



2023 SUSTAINABILITY REPORT

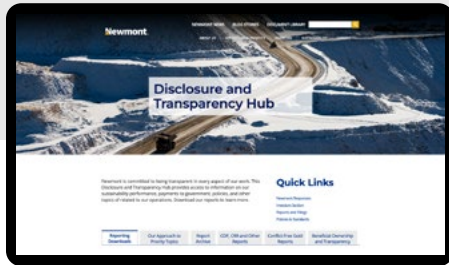
REPORTING INDEX



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The disclosures in Newmont’s [2023 Sustainability Report](#) align with the requirements of various sustainability standards and frameworks. This Reporting Index complements our 2023 Sustainability Report, guiding readers where disclosures are located. We also include several references to our 2023 Sustainability Report, our website, 2023 Annual Report (or 2023 Form 10-K Report), CDP Climate and Water 2023 responses, our Climate Report and other sources.

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



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GRI

Statement of use: Newmont's 2023 sustainability report has been developed in accordance with the GRI Standards (GRI 1: Foundation 2021; Applicable GRI Sector Standard: G4 Mining and Metals Sector Supplement) for the period January 1–December 31, 2023, and reflects Newmont sites prior to the acquisition of Newcrest.

General Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-1	Organizational details	Our Business , pp. 16-17 2023 Form 10-K , Item 1. Business, p. 5			
2-2	Entities included in the organization's sustainability reporting	About This Report , p. 108			
2-3	Reporting period, frequency and contact point	About This Report , pp. 108-109 2023 Form 10-K , p. 1			
2-4	Restatements of information	About This Report , p. 108			
2-5	External assurance	Sustainability Compliance and Assurance , p. 42 2023 Sustainability Report Assurance Statement			
2-6	Activities, value chain and other business relationships	Responsible Sourcing , pp. 45-46 About This Report , p. 108 2023 Form 10-K , Item 1. Business, pp. 5-6			
2-7	Employees	People and Culture , pp. 53-55 About This Report , p. 108 2023 Performance Data , Diversity – Employee gender breakout: Country level 2023 Sustainability Report Methodology Newmont acquired Newcrest on November 6, 2023. Employment data for Newmont for the period January 1–December 31, 2023, is available in our 2023 Performance Data tables beginning on page 73. Employment data for sites acquired from Newcrest for the period November 6–December 31, 2023, is available in our 2023 Performance Data tables beginning on page 80.	Requirement(s) omitted: We currently do not break out our employees by permanent, temporary, non-guaranteed hours, full-time or part-time. Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate split of employees by these categories at this time.		

General Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-8	Workers who are not employees	Responsible Sourcing , pp. 45-46 About This Report , p. 108 2023 Performance Data , Workforce Demographics Overview – Total workforce by business unit: Trailing five year data 2023 Sustainability Report Methodology Newmont acquired Newcrest on November 6, 2023. Employment data for Newmont for the period January 1–December 31, 2023, is available in our 2023 Performance Data tables beginning on page 73. Employment data for sites acquired from Newcrest for the period November 6–December 31, 2023, is available in our 2023 Performance Data tables beginning on page 80.			
2-9	Governance structure and composition	Corporate Governance , p. 35 2024 Proxy Statement , Proposal One – Election of Directors, pp. 15-30; Committees of the Board or Directors and Attendance, pp. 31-34; Stakeholder Outreach, p. 45			
2-10	Nomination and selection of the highest governance body	2024 Proxy Statement , Director Nominee Overview, pp. 20-33; Process for Selecting New Director, p. 43; Stakeholder Outreach, p. 42			
2-11	Chair of the highest governance body	2024 Proxy Statement , 2024 Director Nominees, p. 21			
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance , p. 35 Our Approach to Sustainability , pp. 21-22 Safety and Sustainability Committee Charter			
2-13	Delegation of responsibility for managing impacts	Our Approach to Sustainability , pp. 21-22 Corporate Governance , p. 35			
2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability , pp. 21-22			
2-15	Conflicts of interest	Corporate Governance Guidelines , p. 6 2024 Proxy Statement , Director Nominee Overview, p. 16; Independence of Directors, pp. 29-30			

General Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-16	Communication of critical concerns	Our Approach to Sustainability , pp. 21-22	<p>Requirement(s) omitted: We currently do not report the total number and nature of critical concerns communicated to the Board.</p> <p>Reason: Confidential</p> <p>Explanation: However, we do report the total number of matters raised through our complaint mechanisms (Social Acceptance, p. 65) and our Integrity Hotline (Business Integrity and Compliance, p. 36).</p>		
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement , Director Orientation and Education, p. 35			
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement , Board, Committee & Director Assessment, p. 39			
2-19	Remuneration policies	2024 Proxy Statement , Director Compensation, p. 44 2024 Proxy Statement , Director Share Ownership Guidelines, p. 46 2024 Proxy Statement , Executive Compensation and Benefits Programs, pp. 64-95			
2-20	Process to determine remuneration	2024 Proxy Statement , Executive Compensation Governance, pp. 52-61			
2-21	Annual total compensation ratio	2024 Proxy Statement , Pay Ratio of CEO to Median Employee, p. 95			
2-22	Statement on sustainable development strategy	Letter from Our President and Chief Executive Officer , pp. 5-6 Letter from Our Safety and Sustainability Committee Chair , pp. 7-8 2023 Annual Report , CEO Letter to Shareholders, pp. 1-5			
2-23	Policy commitments	Our Approach to Business Integrity and Compliance Our Approach to Human Rights Global Policies Code of Conduct Supplier Code of Conduct Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights			

General Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-24	Embedding policy commitments	Our Approach to Business Integrity and Compliance Global Policies			
2-25	Processes to remediate negative impacts	Our Approach to Business Integrity and Compliance Our Approach to Social Acceptance Stakeholder Relationship Management Standard			
2-26	Mechanisms for seeking advice and raising concerns	Our Approach to Business Integrity and Compliance Business Integrity and Compliance, pp. 36-37 Our Approach to Social Acceptance Social Acceptance, pp. 64-65 Stakeholder Relationship Management Standard			
2-27	Compliance with laws and regulations	2023 Performance Data , Compliance and Significant Events – Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level We disclose all fines received no matter the level of significance. However, Newmont assesses events on a scale of 1-5 with level 3 and above considered “significant”. To drive consistency of reporting, Environmental and External Relations Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.			
2-28	Membership associations	Sustainability Compliance and Assurance , pp. 43-44 Responsible Mining Standards and Disclosures Our involvement in climate related policy and industry associations will be disclosed in our 2023 Climate Performance update, which will be published in May 2024.		SDG 17	
2-29	Approach to stakeholder engagement	Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard Stakeholder Engagement		SDG 17	
2-30	Collective bargaining agreements	People and Culture , p. 55 2023 Performance Data , Labor Management Relations – Percentage of workforce represented by union or workplace agreement: Trailing five year data			

Material Topics	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
3-1	Process to determine material topics Our Approach to Sustainability - Materiality , pp. 23-26			
3-2	List of material topics Our Approach to Sustainability - Materiality , pp. 24-26			
3-3	Management of material topics See topic-specific standards.			

Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 201: Economic Performance 2016				
3-3	Management of material topics Our Approach to Value Sharing Value Sharing , pp. 96-103			
201-1	Direct economic value generated and distributed Value Sharing , pp. 96-103 2023 Performance Data , Economic Value Generated and Distributed – Economic value distributed: Country level 2023 Performance Data , Economic Value Generated and Distributed – Economic value generated: Country level 2023 Performance Data , Tax Transparency – Payments to governments: Country level 2023 Performance Data , Community Investments – Community investments: Site level			
201-2	Financial implications and other risks and opportunities due to climate change CDP Climate Response 2023 Form 10-K , Item 1. Business – Environmental, Social and Governance, pp. 9-12 2023 Form 10-K , Item 1A. Risk Factors, pp. 30-32, 34, 36-38 Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			
201-3	Defined benefit plan obligations and other retirement plans 2024 Proxy Statement , Retirement Plans, pp. 76-77; Pension Plan, p. 87; Savings Plan, p. 88			



Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 203: Indirect Economic Impacts 2016				
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing , pp. 96-103		
203-1	Infrastructure investments and services supported	Our Approach to Value Sharing Value Sharing , pp. 96-103 2023 Performance Data , Community Investments – Community investments: Site level		
203-2	Significant indirect economic impacts	Our Approach to Value Sharing Value Sharing , pp. 96-103		
GRI 204: Procurement Practices 2016				
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 45-46 Our Approach to Value Sharing Value Sharing , pp. 96-103		
204-1	Proportion of spending on local suppliers	Value Sharing , pp. 96-103 2023 Performance Data , Supply Chain Spending – Spending with local suppliers: Site level		Yes Spending with local suppliers: Total spent on all suppliers – Global total Spending with local suppliers: Total spent with local suppliers – Global total Spending with local suppliers: Total spent with national suppliers – Global total Spending with local suppliers: Total spent with local and national suppliers – Global total

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 36-38			
205-1	Operations assessed for risks related to corruption	Business Integrity and Compliance , pp. 36-38 2023 Form 10-K , Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate, pp. 36-41; Legal Risks, pp. 44-45			
205-2	Communication and training about anti-corruption policies and procedures	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 36-38 2023 Performance Data , Integrity and Anti-Corruption Measures Code of Conduct			
205-3	Confirmed incidents of corruption and actions taken		Requirement(s) omitted: We do not publicly report confirmed incidents of corruption and actions taken. Reason: Confidential Explanation: We do not report this information given it is confidential.		
GRI 207: Tax 2019					
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing , pp. 96-103 2023 Taxes and Royalties Contribution Report , Strategy, pp. 10-13			
207-1	Approach to tax	Our Approach to Value Sharing 2023 Form 10-K , Item 2. Properties, pp. 50-59 2023 Taxes and Royalties Contribution Report , Strategy, pp. 10-13			
207-2	Tax governance, control, and risk management	Our Approach to Value Sharing 2023 Taxes and Royalties Contribution Report , Governance, pp. 8-9; Risk Management, pp. 14-15			
207-3	Stakeholder engagement and management of concerns related to tax	2023 Taxes and Royalties Contribution Report , Stakeholder Engagement, p. 12			
207-4	Country-by-country reporting	2023 Taxes and Royalties Contribution Report , Country Highlights, pp. 21-30			

Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 302: Energy 2016				
3-3	Management of material topics	Energy and Climate Change , p. 71		
302-1	Energy consumption within the organization	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
302-2	Energy consumption outside of the organization	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
302-3	Energy intensity	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
302-4	Reduction of energy consumption	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .		
GRI 303: Water and Effluents 2018				
3-3	Management of material topics	Our Approach to Water Stewardship Water Stewardship , pp. 72-81	SDG 6	
303-1	Interactions with water as a shared resource	Water Stewardship , pp. 72-81 2023 Performance Data , Water Stewardship – Water-related risk: Site level 2023 Performance Data , Water Stewardship – Water summary: Site level CDP Water response	SDG 6	
303-2	Management of water discharge-related impacts	Water Stewardship , pp. 72-81 2023 Performance Data , Water Stewardship – Total treated water discharge by level of treatment: Site level 2023 Performance Data , Water Stewardship – Water balance CDP Water Risk Response		



Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
303-3	Water withdrawal	Water Stewardship , pp. 72-81 2023 Performance Data , Water Stewardship – Water summary: Site level 2023 Performance Data , Water Stewardship – Total water withdrawn and discharged by category: Site level 2023 Performance Data , Water Stewardship – Water withdrawn: Site level 2023 Performance Data , Water Stewardship – Water summary: Trailing five year data CDP Water Risk Response			Yes Total water withdrawn – Global total
303-4	Water discharge	Water Stewardship , p. 72-81 2023 Performance Data , Water Stewardship – Water summary: Site level 2023 Performance Data , Water Stewardship – Water summary: Trailing five year data 2023 Performance Data , Water Stewardship – Total water withdrawn and discharged by category: Site level 2023 Performance Data , Water Stewardship – Total treated water discharged by level of treatment 2023 Performance Data , Water Stewardship – Consumption by water quality 2023 Performance Data , Water Stewardship – Consumption by water quality categories: Trailing five year data CDP Water Risk Response			Yes Total water discharged – Global total
303-5	Water consumption	Water Stewardship , pp. 72-81 2023 Performance Data , Water Stewardship – Water summary: Site level 2023 Performance Data , Water Stewardship – Water summary: Trailing five year data 2023 Performance Data , Water Stewardship – Consumption by water quality 2023 Performance Data , Water Stewardship – Water consumed, recycled and percentage recycled: Trailing five year data 2023 Performance Data , Water Stewardship – Consumption by water quality categories: Trailing five year data CDP Water Risk Response			Yes Total water consumed – Global total
GRI 304: Biodiversity 2016					
3-3	Management of material topics	Our Approach to Biodiversity Biodiversity , pp. 86-88			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2023 Performance Data , Biodiversity – Operations in relation to Key Biodiversity Areas (KBAs): Site level 2023 Performance Data , Closure and Reclamation – Mine lease area: Site level			

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity , pp. 86-88			
304-3	Habitats protected or restored	Biodiversity , pp. 86-88 2023 Performance Data , Biodiversity – Operations in relation to key biodiversity areas: Site level			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2023 Performance Data , Biodiversity – Total wildlife mortalities: Site level 2023 Performance Data , Biodiversity – Number of wildlife mortalities: Trailing five year data			
G4-MM2	Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	2023 Performance Data , Biodiversity – Operations in relation to key biodiversity areas: Site level		SDG 6	
GRI 305: Emissions 2016					
3-3	Management of material topics	Energy and Climate Change , p. 71			
305-1	Direct (Scope 1) GHG emissions	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			To be completed in conjunction with a summary of our climate performance and metrics for 2023 (to be published in May 2024) Total direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions	CDP Climate Response Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com .			To be completed in conjunction with a summary of our climate performance and metrics for 2023 (to be published in May 2024) Total indirect (Scope 2) emissions – Market based

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
305-3	Other indirect (Scope 3) GHG emissions	<p>CDP Climate Response</p> <p>Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com.</p>			<p>To be completed in conjunction with a summary of our climate performance and metrics for 2023 (to be published in May 2024)</p> <p>Estimated Scope 3 emissions for categories 1, 2, 3, 10, 15</p>
305-4	GHG emissions intensity	<p>CDP Climate Response</p> <p>Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com.</p>			
305-5	Reduction of GHG emissions	<p>CDP Climate Response</p> <p>Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com.</p>			
305-6	Emissions of ozone-depleting substances (ODS)	<p>CDP Climate Response</p> <p>Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com.</p>			
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>CDP Climate Response</p> <p>Newmont's Climate Report is the annual disclosure of our energy and climate strategy and 2023 Performance Data. In May 2024, we will publish a summary of our climate performance and metrics for 2023. For the latest on Newmont's sustainability reporting, please visit Newmont.com.</p>			
GRI 306: Waste 2020					
3-3	Management of material topics	<p>Our Approach to Materials Materials, pp. 92-93</p>			
306-1	Waste generation and significant waste-related impacts	<p>Materials, pp. 92-93</p>			
306-2	Management of significant waste-related impacts	<p>Our Approach to Materials Materials, pp. 92-93</p> <p>2023 Form 10-K, Item 1A. Risk Factors, pp. 28-29</p>			

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
306-3	Waste generated	2023 Performance Data , Waste – Estimated waste rock generated by type: Site level 2023 Performance Data , Waste – Estimated mercury waste generated by type: Site level 2023 Performance Data , Waste – Estimated waste by type: Trailing five year data			
306-4	Waste diverted from disposal	2023 Performance Data , Waste – Estimated hazardous waste diverted from disposal: Site level 2023 Performance Data , Waste – Estimated non-hazardous waste diverted from disposal: Site level			
306-5	Waste directed to disposal	2023 Performance Data , Waste – Estimated hazardous waste disposed: Site level 2023 Performance Data , Waste – Estimated non-hazardous waste disposed: Site level			
G4-MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	2023 Performance Data , Waste – Estimated waste rock generated by type: Site level 2023 Performance Data , Waste – Estimated waste by type: Trailing five year data			
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 45-46			
308-1	New suppliers that were screened using environmental criteria		Requirement(s) omitted: We currently do not report the percentage of suppliers screened using environmental criteria. Reason: Data unavailable Explanation: We transitioned systems in 2022. We plan to report this percentage in 2023.		
308-2	Negative environmental impacts in the supply chain and actions taken		Requirement(s) omitted: We currently do not report the percentage of suppliers screened using environmental criteria. Reason: Data unavailable Explanation: We are working on a process to assess negative environmental impacts in the supply chain.		

Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 401: Employment 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 53-55		
401-1	New employee hires and employee turnover	2023 Performance Data , Talent Attraction and Retention – New hires: Country, gender and age group 2023 Performance Data , Talent Attraction and Retention – Employee turnover: Business unit level 2023 Performance Data , Talent Attraction and Retention – Employee turnover: Age group 2023 Performance Data , Talent Attraction and Retention – Employee turnover: Trailing five year data 2023 Performance Data , Talent Attraction and Retention – Employee turnover by gender and initiation: Trailing five year data		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		<p>Requirement(s) omitted: We currently do not report benefits provided to full-time employees.</p> <p>Reason: Varying information</p> <p>Explanation: Benefits offered to full-time employees differs from the enterprise level, business units and sites. Benefits are based on local contact, laws, etc.</p>	
401-3	Parental leave		<p>Requirement(s) omitted: We currently do not report parental leave.</p> <p>Reason: Varying information</p> <p>Explanation: Benefits offered to full-time employees differs from the enterprise level, business units and sites. Benefits are based on local contact, laws, etc.</p>	

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 402: Labor/Management Relations 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 53-55			
402-1	Minimum notice periods regarding operational changes	2023 Performance Data , Labor Management Relations – Minimum notice periods regarding operational changes: Site level			
G4-MM4	Number of strikes and lockouts exceeding one week's duration by country	2023 Performance Data , Labor Management Relations – Strikes and lockouts exceeding one week's duration: Site level			
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52			
403-1	Occupational health and safety management system	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52			
403-2	Hazard identification, risk assessment, and incident investigation	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52		SDG 3	
403-3	Occupational health services	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52			
403-4	Worker participation, consultation, and communication on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52			
403-5	Worker training on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52 2023 Performance Data , Workforce Safety – Safety trainings: Site level			
403-6	Promotion of worker health	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52 2023 Performance Data , COVID-19 Global Community Support Fund – COVID-19 Global Community Support Fund: Site level			

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52		SDG 3	
403-8	Workers covered by an occupational health and safety management system	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 49-52 2023 Sustainability Report Methodology 2023 Performance Data , Workforce Safety			
403-9	Work-related injuries	2023 Performance Data , Workforce Safety – Employee-only safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Employee-only safety data: Site level 2023 Performance Data , Workforce Safety – Contractor-only safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Contractor-only safety data: Site level 2023 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Site level Health, Safety and Security , pp. 49-52			Yes Employee-only safety rates: Fatalities – Global total Contractor-only safety rates: Fatalities – Global total Combined safety rates: Lost Time Injury Frequency Rate (LTIFR) – Global total Combined safety rates: Total Recordable Injury Frequency Rate (TRIFR) – Global total
403-10	Work-related ill health	2023 Performance Data , Workforce Safety – Employee-only safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Employee-only safety data: Site level 2023 Performance Data , Workforce Safety – Contractor-only safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Contractor-only safety data: Site level 2023 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Site level			

			Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions		
GRI 404: Training and Education 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 53-55 Our Approach to Value Sharing Value Sharing , pp. 96-103		
404-1	Average hours of training per year per employee	2023 Performance Data , Training and Professional Development – Training and development investment spending and hours: Trailing five year data 2023 Performance Data , Training and Professional Development – Average hours of training per year, per employee by employee category: Trailing five year data		
404-2	Programs for upgrading employee skills and transition assistance programs	Our Approach to People and Culture People and Culture , pp. 53-55 Our Approach to Value Sharing Value Sharing , pp. 96-103		
404-3	Percentage of employees receiving regular performance and career development reviews	2023 Performance Data , Training and Professional Development – Percentage of employees who received performance reviews: Gender and employee category		
GRI 405: Diversity and Equal Opportunity 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 53-55		
405-1	Diversity of governance bodies and employees	Our Approach to People and Culture Our Approach to Value Sharing 2023 Performance Data , Diversity – Employee gender breakout: Country level 2023 Performance Data , Diversity – Employee gender breakout: Employee category 2023 Performance Data , Diversity – Percentage of females by employee category: Trailing five year data 2023 Performance Data , Diversity – Employee age distribution: Age range and category 2024 Proxy Statement , Director Diversity, pp. 16-17 EEO-1 form Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.	SDG 5	Yes Percentage of females by employee category
405-2	Ratio of basic salary and remuneration of women to men	2023 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Employee category 2023 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Country level		

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 406: Non-discrimination 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 53-55			
406-1	Incidents of discrimination and corrective actions taken	Business Integrity and Compliance , pp. 36-38 People and Culture , pp. 53-55			
GRI 407: Freedom of Association and Collective Bargaining 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , p. 55			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2023 Form 10-K , Item 1A. Risk Factors, pp. 42-44 None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.			
GRI 408: Child Labor 2016					
3-3	Management of material topics	Our Approach to Human Rights Human Rights , p. 59			
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Approach to Human Rights Modern Slavery Statement			
GRI 409: Forced or Compulsory Labor 2016					
3-3	Management of material topics	Our Approach to Human Rights Human Rights , p. 59			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Approach to Human Rights Modern Slavery Statement			

			Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions		
GRI 410: Security Practices 2016				
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security , p. 52		
410-1	Security personnel trained in human rights policies or procedures	2023 Performance Data , Human Rights Training for Security Personnel – Voluntary Principles on Security and Human Rights training: Site level		
GRI 411: Rights of Indigenous Peoples 2016				
3-3	Management of material topics	Our Approach to Human Rights Human Rights , pp. 60-63		
411-1	Incidents of violations involving rights of indigenous peoples	2023 Performance Data , Indigenous Peoples – Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level There were no significant events involving the rights of Indigenous peoples in 2023. However, we investigated a complaint received at Éléonore regarding Cree Indigenous employment progression and discrimination. For more information, see Human Rights – Indigenous Peoples Performance , p. 60		
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or site tools where there are formal agreements with Indigenous Peoples' communities	2023 Performance Data , Indigenous Peoples – Operating sites on/near Indigenous peoples' territories and formal agreements in place: Site level		
GRI 413: Local Communities 2016				
3-3	Management of material topics	Our Approach to Social Acceptance Social Acceptance , pp. 64-68		
413-1	Operations with local community engagement, impact assessments, and development programs	Social Acceptance , pp. 64-68 Value Sharing , pp. 96-103 2023 Performance Data , Social Impact Assessment and Engagement – Social impact assessment and engagement practices: Site level 2023 Performance Data , Resettlement – Resettlement and/or relocation activity: Site level 2023 Performance Data , Community Investments – Community investments: Site level		
413-2	Operations with significant actual and potential negative impacts on local communities	2023 Performance Data , Community Impacts – Top actual and/or potential community impacts and mitigation responses: Site level		

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 2023 Performance Data , Land or Resource Use Disputes – Significant disputes related to land or resource use: Site level 2023 Performance Data , Compliance and Significant Events – Significant environmental and/or social events: Site level			
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 2023 Performance Data , Land or Resource Use Disputes – Significant disputes related to land or resource use: Site level 2023 Performance Data , Compliance and Significant Events – Significant environmental and/or social events: Site level			
G4-MM8	Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks	Social Acceptance , p. 67 2023 Performance Data , Artisanal and Small-Scale Mining – Artisanal and small-scale mining (ASM) activity: Site level		SDG 3, 6, 8	
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Social Acceptance , p. 67 2023 Performance Data , Resettlement – Resettlement and/or relocation activity: Site level			

Topic-Specific Disclosures	Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 414: Supplier Social Assessment 2016				
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 45-46		
414-1	New suppliers that were screened using social criteria	Our Approach to Responsible Sourcing 2023 Performance Data , Human Rights Supplier Screening – Human rights supplier screening: Country level		Yes Number of suppliers requested to complete Prequalification Questionnaire (PQ) – Global total Number that responded to the PQ and provided data on human rights risks – Global total Number identified through the PQ as having an elevated likelihood of impacting human rights – Global total
414-2	Negative social impacts in the supply chain and actions taken	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 45-46 2023 Performance Data , Human Rights Supplier Screening – Human rights supplier screening: Country level No contracts were terminated in 2023 as a result of the Supplier Risk Program. Actual or potential negative social impacts are flagged through our supplier screening process.		
GRI 415: Public Policy 2016				
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , p. 38		
415-1	Political contributions	2023 Performance Data , Policy Influence – Political contributions		

Topic-Specific Disclosures		Where addressed (page, document, link)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 417: Marketing and Labeling 2016					
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 45-46			
417-1	Requirements for product and service information and labeling	Our Approach to Responsible Sourcing Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; Newmont's latest Conflict-Free Gold Report is available at Newmont.com .			
417-2	Incidents of non-compliance concerning product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; Newmont's latest Conflict-Free Gold Report is available at Newmont.com .			
Closure and Reclamation					
3-3	Management of material topics	Our Approach to Closure and Reclamation Closure and Reclamation , pp. 89-91			
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2023 Performance Data , Closure and Reclamation – Amount of land disturbed and/or reclaimed: Site level 2023 Performance Data , Closure and Reclamation – Total disturbance not yet reclaimed to agreed upon end use: Trailing five year data 2023 Performance Data , Closure and Reclamation – Mine lease area: Site level		SDG 3, 6	Yes Amount of land disturbed or rehabilitated: Site level (ha) – Achieved reclamation (to agreed upon end use) during reporting period – Global total; Amount of land disturbed or rehabilitated: Site level (ha) – Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance) – Global total
MM10	Number and percentage of sites with closure plan in place	2023 Performance Data , Closure and Reclamation – Amount of land disturbed or rehabilitated: Site level 2023 Form 10-K , Reclamation and Remediation Costs, pp. 147-148			

SASB

Newmont's 2023 Annual Sustainability Report is in accordance with the SASB Metals & Mining Industry Standard (Version 2023-12) for the period January 1–December 31, 2023, and reflects Newmont sites prior to the acquisition of Newcrest.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Data	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Tonnes (t) CO ₂ -e	EM-MM-110a.1	Data not available at the time of publication of the 2023 Annual Sustainability Report. Please see the reference column for more detail.	Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, including Scope 1 emissions. A 2023 Climate Performance update will be published in May 2024. For the latest on Newmont's sustainability reporting, please visit Newmont.com .
	Percentage covered under emissions-limiting regulations	Quantitative	Percentage (%)	EM-MM-110a.1	Data not available at the time of publication of the 2023 Annual Sustainability Report. Please see the reference column for more detail.	Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, including Scope 1 emissions. A 2023 Climate Performance update will be published in May 2024. For the latest on Newmont's sustainability reporting, please visit Newmont.com .
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	EM-MM-110a.2	Data not available at the time of publication of the 2023 Annual Sustainability Report. Please see the reference column for more detail.	Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, including Scope 1 emissions. A 2023 Climate Performance update will be published in May 2024. For the latest on Newmont's sustainability reporting, please visit Newmont.com .
Air Quality	Air emissions of the following pollutants: (1) CO (2) NOx (excluding N2O) (3) Sox (4) Particulate matter (PM10) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs)	Quantitative	Tonnes (t)	EM-MM-120a.1	(1) CO – 4,360 t (2) NOx (excluding N2O) – 9,252 t (3) SOx – 1,757 t (4) Particulate matter (PM10) – 15,639 t (5) Mercury (Hg) – 0.13 t (6) Lead (Pb) – 2.55 t (7) Volatile organic compounds (VOCs) – 578.5 t	2023 Performance Data , Air Emissions – Air Quality: Site level 2023 Performance Data , Air Emissions – Air Quality: Trailing five year data
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	Data not available at the time of publication of the 2023 Annual Sustainability Report. Please see the reference column for more detail.	Newmont's Climate Report is the annual disclosure of our energy and climate strategy and performance data, including Scope 1 emissions. A 2023 Climate Performance update will be published in May 2024. For the latest on Newmont's sustainability reporting, please visit Newmont.com .

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Data	Reference
Water Management	(1) Total fresh water withdrawn (2) Total fresh water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	EM-MM-140a.1	(1) Total water withdrawn – 120,965 ML (operational water); 52,157 ML (other managed water) (2) Total water consumed – 82,217 ML (3) a) Total water withdrawn in water-stressed areas – 25% b) Total water consumed in water-stressed areas – 37%	2023 Performance Data , Water Stewardship – Water summary: Site level 2023 Performance Data , Water Stewardship – Water-stressed sites summary
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140A.2	This information is currently unavailable. We are working to include it in future reporting.	
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	Metric tonnes (t)	EM-MM-150A.4	Total non-mineral waste generated – 40,719 t	2023 Performance Data , Waste – Estimated other waste: Site level
	Total weight of tailings produced	Quantitative	Metric tonnes (t)	EM-MM-150A.5	Total tailings produced – 96,751,839 t	2023 Performance Data , Tailings Management – Tailings generated and managed: Site level
	Total weight of waste rock generated	Quantitative	Metric tonnes (t)	EM-MM-150A.6	Total waste rock generated – 234,405,800 t	2023 Performance Data , Tailings Management – Estimated waste generated by type: Trailing five year data
	Total weight of hazardous waste generated	Quantitative	Metric tonnes (t)	EM-MM-150A.7	Total hazardous waste generated – 16,727 t	2023 Performance Data – Estimated waste generated by type: Trailing five year data
	Total weight of hazardous waste recycled	Quantitative	Metric tonnes (t)	EM-MM-150A.8	Total hazardous waste recycled – 3,348 t	2023 Performance Data , Tailings Management – Estimated hazardous waste diverted from disposal: Site level
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150A.9	13	2023 Performance Data – Significant environmental and/or social events: Site level
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	N/A	EM-MM-150A.10	Please see the discussion in the listed reference to the right	Our Approach to Materials

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Data	Reference
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	N/A	EM-MM-160A.1	Please see the discussion in the listed reference to the right	Our Approach to Biodiversity Biodiversity Management Standard Closure and Reclamation Management Standard Sustainability and Stakeholder Engagement Policy
	Percentage of mine sites where acid rock drainage is: (1) Predicted to occur (2) Actively mitigated (3) Under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160A.2	(1) Predicted to occur – 33% (2) Actively mitigated – 33% (3) Under treatment or remediation – 8%	2023 Performance Data , Biodiversity – Status of acid rock drainage: Site level
	Percentage of: (1) Proved (2) Probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160A.3	Newmont currently discloses which sites are on or near endangered species habitats, but not the percentages of proved and probable reserves.	2023 Performance Data , Biodiversity – Operations in relation to Key Biodiversity Areas (KBAs): Site level 2023 Form 10-K , p. 69
Security, Human Rights & Rights of Indigenous Peoples	Percentage of: (1) Proved (2) Probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210A.1	Our Peñasquito site is our only operating site in or near areas of conflict, as defined in the 2022 Heidelberg Conflict Barometer. See the Proven and Probable Reserves section on page 67 of our 2023 Form 10-K for details.	Conflict-Free Gold Report 2023 Form 10-K , p. 69
	Percentage of: (1) Proved (2) Probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-MM-210A.2	Newmont discloses which sites are located within or adjacent to Indigenous peoples' territories, but not the associated percentages of proved or probable reserves.	Human Rights , pp. 60-62 2023 Form 10-K , p. 69
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	EM-MM-210A.3	Please see the discussion in listed references to the right.	Our Approach to Human Rights Human Rights Standard Conflict-Free Gold Report Modern Slavery Statement Voluntary Principles on Security and Human Rights Report Indigenous Peoples Standard

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Data	Reference
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	N/A	EM-MM-210B.1	Please see the discussion in listed references to the right.	Our Approach to Social Acceptance Social Baseline and Impact Assessment Standard Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard
	(1) Number of non-technical delays (2) Duration of non-technical delays	Quantitative	Number, Days	EM-MM-210B.2	(1) 0 (2) Not applicable	2023 Performance Data – Number and duration of non-technical delays: Site level
Labor Relations	Percentage of active workforce employed under collective agreements	Quantitative	Percentage (%)	EM-MM-310A.1	Percentage of total workforce represented by union or workplace agreement – 34% Please see data table in the listed reference to the right for a breakout by country.	2023 Performance Data , Labor Management Relations – Percentage of workforce represented by union or workplace agreement: Trailing five year data ¹
	(1) Number of strikes and lockouts ² (2) Duration of strikes and lockouts ²	Quantitative	Number, Days	EM-MM-310A.2	(1) 2 (2) 128 days; 7 days	2023 Performance Data , Labor Management Relations – Strikes and lockouts exceeding one week’s duration: Site level
Workforce Health & Safety	(1) All-incidence rate (2) Fatality rate (3) Near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for: (a) direct employees (b) contract employees	Quantitative	Rate	EM-MM-320A.1	(1) Total Recordable Injury Frequency Rate – 0.78 (2) Number of fatalities – 0 (3) Near miss frequency rate – 1.79 (4) Health, safety and emergency-response training is not broken out by employee type or disclosed in averages. Please see the data tables in the listed references to the right for safety training data.	2023 Performance Data , Workforce Safety – Combined safety rates: Trailing five year data 2023 Performance Data , Workforce Safety – Combined safety rates: Site level 2023 Performance Data , Emergency Preparedness – Rapid Response preparedness: Country level

¹ This calculation’s denominator is the total number of employees as of December 31, 2023.

² Note to EM-MM-310a.2 – The disclosure shall include a description of the root cause for each work stoppage.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2023 Data	Reference
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	EM-MM-510A.1	Please see the discussion in the listed reference to the right.	Our Approach to Business Integrity and Compliance Code of Conduct Supplier Code of Conduct 2023 Policy Influence Disclosure 2023 Quarterly Lobbying Reports
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tonnes (t) saleable	EM-MM-510A.2	0 Newmont does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index.	2023 Performance Data , Integrity and Anti-Corruption Measures – Production in countries that have the 20 lowest rankings in the Transparency International's Corruption Perceptions Index
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) Facility name (2) Location (3) Ownership status (4) Operational status (5) Construction method (6) Maximum permitted storage capacity (7) Current amount of tailings stored (8) Consequence classification (9) Date of most recent independent technical review (10) Material findings (11) Mitigation measures (12) Site-specific EPRP	Quantitative	Various	EM-MM-540a.1	See tailings disclosure on our website . Our tailings disclosure does not currently include information for (10) Material findings or (11) Mitigation measures. We are working on assessing this information, prioritizing high-priority sites, and will include the information in the inventory when available.	2023 Performance Data , Tailings Management – Tailings inventory and disclosures
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.2	See the discussion in listed references to the right.	Tailings disclosure site on Newmont.com
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540A.3	See the discussion in listed references to the right.	Tailings disclosure site on Newmont.com
Activity Metrics	Production of: (1) Metal ores (2) Finished metal products	Quantitative	Metric tonnes (t) saleable	EM-MM-000.A	See the listed references to the right for 2023 data.	2023 Form 10-K , – Item 1. Business, pp. 5-7
	(1) Total number of employees (2) Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	(1) Total workforce – 29,054 (15,108 employees and 13,946 contractors) (2) Percentage contractors – 48%	2023 Performance Data , Workforce Demographics Overview – Total workforce by business unit: Trailing five year data

UN Guiding Principles Reporting Framework Index

Newmont's 2023 Annual Sustainability Report and associated reports adhere to the UN Guiding Principles Reporting Framework (2017 version) for the period January 1–December 31, 2023, and reflects Newmont sites prior to the acquisition of Newcrest.

Section of the Framework		Where addressed (page, document, link)
A. Governance of Respect for Human Rights		
Policy commitment	A1	What does the company say publicly about its commitment to respecting human rights?
		Letter from Our Safety and Sustainability Committee Chair , p. 7 Human Rights , p. 56 Code of Conduct Supplier Code of Conduct Sustainability and Stakeholder Engagement Policy Human Rights Standard Our Approach to Human Rights Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights
	A1.1	How has the public commitment been developed?
		Human Rights Standard Our Approach to Human Rights
	A1.2	Whose human rights does the public commitment address?
		Human Rights Standard Our Approach to Human Rights
	A1.3	How is the public commitment disseminated?
		Our Approach to Human Rights 2023 Sustainability Report

Section of the Framework		Where addressed (page, document, link)
Embedding respect for human rights	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?
		Letter from Our Safety and Sustainability Committee Chair , p. 7 Our Approach to Human Rights UN Guiding Principles Reporting Framework – Early Adopter Modern Slavery Statement
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?
		Our Approach to Human Rights
	A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?
		Letter from Our Safety and Sustainability Committee Chair , p. 7 Our Approach to Sustainability , p. 21 Safety and Sustainability Committee Charter Our Approach to Human Rights
	A2.3	How are employees and contractor workers made aware of the ways in which respect for human rights should inform their decisions and actions?
		Our Approach to Human Rights Human Rights , pp. 58-59 2023 Performance Data , Human Rights Training for the Workforce – In-person human rights workforce trainings: Site level 2023 Performance Data , Human Rights Training for Security Personnel – Voluntary Principles on Security and Human Rights training: Site level Code of Conduct Supplier Code of Conduct

Section of the Framework		Where addressed (page, document, link)
Embedding respect for human rights	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights? Our Approach to Human Rights Our Approach to Responsible Sourcing Supplier Code of Conduct Modern Slavery Statement Conflict-Free Gold Report Annual Report to the Voluntary Principles on Security and Human Rights
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result? Human Rights , pp. 56-63
B. Defining the Focus of Reporting		
Statement of salient issues	B1	State the salient human rights issues associated with the company's activities and business relationships during the reporting period. Human Rights , p. 57 Our Approach to Sustainability – Materiality , p. 24 Our Approach to Human Rights
Determination of salient issues	B2	Describe how the salient human rights issues were determined, including any input from stakeholders. Human Rights , p. 57 Our Approach to Human Rights
Choice of focal geographies	B3	If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made. Report on all geographies
Additional severe impacts	B4	Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed. In 2023, there were no severe impacts on human rights outside of our identified salient human rights issues.

Section of the Framework		Where addressed (page, document, link)
C. Management of Salient Human Rights Issues		
Specific policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they? Risk Management , pp. 39-40 Our Approach to Human Rights Code of Conduct Health, Safety and Security Policy People Policy Sustainability and Stakeholder Engagement Policy Tailings Storage Facility and Heap Leach Facility Management Standard Water Management Standard Local Procurement and Employment Standard Indigenous Peoples Standard Land Acquisition and Involuntary Resettlement Standard Hazardous Materials Standard Global Inclusion and Diversity Standard Conduct and Non-discriminatory Treatment in Employment Standard Third Party Worker Standard Employment Standard Compensation and Benefits Standard Talent and Performance Management Standard Labor Relations Standard Voluntary Principles on Security and Human Rights International Cyanide Management Code
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them? Our Approach to Human Rights

Section of the Framework		Where addressed (page, document, link)
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue? Our Approach to Human Rights
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so? Stakeholder Engagement Our Approach to Human Rights
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why? Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 Tailings Management , pp. 82-85 Biodiversity , pp. 86-88 Closure and Reclamation , pp. 89-91 Materials , pp. 92-93 Value Sharing , pp. 96-103
	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it? Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 Tailings Management , pp. 82-85 Biodiversity , pp. 86-88 Closure and Reclamation , pp. 89-91 Materials , pp. 92-93 Value Sharing , pp. 96-103

Section of the Framework		Where addressed (page, document, link)
Assessing impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time? Human Rights , p. 57 Our Approach to Human Rights
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they? Business Integrity and Compliance , pp. 36-37 Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they? Human Rights , pp. 56-63 Health, Safety and Security , pp. 49-52

Section of the Framework		Where addressed (page, document, link)
Integrating findings and taking action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions? Our Approach to Sustainability – Materiality , p. 23 Our Approach to Human Rights
	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions? Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 Tailings Management , pp. 82-85 Biodiversity , pp. 86-88 Closure and Reclamation , pp. 89-91 Materials , pp. 92-93 Value Sharing , pp. 96-103
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed? Our Approach to Sustainability , pp. 19-22 Our Approach to Human Rights
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue? Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 Tailings Management , pp. 82-85 Biodiversity , pp. 86-88 Closure and Reclamation , pp. 89-91 Materials , pp. 92-93 Value Sharing , pp. 96-103

Section of the Framework		Where addressed (page, document, link)
Tracking performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice? Business Integrity and Compliance , pp. 36-37 Social Acceptance , pp. 64-68 Our Approach to Human Rights Modern Slavery Statement
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively? Our Approach to Sustainability – Stakeholder Engagement , p. 23 Health, Safety and Security , pp. 49-52 People and Culture , pp. 53-55 Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Water Stewardship , pp. 72-81 Tailings Management , pp. 82-85 Value Sharing , pp. 96-103
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue? Social Acceptance , pp. 64-68 Our Approach to Human Rights Business Integrity and Compliance , p. 37 Modern Slavery Statement
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue? Social Acceptance , pp. 64-68 Integrity Helpline Our Approach to Human Rights
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns? Social Acceptance , pp. 64-68 Business Integrity and Compliance , p. 37 Our Approach to Human Rights
	C6.3	How does the company process complaints and assess the effectiveness of outcomes? Business Integrity and Compliance , pp. 36-37 Social Acceptance , pp. 64-68 Our Approach to Human Rights Our Approach to Business Integrity and Compliance
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lesson has the company learned? Human Rights , pp. 56-63 Social Acceptance , pp. 64-68 Business Integrity and Compliance , pp. 36-38
C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical and significant examples? Business Integrity and Compliance , pp. 36-37 Human Rights , p.61 Social Acceptance , pp. 64-68	

EITI Expectations

Newmont's 2023 Annual Sustainability Report and associated reports meet EITI's expectations for supporting companies for the period January 1–December 31, 2023, and reflects Newmont sites prior to the acquisition of Newcrest.

		Criteria	Response	Where addressed (page, document, link)
Expectation 1	Publicly declare and publish support for the EITI and the objective of the EITI Association	Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes	Responsible Mining Standards and Disclosures Our Approach to Value Sharing Sustainability and Stakeholder Engagement Policy – Clause 15
Expectation 2	Comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate	Does the company make disclosures in accordance with the EITI Standard in or in relation to EITI implementing countries where the company or its controlled subsidiaries operate?	Yes	ESTMA Report 2023 Taxes and Royalties Contribution Report
		Does the company publish a list of controlled subsidiaries?	Yes	2023 Form 10-K , Item 1. Business, p. 5; Item 2. Properties, pp. 50-59 Newmont website – Disclosure hub
Expectation 3	Publicly disclose taxes and payments to governments at a project-level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible	Does the company make disclosures in non-EITI implementing countries where the company operates in the oil, gas and mining sectors?	Yes	Our Approach to Value Sharing 2023 Taxes and Royalties Contribution Report
		Are the disclosures disaggregated by project?	Yes	ESTMA Report 2023 Taxes and Royalties Contribution Report
Expectation 4	Disclose volumes received and payments made	Does the company buy oil, gas and/or mineral resources from the state in EITI implementing countries?	Not applicable	
		Does the company make disclosures in line with the EITI Standard/ reporting guidelines?	Not applicable	
Expectation 5	Publicly disclose audited financial statements	Does the company disclose its audited financial statements?	Yes	Newmont website – Reports and Filings
Expectation 6	Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners	Does the company publish a statement of support?	Yes	Newmont website – Disclosure hub
		Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes	Newmont website – Disclosure hub
Expectation 7	Engage in rigorous due diligence processes and publish an anti-corruption policy	Does the company publish an anti-corruption policy in line with the expectation?	Yes	Our Approach to Business Integrity and Compliance Our Approach to Responsible Sourcing Business Integrity Policy Code of Conduct Supplier Code of Conduct

		Criteria	Response	Where addressed (page, document, link)
Expectation 8	Publicly declare and publish support for governments' efforts to publicly disclose contracts and licenses	Does the company publish a statement of support for governments' efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard?	Yes	Our Approach to Value Sharing Sustainability and Stakeholder Engagement Policy – Clause 15
		Does the company contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures?	Yes	Newmont website – Disclosure hub
Expectation 9	Publish a commitment and/or policy on gender diversity	Does the company publish a commitment/policy on gender diversity?	Yes	Our Approach to People and Culture People Policy
		Does the company disclose employment data disaggregated by gender?	Yes	2023 Performance Data , Diversity

ICMM Social and Economic Reporting Framework and Guidance

Newmont's 2023 Annual Sustainability Report and associated reports include disclosures related to ICMM's Social and Economic Reporting Framework and Guidance, which consists of eight core indicators of social and economic contributions. Our reports cover the period January 1–December 31, 2023, and reflect Newmont sites prior to the acquisition of Newcrest.

	Location and Response	Omissions	GRI Alignment
Indicator 1 Taxes – Country-by-country reporting	2023 Taxes and Royalties Contribution Report ESTMA Report		GRI 207-4
Indicator 2 Workforce composition	2023 Performance Data , Workforce Demographics Overview – Total workforce by business unit: Trailing five year data 2023 Performance Data , Diversity	Requirement(s) omitted: Breakout of contractor data Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate breakout of contractor data at this time due to lack of details made available.	GRI 2-7, 2-8, 405-1
Indicator 3 Pay equality	2023 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Employee category 2023 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Country level	Requirement(s) omitted: Ratio of basic salary and remuneration for minor to major ethnic groups Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate breakout of contractor data at this time.	GRI 405-2
Indicator 4 Wage level	People and Culture, p. 55 2024 Proxy Statement , Pay Ratio of CEO to Median Employee, p. 95		GRI 2-21
Indicator 5 Training provided	2023 Performance Data , Training and Professional Development – Training and development investment spending and hours 2023 Performance Data , Training and Professional Development – Average hours of training per year, per employee by employee category: Trailing five year data	Requirement(s) omitted: Percentage of employees that received training split by employee category Reason: Information unavailable/incomplete Explanation: We are working on being able to report this information in the future.	GRI 404-1
Indicator 6 Local procurement	2023 Performance Data , Supply Chain Spending – Spending with local suppliers: Site level 2023 Performance Data , Supply Chain Spending – Spending on Indigenous suppliers: Site level	Requirement(s) omitted: Disaggregated per gender and/or ethnicity Reason: Information unavailable/incomplete Explanation: While we aren't able to fully report on this, we are working on being able to track and report this information in the future.	GRI 204-1
Indicator 7 Education and skills	2023 Performance Data , Community Investments – Community investments: Site level 2023 Performance Data , Community Investments – Community investment programs related to training and education		N/A
Indicator 8 Capacity and institutions	2023 Performance Data , Community Investments – Community investments: Site level 2023 Performance Data , Community Investments – Community investment programs related to training and education		N/A

ICMM Mining Principles

ICMM | Mining Principles Implementation Progress

	Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Self-Assessment Year (20')	23	21	21	22	23	23	22	23	22	23	21	22	
Validation Year (20')	24	22	22	23	24	24	23	24	23	24	22	23	
Principle 1 Ethical Business													Progress implementation of Compliance Register Project Implementation of the Compliance Register Project began in 2023 to transition all sites' key environment and social related compliance obligations into a centralized, standardized software tool. Sites are at various stages of the project, which includes but is not limited to obligation identification, validation, system transition and training. This work will continue throughout 2024. Risk Management System , pp. 39-40
1.1	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	
1.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
1.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
1.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
1.5	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 2 Decision Making													
2.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
2.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	

☑ Meets ☐ Partially meets ☒ Does not meet

ICMM | Mining Principles Implementation Progress

	Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 3 Human Rights	3.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.5	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.6	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.7	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.8	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.9	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 4 Risk Management	4.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 5 Health & Safety	5.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	5.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 6 Environmental Performance	6.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	6.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	6.3	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	Fully implement GISTM (all sites ¹) Newmont is committed to meeting and continuing to progress towards conformance with requirements of the Global Industry Standard on Tailings Management . Tailings Management , pp. 82-85
	6.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	6.5	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	

¹ Per ICMM guidance, sites cannot be considered conformant with PE 6.3 until fully conformant with the Global Industry Standard on Tailings Management. Newmont is progressing towards conformance as discussed in [Tailings Management](#). Self-assessments and subsequent verifications completed in 2020 (marked as *) were completed prior to this direction from ICMM, and prior to the related update to Principle 6.

☑ Meets ☐ Partially meets ☒ Does not meet

ICMM | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 7 Conservation of Biodiversity	7.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	7.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 8 Responsible Production	8.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	8.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 9 Social Performance	9.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	9.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	9.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	9.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 10 Stakeholder Engagement	10.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	10.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	10.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	10.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	

☑ Fully conformant
⦿ Gap to address – substantially conformant
⊗ Gap to address – not conformant

WGC Responsible Gold Mining Principles

WGC | Responsible Gold Mining Principles Implementation Progress

	Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Gap Assessment Year (20')	23	21	21	22	23	23	22	23	22	23	21	22	
Assurance Year (20')	24	22	22	23	24	24	23	24	23	24	22	23	
Principle 1 Ethical Conduct	1.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.5	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.6	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	1.7	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 2 Understanding Our Impacts	2.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	2.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	2.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	2.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	2.5	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 3 Supply Chain	3.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	3.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
Principle 4 Safety & Health	4.1	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.2	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.3	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	
	4.4	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	☑	

Fully conformant
 Gap to address – substantially conformant
 Gap to address – not conformant

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 5 Human Rights & Conflict	5.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	5.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	5.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	5.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Principle 6 Labour Rights	6.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.5	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.6	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	6.7	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Principle 7 Working with Communities	7.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.5	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.6	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.7	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	7.8	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

Fully conformant
 Gap to address – substantially conformant
 Gap to address – not conformant

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 8 Environmental Stewardship	8.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	8.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	8.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	8.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	8.5	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Principle 9 Biodiversity, Land Use & Mine Closure	9.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	9.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	9.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	9.4	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Principle 10 Water, Energy & Climate Change	10.1	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	10.2	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
	10.3	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
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