



**Newmont**<sup>TM</sup>

**2023 SUSTAINABILITY REPORT**

**MORE THAN GOLD.**



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For details on the scope of this report (i.e., sites and locations included or not included and references to the Goldcorp and Newcrest acquisitions), please see the [About This Report](#) section.

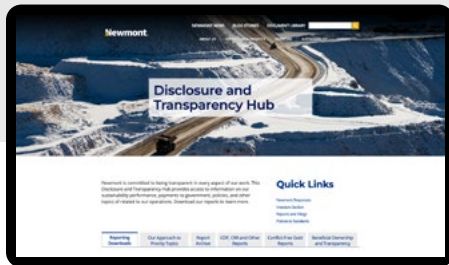
## HOW TO USE THIS REPORT

This report uses interactive features to link to various parts of the report or access additional content online.

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



Cover Photo: British Columbia, Canada

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## 2023 AT-A-GLANCE

# A Transformative Year Shaping Newmont's Future

The close of the Newcrest acquisition in November 2023 demonstrates our commitment to deliver on one of our key value propositions – to establish a new sustainability standard in responsible gold and copper mining.

This report reflects the transformation Newmont is undergoing, including the following:

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### SHIFT TO MANDATORY REPORTING

The new U.S. Securities and Exchange Commission climate disclosure rules and other anticipated regulations require strong internal controls and procedures.

We discuss how we are preparing to comply with these new regulations in the [Sustainability Compliance and Assurance](#) section.

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### PERFORMANCE FOCUS

This report focuses on our 2023 performance.

Information about the governance, risk management, and our strategy and management approach for each material issue, which has previously been included in the report, is now available on our new Disclosure and Transparency Hub on our [website](#).

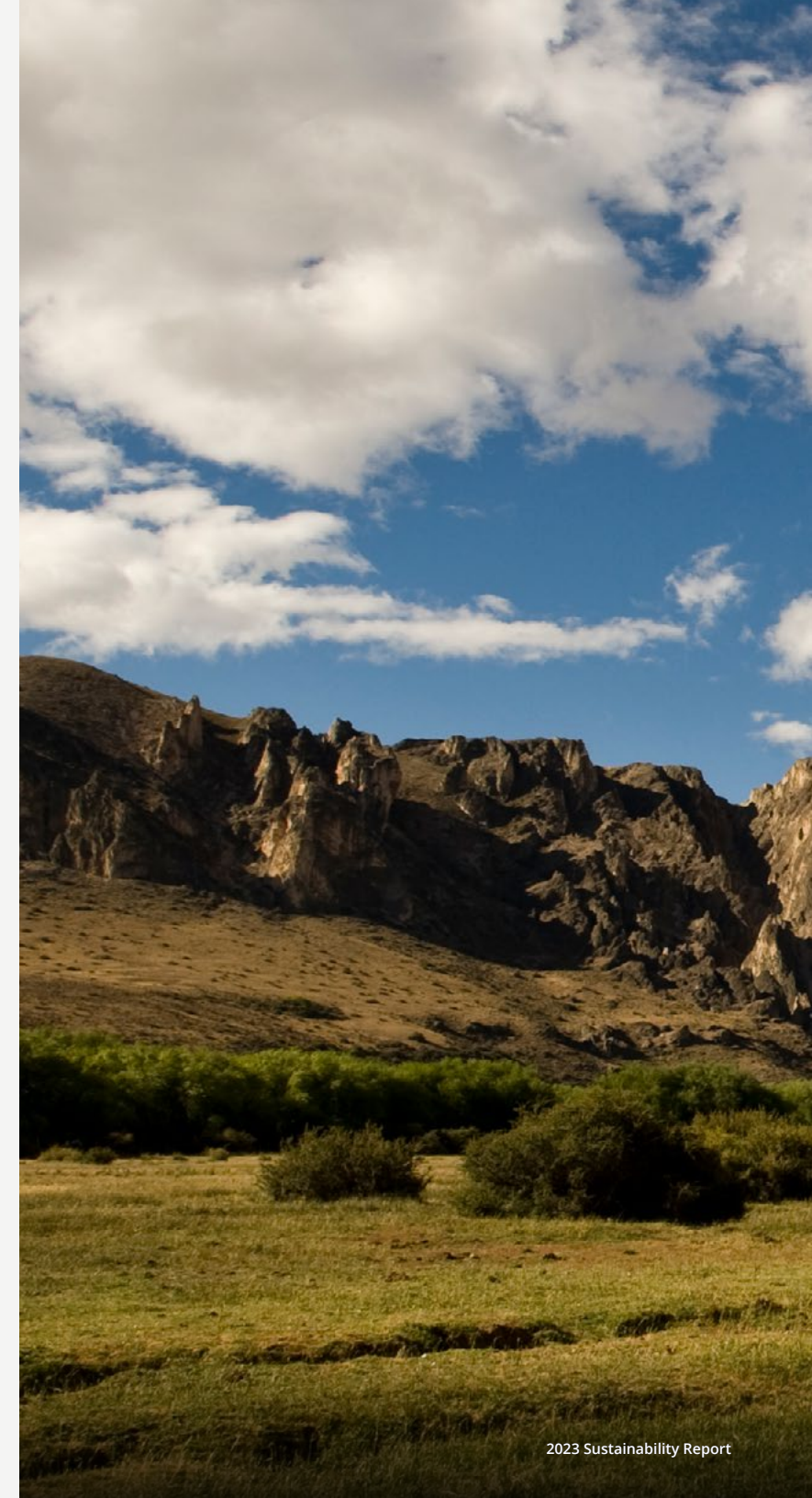
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### NEWCREST INTEGRATION

Continuing our journey toward industry-leading sustainability practices involves integrating systems and aligning on standards, performance metrics and targets. We began this effort in 2023 and will continue throughout 2024.

Details of the Newcrest disclosures included in this report and our 2023 Performance Data tables are in [About This Report](#).

**Photo:** Cerro Negro, Argentina



## 2023 SUMMARY

**Conducted investigation into fatality at our Brucejack mine and began applying the lessons learned across the enterprise →**

**Achieved conformance to the Global Industry Standard on Tailings Management across all T1 priority facilities →**

**Fulfilled commitment to contribute \$20M to support host communities and countries addressing the impacts of the COVID-19 pandemic →**

Committed to being an **early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD)**, a new framework for disclosing nature-related risks and opportunities →

**Fully met three, mostly met five and missed two annual public targets →**

**\$4.7B** in **direct economic contributions**, including salaries, taxes, royalties, payments to governments and community contributions →



Photo: Cerro Negro, Argentina

## LETTER FROM OUR PRESIDENT AND CHIEF EXECUTIVE OFFICER

“The year demonstrated our team’s unwavering commitment to long-term goals, prioritizing sustainable solutions over short-term gains. This quality sets Newmont apart, reflecting the depth of character within our organization.”

**TOM PALMER**, President and Chief Executive Officer



### Dear Stakeholders,

Reflecting on 2023, it stands out as a remarkable year for Newmont marked by transformational change that touched the lives of every one of our team members. What I am particularly proud of is the consistent display of resilience and thoughtful decision-making amidst significant challenges and uncertainties.

#### **RECOMMITTING TO A FATALITY-FREE WORKPLACE**

Our most important measure of success is, and must always be, keeping everyone who works at Newmont healthy and safe. Sadly, we recently lost four of our colleagues over a four-month period – Adam Kennedy at our Brucejack mine, Ike Cobbinah Morrison at our Ahafo North project, and Rosana Ledesma and Daniel Ochoa at our Cerro Negro mine. These tragic incidents remind us of the inherent risks in mining and underscore the importance of constant vigilance and adherence to the critical controls that must be in place before undertaking a task.

Along with conducting thorough investigations into these incidents and ensuring we learn and hardwire those learnings back into our systems, we have intensified our efforts to strengthen our visible leadership, our Fatality Risk Management (FRM) system and fundamental safety tools and practices.

With humility and determination, we renew our commitment to providing a workplace free of fatalities, injuries and illnesses.

#### **CREATING THE WORLD’S LEADING GOLD MINING BUSINESS**

This year involved navigating changes and uncertainties associated with Newmont’s acquisition of Newcrest. This historic transaction combined two top gold producers, setting a new standard for

responsible gold and copper mining. Our combined portfolio now includes high-quality operations, projects and reserves concentrated in low-risk jurisdictions that are poised to deliver lasting returns while supporting best-in-class sustainability performance.

Recognizing the need for strong and experienced leadership during this transformative period, we made significant leadership appointments to ensure our purpose and values guide our decision-making and problem-solving during integration activities. In October, Natascha Viljoen joined Newmont as Chief Operating Officer (COO), responsible for our Australia, North America and Papua New Guinea business units with Rob Atkinson serving as our COO for our Africa, Latin American and Caribbean (LATAC) and Peru business units and global projects. Natascha assumed full accountability for all business units in the COO portfolio on March 1, 2024, leading a team of Managing Directors, each responsible for one of our six business units.

Given our growing presence in Australia, we appointed a member of our Executive Leadership Team, Suzy Retallack, to be based in Australia and lead our policy development and advocacy, strategic initiatives and engagement with industry bodies to further enhance Newmont’s standing in the region. Suzy also serves as our Chief Safety and Sustainability Officer.

These changes reinforce an organizational structure that can effectively manage our expanded portfolio and embrace opportunities on the horizon.

Post-transaction close in November, our focus shifted to integrating Newcrest’s team members and assets into Newmont’s established operating model. We prioritized investing in our workforce and continuing our journey toward industry-leading sustainability practices.

### DEMONSTRATING OUR VALUES

One of the biggest challenges we faced during the year was at our Peñasquito operation in Mexico. In June, the union representing employees at the mine, initiated a strike demanding the Company pay additional profit sharing, equivalent to double the amount agreed upon the previous year during the collective bargaining negotiation cycle, and alleging other violations of the agreement. In October, we reached a resolution with the union and focused on the safe return of our teams to work and restart of operations. Throughout the period of the strike action, we held steadfast to our values, honoring the collective bargaining agreement in place and protecting the long-term value of the mining operation for our workforce, local communities and all stakeholders. This strike action caused significant hardship for many people, and I commend everyone who navigated the challenges and made decisions aligned with Newmont's values.

In contrast to the difficulties posed by the strike, we advanced the opportunity to transform our workplace culture by addressing harassment, discrimination, bullying and racism. Building on insights from hundreds of interviews and conversations with employees throughout 2022, we have designed a multi-year program aimed at fostering a workplace environment where everyone feels physically and psychologically safe and is treated with respect.

### STAKEHOLDER ENGAGEMENT

Our commitment to collaborating with communities to address challenges and create business and career opportunities is implemented through various initiatives. For instance, the Stope School, launched in 2020 at our Musselwhite operation in Canada, provides essential mining skills training for local Indigenous candidates, offering a meaningful career path. In 2023, 295 applicants vied for 10 spots, with 80 percent from signatory and affiliate First Nations communities in the Musselwhite and Mishkeegogamang Agreement.

In Ghana, Newmont's Local Economic Diversification Support (LEDS) program invested nearly \$4 million to establish the Asutifi Processing and Services Centre (APSC) pepper and ginger factory at Ahafo. The center, inaugurated in 2023, collaborates with over 1,000 farmers and 80 farmer-based organizations, processing chili peppers and ginger for local and export markets.

In Peru, Yanacocha's foundation, Los Andes de Cajamarca Association (ALAC), partnered with the United Nations World Food Program to empower local communities through financial inclusion and entrepreneurship. The partnership builds on the success of the 2008 UNICA initiative (a micro-credit program), and today over 530 credit unions serve more than 9,000 community members, of whom 58 percent are women. The partnership directs resources to enhance local capacity for nutrition, food security and economic independence.

### ADVANCING ENVIRONMENTAL STEWARDSHIP PRACTICES

Being responsible stewards of the environment means adopting elevated standards and pursuing innovative opportunities.

The Global Industry Standard on Tailings Management (GISTM) sets intentionally high benchmarks for tailings management in the mining industry, incorporating social, environmental, economic and technical factors at every facility. The standard's overarching goal is zero harm to both people and the environment. We successfully met the criteria to conform to GISTM by August 2023 at our priority facilities (those with

"extreme" or "very high" consequence classification). We are now focused on maintaining conformance at priority facilities and achieving conformance for non-priority facilities by August 2025.

As the momentum grows for adopting nature-positive approaches that enhance various aspects of the environment, we announced in January 2024 our commitment to be an early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD) guidelines. These guidelines encompass land, fresh water, ocean and non-greenhouse gas air emissions and require organizations to establish nature metrics and targets. We aim to disclose our results against this framework, starting with our 2025 reporting.

To advance our water stewardship goals and climate strategy, we established a partnership with Piteau Associates to develop industry-leading predictive water balance models across all sites. This work integrates the climate projections we developed with the National Center for Atmospheric Research (NCAR) into site water balance models to enhance project planning and bolster site resilience.

We also continued to advance our strategic alliance with Caterpillar (CAT) to develop innovative emissions reduction solutions. CAT successfully completed its first prototype for a battery electric underground mining truck in 2023, a pivotal step demonstrating progress in our collaboration. At our Cripple Creek & Victor site, we started the groundwork and pre-work for the anticipated arrival of Caterpillar's prototype battery electric haul truck in the second half of 2024, marking a significant milestone as the first of its kind to operate at an active mine. These are exciting developments in our progress to reduce greenhouse gas emissions and achieve net-zero carbon by 2050.

As part of our activities to integrate our new-to-Newmont operations, we have started work on reviewing and recalculating our baseline data. In May of this year, we will provide an update on our climate performance, largely focused on activities before the Newcrest acquisition. Then later this year, we plan to publish a more detailed report that includes a rebaselining of our 2030 emissions reduction targets to reflect our current operating portfolio and an update on the climate scenario analyses we use to test Newmont's resilience to potential risks and opportunities associated with climate change.

### LOOKING AHEAD

The year demonstrated our team's unwavering commitment to long-term goals, prioritizing sustainable solutions over short-term gains. This quality sets Newmont apart, reflecting the depth of character within our organization.

This is a very exciting and transformative time for Newmont and all our stakeholders. Our diversified portfolio reflects a steadfast commitment to do more than gold – producing the essential metals for the transition to a low-carbon future and making a meaningful difference for stakeholders and the world. As we move forward, we aim to build on the successes of 2023 and uphold the principles that demonstrate Newmont's resilience, integrity and excellence.

**Tom Palmer,**  
President and Chief Executive Officer

## LETTER FROM OUR SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

“The Company’s resilience and ability to achieve most of its safety and sustainable targets in a challenging and transformative year is a testament to management’s commitment to fulfilling Newmont’s purpose to create value and improve lives through sustainable and responsible mining.”

JANE NELSON, Chair, Safety and Sustainability Committee



### Dear Stakeholders,

As Chair of the Safety and Sustainability Committee, I am honored to provide an update on the Committee’s actions in 2023 to support the Board of Directors in overseeing Newmont’s safety and sustainability performance.

While acknowledging the many accomplishments achieved through the hard work of individuals and teams across Newmont, it is crucial to recognize the shifting social, political and environmental challenges facing the Company, the broader industry and the world. The ever-evolving landscape requires a deep and agile understanding of sustainability risks, trends and stakeholder perspectives coupled with robust strategies and plans.

In 2023, the Committee’s quarterly meetings covered a comprehensive agenda, discussing with management a diverse range of matters related to health, safety, security, external relations, social performance and environmental management performance. These meetings also included in-depth examinations of key programs, strategies and challenges, and updates on integration activities related to the Newcrest acquisition. Committee members also participated in three out-of-cycle meetings to review specific strategies, such as the Company’s evolving energy, climate and decarbonization strategy, and to review and approve the Company’s suite of sustainability reports alongside meetings with the PwC team that provided external limited assurance on these.

#### HEALTH, SAFETY AND SECURITY

We are deeply saddened by the loss of four colleagues over the past year – Adam Kennedy, Ike Cobbinah Morrison, Rosana Ledesma and Daniel Ochoa. Management promptly briefed the full Board on each incident and continues to share the lessons learned from internal and external investigations and the

actions being taken to prevent a reoccurrence of these tragic events. Newmont has made significant strides in its safety journey, but these tragedies serve as a reminder that maintaining a fatality-free workplace requires constant chronic unease and commitment to verifying and testing the critical controls that must be in place and implemented at all times to prevent potential or actual fatalities.

We commend the Company for expanding its Fatality Risk Management program to address the health risks associated with exposures to dust and fumes. Furthermore, Newmont’s \$94 million investment in fatigue detection technology and camp accommodation improvements since 2020 has reduced fatigue-related incidents to near zero.

Due to security challenges at some sites, including national political unrest, worker strikes, and small-scale mining activities, the Committee received regular updates on current and changing security threats and vulnerabilities. These updates also included information on the efforts to enhance defensive technology systems that predict, monitor and control these risks to our employees and communities. The Committee also received updates on the Company’s implementation of the Voluntary Principles on Security and Human Rights.

#### SOCIAL PERFORMANCE

Expectations of the corporate responsibility to respect human rights continue to evolve, moving from voluntary norms, disclosures and best practices to more prescriptive regulatory requirements. This includes the new Modern Slavery Act in Canada, following existing Modern Slavery Acts in the United Kingdom and Australia, and the proposed EU Corporate Sustainability Due Diligence Directive that mandates human rights due diligence. Management provided updates on how the Company is aligning its human rights and related programs to comply with new regulations and meet growing corporate responsibility expectations.

Demonstrating the Company's proactive approach to respecting human rights, the Committee reviewed the independent assessment that Newmont commissioned to evaluate actual, potential and perceived human rights impacts associated with the resettlement process at the Ahafo North project. We were also kept apprised of developments during the four-month-long strike at the Peñasquito operation, focusing on Newmont's commitment to respecting the collective bargaining agreement and freedom of association.

Artisanal and small-scale mining (ASM) taking place on or near Newmont's mining concessions continued to present safety, security, environmental and social challenges. Newmont's multi-pronged approach to ASM includes partnering with small-scale miners to improve their safety, processing and environmental outcomes as well as providing alternative livelihood opportunities. Implementing this multi-pronged approach is crucial in addressing ASM risks as it not only offers individuals viable and legal economic alternatives but also contributes to the broader goal of sustainable development and environmental conservation. The special credit facility that Newmont and the Suriname National Development Bank began offering to Pamaka small-scale miners in 2023 is one example, and an important step toward cultivating new small business opportunities for the communities near the Merian operation.

#### ENVIRONMENT

During the year, the Committee reviewed and discussed the Company's evolving energy and decarbonization strategy and received strategic updates on other sustainability priorities and commitments. Each quarter, the Committee reviewed and discussed the Company's environmental performance and risk management across our operations, including:

- Key activities that are advancing Newmont's transition to a low-carbon economy and helping achieve its 2030 goal to reduce greenhouse gas emissions and achieve net-zero carbon emissions by 2050.
- Improvements to Newmont's governance and risk management around the safe design, construction, operation and closure of tailings facilities throughout the mine lifecycle.
- Efforts to reduce water consumption, improve water governance and implement predictive tools to support planning for water management across all sites.
- Tracking of external trends for the shift to nature positive and alignment with the future reporting requirements for the Taskforce on Nature-related Financial Disclosures (TNFD).
- Details on the Company's updated Closure Strategy and five-year strategic plan.
- Continued advancement of the Path to Zero Cyanide Spills program including reduction in number of events and potential consequence.

#### ADVANCING INDUSTRY LEADERSHIP

The acquisition of Newcrest in 2023 was another transformational milestone for Newmont, further expanding our presence in major mining jurisdictions and creating new expectations, risks, and opportunities for the Company's industry-leading sustainability performance. Areas of particular focus during integration include safety, health and hygiene, security risk management, operating in new jurisdictions, managing different types of environmental challenges, and building respectful and inclusive workplaces.

Following the acquisition close in November, we were pleased to welcome Sally-Anne Layman to the Committee. She brings extensive experience in the mining sector and financial markets. Her deep understanding of Australia's business climate will be invaluable given Newmont's expanded presence in the country.

I also want to express our Committee's gratitude to Nick Cotts, Senior Vice President of External Relations, who retired from Newmont in July 2023 after nearly 30 years of service. Nick played a defining role in enhancing our community and environmental practices and was integral to our industry-leading approach to sustainability. In addition, we would like to thank Peter Toth, who served as Newmont's Chief Strategy and Sustainability Officer until assuming the role of Chief Development Officer in June 2023. He continues to advance Newmont's environmental and social performance as a core component of our corporate strategy and business development, and we anticipate ongoing discussions with him and his team on external relations matters. We welcome the appointment of Suzy Retallack as Newmont's Chief Safety and Sustainability Officer. Suzy and the Committee have already worked together extensively in her previous role as Senior Vice President of Health, Safety and Security, and we look forward to working with her and her team in her expanded position to further strengthen Newmont's position as an industry leader in sustainability.

The Company's resilience and ability to achieve most of its safety and sustainable targets in a challenging and transformative year is a testament to management's commitment to fulfilling Newmont's purpose to create value and improve lives through sustainable and responsible mining. At the same time, the tragic fatality in Canada, and the growing complexity of the safety and sustainability risks, opportunities and stakeholder expectations that we face as a company and as an industry point to the necessity of continued rigor and commitment in meeting the responsibilities and specific duties outlined in our Committee's Charter. Thank you to my fellow Committee members for their contributions during 2023.

**Jane Nelson,**  
Chair, Safety and Sustainability Committee



Our business is anchored in our values and guided by our purpose: to create value and improve lives through sustainable and responsible mining. Our commitment to environmental, social and governance (ESG) principles is fundamental to achieving our purpose.

# OVERVIEW



## OVERVIEW

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*Suzy Retallack, Executive Vice President  
and Chief Safety and Sustainability Officer*

*Natascha Viljoen, Executive Vice President  
and Chief Operating Officer*

*Karyn Ovelmen, Executive Vice President  
and Chief Financial Officer*

**Ranked 2nd among 110 companies** across the extractive and apparel industries in the 2023 Corporate Human Rights Benchmark assessment →

Assessed and identified **33 highly material sustainability issues** on which we focus our public disclosures →

**Over 63%** of Board members are gender or ethnically diverse →

Achieved critical milestones in our **strategic alliance with Caterpillar** to standardize all-electric and autonomous surface and underground mining solutions →

Photo: Ahafo, Ghana



# PUBLIC SUSTAINABILITY TARGETS

Public sustainability targets underscore a commitment to transparency, serve as an effective mechanism for managing risks, and provide insights into performance with respect to sustainability impacts. At Newmont, we have shared our performance against our public sustainability targets since 2015.

## 2023 Public Sustainability Target Performance

Our public sustainability targets gauge progress in the areas where we strive for continuous improvement. Business units, functions and senior leaders provide input into the targets, and the Board of Directors’ Safety and Sustainability Committee reviews and approves any changes or additions.

For 2023, out of our 10 annual targets, we fully met three, mostly met five (i.e., most sites achieved the target but some fell short) and did not meet two. Progress toward the two longer-term goals – female representation and climate – is ongoing. A detailed performance breakdown is provided in the accompanying table. An overview of our targets performance is discussed in the accompanying table, with more details provided in the respective sections of this report.





### 2023 PUBLIC SUSTAINABILITY TARGETS

✔ Met
◐ Mostly met
🕒 Ongoing
✘ Not met





## Social

Target definition	2023 Performance	Commentary	More information
<b>Safety</b>			
Zero fatalities	✘	Tragically, in December 2023, our colleague Adam Kennedy who worked at our Brucejack mine in British Columbia, Canada, was fatally injured while completing shotcreting activities (i.e., spraying concrete/mortar onto a surface) underground. We are applying lessons learned from our investigation into this incident.	<a href="#">Health, Safety and Security</a>
<b>Female representation</b>			
Achieve gender parity in senior leadership* roles by 2030 <i>* Defined as those in Level 4 and up to Newmont’s President and CEO (Level 7), including the Executive Leadership Team. This is an aspirational goal that Newmont is striving to achieve, in compliance with applicable law. Newmont is an equal employment opportunity employer and does not make employment-related decisions based on gender.</i>	🕒	As of the end of 2023, female representation in senior leadership roles was 33%, up from 31% at the end of 2022.	<a href="#">People and Culture</a>

## Social

Target definition	2023 Performance	Commentary	More information
<b>Human rights and the supply chain</b>			
Implement risk mitigation plans for 100% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights <i>* Applies to new suppliers and suppliers due for contract renewal at sites where Newmont's Supplier Risk Management program has been implemented.</i>		Across the seven sites and office locations where SRiM is in place, we engaged 90% (183) of identified suppliers in training, falling just short of our target.	<a href="#">Human Rights</a>
<b>Community complaints and grievances</b>			
All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days		Across all tier 1 complaints received in 2023, 100% of complaints were responded to, addressed and/or escalated within 30 days.	<a href="#">Social Acceptance</a>
Integrate the root-cause analysis methodology into site stakeholder management systems		We integrated the root-cause functionality into our stakeholder management system and entered data from the pilot test in 2022 into the system.	
<b>Community commitments</b>			
All sites complete 100% of community commitments on or before due date		Of our 12 operating sites, eight completed 100% of commitments on or before due dates as captured in the commitment registers at each site. Ahafo South, Boddington, Cerro Negro and Merian were late on one or more commitments.	<a href="#">Social Acceptance</a>

## Environment

Target definition	2023 Performance	Commentary	More information
<b>Climate</b>			
Achieve the following by 2030*: <ul style="list-style-type: none"> <li>• Reduce absolute GHG emissions (Scope 1 and 2) by 32%</li> <li>• Reduce GHG emissions intensity (Scope 1 and 2) by 32%</li> <li>• Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30%</li> </ul> * Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline		Details about our energy use and greenhouse gas emissions performance by site and over the past five years will be included in our 2023 Climate Performance disclosure, which will be published in May 2024.	<a href="#">Energy and Climate Change</a>
<b>Water stewardship</b>			
All sites achieve annual site targets, including action plans, for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity		Across all 12 sites, 82 of 103 action plans (around 80%) were completed in 2023. Three were canceled due to no longer being relevant, and the remaining were deferred to 2024.	<a href="#">Water Stewardship</a>
<b>Water efficiency</b>			
All sites to achieve annual water efficiency targets that support an overall reduction in fresh water of more than 5%, with sites in water-stressed areas to reduce overall fresh water consumption by at least 10%* * From the 2018 baseline		All but one site (Cerro Negro) achieved their annual site-specific water efficiency targets. Overall, Newmont has reduced fresh water consumption at our 12 operating sites by 26% from the 2018 baseline. Although three of our four water-stressed sites (CC&V, Peñasquito and Tanami) achieved their annual water efficiency targets, Cerro Negro fell short due to requiring additional water to restore the pond levels needed to operate the reclaim barge pump operation, and we did not meet our target to reduce overall fresh water consumption at these four sites by 10% compared to our 2018 baseline.	<a href="#">Water Stewardship</a>
<b>Closure and reclamation</b>			
Achieve 95% of planned reclamation activities/associated actions across the Company		Our target was to complete at least 143 hectares of concurrent reclamation, and we reclaimed 165 hectares during the year. Nine of our 12 operating sites met or exceeded their reclamation activity targets for 2023. Peñasquito missed its target due to the four-month-long strike that suspended operations. Both Akyem and Musselwhite completed 90% of their planned reclamation activities.	<a href="#">Closure and Reclamation</a>

## Value Sharing

Target definition	2023 Performance	Commentary	More information
<b>Local/Indigenous employment</b> All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site	✗	Of the 11 operating sites with a local or Indigenous employment target, five met or exceeded their target.	<a href="#">Value Sharing</a>
<b>Local/Indigenous procurement</b> All sites achieve spend target with local/Indigenous suppliers	✓	Globally, Newmont spent \$1.4 billion with local/Indigenous suppliers, exceeding our overall target of \$1.209 billion. Nine operating sites met or exceeded their target while three fell short.	<a href="#">Value Sharing</a>

Photo: Ahafo, Ghana



## 2024 Public Sustainability Targets

An important part of both our Corporate Strategy and Sustainability Strategy involves ongoing improvement and meeting evolving stakeholder expectations.

Most of our public sustainability targets are annual. The exceptions are our long-term goals related to female representation and science-based climate targets. Further details on our future targets are provided in relevant sections of this report.

### 2024 PUBLIC SUSTAINABILITY TARGETS

#### Social

Target definition	More information
<b>Safety</b>	
Zero fatalities	<a href="#">Health, Safety and Security</a>
<b>Female representation in senior leadership roles</b>	
Achieve gender parity in senior leadership* roles by 2030 <i>* Defined as those in Level 4 and up to Newmont's President and CEO (Level 7), including the Executive Leadership Team. This is an aspirational goal that Newmont is striving to achieve, in compliance with applicable law. Newmont is an equal employment opportunity employer and does not make employment-related decisions based on gender.</i>	<a href="#">People and Culture</a>
<b>Human rights and the supply chain<sup>1</sup></b>	
Implement risk mitigation plans for 100% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights <i>* Applies to new suppliers and suppliers due for contract renewal at sites where Newmont's Supplier Risk Management program has been implemented.</i>	<a href="#">Human Rights</a>
<b>Stakeholder complaints and grievances<sup>1</sup></b>	
All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days	<a href="#">Social Acceptance</a>
<b>Community commitments<sup>1</sup></b>	
All sites complete 100% of commitments on or before due dates as captured in register	<a href="#">Social Acceptance</a>

<sup>1</sup> Sites acquired through the Newcrest transition in late 2023 will not be included in this public sustainability target for 2024 due to extended transition timelines; however, they will be included beginning in the 2025 reporting year.

<sup>2</sup> Due to the integration of our new-to-Newmont operations, we intend to publish a comprehensive report toward the end of 2024 with updated 2030 emissions reduction targets, which will reflect recent changes to our operating portfolio.

#### Environment

Target definition	More information
<b>Energy and climate change<sup>2</sup></b>	
Achieve the following by 2030*: <ul style="list-style-type: none"> <li>Reduce absolute GHG emissions (Scope 1 and 2) by 32%</li> <li>Reduce GHG emissions intensity (Scope 1 and 2) by 32%</li> <li>Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30%</li> </ul> <i>* Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline.</i>	<a href="#">Energy and Climate Change</a>
Achieve our goal of net-zero carbon emissions by 2050	
<b>Water stewardship</b>	
All sites achieve annual site targets, including action plans, for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity	<a href="#">Water Stewardship</a>
<b>Water efficiency</b>	
Newmont sites prior to the acquisition of Newcrest aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce by at least 10%* <i>* From the 2018 baseline</i>	<a href="#">Water Stewardship</a>
<b>Closure and reclamation</b>	
Achieve 95% of planned reclamation activities/associated actions across the Company	<a href="#">Closure and Reclamation</a>
<b>Value Sharing</b>	
Target definition	More information
<b>Local/Indigenous employment<sup>1</sup></b>	
All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site	<a href="#">Value Sharing</a>
<b>Local/Indigenous procurement<sup>1</sup></b>	
All sites achieve spend target with local/Indigenous suppliers	<a href="#">Value Sharing</a>

## OUR BUSINESS

Newmont is the world’s leading gold company and a producer of copper, zinc, lead and silver. The Company’s world-class portfolio of assets, prospects and talent is anchored in favorable mining jurisdictions in Africa, Australia, Latin America and Caribbean, North America and Papua New Guinea (PNG). Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled environmental, social and governance (ESG) practices. The Company is an industry leader in value creation, supported by robust safety standards, superior execution, and technical expertise. Newmont was founded in 1921 and has been publicly traded since 1925.

On November 6, 2023, we completed the acquisition of Newcrest Mining Limited (“Newcrest”) (“the Newcrest transaction”). Select results of Newcrest for the period November 6–December 31, 2023, are included in the [2023 Performance Data tables](#).

The successful acquisition of Newcrest was a standout moment in our history, positioning Newmont as the world’s largest gold mining company with an outstanding portfolio of Tier 1 assets and a clear pathway to becoming a global-scale copper producer. We remain grounded in our values and guided by our purpose, holding ourselves and the industry accountable as we continuously work to set the standard for responsible mining.



Read more about our operations and projects around the world on our [website](#) and in our [2023 Form 10-K](#).

Photo: Cajamarca Region, Peru





NEWMONT OPERATIONS AND PROJECTS<sup>1, 2</sup>



<sup>1</sup> As of February 2024. See [cautionary statement](#).

<sup>2</sup> On February 22, 2024, Newmont [announced](#) its intention to divest six non-core assets, including Éléonore, Musselwhite, Porcupine, CC&V, Akyem and Telfer, within the next 12 months.

<sup>3</sup> Newmont holds a 38.5 percent ownership interest.

<sup>4</sup> Newmont holds a 40 percent ownership interest.

<sup>5</sup> Tier 1 Asset is defined as having, on average over such asset's mine life: (1) production of over 500,000 GEOs/year on a consolidated basis, (2) average AISC/oz in the lower half of the industry cost curve, (3) an expected mine life of over 10 years, and (4) operations in countries that are classified in the A and B rating ranges for Moody's, S&P and Fitch. For the definition of GEOs and AISC, see Newmont's annual report on Form 10-K on file with the SEC. With respect to other assets in the industry, such terms and metrics are as published in public filings of the third-party entities reporting with respect to those assets. Our methods of calculating operating metrics, such as AISC, and those of third parties may differ for similarly titled metrics published by other parties due to differences in methodology.

## Corporate Strategy

At Newmont, we take pride in being a values-driven organization with a clear purpose – to create value and improve lives through sustainable and responsible mining.

Read more about our five core values – safety, integrity, sustainability, inclusion and responsibility on our [website](#).

Our Corporate Strategy aligns key external industry megatrends with our core capabilities and competitive advantages. Our three strategic pillars are:

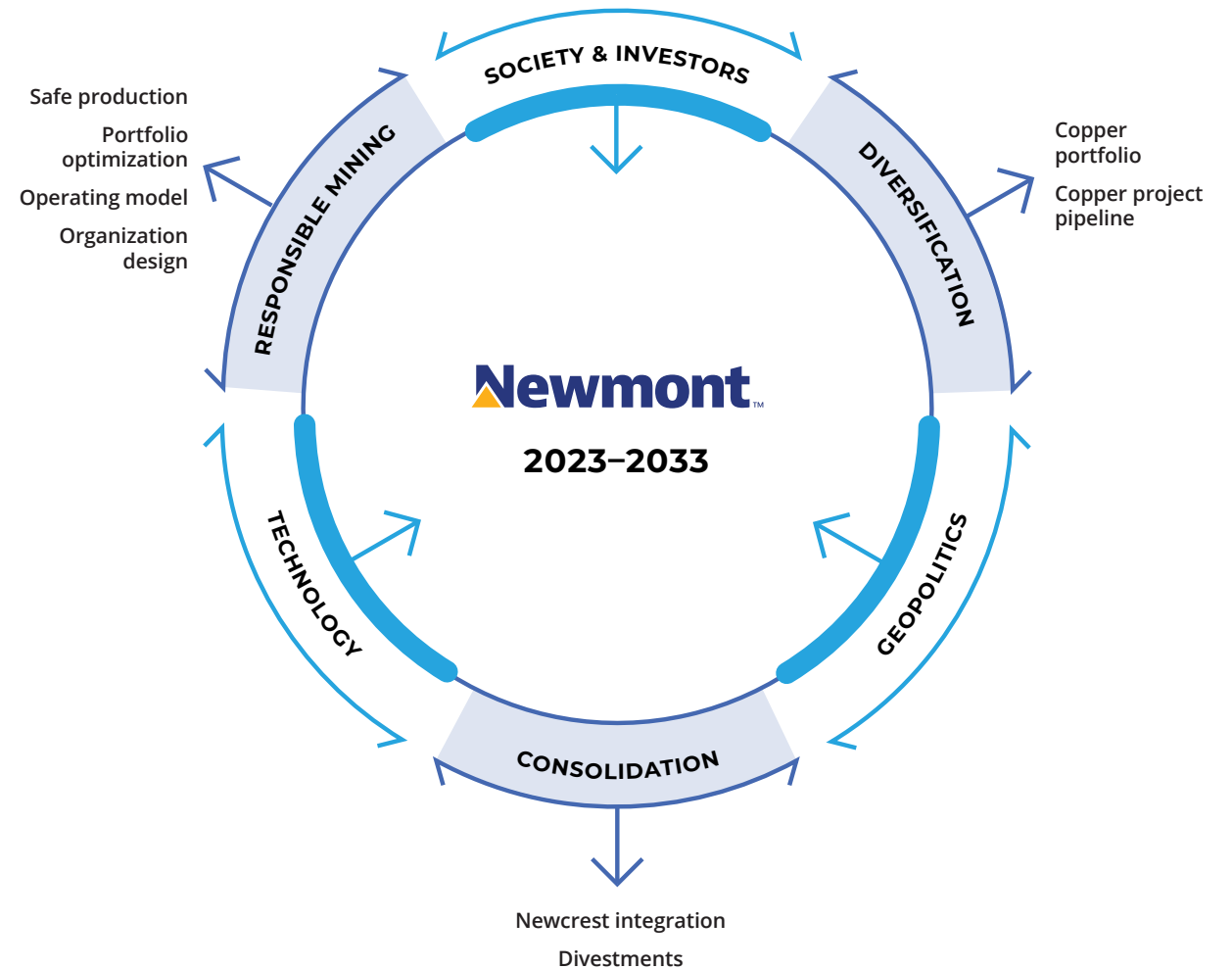
- 1 Responsible gold production;
- 2 Industry consolidation; and
- 3 Commodity diversification.

The strategy, integral to Newmont’s purpose, is built on our:

- Commitment to leading ESG practices:
  - Our Fatality Risk Management program supports efforts to provide a workplace free of illnesses, injuries and fatalities.
  - Newmont is consistently recognized as the gold sector’s sustainability leader.

- Industry-leading portfolio:
  - Two-thirds of our gold production comes from Tier 1 assets.
  - Approximately 80 percent of our gold and copper production comes from the Americas and Australia.
  - Our assets produce around 150,000 tonnes of copper with additional exposure through reserves and resources.
- Proven operating model:
  - The team includes experienced leaders with a proven track record.
  - Since 2014, our Full Potential continuous improvement program has delivered more than \$5 billion in cost savings.
- Disciplined capital allocation strategy:
  - By sustaining an investment-grade balance sheet, we maintain financial flexibility.
  - We reinvest in our business through exploration and organic growth projects.
  - Our industry-leading dividend provides compelling returns to shareholders.

### NEWMONT'S STRATEGIC FRAMEWORK



## OUR APPROACH TO SUSTAINABILITY

As a core value, sustainability is integrated throughout Newmont, influencing and guiding all our business processes, decisions and activities. Our global strategies, notably those related to Sustainability, People, and Health, Safety and Security, aim to showcase leadership in environmental stewardship, safety, social performance and good governance. With clear targets, meaningful engagement and transparent reporting, we strive for continuous improvement to meet the evolving expectations of investors, governments, communities and other key stakeholders, and to contribute to a sustainable future for all.

### SUSTAINABILITY AND THE MINE LIFECYCLE

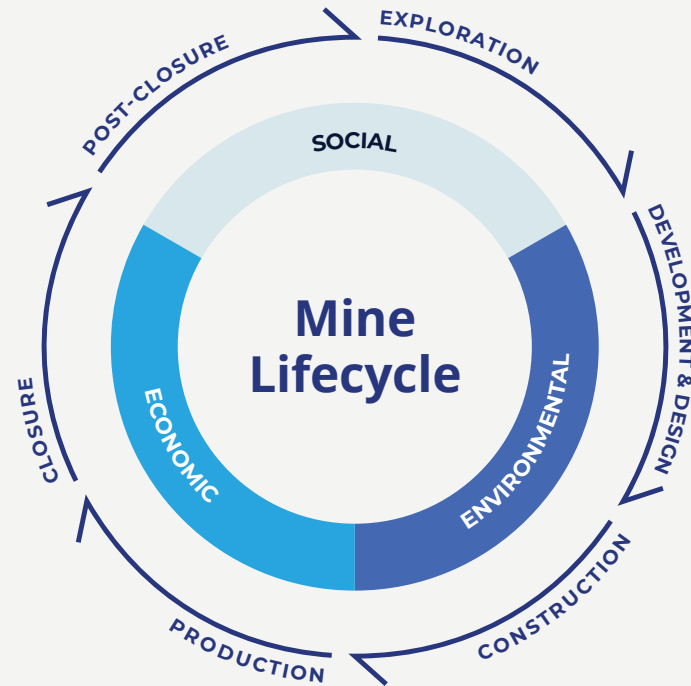


Photo: Boddington, Australia



## Our Sustainability Strategy

Newmont’s Sustainability Strategy aligns with the evolving landscape of environmental, social and governance (ESG) practices. Recognizing ESG as a business imperative, the strategy goes beyond a “do no harm” approach, encompassing actions that address global challenges such as climate change, modern slavery, human rights and impacts on nature.

Stakeholders rightfully expect increased transparency, public stances on global issues and adherence to leading ESG practices. Our Sustainability Strategy not only incorporates these expanded imperatives but also standardizes governance, aligns business practices with sustainability and ESG standards, and integrates feedback from extensive engagement and consultation. The strategy is aimed at realizing the Company’s purpose of creating value and improving lives through sustainable and responsible mining.

More information on this strategy is included throughout this report.

## Our Health, Safety and Security Strategy

Newmont’s Health, Safety and Security Strategy supports our pursuit of a workplace free from fatalities, injuries and illnesses. Recognizing progress while emphasizing the need for continued improvement, the strategy focuses on three key themes:

- 1 Acting on risk to control outcomes;
- 2 Actively caring by engaging and supporting employees and partners; and
- 3 Applying knowledge to foster innovation.

The approach involves tracking efforts to build, embed and expand health, safety and security programs, with a commitment to consolidating data, utilizing technology and fostering effective communication to ensure a proactive and agile response to evolving risks.

More information on this strategy is included in [Our Approach to Health, Safety and Security](#).

## Our People Strategy

Newmont’s People Strategy recognizes the substantial changes in the workplace over recent years, encompassing shifts in workforce demographics, operating models and transformed workplaces. Additionally, it considers the impact of technology automation on talent in both mine site and office settings. The strategy’s three pillars include:

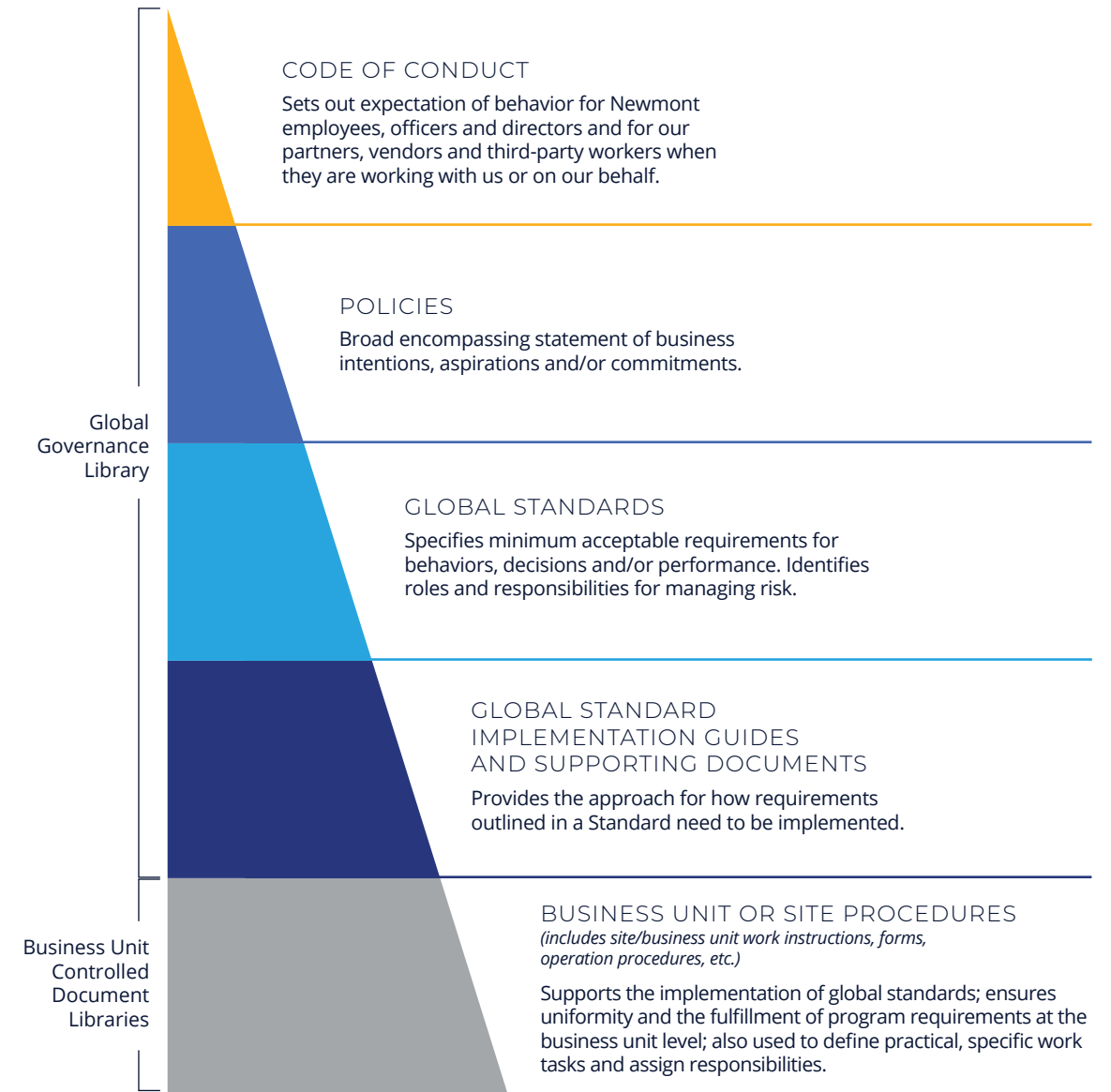
- 1 **Leadership** – aiming to grow and attract exceptional leaders;
- 2 **Inclusion, Diversity and Equity** – focused on cultivating an inclusive, diverse and engaged workforce through bold actions; and
- 3 **People Experience** – seeking to foster a meaningful work experience that enables the flourishing of our culture and strategy.

The strategy also emphasizes respecting workforce rights and ensuring a living wage for those working on our behalf.

More information on this strategy is included in [Our Approach to People and Culture](#).

All our policies, as well as select standards, are posted on our [website](#) (available in English, Spanish, Dutch and French).

## DOCUMENTATION GOVERNANCE FRAMEWORK



## Sustainability Governance

Newmont’s Board of Directors (“the Board”) is responsible for providing oversight and accountability for the Company. The Board oversees the Company’s Corporate Strategy and maintains a sense of responsibility to Newmont’s stockholders, customers, employees, suppliers, host communities and governments.

### BOARD OVERSIGHT

The full Board is responsible for providing oversight and holding management accountable for the Company’s safety and sustainability performance. The Board delegates specific matters to each of the Board’s committees to ensure sustainability considerations are integrated into the business at all levels of the organization and that our global standards, strategies, business plans and

remuneration plans create the foundation for strong sustainability performance.

Each Committee Chair meets with management before formal meetings, providing summaries afterward to the full Board, which reviews key sustainability matters, including health and safety, security, tailings management, social performance, energy and climate and talent management.

### Safety and Sustainability Committee

As stated in its [charter](#), the Safety and Sustainability Committee advises and oversees matters related to health, safety, security, human rights, social and environmental performance and their related risks.

The Safety and Sustainability Committee’s quarterly meetings include in-depth discussions on policies, standards and strategies to mitigate safety and sustainability risks; compliance with regulations and policies; performance against standards, commitments and public targets; and ESG-related incentive plan metrics. The Committee contributes to our annual materiality assessment to identify sustainability risks and concerns, and reviews and approves Newmont’s Annual Sustainability Report and [Climate Report](#).

As of the end of 2023, the Safety and Sustainability Committee included five members – Jane Nelson (Chair), Patrick Awuah, Emma FitzGerald, Sally-Anne Layman and José Manuel Madero.

### Audit Committee

The Audit Committee oversees the integrity of the Company’s financial statements, ensuring compliance with legal and regulatory requirements and enterprise-wide policies and controls. This includes reviewing our Business Integrity and Compliance program, charter and any material changes to the Company’s Code of Conduct. The committee also oversees Newmont’s annual [Taxes and Royalties Contribution Report](#), which discloses our tax strategy and significant economic contributions to host communities and governments in line with our commitment to creating shared value.

### Leadership Development and Compensation Committee

The Leadership Development and Compensation Committee develops and oversees the Company’s executive compensation policies and programs. This includes holding executives accountable for the Company’s health, safety and sustainability performance through an effective performance-based compensation structure. The committee also oversees the leadership development, succession planning and talent management approach. It reviews the Company’s People Strategy and efforts to create and maintain a more diverse and inclusive workplace.

### Corporate Governance and Nominating Committee

The Corporate Governance and Nominating Committee is responsible for ensuring the Board comprises qualified individuals who act in the best interests of shareholders and key stakeholders. This involves overseeing and advising on corporate governance issues, Board leadership and succession planning, including identifying individuals to serve on the Board with expertise in health, safety, environmental and social performance.

More information about Newmont’s Board members and committees is available in our [2024 Proxy Statement](#).

### SAFETY AND SUSTAINABILITY COMMITTEE



**Jane Nelson** (director since 2011 and Chair of the Safety and Sustainability Committee since 2019) has a long and distinguished career advocating for sustainable business practices and is the Founding Director of the Corporate Responsibility Initiative at Harvard Kennedy School.



**Patrick Awuah** (director since 2021) has extensive international experience and as Founder and President of Ashesi University, he brings academic leadership to the Committee.



**Sally-Anne Layman** (director since 2023) brings a wealth of international expertise in the mining sector and financial markets, having held various senior roles with multiple mining and resource companies.



**Dr. Emma FitzGerald** (director since 2021) is an experienced business executive in the energy and water industry, known for her thought leadership and deep understanding of these industries and for operating successfully in developing markets.



**José Manuel Madero** (director since 2021) has extensive experience as a finance, strategy and business development executive and as a consultant who advises global companies on managing matters related to regulatory, policy and social responsibility.

**MANAGEMENT RESPONSIBILITIES**

Newmont management has primary responsibility for the daily implementation and management of sustainability matters. Newmont’s President and CEO oversees alignment with the overall Corporate Strategy and delegates responsibility for executing the [Sustainability and Health, Safety and Security strategies](#) to the Chief Safety and Sustainability Officer. This role was enhanced in 2023 by combining the leadership of the Safety and Sustainability teams, elevating the focus on the Company’s health, safety, security, environmental and social performance.

All executives are actively engaged in managing sustainability and the associated risks. This includes responsibility for the following programs and efforts:

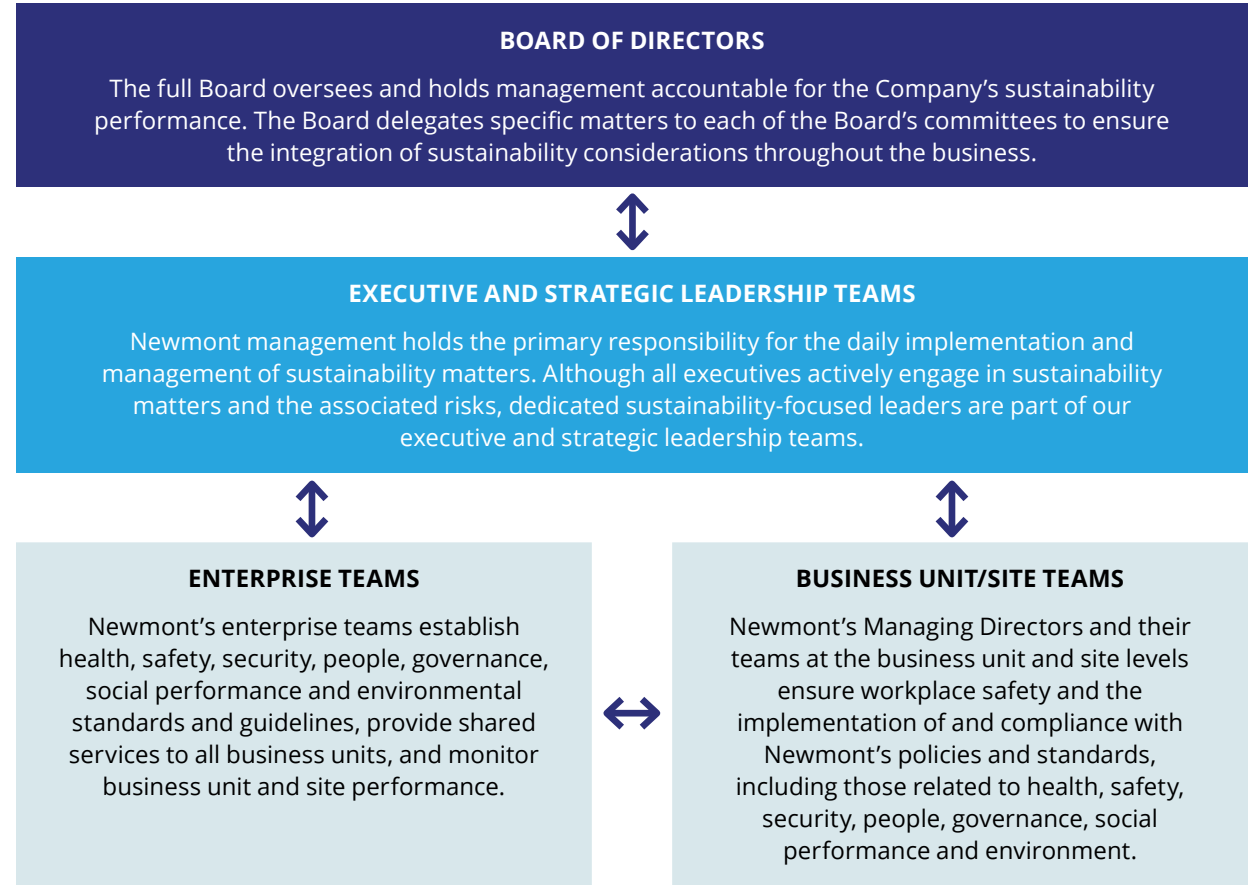
- Our **Chief Financial Officer** oversees our Risk Management System and debt instruments, including our sustainability-linked bond, and engages with investors on ESG issues.
- Our **Chief Legal Officer** oversees our Business Integrity and Compliance program, and with the legal team, addresses key social and environmental matters.
- Our **Chief People Officer** oversees the People Strategy, workforce inclusion, diversity and equity performance, and talent management.
- Our **Chief Development Officer** oversees our government and external relations efforts.

- Our **Chief Technology Officer** is responsible for our efforts to identify and implement technologies that help us operate safer and more responsible mines and serves as the Accountable Executive (AE) responsible for the safety of Newmont’s tailings facilities. The AE delegates responsibility for on-the-ground implementation at the business unit and site levels to the Corporate Tailings and Dams Team.
- Our **Chief Operating Officer** oversees the Managing Directors for each business unit and the site General Managers, who are responsible for on-the-ground implementation at the business unit and site levels.

Contributing to our global strategies and programs are executive steering committees and/or cross-functional working groups that address issues like geopolitical risk, human rights, Indigenous peoples, water stewardship, tailings management, climate change and mine closure.

To ensure ESG matters are timely and consistently disclosed to the investment community, our cross-functional ESG disclosure subcommittee evaluates existing and emerging matters of significance, such as the U.S. Securities and Exchange rule on climate disclosures, performance against key public targets and reporting on greenhouse gas emissions data.

**SUSTAINABILITY GOVERNANCE**



Read more about how Newmont’s 2023 sustainability performance impacted remuneration in the [2024 Proxy Statement](#).

## Stakeholder Engagement

We view anyone affected by our activities and vital to our success as a stakeholder.

An overview of stakeholder groups, topics, engagement mechanisms and examples of how Newmont engages with each stakeholder group is posted on our [website](#). Further details on our engagement with stakeholders are included throughout this report.

## Materiality

Each year, we conduct a materiality assessment to identify, assess and prioritize our current, near-term and emerging sustainability issues. Our assessment follows GRI's guidance for determining material topics and includes the Sustainability Accounting Standards Board (SASB) material topics for our sector. We assess priority issues in two ways:

1. Assessing the issues where Newmont has or could have the potential to impact the environment, people and society (either negatively or positively) – as seen on the Y-axis of the matrix.
2. Assessing issues that impact or could impact Newmont's business and financial success (either negatively or positively) – as seen on the X-axis on the matrix.

This analysis differs from traditional financial materiality, which relates to thresholds that may influence investors and determines the disclosures in our public financial filings. Several issues – including mine closure, community relationships, water management and climate change – are considered material from both a financial and sustainability standpoint. We discuss these matters in this report and our [2023 Form 10-K](#) (pp. 9-12).

For our 2023 materiality assessment process, we commissioned an independent research and advisory firm to help conduct the overall materiality assessment and gather direct feedback from external and internal stakeholders. The process for the assessment included the following:

- **Initial mapping** – Starting with the prior year's material issues, we validated the list of issues and incorporated new and emerging issues using a variety of methods, including current reporting requirements and frameworks, peer benchmarking, sector priorities, internal workshops, and the list of assessed issues from a third-party software analytics platform that identifies and monitors external risks including ESG-related risks.
- **External perspectives** – We engaged external stakeholders through one-on-one interactive interviews to discuss the issues and obtain a ranking of each issue. In 2023, perspectives from academia, non-governmental organizations, investors, customers and industry organizations were included.
- **Newmont's Safety and Sustainability Board Committee** – We interviewed each committee member to solicit feedback and incorporate this feedback into the overall analysis.
- **Internal subject matter experts** – Through a quantitative prioritization survey, we engaged internal subject matter experts across the business to gather input that we incorporated into the overall analysis.
- **Data-driven material issues prioritization** – In addition to the direct stakeholder inputs as detailed above, we incorporated data from the third-party software analytics platform on regulatory, media and corporate disclosure environments.
- **Risk management evaluation** – Our leaders reviewed and evaluated the final materiality matrix to confirm there were no significant gaps between the material sustainability issues and the ranking of risks in our Global Risk Library identified through our risk management process.
- **Leadership validation** – We reviewed the issues' prioritization with functional leaders, executives and the Board's Safety and Sustainability Committee to confirm the final issue rankings that are displayed in the matrix.

Our 2023 materiality assessment resulted in 33 total issues, all important and requiring focused attention from Newmont. Each issue demonstrates a relative prioritization and is shown in three tiers with 11 being the most impactful. Compared to previous years, the issues are largely the same; however, you'll see a more granular level of detail in our issues this year. See the following materiality matrix and corresponding definitions on the following pages for more details.

For 2023, Risk Management has been removed as a standalone topic and is now folded into ESG Governance and various individual material issues. No new issues were identified as part of the 2023 process. All material issues are addressed in this report mostly in the four main sections – [Governance](#), [Social](#), [Environment](#) and [Economic](#).

Starting with this year's report, we have provided information on our [website](#) about the governance, risk management, and our strategy and management approach for the material issues. This ensures the discussion and disclosures in this report concentrate on our performance for the reporting year. Key performance indicators for all issues shown on the 2023 materiality matrix are included in the [2023 Performance Data tables](#) and are available on our [website](#) as downloadable ESG data tables.

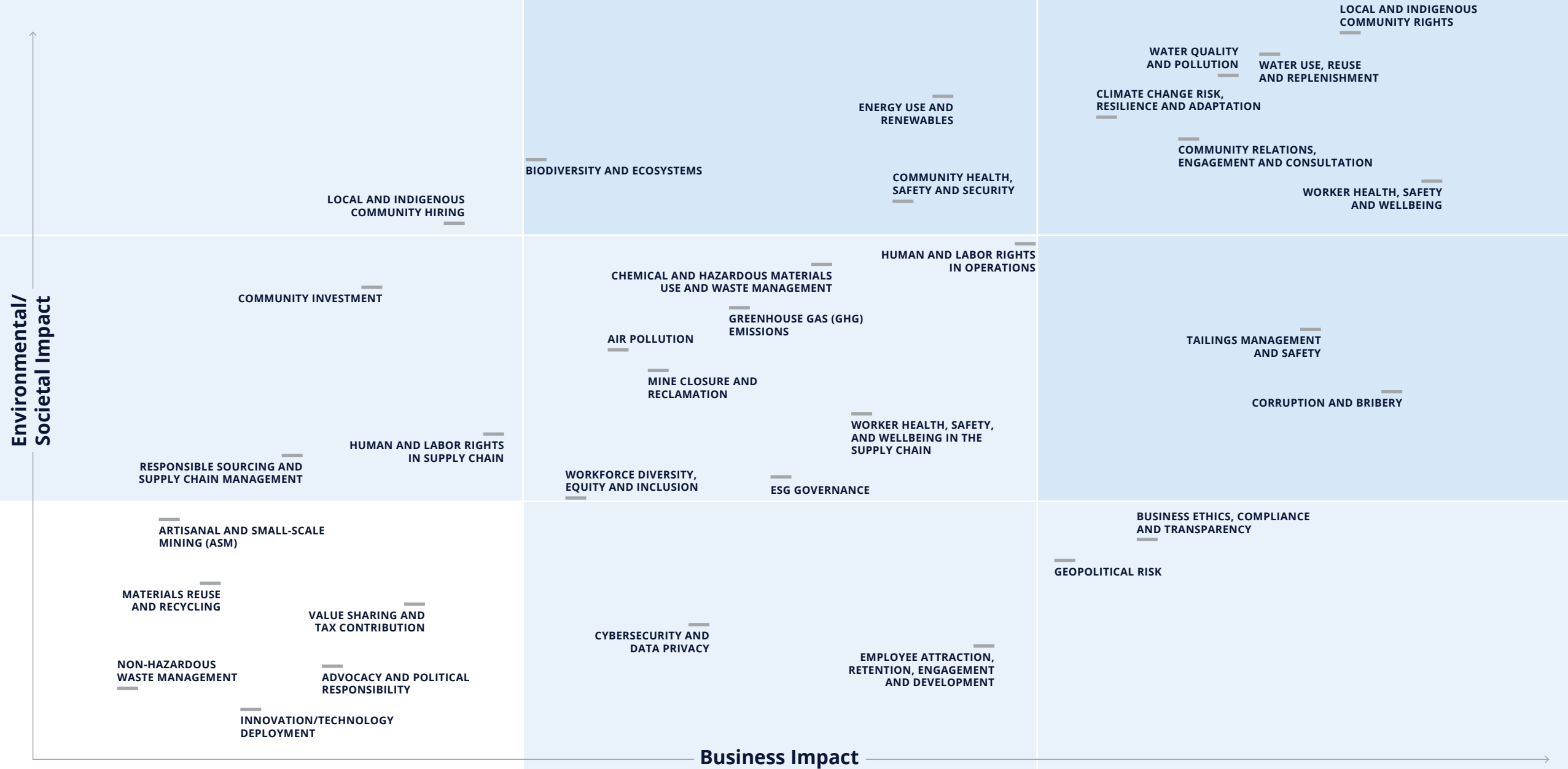
In addition to our materiality analysis is the concept of salience, which focuses on potential risks to people. Details on our salient issues are included on our [website](#) and in the [Human Rights](#) section of this report.

Photo: Peñasquito, Mexico





### 2023 MATERIALITY MATRIX





## Material Issues

List of issues and definitions	
Issue	Definition
<b>Advocacy and political responsibility</b>	Public policy and transparent political engagement that aligns with the Company's environmental, social and governance policies and position; Collaboration with public sector, peers and industry associations to advocate for better outcomes for people and planet
<b>Air pollution</b>	Release of material air pollutants, including nitrogen oxides (NOx), sulfur oxides (SOx), carbon monoxide (CO), mercury (Hg), Arsenic (As), Lead (Pb), Selenium (Se), Volatile organic compounds (VOCs) and particulate matter (PM10 and PM2.5); limit the impact on local communities, workers and ecosystems
<b>Artisanal and small-scale mining (ASM)</b>	Engagement and consultation with local ASM operators to build constructive relationships; Identify, assess, prevent and mitigate impacts by business relationships, interactions, security practices, or co-location of mining with ASM; Support legitimate ASM activities through capacity building, negotiating allocated areas for ASM operators to mine and providing resources and technical assistance
<b>Biodiversity and ecosystems</b>	Impacts on biodiversity and ecosystems from own operations and value chain, including pollution of soil, living organisms and food resources, deforestation, loss of / restoration of plant and animal species; Impact of own operations on the physical environment through the lifecycle of the mine
<b>Business ethics, compliance and transparency</b>	Ethical business culture and practices; Compliance with laws and regulations issued by local, regional and national governments, regulatory authorities and public agencies; Transparent corporate behavior and policies, including payments to governments, rights of shareholders, etc.
<b>Chemical and hazardous materials use and waste management</b>	Chemical (including cyanide and mercury) and hazardous materials use and waste management; Safe practices and incidence avoidance in own operations and elsewhere in the value chain, including in storage and transportation
<b>Climate change risk, resilience and adaptation</b>	Disruptions and enhanced resiliency to financial, physical and regulatory impacts of climate change on own operations, the value chain and local communities; Support and promote solutions for a just transition to a lower carbon economy
<b>Community health, safety and security</b>	Health and safety impacts on communities from own operations, supply chain and own/ third-party security practices; Programs and practices that assess, manage and mitigate health and safety impacts
<b>Community investment</b>	Economic contributions through local investment and capacity building; Economic diversification in local/host communities, including diversified jobs and careers; Philanthropic efforts and employee volunteering

List of issues and definitions	
Issue	Definition
<b>Community relations, engagement and consultation</b>	Meaningful engagement with communities near operations; Provision of grievance and remediation opportunities for communities to voice questions and concerns; Social inclusion of diverse community members
<b>Corruption and bribery</b>	Prevention and detection of bribery, fraud, extortion, collusion, money laundering, corruption, etc., through training, policies and standards
<b>Cybersecurity and data privacy</b>	Protection of internal systems and equipment (including operational safety systems), networks, devices, data, etc. from unauthorized access or criminal use; Safeguarding the privacy and personal data of customers, employees, workers and business partners
<b>Employee attraction, retention, engagement and development</b>	Attract, recruit and retain a skilled workforce; Employee engagement, transparency and collaboration; Training and development for employees to build capabilities, career opportunities and advance knowledge to ensure skills and talent pipeline for the future of mining
<b>Energy use and renewables</b>	Energy use and intensity; Energy efficiency; Renewable energy use throughout own operations and value chain
<b>ESG governance</b>	ESG integration and governance, including board composition/diversity, expertise, oversight, executive compensation, etc.; Publicly reporting on ESG-related issues, risks, opportunities, outcomes, policies, plans, performance and goals; Critical and systemic risk management
<b>Geopolitical risk</b>	Assessment and avoidance of conflict-affected and high-risk areas; Robust due diligence to ensure human rights are respected and ensuring own operations and activities are not contributing to conflict
<b>Greenhouse gas (GHG) emissions</b>	GHG emissions and intensity in own operations and value chain (Scope 1, 2, 3), including transportation/logistics; Invest in and implement alternative fuels for transportation, including employee travel
<b>Human and labor rights in own operations</b>	Human rights and labor/working conditions of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Identification and addressing incidents and risks of modern slavery, child or forced labor; Prevention of discrimination, harassment and retaliation; Freedom of association and collective bargaining; Living wage, inclusive/competitive benefits, reasonable working hours, adequate housing; Access to grievance mechanisms

List of issues and definitions	
Issue	Definition
<b>Human and labor rights in supply chain</b>	Respecting human rights and labor/working conditions of workers in the broader supply chain (training, policies and procedures); Monitoring for modern slavery, child or forced labor, discrimination, harassment and retaliation; Assessing suppliers for issues such as freedom of association and collective bargaining for workers, living wage/adequate pay, reasonable working hours, adequate housing; Awareness of and access to grievance mechanisms
<b>Innovation/technology deployment</b>	Deployment of innovation and technology to improve environmental, safety and social outcomes; Identify, manage and mitigate negative impacts of new technology and innovations on own workforce, supply chain, community and the environment
<b>Local and Indigenous community hiring</b>	Hiring from local and indigenous communities at all company levels; Develop and enable training and development to build capabilities for career opportunities
<b>Local and Indigenous community rights</b>	Human, social, civil, political, economic and cultural rights of local communities and indigenous peoples, including free, prior and informed consent (FPIC), individual and collective rights, self-determination, rights to land, resources, education, health, employment, language, adequate housing and food, clean water and sanitation, etc.
<b>Materials reuse and recycling</b>	Re-use and recycling of resources, products and materials in the mining process; Design and innovation for recycling/circularity (excluding water which is under a separate issue)
<b>Mine closure and reclamation</b>	Environmental, social and economic impacts from mine closure and decommissioning of own operations; Engagement of workers, suppliers, local communities, governments and other stakeholders on closure planning and implementation, including post-mining land use; Rehabilitation of land during the life of mine and as land becomes available post-closure
<b>Non-hazardous waste management</b>	Non-hazardous waste reduction, management and safe practices in operations and along the value chain
<b>Responsible sourcing and supply chain management</b>	Transparent processes, systems and assessments to ensure suppliers uphold standards on environmental, social and ethical business practice issues; Ethical sourcing of materials and other supplies; Enablement of supplier sustainability with longer-term contracts and on-time payment

List of issues and definitions	
Issue	Definition
<b>Tailings management and safety</b>	Responsible tailings and waste rock management conforming with the Global Industry Standard on Tailings Management (GISTM) commitments; Transparent communication of risks to protect employees, local communities and the environment; Prevention of catastrophic failures of tailings facilities
<b>Value sharing and tax contribution</b>	Direct and indirect value sharing in host countries, regions and communities through investments, procurement spending, supporting/partnering with diverse local suppliers, commerce, regional development, infrastructure, fair tax contributions, etc.
<b>Water quality and pollution</b>	Water quality and water pollutants from own operations; Availability of clean water in communities (i.e., for drinking, agricultural use, etc.); Monitoring of water discharges throughout the value chain
<b>Water use, reuse and replenishment</b>	Water use and increase water reuse and recycling in own operations; Water availability/access/security for communities, especially in water-stressed areas; Monitoring of water use throughout the value chain
<b>Worker health, safety and wellbeing</b>	Health, safety and wellbeing (mental and physical) of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Provision of health and safety training, tools and standards; Implementation of policies and approaches avoid and address significant/critical health and safety incidents
<b>Worker health, safety and wellbeing in the supply chain</b>	Health, safety and wellbeing (mental and physical) of workers in the value chain; Partnering with suppliers who promote and enable health, safety and wellbeing of their workers; Implementation of a supplier management approach to avoid and address significant/critical health and safety incidents within their own businesses
<b>Workforce diversity, equity and inclusion</b>	Diverse and inclusive workforce (employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont), executive management team and board; Fair and equitable treatment, compensation and opportunities for all employees in the workforce

## Responsible Mining Standards and Disclosures

Newmont actively participates in voluntary initiatives at the global, regional, national and local levels, demonstrating our commitment to collaboration, transparency and accountability. Our involvement in industry initiatives aligns us with global standards and allows us to influence and stay informed about emerging expectations, issues and risks. More details on our commitments, initiatives, memberships and disclosure frameworks can be found in the [Responsible Mining Standards and Disclosures](#) document on our website.

**UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)**  
Newmont actively supports the SDGs through various activities and initiatives.

We recognize our impact on and the opportunity to positively contribute to all 17 SDGs. To amplify Newmont's influence in advancing these goals,

we focus on the following five SDGs that align with our business strategy, showcase leadership, and represent areas where we have the greatest potential to generate lasting and meaningful outcomes that improve lives:

- SDG 3** Good health and wellbeing
- SDG 5** Gender equality
- SDG 6** Clean water and sanitation
- SDG 8** Decent work and economic growth
- SDG 17** Partnerships for the goals

Details on these five SDGs are posted on our [website](#). We report on our efforts to advance these goals throughout this report and include specific alignments between our sustainability efforts and the SDGs in the [GRI Index](#).



**Read more** about the various voluntary global, regional, national and local organizations and initiatives in which Newmont actively participates.

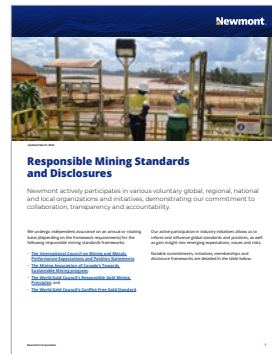


Photo: Ghana, Africa

## HOW NEWMONT USES TECHNOLOGY TO MINE SUSTAINABLY

Newmont’s commitment to operational excellence, safety and sustainability is driven by cutting-edge technology and innovation. Our cross-functional efforts evaluate a wide range of technological solutions and systems that improve safety, reduce emissions, mitigate impacts and enhance productivity. Highlights include the following:

- **Automated, electrified mining ecosystem:** Newmont and Caterpillar Inc. (CAT) have joined forces to revolutionize mining by developing a comprehensive set of standardized, all-electric and autonomous surface and underground mining solutions. The collaboration, initiated at Newmont’s CC&V operation (surface) and Tanami operation (underground), aims to progress our decarbonization goals while enhancing safety and operational efficiency. This strategic alliance serves as a real-world proving ground for the mining ecosystem of the future. We will begin evaluating electrified autonomous haulage at CC&V and Tanami beginning in 2024 and 2025, respectively.
- **Modernization Advances:** Modernizing our operations is key to mitigating safety risks, reducing emissions and enhancing efficiencies. Newmont has successfully deployed modernization solutions such as autonomous haulage systems, automated load-haul-dump (LHD) vehicles, fully remote operations and next-generation fleet management solutions at various mining sites, including:

- In 2023, Tanami became the first underground stope mine to initiate testing and validation of the MineStar Fleet for Underground, a next-generation mine control platform. The platform is expected to significantly advance mine control and operational visibility for underground mining applications when it becomes the operation’s primary production system in mid-2024.
- We began replacing the legacy mine control system at Ahafo South with the current generation MineStar Fleet system. Leveraging our strategic alliance with CAT, we deployed the current generation Fleet mine control solution on next-generation hardware, facilitating field testing and scalability for the upcoming mine control solution. This system development initiative will continue through 2024.
- In 2022, Cerro Negro became the first underground mining operation in Argentina to use an automated LHD vehicle. Controlled and supervised by an operator in a control station, this autonomous solution has improved safety, operator comfort and efficiency. Through 2023 and into 2024, we are expanding the fleet of autonomous LHD vehicles at Cerro Negro, with one unit currently operational and four more coming online in 2024. Additionally, we have introduced two autonomous drills at Cerro Negro that are controlled remotely. Further expansions for both LHDs and drills are planned in the near term.
- In 2023, Tanami deployed three autonomous systems for its LHD equipment and ordered five more autonomous LHD machines. These five new diesel-electric machines have a notable 31 percent improvement in fuel efficiency, increased payload capacity, a redesigned bucket for quicker cycles, reduced maintenance needs and extended component life. When paired with automation, these higher efficiency and more productive machines are expected to result in tangible safety and productivity improvements at Tanami.
- **Transition to a low-carbon economy:** To address the impacts of climate change and achieve our 2030 climate targets, Newmont formed a strategic alliance with CAT, investing \$100 million in innovative solutions for emission reduction. This partnership includes testing early learner battery electric trucks, autonomous vehicles and other technologies. Highlights in 2023 included:
  - With collaboration and support from Newmont, CAT successfully completed its first prototype of a battery electric underground mining truck in 2023. This milestone represents a crucial step toward demonstrating progress in our collaboration. The ongoing collaboration between Caterpillar and Newmont aims to establish a fully connected, automated and zero-carbon-emitting mining system, enhancing safety and sustainability across our operations.

- We commenced groundbreaking and pre-work for the Electric Operating Zone at our CC&V operation, finalizing the infrastructure design and layout and beginning the construction phase. This preparation is essential ahead of the expected arrival of the first battery electric haul truck, scheduled for the second half of 2024, marking a significant milestone as the first of its kind to operate at a working mine.
- We continue to evaluate and work with key suppliers to understand lower-emission emulsion/ammonium nitrate-fuel oil, grinding materials and reagents; battery technology; and power conversion and carbon sequestration solutions.

Recognizing the importance of information technology and operational technology systems, Newmont continues to deploy high-tech solutions while prioritizing cybersecurity. Vigilant measures are taken to manage evolving cyber threats and security breaches. We discuss the management of cyber risks in our [2023 Form 10-K](#) (page 21).

Where opportunities arise, Newmont partners with mining and mineral processing peers through our various association memberships, including ICMM and World Gold Council, on the development and use of innovative technology and supports the promotion of these solutions across the industry. As technology continues to evolve, we remain dedicated to leveraging these advancements to drive sustainable mining practices, foster safety and contribute to a low-carbon future.

## LEADERSHIP REFLECTIONS

We asked three of the newest members of Newmont's Executive Leadership Team to share their perspectives on sustainability as it relates to their new role and what the transformative Newcrest transaction means for the Company.



**Suzy Retallack** serves as Newmont's Executive Vice President and Chief Safety and Sustainability Officer, bringing over 20 years of experience in the mining industry to her role. With Newmont for five years and in her current position since June 2023, Suzy reflects on Newmont's approach to sustainability. →

**Natascha Viljoen** joined Newmont in October 2023 as Executive Vice President and Chief Operating Officer. With more than 30 years of experience in the industry, Natascha shares her perspective on Newmont and the importance of sustainability to the business. →



**Karyn Ovelmen**, who joined Newmont in May 2023 as Executive Vice President and Chief Financial Officer, shares her thoughts on the highly complex, capital-intensive mining industry and how sustainability and financial performance are interconnected. →



Watch the full video interviews on [newmont.com](https://www.newmont.com).



“As a recognized sustainability leader, we also do what we say we’re going to do. We think that is a huge part of being more than just gold.”

**SUZY RETALLACK,**  
Executive Vice President and Chief Safety and Sustainability Officer

**What aspects of your role as Newmont’s Chief Safety and Sustainability Officer do you find most compelling?**

I’m proud to lead sustainability during this transformational time at Newmont, bringing my years of experience to really make a difference. The Safety and Sustainability function includes several disciplines – health, safety, security, environment, social performance and human rights, as well as the Respect at Work program, which is such an important program for both us and our industry to improve workplaces for everyone by eliminating harassment, discrimination, bullying and racism.

**What does “More Than Gold” mean to you?**

It signifies our transformation beyond being just a large gold producer. Now, we’re a large gold and copper producer that produces the critical minerals that are going to be a key part of the transition to a low-carbon future. As a recognized sustainability leader, we also do what we say we’re going to do. We think that is a huge part of being more than just gold.

**In your time as Chief Safety and Sustainability Officer, what insights have you gained?**

Every day, I’m learning something new about the changing landscape that we’re operating in from an ESG perspective. Staying up-to-date on the new standards and reporting requirements is really important to ensure we hold ourselves accountable. Another important lesson is that regardless of whether there’s an acquisition taking place, a severe weather event or a strike that is impacting people, we remain focused on people’s wellbeing, and everyone being treated with respect.

**How is Newmont innovating in responsible resource management and sustainability?**

It is important that we perform and rebuild the trust with stakeholders that has been impacted by multiple incidents in our industry. The work to improve our management of tailings, which was driven by some really tragic incidents, is an example of how we have collaborated well as an industry to develop robust standards and governance that improve accountability.

**How does Newmont differentiate itself in the industry when it comes to ESG?**

Our integrated approach, from the Board to our operations, ensures we are all talking about the same things when it comes to sustainability. We are committed to continuous improvement, whether it’s access to water, economic resilience beyond the life of the mine or keeping people safe so everyone goes home to their families at the end of each day. It is a privilege to serve in this role and build on Newmont’s strong legacy of valuing sustainability and responsible mining.

Watch the full video interview on [newmont.com](https://www.newmont.com).





“We produce more than just gold, and our expansion into copper will provide a metal that’s essential for a greener and healthier future.”

**NATASCHA VILJOEN,**  
Executive Vice President and Chief Operating Officer

### **What excites you most about being the Chief Operating Officer?**

Being the Chief Operating Officer at Newmont is incredibly exciting because I get to engage with everybody at Newmont. Working for more than 30 years in the mining industry has given me amazing opportunities to learn from those who are on the front lines and do the work every day. The absolute ethos that defines Newmont is evident in our purpose to improve people’s lives and make a positive impact. This ethos is evident in our values, how we treat every colleague on a daily basis and how we conduct business.

### **Why did you decide to join Newmont?**

I was attracted to Newmont because of its purpose-led leadership. In times when the answer is unclear, that clear purpose guides our decisions. If we’re really grounded in why we’re doing what we’re doing, it helps us when we must make difficult decisions.

### **What does “More Than Gold” Mean to you?**

It is about the broader value we generate for all stakeholders and the value we instill on a daily basis. We produce more than just gold, and our expansion into copper will provide a metal that’s essential for a greener and healthier future. That is akin to who we are and Newmont’s purpose.

### **When you think about sustainability in mining, what comes to mind?**

When we look at our assets and how we’re going to extract value, it is important for us to consider how we are mining today as well as over the life of mine. We must consider what I call the silent stakeholder – the environment, including our water and energy consumption. At the heart of it is to make sure we are responsibly extracting optimal value out of an ore body by considering all our environmental and social impacts.

### **What makes Newmont a unique place to work?**

When comparing Newmont with the other mining companies I’ve ever worked with, what sets Newmont apart is the humility in the organization. This allows us to be impactful because with humility, we consider everybody’s voice in the room, and bringing so many more people’s wisdom and experience into the room helps us make better decisions. There’s also humility in learning from mistakes and taking the opportunity to stand back, admit that we’ve made a mistake and jointly learn from that. This was a pleasant surprise for me when I joined the Newmont family, and it’s great to be part of a company that has humility and commitment to continuous improvement.

Watch the full video interview on [newmont.com](https://www.newmont.com).





“We are focused on creating long-term value and delivering on our clear and consistent strategy, all while contributing to a sustainable future.”

**KARYN OVELMEN,**  
Executive Vice President and Chief Financial Officer

### **Why did you decide to join Newmont?**

Newmont aligns with many aspects that are important to me, and it has a great reputation in the sustainability space. I was interested in the challenge of working in a new industry, and Newmont is known for not just talking about the right things but also doing the right things. Newmont is committed to its purpose to create value and improve lives through sustainable and responsible mining in everything that it does.

### **What does “More Than Gold” mean to you?**

To me, it means that although Newmont is the industry’s leading gold mining company, we are so much more than that. We are a leading producer of essential metals critical to helping the world transition to a low-carbon future. We are recognized for creating sustainable value that extends beyond the mine, benefiting all stakeholders. We are committed to being an industry leader in developing and delivering low-cost operations, environmental responsibility, and social performance, demonstrating that companies can have a positive impact on stakeholders and the world.

### **What is your perspective on financing sustainability activities?**

At Newmont, doing the right thing is ingrained in our culture. Our core values of safety, sustainability, integrity, responsibility and inclusion underpin the way we operate. Prioritizing sustainability and allocating capital toward those efforts help us preserve our social license to operate by reducing environmental impacts, improving social performance and reducing risks.

### **How does a strong financial framework support long-term value creation?**

When we look at our capital allocation strategy, prioritizing our sustainability commitments to support our values as an organization goes hand in hand with also supporting the return on investment for our shareholders.

### **How does Newmont quantify the benefits of integrating sustainability practices into its operations?**

Quantifying the benefits of integrating sustainability practices into our operations is a complex and multifaceted approach. We use various metrics such as industry benchmarks, internal data analysis and cost savings. We also look at our market access and reputation. While these are not directly quantifiable, a strong sustainability performance can open doors to new markets and enhance our reputation with shareholders.

### **What key financial challenges and opportunities does Newmont anticipate in the evolving mining landscape?**

It’s a very exciting time at Newmont, and there are a lot of opportunities as well as challenges that we will need to address. Rising costs, financing and geopolitical risks are challenges, while the increasing demand for critical minerals and technological advancements present opportunities to attract investors and gain access to new markets. We are focused on creating long-term value and delivering on our clear and consistent strategy, all while contributing to a sustainable future.

Watch the full video interview on [newmont.com](https://www.newmont.com).





Our business is anchored in our values and guided by our purpose: to create value and improve lives through sustainable and responsible mining. Our commitment to environmental, social and governance (ESG) principles is fundamental to achieving our purpose.

# GOVERNANCE



Photo: Peñasquito, Mexico

## GOVERNANCE

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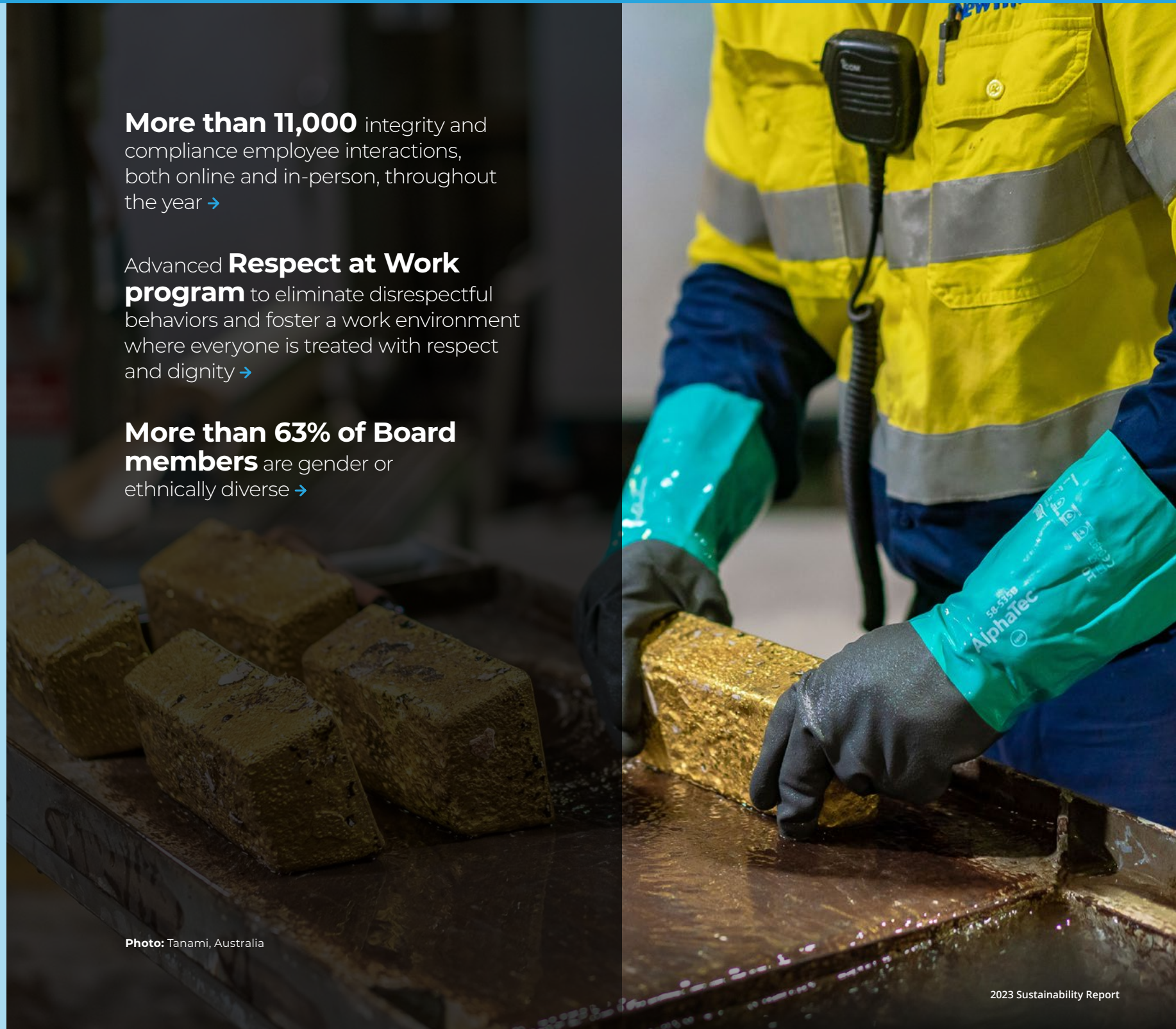
[Responsible Sourcing](#) **45**

**More than 11,000** integrity and compliance employee interactions, both online and in-person, throughout the year →

Advanced **Respect at Work program** to eliminate disrespectful behaviors and foster a work environment where everyone is treated with respect and dignity →

**More than 63% of Board members** are gender or ethnically diverse →

Photo: Tanami, Australia



## CORPORATE GOVERNANCE

**Effective corporate governance, rooted in positive stakeholder relationships and well-defined policies, standards, processes and responsibilities, is crucial for managing risks, upholding ethical conduct and guiding the Company's direction and operations. At Newmont, management accountability and proactive oversight by an experienced, diverse Board play a pivotal role in cultivating a culture of integrity, meeting stakeholder expectations and honoring our sustainability commitments.**



Read more about our Board of Directors, its bylaws, committee charters, guidelines and other governance practices on our [website](#).

**Photo:** Newmont leaders ring opening bell at ASX in Sydney on November 6, the day Newmont closed the transaction with Newcrest (from left to right: Suzy Retallack, Chief Safety and Sustainability Officer; Bruce Brooks and Sally-Anne Layman, Board members; and Tom Palmer, President and CEO)

### Board of Directors

Newmont's Board of Directors (the "Board") is responsible for providing oversight and accountability for the Company. The Board oversees the Company's Corporate Strategy and maintains a sense of responsibility to Newmont's stockholders, customers, employees, suppliers and host communities.

Four standing committees – Audit, Corporate Governance and Nominating, Leadership Development and Compensation, and Safety and Sustainability – assist the Board in carrying out its oversight responsibilities such as reviewing major risks, ensuring high standards of ethical business conduct, discussing succession planning and talent management, and reviewing safety and sustainability performance.

Guided by our purpose and values, the members of our Board leverage their diverse backgrounds, skills and experiences to oversee the Company's strategy and evaluate risk and performance for Newmont's long-term success. Our Board has a wide range of leadership and senior management experience in industry and specialized fields as well as across operating regions.

More information about Newmont's Board members' backgrounds, skills and qualifications is available in our [2024 Proxy Statement](#).



# BUSINESS INTEGRITY AND COMPLIANCE

Integrity is fundamental for building and preserving the trust that serves as a foundation for our business. As a core value, integrity guides our daily actions, and our global Business Integrity and Compliance program establishes robust controls and cultivates a culture where all our relationships are based on integrity.



Read more about [Our Approach to Business Integrity and Compliance](#), including details on our governance, risk, strategy and management approach.



We measure the effectiveness of our integrity and compliance risk management approach by benchmarking against regulatory and industry-leading practices, as well as monitoring several metrics and performance objectives.

## Integrity and Compliance Performance

We evaluate and investigate, as appropriate, instances of real or potential breaches of our Code of Conduct, related policies, standards and/or laws. Employees, contractors, suppliers, community members and others can anonymously seek guidance and/or report a concern through our third-party-run [Integrity Helpline](#). Code of Conduct-related cases that originate through other channels, such as our People or Security functions, are also incorporated into the Integrity Helpline.

Approximately 49 percent (184) of the escalated matters investigated and closed in 2023 resulted in substantiation of the allegations received. The substantiated cases resulted in either recommended changes in business processes or human resources-related actions. These actions involved employees across all levels of the organization who were counseled, disciplined and/or terminated.

## INTEGRITY AND COMPLIANCE INVESTIGATIONS

Integrity matters opened, substantiated and addressed in 2023 <sup>1</sup>	
	Number
Total new matters (all matters) captured in the Integrity Helpline	1,066
Total escalated matters addressed (substantiated + unsubstantiated)	375
Total substantiated escalated matters	184

Nature of matters (all matters) received through Newmont's Integrity Helpline in 2023 <sup>1, 2</sup>		
Nature of cases	Number	Percentage
Concerns about fraud/corruption	18	2%
Concerns pertaining to environmental health and/or safety regulations	29	3%
Conflicts of interest	68	6%
Incidents of discrimination	47	4%
Inquiries and compliance reviews	341	32%
Misconduct or inappropriate behavior	478	45%
Misuse of company assets	47	4%
Vendor/contractor issues	22	2%
Other types of matters	16	2%
<b>TOTAL</b>	<b>1,066</b>	<b>100%</b>

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

<sup>2</sup> Newmont's Code of Conduct and Business Integrity Policy, both available at [Newmont.com](#), outline our approach to preventing and addressing matters related to conflicts of interests, gifts, and bribery/corruption.



Read more about our business integrity and transparency events and performance in the [2023 Performance Data tables](#).

**INTEGRITY CULTURE**

There were more than 11,000 employee interactions with our online and in-person Business Integrity and Compliance (BI&C) training throughout the year.

In 2023, we conducted our annual online integrity and compliance training during the third quarter, and 98 percent of eligible employees (i.e., those with computer access) completed the training. The training sessions covered a variety of our BI&C program’s core elements, including anti-corruption, conflicts of interest, gifts and entertainment and inappropriate abusive behaviors. Recognizing the challenge of reporting misconduct, the 2023 training included a dedicated section to enhance transparency about Newmont’s Integrity Helpline and internal investigations process. These efforts resulted in a 30 percent increase in reporting compared to 2022 (37 percent including matters received from former Newcrest locations after the acquisition on November 6, 2023). Throughout the year, BI&C held several targeted, in-depth outreach sessions (including training) for higher-risk functions such as Safety and Sustainability, Supply Chain and high-risk contractors.

Through the quarterly Organizational Justice and Integrity Dashboard (OJID), we raised awareness about Integrity Helpline case details, including outcomes and disciplinary measures taken. Each OJID shares lessons learned from actual cases and has a dedicated section aimed at demystifying Newmont’s internal investigations process. This is complemented by a “Respect at Work” dashboard that provides details on cases related to disrespectful behaviors. We discuss this dashboard in more detail in the “Championing an Inclusive and Respectful Workplace” story on this page.

Through our annual integrity award process, we recognize employees who exemplify our value of integrity and serve as role models for ethical behavior. In 2023, 26 employees were nominated by their peers and four received the award.

**COMPLIANCE CONTROLS**

To uphold our anti-corruption commitment, over 70 business leaders – including Executive Vice Presidents, Managing Directors, site General Managers, and key function leaders in areas like Supply Chain, Legal and Finance – personally certified each quarter that their specific region or functional area maintained effective controls and that they were unaware of any interactions on behalf of Newmont, that would violate our Code of Conduct, policies, standards or applicable laws.

We improved our process to centrally and consistently screen disclosures from internal and external applicants to open positions at Newmont related to conflicts of interest and government/ political exposure. Any positive disclosures by candidates must be cleared by BI&C before advancing a candidate through the talent acquisition process.

**POLITICAL CONTRIBUTIONS**

Newmont’s U.S. political contributions totaled \$35,000 in 2023.



View our [2023 Policy Influence Disclosure](#).



Photo: Ahafo, Ghana

**CHAMPIONING AN INCLUSIVE AND RESPECTFUL WORKPLACE**

In 2022, Newmont began a systematic journey to improve its workplaces for everyone by eliminating harassment, discrimination, bullying and racism. We began the journey by conducting an internal review, gathering insights from our workforce to understand the systemic issues leading to disrespectful behaviors.

In 2023, we appointed a dedicated Head of Respect at Work to drive meaningful change by engaging leadership, setting new standards and raising awareness.

In 2023, key activities under the program included:

- Launching resources in the North America business unit, featuring an “Ask, Listen, Act” video series that shares perspectives and highlights Newmont’s progress.
- Introducing a new Camp and Facilities Standard that outlines requirements and procedures for each site, covering areas such as video surveillance, adequate lighting, routine patrols, alcohol limits and provisions for internet access.

- Sharing trends and incident outcomes with all employees, through our quarterly Organizational Justice and Integrity Dashboard, protecting the privacy of those involved while providing a breakdown of Respect at Work incidents.

In 2023, 382 Respect at Work matters were received through our Integrity Helpline and other channels, with 264 assessed as escalated matters. Of the escalated matters, 194 were closed during 2023 and another 94 non-escalated matters were transferred to management. The substantiation rate for closed escalated cases was 57 percent.

The program allows business units to tailor actions to the local context. For example, in 2023, our Africa business unit implemented a confidential disclosure requirement for workplace romantic relationships. This aims to protect personnel and help the business provide appropriate guidance on these relationships.

Through these efforts and more, Newmont strives to eliminate disrespectful behaviors, fostering a work environment where everyone is treated with respect and dignity.

## Public Policy Performance

In 2023, we engaged with government and regulatory officials in all our operating regions. Along with providing regular updates on the Company's operations, top issues for each jurisdiction, as well as emerging risks and opportunities, public policy advocacy efforts in the countries where we operate included the following:

### Argentina

To support supply chain resiliency, the Cerro Negro team worked with authorities to expedite the bureaucratic approval process for importing goods and services. In August, Newmont sponsored the Buenos Aires Conference by the Council of the Americas. The event was attended by leading presidential candidates and representatives from government, civil society and the private sector. A Newmont representative spoke at the conference on the essential conditions for attracting mining investments in Argentina. A Newmont representative also served as the president of Argentina's Women in Mining, a term that extends through 2024.

### Australia

The Company met with local, regional and Commonwealth officials to discuss the Newcrest transaction and the integration of the New South Wales and Western Australian operations into the Newmont portfolio. Newmont also directly engaged with regulators as part of standard permit reviews for the Boddington and Tanami operations, and participated in conversations on regulatory changes through our membership in industry associations.

### Canada

We engaged extensively with government officials at the federal, provincial and local levels, as well as with Indigenous Nations, regarding the Newcrest transaction. We also engaged with relevant government representatives on other important matters such as the need for timely permitting approvals for the Pamour project at our Porcupine operation and the importance of infrastructure upgrades to support our projects and future operations in northern British Columbia.

### Ghana

An important priority is advancing the Ahafo North project, which has faced delays due to community challenges. Although 98 percent of the required land for the project has been successfully acquired through a community consultative approach, a group calling themselves the Concerned Farmers Association rejected the community-led consultations and called for one-on-one negotiations. As a result of the impasse, Newmont engaged with the Ministry of Lands and Natural Resources and the Lands Commission of Ghana. Given the delays, the government decided to establish an Executive Instrument for Compulsory Acquisition, which is the first time the Government of Ghana has done this for a mining project. Newmont continues to try to engage with the Concerned Farmers and has offered to include them in the livelihood programs of the resettlement action plan where applicable.

### Mexico

In June 2023, a strike was initiated by the union representing workers at Peñasquito, citing alleged violations of the Collective Bargaining Agreement. To resolve the matter, Newmont representatives actively engaged with union representatives and authorities at both national and local levels, including the Ministries of Labor, Economy, and Foreign Affairs. Discussions also took place with congressional representatives, the Governor of Zacatecas, the U.S. Ambassador, business chambers, and key opinion leaders in Mexico. In October, the agreement between Newmont and the union to end the strike was approved by the Mexican Labor Court, officially concluding the strike.

### Peru

The Company engaged with the Cajamarca government, civil society organizations, USAID and private sector members to discuss opportunities to improve governance and infrastructure in the province. Key matters discussed included establishing best practices for government procurement opportunities and exploring potential public-private partnerships for water infrastructure investments in Cajamarca.

### Suriname

The Suriname team is actively engaged with government officials and other key stakeholders on proposed legislation called the Indigenous and Tribal Peoples Collective Rights Act. Newmont supports the general principles of the act as it enhances the rights of Indigenous peoples in Suriname while also considering the Company's existing Mineral Agreement. The government has publicly stated that it will safeguard Newmont's interests and adhere to the Mineral Agreement in any version of the act that is passed.

### U.S.

Newmont hosted state-level lawmakers for a tour of the CC&V operation and worked with regulatory officials on permit approvals for ongoing operations. At the federal level, Newmont was part of a multisector coalition that supported the U.S.-Chile Bilateral Tax Treaty (BTT), which provides tax rate security, prevents double taxation and guards against barriers to profit repatriation for U.S. investors in Chile. The BTT was signed into law in December. Newmont also participated in the Summit of the Americas event held in Denver, hosting representatives from Argentina, Canada and Suriname.

# RISK MANAGEMENT SYSTEM

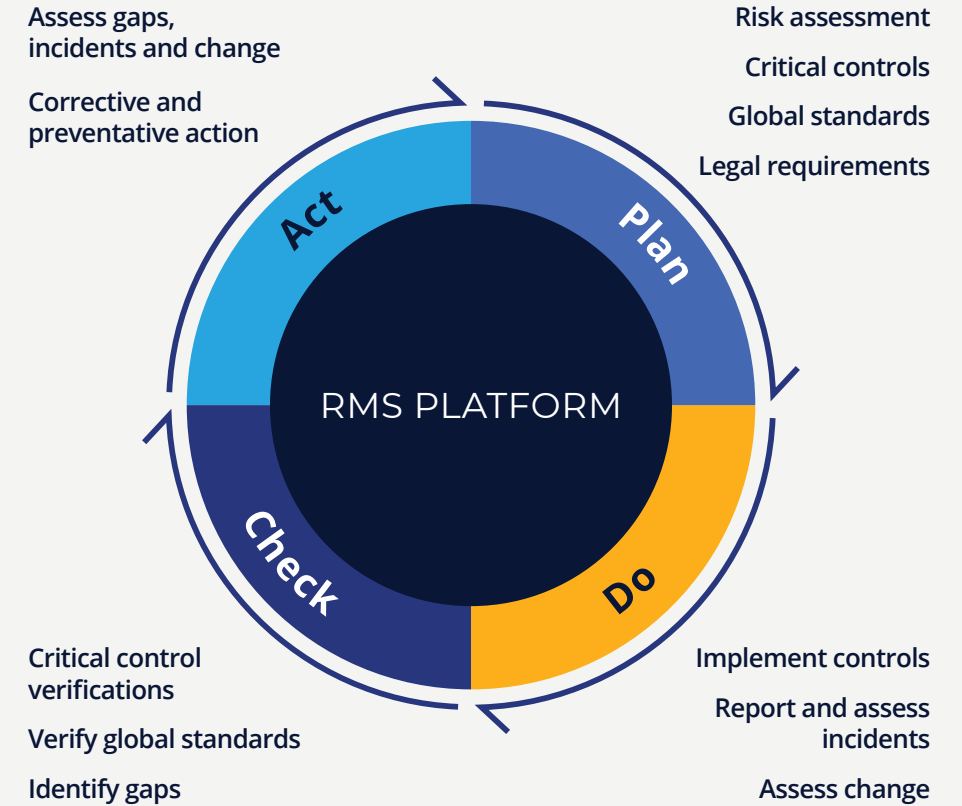
Managing risks and opportunities is crucial for businesses, particularly for mining companies due to their broad risk profile. Identifying, defining, assessing and mitigating risks are critical to delivering on our overall business strategy and commitment to sustainability. Newmont's global Risk Management System (RMS) framework clearly defines processes for managing risks and opportunities across the business.

The RMS integrates all of Newmont's management systems, ensuring a consistent, standardized and comprehensive approach to risk management. It provides detailed risk information for leaders to make informed decisions, comply with obligations and achieve business objectives.

Embedded in our RMS is the "Plan, Do, Check, Act" improvement model that focuses on the following key elements:

- **Risk and control** – Through processes defined in the RMS, we have identified global risks and mapped them to the applicable local (site- and business unit-level) risks. These are integrated into the RMS Global Risk Library. We then establish the controls that need to be in place and effective to manage and mitigate each respective risk.
- **Standards and governance** – The global RMS Standard defines the requirements for controls, standards and governance, reporting and verification across all functions, business units and sites.
- **Verification** – The RMS-Verify program, based on the three-lines-of-defense model, assesses compliance with our global standards and critical control verification (CCV) performance. Independent internal teams conduct formal audits of each operation. Action plans are developed to address any gaps identified and support continuous improvement.
- **Reporting** – The RMS technology platform houses risk information, their rankings, corresponding controls, RMS-Verify outcomes, event reporting and action plans.

## PLAN-DO-CHECK-ACT MODEL



The three-lines-of-defense model is the basis for the RMS-Verify program, facilitating strong governance and risk management:

- **First Line of Defense (LOD1)** – For each enterprise-level risk, functional risk owners are responsible for identifying the controls to manage the risk, designating which controls are critical (i.e., those that significantly influence the likelihood and/or consequence of an unwanted event), and designing the CCV strategy to test the effectiveness of the controls. CCVs are performed by the managers and supervisors responsible for control compliance at each site.
- **Second Line of Defense (LOD2)** – Functional leaders are responsible for verifying systems and controls are in place to manage risks at our locations. Functional verification efforts evaluate the effectiveness of our global standards and critical controls to manage our most significant risks and that these are in place and effective through evidence-based validation.
- **Third Line of Defense (LOD3)** – Newmont's Internal Audit team performs independent assurance of key risk programs as directed. Regulators may also perform independent LOD3 activities at Newmont's locations where required.

## RMS Implementation Progress

Integration of the RMS is a multi-year process that began in 2021, with functions being at varying levels of maturity based on their existing systems, processes and priorities. For example, our Safety and Sustainability function is relatively advanced in the implementation process, having key RMS elements in place, including:

- Identifying, documenting and regularly reviewing top risks and critical controls, including at the site level;
- Standardizing reporting and sharing of events;
- Reviewing and aligning governance documentation;

- Preparing for a global rollout of the LOD1 program based on agreed-upon critical controls for safety- and sustainability-related risks;
- Establishing LOD2 programs that now align with the RMS that include:
  - Sustainability risk audits
  - Fatality Risk Management (FRM) reviews
  - Safety culture reviews
- Effectively using the RMS technology platform, including progressing the establishment of a centralized compliance register.

Key milestones achieved in 2023 across all functions included:

- Continued support for functional leaders and teams in establishing critical controls and verification programs.
- Captured existing risk management activity and data in the RMS technology platform.
- Implemented a standardized risk assessment approach across sites and functions.
- Completed the enterprise risk assessment with the Executive Leadership Team (ELT) to identify the risks most critical to achieving our short- and long-term strategic objectives. This assessment will be used for ongoing monitoring by the ELT and Board, ensuring alignment with our overall strategy and providing direction for functional and site risk mitigation efforts.

The RMS implementation across the business is expected to continue through 2025.

The risks and controls identified through the RMS risk assessment process inform the programs we employ to manage our material and other sustainability aspects. Details about these programs – including our risk management approach for each material issue – are discussed in the respective sections of this report.



Photo: Tanami, Australia

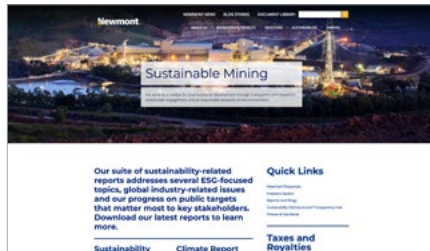


# SUSTAINABILITY COMPLIANCE AND ASSURANCE

Operating in compliance with laws and regulations is a fundamental business priority. We build trust and meet stakeholder expectations through high standards, responsible business practices and transparent reporting on performance. Newmont’s compliance and assurance programs assist us in adhering to our sustainability obligations while also identifying opportunities for ongoing improvement.



For more information, visit the Sustainability section on our [website](#).



We manage our environmental, social and political risks within the framework of our global Risk Management System (RMS) and its hierarchy of policies, standards, guidelines, critical controls and procedures.

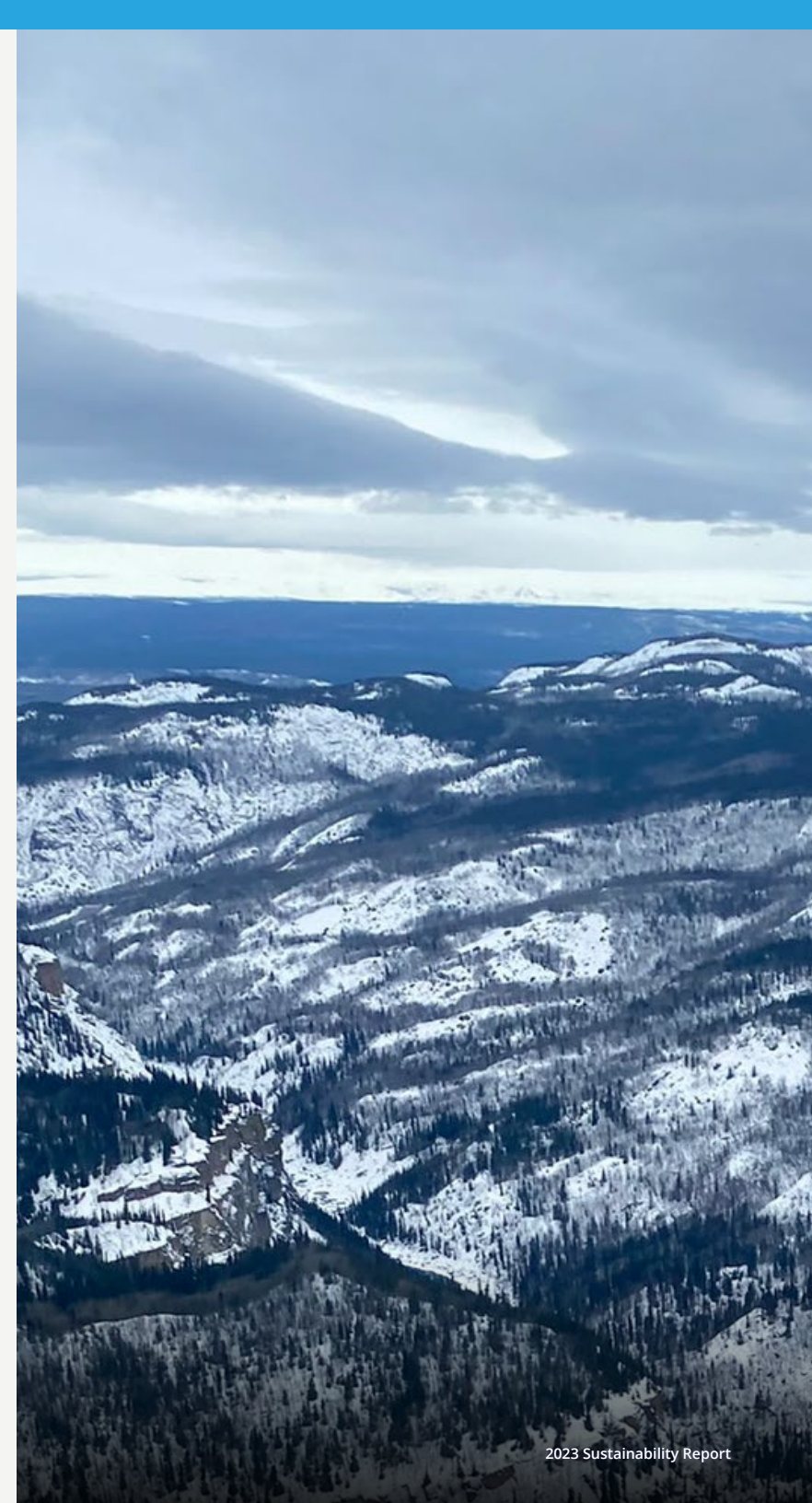
The management requirements outlined in this governance documentation are aligned with the International Council on Mining and Metals (ICMM) Mining Principles, including Position Statements and Performance Expectations, mandated through our membership in ICMM.

## Sustainability Risks and Standards Performance

In 2023, the Safety and Sustainability team continued to implement the RMS for environmental, social and political risks. This included developing enterprise-level critical controls and supporting critical control verifications (CCVs).

Line of Defense 2 (LOD2) audits for environment and social risks were re-introduced in 2023, beginning with a focus on programs managing key risks associated with resettlement, cultural heritage and local content at Akyem and Ahafo South and biodiversity and water at Boddington. The findings from these audit activities have helped identify and prioritize remediation actions, and efforts are underway to address and close the identified gaps (see the [Risk Management](#) section for more about the three-lines-of-defense model).

Photo: British Columbia, Canada



## Compliance Audit Program

Our compliance audit (CA) program uses a risk-based approach to assess how sites manage legal obligations in regulations, permits and formal agreements. Independent auditors review compliance with the relevant obligations using a standardized methodology, reporting format and process for following up on and sharing actions associated with audit findings.

The Safety and Sustainability team manages the program, and external, independent audit teams conduct CAs every three years at each Newmont operating site. These audits are crucial for understanding our compliance with legal obligations and helping manage any current and emerging compliance-related trends.

In 2023, we completed CAs at three sites – Ahafo South, Akyem and Boddington.

Notable themes and opportunities for improvement were related to:

- Management of water and tailings infrastructure and resulting water quality issues;
- Social impact monitoring;
- Air quality, blasting and noise impacts;
- Land clearance and biodiversity offset management; and
- Hydrocarbon management practices.

Each site developed an action plan to address gaps. The audit findings and action plans were communicated to our enterprise, business unit and site leadership to guide strategic planning and decision-making, and shared with all operating sites to facilitate lessons learned and identify common risks and opportunities. The information was also shared with the Board of Directors and integrated into risk assessment activities.

Approximately a year after the CA, we conduct formal effectiveness review workshops to verify actions have been completed or are sufficiently underway to address identified gaps. In 2023, we conducted these reviews for Cerro Negro, CC&V and Musselwhite CAs.

## Independent Assurance

We engage PricewaterhouseCoopers (PwC) annually for independent assurance on selected performance metrics and assertions disclosed in public materials.

In 2021, PwC was selected through a competitive tender process that included review and approval from our internal ESG Disclosure Subcommittee and the endorsement from both our Executive Leadership Team and the Board of Directors. The engagement with PwC was renewed for the 2023 reporting process to conduct independent limited assurance on the following:

- Selected performance metrics in our Annual Sustainability Report.

- Selected matters as part of Newmont’s membership in the following:
  - International Council on Mining and Metals (ICMM) – Subject Matters described in the assurance report and Performance Expectations; and
  - World Gold Council (WGC) – Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard.

In 2023, PwC representatives met with the Board’s Safety and Sustainability Committee to keep them updated on the assurance process. Additionally, they engaged committee members and management to discuss emerging issues and disclosures to help ensure Newmont is prepared to address such matters.

PwC follows relevant assurance standards, including the International Standard on Assurance Engagements ISAE 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information, applying a level of materiality in its procedures.

PwC provides an annual management report to Newmont that outlines internal improvement recommendations and highlights emerging risks or trends that may require changes to controls or systems. These recommendations are shared with Newmont leadership and the Safety and Sustainability Committee and are tracked to completion as needed. The management report includes recommendations for strengthening our internal control systems and external assurance processes in anticipation of forthcoming regulatory requirements related to sustainability data disclosures.

Read more about 2023 assurance efforts in the [About This Report](#) section of this report.

## Membership-Based Commitments

Our Combined Voluntary Commitments Assessment (CVCA) Program helps us meet the requirements of our various membership organizations. This includes combining assessment criteria for the ICMM PEs and Position Statements, WGC’s RGMPs, WGC’s Conflict-free Gold Standard and MAC’s TSM program.

The CVCA program streamlines data and reporting management by providing sites with a single self-assessment tool for multiple membership-based obligations. The tool is adaptable to changing requirements and may be expanded to other responsible mining programs and frameworks in the future.

The table below lists the industry programs administered within the CVCA program in 2023.

### INDUSTRY FRAMEWORKS INCLUDED IN NEWMONT’S CVCA PROGRAM

Organization	
<b>International Council on Mining and Metals (ICMM)</b>	
Voluntary framework	Activities in 2023
ICMM’s Performance Expectations (PEs) and Position Statements define good practice in the areas of environmental, social and governance.	<p>ICMM member companies have committed to perform self-assessments of their conformance to the PEs and Position Statements, at the site level (supported by a company self-assessment) and to obtain third-party validation of these assessments on a three-year cycle.</p> <p>As disclosed in the <a href="#">ICMM and WGC Standards Index</a>, all 12 operating sites (along with our enterprise functions) have completed initial self-assessments against the PEs using the CVCA tool and were validated by an independent assurance provider. All sites will again be self-assessed and validated every three years.</p> <p>In 2023, Ahafo South, CC&amp;V, Éléonore, Musselwhite and Porcupine completed self-assessments against their conformance to the PEs. PwC, our independent assurance provider, provided limited assurance over Newmont’s self-assessment of conformance as part of its assurance activities related to Newmont’s Annual Sustainability Report.</p>

Organization	
<b>Mining Association of Canada (MAC) Minerals Council of Australia (MCA) Cámara Argentina de Empresarios Mineros (CAEM)</b>	
Voluntary framework	Activities in 2023
Established by MAC, the Towards Sustainable Mining (TSM) program is a reporting framework that aims to improve the industry’s performance and help companies evaluate and manage their environmental and social responsibilities. As members of MAC and former members of CAEM, Newmont was subject to TSM at our Canadian and Argentinian operations in 2023. As a member of MCA, Newmont progressed implementation of TSM at our Australian operations.	<p>In 2023, TSM was applied to our sites in Argentina and Canada with sites in Australia progressing implementation with reporting planned for 2024. All three of Newmont’s Canadian operating sites (Éléonore, Musselwhite and Porcupine) and Cerro Negro in Argentina completed their TSM self-assessments in 2023 and conducted the required reporting activities for 2023 data.</p> <p>Self-assessment results for the year ranged from B to AAA across the four sites that reported against the TSM program, with lower scores generally associated with recently strengthened Protocol requirements for which associated programs are maturing at our operations. Overall, we are seeing an improvement in performance against TSM criteria year-over-year. Results from our TSM self-assessments for our Canadian sites, verified where applicable, are published on MAC’s <a href="#">TSM website</a>.</p> <p>Gap assessments conducted at Boddington and Tanami have provided a roadmap for the two sites to progress toward full implementation of the TSM program, with reporting planned for 2024.</p>

Organization

Responsible Minerals Institute (RMI)

Voluntary framework	Activities in 2023
RMI's Risk Readiness Assessment (RRA) is a voluntary assessment tool that promotes a common understanding of good practices and a means to consistently assess risks in mineral supply chains.	<p>We assess ourselves against RMI's RRA at the company and site level as part of the CVCA process. These assessments allow us to track our alignment with what are considered good sustainability management practices, including those that relate to our value chain.</p> <p>All 12 of our operating sites have completed their CVCA self-assessments, which highlighted broad alignment with the RRA and identified opportunities related to advancing supplier and customer risk assessment and due diligence processes, tracking compliance obligations and strengthening community access to complaint systems at certain operations. Projects within Newmont are now underway to address these areas for improvement. These assessments continue on a three-year basis for all sites.</p>

Organization

World Gold Council (WGC)

Voluntary framework	Activities in 2023
WGC's Responsible Gold Mining Principles (RGMPs) are a framework that recognizes and consolidates existing international standards for responsible mining under a single structure.	<p>The WGC requires member companies to meet RGMPs – a set of sustainability performance criteria – at the enterprise and site levels. This program was implemented using a phased approach with conformance mandated by 2022. Independent assurance of conformance to these criteria is required for each site, every three to five years.</p> <p>As disclosed in the <a href="#">ICMM and WGC Standards Index</a>, all 12 operating sites (along with our enterprise functions) completed gap assessments against the RGMPs, achieving full conformance with the program. All sites will be self-assessed and validated in the next three years.</p> <p>In 2023, CC&amp;V, Éléonore, Musselwhite and Porcupine completed self-assessments against the RGMP requirements. PwC, our independent assurance provider, provided limited assurance over Newmont's self-assessment of conformance as part of its assurance activities related to Newmont's Annual Sustainability Report.</p>
The World Gold Council's (WGC) Conflict-Free Gold (CFG) Standard provides a mechanism for gold producers to assess and provide assurance that their gold does not cause, support or benefit unlawful armed conflict.	<p>Each year, we collect applicable data and develop a Conflict-free Gold Report in conformance with the WGC's Conflict-free Gold (CFG) Standard. Per the CFG Standard, we will complete conflict, company and commodity assessments for Newmont sites in 2023 prior to the acquisition of Newcrest.</p> <p>Our annual Conflict-free Gold Report will be published in mid-2024.</p>

OTHER SELF-ASSESSMENTS

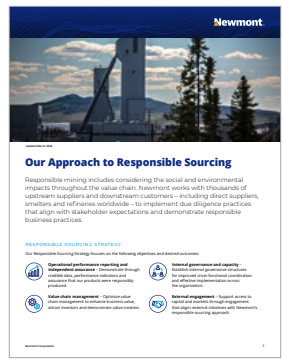
In 2023, Newmont performed a self-assessment against the requirements of the Global Industry Standard on Tailings Management (GISTM). In August, we released our [external disclosures](#) and [self-assessment](#) for GISTM conformance at our priority tailings storage facilities (TSFs) that are classified as a “very high” or “extreme” consequence per the GISTM (as detailed in the [Tailings Management](#) section). Upon full implementation of GISTM, regular self-assessments and verification activities, as mandated by GISTM, are expected to be integrated into the broader CVCA program.

# RESPONSIBLE SOURCING

Responsible mining includes considering the social and environmental impacts throughout the value chain. Newmont works with thousands of upstream suppliers and downstream customers – including direct suppliers, smelters and refineries worldwide – to implement due diligence practices that align with stakeholder expectations and demonstrate responsible business practices.



Read more about [Our Approach to Responsible Sourcing](#), including details on our governance, risk, strategy and management approach.



## Responsible Sourcing Performance

In 2023, a cross-functional enterprise team reviewed our responsible sourcing approach, examining emerging trends and best practices. Recognizing the growing expectations for companies to address and resolve adverse impacts throughout their value chains, we identified gaps and opportunities to improve our approach. We plan to develop a new Responsible Sourcing Standard in 2024.

### SMELTING AND REFINING

Key elements of our Responsible Sourcing Strategy include demonstrating our products are responsibly produced and optimizing our value chain management. Included in Newmont’s value chain are downstream users who smelt and refine the metals and minerals we mine into finished products.

As a World Gold Council (WGC) member, we commit to disclosing our refining partners where the primary revenue comes from the production of gold. In 2023, the gold we produced was transported in doré form to the following refineries certified by the London Bullion Market Association (LBMA):

- Argor-Heraeus (Switzerland)
- Asahi Refining (U.S.)
- MKS PAMP (Switzerland)
- The Perth Mint (Australia)
- The Royal Canadian Mint (Canada)

Transparency and traceability innovations are a critical aspect of our approach to responsible sourcing. As members of the WGC, we also pledge to join the Gold Bar Integrity (GBI) platform, which is designed to provide a verifiable ledger of responsibly mined gold. In 2023, we participated in a WGC pilot to support further development and operationalization of the GBI platform. The overarching objective is to enhance the transparency of responsibly mined gold and assist downstream customers and investors in conducting due diligence across the gold supply chain.



Photo: Gold pour at Ahafo, Ghana

To promote traceability in the precious metals industry and meet increasing market demand, we partnered with the Royal Canadian Mint to introduce a 1-ounce, 99.99 percent pure Gold Maple Leaf bullion coin sourced entirely from our Éléonore mine in Quebec.

In 2023, we initiated a process to understand and track environmental impacts associated with refining and smelting activities. The work is initially focused on greenhouse gas emissions related to refining and smelting materials produced from our operations. This information, along with the insights from surveys of buyers and traders, will inform our emissions reduction roadmaps.

In 2023, we continued to work with customers to understand and track environmental impacts associated with transport, refining and smelting activities. We began updating our Responsible Sourcing strategy and integrating our Product Stewardship Standard to ensure we have a holistic approach and consistent process across all focus areas. This approach will better align our value chain with environmental and social management standards, improving future disclosures on risk and impact. This work also supports our efforts towards early adoption of the Taskforce on Nature-related Financial Disclosures (see the [Biodiversity](#) section for more information).

## Procurement Performance

Our Supplier Risk Management Program (SRiM) is the primary tool we use to manage corruption, human rights, environmental, climate change and other risks in our global supplier network.

As of the end of 2023, seven Newmont operating sites and the corporate office have fully implemented SRiM, assigning suppliers a tier risk

rating and creating appropriate risk mitigation plans in line with SRiM's requirements. SRiM will be fully implemented at all our operating sites by the end of 2026. Key activities in 2023 to address potential risks included the following:

- We pre-screened all prospective suppliers for corruption and compliance concerns. In 2023, 23 potential suppliers were flagged for corruption, trade sanctions and political exposure risks and disqualified from doing business with Newmont.
- We identified and ranked our highest-risk third parties and conducted anti-corruption training with the top 15. Additionally, as part of our anti-corruption detection process, we examined payments to high-risk suppliers in Peru, Mexico, Argentina and Suriname during the first half of 2023.
- At the end of the year, 100 percent of our suppliers with potential extreme or high risks had approved risk mitigation plans (supplier management plans) in place.
- We conducted human rights training for over 180 suppliers in Australia, Ghana, Peru, Suriname and the U.S. More information on managing human rights risks in our supply chain is discussed in the [Human Rights](#) section.

### GLOBAL SUPPLY CHAIN CONTINUITY

In response to the ongoing conflicts in the Middle East, we are diligently monitoring global supply status and emerging risks to mitigate operational disruptions. To address emerging focus areas, our Supply Chain and Asset Management functions will continue to collaborate on opportunities that optimize our global materials management, inventory, and refining parts planning and supply processes to ensure timely availability and delivery of the right materials.



Photo: Peñasquito, Mexico

Newmont prioritizes workforce health and safety, fosters professional growth opportunities and contributes to a positive legacy by respecting human rights and diverse cultures and building enduring relationships.

# SOCIAL



Photo: Tanami, Australia

## SOCIAL

Health, Safety and Security **49**

People and Culture **53**

Human Rights **56**

Social Acceptance **64**

Expanded our **Fatality Risk Management program** to address risks associated with exposures to hazardous dust and fumes →

Completed **more than 650,000 critical control verifications** to support the safety of our workforce →

**Increased female representation among senior leaders to 33%**, up from 31% at the end of 2022 →

Commissioned an **independent human rights risk assessment** for our Ahafo North project's land access process →

Extended our nearly two-decade-long partnership with Project C.U.R.E. – world's largest distributor of medical donations to developing countries – **pledging \$1 million in support** over the next five years →

Photo: Akyem, Ghana





# HEALTH, SAFETY AND SECURITY

Safeguarding the health, safety, wellbeing and security of our employees, contractors and communities is fundamental to how we operate. Mining activities pose risks and hazards that must be effectively managed and controlled to minimize their impact. Safety is one of Newmont's core values, and our global Health, Safety and Security Strategy advances our journey toward a workplace free from fatalities, injuries and illnesses.



Read more about [Our Approach to Health, Safety and Security](#), including details on our governance, risk, strategy and management approach.



We measure the effectiveness of our approach to managing the wide range of health, safety and security risks by setting measurable objectives and targets.

## Safety Performance

### PUBLIC TARGET

The most important target we set for the business is achieving zero work-related fatalities at any Newmont-operated site or facility. Tragically, in December 2023, our colleague Adam Kennedy who worked at our Brucejack mine in British Columbia, Canada, was fatally injured while completing shotcreting activities (i.e., spraying concrete/mortar onto a surface) underground. We conducted an investigation into this tragic event and have begun to apply the learnings. We discuss this incident in more detail on [page 52](#).

Along with setting ongoing safety improvement goals, we benchmark ourselves against others in the industry. Our focus on visible, felt leadership and critical controls ranks Newmont in the top quartile for the lowest number of fatalities and injuries among International Council on Mining and Metals (ICMM) members as of the latest benchmark in 2022.



Read more about our health and safety performance in the [2023 Performance Data tables](#).

Photo: Éléonore, Canada



### CRITICAL CONTROLS

The quality and quantity of critical control verifications (CCVs) in the field are important leading indicators for preventing fatalities and significant potential events (SPEs). In 2023, we completed over 651,000 CCVs in the field (a 4.5 percent increase compared to 2022). More than 86,000 controls were identified as absent or failed, which means we were able to implement the control in the field and prevent a serious event. However, the number of SPEs was similar to 2022, demonstrating the importance of striving to continuously improve our safety measures. The top three risk failures for SPEs were falling from heights, being struck by falling objects and on-site vehicle collisions or rollovers.

### OPERATIONS FRM AND SAFETY CULTURE REVIEWS

To understand the progress made since our last safety culture survey and identify gaps and areas for improvement, we conducted Fatality Risk Management (FRM) and Safety Culture reviews at three sites (Musselwhite, Peñasquito and Porcupine) and select exploration sites during the year. The reviews identified non-conformances primarily in the vehicles and driving, stored energy, falls from heights and fall of ground risk areas. All sites are working on corrective action plans, and observations are shared across the business.

Key activities in 2023 to improve our safety performance and incorporate feedback from the reviews included:

- To mitigate vehicle and driving risks, constituting 27 percent of the SPEs in 2023 (down from 30 percent in 2022), we continued to deploy In-Vehicle Safety Systems (IVSS) as part of fleet refreshes to monitor key driver behaviors, including speed, braking/accelerating and seat belt usage.
- In addition to sharing lessons learned from safety incidents at Newmont, we discussed learnings from other industry events, including the incident in August at a Chilean mine when two workers died after exposure to carbon monoxide. This resulted in identifying any locations where carbon dioxide was being used for fire suppression and removing and replacing the systems.
- We deployed external Safety Leadership Coaches to Ahafo South, Akyem, Musselwhite, Porcupine and Tanami during the year. The coaches offer constructive feedback to site leaders on coaching styles and engagement in pre-shift meetings and CCVs.
- We updated four Fatality Risk Management standards – Hazardous Materials, Explosives Handling, Fall of Ground (Surface and Underground) and Working at Heights – and implemented a new Dust and Fumes Fatality Risk Management Standard.



Photo: Tanami, Australia

## Health and Hygiene Performance

In early 2023, we implemented three additional global health and hygiene standards. These standards, along with the existing Fatigue Standard, collectively address Newmont's primary health and hygiene risks. The new standards are:

- **Environmental Health Risks:** This standard focused on key control measures to minimize health risks associated with the workplace environment. It addresses risks such as altitude, thermal extremes, infectious diseases, and food and water safety.
- **Workplace Exposures:** Geared toward driving consistency in industrial hygiene programs across the business, this standard ensures key exposure management controls are effective in protecting workers from exposure to hazardous substances such as carcinogens in the workplace.
- **Health, Wellbeing and Fit for Work:** This standard outlines key control requirements to minimize health and safety risks related to individuals who are not fully fit for work. It includes aspects such as alcohol and drug programs, medical evaluations, wellbeing and the prevention of musculoskeletal injuries.

### WORKPLACE EXPOSURES

Throughout 2023, we renewed our focus on workplace exposures, evaluating the effectiveness of our critical controls for reducing exposures. In addition to the new Workplace Exposures standard, in August we expanded our Fatality Risk Management program to address exposures to hazardous dust and fumes, particularly silica, diesel exhaust and welding fumes. Leaders conduct CCVs to ensure our ventilation, extraction and dust suppression systems are effective and that workers are adequately protected through the correct use of respiratory protection devices.

In August 2023, a routine health check uncovered early-stage silicosis in an employee at our Boddington operation. We reviewed our health surveillance programs to confirm their effectiveness in the early detection of workplace exposure impacts. This includes verifying that our business partners' programs are in place and equally effective.

### FATIGUE MANAGEMENT

We continued to experience improvements in fatigue-related SPEs in 2023. During the year, we focused on improving the visibility and analysis of data from fatigue detection technology installed on haul trucks, ancillary equipment, buses and light vehicles. These efforts, along with a \$94 million investment since 2020 to improve sleeping conditions in camp accommodations, have resulted in fatigue-related SPEs declining by 94 percent since 2019.

### WELLBEING

In 2023, we conducted a follow-up maturity assessment against our wellbeing framework and found improved maturity across the three "Support, Prevent and Promote" pillars of our wellbeing framework.

The Support pillar saw the most significant improvement, driven by leader and employee wellbeing training, transitioning to a global Employee Assistance Program (EAP), and focused efforts on critical incident response and acute mental health management. Training on stress recovery, rosters, fatigue management, flexible work practices, and leadership coaching tied to HR frontline leader training is credited for progress in the Prevent and Promote pillars.

During the year, we completed our second annual personal health check program and initiated a six-month pilot project with on-site counselors at our Ghana operations. The pilot aims to foster trust and promote the utilization of our Employee Assistance Program (EAP).

### COMMUNITY HEALTH

In early 2024, we extended our long-standing partnership with Project C.U.R.E. – the world's largest distributor of medical donations to developing countries – for another five years. In 2023, our annual contribution of \$200,000 supported the following activities throughout the year:

- Helped fund the shipments of more than \$2.9 million worth of donated medical equipment and supplies to community health facilities in Guatemala and Suriname.
- Conducted a needs assessment at nine health facilities in the Ahafo South and North regions to determine the items most required in preparation for 2024 shipments.
- Carried out on-site impact evaluations at select health facilities in Suriname that received donations between 2022 and 2023. All of the assessed facilities reported improved staff morale and service quality as a result of the donations, with 83 percent of them noting an increase in the volume of patients receiving services.

We expect to ship containers of medical equipment and supplies to multiple health facilities in the communities near Peñasquito in early 2024.

Additional details on these activities are available on our [website](#).



Learn more about the initiatives Newmont launched in 2023 to create a physically and psychologically [safe workplace](#).

## Security Performance

The greatest security concerns facing Newmont in 2023 were at our Ahafo South, Merian, Peñasquito and Yanacocha operations.

- Ahafo South** – Artisanal mining activities, which are often illegal and pose safety risks, on Newmont’s concession continued to present risks. The Ghanaian government is attempting to balance the demand for small-scale mining in specific areas with efforts to curb its criminal and unregulated aspects. However, some community members’ support for mining activities near Ahafo South conflicts with directives to limit small-scale mining by higher authorities. In September 2023, the Ghanaian government announced a task force to address illegal miner intrusion on large-scale mining properties, aiming for a solution beyond forcible removal. The new task force is expected to work in coordination with existing security forces, including the national police and military. The security improvement project we began in late 2022 is expected to be completed in early 2024. This includes hardening perimeter fencing, installing cameras, improving lighting and training guard dogs and handlers. Newmont’s Security and Social Performance teams continue to collaborate to ensure we respect human rights and work toward positive outcomes.
- Peñasquito** – According to the Global Organized Crime Index, Mexico is one of the most dangerous countries in the world, and the presence of organized crime cartels persists near our Peñasquito operation. Additionally, a four-month-long strike presented additional security concerns at the site. We engaged the local police director to demonstrate our commitment to peacefully resolving the strike. Once the strike was resolved, we provided specialized training to frontline teams on how to de-escalate potential conflicts between workers and ensure a safe return of workers to the site.

- Yanacocha** – Due to national political unrest, economic challenges and uncertainties related to the future of Yanacocha Sulfides, we face growing security risks. This has resulted in a substantial increase in thefts and civil unrest incidents. While individual incidents are minor, the volume strains security resources. This trend is expected to continue into early 2024.
- Merian** – Small-scale mining around our site, particularly near the Esperance project on the border with French Guiana, is on the rise. This uptick coincides with an increase in criminal activities and violent encounters with local police. We work closely with the government and employ dedicated military and police to minimize the risk of direct targeting or getting caught in such incidents. Despite the challenges, the Merian buffer zone system remains effective. Newmont is implementing an Artisanal and Small-Scale Mining (ASM) program in partnership with a collective of Pamaka ASM miners. As part of that program, a small-scale mining zone has been established. When unauthorized miners within the small-scale mining zone are detected, they are promptly removed with police assistance.

### CRISIS MANAGEMENT

As part of our commitment to conform to the Global Industry Standard on Tailings Management (GISTM) by August 2023 (discussed in the [Tailings Management](#) section), Newmont conducted drills using our Rapid Response crisis management system and process at our Tailings Storage Facilities (TSFs) with “extreme” and “very high” consequence classifications. Eleven sites underwent drills, providing valuable insights for TSF Emergency Response Plans (ERPs) and the Rapid Response system.



Photo: Brucejack, Canada

## LESSONS LEARNED FROM BRUCEJACK FATALITY

On December 20, 2023, a tragic incident occurred at our Brucejack mine resulting in the fatal injury of Adam Kennedy during shotcreting activities.

Adam, along with a co-worker operating the mixer, was using a remote control to spray the berm. When he had stopped spraying, possibly to inspect the completed shotcrete, the sprayer’s remote control was unintentionally activated, moving the sprayer’s boom, which came into contact with Adam and pushed him against the wall. His co-worker immediately initiated an emergency response.

Post-event, the site paused operations to gather personnel and discuss safety hazards and protocols. Newmont’s North America Managing Director and Group Head of Health and Safety traveled to the site to provide support. Although we had begun

integrating our Fatality Risk Management (FRM) program at Brucejack, we accelerated three aspects – FRM standard knowledge and understanding, the critical control verification process and expectations for leaders’ field time (i.e., visible felt leadership).

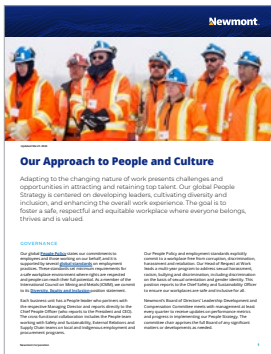
Newmont President and CEO Tom Palmer directed Newmont’s Managing Director of Africa to lead an investigation team who was mobilized to Brucejack on December 27. Following the investigation into this incident, we began applying the lessons learned, reviewing existing work practices in our underground operations and incorporating the learnings into our FRM system.

# PEOPLE AND CULTURE

Adapting to the changing nature of work presents challenges and opportunities in attracting and retaining top talent. Our global People Strategy is centered on developing leaders, cultivating inclusion, diversity and equity, and enhancing the overall work experience. The goal is to foster a safe, respectful and equitable workplace where everyone belongs, thrives and is valued.



Read more about [Our Approach to People and Culture](#), including details on our governance, risk, strategy and management approach.



We monitor various metrics and performance objectives to assess the effectiveness of our People Strategy across its three pillars – leadership; inclusion, diversity and equity; and people experience.

## Leadership Performance

Our leadership approach aims to cultivate leaders who inspire their teams to do exceptional work. In 2022, we launched our Frontline Leadership Development program, an in-person two-day workshop aimed at enhancing operational leaders' skills and competencies and helping them address common challenges. In 2023, 653 employees participated in the program, bringing the total number of participants since its launch to around 1,300.

Through a partnership with the Colorado School of Mines (Mines), we fund two programs that cultivate a diverse, skilled mining talent pipeline:

- **The Black, Indigenous, People of Color Retention Dig Deeper Program** – This program investigates the factors affecting diverse student retention through student surveys and focus groups. In 2023, the survey findings were used to develop action plans and share insights with educational institutions around the world.
- **The Engineering Equity Fellows Program** – This program helps faculty develop a racially inclusive academic curriculum in science, technology, engineering and math (STEM) courses at Mines. The implementation of inclusive and equity pedagogy began in 2023 and serves as a model for other STEM universities and across Newmont partnership universities.

Photo: Musselwhite, Canada



## Inclusion, Diversity and Equity Performance

One way we track our progress in creating an inclusive culture and advancing the diversity of our workforce culture is through metrics around gender, nationals, and local and Indigenous employee representation.

We continued to strengthen the gender diversity of our employee base. At the end of 2023, women represented 33 percent of our senior leaders (defined as employees within the levels 4 and 7 pay grades up to and including the President and CEO), up from 30.6 percent at the end of 2022. Other notable areas of female representation among company leaders included:

- Independent members of the Board of Directors (45 percent)
- Executive Leadership Team (44 percent)

Enterprise-wide female representation at the end of 2023 was 16 percent, up from 15 percent at the end of 2022. We also monitor female representation among employees in our core Operations (i.e., those within the General Manager’s reporting structure) and note that at the end of 2023, five of our 12 operating sites increased their female representation by at least 1 percent. Four of the remaining seven sites also

increased their female representation overall, while the remaining sites struggled with holding their representation levels largely due to factors such as attrition and difficulty in attracting women to work at some of our more remote mines. Gender targets are aspirational goals that we are striving to achieve, in compliance with applicable law. Newmont is an equal employment opportunity employer and does not make employment-related decisions based on gender.

Key activities in 2023 to progress inclusion, diversity and equity included:

- **Local and Indigenous employment** – In 2023, we began to enhance our local/Indigenous employment targets to go beyond representation metrics and include retention, inclusion and career development for local and Indigenous talent objectives. The goal of this approach is to deliver on our purpose of improving lives and creating value for the communities that host our operations. We plan to finalize the updated targets by the end of 2024. We discuss our local and Indigenous employment efforts in more detail in the Value Sharing section.

- **Symbols of exclusion** – Across our global operations, we continued to identify and eliminate symbols of exclusion and address the gaps identified in site facility audits (e.g., introduce gender-neutral job titles, female-sized uniforms including maternity uniforms, wellness/lactating rooms). We also looked for opportunities to build inclusion through symbols (e.g., LGBTQ+ flags and symbols of allyship, Indigenous art) and programs like the Cree “Word of the Run” initiative at Éléonore that we highlight on [page 55](#).

- **Strengthening business resource groups (BRGs)** – Our employee-led BRGs play a crucial role in fostering a sense of belonging, growth and value. Connecting employees locally and globally, BRGs promote inclusivity among diverse groups. To ensure ongoing evolution and maximum impact, we held an inaugural global BRG Leaders’ Summit in 2023. The summit facilitated the sharing of insights and best practices and equipped participants with tools to enhance leadership competencies. The refreshed Executive Sponsor Framework, introduced at the summit, aims to create a more strategic, supportive and sustainable governance structure that aligns with

the current business needs, benefiting both BRGs and Newmont’s broader inclusion, diversity and equity initiatives. Approximately 350 employees, including executive sponsors, BRG leaders and employees in the People function attended the three-day event. By the end of 2023, we had 29 BRGs globally. These groups encompass various diversity dimensions and a wide range of interests such as local/Indigenous, LGBTQ+, women, veterans, health and wellness, cultural, cross-generational and disabilities.



Photo: Tanami, Australia

## People Experience

Our near-term focus is on enhancing the overall experience for all employees.

In 2023, we conducted a global employee listening survey, with 74 percent of the eligible employee population participating. The survey found that 87 percent of participants were proud to work at Newmont. Areas of the people experience that scored well were related to having clear expectations, feeling support from their team and having a sense that they contribute to Newmont's goals. Opportunities for improvement include recognizing outstanding performance, providing growth and development opportunities, and keeping people informed on developments at the Company.

Following the passage of legislation in the state of Colorado, Newmont introduced a new Family and Medical Leave Plan for all U.S. employees. The plan offers up to 12 weeks of 100 percent paid leave in a 12-month rolling period. Employees with serious health conditions caused by pregnancy or childbirth complications may also be entitled to up to four additional weeks of paid leave per 12-month rolling period, for a total of 16 weeks.

### WORKFORCE RIGHTS

Through our Integrity Helpline, we investigated real or potential breaches of our Code of Conduct, related policies, standards and/or laws. This included addressing reported concerns about discrimination, misconduct and/or inappropriate behavior. Details on these matters are included in the [Business Integrity and Compliance](#) section.

### LABOR RELATIONS

On June 7, 2023, the union representing employees at our Peñasquito operation in Mexico initiated a strike, demanding the Company pay additional profit sharing, equivalent to double the amount agreed to the previous year during the collective bargaining negotiation cycle, along with other alleged violations of the Collective Bargaining Agreement. On October 13, 2023, the strike ended following approval from the Mexican Labor Court on the agreement reached between Newmont and the union.

Learn more about the [definitive agreement between Newmont and the union](#).

In Ghana, we implemented the action plan derived from the 2022 independent human rights assessment commissioned by Newmont. This plan ensures the business unit's new employment model does not compromise human rights, including union rights. In 2023, the Ghana Labor Department issued collective bargaining certificates to two unions, requiring the unions to negotiate with the Company on conditions of service for their bargaining units, which include employees on the new employment model. The priority for 2024 is to maintain open lines of communication to facilitate productive engagement with the employees and unions.

In April 2023, Newmont and the Newmont Werknemers Organisatie (NWO), the union representing employees at our Merian operation, concluded negotiations on a new collective labor agreement (CLA). The new CLA features an annual review of the hourly pay table and special compensation mechanism. This review for 2023 determined that no changes were required and confirmed the effectiveness of the special compensation mechanism.

### LIVING WAGE

Newmont defines a living wage as a base compensation package for a standard work week that affords a decent standard of living for the worker and their family.

We conducted our second annual living wage survey in 2023, engaging third-party expert Sustainable Business Network and Consultancy to assist with analyses in all countries where we have full-time employees. The latest survey compared Newmont's compensation for the lowest-paid employees in each country/site against the proportionate amount the primary worker in a household needs to earn to maintain the entire household above a living wage. The results for the last two years indicate our pay is above the living wage in all countries, further demonstrating Newmont continues to voluntarily set the bar higher than required.

## CREE “WORD OF THE RUN” INITIATIVE AT ÉLÉONORE EXPANDS SYMBOLS OF INCLUSIVITY

In 2022, our Éléonore operation completed an update to the site's social impact assessment, which evaluates social baseline conditions and actual or potential impacts resulting from our business activities. As part of this effort, Newmont engaged a local Indigenous business to lead the impact evaluation for the Wemindji community. Using the UN Declaration on the Rights of Indigenous Peoples as its foundation, the Cree Nation of Wemindji-led assessment findings informed the development of a social management plan. This plan incorporates actions and programs that mitigate negative social impacts and enhance benefits.

In 2023, Éléonore introduced the “Cree Word of the Run” program to address one of the assessment's findings and recommendations. The program aims to heighten awareness of Cree culture and language among employees and foster a sense of belonging by promoting the Eeyou language. Cree linguists translate key terms and expressions in both Roman letters and syllabics and provide pronunciations for various terms and expressions.

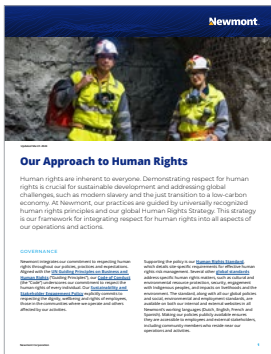
Employees are encouraged to engage in the program by suggesting words or expressions they wish to learn. This initiative not only bridges language gaps but also strengthens the bonds of communication and understanding, fostering a more inclusive and culturally rich workplace at Éléonore.

# HUMAN RIGHTS

Human rights are inherent to everyone. Demonstrating respect for human rights is crucial for sustainable development and addressing global challenges, such as modern slavery and the just transition to a low-carbon economy. At Newmont, our practices are guided by universally recognized human rights principles and our global Human Rights Strategy. This strategy is our framework for integrating respect for human rights into all aspects of our operations and actions.



Read more about [Our Approach to Human Rights](#), including details on our governance, risk, strategy and management approach.



We monitor various metrics and objectives to assess our journey to improve our human rights systems, due diligence processes and performance. We also set public targets to more effectively manage the human rights risks in our supply chain.

## Human Rights Performance

Throughout 2023, several sites reviewed and updated their human rights management plans or addressed gaps identified in their human rights impact assessments (HRIAs). Refresher training sessions were conducted for cross-functional human rights working groups to build awareness of emerging trends in business and human rights and to train new working group members. We also expanded our supplier human rights training program to suppliers in the U.S. and Suriname and continued to improve our supplier human rights due diligence process.



Photo: Tanami, Australia



**SALIENT HUMAN RIGHTS ISSUES**

Although we manage the full spectrum of potential human rights risks, our salient human rights issues represent the highest potential and most severe negative impacts associated with our activities and business relationships. In 2023, we refreshed our assessment of Newmont’s salient human rights issues.

We engaged an external human rights expert to review our saliency assessment methodology, conduct benchmarking and ensure that our assessment process aligned with current best practices. One outcome was shifting from a “rights” framework to an “issues” framework. This approach allows us to recognize all relevant human rights, not limiting us to a smaller subset of rights. Adopting an “issues” framework also facilitates clearer communication both internally and externally, as not all audiences are familiar with human rights terminology and definitions.

We used site-level human rights impact assessments, which incorporate input from local stakeholders, to review our salient human rights issues. An indicative list of risks and impacts identified were then assessed by Newmont’s cross-functional Enterprise Human Rights Working Group. The assessment included both severity and likelihood ratings. The severity rating was defined as the risk or impact to the rights holder, not the risk or impact to the business. Identifying our salient human rights issues helps guide our human rights due diligence approach. Our previously identified salient human rights were all incorporated into the new frameworks. In 2024, we will validate the assessment with Executive Leadership and develop an implementation plan to further embed our salient issues across the organization.

More information about our performance in managing each of these issues is discussed throughout this report.

**SALIENT HUMAN RIGHTS ISSUES**

Salient issue	More information about how Newmont managed the issue and associated risks in 2023
Labor rights	<a href="#">People and Culture</a> <a href="#">Human Rights</a> <a href="#">Value Sharing</a>
Workplace health and safety	<a href="#">Health, Safety and Security</a> <a href="#">Materials</a>
Environmental impacts	<a href="#">Water Stewardship</a> <a href="#">Tailings Management</a> <a href="#">Biodiversity</a> <a href="#">Closure and Reclamation</a> <a href="#">Materials</a>
Indigenous peoples’ rights	<a href="#">People and Culture</a> <a href="#">Human Rights</a> <a href="#">Value Sharing</a>
Land rights	<a href="#">Social Acceptance</a> <a href="#">Human Rights</a>
Community impacts	<a href="#">Social Acceptance</a> <a href="#">Human Rights</a> <a href="#">Value Sharing</a>
Security and human rights	<a href="#">Health, Safety and Security</a> <a href="#">Human Rights</a>

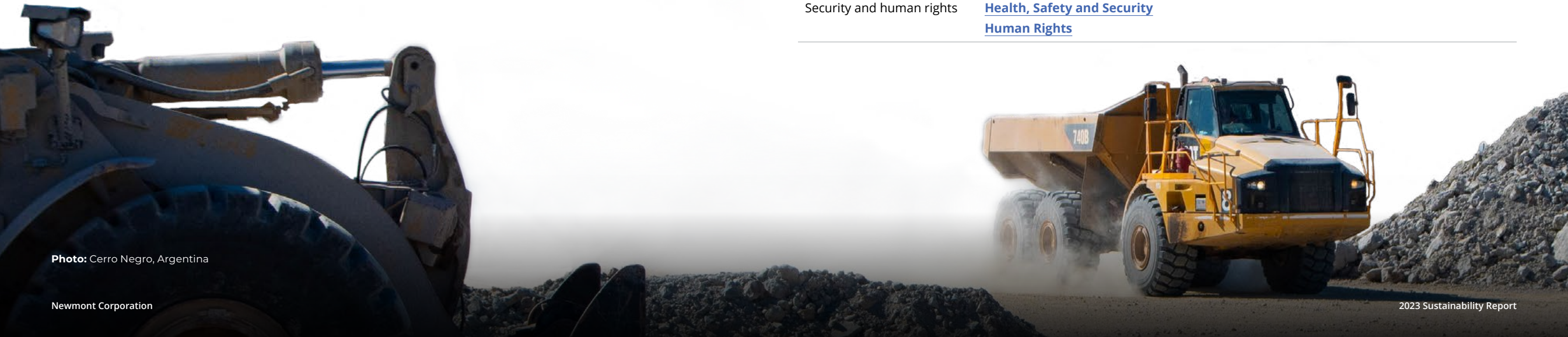


Photo: Cerro Negro, Argentina

### TRAINING

Our online employee training program aims to heighten awareness of the Company’s human rights commitments, potential risks and the collective responsibility to respect everyone’s rights. In December 2022, we launched a new online training program, with more than 7,400 employees taking the training by the end of 2023.

In 2023, all active Newmont security personnel (78 employees and 2,034 contractors) completed annual training based on the [Voluntary Principles on Security and Human Rights](#). Additionally, 2,489 other Newmont employees, 1,421 members of public security/law enforcement and 4,082 external stakeholders underwent the training alongside our security personnel.

### REPORTING COMMITMENTS

Since 2019, Newmont has been included in the [Corporate Human Rights Benchmark](#) (CHRB), which assesses a company’s performance across several areas (i.e., governance and policy commitments, embedding respect and human rights due diligence, remedies and grievance mechanisms, company human rights practices, and responses to serious allegations). In the 2023 CHRB, Newmont received the second-highest score among 110 companies across the extractive and apparel industries. Our highest scores were in the areas of embedding respect for human rights and implementing our human rights practices. Our score improved the most in the areas of remedies and grievance mechanisms. We will continue to work on areas where we can improve our human rights policies and governance as well as our public responses to allegations.

### KEY HUMAN RIGHTS ACTIVITIES AND MATTERS

Newmont regularly engages with key stakeholders on human rights-related matters and legal cases. We disclose details on some of the more significant matters on our [website](#), which is regularly updated. Key activities in 2023 related to human rights included the following:

- **Human rights review of the resettlement process at Ahafo North** – We commissioned an independent human rights risk assessment for our Ahafo North project’s land access process. This review highlighted the need to update our site-level human rights impact assessment process as local situations and contexts change. We discuss this matter in more detail in the [Social Acceptance](#) section of this report.
- **Human rights review in Ghana** – In early 2022, Newmont implemented a new employment model in Ghana, transitioning the unionized workforce to fixed-term renewable employment contracts. This action aimed to create an incentive-based performance review system and strengthen the supervisor-employee relationship. To ensure the new employment model respected human rights, including union rights, Newmont engaged a third party with internationally recognized expertise in human rights to assess the actual, potential and perceived impacts on human rights. This report is available on our [website](#). Throughout 2023, we continued to make progress in implementing the recommendations from the assessment. This included updating policies, strengthening protections for vulnerable workers, applying consistent performance metrics for all employees (e.g., junior employees and managers) and establishing employee feedback mechanisms.

- **Parliamentary inquiry into sexual harassment in the mining sector** – After the Western Australian Parliament’s report on sexual harassment of women in the mining sector was issued in 2022, Newmont worked with the Chamber of Minerals and Energy of Western Australia and the Minerals Council of Australia to support industry-wide responses. These include the adoption of an Industry Code on Eliminating Sexual Harassment and the development of an Industry Alcohol Guideline for company accommodation facilities. Details on creating a respectful workplace are discussed in the [People and Culture](#) section of this report and highlighted on [page 37](#).
- **Strike at Peñasquito** – In October, Newmont and the National Union of Mine, Metal and Allied Workers of the Mexican Republic reached an agreement to end the strike at the Peñasquito mine in Zacatecas, initiated in June 2023. The resolution reflects our commitment to respecting the Collective Bargaining Agreement and freedom of association. Further information about the agreement can be found in the [accompanying press release](#).

## Supplier Risk Performance

Our Supplier Risk Management Program (SRiM) remains a key tool for managing corruption, human rights, environmental, climate change and other risks across our global supplier network.

In 2023, the enterprise functions and the seven operating sites that have SRiM in place issued 1,252 pre-qualification surveys to new suppliers, with 913 (73 percent) responding and providing information on human rights risks. Among the suppliers that responded, 248 were identified as having an elevated likelihood of impacting human rights and underwent further due diligence. Additionally, we completed scope-of-work risk assessments to identify human rights-related risks associated with the nature of the work.

Newmont’s Integrity Helpline and our local site community complaint and grievance channels are critical for identifying human rights issues, including those within our supply chain. In 2023, we investigated and addressed 49 matters related to supplier conduct that were reported to our Integrity Helpline or local site complaints and grievance mechanisms. The majority of these matters included allegations related to Respect at Work issues such as discrimination. Other matters ranged from improper compensation to employment of a minor (a 17-year-old).

Each case underwent a review. Where violations were substantiated, we worked with the supplier to provide remedy to those impacted.

In 2023, we rolled out a revised supplier training module across our operations in Australia, Ghana, Peru, Suriname and the U.S. We employed both in-person and virtual training formats to enhance engagement and provide suppliers the opportunity to ask questions. This training is designed for those suppliers that work in potential high-risk categories or are identified as having higher potential human rights risks in the onboarding due diligence process.

The primary goals of the training are to raise awareness of Newmont's human rights commitments, inform suppliers about potential human rights risks and impacts, and provide them with additional resources and tools, including grievance mechanisms.

#### **PUBLIC TARGETS**

We set public targets to hold ourselves accountable for integrating human rights due diligence processes into our supply chain. These targets focus on engagement with potential high-risk suppliers to raise awareness of Newmont's human rights commitments, our expectations and risk mitigation measures.

Our 2023 target was to implement risk mitigation plans for 100 percent of contracts with suppliers identified as having an elevated likelihood of impacting human rights at operating sites where the SRiM program has been implemented. During the year, cross-functional teams at Newmont reviewed supplier human rights risks and identified specific suppliers for participation in human rights training. Our approach focused on capacity building as the foundation for mitigating risks. Across all our operations where SRiM is in place, we engaged 90 percent (183) of targeted suppliers in training, falling just short of our target. However, we successfully expanded our risk mitigation approach to two new countries – Suriname and the U.S.

For sites that have implemented SRiM, our target for 2024 remains the same.

#### **MODERN SLAVERY**

In June 2023, we published our 2022 [Modern Slavery Statement](#), reporting on our efforts to combat modern slavery in our operations and supply chain during the 2022 fiscal year. The statement was prepared under the Australian Modern Slavery Act (2018) and approved by Newmont's Board of Directors. With Canada passing legislation to address forced and child labor in supply chains in May 2023, we are preparing to comply with the regulation in our upcoming statement to be published in May 2024.

Across our operations and supply chain, no reports related to instances of forced labor were received, investigated or addressed in 2023. However, one report was received concerning child labor, involving a contractor in Peru employing a 17-year-old. Details on this matter and remediation will be published in our 2023 Modern Slavery Statement.



Photo: Cerro Negro, Argentina

## Indigenous Peoples Performance

As stated in our [Indigenous Peoples Standard](#), Newmont recognizes the unique rights, culture and history of Indigenous peoples, and their distinct interests and concerns, which may differ from other stakeholder groups. We acknowledge and respect traditional landownership and uses. As members of the International Council on Mining and Metals, we align with its [position statement](#) to work toward free, prior and informed consent (FPIC) of Indigenous peoples, and we actively participate in RESOLVE’s FPIC Solutions Dialogue to translate FPIC into effective on-site implementation.

Notable engagement activities with the Indigenous communities near our operations during 2023 are summarized in the following table.

### ENGAGEMENT WITH INDIGENOUS COMMUNITIES NEAR OUR OPERATIONS AND SITES IN 2023<sup>1</sup>

Boddington (Australia)		Tanami (Australia)	
Indigenous communities	Activities	Indigenous communities	Activities
<p><b>Gnaala Karla Booja</b></p> <p><b>Background on agreements</b></p> <p>The Moorditj Booja Community Partnership Agreement (CPA) is a voluntary Indigenous Land Use Agreement (ILUA) between Newmont, the Gnaala Karla Booja (GKB) Aboriginal Corporation, and their representative body – the South West Aboriginal Land and Sea Council (SWALSC). The Preservation of Aboriginal Heritage Agreement (PAHA) underpins the CPA and details the operation’s specific cultural heritage management obligations.</p>	<p>We continued to collaborate with the CPA Relationship Committee and GKB Regional Aboriginal Corporation, hosting visits at both our office hub in Perth and on-site at Boddington. We also worked together on a refreshed cross-cultural awareness training program.</p> <p>Boddington hosted Wiilman Traditional Owners who assisted Aboriginal-owned heritage consultancy Aboriginal Land Services (ALS) in training on identifying archaeological artifacts. The training helps teams recognize potential artifacts in forest areas. ALS representatives conducted the training, emphasizing the significance of the forest to the Wiilman Noongar people.</p>	<p><b>Warlpiri</b></p> <p><b>Background on agreements</b></p> <p>Newmont’s Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA). The CMA is regulated by the Central Land Council (CLC), which acts as agents for Warlpiri (Yapa) Traditional Owners of the Tanami Region. The Tanami Desert Ten Year Plan (TYP) commenced in 2017 and builds on the CMA commitments. It is a planning and governance framework, guiding the collaborative work among Warlpiri, the CLC and Newmont. The TYP focuses on actions that improve Yapa employment, Yapa education and Yapa voice and supports the delivery of long-term benefits for Warlpiri across the Tanami Region in line with their aspirations.</p>	<p>As part of the Tanami Desert TYP, we conducted annual governance forums and planning workshops and hosted Traditional Owner delegations, including representatives from the CLC; Warlpiri Education and Training Trust (WETT); Granites Mine Affected Area’s Aboriginal Corporation (GMAAAC); Warlpiri cultural authority including representatives from the Warlpiri Secret Sacred Project. We also participated in several engagement events, including a Traditional Owner site visit focused on cultural heritage, work area clearances, priority action updates and other projects.</p> <p>Key TYP priority actions, including the Tanami Regional Biodiversity Monitoring project and Tanami Highway Safety and Service project, were collaboratively implemented. The Cross Cultural Awareness Training Program (CCAT) underwent a tender process, with a preferred Central Australian Aboriginal service provider selected for implementation in 2024.</p> <p>We commenced a review that takes place every 10 years of the CMA in collaboration with the CLC and Traditional Owners. The review will continue in 2024.</p> <p>We partnered with the Warlpiri Secret Sacred Project and the Warlpiri Media Aboriginal Corporation to facilitate visits by Warlpiri elders and Project representatives to Australian institutions to identify Warlpiri secret sacred objects and plan to repatriate these objects to Warlpiri communities and places of cultural significance.</p>

**Éléonore (Canada)**

**Indigenous communities**

**Cree Nation of Wemindji  
Grand Council of the Crees (Eeyou Istchee)/  
Cree Nation Government**

**Background on agreements**

Newmont’s Éléonore operation and the Cree Nation of Wemindji and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government are signatories to the Opinagow Collaboration Agreement.

**Activities**

Éléonore offered cultural training to 185 employees, bringing the total to 735 people who have learned about the history and culture of the Cree Nation. This training aims to maintain a caring and respectful work climate, foster a sense of belonging and create conditions conducive to inclusion, diversity and equity. Elements of Cree history and culture enable teams to acquire knowledge to share with their colleagues.

For the Truth and Reconciliation Day in Canada, Éléonore employees sold orange shirts (a symbol to honor Indigenous children who were forced to attend residential schools rife with abuse) and donated the proceeds to the Eeyou Eenou Community Foundation to support cultural initiatives.

We addressed a grievance regarding Cree employment progression, as well as racial and language discrimination at site. Following an investigation that found no violation of our employment policies, we met with the complainant to clarify our policies, engaged with them on our Indigenous employment and development plan, and invited them to participate in our Opinagow Employment and Training Committee meetings.

**Musselwhite (Canada)**

**Indigenous communities**

**North Caribou Lake First Nation  
Cat Lake First Nation  
Wunnumin Lake First Nation  
Kingfisher Lake First Nation  
Windigo First Nation Council  
Shibogama First Nation Council  
Mishkeegamang First Nation**

**Background on agreements**

The Musselwhite Agreement’s signatories include Cat Lake First Nation, North Caribou First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, Windigo and Shibogama Councils.

The mine also has an agreement with the Mishkeegamang First Nation.

**Activities**

In 2023, four cohorts graduated from the Musselwhite Stope School, which provides Indigenous students training on fundamental underground mining skills. We highlight this program on [page 63](#).

Musselwhite launched an Indigenous Education Training program on National Indigenous Peoples Day, engaging an Indigenous-owned firm Miikana (meaning “the path” in Anishnaabemowin) to develop online learning modules. The modules aim to raise awareness of Indigenous history and culture and equip all employees with foundational knowledge for creating safer spaces for Indigenous colleagues.

We commenced a review of the Mishkeegogamang First Nation (MFN) Cooperation Agreement at the request of the MFN.

In late 2023, the MFN provided a contractor to conduct maintenance work on the mine’s hydro line. Plans are now in place to provide MFN and their contractor with long-term contracts to complete this work.

Members of the Musselwhite team visited the Wunnumin Lake First Nation and Kingfisher Lake First Nation communities, marking the first visits since before the COVID-19 pandemic.

**Porcupine (Canada)**

**Indigenous communities**

**Mattagami First Nation**  
**Matachewan First Nation**  
**Flying Post First Nation**  
**Apitipi Anicinapek Nation, formerly known as Wahgoshig First Nation**  
**Chapleau Cree First Nation**  
**Brunswick House First Nation**  
**Chapleau Ojibwe First Nation**  
**Michipicoten First Nation**

**Background on agreements**

Newmont has a Resource Development Agreement with the Mattagami, Matachewan, Flying Post and Wahgoshig First Nations.  
 Newmont has a Benefits Agreement with the Michipicoten First Nation and an Impacts and Benefits Agreement with Chapleau Cree, Brunswick House and Chapleau Ojibwe First Nations.

**Activities**

At Porcupine, we initiated engagement with the Métis Nation of Ontario and Taykwa Tagamou Nation following the federal government’s recognition of their rights and the duty of the government to consult with both Nations on permitting. The goal is to reach an agreement with both Nations that will help facilitate the permits needed to upgrade the Dome tailings management area and progress the Pamour project.

Porcupine is currently updating its social and human rights impact assessment (SHRIA), which identifies both direct and indirect impacts within its social influence area. Expected to be finalized in early 2024, the assessment involves active engagement with eight communities and the Métis Nation of Ontario.

Porcupine participated in several open houses and job fairs hosted by its signatory communities.

The site collaborated with Miikana to host a virtual education session as part of the National Day for Truth and Reconciliation. This session focused on Indigenous history, ongoing colonialism, and guidance on creating a culturally safe organization.

**Merian (Suriname)**

**Indigenous communities**

**Pamaka Maroon Tribe of the Marowijne River**  
**Kawina Maroon Tribe of the Commewijne River**

**Background on agreements**

Newmont has a Cooperation Agreement and Funding Agreement with the Pamaka.

**Activities**

Due to turnover and challenges among community leadership, we held a gran krutu (community meeting) to discuss concerns and opportunities to improve communications and the process for community investments.

The Cooperation Agreement with the Pamaka is governed by the Duurzame Ontwikkeling Pamaka (Foundation for the Sustainable Development of Pamaka) Executive Committee. However, because the Community Development Fund (CDF) fund manager position was vacant throughout the year, no CDF-funded projects were carried out in 2023.

We continued negotiations with the Kawina Negotiation Committee (appointed by the Kawina Traditional Authority, including the Paramount Chief) to establish a Cooperation Agreement. We agreed on a framework and will provide technical support for drafting an agreement.

<sup>1</sup> Refer to the [2023 Performance Data tables](#) for specific GRI and SASB disclosures relating to lands, agreements and significant events.

Our [Global Center for Indigenous Community Relations](#) (the “Center”) promotes meaningful engagement with Indigenous peoples and serves as a resource for Newmont and the industry. It also convenes the Indigenous Peoples Working Group (IPWG), a cross-functional community that shares challenges, successes and resources to foster respectful relationships with Indigenous communities. In 2023, the IPWG’s quarterly meetings included in-depth discussions on topics such as Australia’s Reconciliation Action Plan and Musselwhite’s listening exercise to understand the challenges and opportunities to attract, retain and progress the careers of First Nations employees. The meetings also included presentations from external experts on Indigenous rights and the industry’s approach to FPIC and Indigenomics in the resource sector.

The Center provided scholarships for six First Nation community members to attend the Champions of Change leadership program developed and delivered by the [Global Indigenous Development Trust](#).

## Cultural Heritage Management Performance

All our sites continue to work toward conformance with our enhanced Cultural Heritage Standard, which aims to identify, protect and manage cultural heritage within our area of influence to prevent adverse impacts. In 2023, we incorporated cultural heritage considerations into our internal technical audits on social performance risks. Other areas of focus included updating Cultural Heritage Management Plans and progressing our cultural heritage governance and awareness training programs. To meet the training program criteria of the standard and raise awareness among employees, contractors, visitors and local stakeholders of how we manage cultural heritage across Newmont, the enterprise Social Performance team launched a series of cultural heritage training videos.

At the Ahafo North project, we approved a plan for managing and mitigating impacts related to cultural resources throughout the project's construction phase. The plan addresses tangible cultural heritage relocation (e.g., shrines, cemeteries, archaeological sites) and intangible cultural heritage considerations (e.g., sites and days of cultural significance). We engaged with Traditional Authorities to reach agreements on compensation and pacification processes related to cultural resource impacts.



## MUSSELWHITE STOPE SCHOOL SHAPES FUTURE MINERS

Photo: Musselwhite Stope School training program graduates

In 2020, Newmont launched the Musselwhite Stope School, a six-week program that offers local Indigenous candidates essential training in fundamental underground mining skills.

Each Stope School student spends two weeks with the training department and four weeks with the mine department. Students not only receive comprehensive in-class education but also gain invaluable on-the-job work experience. To ensure the students experience a realistic work schedule, students are assigned night shifts during their training, providing a holistic understanding of the mining profession.

Fostering an inclusive environment, Musselwhite actively solicits student feedback on ways to continue to improve the program. In 2023, 295 people applied for the school, with 10 students

selected for the four Stope School sessions (one cohort each quarter). All participants identified as Indigenous, with 80 percent from the signatory and affiliate First Nations communities represented in the Musselwhite and Mishkeegogamang Agreement.

Those who complete the six-week Stope School training are offered a six-month contract with the mine department to continue their training and skills development. Those who successfully complete the contract terms are offered full-time employment, transforming Stope School into not just a training program but a path for local Indigenous youth to pursue a meaningful career in mining.

## SOCIAL ACCEPTANCE

Gaining and maintaining the trust of stakeholders impacted by a business is an ongoing endeavor. At Newmont, we use a methodical approach to managing stakeholder relationships and earning social acceptance. Through understanding and managing our activities' impacts on communities and involving local stakeholders in decision-making, we aim to build enduring relationships based on respect and mutually beneficial and sustainable development outcomes.



Read more about [Our Approach to Social Acceptance](#), including details on our governance, risk, strategy and management approach.



We monitor various metrics and performance objectives to assess the effectiveness of our social acceptance approach. We also set public targets to ensure we meet our commitments and respond to concerns in a timely manner.

### Community Relationships Performance

#### PUBLIC TARGETS

To earn and maintain social acceptance and continuously work to improve our approach, we set targets to ensure rigor and focus in managing two key areas:

- **Community commitments**
  - Our annual target is for all sites to complete 100 percent of community commitments by the due date. In 2023, eight of our 12 operating sites completed 100 percent of commitments on or before due dates as captured in the commitment registers at each site. Ahafo South, Boddington, Cerro Negro and Merian were late on one or more commitments.
  - We developed a root-cause analysis methodology to better understand the underlying drivers of complaints and grievances and reduce or eliminate repeat issues. In 2023, we achieved our target to integrate the methodology into our site stakeholder management systems, entering data from the pilot test in 2022 into the system.
- **Complaints and grievances** – Sites aim to resolve 100 percent of tier 1 stakeholder complaints within 30 days throughout the year. In 2023, all sites addressed 100 percent of tier 1 complaints or grievances recorded on site registers within 30 days.

For 2024, our community commitments and complaints and grievances targets remain the same.



Photo: Ahafo, Ghana



Read more about our site performance on addressing complaints in the [2023 Performance Data tables](#).

**TIER 1 COMPLAINTS: SITE LEVEL<sup>1</sup>**

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

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

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

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

**KEY COMMUNITY MATTERS AND ACTIVITIES**

At the end of 2023, all sites – except Akyem, Porcupine and Yanacocha – had a social impact assessment (SIA) in place and updated within the past five years. Akyem initiated its SIA update, gathering field data and compiling a draft report. Porcupine completed the first phase of developing a comprehensive SIA, commenced the second phase of gathering baseline information in 2023, and expects to complete its SIA in 2024. At Yanacocha, the team initiated a social baseline gap analysis during the year that will be used to develop their updated SIA in 2024.

To build our capacity for handling the complexities of social performance, we held several training sessions on the social aspects of mine closure and economic transition, the social aspects of the Global Industry Standard on Tailings Management and Cultural Heritage Management. In 2024, the Newmont Social Performance Learning Series will cover topics on social performance governance, social standards reviews, ESG reporting, target setting, human rights reviews, and complaints and grievances mechanisms.

We engaged in several activities throughout 2023 that exemplify our dedication to cultivating positive relationships and catalyzing a meaningful impact in the communities where we operate. The following summarizes these efforts across our operations.

**Argentina**

Newmont was recognized by the Lazos de Oro 3 program for its support of the “VinculaRte” project. This initiative, developed with the Museum Complex and the Directorate of Cueva de las Manos, uses virtual reality technology to offer an immersive experience of Cueva de las Manos in the Santa Cruz province. This UNESCO World Heritage Site features cave art believed to have been created around 10,000 years ago. The project aims to make the cultural, natural and scientific features of the archaeological site accessible to individuals with disabilities or those unable to visit in person.

**Australia**

In Australia, Newmont’s Reconciliation Action Plan states our commitment to reconciliation across five dimensions: historical acceptance, race relations, equality and equity, institutional integrity and unity. In 2023, we continued to implement the plan, holding quarterly working group meetings and organizing events related to National Reconciliation Week and National Aborigines’ and Islanders’ Day Observance Committee.

At Boddington, we established two five-year strategic investment partnerships aimed at providing educational opportunities for the Gnaala Karla Booja (GKB). Under the agreement with Murdoch University, we will provide tertiary scholarships and support for secondary education engagement activities in collaboration with the GKB Relationship Committee and Kulbardi School of Aboriginal Studies. The partnership with Shooting Stars aims to empower Aboriginal girls, women and communities by connecting with and supporting up to 100 Gnaala Karla Booja – Noongar young people.

At Tanami, we partnered with the Warlpiri Secret Sacred Project, Newmont’s Global Center for Indigenous Community Relations and the Warlpiri Media Aboriginal Corporation to facilitate visits to Australian institutions for Warlpiri elders and Project representatives. This aimed to identify and plan the repatriation of Warlpiri secret sacred objects to Warlpiri country, communities and keeping places, with documented activities supported by a filmmaker/videographer.

Details about our engagement with Indigenous communities in Australia are discussed in the [Human Rights](#) section.

### Canada

Éléonore held two meetings with the Opinagow Business Opportunities Committee to promote economic development for the Cree Nation, specifically the Wemindji Cree. In the town of Chapais, we held a networking event where local businesses and the site discussed existing and potential economic development opportunities. The site also hosted representatives from local economic development organizations in Nord-du Québec to enhance their knowledge of the mining industry.

Porcupine partnered with the Timmins Chamber of Commerce for its Meet the Purchasers trade show in Timmins. The goal of this annual event is to connect buyers and sellers and boost the local economy. Nine large corporations participated, providing smaller businesses the opportunity to showcase their goods and services, forge new connections and strengthen existing ones.

Additional details about our engagement with Indigenous communities in Canada are discussed in the [Human Rights](#) section.

### Ghana

At Akyem, we launched a year-long radio program to provide clear information about key aspects of the operation. One of the topics discussed was the site’s complaints and grievances process. Listeners were encouraged to use Newmont’s official channels, such as emails, letters, face-to-face interactions, drop boxes at Newmont offices and community centers, complaint forms and the toll-free number to register their concerns.

We began implementing the recommendations from the external consultant who conducted a socio-economic assessment of the project-affected people (PAPs) (e.g., those who are economically and/or physically displaced) related to the development of the Akyem mine. The Akyem Social Protection Program (ASoPP) aims to alleviate project impacts on vulnerable populations, ensuring transitional food security. ASoPP provides bi-monthly food baskets, a small payment, and assistance with health insurance premiums to 195 PAPs, who were verified by the Technical Sub-Committee of the Livelihood Committee. This support will be provided until it is no longer needed or they can join the Government of Ghana’s Livelihood Empowerment Against Poverty (LEAP) Program.

The Agriculture Improvement Program (AIP) and Alternative Livelihood Program (ALP) at Akyem serve as interventions aimed at restoring food security to resettled households and offering small business opportunities for farmers seeking alternative livelihoods. These programs are now overseen by the Liaison Group for Mining in Forest Reserves (LGMFR) with funding support from Newmont. AIP provides funding to 499 PAPs for acquiring improved varieties of cocoa, oil palm, or citrus seedlings, along with necessary agro-chemicals to boost agricultural productivity and support farm maintenance. LGMFR has requested further studies on the ALP, which were conducted by the Center for Agricultural and Rural Development (CARD). The draft report has been submitted for review and implementation.

At Ahafo South, 148 farmers affected by mine expansion projects received support under the Skills Development for Income Improvement Program (SDIIP). The program aims to enhance the long-term socio-economic wellbeing of PAPs by offering training programs such as sheep rearing, cookery and bakery, fashion and design, welding and fabrication. SDIIP has led to significant improvements in the lives of the program beneficiaries.

Newmont collaborated with the Ghana Highway Authority to rehabilitate 8.2 kilometers of road between Kenyasi and Hwidiem. Newmont is investing \$9.5 million in the project, which will enhance economic and commerce activities, improve pedestrian safety, and reduce dust impacts on road users and residents. A payment dispute between the contractor and the government delayed the completion of the project. However, the issue was resolved, and the road is expected to be completed in 2024.

### Mexico

As part of the agreement between Newmont and the community of San Juan de Cedros signed in 2019, we are advancing 14 community infrastructure projects. In 2023, Peñasquito inaugurated the “Sports Field San Juan de los Cedros” that seats 250 spectators, drilled a well for drinking water and expanded the water treatment plant. We also rehabilitated a baseball field in El Rodeo.

### Peru

Yanacocha’s development foundation Los Andes de Cajamarca Association (ALAC) partnered with the United Nations World Food Program to foster financial inclusion and entrepreneurship in local communities. The program aims to build nutrition and food security capacity in rural areas by directing resources to small community credit unions that provide low-interest loans to its members, who are farmers and entrepreneurs. We highlight this partnership on [page 68](#).

To build capacity and improve efficiencies in implementing public work projects, ALAC trained 163 authorities and officials from the Regional Government of Cajamarca and the local governments of Cajamarca, Bambamarca, Los Baños del Inca and La Encañada. The training focused on public policy and management, planning, administration and budgeting. Newmont is also providing technical assistance to the Regional Government to improve supply and procurement management, create a plan for fostering micro and small businesses, and develop a strategy to reduce anemia and chronic child malnutrition.

In collaboration with the National Civil Defense Institute (INDECI), Yanacocha developed 11 community emergency response plans aimed at saving lives. Each community established an emergency committee where members received specialized training. Because national drills highlighted the need for improved connectivity to bolster emergency response, Newmont supported a project to improve connectivity in the Rio Grande sub-basin, located within Yanacocha’s La Quinua Sur tailings facility’s area of influence. The project will also enhance educational processes in institutions and communities, benefiting 3,500 residents, 11 educational institutions and 553 students.

### Suriname

Merian hosted its inaugural employee family tour, offering families of team members a unique opportunity to explore the mine. Along with providing in-person access to several areas of the operation, the tours included a virtual reality experience.

We partnered with the Government of Suriname on the Recovery and Resilience Project, being executed by Crown Agents, an experienced NGO specializing in enhancing health systems for current requirements and future challenges. The project focused on COVID-19 and communicable disease resilience and recovery efforts across the country. We highlight this effort on [page 103](#).

Details about our engagement with Indigenous communities in Suriname are discussed in the [Human Rights](#) section.

### U.S.

In July, our CC&V operation in Colorado secured a land access agreement with a local nonprofit to build an art installation near a stop on the mine's self-guided virtual tour. This tour offers an easily accessible way for community members, visitors and other stakeholders to learn about mine operations and the mining heritage of the towns of Cripple Creek and Victor. Within the initial three months of the art installation, over 10,000 people visited the site, boosting the visibility of the self-guided tour as an educational opportunity on mining.

CC&V representatives participated in various community events, such as a volunteer day to build homes for those in need, a field trip to buy shoes and supplies for local elementary school students, STEM education activities with local schools, a fly fishing trip with an organization that supports disabled veterans, a dedication ceremony for a veteran's memorial wall and a holiday community dinner.

### RESETTLEMENT AND LAND USE PERFORMANCE

#### Ghana

An important priority is advancing the Ahafo North project, which has faced delays due to community challenges. Although 98 percent of the required land for the project has been successfully acquired through a community consultative approach, a group calling themselves the Concerned Farmers Association (CFA) rejected the community-led consultations and called for one-on-one negotiations. As a result of the impasse, Newmont engaged with the Ministry of Lands and Natural Resources and the Lands Commission of Ghana. Given the delays, the government decided to establish an Executive Instrument for Compulsory Acquisition, which is the first time the Government of Ghana has done this for a mining project. Newmont continues to try to engage with the CFA and has offered to include them in the livelihood programs of the resettlement action plan where applicable. Despite these challenges, Newmont remains committed to collaborating with stakeholders to address issues and ensure that all project-affected people are compensated fairly per our [Land Acquisition and Involuntary Resettlement Standard](#).

To ensure human rights considerations are included in the resettlement process, Newmont commissioned an independent review of human rights risks related to the project. Key findings

include a clear commitment to human rights by Newmont, underscored by policies and processes, and the robustness of the human rights impact assessment Newmont undertook in 2019. Recommendations to address the risks include conducting an update to the human rights impact assessment taking into consideration the compulsory land acquisition process, maintaining dialogue with the CFA and enhancing the site's complaints and grievances mechanism. An executive summary of the assessment is [published online](#).

At Ahafo South, land access and resettlement projects related to the site tailings storage facility (TSF) expansion progressed for Apensu South and Dokyikrom. The temporary relocation allowance for two Apensu communities was renewed, allowing expansion activities to continue in this area. In Dokyikrom, an independent verification committee established by the regional minister continued to verify structure owners. Residents from both areas protested on the TSF construction site, prompting an evaluation of legal options to prevent trespassing while continuing to engage stakeholders on concerns related to resettlement.

#### Mexico

Our internal Resettlement Work Plan guides the efforts for relocating members of the Mesas del Portezuelo ("Mesas") and Los Charcos communities, both situated near our Peñasquito operation. Mesas is south of the Peñasquito site and may be affected by the TSF, while Los Charcos is just east of Mesas and south of one of the mine's waste rock dump facilities. In 2023, we held several engagement sessions with the project-affected people, discussing proposed housing models and options, conducting site visits, and offering financial literacy workshops to support responsible fiscal management of any cash compensation.

### ARTISANAL AND SMALL-SCALE GOLD MINING PERFORMANCE

Work continued throughout the year to manage artisanal and small-scale mining (ASM) risks and opportunities in Ghana, Peru and Suriname.

#### Ghana

In 2023, we began updating the baseline survey conducted in 2016 and assessing the Government of Ghana's Community Mining Scheme (CMS) for potential impacts on Ahafo's mining lease. Ahafo South responded to illegal ASM operators near the Subika underground mine by collaborating with the police, the Ghana Minerals Commission, the Ahafo Traditional Council and the Regional Coordinating Council to develop an engagement platform that helps operators better understand the legal framework of the CMS, emphasizing dialogue over violence to address concerns. Additionally, the Ahafo Social Responsibility Forum organized a workshop to develop a collective action plan addressing the adverse impacts of illegal mining activities at the mine.

The business unit's ASM strategy includes providing alternative livelihood opportunities for ASM operators. In 2022, we piloted a fabrication and welding training program for select ASM operators. Participants from Ahafo South who earned certifications upon completing the course then underwent a three-month on-the-job program with leading welding companies across Ghana. After completing the post-training-to-employment phase in November 2022, all trainees received credible job offers, with some getting multiple offers. As of 2023, 15 participants are employed, while others are waiting for offers that better accommodate their situation and needs. Lessons from the pilot program will be integrated into future skills training initiatives.

The challenging economic environment in Ghana and higher gold prices are expected to further increase illegal mining activities. Ghana’s Chamber of Mines has urged the government, the Ministry of Lands and Natural Resources and the Minerals Commission to evict illegal miners occupying large-scale mining concessions under the pretext of CMS. In 2023, we created a dedicated role that is focused on the business unit’s ASM strategy for short- and long-term outcomes, including opportunities to support legal and responsible ASM.

**Peru**

Peru faces an ongoing challenge of informal and illegal mining. Despite government attempts to formalize the sector, these efforts have not worked and informal mining operations have grown across the country. Given the current instability and capacity constraints of the national and local governments, as well as the escalating violence associated with ASM in other parts of the country, Yanacocha is reassessing the strategy to address this evolving challenge in Peru. We remain committed to sustainable practices and will actively engage with stakeholders to find effective solutions.

**Suriname**

Merian’s ASM Strategy aims to protect Newmont’s assets while recognizing the cultural and livelihood importance of ASM to the Pamaka community. The strategy focuses on offering alternative livelihoods, providing assistance for responsible ASM operations and facilitating voluntary relocation to a Pamaka Mining Reserve (PMR) for those who wish to remain active ASM operators. Collaboration with the government to minimize ASM encroachments on Newmont’s mining concessions is a key aspect of the strategy.

Among the milestones achieved in 2023 to support the strategy, Suriname’s Ministry of Natural Resources granted the exploration license for the PMR, allowing our exploration teams to begin identifying deposits suitable for small-scale miners. Work has started to establish access for geologic mapping and soil sampling within the PMR. Additionally, Newmont signed an agreement with Suriname National Development Bank Ltd. to offer a special credit facility, enabling loans of up to \$30,000 for Pamaka small-scale miners to invest in alternative livelihoods. The first loan was awarded to a Pamaka entrepreneur to grow his brick production company. A total of four loans were granted to small-scale miners in 2023. The goal is to create alternative income opportunities for around 200 Pamaka miners. During the year we also introduced earthworks reclamation contracts tailored for small-scale miners, enhanced the Pamaka ASM co-op’s capacity and skills to map small-scale mining activity on Newmont’s concessions, and continued the ASM Workers’ Pool program, which offers short-term job opportunities to affected miners.



Photo: Cajamarca Region, Peru

**EMPOWERING FOOD SECURITY AND BUSINESS DEVELOPMENT IN CAJAMARCA**

In 2022, the United Nations World Food Program and Yanacocha’s development foundation Los Andes de Cajamarca Association (ALAC) signed an agreement to launch a pilot program to empower local communities through financial inclusion and entrepreneurship.

The pilot program builds on the success of the Unidades de Crédito y Ahorro de Cajamarca (UNICA) initiative that the Development Bank of Peru (CoFide) and ALAC launched in 2008 to create small credit unions (UNICAs) that provide savings and credit services to farmers and small business owners. ALAC supports low-interest loans as well as training and skills development programs. Today, more than 530 UNICAs serve more than 9,000 community members, 58 percent of whom are women. With a loan repayment delinquency rate below 1 percent, 289 UNICAs are self-sustaining.

Through the partnership with the World Food Program, resources are being directed toward strengthening the local capacity for addressing nutrition and food security. The project aims to help more than 1,700 UNICA members become economically independent by dismantling financial barriers for women, promoting rural financial inclusion and connecting communities with financial service providers.

This alliance is one of the first pilots of its kind to be implemented by the World Food Program. An impact study in 2024 will assess the project’s impact on human development, including health outcomes, educational achievement, entrepreneurship, leadership, inclusion and family income growth. The findings of the study will inform future World Food Program initiatives.

We recognize the impact mining activities inherently have on the environment. Along with implementing best practices, we pursue groundbreaking innovations and seek partnerships that amplify our efforts to responsibly produce the metals and minerals the world needs.

# ENVIRONMENT

Photo: Cajamarca Region, Peru

## ENVIRONMENT

Energy and Climate Change **71**

Water Stewardship **72**

Tailings Management **82**

Biodiversity **86**

Closure and Reclamation **89**

Materials **92**

Advanced work to **incorporate climate projections** into site water balance models →

We **completed reclamation on 165 hectares**, exceeding our target of 143 hectares →

**Reduced fresh water consumption** by 31% globally since 2018 →

Advanced our **Path to Zero Cyanide Spills program**, reducing cyanide-related spills above a certain threshold by 33% from 2022 →

Photo: Akyem, Ghana

## ENERGY AND CLIMATE CHANGE

Climate change poses a significant existential threat. Newmont is susceptible to the physical and transition impacts of climate, such as extreme weather and water scarcity, that can affect mine operations and production. Through our Energy and Climate Strategy, we are working toward adapting and building resiliency within our operations, reducing our greenhouse gas emissions and achieving our performance objectives. In collaboration with governments and communities, we aim to ensure the shift to a low-carbon economy is just and equitable.



Our public [Climate Report](#) (last published in May 2023) details our climate governance, risk management approach, strategy, and public climate targets and performance metrics.



Due to the integration of the sites acquired from Newcrest on November 6, 2023, in May 2024 we will publish a summary of our climate performance and metrics for 2023.

Following the acquisition of Newcrest, we began the process of recalculating baseline data and reviewing our strategy, scenario analysis and roadmap to 2030 to reflect our new operating portfolio. We plan to publish a comprehensive report near the end of 2024, which will include updated scenario analyses, baseline data, a roadmap and a full year of combined performance data for 2023.

Photo: Peñasquito Mexico

# WATER STEWARDSHIP

Access to clean and safe water is a fundamental human right, and responsible water management and stewardship are essential to uphold this right for surrounding communities. Newmont's Global Water Strategy helps us understand shared challenges, reduce risks and improve our water management performance. We also recognize the importance of water management and stewardship in nature-positive actions that contribute to the wellbeing and resilience of ecosystems and shared natural resources.

We measure the effectiveness of our water stewardship approach by monitoring several performance objectives. We also set public targets to improve water efficiency and advance our water stewardship maturity.

## Water Risks

We focus on understanding and mitigating risks in two main areas: watershed- and operational-based risks.



Read more about [Our Approach to Water Stewardship](#), including details on our governance, risk, strategy and management approach.



Photo: Yanacocha Peru



### WATERSHED-BASED RISKS

Each year, we analyze catchment-level risks in areas where Newmont operates, considering baseline water stress, water quality, water governance and climatic conditions. In 2023, we engaged an external consultant and conducted a fulsome refresh of this analysis using the latest version of the [World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#). We also cross-referenced the results with the World Wildlife Fund Water Risk Filter (WWF WRF) where necessary.

Baseline water stress measures the ratio of total water demand (i.e., domestic, industrial, irrigation and livestock uses) to available renewable water supplies (i.e., surface and groundwater sources and the impact of upstream consumptive water users and large dams on downstream water availability). Per the International Council on Mining and Metals (ICMM) Water Reporting guidance, sites with baseline water stress can be identified by baseline water stress indicator values equal to or greater than “high” (40–80 percent) or classified as “arid and low water use” when assessed using WRI Aqueduct.

The latest analysis indicates that two operations (CC&V and Yanacocha) are situated in a watershed classified as having high or greater baseline water stress, while two operations (Peñasquito and Tanami) are situated in arid watersheds with low water use.

Groundwater resources used to support Tanami operations are brackish to highly saline; moreover, there are no other known beneficial uses of these groundwater resources (including groundwater users, stygofauna and vegetation). Groundwater abstraction to support Tanami operations is well below sustainable yield and represents a very low percentage of aquifer storage. As such, Tanami will no longer be designated as a water-stressed site for future reporting years, although it remains so for 2023.

Cerro Negro, previously designated as a water-stressed site, now indicates that the watershed has low baseline water stress and low water depletion (WWF WRF results for Cerro Negro also indicate an area of low water depletion). However, because Cerro Negro is in an area with limited water availability to support the operational demand, which may not be included in the WRI Aqueduct and WWF WRF indicators, it is designated as a water-stressed site.

Yanacocha operates in two basins, with one classified as having high or greater baseline water stress (Pacific basin) and the other as having low baseline water stress (East basin). The risk of baseline water stress is managed through interbasin water transfers. The WWF WRF results for Yanacocha also indicate an area of low water depletion. As such, Yanacocha is not designated as a water-stressed site.

Beginning with our 2024 reporting, three sites – CC&V, Cerro Negro and Peñasquito – are designated as water-stressed.

In addition to baseline water stress, we refreshed our watershed-based risk assessment for water quality, excess water and watershed challenges. The water quality assessment considered threats to watersheds relating to water quality suitability for beneficial uses (e.g., domestic, agricultural, industrial or environmental). The excess water assessment included WRI Aqueduct results for seasonal and interannual variability indicators and riverine flood risk. The watershed challenges assessment focused on watershed threats related to governance regime (i.e., policy and regulations) and access to water and sanitation.



Photo: Akyem, Ghana

WATERSHED-BASED RISKS

North America

**ÉLÉONORE** GW  
 LOW TO MODERATE PRECIPITATION

**MUSSELWHITE** SW GW  
 MODERATE PRECIPITATION

**PORCUPINE** SW GW  
 MODERATE PRECIPITATION

**CC&V** MW  
 MODERATE PRECIPITATION

**PEÑASQUITO** GW  
 ARID

South America

**MERIAN** GW  
 MODERATE PRECIPITATION

**YANACOCHA<sup>5</sup>** GW  
 MODERATE PRECIPITATION WITH A DISTINCT DRY SEASON

**CERRO NEGRO** GW  
 ARID

Africa

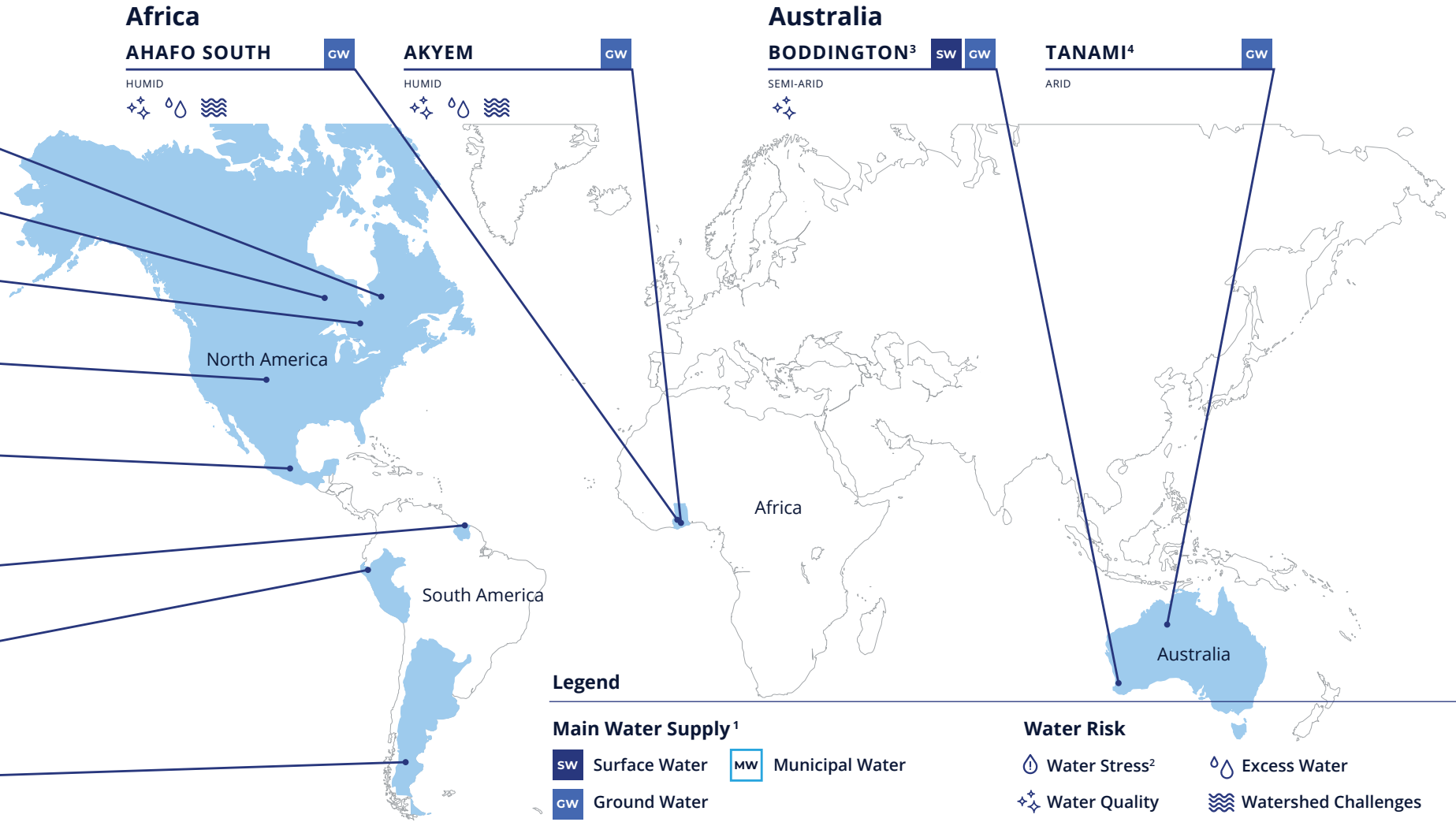
**AHAFO SOUTH** GW  
 HUMID

**AKYEM** GW  
 HUMID

Australia

**BODDINGTON<sup>3</sup>** SW GW  
 SEMI-ARID

**TANAMI<sup>4</sup>** GW  
 ARID



Legend

Main Water Supply<sup>1</sup>

- SW Surface Water
- MW Municipal Water
- GW Ground Water

Water Risk

- ⚠ Water Stress<sup>2</sup>
- 💧 Excess Water
- ✦ Water Quality
- 🌊 Watershed Challenges

<sup>1</sup> Main water supply sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW). No operation uses seawater as a water source. Precipitation inputs to operations are not identified as surface water supplies for the purposes of this figure (SW).

<sup>2</sup> Baseline water stress as defined by WRI Aqueduct and adjusted per the narrative.

<sup>3</sup> Baseline water stress does not consider interannual variability. Interannual variability can also increase the risk of water stress. For example, Boddington can have years of baseline water stress in dry years or excess water in wet years, but overall it is not considered to be situated in a watershed with high or greater baseline water stress.

<sup>4</sup> The Tanami desert experiences seasonal flooding attributable to cyclonic and tropical low precipitation and topography. Road access may be disrupted. For the 2023 reporting period, Tanami was considered a water-stressed site, and Tanami's water stewardship performance data is reported as such. However, beginning in the 2024 reporting period, Tanami will no longer be designated as a water-stressed site, and as such, the "water stress" water risk designation has been removed on our Watershed-based Risks map.

<sup>5</sup> Portions of Yanacocha are located in water-stressed areas, while other portions are not, and the risk of water stress is managed through water transfer between areas.

**OPERATIONAL-BASED RISKS**

In 2023, we conducted audits of water risks at Ahafo, Akyem and Boddington. The reviews identified the following opportunities for improvement:

- Updating water management plans and water balance models to meet global standards; regional water planners and strategic water balance partnerships will facilitate the updates.
- Developing and monitoring performance metrics for water quantity and water quality.
- Implementing and maintaining barriers, detection and recovery systems to avoid and mitigate impacts to surface and groundwater.
- Engaging with stakeholders to align on changing regulations and regulatory expectations, and improving the documentation of stakeholder expectations, commitments and requirements.

**Water Management Performance**

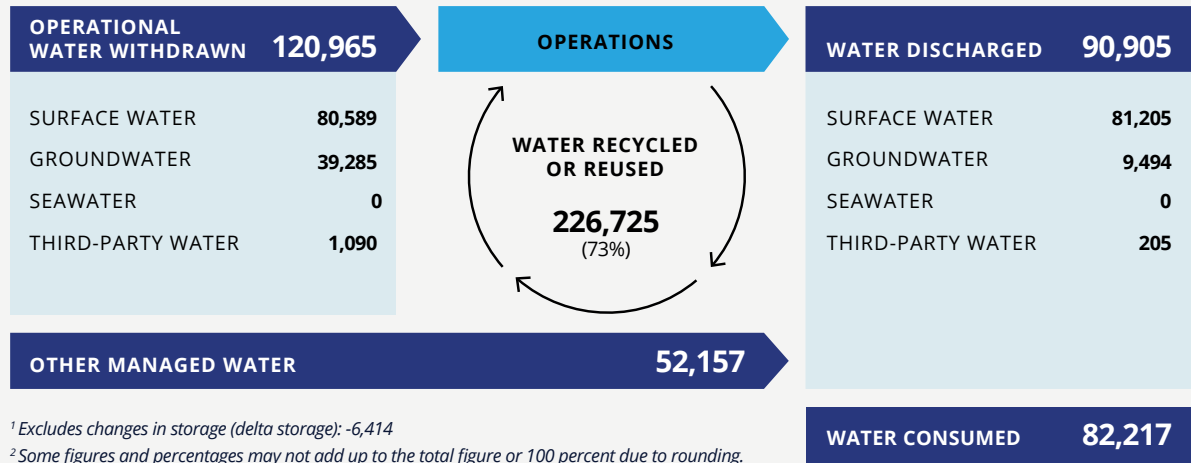
Transparency around our water management performance is one of the pillars of our Global Water Strategy.

**WATER BALANCE**

Newmont’s water consumption decreased by 17 percent compared to the previous year mainly due to lower consumption at Boddington and Peñasquito. Boddington reduced withdrawals by increasing recycling and drawing down stored water from a reservoir prior to the reservoir undergoing maintenance. This reservoir is expected to return to service in 2024, and refilling it is expected to increase Boddington’s water consumption in 2024. At Peñasquito, limited production during the four-month-long strike resulted in reduced water consumption. Our discharge decreased by 13% percent mainly due to reduced discharge at Merian, which experienced lower-than-average precipitation, and at Yanacochoa, where its treatment systems underwent maintenance and modifications. Our percentage of recycled/reused water remained at 73%.

**NEWMONT 2023 WATER BALANCE<sup>1, 2</sup> – ALL SITES**

MEGALITERS (ML)



<sup>1</sup> Excludes changes in storage (delta storage): -6,414

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

**Definitions for Water Balance Graphic:**

**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 withdrawn.

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

**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.

Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM’s definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition in 2023 was 94,659 ML.)

**PUBLIC TARGETS**

We set a public target for sites to reduce water consumption from the 2018 baseline (which reflects our current operating portfolio). All sites aim to achieve a greater-than-5-percent reduction. To manage operational risk and support water stewardship, sites in water-stressed areas aim to reduce water consumption by at least 10 percent.

Compared to the 2018 baseline, consumption at our 12 operating sites decreased by 27 percent. Water recycling percentage was higher in 2023 compared to 2018, supporting our water efficiency targets. Our water intensity per gold equivalent ounce (GEO) and per tonne decreased by 12 percent. These decreases are attributable to continued water efficiency activities.

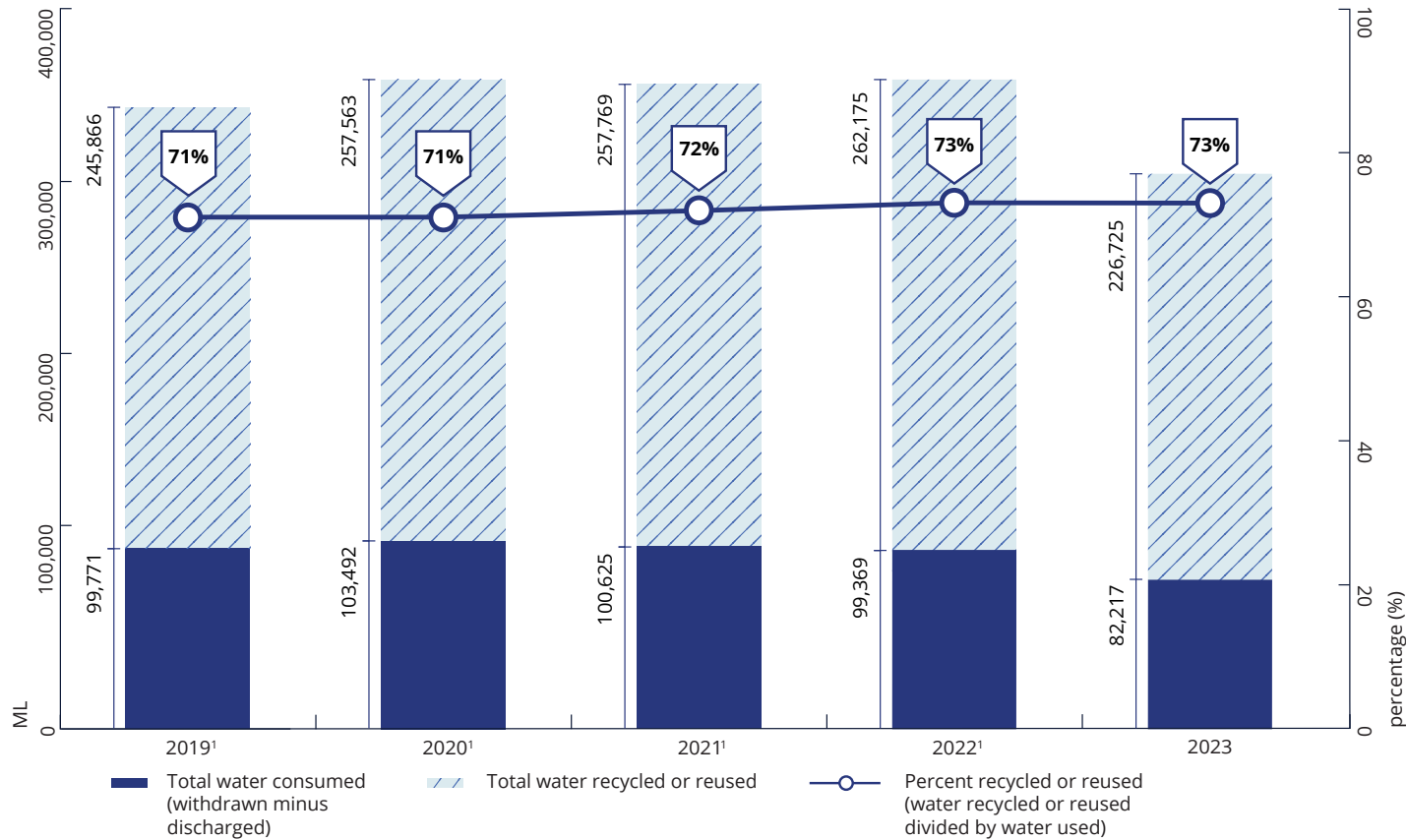
At our four operating sites identified as having a risk of water stress (CC&V, Cerro Negro, Peñasquito and Tanami), combined consumption was 21 percent lower compared to 2018, primarily due to the reduction in consumption at Peñasquito. The amount of water recycled and the intensity of water consumed per tonne of ore processed (76 percent and 0.6, respectively) were slightly improved as compared to 2018.

We continue to identify opportunities to improve our water efficiency, reduce water intensity and achieve our targets. We also aim to use lower-quality water sources and increase the quantity and quality of the water discharged back to the environment where possible.

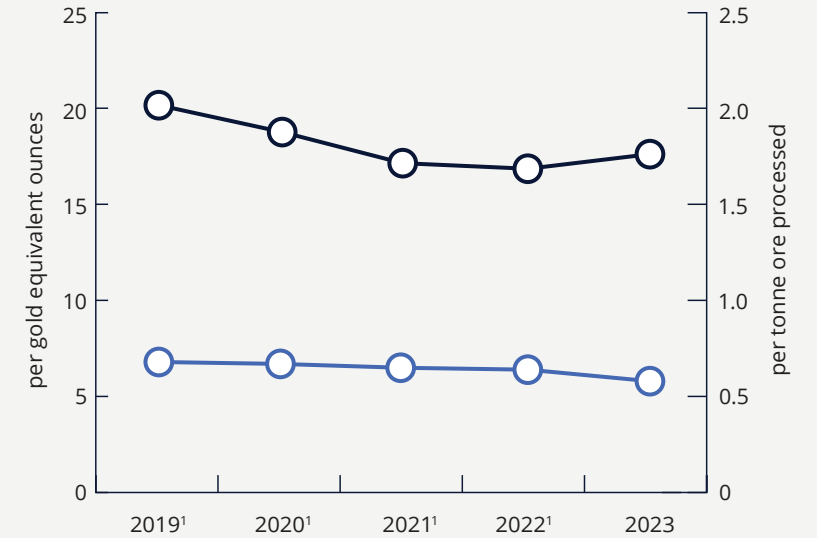


Read more about each site’s water data in the [2023 Performance Data tables](#).

**WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED**  
MEGALITERS (ML)



**WATER INTENSITY: TRAILING FIVE YEAR DATA**



Water consumed (ML) / GEO (thousands) <sup>2</sup>	20.18	18.78	17.16	16.87	17.50
Water consumed (ML) / tonne of ore processed (thousands) <sup>3</sup>	0.68	0.67	0.65	0.64	0.58

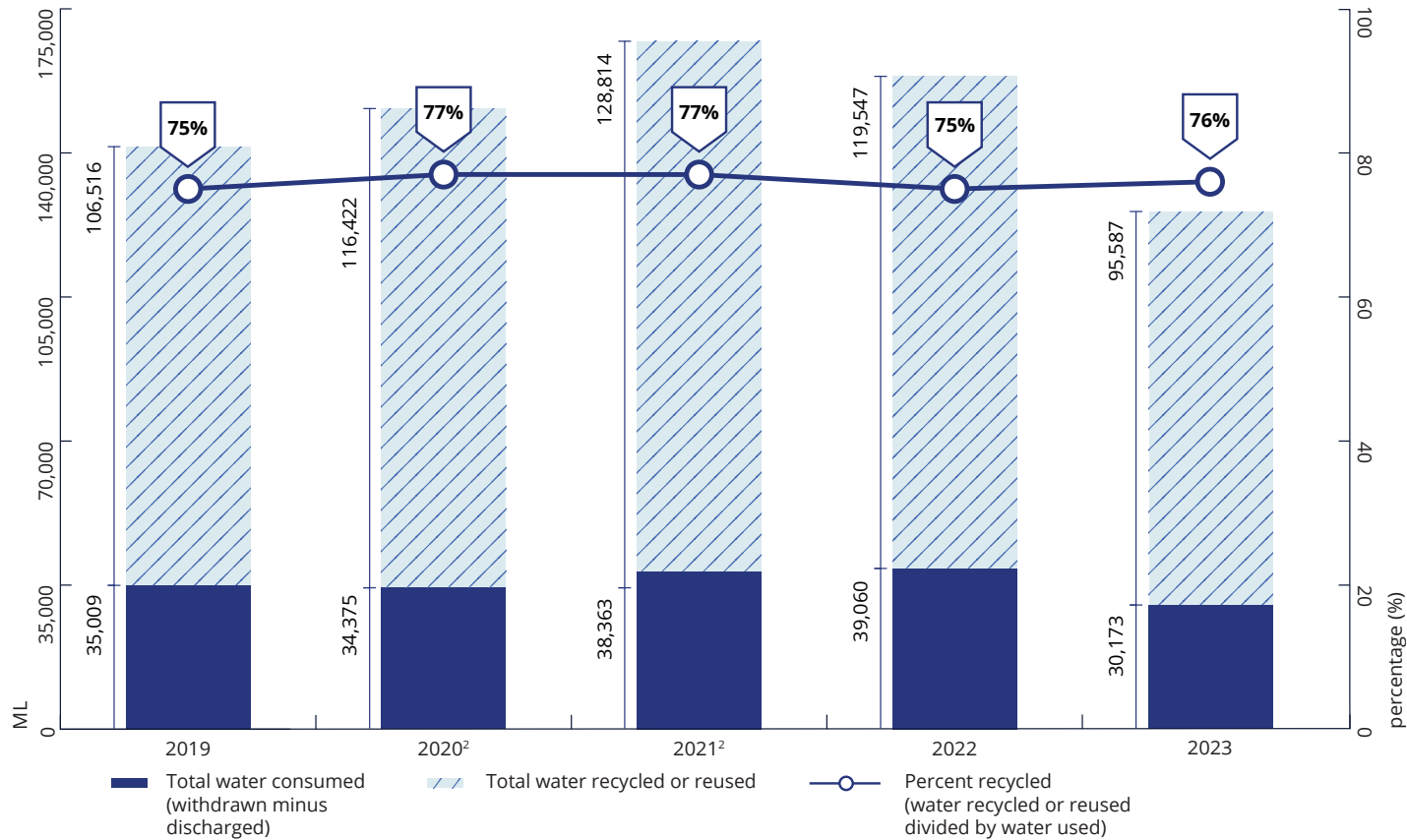
<sup>1</sup> Certain prior period values have been restated to correct for site-level errors made in the prior reporting periods and to reflect improvements and changes in measurement methodology. Overall, the changes in the global total values as compared to those reported in the prior periods do not result in significant material changes.

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

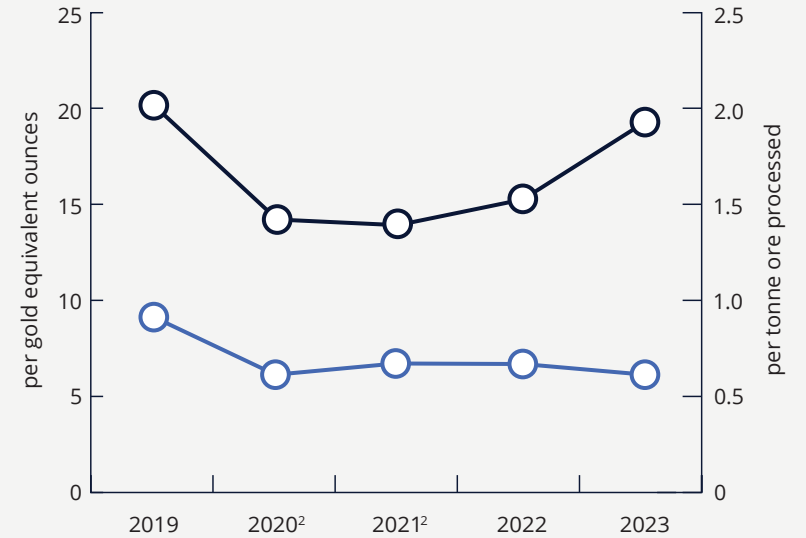
<sup>3</sup> Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2023 Regional Operating Statistics, adjusted to match the reporting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

**SITES IN WATER-STRESSED AREAS SUMMARY<sup>1</sup>**

MEGALITERS (ML)



**WATER INTENSITY: TRAILING FIVE YEAR DATA**



Water consumed (ML) / GEO (thousands) <sup>3</sup>	20.26	14.31	13.95	15.27	19.33
Water consumed (ML) / tonne of ore processed (thousands) <sup>4</sup>	0.92	0.61	0.66	0.66	0.61



Read more about our water management performance in the [2023 Performance Data tables](#).

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

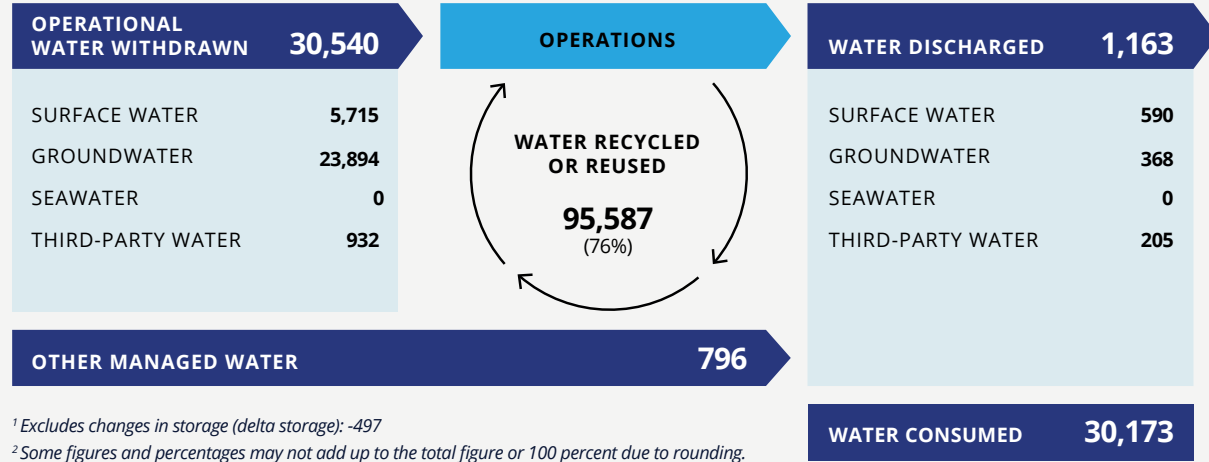
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**NEWMONT 2023 WATER BALANCE<sup>1,2</sup> – SITES IN WATER-STRESSED AREAS**

MEGALITERS (ML)



<sup>1</sup> Excludes changes in storage (delta storage): -497

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

**Definitions for Water Balance Graphic:**

**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 withdrawn.

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

**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.

Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM's definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition in 2023 for sites in water-stressed areas was 32,658 ML.)

**Water Stewardship Performance**

Our public water stewardship target requires sites to complete action plans that support collective water management activities to improve water quality and quantity. These plans include participation in multi-stakeholder watershed governance bodies, such as our site-based community participatory monitoring programs.

For 2023, sites met or mostly met the target, completing 82 of 103 (around 80 percent) of the action plans. Budget and/or supply chain constraints deferred most of the remaining actions to 2024. Three actions were canceled as being no longer relevant.

Key activities in 2023 to progress our water stewardship approach included:

- **Strengthening governance** – We updated our operating model to incorporate dedicated site water leaders and regional water planners. The planners support the site water teams and work closely with our Technical Services and Safety and Sustainability teams on updates and revisions to water balances and water management plans. We also began a process of revising our Water Management Standard to incorporate the latest scientific insights and water quality criteria for various beneficial uses. This aims to minimize the risk of downstream impacts and reduce long-term water management liabilities.
- **Integrating climate into water balances** – We formed a strategic partnership with Piteau Associates to develop standardized, industry-leading predictive water balance models across all sites. This partnership leverages the work we began with NCAR to incorporate climate projections into site water balance models. In 2022, we conducted a pilot study at Ahafo and Yanacocha that evaluated different methods for applying climate considerations. In 2023, we worked with NCAR and Piteau to incorporate the

findings from the pilot and select the most aligned global climate models for the water balance model teams at all 12 operating sites to apply to project planning, enhancing site resilience.

- **Developing dashboards** – Akyem and Ahafo implemented water dashboards that enhance the visibility into site performance and track against internal and external metrics. Dashboards will be in place across all sites by the end of 2024.
- **Engaging on best practices** – As active participants in the ICMM Water Working Group, Newmont supported the following ICMM water programs:
  - Provided case studies for an online seminar series on catchment-based approaches to water stewardship and collective actions and shared learnings from the series among Global Water Strategy Team members.
  - Submitted our 2022 water reporting for review, meeting our commitment as an ICMM member to public water reporting by 2024. The review determined that our reporting fully conforms to ICMM's [Water Reporting Good Practice Guide](#). It also identified opportunities to refine our water accounting processes.
  - Launched a water stewardship maturity framework that we will transition to during 2024.
- **Building skills and capacity** – We collaborated with sites to align action plans with site water risks, aiming to reduce the water risk profile and progress toward water stewardship. In 2024, we plan to review our watershed risks, refresh the sites' water stewardship maturity status, identify areas for improvement, and continue to support competency building, mentoring and communication.

Key water stewardship activities at our operating sites are described in the following table.

WATER STEWARDSHIP ACTIVITIES IN 2023

Business unit	Site	Activities
Africa	Ahafo South	<p>Entered into a memorandum of understanding with the Water Resources Commission, on behalf of the Tano Basin Board (TBB) to fund select activities under the Integrated Water Resources Management Plan of the Tano Basin and collaborate with the TBB on implementing and monitoring progress of work under the plan.</p> <p>Incorporated climate change assessment into the site water balance model to understand potential water quantity and water quality range to be managed in pit lakes at closure.</p> <p>Progressed stakeholder engagement for the Dry Season Irrigation (DSI) project with traditional authorities and community members; formed six farmer-based organizations (FBOs) and trained farmers and youth groups to operate the irrigation facility; provided compensation for permanent structures and conducted pacification rites; construction commenced in December 2023 and is expected to be completed in 2024.</p> <p>Reduced the operating volume of the water storage facility and erected a fence around the facility to prevent access and reduce risk to nearby communities.</p> <p>Implemented and commissioned additional water treatment capacity to treat excess water from mining and stockpile areas, returning more high-quality treated water to the environment.</p>
	Akyem	<p>Constructed a cyanide destruction treatment plant that will treat excess water from the tailings storage facility, returning more high-quality treated water to the environment. The treatment plant will be commissioned in early 2024.</p> <p>Engaged with the Pra Basin Board (PBB) to develop a memorandum of understanding to govern collaboration and implementation of watershed action plans.</p>
Australia	Boddington	<p>Renewed our long-standing Hotham-Williams River and Tributaries Natural Resource Management and Conservation Project partnership with Peel Harvey Catchment Council (PHCC). The renewal focuses on the next stage of the River Action Plan, which includes restoration work on four of eight priority areas within the Harvey Williams Catchment.</p> <p>Through the partnership with PHCC, supported the Tunbridge Gully by removing invasive weeds and planting native species and sponsored and participated in the Tunbridge Gully tree-planting event. Since 2017, more than 22,000 seedlings have been planted across seven hectares. Yearly ecological monitoring is tracking the program's success.</p>

WATER STEWARDSHIP ACTIVITIES IN 2023

Business unit	Site	Activities
North America	CC&V	<p>Implemented solar-powered aerators to investigate potential water quality improvements through passive treatment for the Carlton Tunnel discharge.</p> <p>Continued participation in Colorado Water Conservation Board Arkansas Basin Roundtable meetings and Colorado Department of Public Health and Environment Water Quality Control Division stakeholder meetings.</p> <p>Conducted ongoing engagement with Trout Unlimited on the upper Arkansas River Watershed through projects at three locations that included remediation of historic tailings at 11-mile reach and Hayden Meadows; remediation of historic mining legacies at the Dinero Mine Tunnel and Chalk Creek; and Monarch Park Ponds headcut and stream restoration to facilitate fish habitat.</p>
	Éléonore	<p>Engaged four biologists/scientific fishers from Minnow Environmental Company to conduct studies on aquatic fauna, water quality and sediment in the Opinaca reservoir and Lake Menouw. The studies examined the potential impacts of mining activities on surrounding aquatic fauna, comparing the health of populations living near the mining effluent with those in a reference area (Lake Menouw). The findings were presented to the Cree families living near the mine, as well as to students who were studying traditional and scientific knowledge in the area.</p> <p>Continued the development of a participatory monitoring program with the Cree community.</p>
	Musselwhite	<p>Completed a robust assessment of the site's passive water treatment wetland. The mine uses a 6-hectare wetland to treat its wastewater before releasing it into the environment. The review found the wetland is in a healthy state while offering recommendations for optimal wetland management and maximized long-term water treatment capabilities.</p> <p>Implemented a new underground pump station with a solids treatment system that allows for improved water recycling.</p> <p>Continued in-person Environmental Working Committee meetings, water blessing ceremonies, and participatory monitoring with members from First Nations communities and Musselwhite personnel.</p> <p>Continued partnership with Earth Rangers to deliver a water conservation program for six neighboring Indigenous communities that highlights the importance of clean drinking water and restoring the health of local First Nations waterworks, and inspires local Indigenous youth to be the next generation of water stewards. The collaboration included a virtual assembly in 2023.</p>

**WATER STEWARDSHIP ACTIVITIES IN 2023**

Business unit	Site	Activities
North America	Porcupine	Completed the construction of the Pamour Water Treatment Plant and Pamour runoff collection areas 1 and 2 to collect and treat impacted water and return high-quality treated water to the Porcupine River watershed.
		Continued to collaborate with local watershed organizations (Mattagami Region Conservation Authority and Friends of the Porcupine River Watershed, among others), regional authorities, and other water users via the Porcupine Watershed Public Liaison Committee; shared meteorological and drone survey data to support watershed planning, manage beaver activity in shared waterways, improve collective understanding of the watershed and identify stewardship opportunities.
		Engaged daily with representatives from First Nations communities on inspections, sampling events and reporting. The representatives provide regular reports to their communities.
LATAC	Cerro Negro	Developed a new water balance that will allow for improved forecasting of water demand and improved target setting.
		Incorporated water management into community perception studies for 2023, and designed and conducted a participatory monitoring pilot with representatives from Perito Moreno communities.
	Merian	Completed additional trials to assess the effectiveness of flocculation and vetiver mats within stormwater management infrastructure to improve discharge quality.
		Improved quantification of potable water volumes used throughout the site through the installation of additional flow meters.
		Organized on-site engagements with watershed stakeholders to enhance understanding of water management and stewardship and align on common water challenges.
		Initiated a collaboration with the Anton de Kom University of Suriname to support watershed investigations and studies through the execution of a memorandum of understanding.

**WATER STEWARDSHIP ACTIVITIES IN 2023**

Business unit	Site	Activities
LATAC	Peñasquito	As part of the Cedros Water Plan to enhance critical water infrastructure for the San Juan de los Cedros community, commissioned the Cedros Water Treatment Plant expansion, increasing the plant’s storage capacity by 80 percent for drinking water and 25 percent for fresh water.
		Delivered irrigation project to Matamoros community and undertook survey of community water supply wells to understand and improve performance and sustainability.
		Raised awareness of water conversation methods and practices with key stakeholders. We highlight this work on <a href="#">page 81</a> .
Peru	Yanacocha	Recognized at the PERUMIN 36 conference for developing a method to directly treat mining acidic effluents with reverse osmosis. The method was piloted at Yanacocha for two years.
		Partnered with the Provincial Municipality of Cajamarca and SEDACAJ (Cajamarca’s water and sanitation services provider) on a campaign to promote efficient drinking water use. Each campaign features experiments and modules to educate participants on the water cycle, distribution systems and climate change impacts, fostering constructive dialogue and encouraging proactive citizenship.



## Emerging Trends and Future Targets

For 2024, our public water efficiency and water stewardship targets remain the same and are as follows:

- **Water efficiency** – Sites in water-stressed areas aim to reduce water consumption by at least 10 percent, and the remaining sites aim to maintain our greater-than-5-percent reduction target.
- **Water stewardship** – Sites achieve annual site targets for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity.

For 2024, sites acquired through the Newcrest transaction will continue to deliver on water stewardship plans developed by Newcrest prior to the transaction date.

Our Global Water Strategy has enhanced performance, clarified roles and improved our understanding of water-related risks. To further address concerns about water use and reduce water storage at tailings facilities, we are developing integrated targets for water and biodiversity that support and align with our climate goals. Similar to our climate targets, these targets will be near- and long-term, globally reaching, ambitious, quantitative, science-based, and aim to eliminate and reverse impacts, not just minimize them. We explain these targets in more detail in the [Biodiversity](#) section.



## EMPOWERING WATER STEWARDSHIP AT PEÑASQUITO

Photo: Peñasquito, Mexico

A key aspect of water stewardship is collaboration among key stakeholders on responsible water management. In 2023, we conducted training on responsible water management and conservation practices for 269 individuals from Sodexo, a food services supplier, at Peñasquito.

The primary goal was to create a greater understanding of the crucial role each person plays in water conservation. The training focused on adopting good practices in the dining room, such as mindful water use, and encouraging the prompt reporting of leaks for repair.

Another water stewardship activity at Peñasquito is collaborating with the Palmas community to reduce water consumption. Since implementing community water committees, Palmas reduced its water consumption by 66 percent. These committees work to implement improvements aimed at saving and optimizing water resources, ensuring a sustainable supply for future generations. This initiative reflects our commitment to responsible water management and community engagement.

# TAILINGS MANAGEMENT

To safeguard human health and the environment, it is crucial to effectively manage tailings, a waste produced by mining and mineral processing activities. Newmont is dedicated to implementing best practices for the responsible management of all wastes, with a specific focus on tailings. Our commitment extends to conforming with the Global Industry Standard on Tailings Management (GISTM) and achieving the goal of zero harm to people and the environment.



Read more about [Our Approach to Tailings Management](#), including details on our governance, risk, strategy and management approach.



Newmont is dedicated to responsible tailings management for the wellbeing of our workers, communities and stakeholders. The GISTM serves as one of several important tools we use to support our efforts in adopting a considerate and aligned approach that enhances our tailings management practices.

## Tailings Management Performance

### GOVERNANCE AND RISK MANAGEMENT IMPROVEMENTS

Effective governance and risk management are crucial tools guiding our commitment to responsibly manage tailings. Continuous improvement in these aspects enhances operational excellence and responsible tailings management.



Photo: Merian, Suriname

Notable activities in 2023 to enhance our tailings stewardship approach included:

- **Updated guidelines and standards** – To ensure alignment with the GISTM and enhance consistency, we developed a Pillars of Responsible Tailings Management Guideline and a Tailings Storage Facility (TSF) Closure Guideline that supports safe closure. We also updated our TSF Critical Control Report (CCR) Guideline, expanding the critical control categories.
- **Emergency and crisis response** – We conducted drills using our Rapid Response crisis management system to test the emergency response plans (ERPs) for each site with priority TSFs. Insights from the drills were incorporated into action plans to further improve our ERPs and Rapid Response system.
- **Internal capacity building** – We continued our Tailings and Dams Stewardship Series, hosting four internal webinars in 2023 focused on various topics such as safe and responsible closure, water storage facilities and updates to the CCR process. Additionally, we held two in-person Tailings and Dams Stewardship On-The-Road sessions focused on lessons learned and human factors. We also offered a cross-functional training developed by the University of Queensland Center for Social Responsibility in Mining on the social aspects of GISTM. This training, which was developed for Newmont, has been adopted by industry peers.

- **Third-party, independent reviews** – We expanded Independent Tailings Review Boards (ITRBs) to all our operations with tailings facilities, advanced-stage projects and most of our significant legacy sites (i.e., those with the most significant consequence classification). Launched at five Newmont sites in 2018, the ITRB program now includes 20 sites.
- **Risk assessments** – Our Corporate Tailings and Dams Team continued to conduct ongoing risk assessments for all sites with tailings. These reviews inform design, address potential failure modes, minimize risks and establish our tailings risk profile baseline.
- **Industry collaboration** – As part of our partnership with the Society for Mining, Metallurgy & Exploration (SME), Newmont is co-sponsoring a webinar series that aligns with SME's *Tailings Management Handbook: A Lifecycle Approach*. We also co-sponsored a documentary by SME on tailings, released in April 2024, featuring employees from our Ghanaian operations and corporate tailings team filmed at our Akyem operation during an ITRB meeting. Through our leadership and participation in the GeoStable Tailings Consortium, Newmont is trialing guidelines developed by the consortium for geostable tailings solutions.

In February 2024, we held an in-person Tailings Summit, bringing together the Responsible Tailings Facility Engineer/Persons and key tailings management personnel from other functions. The event centered around discussions on governance and technical aspects aimed at preventing catastrophic tailings failures, drawing insights from lessons learned and case studies.

#### CONFORMANCE TO THE GISTM

In 2023, a key focus was attaining conformance to the GISTM. In August, we released our [external disclosures](#) and [self-assessment](#) for GISTM conformance at our priority tailings storage facilities (TSFs) that are classified as a “very high” or “extreme” consequence per the GISTM. We highlight this achievement on [page 84](#).

Subsequently, we initiated the next phase of work, including:

- **Benchmarking:** We reviewed the GISTM disclosure and conformance approach of ICMM member companies and compared it against our approach to identify areas for improvement.
- **Engagement:** Sites and business units provided feedback on the process, identifying opportunities for improvement and aligning on priority areas for 2024.
- **Planning:** In January 2024, we held an internal planning session to prepare for reviewing and updating our GISTM conformance self-assessments and tailings disclosure.

#### TAILINGS FACILITIES INVENTORY STATUS

As of December 2023, Newmont's inventory of tailings facilities included 26 active, 31 inactive and 42 reclaimed and closed facilities.

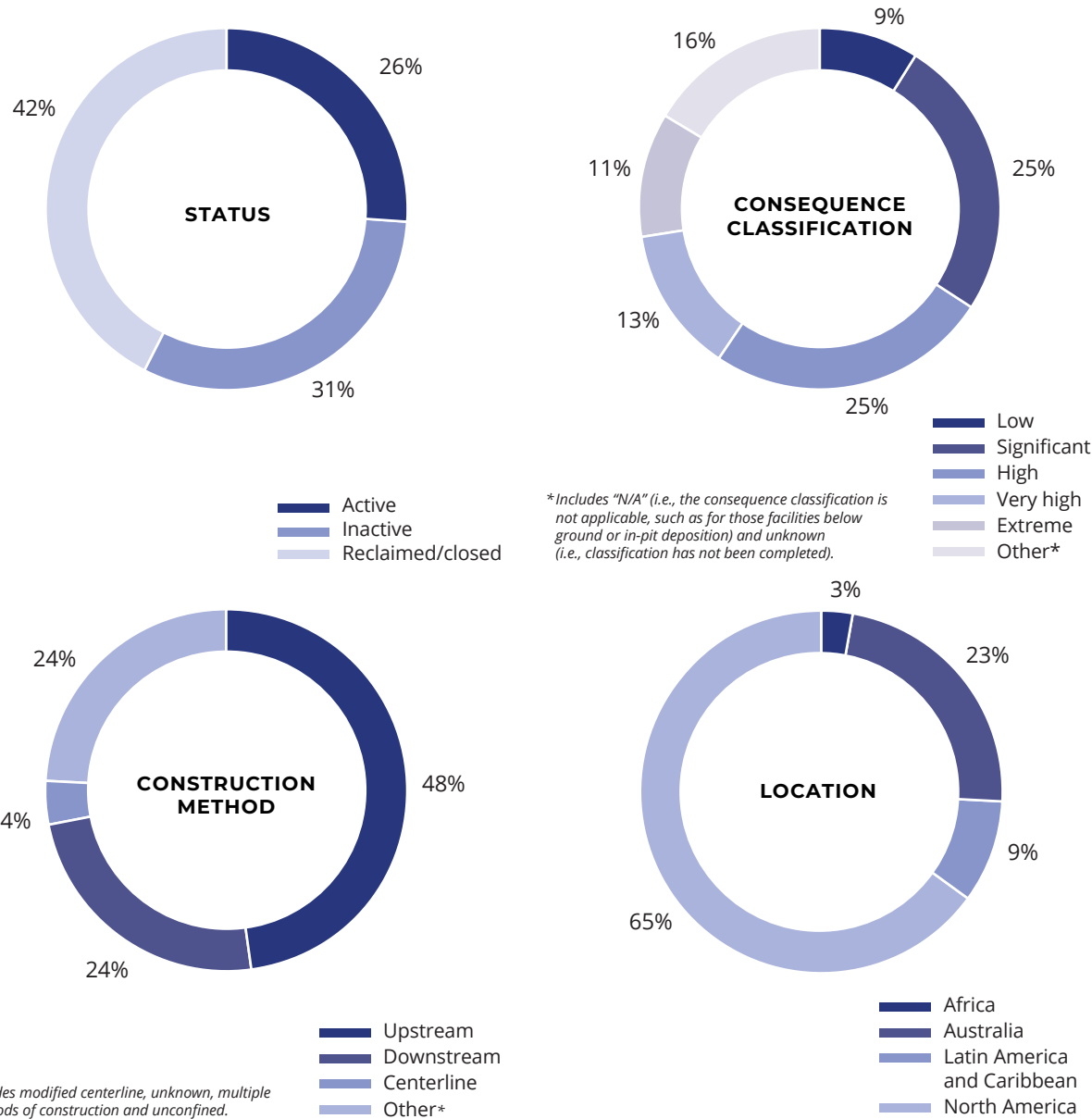
Notable changes in facility status and consequence classifications from 2022 include:

- The addition of 13 facilities through the Newcrest acquisition, including five active facilities and eight inactive facilities.<sup>1</sup>
- The addition of one reclaimed/closed open pit tailings facility at the Marlin legacy site.
- The removal of one incorrectly identified active tailings facility at the Carlin site per an update by Barrick who is the operator of the site.
- The removal of two inactive tailings facilities at the Empire mine, as they are not owned or operated by Newmont.
- The change of consequence classifications for some facilities as a result of updated risk assessments, breach analysis and inundation mapping followed by classification in accordance with the GISTM.

Further details on our tailings inventory are included on our [website](#).

<sup>1</sup> As a result of the Newcrest acquisition, Newmont is a shareholder of Lundin Gold Inc. Lundin Gold Inc. has a single operation in Ecuador, the Fruta Del Norte mine. Being an equity investment, Newmont does not exercise control over the operation, therefore, we have not included the tailings storage facility at this operation within our inventory.

NEWMONT TAILINGS FACILITIES – AT-A-GLANCE<sup>1, 2</sup>



<sup>1</sup> Representative of Newmont's current tailings storage facilities portfolio after the acquisition of Newcrest on November 6, 2023 (99 total TSFs).

<sup>2</sup> Totals may not add up to 100% due to rounding.



Photo: Éléonore, Canada

ACHIEVING SAFE TAILINGS FACILITY MANAGEMENT AND CONFORMANCE MILESTONES

The Global Industry Standard on Tailings Management (GISTM), established in 2020 through collaboration with diverse stakeholders, provides a comprehensive framework for the safe management of tailings facilities. It outlines expectations for design, construction, operation, monitoring and closure.

As an active member of the International Council on Mining and Metals (ICMM), Newmont pledged to implement the GISTM at facilities with "extreme" or "very high" consequence classification by August 5, 2023. We successfully met this commitment, publishing our inaugural external disclosures and GISTM conformance self-assessment for our priority facilities.

These disclosures include details on the following facilities under Newmont's operating control at the time (i.e., prior to the close of the Newcrest transaction):

- The 11 active and inactive facilities owned and operated by Newmont with a consequence classification of "extreme" or "very high" and their status in meeting the Conformance Protocols.
- Our two new tailings facilities – one at our Ahafo North project (under construction) and the other at our Merian operation (undergoing permitting).

- The risk assessment process for existing facilities.
- The critical controls that significantly influence the likelihood and/or consequence of an unwanted event.
- Summaries of findings from risk and impact assessments, as well as social and environmental knowledge base and monitoring programs.
- Our emergency response planning process and meaningful stakeholder engagement activities.

Our self-assessment determined that we meet the majority of GISTM requirements across our priority tailings facilities. Where requirements are not met or partially met, we identified gaps and are tracking the closure of these through an internal action plan. The next phase involves continuing to focus on conformance at priority facilities and achieving conformance for non-priority facilities (with consequence classifications of "low," "significant," or "high" per the GISTM) by August 2025.

We will annually review and update our GISTM conformance self-assessments and tailings disclosure. The GISTM disclosures published by Newcrest in July 2023 are available on our [website](#).

TAILINGS FACILITY INVENTORY AT NEWMONT OPERATIONS

North America

ÉLÉONORE

ACTIVE

1

RED CHRIS

ACTIVE

1

BRUCEJACK

ACTIVE

1

MUSSELWHITE

ACTIVE

1

PORCUPINE GOLD MINES

ACTIVE | INACTIVE | CLOSED

1

8 4 2

2 1

PEÑASQUITO

ACTIVE

1

South America

MERIAN

ACTIVE

1

YANACOCHA

INACTIVE

2

CERRO NEGRO

ACTIVE

1

Africa

AHAFO SOUTH

ACTIVE

1

AKYEM

ACTIVE | INACTIVE

1

1

Australia

TELFER

ACTIVE | INACTIVE

2

4

BODDINGTON

ACTIVE | INACTIVE

1

1

CADIA

ACTIVE | INACTIVE

1

2

TANAMI

ACTIVE | INACTIVE | CLOSED

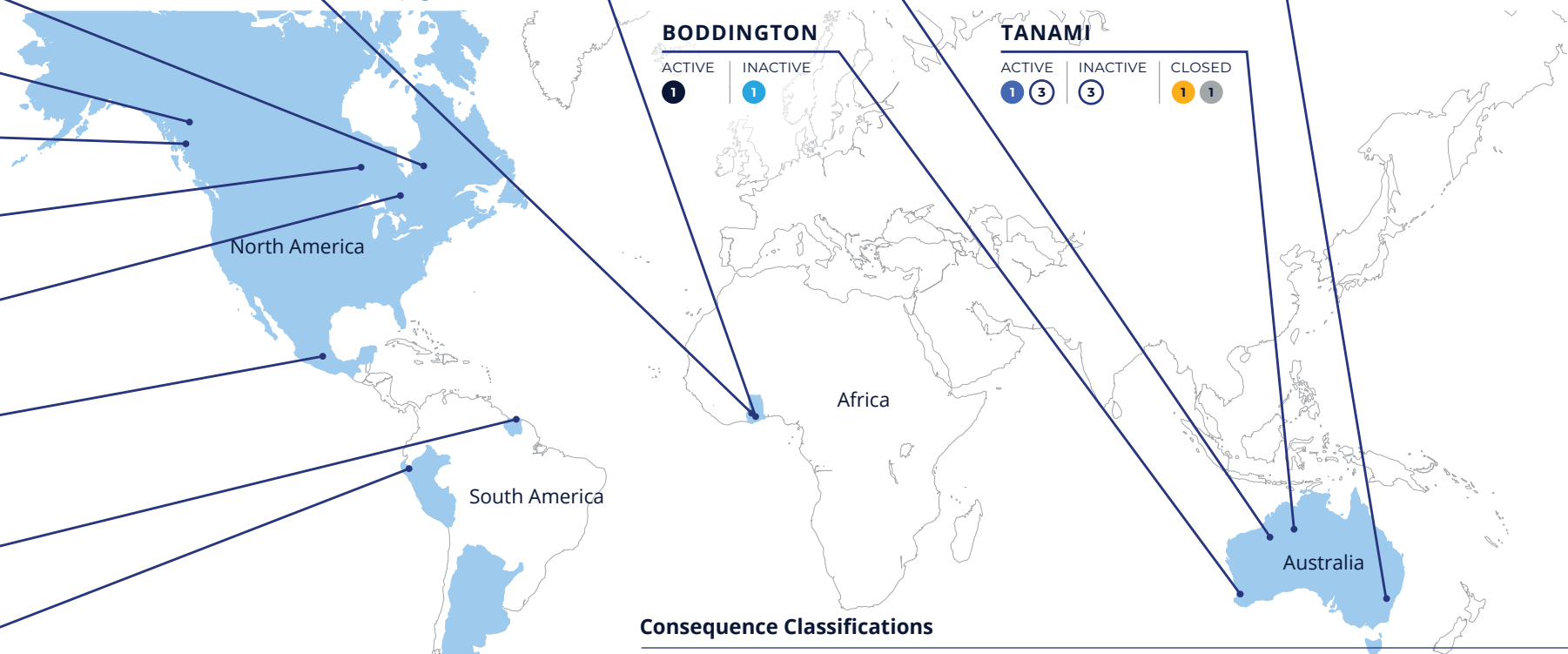
1

3

3

1

1



Consequence Classifications

- Extreme
- Very high
- High
- Significant
- Low
- Other\*
- ⊕ Number of tailings

Consequence classification is based on the potential downstream consequences of a hypothetical dam failure: loss of life, environment and cultural values, infrastructure and economics. Consequence classification for Newmont dams is based on criteria established by the Canadian Dam Association (CDA) and the Australia National Commission on Large Dams (ANCOLD). The consequence classification is not a reflection of the stability of the existing dam.

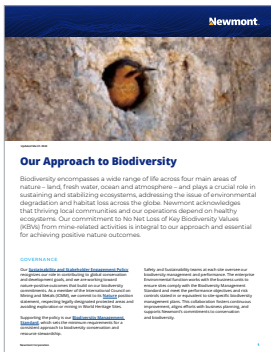
\* Other Category includes N/A (i.e., classification is not applicable, for facilities like below ground or in-pit deposition) and unknown (i.e., classification not completed).

# BIODIVERSITY

Biodiversity encompasses a wide range of life across four main areas of nature – land, fresh water, ocean and atmosphere – and plays a crucial role in sustaining and stabilizing ecosystems, addressing the issues of environmental degradation and habitat loss across the globe. Newmont acknowledges that thriving local communities and our operations depend on healthy ecosystems. Our commitment to No Net Loss of Key Biodiversity Values (KBVs) from mine-related activities is integral to our approach and essential for achieving positive nature outcomes.



Read more about [Our Approach to Biodiversity](#), including details on our governance, risk, strategy and management approach.



We monitor several metrics to achieve our No Net Loss commitment and efforts to achieve nature-positive outcomes.

## Biodiversity Management Performance

In 2023, we conducted audits of biodiversity risks at Ahafo South, Akyem and Boddington. The reviews identified the following opportunities for improvement:

- Update biodiversity risk assessments and management plans to ensure new KBVs are routinely identified, assessed and managed appropriately.
- Advance the maturity of our Net Gain-Net Loss accounting processes.
- Centralize monitoring data to improve analysis and identification of trends.

We use a systematic method and independent experts to quantify progress toward our No Net Loss commitment. This process focuses on the four sites that use offsets to achieve No Net Loss. Our methodology uses information and data obtained during the closure planning process, such as the total disturbance footprint and designated rehabilitated areas, to ensure costs are accurately captured in our business plans.

We also partner with the International Union for the Conservation of Nature (IUCN) – an NGO dedicated to conserving natural resources – to assess our progress toward No Net Loss at select mine sites. In 2023, IUCN published a report, [Engaging Industry in Conserving Nature](#), a compilation of case studies from Newmont and nine other mining, energy and other industry companies, highlighting nature-positive land management efforts on non-operational lands and seas.



Photo: Cerro Negro, Argentina

At our sites that use offsets, notable activities in 2023 that contributed toward our commitment to No Net Loss included:

**Akyem**

- We continued to progress the Akyem biodiversity offset project. A steering committee involving Ghana’s Forestry Commission, Environmental Protection Agency, Minerals Commission and IUCN sets the strategic direction of the project and oversees the biodiversity offset activities, which take place on 2,640 hectares in the Atewa Range Forest Reserve and the southern portion of the Atewa Extension Forest Reserve.
- We worked to confirm the technical and economic feasibility of the project and validate the final vegetation cover map. We also engaged with community and traditional leaders in more than 44 communities. An in-depth analysis was conducted on the social, economic and ecological viability and compatibility of the project’s livelihood options. We completed an initial enrichment planting of 50 hectares, closely monitoring tree survival and growth rates. This work and other studies informed the development of a draft Biodiversity Offset Management Plan.
- As recommended by the IUCN technical review of the project in 2022, a five-pillar Biodiversity Offset Strategy was developed to provide an overarching governance framework for implementing the project and achieving No Net Loss.

**Boddington**

- At the 470 hectare Hotham Farm restoration project, we completed seed collection, propagation, weed and wildlife control, pest exclusions and perimeter fence repairs.
- At the 190 hectare Conservation Covenant area, 10 custom-designed “cockatubes” – a specially designed nesting hollow – were installed, increasing the total artificial nesting structures for Black Cockatoos in the canopy to 16. We also erected a fence to protect the area from livestock and conducted track maintenance.
- We collaborated with the Gnaala Karla Booja (GKB) Aboriginal Corporation and the Southwest Sustainability Partnership (South32 and Alcoa) to co-fund phase 1 of an Aboriginal Ranger Program. This involved planning, feasibility, strategic assessment, and business plan preparation by the Aboriginal Biodiversity Conservation Foundation. We also helped fund the grant development and submission by the GKB Aboriginal Corporation to the Western Australia (WA) Government requesting full funds for the ranger program.

- We extended our partnership agreement with Peel Harvey Catchment Council for another five years, focusing on implementing the Hotham-Williams River Action Plan at four of the eight priority sites within the catchment. The agreement includes funding for a Natural Resource Management Officer, ongoing land management, community-led conservation efforts and collaboration with Traditional Owners to enhance cultural land management capability.
- Our exploration team began using a new drill rig that reduces the pad footprint by 70 percent compared to traditional methods, minimizing biodiversity impact.
- Prior to expanding a mining pit, we transplanted slow-growing grass trees (*Xanthorrhoea preissi*) onto the Hotham farm and relocated over a hundred mammals and numerous reptiles. One rescued Western Quoll is now part of the Taronga Zoo’s national breeding conservation initiative, producing 37 young that have been released into the WA Mt Gibson Wildlife Sanctuary.

**Yanacocha**

- A new species of flora, *Nutricastrum sanchesvegae*, was identified and validated by the Antenor Orrego University at a scientific level. Additional studies are underway to assess the vulnerability status of this species and identify necessary mitigation actions.
- Ongoing monitoring and studies are in place for the six KBVs present across the site. This aims to enhance understanding and monitor the progress of the biodiversity action plan to achieve No Net Loss. We reached an agreement with Cayetano Heredia University to provide expertise and input into a new study focused on the reptile *Petracola ventrimaculatus*.
- For the *Polylepis racemose* (quinal) plant species, regeneration success continues. Our target return of 2,250 specimens has been significantly exceeded and shows a net gain.

**Merian**

- Early-stage planning commenced for the next IUCN biodiversity technical review, which will occur at Merian in early 2024.
- Work continued on the biodiversity No Net Loss commitment through implementation and monitoring of the offset and rehabilitated areas.
- A second offset pilot was completed in a stream restoration area to test varying erosion control techniques and determine the best performance across stream morphology.
- We continued to monitor the first biodiversity offset pilot with a focus on soil fertility to validate and better understand previous results. Monitoring will continue to determine what treatment technique is most effective.
- We commenced monitoring historical rehabilitation, and this will continue throughout 2024. The results from this monitoring are key to determining the success of applying the mitigation hierarchy and quantifying the offset area needed to achieve No Net Loss.

## Emerging Trends and Future Targets

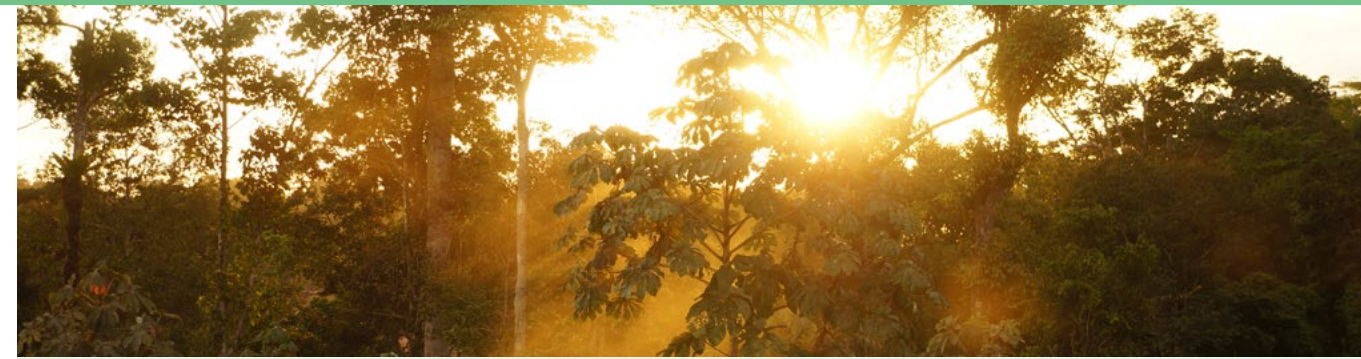
Momentum continues to build for developing nature-positive approaches that contribute to improvements across various nature aspects and mitigate financial impacts across the value chain.

As part of Newmont’s participation in the International Council on Mining and Metals (ICMM) Metrics for Nature Working Group, we supported the development of a [Nature Position Statement](#), which was finalized in January 2024. The statement aligns with the Global Biodiversity Framework (GBF) developed at the 2022 Conference of the Parties (COP15) to the Convention on Biological Diversity. It includes a focus on nature-positive actions to halt global impacts to habitats and species. These include:

- Implementing actions to achieve a minimum No Net Loss or net gain of biodiversity by completion of closure.
- Mapping all nature risks and opportunities across the value chain by 2030.
- Disclosing material nature-related impacts, dependencies, risks and opportunities for priority operations by 2026.

Because the loss of our natural environment and combating climate change are interconnected challenges, the Taskforce on Nature-related Financial Disclosures (TNFD) has followed the lead of the Task Force on Climate-related Financial Disclosures (TCFD). In September, TNFD finalized its guidelines for disclosing nature-related risks and opportunities. TNFD covers land, fresh water, ocean and non-greenhouse gas air emissions, and requires metrics and targets to be established for nature. We completed an assessment to identify any gaps with the guidelines in 2023 and commenced the first phase of implementation. This initial phase will continue in 2024 by identifying priority sites and conducting risk evaluations that will transform our approach to nature. In January 2024, during the World Economic Forum, we announced Newmont would be an early adopter of the TNFD. Our intent is to disclose our results against this framework, commencing with our 2025 reporting.

Supporting this effort is the work we undertook with SBTN to initiate the setting of science-based nature targets. This includes benchmarking and identifying opportunities across our operating sites and mapping co-benefits (i.e., understanding how a primary objective, such as wetland restoration, might have other positive impacts like improved water quality). In 2023, we piloted the proposed target-setting approach at a rehabilitation project at Porcupine and a reforestation program at Yanacocha, completing co-mapping and scoring at each location. We are assessing opportunities to align this work with TNFD.



## CONTRIBUTING TO NATURE POSITIVE OUTCOMES ACROSS OUR PORTFOLIO

Photo: Merian, Suriname

At all our operating sites, we work beyond achieving biodiversity No Net Loss, actively contributing to nature positive in various ways. Examples of these efforts at our sites include:

- **Field data for Ontario Birds Atlas** – Our Musselwhite and Porcupine operations collaborate with Birds Canada, the country’s national organization dedicated to bird conservation, providing ongoing support (both in-kind and financial) to update the Ontario Birds Atlas. We provided support for the collection of three years of field data in Northern Ontario, progressing toward completing the full five years of research. Our ongoing encouragement and support are vital to the success of the Atlas, which focuses on understanding regional biodiversity and mitigating future impacts on species.
- **Lake Sturgeon conservation** – At Éléonore, we sponsored a biodiversity workshop organized by the Cree Nation Government on changing the protection status of James Bay Lake Sturgeon. The workshop, which featured speakers from different ministries and companies, aimed to assess threats to the Lake Sturgeon fish population and develop conservation measures that will further be defined in 2024 workshops. Additionally, we completed reclamation projects beyond our No Net Loss commitments, including the restoration of sandpits along the main mine access road and land forming of the old Camp La Sarcelle. These initiatives contribute significantly to biodiversity enhancements in the landscape.
- **Puma monitoring** – To protect species like *Puma concolor* (mountain lion or cougar), we prohibit hunting across our Cerro Negro operation. Our monitoring program to study and conserve the species indicates that the puma population is thriving and living harmoniously alongside our mining activities. In 2023, a male and female puma were equipped with radio transmitter collars, revealing a home range of 24,000 hectares and providing insights into the species’ movement patterns and preferred habitat. This scientific research informs planning and conservation efforts.
- **Reforestation** – Through Newmont’s nonprofit FONCREAGRO in Peru, we support the Huella Verda reforestation project in Cajamarca. The goal is to plant one million trees by 2025 to combat climate change, conserve biodiversity and foster community development. As of the end of 2023, more than 570,000 trees have been planted across 518 hectares of forest, benefiting more than 380 families. The project received the Ciudadanos al Día award for “Good Practices in Public Management 2023” in the Public-Private Cooperation category. Additionally, Peru’s National Society of Mining, Petroleum, and Energy recognized it with its “Sustainable Development” award in the environment category.



# CLOSURE AND RECLAMATION

Since mines operate for a finite period, careful closure planning is crucial to address the diverse social, economic, environmental and regulatory impacts associated with the end of mining operations. Newmont's global Closure Strategy integrates closure planning throughout each operation's lifespan, aiming to create enduring positive and sustainable legacies that last long after mining ceases.

## Closure and Reclamation Performance

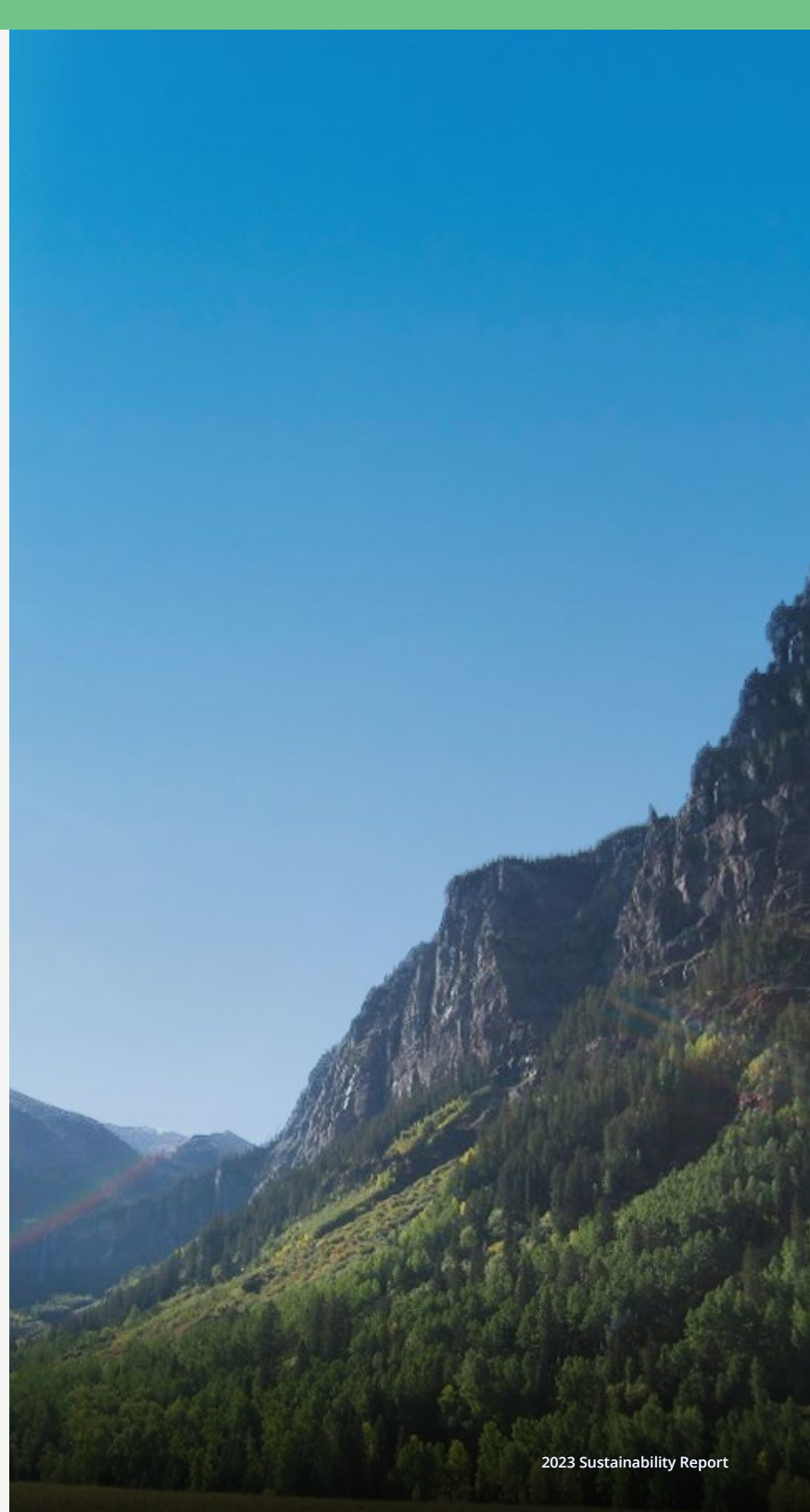
In 2023, Newmont's executive-level Closure Steering Committee (CSC) completed a thorough review of the Company's global Closure Strategy. The approved updated strategy refines goals, incorporates insights and establishes a clear, measurable five-year plan. Stakeholders at all levels were consulted for input, and functional leaders committed to specific, measurable actions. Both the global and site-specific five-year plans are reviewed and updated annually.



Read more about [Our Approach to Closure and Reclamation](#), including details on our governance, risk, strategy and management approach.



Photo: Idarado, USA



**PUBLIC TARGETS**

We set annual targets for concurrent (progressive) reclamation to reduce our impacted footprint, minimize acid rock drainage and other environmental impacts, and reduce closure liabilities and financial assurance requirements.

Our target for 2023 was to complete 95 percent of planned reclamation activities, which included both studies or trials to progress reclamation and closure planning as well as reclamation of previously disturbed footprint. We exceeded our 2023 target by completing 96 percent of the work that was planned globally for the year. This included reclamation on 165 hectares (against a target of 143 hectares), with Yanacocha, Boddington, Ahafo South and Cerro Negro exceeding their planned reclamation targets. Nine of our 12 operating sites met or exceeded their reclamation activity plans for 2023. Peñasquito did not achieve its reclamation activity targets due to the four-month-long strike that suspended operations. As a result, only six of the 18 targeted hectares for reclamation were completed. Both Akyem and Musselwhite completed 90 percent of their planned reclamation activities.

During the year, an additional 500 hectares globally were disturbed by our operations, and a total of 2,535 hectares are in various stages of reclamation as of December 31, 2023.

**Future targets**

To further maximize concurrent reclamation opportunities over the next five years (2024-2028), in 2023, we applied a streamlined process for determining concurrent reclamation targets over five years. Each segment of the disturbed footprint was analyzed and classified as:

- 1 Required for future operations;
- 2 Available for concurrent reclamation; or
- 3 Constrained by ongoing trials, studies, pilots or test work.

This improved process offers transparent information for decision-making and flexibility in prioritizing concurrent reclamation investments within the capital allocation strategy. It also incorporates multiple benefits and objectives, such as water, biodiversity, climate and meaningful stakeholder engagement, into our closure objectives. Targets will be reassessed in 2024 following the integration of former Newcrest sites.

Our approach to developing integrated nature targets that include closure considerations is discussed in more detail in the [Biodiversity](#) section.

**CLOSURE STUDIES AND ASSESSMENTS**

Newmont’s global Investment Standard requires risk-based closure studies for brownfield sites, and our updated Closure and Reclamation Management Standard requires closure maturity to progress throughout the mine life. In 2023, the following site-wide closure studies or assessments were initiated or progressed:

- **Akyem** – As open-pit mining concludes in the next five years, the site’s closure study is addressing social and community issues related to post-mining land use. We developed a stakeholder engagement plan in 2023 to explore sustainable alternatives to pit backfilling with regulators, communities and other relevant stakeholders.
- **CC&V** – We continued to advance the site’s closure assessments, focusing on better understanding the water management needs for the Valley Leach facilities and evaluating long-term solutions to meet water discharge requirements for the Carlton Tunnel.
- **Éléonore** – The site’s closure study aims to better understand closure issues and water management requirements. The Opinagow Environment Committee (formed under the Opinagow Collaboration Agreement of which Newmont, the Cree Nation of Wemindji and the Cree Nation Government are signatories) participated in a training session with the University of Queensland. This session aimed to prepare them for developing a comprehensive, long-term action plan addressing social closure aspects.

- **Yanacocha** – The operation’s ongoing closure planning study advanced to the feasibility state in December 2023 and continues to address several complex closure issues, including water management, social impacts and tailings. A long-term water management solution will replace five existing water treatment facilities with two, addressing the watersheds along the continental divide. Approval for project funding is expected in 2025 with project completion expected in 2027.

We have commenced closure studies for tailings storage facilities at Merian, Musselwhite and Peñasquito, as well as closure of an open pit at Porcupine and an underground mine at Cerro Negro. A site-wide closure study at Éléonore is also underway.

**Technical closure reviews**

On-site technical closure reviews aim to identify material risks and opportunities and prioritize risk mitigation and opportunity-capture plans, including site assessments, trials and studies. In 2023, we conducted reviews at Ahafo South, Boddington and Merian. Material balances, integrated closure planning and design, acid metalliferous drainage management, stakeholder engagement and advancement of site closure plans were identified as key priorities.

Closure technical reviews, originally planned for 2024 at CC&V, Musselwhite and Tanami, will be deferred to complete reviews at former Newcrest sites (Brucejack, Cadia, Lihir and Red Chris). These reviews will focus on identifying closure risks and opportunities, developing mitigation plans and aligning the sites to Newmont’s standards and processes. Reviews for Akyem, Éléonore and Yanacocha will be conducted two to three years after the completion of their closure studies.

**CLOSURE WORKING GROUP ACTIVITIES**

The Global Closure Working Group, with representatives from each operating site and business unit and input from enterprise subject matter experts, continued to meet quarterly to align work programs and share best practices and lessons learned. In 2023, each site completed its annual closure planning and estimate updates.

Other notable continuous improvement efforts during the year included:

- **Global Industry Standard on Tailings Management (GISTM) Safe Closure** – The Tailings and Closure teams collaborated on internal guidelines aligned with the GISTM on the safe closure of tailings facilities. These guidelines were published in early 2023 and implemented at all operating sites. Engagement on GISTM guidance and conformance measures is ongoing through both the internal working groups and the International Council on Mining and Metals Tailings Working Group (see the [Tailings Management](#) section for more information).
- **Improved closure planning tools and processes** – In 2023, the Closure Group, in collaboration with other functions and an external consultant, initiated the development of a Closure Planning Progression guideline. This guideline supports the Closure and Reclamation Management Standard, outlining maturity progression requirements for both design and cost estimation based on remaining mine life. We expect to finalize the guideline and a revised Closure Standard in 2024. Alongside incorporating best practices at the former Newcrest sites, these documents will support the development of a robust, efficient and standardized cost estimation solution.

- **Disciplined long-term planning** – The Global Closure Working Group supported the development of a new Life of Asset planning framework, which encompasses the entire lifecycle of an asset, to ensure that closure aspects are adequately considered. The new Life of Asset process was piloted at Peñasquito in 2023.
- **Social aspects of mine closure** – Closure is a time of transition for employees, host communities and other stakeholders. Planning for closure should commence at the earliest stage of a mine’s life. This social transition refers to the process of adapting to a mine’s changing stage in the lifecycle and includes planning considerations and activities to support host communities transition to a post-mining economy. In 2023, we partnered with the University of Queensland Center for Social Responsibility in Mining on a program to train cross-functional teams on the social aspects of mine closure, using scenario planning and case studies. We also strengthened social performance aspects in the updated Closure Standard and associated guideline. Additionally, an external expert is developing a practical guide for sites to assess and document essential information for social transition planning at closure, regardless of the mine lifecycle stage. We expect to launch the guide in 2024.
- **Improving acid and neutral metalliferous drainage (AMD/NMD) risk management** – As part of our partnership with the Cooperative Research Center for Transformations in Mining Economies (CRC TiME), we provided waste rock from Boddington and CC&V as part of a five-year study to improve the prediction, remediation and closure of AMD/NMD sites. We highlight this research effort in the story “Groundbreaking Project Aims to Address Environmental Challenge Facing Mining Companies” on this page.



**GROUNDBREAKING PROJECT AIMS TO ADDRESS ENVIRONMENTAL CHALLENGE FACING MINING COMPANIES**

Photo: Waste rock from Boddington, Australia, and Cripple Creek & Victor, USA

In January 2023, Newmont, alongside other mining companies, announced a partnership with the Cooperative Research Centre for Transformations in Mining Economies (CRC TiME) to address one of the most challenging risks mining companies face. This project, led by Flinders University in Adelaide, South Australia, focuses on improving the prediction, remediation and closure of Acid and Neutral Metalliferous Drainage (AMD/NMD) sites by examining the behavior of mine waste at the meso-scale.

Since the project launch, the research team has been actively characterizing waste rock samples from several mines, including Boddington and CC&V. This characterization aims to understand how the composition of these samples influences long-term environmental behavior, such as sulfide mineral oxidation, acid rock drainage, neutral mine drainage and metals leaching. The project involves conducting

detailed chemical and mineralogical analysis and short-term leach testing and developing sequential extraction test methods. Researchers also commenced a test that will run for the next three years, pairing indoor laboratory tests with a meso-scale outdoor test.

Early insights include confirming a hypothesis about the behavior of waste rock at Boddington. Despite a minor carbonate mineral content, the abundance of silicate minerals in the waste rock effectively maintains low acidity levels of seepage. The ongoing meso-scale leach testing will further explore this by simulating warm summer conditions experienced on site with irregular leach cycles.

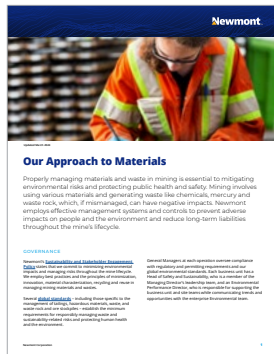
All testing is conducted at Flinders University’s College of Science and Engineering. The findings will support permitting and better AMD/NMD practices and guidelines for the industry.

# MATERIALS

Properly managing materials and waste in mining is essential to mitigating environmental risks and protecting public health and safety. Mining involves using various materials and generating waste like chemicals, mercury and waste rock, which, if mismanaged, can have negative impacts. Newmont employs effective management systems and controls to prevent adverse impacts on people and the environment and reduce long-term liabilities throughout the mine's lifecycle.



Read more about [Our Approach to Materials](#), including details on our governance, risk, strategy and management approach.



We monitor various metrics and performance objectives to ensure we effectively manage the risks associated with hazardous materials and waste streams.

## Environmental Events Performance

In 2023, we experienced 14 environmental events that were designated as having an actual level 3 or higher consequence specific to the environmental impacts. Among these, seven were cyanide-related spills.

None of the cyanide spill events resulted in the solution leaving the property and there was no threat to communities or wildlife. Where required, the events were reported to regulatory authorities and the spills were cleaned up and remediated.



Read more about these events in the [2023 Performance Data tables](#).



Photo: Peñasquito, Mexico

## Cyanide Management Performance

In 2023, our Tanami operation was recertified to the Cyanide Code. The ICMC audit scheduled for 2023 at our CC&V operation was completed as planned, and we received formal certification from the International Cyanide Management Institute (ICMI) in February 2024.

During Tanami’s recertification audit in early 2023, it was determined that the operation had not completed the required maintenance on static fixed hydrogen cyanide (HCN) detectors. This was a nonconformance to the Cyanide Code that resulted in a delay in obtaining recertification, which was obtained in October 2023. We undertook a review to understand what went wrong and the actions needed to prevent a similar issue in the future. We discuss this review in more detail in the story “Non-conformance to Cyanide Code Prompts Lessons Learned” on this page.

### PATH TO ZERO CYANIDE SPILLS

The goal of our Path to Zero Cyanide Spills program is to eliminate spills of cyanide-bearing solutions or materials with weak acid dissociable cyanide (WAD CN) levels above 50 milligrams per liter (mg/L) outside of secondary containment.

In 2023, we experienced 29 cyanide-related spills, six of which were above 50 mg/L, representing a 33 percent decrease from 2022 in the number of spills containing greater than 50 mg/L WAD CN. Investigations showed that equipment failures/maintenance and operator error were common contributing factors related to these spills.

Our operating sites advanced the implementation of control improvements to address identified vulnerabilities. Examples of control improvements in 2023 include repairs and replacement of equipment and improvements of secondary containments, process control logic and leak/spill detection systems.

## Mercury Management Performance

No exports of elemental mercury from sites occurred in 2023. Although we had planned to dispose of mercury from Peñasquito in 2023, this was deferred due to strike conditions and logistics constraints. We will continue to work on a disposal plan for disposal to take place in 2024.

### ENGAGING ON BEST PRACTICES

As an active participant in the ICMM Mercury Working Group, Newmont supported the development of guidance on best available techniques and best environmental practices to control mercury releases to land and water from relevant sources for publication by the Minamata Convention Expert Group on Mercury Releases.

## Waste Management Performance

We are working to improve our waste generation data so that we can evaluate future site-specific targets to reduce both general and hazardous waste.

Newmont is partnering with the [Cooperative Research Centre for Transformations in Mining Economies](#) Operational Solutions Program on a project to demonstrate and test operational interventions to reduce the long-term post-closure risks to water, ecosystems and people, and deliver fit-for-purpose post-mining land use. This project will continue through 2025.



## NON-CONFORMANCE TO CYANIDE CODE PROMPTS LESSONS LEARNED

Photo: Tanami, Australia

In February 2023, Tanami underwent a Cyanide Code recertification audit and was found fully compliant in most areas. However, the audit revealed that the fixed hydrogen cyanide (HCN) monitors in the process plant were not regularly calibrated from 2020 to 2022.

Although workers in the plant wear personal monitors, the fixed monitors are important for detecting levels of cyanide in the air, and the missed calibrations on these devices posed an increased risk to workers.

Tanami addressed the findings by inspecting and calibrating the monitors, reinstating preventative maintenance processes and fixing issues. Although Tanami initially did not receive recertification due to the missed calibrations and was out of compliance with the Cyanide Code for a few months, it later met reporting requirements and obtained recertification in October 2023.

Lessons learned from the audit findings included the need to improve internal review systems, processes and communications. Efforts are underway to enhance internal auditing capabilities and define cyanide management responsibilities, linking Cyanide Code principles to functional owners.

Mining, as a long-term endeavor, drives our commitment to creating shared value. This commitment shapes our policies and practices, aiming to contribute to Newmont's long-term success while catalyzing socio-economic development in the communities we serve.

# ECONOMIC



Photo: Tanami, Australia

## ECONOMIC

### Value Sharing

96

Paid nearly **\$1.3B** in taxes, royalties and other payments to governments →

Spent approximately **\$1.4B** with local and national suppliers in host countries →

Contributed **\$37M** in community investments and **\$2.2M** through the COVID-19 Global Community Support Fund →

Photo: Boddington, Australia

# VALUE SHARING

Businesses are increasingly expected to actively contribute toward solutions that address societal challenges, enhance outcomes and involve communities in decisions that impact them. To fulfill these expectations, Newmont aims to create shared value, act as a catalyst for sustainable development, and build trust and credibility through meaningful engagement and transparent reporting.



Read more about [Our Approach to Value Sharing](#), including details on our governance, risk, strategy and management approach.



We monitor various metrics and performance objectives to measure our performance in managing our value-sharing risks and opportunities.

## Economic Impact Performance

Newmont’s direct economic contributions in 2023 totaled \$11.1 billion. This includes \$4.3 billion in operating costs, \$1.7 billion in employee wages and benefits, \$2.1 billion in capital spending, \$1.7 billion in payments to providers of capital, \$1.3 billion in taxes, royalties and other payments to governments, and \$37 million in community investments.

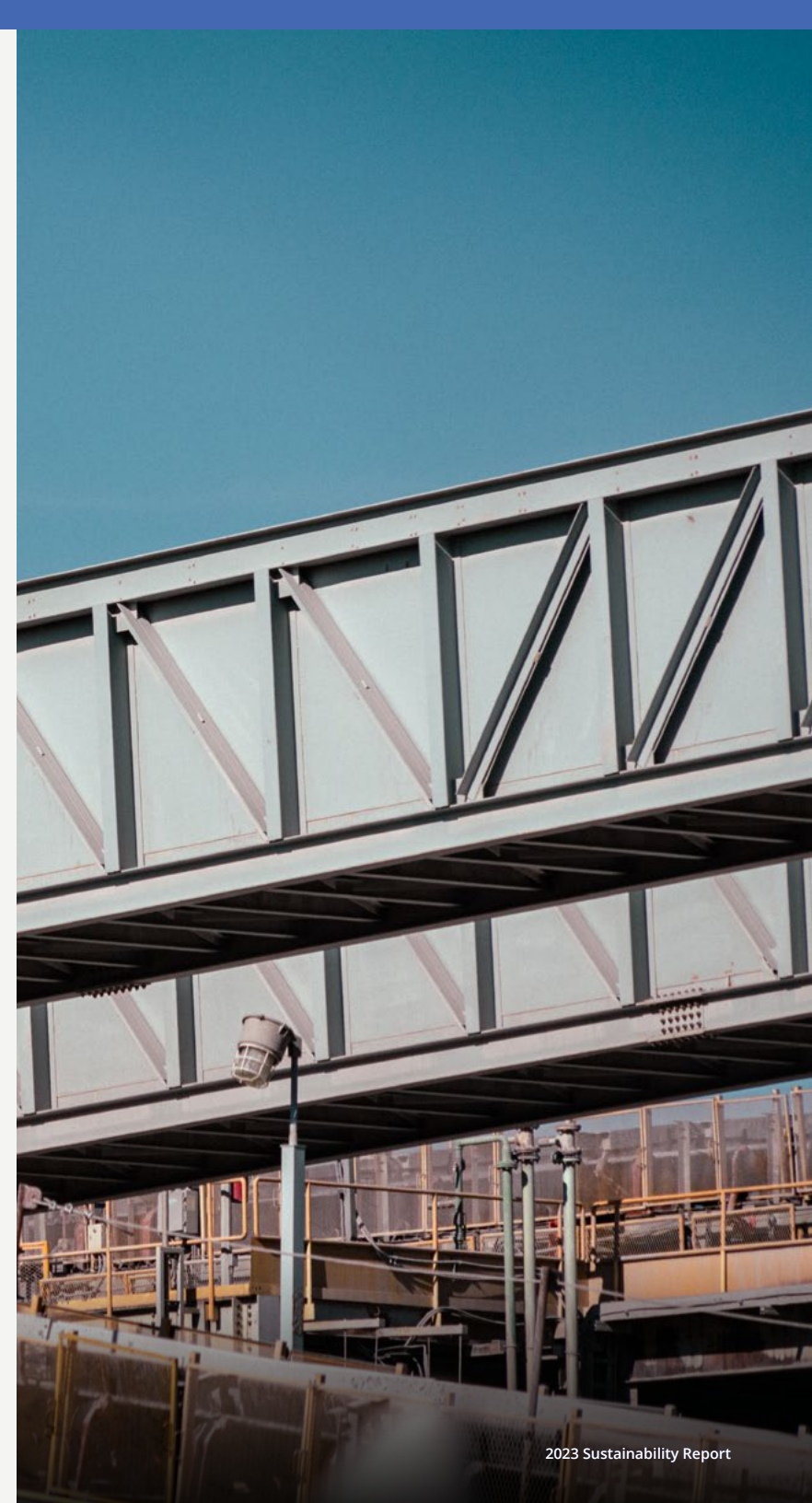
## Contributing to Public Revenue Transparency

As part of Newmont’s commitment to strengthening transparency in reporting on tax and royalty payments, contracts and beneficial ownership, we are members of the Extractive Industries Transparency Initiative (EITI) and supported a [statement](#) that makes several commitments to Beneficial Ownership Transparency in line with the expectations for EITI supporting companies. In June 2023, EITI published its assessment of 62 companies, including Newmont, and their adherence to EITI’s expectations. The review confirmed Newmont met each of the nine expectations. The review is available [online](#).



Read more about our economic contributions in the [2023 Performance Data tables](#) and [2023 Taxes and Royalties Contribution Report](#).

Photo: Cerro Negro, Argentina





**ECONOMIC VALUE DISTRIBUTED: COUNTRY LEVEL (MILLIONS)<sup>1</sup>**

Country	Operating costs <sup>2</sup>	Employee wages and benefits <sup>3</sup>	Capital spend <sup>4</sup>	Payments to providers of capital <sup>5</sup>	Payments to governments <sup>6</sup>	Community investments <sup>7</sup>	Total
Argentina	\$153	\$108	\$160	-	\$90	\$15	\$526
Australia	\$1,069	\$322	\$620	\$42	\$527	\$1	\$2,581
Canada	\$743	\$293	\$408	\$10	\$18	\$2	\$1,474
Ghana	\$680	\$143	\$320	\$15	\$316	\$12	\$1,486
Mexico	\$636	\$184	\$110	\$18	\$136	\$2	\$1,086
Papua New Guinea	\$135	\$30	\$53	\$1	\$22	-	\$241
Peru	\$440	\$95	\$262	\$33	\$51	\$3	\$884
Suriname	\$272	\$87	\$82	\$1	\$67	\$1	\$510
U.S.	\$174	\$422	\$101	\$1,616	\$40	\$1	\$2,354
<b>TOTAL</b>	<b>\$4,302</b>	<b>\$1,684</b>	<b>\$2,116</b>	<b>\$1,736</b>	<b>\$1,267</b>	<b>\$37</b>	<b>\$11,142</b>

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

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

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

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

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

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

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

**Local and Indigenous Employment Performance**

**PUBLIC TARGETS**

We set annual local/Indigenous employment targets for 11 of our 12 operating sites (excluding CC&V, where the majority of the workforce is from the local communities). This ensures we identify and provide opportunities that deliver mutual benefits to both local communities and Newmont. These targets are often based on formal agreements, and the following table summarizes our performance.

**2023 LOCAL/INDIGENOUS EMPLOYMENT PERFORMANCE<sup>1</sup>**

Business unit	Site	
Africa	Ahafo	Local community members represented 44.6 percent and 48.5 percent of employees at Ahafo and Akyem, respectively, exceeding our annual target of 40 percent at Ahafo and 35 percent at Akyem.
	Akyem	
Australia	Boddington Tanami	Aboriginal and Torres Strait Islander employment at Boddington and Tanami was 5.9 percent and 12.5 percent, respectively, exceeding the sites' targets of 5.6 percent and 11.2 percent, respectively.
North America	Éléonore	The site did not achieve its target to achieve a 5 percent improvement from the prior year (falling behind by 7.1 percent compared to 2022) across a suite of metrics that include employment, development and retention among Cree employees.
	Musselwhite	The site set a target to improve Indigenous employment among employees and contractors from signatory and affiliate First Nations and the Mishkeegogamang First Nation by 2 percent from the prior year. Although the number of employees from signatory, affiliate and Mishkeegogamang First Nations increased by 14 percent in 2023, the number of contractors from these communities decreased by 28.7 percent, resulting in the site missing its target. The site fell behind by 1.9 percent compared to 2022.
	Porcupine	The site missed its target to achieve a 20 percent improvement from the prior year (achieving a 16.1 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. This was due to voluntary turnover of contractors.
Latin America and Caribbean	Cerro Negro	At the end of the year, 69 percent of the workforce was from the Santa Cruz Province, up from 65.7 percent at the end of 2022 but slightly missing the target of 70 percent. This continues to be due to a lack of certain expertise and certifications available in the province of Santa Cruz.
	Merian	At the end of the year, 18.3 percent of the total workforce was of Pamaka ancestry, missing the target of 19 percent.
	Peñasquito	At the end of the year, 77.4 percent of the unionized workforce was from the State of Zacatecas, just missing the site's target of 78 percent. This was due to voluntary turnover.
Peru	Yanacocha	Residents of Cajamarca represented 65.8 percent of the workforce, exceeding our target of 60 percent.

<sup>1</sup> For more information on the local/Indigenous employment definitions and targets by site, review the 2023 Annual Sustainability Report Methodology document on our [website](#).

### 2024 Targets

We continuously work to improve the collection of data from all our sites and gain insights into trends for better inclusion, diversity and equity outcomes. The goal is to evolve our targets to measure improved retention, increased representation, and meaningful career development for local and Indigenous talent.

Our 2024 public targets for local and Indigenous employment are summarized in the following table.

#### 2024 LOCAL/INDIGENOUS EMPLOYMENT TARGETS BY SITE<sup>1, 2</sup>

Business unit	Site	
Africa	Ahafo	53 percent local employment by the next review of the Local Employment Agreement in 2026
	Akyem	35 percent local employment
Australia	Boddington	5.7 percent Indigenous employment
	Tanami	11.2 percent Indigenous employment
North America	Éléonore	5 percent improvement from the prior year in a suite of metrics (including employment, development and retention) among Cree employees
	Musselwhite	2 percent improvement from the prior year in Indigenous employment among employees and contractors from signatory and affiliate First Nations and Mishkeegogamang First Nation
	Porcupine	10 percent improvement from the prior year in Indigenous employment and capacity
Latin America and Caribbean	Cerro Negro	70 percent of the workforce from the Santa Cruz Province
	Merian	19 percent of the workforce from the Pamaka community
	Peñasquito	78 percent of the unionized workforce to be from the State of Zacatecas
Peru	Yanacocha	60 percent of the workforce from Cajamarca

<sup>1</sup> For purposes of this report and our global governance documents, we follow UN guidance and use "Indigenous" and "Indigenous peoples" as a broad umbrella term for the diverse groups – including Aboriginal and Torres Strait Islanders in Australia, First Nations and Métis in Canada, the Pamaka and Kawina in Suriname and Native Americans in the U.S. – with whom we engage and collaborate.

<sup>2</sup> For more information on the local/Indigenous employment definitions and targets by site, review the 2023 Annual Sustainability Report Methodology document on our [website](#).

### Local and Indigenous Procurement Performance

In 2023, Newmont spent \$1.4 billion with local/Indigenous suppliers, exceeding our target of \$1.209 billion. Our 2023 local procurement target is lower than in 2022, reflecting a change in the definition of "local" suppliers at Merian to only include businesses owned by members of the Pamaka or Kawina Tribes or by members of the communities between Moengo and Merian (the transport corridor).

Read more about our spending with local suppliers in the [2023 Performance Data tables](#).

### 2024 Targets

For 2024, our local/Indigenous procurement target for all sites combined is \$1.36 billion and is based on the work undertaken in each region to understand and identify opportunities within the context of the 2024 regional business plans.

#### 2024 LOCAL/INDIGENOUS PROCUREMENT TARGETS BY SITE (IN MILLIONS)

Business unit	Site	
Africa	Ahafo South	\$17
	Akyem	\$8
Australia	Boddington	\$482
	Tanami	\$65
	Other	\$11
North America	CC&V	\$88
	Éléonore	\$57
	Musselwhite	\$74
	Porcupine	\$170
Latin America and Caribbean	Cerro Negro	\$140
	Merian	\$2.5
	Peñasquito	\$50
Peru	Yanacocha	\$200
<b>GLOBAL</b>	<b>TOTAL</b>	<b>\$1,364</b>

Key activities at our operating sites in 2023 to support our local and Indigenous employment and procurement objectives are discussed in the following table.

**2023 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS**

Country	Activities
<b>Global/Enterprise</b>	We advanced efforts to refine our public local and Indigenous employment and procurement targets to highlight the progress made to enhance career and supplier development opportunities. These new targets will be finalized in 2024, and we plan to begin reporting against them in 2025.
<b>Argentina</b>	<p>In compliance with Argentina’s local procurement law, Cerro Negro prioritizes competitive bids from properly registered local suppliers. The site’s supplier evaluation process for contracts greater than \$250,000 or involving more than 10 people on site has resulted in new employment opportunities and our main contractors purchasing nearly \$270 million in goods and services from local suppliers since launching the process in 2022.</p> <p>The site’s Supplier Development Program focuses on strengthening the technical and leadership capabilities of local suppliers for long-term community benefits. Around 50 local and local-local businesses participated in more than 650 hours of training between 2022/2023. The operation’s local procurement spend increased by 9 percent compared to 2022.</p>
<b>Australia</b>	<p>Activities to support local and Aboriginal and Torres Strait Islander employment and procurement commitments included the following:</p> <ul style="list-style-type: none"> <li>• We reviewed and refreshed the Gnaala Work Ready (GWR) program, resulting in 10 participants, including five women, completing the three-month entry-level training and transitioning into full-time employment with Newmont.</li> <li>• At Tanami, we held additional Pathways to Employment information sessions, focusing on Central Australian Language Group candidates (CALG), and further matured the operation’s employment programs. This includes increasing the number of the Indigenous Training and Familiarization Program participants to seven, reviewing the Yapa Crew initiative, developing a foundational skills program, addressing employment pathway gaps and building capacity for Warlpiri and CALG candidates to transition into full-time roles.</li> <li>• Through our tertiary and vocational scholarship partnership with Charles Darwin University, three tertiary scholarships were awarded, with one student progressing into the Vacation program.</li> </ul>

**2023 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS**

Country	Activities
<b>Canada</b>	<ul style="list-style-type: none"> <li>• We launched a <a href="#">Canadian Local and Indigenous Supplier platform</a> that facilitates collaboration by providing suppliers with real-time business opportunities, supplier-specific news, workshops and access to resources. In December, Musselwhite hosted a procurement workshop, providing live training on the platform and sharing success stories for future Indigenous procurement opportunities. Future enhancements include business education modules.</li> <li>• Éléonore’s Cree Miner Apprentice Program offers on-the-job training and coaching, with job placements at the mine upon program completion. In February 2023, we launched the program’s second round for another four participants.</li> <li>• Musselwhite conducted four Stope School sessions, which provide students from signatory and affiliate Indigenous communities training on fundamental underground mining skills. We highlight this program on <a href="#">page 63</a>.</li> </ul>
<b>Ghana</b>	<p>As part of efforts to prepare youth in the communities near our Ahafo North project for job interviews, we introduced a Community Youth Soft Skills Training Program. Nearly 300 people from five host communities participated in the program’s resume writing, interviewing skills and basic work etiquette training courses.</p> <p>The Enhanced Local Procurement Program (ELPP) and the Local Economic Diversification Support (LEDS) program at Akyem and Ahafo aim to boost the skills and capacity of local suppliers and contractors. These initiatives also focus on diversifying the economy and creating business and livelihood opportunities. The ELPP aims to improve the capacity of at least 150 businesses, with women-owned companies being given equal opportunities to participate in the program. To date, 93 businesses have agreed to participate in the program.</p> <p>Newmont’s Female Top-Up Training Program at Ahafo aims to develop the skills needed for women to pursue a career in mining. Since the program was introduced in 2019, 29 women have graduated, three are currently employed by Newmont and 24 are enrolled as equipment trainees.</p> <p>Through the LEDS program, Newmont contributed \$1.3 million in funding in 2023 (nearly \$4 million total to date) to establish the Asutifi Processing and Services Centre (APSC) pepper and ginger factory at Ahafo South. In 2023, Newmont joined the regional minister, traditional leaders and key stakeholders to inaugurate the center. The facility collaborates with over 1,000 farmers and 80 farmer-based organizations through an out-grower model, focusing on processing chili peppers and ginger for both local and export markets.</p>
<b>Mexico</b>	<p>Peñasquito, the state of Zacatecas and the Ministry of Economy developed a <a href="#">local business platform tool</a> that includes the requirements and processes to conduct business with Newmont and provides support or training the potential supplier may need. As of the end of 2023, 227 local and local-local suppliers were registered on the platform, up from 176 at the end of 2022. The platform has also helped reduce performance gaps to ensure local suppliers meet the necessary standards. Other 2023 activities included:</p> <ul style="list-style-type: none"> <li>• Signed new contracts with local and local-local suppliers for inventory control; and</li> <li>• Supported local and local-local suppliers during the four-month strike period when operations were suspended.</li> </ul>

2023 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS

Country	Activities
Peru	Yanacocha’s development foundation supports the “Entrepreneurs for Integrity” program led by USAID. The program provides local suppliers with ethical business practices training. Upon completion of the program’s courses, suppliers are certified as Integrity Ambassador Companies. In 2023, seven local suppliers completed the first stage of the program.
	Yanacocha – through its nonprofit FONCREAGRO and community foundation Asociación Los Andes de Cajamarca (ALAC) – collaborated with the Universidad Nacional de Cajamarca to organize the “From Industry to the Classroom” conference series. A total of 1,220 students participated in conferences covering topics such as leadership, mining project feasibility studies, groundwater, environmental monitoring, climate change, and sustainable development. Additionally, 62 graduates were granted pre-professional and professional internships through Yanacocha’s local supplier companies’ social responsibility initiatives.
Suriname	Merian hosted its inaugural Pamaka Suppliers Network event to introduce Pamaka entrepreneurs to Newmont’s local procurement system and register them for potential business opportunities. Approximately 90 people, mostly Pamaka, attended, and three local banks, the chamber of commerce and government-permitting institutions held a fair as part of the event. Around 40 new suppliers, including 18 women, were registered during the event, and two of these registered businesses are currently participating in a tender process with Newmont.
	Merian continued to focus on building capacity through projects that translate to procurement opportunities. We offer textile vocational training for members of the Pamaka, Kawina and transport corridor communities. Merian currently sources all room linens from local suppliers, and we have begun purchasing additional items such as seat covers and laundry bags.
	Our vegetable and cultivation training program teaches participants techniques to increase production. We added an additional crop to the program (for a total of three crops). The mine has doubled the purchase order of the first two vegetables and the third crop will be added to the mine’s order.
U.S.	As part of CC&V’s local procurement plan to identify, assess and integrate procurement opportunities within the local communities, the site: <ul style="list-style-type: none"> <li>• Identified new local suppliers to provide services/goods needed by the operation;</li> <li>• Required a minimum of one local supplier to be included in the bidding and contracting process; and</li> <li>• Strengthened relationships through ongoing meetings with local suppliers.</li> </ul>
	CC&V participated in a program where volunteers from CC&V provide training in local schools. These sessions help students understand mining concepts and nurture an interest in mining careers with the next generations of talent.

Community Investments Performance

In 2023, Newmont invested \$41 million in community projects and programs. Direct investments and donations totaled \$4 million and \$37 million, respectively. Compared to 2022, our overall community investments decreased due to fewer large-scale infrastructure projects, such as the \$15 million investment in Ghana for road resurfacing and repaving. Additionally, factors, such as funding delays for the Yanacocha Sulphides project and weather events impacting construction projects at Merian, altered some sites’ planned community investments for 2023.

The following table summarizes notable community investments and activities at our operating sites in 2023.

2023 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
Global/ Enterprise	Since 2005, Newmont has partnered with Project C.U.R.E. to distribute more than \$42 million worth of much-needed medical supplies and equipment through multiple sponsorship initiatives. In early 2024, we extended our agreement for another five years, contributing \$200,000 annually for a total of \$1 million. Our support helps facilitate several programs and activities such as delivering medical supplies to hospitals and clinics near our operations in Ghana, Suriname and Guatemala. More details are discussed in the <a href="#">Health, Safety and Security</a> section.
	In 2023, Newmont’s corporate Socially and Environmentally Responsible Volunteer Employees Committee (SERVE) provided over \$65,000 to 15 different volunteer organizations and charities throughout Denver. Additionally, Newmont employees volunteered more than 260 hours of their time. Organizations Newmont partners with include Volunteers for Outdoor Colorado to assist with trail maintenance and STEM Generation to pack STEM kits for K-12 students.
Argentina	Cerro Negro and the Municipality of Perito Moreno established a Municipal Trust Fund in 2022 that serves as a long-term funding source for sustainable development in Perito Moreno. In 2023, Newmont contributed \$1.6 million to the fund and advanced key infrastructure and economic development projects.
	As part of its partnership with the Inter-American Development Banks, Cerro Negro committed \$36 million toward a project to connect the communities of Perito Moreno and Los Antiguos to the national electric grid. The project was completed in 2023. Other projects during the year included strengthening internet connectivity for Perito Moreno and Los Antiguos, and upgrading the local airport to promote the fruit industry and tourism.
	Newmont partnered with Fundación Leer, a non-profit NGO dedicated to promoting literacy among children and young people in Argentina. Under the partnership, Newmont is supporting the “Leer Te Ayuda” program, which provides training to educators and delivers books to schools and libraries. During 2022 and 2023, approximately 3,200 books were distributed to 20 educational institutions in the towns of Perito Moreno, Los Antiguos and Rio Chico. More than 90 teachers received training, supporting literacy for more than 5,400 children, young people and adults.

2023 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
<b>Australia</b>	At Boddington, we extended our support for the Bibbulmun Track Foundation’s “Eyes on the Ground” volunteer program and the Aboriginal Community and Regional Economic Development Project for five years. This program assists volunteers in preserving the iconic walking trail in a global biodiversity hotspot by providing skills training and the necessary equipment and materials.
	At Tanami, we continued to provide support for the Central Land Council’s Community Development role. The role assists the nine Warlpiri communities that receive income through the Granites Mine Affected Areas Aboriginal Corporation (GMAAAC) with planning, implementation and administration of community projects like community elections and governance initiatives. We also continued our strategic partnership with the Melbourne Football Club to extend chronic health prevention programs, community education and development outreach activities into Warlpiri communities.
	We awarded more than A\$380,000 in grants to community organizations. Recipient organization programs included Murdoch University’s Gnaala Karla Booja Tertiary Scholarship & Secondary Education Outreach Programme, a four-year strategic partnership aimed at providing higher education and transition opportunities to Gnaala Karla Booja–Noongar community members, and Warlpiri Media Aboriginal Corporation’s Warlpiri Project, a one-year strategic community investment partnership to increase economic development in the Walpiri region.
<b>Canada</b>	The Éléonore IT team donated 125 computers to various organizations across Quebec and to employees. Recipients of the donation include the CPE Awash Utamet daycare, which provides play-based learning to around 60 Indigenous and non-Indigenous children in Chibougamau. We also donated nearly CAD\$20,000 to make essential upgrades to the daycare’s kitchen.
	Musselwhite entered into several agreements including: <ul style="list-style-type: none"> <li>• A three-year CAD\$50,000 agreement with NorthWind Family Ministries in Thunder Bay, Ontario for their Next Steps program that provides those who are homeless or at risk with counseling, mental health and other vital services.</li> <li>• A five-year CAD\$225,000 agreement with the Thunder Bay Regional Food Distribution Association to enhance food security in remote communities.</li> <li>• A three-year CAD\$90,000 agreement with North Caribou Lake First Nation to help them purchase a Zamboni for their community arena.</li> </ul>
	Porcupine made an in-kind donation of a pick-up truck worth CAD\$15,000 to Brunswick House First Nation for their Mountbatten Climate Change Project. The project, in partnership with Water First, aims to monitor climate impacts at six locations on the Mountbatten Reserve.

2023 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
<b>Ghana</b>	Contributions to the Newmont Ahafo Development Foundation (NADeF) in 2023 totaled \$3.8 million. Through NADeF’s micro-credit project, we provided 411 community members at Ahafo North with \$62,000 in disbursements to support their small businesses and improve income levels. NADeF also provided \$217,000 in scholarships to support 510 students in their tertiary education, and invested \$210,000 in school infrastructure upgrades to strengthen teaching and improve learning outcomes.
	Funded by the Newmont Akyem Development Foundation (NAKDeF), the Akyem Vocational Training Institute (AVTI) is a community project launched in 2022. It offers training in four programs – welding and fabrication, general electrical, plumbing, and building and construction. Currently, more than 250 students are enrolled, and the goal is to increase female enrollment to 35 percent by 2024. The AVTI is accredited by the Ministry of Education’s Technical and Vocational Education and Training Services.
	The Women Economic Resilience Program (WERP) helps women-owned businesses enhance their skills in both industrial and domestic garment production. The program, which began in 2021 with dressmakers at Ahafo North, has been replicated at Ahafo South. Participants are trained in dressmaking skills and techniques and important business skills. In 2023, 30 women completed training on sewing industrial uniforms and security uniforms.
<b>Mexico</b>	We awarded 678 scholarships to students who live in the communities near the mine and State of Zacatecas under the “Impulsa tu futuro” (Improve Your Future) program. We also provided computers for four classrooms and seven school libraries, held workshops on inclusion, diversity and equity for nearly 600 students, and delivered more than 2,700 Christmas gifts to people of all ages.
<b>Peru</b>	Yanacocha, the Provincial Municipality of Cajamarca and the drinking water and sanitation service provider (SEDACAJ) collaborated on a project to increase the city of Cajamarca’s drinking water supply. The initial well, which is under construction, was financed directly by Yanacocha. The following six wells will be funded through Works for Taxes, a public-private funding mechanism that allows companies to fund public works projects through their taxes.
	Since launching the Happy Schools Project (supported by the Newmont COVID-19 Global Community Support Fund), more than 8,000 students from 114 educational institutions in Cajamarca have benefited from improved classroom environments. The project also provided specialized training to nearly 350 directors and teachers.
<b>Suriname</b>	Newmont completed the first two phases of turning an existing community center into a multi-functional center (the Snesie Kondre Multifunctional Center Project). The center will house a modern police station, victim care agency, legal office, central bureau for civil and social affairs, first aid room and observation posts. The third phase is expected to commence in early 2024.

**2023 COMMUNITY INVESTMENT HIGHLIGHTS**

Country	Activities
U.S.	<p>CC&amp;V donated \$270,226 through its Community Investment Fund and \$80,555 through the Newmont Legacy Fund to 115 local organizations and nonprofits. CC&amp;V also awarded \$55,000 to school districts in Teller and Fremont Counties, \$18,500 to various scholarship funds, and \$50,000 to Trout Unlimited to support its Colorado Abandoned Mine Reclamation program.</p> <p>CC&amp;V employees completed 151 volunteer hours to support various events and nonprofits within the local communities, plus an additional 46.5 volunteer hours of providing Alaska Resource Education programming in local elementary schools.</p>

**COVID-19 GLOBAL COMMUNITY SUPPORT FUND**

In April 2020, Newmont established a COVID-19 Global Community Support Fund (the Fund) dedicated to addressing the impacts of the pandemic. In January 2024, Newmont successfully reached the Fund’s established goal of distributing \$20 million in critical financial resources to host communities. These donations were targeted toward addressing immediate impacts and helping catalyze long-term resiliency and community development.

Between 2020 and 2023, we directed 54 percent of contributions toward workforce and community health initiatives, 16 percent toward local economic resilience, 10 percent toward food security and 8 percent toward vaccine access and distribution.

Fund donations in 2023 totaled \$2.2 million and were largely directed toward supporting long-term community resilience and community health. Notable contributions included:

**COVID-19 GLOBAL COMMUNITY SUPPORT FUND**

Country	Activities
Argentina	In 2022, Cerro Negro launched its three-year “Mas Emprendedores” (More Entrepreneurs) program aimed at financing projects that promote the development and growth of entrepreneurs in the nearby communities of Perito Moreno and Los Antiguos (with women-owned or -operated new businesses receiving priority). Following a call to all local micro and small businesses, we awarded 13 entrepreneurs in 2023 with loans that are up to 50 percent lower than the Central Bank of Argentina’s base interest rate.
Australia	We donated 1,000 rapid testing kits to the South West Aboriginal Medical Services in Bunbury.
Canada	Contributions from the Fund during 2023 were largely directed toward women’s and family shelters (\$150,000) in Indigenous and local communities near our operations in Canada. These shelters support employment, childhood development, education and food security, all of which were adversely affected by the COVID-19 pandemic. We also contributed \$25,000 toward the repair of three homes in Iskut that were damaged by fire, displacing several families.
Ghana	At both our Ahafo South and Akyem operations, we donated medical supplies valued at \$23,000 to the respective District Health Directorates. The items included testing kits, masks, gloves, needles and syringes, disinfectants and hand sanitizers.
Mexico	We launched the “Reactivarse” (Reactivate) program to empower local businesses with enhanced financial, marketing, sales and other essential business skills. This initiative aims to boost economic resilience and foster business growth.
Peru	Since 2008, Yanacocha’s Asociación Los Andes de Cajamarca (ALAC) foundation has sponsored the Unidades de Crédito y Ahorro de Cajamarca (UNICA) microfinance project that supports farmers and entrepreneurs in the region. The Newmont Global Community Support Fund has contributed to the UNICA program to help address the economic challenges brought about by the COVID-19 pandemic. In 2023, we contributed \$100,000 to further grow the UNICA network. We highlight the UNICA program on <a href="#">page 68</a> .

COVID-19 GLOBAL COMMUNITY SUPPORT FUND

Country	Activities
Suriname	In late 2022, we partnered with the Ministry of Health to support a program being implemented by Crown Agents (a nonprofit organization). The initiative focuses on enhancing the health sector through technical training and programs aimed at building resilience and preparedness for ongoing and future communicable disease outbreaks. We highlight some of the program activities in the “Strengthening Healthcare and Resilience in Suriname” story on this page. We also contributed \$80,000 to support an existing program that trains local farmers along our transport corridor on business practices so the mine’s camp services can purchase the vegetables produced by the farmers.
U.S.	We contributed \$300,000 to the American Red Cross Global Disaster Preparedness Center, which supports learning, knowledge sharing, innovation and networking among disaster preparedness practitioners worldwide. Our donation aids in the development of an Early Warning System for communities in the Latin America and Caribbean region. Additionally, it supports a global initiative called Limitless, which identifies and supports youth-led innovations that enhance community resilience to climate change impacts.



Photo: Merian, Suriname

## STRENGTHENING HEALTHCARE AND RESILIENCE IN SURINAME

Suriname faces a twofold challenge posed by both non-communicable diseases (NCDs) and COVID-19. NCDs, encompassing cardiovascular ailments and diabetes, contribute to approximately 70 percent of deaths. The repercussions of COVID-19 have been substantial in Suriname, particularly affecting individuals with NCDs who face a higher risk of severe illness and mortality.

In response, Newmont partnered with Suriname’s Ministry of Health to launch the Recovery and Resilience Project in October 2022, engaging Crown Agents to execute the project initiatives. The project aimed to strengthen Suriname’s health system, reduce NCD and COVID-19 burdens, and enhance emergency response capabilities. It consists of four work streams:

- **Strengthen NCD services and COVID-19 vaccination uptake** – Enhance information availability and patient care during routine appointments, promoting vaccine uptake.
- **Coordinate behavior change communications** – Focus on healthy lifestyle choices and COVID-19 vaccines, ensuring coordinated and unified messaging.

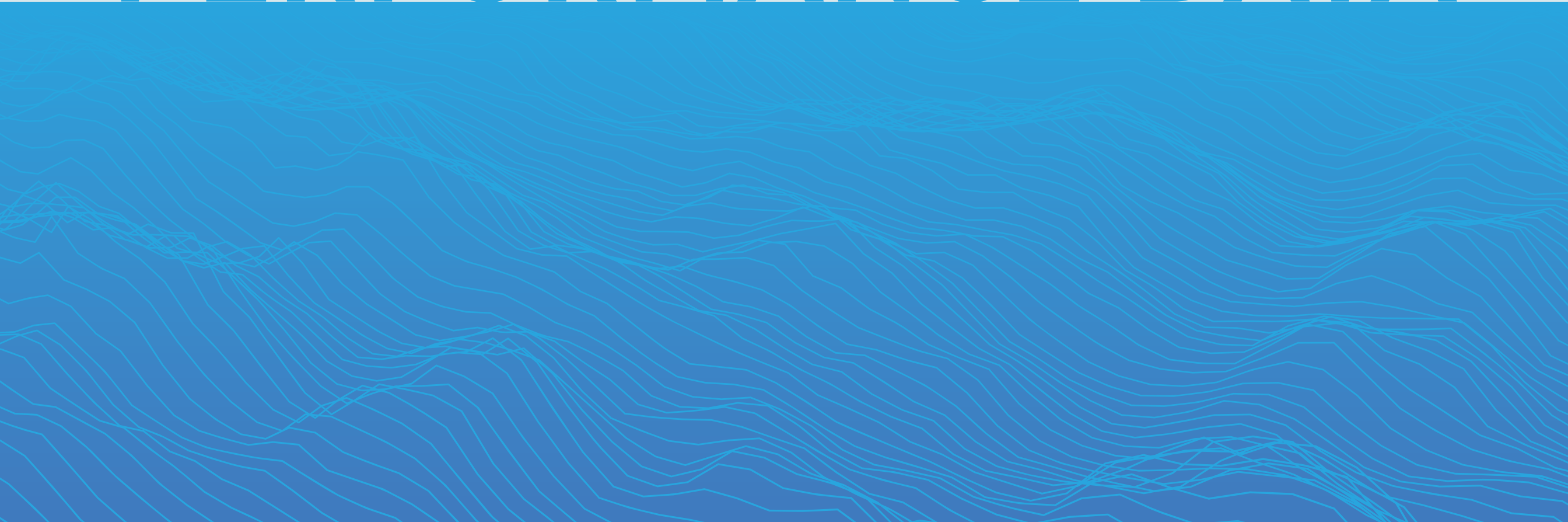
- **Address healthcare worker hesitancy** – Develop strategies, modules and training to encourage healthcare workers to adopt healthier lifestyles.
- **Strengthen cold chain capacity** – Improve the proper storage and distribution of vaccines.

In March, the Healthy Lifestyle Officer (HLO) program was launched, with 14 individuals selected as HLOs to visit schools, neighborhoods and community centers and provide information and discuss ways people can adopt healthier lifestyles.

To reduce healthcare worker hesitancy, Crown Agents conducted a study that found a need to equip healthcare workers with practical skills that promote a healthy lifestyle. In response to these findings, a three-day training for healthcare workers was held in August, covering topics such as smoking, alcohol abuse, healthy nutrition, physical activity, mental health, and social and behavioral change communication. Approximately 20 healthcare workers participated in the workshop.

In October 2023, Newmont donated medical supplies worth \$425,000 to 13 clinics. Procured by Crown Agents, the supplies included point-of-care diagnostic devices, solar-powered vaccine refrigerators and mobile ultrasound machines. This donation expands health services and improves access, particularly for vulnerable groups like those with chronic diseases.

# PERFORMANCE DATA





## PERFORMANCE DATA

Detailed performance data, reflecting the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator is available in our [2023 Performance Data tables](#). Energy and climate change data for 2023 will be published in May 2024 alongside Newmont’s 2023 Climate Performance disclosure.

### Order of Performance Data Tables

Performance data tables for Newmont sites prior to the acquisition of Newcrest are presented in alphabetical order by category:

**Business integrity and transparency**

- Compliance and significant events
- Integrity and anti-corruption measures
- Policy influence

**Environment**

- Air emissions
- Biodiversity
- Closure and reclamation
- Cyanide management
- Significant materials consumption
- Spills
- Tailings management
- Waste
- Water stewardship

**Health and safety**

- Emergency preparedness
- Workforce safety

**Social**

- Artisanal and small-scale mining
- Community impacts
- Complaints
- Human rights assessments
- Human rights supplier screening
- Human rights security personnel training
- Human rights workforce training
- Indigenous peoples
- Land or resource use disputes
- Resettlement and/or relocation activity
- Social impact assessment and engagement

**Value sharing**

- COVID-19 Global Community Support Fund
- Community investments
- Economic value generated and distributed
- Supply chain spending
- Tax transparency

**Workforce**

- Breakout of total workforce
- Compensation and equal remuneration
- Diversity
- Labor management relations
- Talent attraction and retention
- Training and professional development

Performance data tables for Newcrest sites during the period November 6 – December 31, 2023 for select material data are presented in alphabetical order by category:

**Environment**

- Water stewardship

**Health and safety**

- Workforce safety

**Workforce**

- Workforce demographics overview
- Compensation and equal remuneration

# REPORTING INDEX



## REPORTING INDEX

The disclosures in this report align with the requirements in the following sustainability standards and frameworks:

- Global Reporting Initiative (GRI) Standards;
- Sustainability Accounting Standards Board (SASB) Version 2023-12 of the SASB Metals & Mining Industry Standard;
- United Nations Guiding Principles (UNGP) on Business and Human Rights Reporting Framework and Guidance;
- Extractive Industries Transparency Initiative (EITI) Expectations;
- International Council on Mining and Metals (ICMM) Social and Economic Reporting Framework and Guidance;
- ICMM Mining Principles;
- World Gold Council (WGC) Responsible Gold Mining Principles; and
- Task Force on Climate-related Financial Disclosures (TCFD) (2017 version) and the TCFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry).

Our [Reporting Index](#) complements this report, guiding readers to our disclosures under the respective reporting frameworks. We also include several references to our [website](#), [2023 Annual Report](#) (or [2023 Form 10-K Report](#)), CDP [Climate](#) and [Water](#) 2023 responses, our [Climate Report](#) and other sources.

### Order of Indices

**GRI Standards**

**SASB Standards**

**UN Guiding Principles**

**EITI Expectations**

**ICMM Social and Economic Reporting Framework and Guidance**

**ICMM Mining Principles**

**WGC Responsible Gold Mining Principles**

Photo: Akyem, Ghana



## ABOUT THIS REPORT

### SCOPE

This report is our annual disclosure (January 1 to December 31, 2023) of our sustainability performance at wholly owned operations and joint ventures prior to the acquisition of Newcrest where Newmont is the operator. Select performance data for sites acquired as part of the Newcrest transaction is available in our [2023 Performance Data tables](#). See [Report Assurance](#) for more details. Unless otherwise noted, Newmont’s corporate office, regional offices, exploration sites and legacy sites are not included in this report.

References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to “Newcrest,” “former Newcrest” or “new-to-Newmont” refer to Newcrest Mining Limited prior to its acquisition by Newmont in 2023. References to “Goldcorp” or “former Goldcorp” refer to Goldcorp, Inc. prior to its acquisition by Newmont in 2019. Data presented in this report covers our performance for the 2023 calendar year, which corresponds to our fiscal year.

As part of an organizational design undertaken in 2023, Newmont revised references to business descriptions and some function names and titles. This includes changing “corporate” to “enterprise” and “regions” to “business units.” The “Sustainability and External Relations” function is now split into two functions (“Safety and Sustainability” and “External Relations”), and “Human Resources” is now the “People” function.

Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The previous report was published in April 2023, and this report was published on April 18, 2024.

All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Exceptions to this scope are noted in the applicable sections and data tables.

### METHODOLOGY AND BASIS OF PREPARATION

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

### CAUTIONARY

This report contains forward-looking statements that are intended to be covered by the safe harbor created by securities laws. Words such as expect, feel, believe, will, may, anticipate, estimate, intend, target and similar expressions are intended to identify forward-looking statements. Such statements may include, without limitation, expectations regarding future performance, innovation and efficiencies, achievement of targets, performance indicators and goals, including emissions and other ESG targets, and long-term value creation, which are subject to risks and uncertainties that could cause actual results to differ materially. See [Forward-Looking Statements and Risk Factors in the 2023 Form 10-K](#) for additional information.

### BOUNDARIES

We prepared our 2023 Annual Sustainability Report in accordance with the GRI Standards, including the Mining and Metals Sector Supplement, and the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2023-12). In May 2023, we published our third annual [Climate Report](#), which was prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Newmont Corporation’s consolidated financial statements included within its [2023 Annual Report and Form 10-K](#) for the year ended December 31, 2023, filed with the SEC on February 29, 2024, were audited by Ernst & Young LLP (PricewaterhouseCoopers LLP audited the financial statements of the Nevada Gold Mines LLC and its subsidiaries.) Ernst & Young’s opinion on the December 31, 2023, financial statements does not extend to the data included in this report.

### RESTATEMENTS

Continuous improvements to our data collection systems and measurement methodologies may lead to restatements of previously reported data. Restatements will be provided when a change in measurement methodology or an error in previously reported information has the potential to impact a users’ decision-making. Restatements will also be provided in cases of significant changes in reporting parameters (e.g., mergers, acquisitions, divestments). These restatements are included as footnotes where applicable.

### SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes to the basis of our reporting in accordance with the GRI Standards in 2023. Note, selected metrics for sites acquired from Newcrest for the period November 6–December 31, 2023, are included in the [2023 Performance Data tables](#).

### POLICIES AND STANDARDS

Newmont’s six global policies state our intentions, aspirations and commitments across key aspects of our business. These policies are supported by more than 100 global standards that set the minimum acceptable requirements for behaviors, decisions and performance, and many of these standards are mentioned throughout this report.

All our policies, as well as the following standards, are posted on our website (available in English, Spanish, Dutch and French).

<b>Policies</b>	<a href="#">Asset and Value Protection</a> <a href="#">Business Integrity</a> <a href="#">Health, Safety and Security</a> <a href="#">Operations and Resource Development</a> <a href="#">People</a> <a href="#">Sustainability and Stakeholder Engagement</a>
<b>Social and environmental standards</b>	<a href="#">Air Emissions Management</a> <a href="#">Biodiversity Management</a> <a href="#">Closure and Reclamation Management</a> <a href="#">Community Investment and Development</a> <a href="#">Cultural Heritage</a> <a href="#">Hazardous Materials Management</a> <a href="#">Human Rights</a> <a href="#">Indigenous Peoples</a> <a href="#">Land Acquisition and Involuntary Resettlement</a> <a href="#">Local Procurement and Employment</a> <a href="#">Product Stewardship</a> <a href="#">Social Baseline and Impact Assessment</a> <a href="#">Stakeholder Relationship Management</a> <a href="#">Tailings Storage Facility and Heap Leach Facility Environmental Management</a> <a href="#">Tailings Storage Facility Technical and Operations</a> <a href="#">Waste Management</a> <a href="#">Waste Rock and Ore Stockpile Facility Management</a> <a href="#">Water Management</a>
<b>Human resources standards</b>	<a href="#">Compensation and Benefits</a> <a href="#">Conduct and Non-discriminatory Treatment in Employment</a> <a href="#">Employment</a> <a href="#">Global Inclusion and Diversity</a> <a href="#">Labor Relations</a> <a href="#">Talent and Performance Management</a> <a href="#">Third Party Worker</a>

**ADDITIONAL INFORMATION**

More information about Newmont is available on our [website](#). For details on our financial performance and governance structure, please refer to our [2023 Form 10-K](#), an annual overview of Newmont’s business and financial condition submitted to the U.S. Securities and Exchange Commission. Our [2024 Proxy Statement](#) includes details on shareholder voting matters, our Board of Directors and practices related to executive compensation.

Our new Sustainability section on our [website](#) includes information on our approach (i.e., governance, risk management, strategy and management approach) for the following material sustainability issues:

- Business Integrity and Compliance
- Responsible Sourcing
- Health, Safety and Security
- People and Culture
- Human Rights
- Social Acceptance
- Energy and Climate Change
- Water Stewardship
- Tailings Management
- Biodiversity
- Closure and Reclamation
- Materials
- Value Sharing

We also include details on our Responsible Mining Standards and Disclosures, Stakeholder Engagement and our support for the United Nations Sustainable Development Goals.

**CONTACT INFORMATION**

We welcome feedback on this report or any other aspect of our sustainability performance. For a full list of contacts at Newmont, please visit [Contact Us](#) on our website.

**REPORT ASSURANCE**

PricewaterhouseCoopers (PwC) is Newmont’s independent assurance provider for 2023 sustainability reporting. PwC’s assurance scope involves reviewing disclosures at the enterprise level, which encompasses data from the 12 operating sites managed by Newmont before the Newcrest acquisition in November 2023. The scope also includes some disclosures that are only reported at the site level (e.g., local employment).

Assurance on select publicly reported material data was completed using the internationally recognized ISAE 3000 Standard, aligned to recommendations from ICMM.

PwC’s assurance is reflected in the [Independent Limited Assurance Report](#) for the following disclosures:

- Selected performance metrics in our Annual Sustainability Report;
- Our self-assessment of conformance with ICMM Subject Matters as described in the assurance report and Performance Expectations; and
- Our self-assessment of our conformance with the World Gold Council Responsible Gold Mining Principles.

Ernst & Young (EY) provided assurance over select publicly reported material data for sites acquired in the Newcrest transaction. EY’s assurance is reflected in a separate [Independent Limited Assurance Report](#).



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