>	<b>376</b>
Lihir	368	8	376
<b>TOTAL</b>	<b>941</b>	<b>48</b>	<b>989</b>
<b>Males</b>			
<b>Australia</b>	<b>1,708</b>	<b>7</b>	<b>1,715</b>
Cadia	1,285	6	1,291
Telfer	423	1	424
<b>Canada</b>	<b>1,397</b>	<b>14</b>	<b>1,411</b>
Brucejack	791	14	805
Red Chris	606	0	606
<b>Papua New Guinea</b>	<b>2,136</b>	<b>16</b>	<b>2,152</b>
Lihir	2,136	16	2,152
<b>TOTAL</b>	<b>5,241</b>	<b>37</b>	<b>5,278</b>

	Full-time	Part-time	Total
<b>Non-binary</b>			
<b>Australia</b>	<b>0</b>	<b>0</b>	<b>0</b>
Cadia	0	0	0
Telfer	0	0	0
<b>Canada</b>	<b>1</b>	<b>0</b>	<b>1</b>
Brucejack	1	0	1
Red Chris	0	0	0
<b>Papua New Guinea</b>	<b>0</b>	<b>0</b>	<b>0</b>
Lihir	0	0	0
<b>TOTAL</b>	<b>1</b>	<b>0</b>	<b>1</b>

<sup>1</sup> At 31 December 2023, employees are directly employed by Newmont (head count).

<sup>2</sup> There are currently some limitations in our data capture systems to fully capture all genders across the company.

**COMPENSATION AND EQUAL REMUNERATION****Ratio of average female salary to average male salary: Site level<sup>1</sup>**

Ratio of basic salary and remuneration of women to men	
<b>Australia</b>	
Cadia	80.4
Telfer	88.5
<b>Canada</b>	
Brucejack	86.3
Red Chris	89.3
<b>Papua New Guinea</b>	
Lihir	80.2

<sup>1</sup> We have defined basic salary as: salary, superannuation, location allowance, roster allowance and bonus.

**Ratio of basic salary by gender and employee category<sup>1, 2</sup>**

	General Manager – Level 4	Manager – Level 3	Supervisor, Superintendent, Coordinator – Level 2	Operator, Technical Advisor – Level 1
<b>Australia</b>				
Cadia	N/A	95.1	82.8	79.6
Telfer	N/A	93.2	92.5	85.3
<b>Canada</b>				
Brucejack	N/A	96.1	94.6	79.3
Red Chris	N/A	84.4	96.4	90.4
<b>Papua New Guinea</b>				
Lihir	N/A	73.2	84.2	84.6

<sup>1</sup> We have defined basic salary as: salary, superannuation, location allowance, roster allowance and bonus.

<sup>2</sup> A ratio has not been provided for the General Manager category. All General Managers at the operating sites were male.



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