



To the Directors of Newmont Corporation

Independent Limited Assurance Report on Selected Subject Matter in Newmont’s 2023 Sustainability Report

The Board of Directors of Newmont Corporation (Newmont) engaged us to perform an independent limited assurance engagement in respect of the Selected Subject Matter described below and set out in the Newmont 2023 Sustainability Report for the year ended 31 December 2023 (the 'Period') or as at 31 December 2023.

Selected Subject Matter and Criteria

We assessed the Selected Subject Matter against the Criteria. As noted in the Report Assurance section (page 109) of the Newmont 2023 Sustainability Report, the scope of this assurance report does not extend to the sites acquired in the Newcrest transaction.

The Selected Subject Matter Information set out below needs to be read and understood together with the Criteria which are also defined below:

Selected Subject Matter	Criteria
The assertion of Newmont that it has aligned its sustainability policies, management standards and procedures to the International Council on Mining and Metals (ICMM) Principles, Performance Expectations and the mandatory requirements set out within the Position Statements (ICMM Subject Matter 1);	The ICMM Principles and relevant Performance Expectations and any mandatory requirements set out in the ICMM Position Statements.
Newmont’s assertions regarding the approach it has adopted to identify and prioritise the material sustainability risks and opportunities faced by the business during the Period and the outcome of these processes (ICMM Subject Matter 2).	Newmont’s description of its process for identifying material issues, as detailed in the Material Topics sections 3-1 and 3-2 of the Reporting Index included within the 2023 Sustainability Report.
Newmont’s assertions regarding the existence and status of implementation of management systems and approaches used to manage the following topics (together, the ‘Selected sustainability risk and opportunity areas’): <ul style="list-style-type: none"> • Environment • Health, Safety & Security • Social • Value Sharing • Business Integrity and Transparency • Workforce (ICMM Subject Matter 3) 	Newmont’s description of systems and approaches, as detailed in the Material Topics section 3-3 of the Reporting Index included within the 2023 Sustainability Report.



<p>Newmont's disclosed prioritisation process for the selection of assets/sites for ICMM Performance Expectation validation and the outcome of this process (ICMM Subject Matter 5).</p>	<p>The description of the Newmont's asset prioritisation process, as detailed in the Membership-Based Commitments section of the 2023 Sustainability Report.</p>
<p>Newmont's assertions made within its self-assessment regarding its level of conformance with the ICMM Performance Expectations for the following sites:</p> <ul style="list-style-type: none"> ○ Ahafo; ○ Éléonore; ○ Musselwhite; ○ Porcupine; and ○ CC&V. 	<p>The ICMM Principles and relevant Performance Expectations.</p>
<p>Newmont's reported performance, related to the Selected sustainability risk and opportunity areas, for the performance metrics for the Period set out in Tables 1 – 7 below (the Selected performance metrics) (ICMM Subject Matter 4).</p>	<p>The scope and boundary of the criteria listed within Newmont's 2023 Sustainability Report 'About This Report' section.</p> <p>The methodology and basis of preparation related to the selected performance metrics linked within Newmont's 2023 Sustainability Report 'Performance Data' section.</p>
<p>Newmont's assertion, made within its self-assessment, regarding its conformance with the Responsible Gold Mining Principles (RGMPs) developed by the World Gold Council for the following sites:</p> <ul style="list-style-type: none"> ● Ahafo; ● Éléonore; ● Musselwhite; ● Porcupine; and ● CC&V. 	<p>World Gold Council Responsible Gold Mining Principles.</p>

Table 1 - Selected performance metrics: Water Stewardship

Performance Metric	Year ended 31 December 2023
Water summary (ML)	
<ul style="list-style-type: none"> ● Total operational water withdrawn - Global total 	120,965
<ul style="list-style-type: none"> ● Total water discharged - Global total 	90,905
<ul style="list-style-type: none"> ● Total water consumed - Global total 	82,217



Table 2 – Selected performance metrics: Health, Safety and Security

Performance Metric	Year ended 31 December 2023
Employee-only safety data	
• Fatalities - Global total	0
Contractor-only safety data	
• Fatalities - Global total	0
Combined employee and contractor safety rates (per 200,000 hours worked)	
• Lost Time Injury Frequency Rate (LTIFR) - Global total	0.33
• Total Recordable Injury Frequency Rate (TRIFR) - Global total	0.54

Table 3 – Selected performance metrics: Social

Performance Metric	Year ended 31 December 2023
Human rights supplier screening	
• Number of suppliers requested to complete pre-qualification questionnaire (PQ) - Global total	1,252
• Number that responded to the PQ and provided data on human rights risks - Global total	913
• Number identified through the PQ as having an elevated likelihood of impacting human rights - Global total	248

Table 4 – Selected performance metrics: Business Integrity and Transparency

Performance Metric	Year ended 31 December 2023
Number and outcomes of integrity cases opened, closed, substantiated, and addressed	
• Total new matters (all matters) captured in the Integrity Helpline	1,066
• Total matters (all matters) addressed (closed at year-end)	952
Total integrity matters addressed and substantiated	
• Total substantiated escalated cases	184
• Total matters addressed (closed at year-end)	952

From the date of acquisition, all integrity matters from the sites acquired in the Newcrest transaction were integrated into the Newmont Integrity Helpline and reflected in the data included within Table 4 above.

Table 5 – Selected performance metrics: Closure and Reclamation

Performance Metric	Year ended 31 December 2023
Amount of land disturbed or reclaimed (hectares)	
• Achieved reclamation during 2023 to agreed upon end use - Global total	165
• Total disturbance not yet reclaimed to agreed upon end use at end of 2023 - Global total	25,300



Table 6 – Selected performance metrics: Value Sharing

Performance Metric	Year ended 31 December 2023
Spending with local suppliers (US\$ thousands)	
• Total spent - Global total	5,516,885
• Total spent with local-local suppliers - Global total	339,738
• Total spent with local suppliers - Global total	1,026,012
• Total spent with national suppliers - Global total	3,663,373
2023 Local/Indigenous employment performance	as at 31 December 2023
• Local community employees as a percentage of total employees at the Ahafo site	44.6%
• Local community employees as a percentage of total employees at the Akyem site	48.5%
• Aboriginal and Torres Strait Islander employees as a percentage of total employees at the Boddington site	5.9%
• Aboriginal and Torres Strait Islander employees as a percentage of total employees at the Tanami site	12.5%
• Improvement in Indigenous employment (employee and contractors) from signatory and affiliate First Nations and Mishkeegogamang First Nation as a percentage of total employment (contractors and employees) at the Musselwhite site year on year	-1.9%
• Year on year improvement in employment, development and retention among Cree employees at the Eléonore site	-7.1%
• Local unionized employees from the State of Zacatecas as a percentage of the total unionized workforce at the Peñasquito site	77.4%
• Year on year improvement in employment and capacity, realized through recruitment and training among Indigenous people (employees and contractors) from signatory and non-signatory communities at the Porcupine site	16.1%
• Local employees from the Santa Cruz Province as a percentage of total employees at the Cerro Negro site	69.0%
• Local employees from the Pamaka ancestry as a percentage of the total workforce at the Merian site	18.3%
• Employment of residents of Cajamarca as a percentage of total workforce at the Yanacocha site	65.8%



Table 7 – Selected performance metrics: Workforce

Performance Metric	as at 31 December 2023
Percentage of females by employee category	
• Board of Directors (including president and CEO)	42.9%
• Executive leadership team	44.4%
• Senior leadership (including executive leadership team)	33.3%
• People managers	16.3%
• Individual contributors	28.2%
• Operators and maintainers	9.9%
• Total employees	16.0%

The maintenance and integrity of Newmont’s website is the responsibility of Newmont; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Selected Subject Matter or Criteria when presented on Newmont’s website.

Our assurance conclusion is with respect to the year ended 31 December 2023 or as at 31 December 2023 as outlined in Tables 1-7 above and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the Newmont 2023 Sustainability Report including any images, audio files or videos.

Responsibilities of Newmont

Newmont is responsible for the preparation of the Selected Subject Matter in accordance with the Criteria. This responsibility includes:

- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Selected Subject Matter;
- ensuring that those criteria are relevant and appropriate to Newmont and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls relevant to the preparation of the Selected Subject Matter which is free from material misstatement, whether due to fraud or error.

Our independence and quality control

We have complied with the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.



Our firm applies Australian Standard on Quality Management ASQM 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*. That standard requires that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Selected Subject Matter has not been prepared, in all material respects, in accordance with the Criteria, for the year ended 31 December 2023 or as at 31 December 2023 (as outlined in Tables 1-7 above).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

In carrying out our limited assurance engagement we:

- Made enquiries of relevant management of Newmont regarding the processes and controls for capturing, collating, calculating and/or reporting the Selected Subject Matter, and evaluated the design of selected controls;
- Agreed the Selected Subject Matter to underlying data sources and calculations on a sample basis;
- Tested the arithmetic accuracy of a sample of calculations of the Selected Subject Matter;
- Performed substantive testing on a sample basis of the Selected Subject Matter at both operation and corporate level;
- Undertook analytical procedures over the Selected Subject Matter;
- Assessed reasonableness of key estimates and judgements applied by management in the preparation of the Selected Subject Matter;
- Assessed the methodologies applied and calculations undertaken by management in the preparation of the Selected Subject Matter against the Criteria;
- Obtained and assessed a selection of information supporting Newmont's assertion regarding the alignment of its sustainability policies, management standards and procedures to the:
 - ICMM Mining Principles: Performance Expectations and Position Statements; and
 - Responsible Gold Mining Principles developed by the World Gold Council;



in line with ICMM subject matter 1, including assessment of a selection of policies and management standards and the implementation of these at a corporate level and at the following sites: Porcupine, Musselwhite, Éléonore, CC&V and Ahafo;

- Made enquiries of relevant management of Newmont in relation to its assertions regarding the approach it has adopted to identify and prioritise the material sustainability risks and opportunities and obtained a sample of evidence to support this approach in line with ICMM subject matter 2;
- Made enquiries of relevant management of Newmont and where relevant, obtained supporting documentation regarding the assertions Newmont have made in relation to the existence of systems and approaches that the company is using to manage a selection of the identified material sustainability risks and opportunities in line with ICMM subject matter 3; and
- Reviewed Newmont's disclosures regarding its prioritisation process for selecting assets for third-party PE Validation in line with ICMM subject matter 5.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of Newmont and applying analytical procedures.

Additionally, non-financial data and qualitative information may be subject to more inherent limitations than financial data, given both their natures and the methods used for determining, calculating and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Selected Subject Matter has not been prepared, in all material respects, in accordance with the Criteria for the year ended 31 December 2023 (or as at 31 December 2023 as outlined in Tables 1-7 above).



Use and distribution of our report

We were engaged by the Board of Directors of Newmont to prepare this independent assurance report having regard to the criteria specified by Newmont and set out in this report. This report was prepared solely for the Board of Directors of Newmont to assist the Directors in reporting Newmont's sustainability performance and activities.

We accept no duty, responsibility or liability to anyone other than Newmont in connection with this report or to Newmont for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Newmont and if anyone other than Newmont chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Newmont receiving or using this report.

A handwritten signature in cursive script that reads 'PricewaterhouseCoopers'.

PricewaterhouseCoopers

A handwritten signature in cursive script that reads 'John O'Donoghue'.

John O'Donoghue
Partner

Melbourne, Australia
17 April 2024