



Sustainability Report Methodology

This document details the definitions and basis of preparation for the publicly reported material topics selected for external assurance in our 2023 sustainability report, for the year ended 31 December 2023. The document applies to performance data prior to the acquisition of Newcrest Mining Limited on November 6, 2023, unless otherwise noted on the associated data table. As performance metrics are obtained from estimations, calculations or simulations based on validated and accepted methods, we are continuously working to refine our processes and implement improved measurement methodologies to improve data accuracy. Any corrections identified through this process will be reflected in prior period values and associated restatements will be noted in footnotes.

BUSINESS INTEGRITY AND TRANSPARENCY

INTEGRITY AND ANTI-CORRUPTION MEASURES

Newmont records and reports the total number of integrity cases opened, closed, substantiated and addressed. Newmont also records and reports on disciplinary measures and process improvements derived from substantiated integrity cases, together with integrity training metrics for the relevant year. Integrity matters include cases, integrity inquiries (proactive inquiries or compliance reviews), and other matters¹. New matters are received through Newmont's third-party run Integrity Helpline reporting process and/or through alternative reporting channels, such as reported directly to the Business Integrity & Compliance (BI&C) team or identified or received locally by any site, region, functional or corporate team. The number of reported matters addressed represents all matters received and closed during the year.

Escalated integrity matters: Situations that correspond to a real, apparent or potential breach of Newmont's Code of Conduct, Business Integrity Policy or any other relevant standard. Escalated matters are overseen by BI&C.

Escalated matters undergo formal and documented triage using Newmont's pre-defined triage form. All escalated matters are assessed, followed-up on or investigated under the oversight of the respective BI&C resource to determine if the allegation(s) are substantiated or unsubstantiated.

All substantiated escalated cases result in some form of corrective action, including change of business process, control enhancements or Human Resources and/or Management actions. Human Resources or Management actions may include counseling, discipline (which may include written/verbal warnings, suspensions, impact to compensation, etc.) or being exited from the organization. One allegation can result in multiple instances of recommended corrective actions.

¹ Relates to matters received into the Integrity Helpline that are neither integrity allegations, complaints nor integrity inquiries. As the Helpline does not restrict the types of incidents reported, this channel is sometimes utilized as a clearinghouse for raising matters outside the scope of integrity and compliance matters.



Substantiation is calculated based on all escalated matters closed in the year where all, or part of, the allegations were confirmed to have happened after completing the investigation of the matter. Newmont only tracks substantiation for escalated matters.

At Newmont, escalated cases are closed once the following has happened:

- Unsubstantiated cases: Investigation completed, documented in case file and reviewed by BI&C independent reviewer
- Substantiated cases: Investigation completed, documented in case file, reviewed by BI&C independent reviewer and corrective actions agreed upon with management

Non-escalated matters: Matters that come through Newmont's Integrity Helpline, but that do not relate to real, apparent or potential breaches of Newmont's Code of Conduct, Business Integrity Policy, or relevant standards.

BI&C, in collaboration with the People and Safety & Sustainability functions, has defined a list of matters considered to be non-escalated.

BI&C will then identify the most suitable functional lead to whom the non-escalated matter should be transferred to for further consideration, and if applicable, action.

Non-escalated matters, proactive inquiries, compliance reviews and other matters are tracked and reported in the count of total number of matters opened, closed and addressed. At Newmont, non-escalated cases are closed once the following has happened:

- Transfer of the matter to functional management is completed and confirmed by functional management in writing

ENVIRONMENT

CLOSURE AND RECLAMATION

As part of Newmont's commitment to responsibly close and reclaim mine sites, sites are required to perform an annual reconciliation of actual disturbance versus planned reclamation and/or decommissioning executed during the year. Sites measure, monitor and report disturbed and reclaimed land areas through acceptable survey methods and converted to area in plan view (two dimensional vs three dimensional) for calculations. Acceptable survey methods are those that are reproducible for review, with results tracked using geographic information systems where calculations are based on the projected coordinate systems of the feature or in the map for the region.

Achieved reclamation: Refers to the actual area of land reclaimed.

Agreed upon end use: Describes use to which land will be returned following reclamation, as a result of negotiation with affected stakeholders where appropriate. 'Agreed use' does not necessarily mean returning land to its prior condition, as post-mining end use may result in a changed state (such as flooded open-cast workings creating wetland habitat).

Concurrent reclamation: Ongoing reclamation of land as it becomes available during the life of the mine, typically integrated with mine operations.



Disturbance: Any physical or chemical alteration which disrupts the pre-existing habitats and land cover, and which has not yet been reclaimed. Unless otherwise noted in the footnotes of the performance data table, this does not include temporary disturbances (e.g. drill pads) or areas for which use is related to activities outside of active operations (e.g., exploration roads).

Footprint: The land area, measured by acceptable survey methods, that is disturbed, both current and historic, throughout the construction and operation of a mine.

Reclaimed area: A unit of area measured in plan view (two dimensional) that consists of intended final reclamation with the current business plan, requiring no substantive additional mechanical or material cost effort (i.e., significant earthmoving, even if some mechanical cost effort may be needed to seed the area), other than monitoring, to release from liability as consistent with regulatory and Newmont requirements. Specifically for Australia operations, seeding is not considered a substantive additional mechanical or material cost effort. If all earthworks has been completed but the site is waiting for the next year to seed due to the seasonality of the landscape, the area can be considered achieved reclamation.

WATER STEWARDSHIP

Sites collect and calculate water data (amount and quality) through a combination of direct measurement from flow meters and water levels, estimation and simulation. Estimates are based on validated and accepted methods, required and approved by relevant authorities. The data is incorporated into site-wide water balances and annual Water Accounting Frameworks (WAFs). WAFs are utilized to quantify water inputs, outputs and consumption and are categorized by water quality. WAFs align with the Minerals Council of Australia (MCA) Water Accounting Framework User Guide 2.0 2022 and to the ICMM's Water Reporting: Good Practice Guide August 2021.

Water withdrawn: Water that is drawn from the environment (surface water, groundwater or seawater) or third parties. Newmont reports total water withdrawn for operational water separately from other managed water.

Other managed water: Water that is actively managed (e.g., physically pumped, actively treated or has material consumptive losses) by the operation but does not enter the operational water system used to supply the operational water demand (i.e., is not used by the site in an operational task or activity).

Water discharged: Water that is released to the water environment (e.g., surface water, groundwater or seawater) or to a third party, including operational water and other managed water.

Water consumed: The sum of all water that has been withdrawn, including operational water and other managed water and not released back to surface water, groundwater, seawater or a third party (e.g., incorporated into products, used in the generation of waste, has evaporated or is polluted to the point of being unusable by others), as defined by GRI 303: Water and Effluents 2018 Standard.

Newmont's water consumption data are based on the GRI definition, except where ICMM is referenced. ICMM's Water Reporting Good Practice Guide August 2021 defines total water consumption as including water that is removed by evaporation, entrainment (in product or waste) or other losses, and not released back to surface water, groundwater, seawater or a third party. Total water consumption includes consumptive losses associated with operational water and other managed water. Newmont utilizes Equation 4 of ICMM's approach for calculating total water consumption.



Total consumption (per GRI guidance) = Total water withdrawn (including operational water and other managed water) – total water discharge (including operational water and other managed water). Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

Total consumption (per ICMM guidance) = Total evaporation + total entrainment + total other losses

Water reused or recycled: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Category 1 water quality: Water of a high quality and may require minimal and inexpensive treatment, such as disinfection and pond settlement of solids, to raise the quality to appropriate drinking water standards. Corresponds to the ICMM high quality water definition.

Category 2 water quality: Water of a medium quality with characteristics that require moderate treatment, such as disinfection, neutralization, removal of solids and chemicals, to meet applicable drinking water standards. Corresponds to the ICMM high quality water definition.

Category 3 water quality: Water of low quality with characteristics including high values of total dissolved solids, elevated levels of dissolved metals or extreme pH levels. Significant treatment would be required to meet applicable drinking water standards. Corresponds to the ICMM low quality water definition.

Freshwater: Water that has less than 1,000 mg/L of total dissolved solids.

Groundwater: Water below the surface of the Earth stored in pore spaces and fractures within rock or layers of sand and gravel (aquifers). Groundwater withdrawals include water entrained in extracted ore.

High quality water: Typically has high socio-environmental value with multiple potential beneficial uses and/or receptors, including water supply for drinking, agriculture, food production, amenity value, industrial uses and ecosystem function. Corresponds to MCA's Category 1 and Category 2 water quality.

Low quality water: Typically has lower socio-environmental value as the poorer quality may restrict potential suitability for use by a wide range of other users or receptors, excluding potential industrial uses and adapted ecosystem function. However, lower quality water may often be used by the mining and metals industry, where available and appropriate, to help meet the operational water demand and reduce the take of higher quality water.

Operational water: All water that enters the operational water system and is used to meet the operational water demand.

Precipitation: Runoff that is captured from rainfall, snow and hail.

Seawater: Water in a sea or in an ocean, or estuary.

Surface water: Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams. Excludes water from oceans, seas and estuaries.

Third-party water: Water provided by, or to, an entity that is external to the site or company, e.g., a municipality, utility provider, industrial company or community.



HEALTH AND SAFETY

WORKFORCE SAFETY

Newmont classifies and reports occupational injury and illness that occurs in Newmont managed operations or during work that is managed by Newmont. Occupational injury and illness reporting covers employees, third-party workers of Newmont or any entity that is controlled or managed by Newmont.

Occupational (work-related) illness or injury: An illness or injury that is the result of work activities occurring in locations that are under the control of Newmont or work activities at the direction of Newmont, regardless of location.

Newmont's Occupational Injury and Illness Reporting Procedure is based on the [ICMM 2021 Health and Safety Performance Indicators Guidance](#) for classifying illness and injury. The ICMM guidance is generally aligned with the US Occupational Safety and Health Administration (OSHA): Regulation and Related Interpretations for Recording and Reporting Occupational Injuries and Illness (OSHA 3245-01R, 2005). For the purposes of reporting, where conflict exists between Newmont Definitions and ICMM and OSHA 3245-01R, the Newmont requirements shall take precedence, though sites are still required to comply with any additional specific federal or local regulatory reporting requirements. Where the Newmont procedure and ICMM provide no guidance, then OSHA is used followed by relevant available local legislation. Specifically for Newmont's reported frequency rates, the calculations align with OSHA's incidence rate calculations, where 200,000 hours is used, instead of ICMM's incidence rate calculations where 1,000,000 hours are used. 200,000 equates to 100 employees working 40 hours per week, 50 weeks per year.

Recordable illness case: A new disease case in the categories of occupational respiratory disorders (ORD), occupational hearing loss (HL), musculoskeletal disorders (MSD), occupational cancers (OC) and other occupational medical disorders (OOMD). Mental illness will not be considered work-related unless the employee voluntarily provides the employer with an opinion from a physician or other licensed health care professional with appropriate training and experience stating that the employee has a mental illness that is work related.

Recordable injury case: A new case of sufficient severity that it requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work functions on the next rostered shift.

First Aid / First Aid Case (FAC): When the injury or illness results in one time treatment and subsequent observation or treatment that does not include any medical treatment, aligned to the treatments listed in the ICMM 2021 Health and Safety Performance Indicators Guidance.

First aid is not determined by who renders it; it is dependent on what treatment is given. Emergency treatment of serious injuries requiring "medical treatment" is not first aid treatment. Examples of first aid treatment include cleaning, flushing or soaking wounds on the surface of the skin; removing foreign bodies from the eye using only irrigation or cotton swab; and using wound coverings such as bandages, gauze pads or butterfly bandages.

Medical treatment injury (MTI): Any occupational injury that results in loss of consciousness or requires medical treatment, meaning management of the patient beyond visits to a health care professional for observation, counselling, diagnostic procedures or first aid.

At a minimum, the following are considered medical treatment beyond first aid: suturing of wounds, treatment of fractures, treatment of bruises by drainage of blood, treatment of second and third degree burns, or providing prescription drugs or non-prescription drugs at prescription dosage to



manage symptoms. Additional examples of what would be considered medical treatment includes the use of surgical glue, or staples to close a wound, and the use of an eye patch beyond the shift in which the event occurred.

Routine work functions: Work activities or assigned duties that the worker regularly performs (e.g. at least once per week) or are included in, but not limited to, a worker's job description.

Inability to perform routine work functions include missing workdays completely or working at alternate or restricted work to accommodate an injury or illness.

Restricted Work Injury (RWI): When the injury or illness results in the person not being physically or mentally able to perform all of their routine work function. If a person is able to perform their entire routine work functions but at a slower pace and/or with reduced output, this is not considered an RWI.

Lost day injury (LDI): An injury or illness that results in one or more rostered days away from work, excluding the day of the event.

Permanently disabling injury (PDI): A work-related injury that permanently affects the person such that they:

- have greater than 30% body impairment as per the American Medical Association (AMA) guidelines, 5th edition, with a timeframe of which is likely to be one year or greater to be considered permanent, and/or;
- have ongoing and substantial negative consequences from the injury/illness, and/or;
- are permanently not able to work, have been retired or are permanently re-deployed to another position

Fatality: Death of an individual as a result of a work-related event or illness.

Exposure Hours: Total actual hours worked by all employees and contractors during a month, a quarter or a fiscal year.

Exposure hours are tracked and collected through site-specific data systems. Contractors who work on site are counted, and contractor hours are tracked separately from company employee hours. Paid vacation time is not counted as exposure hours, nor are the hours for employees and contractors who reside in a camp.

Safety Rates:

Occupational Illness Frequency Rate (OIFR) = (total recordable illness cases x 200,000) / Exposure Hours

Total Recordable Injury Frequency Rate (TRIFR) = (MTI + RWI + LDI + Fatalities) x 200,000 / Exposure Hours

Lost Time Injury Frequency Rate (LTIFR) = (LDI + RWI + Fatalities) x 200,000 / Exposure Hours

Permanently Disabling Injury Frequency Rate = (total number of permanently disabling injuries x 200,000) / Exposure Hours



SOCIAL

HUMAN RIGHTS SUPPLIER SCREENING

Newmont leverages the Supplier Risk Management (SRiM) Program to help identify potential human rights risks a supplier may pose. Risks are identified through pre-qualification assessments (for new suppliers and suppliers up for contract renewal) and our internal tier risk assessment against each scope of work. As part of this process, sites who have fully implemented SRiM track and report the number of suppliers requested to complete the pre-qualification assessment, the number of suppliers that responded to the human rights risks-specific questions and the number of suppliers flagged as potentially having an elevated likelihood of impacting human rights. Suppliers are considered to have elevated likelihood of impacting human rights if they respond that they have had previous human rights violations or do not have in place policies and/or management systems to manage risks related to modern slavery, child labor and excessive working hours. These suppliers are then further reviewed and considered for human rights training or other appropriate mitigation plans.

Supplier Risk Management (SRiM) Program: Newmont's end-to-end supplier risk framework that supports focus on high-risk contracts in the identification of key scope of work risks and mitigations, while building greater performance transparency with our suppliers.

Pre-qualification questionnaire (PQ): An online survey conducted through the supplier platform upon initial supplier registration or contract renewal as part of our Supplier Risk Management (SRiM) Program. The PQ assesses risks related to social, environmental, human rights, health and safety, ethics and compliance, and information technology.

The survey contains seven questions specifically related to human rights due diligence. Responses to the questions are automatically scored in the online system using a predetermined algorithm to flag suppliers with an elevated likelihood ("elevated risk") of impacting human rights. Suppliers that are flagged are further reviewed to determine if the supplier has had an elevated risk and should be prioritized for human rights training or other mitigations. The intent of the PQ is not to be exclusionary, but to support the early identification of risks and ensure that when a formal contract is awarded, appropriate risk management requirements are included within the contract.

In 2022, the company transitioned from utilizing the supplier platform Aravo, to the platform Ariba. All suppliers that were transitioned to and continued to be registered in Ariba, and any newly registered suppliers, were sent the PQ. The criteria used in the predetermined algorithm to flag suppliers with an elevated likelihood of impacting human rights was the same between the two systems, but the nomenclature used for "elevated risk" was slightly different. In Aravo, "elevated risk" aligned with suppliers tagged to the categories "high risk" and "extreme risk". In Ariba, "elevated risk" represents suppliers tagged to the category "high risk".



VALUE SHARING

LOCAL PROCUREMENT

Each site identifies their local, regional and/or national legal and regulatory provisions and capacity relative to local content procurement and creates a Local Procurement Plan. Sites then define locality attributes for Local-Local, Local, National and International suppliers (as defined in the table below), which will be managed in the Local Procurement Plans. Supplier locality is tagged for each supplier within the procurement system. Unless otherwise noted, procurement spend excludes non-addressable expenses. Spend is reported on a cash basis and is captured based on supplier location / address where the purchase order is released and paid, unless otherwise noted.

Local-local: A business, contractor and/or employee possessing contextually relevant attributes designating such business or person as being associated with the site's direct area of influence.

Local: A business, contractor and/or employee possessing contextually relevant attributes designating such business or person as local to the area or region.

National Supplier: A supplier possessing contextually relevant attributes designating such business or person as being associated with the host country.

International Supplier: A supplier possessing contextually relevant attributes designating such business or person as a foreign national or entity.

Direct area of influence: The geographic area subject to the impact of Newmont's activities in relation to factors including infrastructure, social, economic and environmental.

Indirect area of influence: The geographic area impacted over time by the presence of the site, rather than being directly caused by the site's actions.

Addressable spend: Spend that is necessary for running the business and are directly related to revenue generation.

Non-addressable spend: Spend that is necessary for running the business, but are not directly related to revenue generation. Examples of non-addressable spend include charitable organizations, royalties and government agencies.

Non-order invoice vendors / non-order payments: Payments that do not have a purchase order associated due to the nature of the services, the services provider, the related industry or regulatory or monopolistic practices.

LOCAL-LOCAL AND LOCAL PROCUREMENT DEFINITIONS

Region	Country/site	Local-local Definition	Local Definition
Africa	Ghana		
	Ahafo and Akyem	Micro-, small- and medium-size enterprises* (MSMEs) properly licensed and registered at the Registrar	MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana



General's Department (including for taxation) in Ghana, with at least an office established at Newmont's Africa mining lease area, and which have been validated by the community representatives and confirmed by Newmont's Sustainability and External Relations department at the site.

*Micro, small and medium enterprise (MSME) MSME – A business entity, properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, with total employees of no less than 3 and not more than 99, with total fixed assets no more than \$1,000,000 USD.

(which requires no validation from community representatives) with an office located in the geographical region where the mine is located.

**Americas:
North**

U.S.

CC&V

Suppliers located in counties (Teller, Fremont, El-Paso) with close proximity to site.

Any supplier that has offices, buildings and/or other facilities in the state of Colorado.

Canada

Éléonore

Suppliers owned by the Cree Nation of Wemindji.

Suppliers owned by other Cree communities and the Cree Nation, as well as suppliers from the Nord-du-Québec region.

*The site has identified a need for additional clarification in their current definition of "local supplier" and is in the process of updating their Local Procurement Plan and definition of "local supplier" to include suppliers from the Abitibi region. In 2023 and prior years, suppliers from the Abitibi region were included and reported in the site's total spend with local suppliers.

Musselwhite

Suppliers owned by signatory and affiliate First Nations and Councils.

Suppliers from Winnipeg to Sault Saint Marie and in Musselwhite's indirect geographical area of influence.

Porcupine

Suppliers from communities within 75km of operations and from signatory First Nations.

Suppliers from the northeastern Ontario region in Porcupine's indirect geographical area of influence.

Americas:

Argentina



South	Cerro Negro	A company that meets at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification “Local Company” according to province Law N°3.616 of Santa Cruz and must be located geographically in the direct area of influence of the mine.	A company that meets at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification “Local Company” according to province Law N°3.616 of Santa Cruz.
	Suriname		
	Merian	N/A	Suppliers that are associated with one of the communities in the Area of Interest. This can be businesses owned by Pamaka, Kawina or TCR* community members. *Transport Corridor (TCR) - All communities located between Moengo and Merian (namely Moengo, Pegrin Kondre, Krabu Olo, Mora Kondre, Leewani Kampu, Sabaja Kampu, Ovia Olo, Damg Tapoe and Patamaka)
	Mexico		
Peñasquito	MSMEs licensed and registered in the Zacatecas State in Mexico, wholly owned by a Mexican local resident of Peñasquito’s mine influence area (MIA), whose principal business address and location of business operation is at one of the 25 communities located in Peñasquito’s influence area.	MSMEs licensed and registered in Zacatecas State, whose principal business address and location is in the Zacatecas state, but outside of Peñasquito’s MIA.	
Peru			
Yanacocha	Suppliers who fulfill previous criteria, are registered in Newmont’s Sustainability and External Relations database and are located around the direct geographical influence area of mine operations and projects. *The site is in the process of updating their procurement policy and definition of “local-local” and “local” suppliers to provide additional clarity around the requirements of suppliers that fall into these classifications. Currently, and in all prior years, local-	Suppliers who fulfill previous criteria and are registered in Cajamarca City.	



		local suppliers are to be managed and formed by residents of the mine's influence area, and so have been included in the site's total spend with local-local suppliers.	
Australia	Australia		
	Boddington	Suppliers located within a 50-kilometer radius of the mine site.	Suppliers located in the state of Western Australia.
	Tanami	Suppliers from the Yuendumu and Lajamanu communities.	Suppliers located in the state of Northern Territory.
	Other	The category Australia-Other falls outside of the report's boundary and was included to still account for local spend in the area not tracked directly to Boddington or Tanami. Spend includes Newmont Exploration Pty and Newmont Mining Services Pty Ltd., but excludes Saddleback investments.	

WORKFORCE

Newmont tracks and reports various workforce demographics data related to compensation and equal remuneration, inclusion, diversity and equity, labor management relations, talent attraction and retention, and training and professional development. This data is tracked only for Newmont employees, unless otherwise stated. Workforce data is based on head count at the end of the reporting period, unless otherwise noted.

DIVERSITY

Newmont employees self-select their gender upon hire and data is recorded in our human capital management platform. Currently, Newmont's employee records systems only allow for the selection of the options of male or female when self-selecting gender. However, employees may elect not to disclose their gender. For these instances, and for data sets that do not include other sensitive information (i.e., compensation), employees will be reported in the category 'other'. In datasets that include sensitive information, employees who have elected not to disclose their gender will be excluded from the gender breakout tables.

Gender breakout and female representation data includes all Newmont employees with the exception of specific employee sub-group positions such as those hired primarily for skill and development opportunities (e.g., apprentices, students, seasonal job roles) and do not have a long-term employment commitment with Newmont.

We have employees who live in countries outside of the countries in our operating portfolio. In the gender breakout data disaggregated at the country level, any country where fewer than 10 employees reside is grouped into the category 'Other', for confidentiality purposes.



In 2023, the Company underwent the first phase of restructuring our organizational design. As of the end of 2023, the structural changes implemented resulted in a change to some of the job level definitions, as compared to the definitions used in 2022.

Contractor: A third-party worker providing services to Newmont in an augmented staff role (i.e., services that a Newmont employee would typically provide, but because of a shortage of Newmont employees with the necessary skill set, need for scalability, or other business drier, Newmont is required to obtain workers from an outside source).

Employee: A person who is directly on the employee payroll of a Newmont entity.

Board of Directors: Nominees for election as directors who receive the vote of at least a majority of votes cast at the Annual Meeting of Stockholders of Newmont Corporation. All nominees are independent, except for one director, Newmont’s President and Chief Executive Officer (CEO).

Executive Leadership Team: All Executive leaders of Newmont’s enterprise functions, including the CEO and direct reports to the CEO.

Senior leadership: All Newmont employees with Executive Grades L4-L7, which includes the Executive Leadership Team.

People manager: All non-senior leadership employees with at least one direct report.

Individual contributor: All employees within job grades 100 – E3 with no direct reports.

Operator and maintainer: All employees below grade 100 with no direct reports.

LOCAL EMPLOYMENT

Each site (with the exception of CC&V in the U.S.) has defined their own long-term or annual local/Indigenous employment commitments for local workforce representation, tied to Newmont’s global public local/Indigenous employment target. The commitments are often based on formal agreements between Newmont and local or Indigenous communities. Local/Indigenous employment designations are determined through employee self-identification during hiring, and subsequent validation processes led by the respective People function (where required by site), and is captured in our employee records system. Below is a breakdown of each site’s target population and calculation details.

LOCAL/INDIGENOUS EMPLOYMENT DEFINITIONS

Region	Country/site	Local/Indigenous Employment Definition	Target Calculation
Africa	Ghana		
	Ahafo	The population of local-local refers to employees within the catchment area of Ahafo mine. <u>Catchment Areas:</u> <i>Adrobaa, Afirisipa, Gyedu, Kenyase No. 1, Kenyase No. 2, Ntotroso, Susuanso, Terchire, Wamahinso, Yamfo</i>	The percentage of local-local workforce is calculated as local-local workforce / national workforce. Excludes Employee Groups – International Assignment (Expat) and Casual.



	Akyem	<p>The population of local-local refers to employees within the catchment area of Akyem mine.</p> <p><u>Catchment areas:</u> <i>Adausena, Adjenua, Afosu, Hweakwae, Maamaso, New Abirem, Ntronang, Old Abirem, Paramountcy, Yaayaso, Yaw Tano</i></p>	<p>The percentage of local-local workforce is calculated as local-local workforce / national workforce. Excludes Employee Groups – International Assignment (Expat) and Casual.</p>
Americas: North	Canada		
	Éléonore	<p>The population of First Nations / Indigenous People refers to employees from the Cree nation, which includes the Grand Council of the Crees (Eeyou Istchee) and Cree Nation of Wemindji.</p>	<p>Éléonore’s public target is a specified percentage improvement over the previous year’s performance amongst a suite of metrics which includes employment, development and retention among the Cree employees.</p>
	Musselwhite	<p>The population of First Nations/Indigenous People refers to employees and contractors from Signatory and Affiliate First Nations and Mishkeegogamang First Nation.</p> <p><i>Applicable Signatory and Affiliate First Nations and Mishkeegogamang First Nation includes: Cat Lake First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, North Caribou Lake First Nation, Shibogama First Nations Council, Windigo First Nations Council and Mishkeegogamang First Nation</i></p>	<p>The percentage of First Nations/Indigenous People is calculated as employees and contractors from Signatory and Affiliate First Nations and Mishkeegogamang First Nation / Total workforce of contractors and employees. Employee and contractor numbers are calculated using the average headcount for the year.</p>
	Porcupine	<p>The population of First Nations/Indigenous People refers to employees and contractors from the following signatory and non-signatory communities: Mattagami First Nation, Matachewan First Nation, Flying Post First Nation, Wahgoshig First Nation, Chapleau Cree First Nation, Chapleau Ojibwe First Nation, Brunswick House First Nation and Michipicoten First Nation.</p>	<p>Porcupine’s public target is a specified percentage improvement over the previous year’s performance in employment and capacity, realized through recruitment and training.</p>



Americas: South	Argentina		
	Cerro Negro	The population of local refers to employees that reside in the Santa Cruz Province.	The percentage of local workforce is calculated as local workforce that reside in the Santa Cruz Province/ total workforce, including expat employees.
	Suriname		
	Merian	The population of local-local refers to Pamakan employees from within the specified communities around our Merian mine. Employees who are Paramaribo based and validated as Pamakan, are also included. "Pamakan" means a person of Pamaka Maroon Ancestry who may or may not have residency along the Marowijne River.	The percentage of local-local workforce is calculated as local-local workforce (Pamakan employees from within the specified communities around Merian mine) / total workforce, including expat employees.
	Mexico		
	Peñasquito	The population of local-local refers to unionized employees from Zacatecas.	The percentage of local-local workforce is calculated as local-local unionized workforce who reside in Zacatecas / total unionized workforce.
Australia	Peru		
	Yanacocha	The population of local refers to the local Cajamarquino employees.	The percentage of local workforce is calculated as local workforce (local Cajamarquino employees) / total workforce in Minera Yanacocha Legal Entity, excluding expat employees.
	Australia		
	Boddington and Tanami	The population of Indigenous refers to Aboriginal and Torres Strait Islanders (ATSI).	The percentage of Indigenous workforce is calculated as ATSI workforce (Regular employees + all Fixed term employees) / total workforce (regular employees + all fixed term employees), excluding expat employees.