

2019 SUSTAINABILITY REPORT  
GRI CONTENT INDEX

# Beyond the Mine



# GRI Content Index

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| 102-2 Activities, brands, products, and services   | SASB EM-MM-000.A: Production of (1) metal ores and (2) finished metal products         |  | Our Business, p. 9<br><a href="#">2019 10-K report – Item 1. Business</a> , pp. 6–8  |  |   |   |
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| 102-8 Information on employees and other workers   | SASB EM-MM-000.B: Total number of employees, percentage of contractors                 |  | Our Workplace, pp. 12–13<br>Performance Against 2019 Sustainability Targets – Inclusion and Diversity and Local Employment targets, p. 7<br>Performance Data – Total workforce: Trailing five years, Employees by region: Trailing five years, Contractor by region: Trailing five years, p. 176<br>Performance Data – Employee gender breakout 2019: Number by country, Employee gender breakout 2019: Number by employee category, Female representation 2019: Percentage by employee category, p. 178<br>Performance Data – Employee age distribution 2019: Number and percentage by age range and category, p. 179 |  |   |   |
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| 102-11 Precautionary Principle or approach                          |  |  | Our Business – Purpose, Mission, Visions, Values, Business Strategy, p. 10<br>Note: Newmont submits to the United Nations Global Compact (UNGC) an annual Communication on Progress, affirming our commitment to operate according to the UNGC's 10 universal principles, including Principle No. 7, which states, "Businesses should support a precautionary approach to environmental challenges." The precautionary approach – which is the process for investigating, addressing and mitigating how our actions may threaten the environment – is embedded in our risk management process as well as our purpose, vision and values. | Principle 2                                    |   | Yes   |
| 102-12 External initiatives   |  |  | Our Approach to Sustainability – Supporting the Sustainable Development Goals, p. 22<br>Our Approach to Sustainability – Voluntary Commitments and Disclosures, pp. 24–26<br>Human Rights – Engagement with Indigenous Groups Near Our Operations and Sites, pp. 64–67<br>Value Sharing – Approach – Economic Impacts, p. 92<br>Value Sharing – 2019 Performance – Revenue Transparency, p. 96<br>Value Sharing – 2019 Performance – Investing in Sustainable Development, p. 97<br>Value Sharing – 2019 Performance – Local Employment and Skills Development, pp. 98–99  | Principle 1, 2                                 | SDG 17  | Yes   |
| 102-13 Membership of associations                                   |  |  | Our Approach to Sustainability – Voluntary Commitments and Disclosures, pp. 24–26<br>Performance Data – 2019 Trade association dues: amount and percentage attributable to political advocacy, p. 109  |  | SDG 17  | Yes   |

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| <b>STRATEGY</b>                              |  |   |   |  |   |   |
| 102-14 Statement from senior decision-maker  |  |   | Letter from Tom Palmer, President and Chief Executive Officer, pp. 3-4<br>Letter from Jane Nelson, Safety and Sustainability Committee Chair, pp. 5-6   |  |   | Yes   |
| 102-15 Key impacts, risks, and opportunities |  | TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term | Letter from Tom Palmer, President and Chief Executive Officer, pp. 3-4<br>Our Supply Chain – Supplier Risk, p. 14<br>Our Approach to Sustainability – Our Sustainability Strategy – Strategic Imperatives, p. 16<br>Our Approach to Sustainability – Our Sustainability Strategy – Technology and Innovation, p. 17<br>Our Approach to Sustainability – Materiality, pp. 17-18<br>Our Approach to Sustainability – Stakeholder Engagement, pp. 19-21<br>Risk Management – Approach – Country Risk, p. 41<br>Risk Management – 2019 Performance – Sustainability Risks, Country Risk Trends, Crisis Management, Cyber Risks, pp. 42-44<br>Safety and Health – Approach – Preventing Fatalities – Fatality Risk Management governance, p. 47<br>Safety and Health – Approach – Workplace Health and Hygiene Risks, p. 48<br>Safety and Health – 2019 Performance – Fatality Risk Review, Injuries, Safety Culture Reviews, Fatigue Management, pp. 49-51<br>Social Acceptance – Approach – Risk and impact management, p. 53<br>Human Rights – Approach – Human Rights Risks in the Supply Chain, p. 59<br>Human Rights – 2019 Performance – Human Rights and Our Supply Chain, p. 63<br>Environment – Our Approach – Cyanide management, Biodiversity, Air emissions, Waste management, p. 71<br>Water Stewardship – 2019 Performance – Toward Water Stewardship – Water risks and management, Water-related risk by site, pp. 76-77<br>Energy and Climate Change – Approach – Risk Management, pp. 86-87<br>Closure and Reclamation – Approach, pp. 89-90<br><a href="#">2019 10-K report – Item 1A. Risk Factors</a> , pp. 12-35<br>CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections, available at <a href="#">CDP.net</a> and also on the <a href="#">Newmont website</a> . | Principle 4                                    |   | Yes   |

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| <b>ETHICS AND INTEGRITY</b>  |  |   |  |  |   |   |
| 102-16 Values, principles, standards, and norms of behavior                          |  |   | Our Business – Purpose, Mission, Vision, Values, Business Strategy, p. 10<br>Governance – Our Approach, p. 32<br>Ethics and Compliance – Approach, p. 37   | Principle 1, 2, 4                              |   | Yes   |
| 102-17 Mechanisms for advice and concerns about ethics                               |  |   | Ethics and Compliance – 2019 Performance, pp. 38-40  | Principle 1, 2, 4                              |   | Yes   |
| <b>GOVERNANCE</b>  |  |   |  |  |   |   |
| 102-18 Governance structure  |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues   | Governance – Our Approach, p. 32<br>Corporate Governance – Approach, Board of Directors, Sustainability Governance, pp. 33-35<br>Corporate Governance – 2019 Performance, pp. 35-36<br><a href="#">2020 Proxy Statement – Committees of the Board of Directors and Attendance</a> , pp. 28-30<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3 | Principle 1                                    |   | Yes   |
| 102-19 Delegating authority  |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues   | Corporate Governance – Board of Directors, Sustainability Governance, pp. 33-35<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3<br><a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33  | Principle 1, 2, 4                              |   | Yes   |
| 102-20 Executive-level responsibility for economic, environmental, and social topics |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues<br><br>TCFD-G: b) Role of management in assessing and managing climate-related issues | Corporate Governance – Approach, Board of Directors, Sustainability Governance, pp. 33-35<br>Energy and Climate Change – Approach, pp. 85-87<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3<br><a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33   | Principle 1, 2, 4                              |   | Yes   |
| 102-21 Consulting stakeholders on economic, environmental, and social topics         |  |   | Our Approach to Sustainability – Materiality, pp. 17-18<br>Our Approach to Sustainability – Stakeholder Engagement, pp. 19-21  | Principle 1, 2, 4                              | SDG 17  | Yes   |
| 102-22 Composition of the highest governance body and its committees                 |  |   | <a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33<br><a href="#">2020 Proxy Statement – Committees of the Board of Directors and Attendance</a> , pp. 28-30<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3   | Principle 1, 2, 4                              |   |   |

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| 102-23 Chair of the highest governance body                                     |  |   | <a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33   | Principle 1, 2, 4                              |   |   |
| 102-24 Nominating and selecting the highest governance body                     |  |   | <a href="#">2020 Proxy Statement – Process for Selecting New Directors, Retirement Age and Board Refreshment</a> , pp. 36-38  | Principle 1, 2, 4                              |   |   |
| 102-25 Conflicts of interest  |  |   | Corporate Governance Guidelines – Duties of Board Members – 3. Conflicts of Interest, p. 6<br><a href="#">Code of Ethics for Senior Financial Officers</a><br><a href="#">2020 Proxy Statement – Compensation Consultant</a> , p. 39  | Principle 1, 2, 4                              |   |   |
| 102-26 Role of highest governance body in setting purpose, values, and strategy |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues   | Corporate Governance – Board of Directors, p. 33<br><a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33   |  |   |   |
| 102-27 Collective knowledge of highest governance body                          |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues   | <a href="#">2020 Proxy Statement – Director Nominee Overview</a> , pp. 18-25  |  |   |   |
| 102-28 Evaluating the highest governance body's performance                     |  |   | <a href="#">2020 Proxy Statement – Board, Committee and Director Assessment</a> , pp. 35-36   |  |   |   |
| 102-29 Identifying and managing economic, environmental, and social impacts     |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues<br><br>TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks | Corporate Governance – Sustainability Governance, pp. 33-35<br>Risk Management – Approach, pp. 41-42<br><a href="#">2020 Proxy Statement – Safety and Sustainability Committee</a> , p. 30<br><a href="#">2020 Proxy Statement – Board Oversight of Risk Management</a> , p. 34 | Principle 2, 4, 6                              |   | Yes   |
| 102-30 Effectiveness of risk management processes                               |  | TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks  | Risk Management – Approach, pp. 41-42<br>Risk Management – 2019 Performance, pp. 42-44<br><a href="#">2019 10-K report – Item 1A. Risk Factors</a> , pp. 12-35  | Principle 4                                    |   | Yes   |

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| 102-31 Review of economic, environmental, and social topics       |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues<br><br>TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks | Our Approach to Sustainability – Materiality, pp. 17-18<br>Corporate Governance – Sustainability Governance, pp. 33-35<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3   |  |   |   |
| 102-32 Highest governance body's role in sustainability reporting |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues   | Our Approach to Sustainability – Materiality, pp. 17-18<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3  |  |   |   |
| 102-33 Communicating critical concerns                            |  |   | Corporate Governance – Sustainability Governance, p. 35<br>Ethics and Compliance – Approach, p. 37<br>Ethics and Compliance – 2019 Performance, pp. 38-40<br>Social Acceptance – 2019 Performance, pp. 55-56  |  |   |   |
| 102-34 Nature and total number of critical concerns               |  |   | Ethics and Compliance – 2019 Performance – Ethics Investigations, pp. 39-40<br>Social Acceptance – 2019 Performance – Community Relationships, pp. 55-57<br>Human Rights – 2019 Performance – Human rights issues recorded, investigated and substantiated in 2019, p. 62<br>Performance Data – Ethics and Anti-Corruption Measures, pp. 108-109<br>Performance Data – Complaints and Grievances, p. 161<br>Performance Data – Human Rights – Allegations and Outcomes, pp. 162-163<br>Performance Data – Land or Resource Disputes, p. 169<br>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our Proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged. |  |   | Yes   |
| 102-35 Remuneration policies                                      |  |   | <a href="#">2020 Proxy Statement – Practices and Policies Related to Equity Compensation</a> , pp. 72-74<br><a href="#">Newmont Corporate Governance Guidelines</a>   |  |   |   |
| 102-36 Process for determining remuneration                       |  |   | <a href="#">2020 Proxy Statement – Executive Compensation Program Overview</a> , pp. 53-56<br><a href="#">Newmont Corporate Governance Guidelines</a>   |  |   |   |

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| 102-37 Stakeholders' involvement in remuneration              |  |  | <a href="#">2020 Proxy Statement – 2019 Stockholder Engagement</a> , p. 49   |  |   |   |
| 102-38 Annual total compensation ratio                        |  |  | Note: Not disclosed at regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2020 Proxy Statement, p. 95<br>Additional salary ratios are reported in the Performance Data – Workforce, p. 177   |  |   |   |
| 102-39 Percentage increase in annual total compensation ratio |  |  | Note: Not disclosed at regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont 2020 Proxy Statement, p. 95<br>Additional salary ratios are reported in the Performance Data – Workforce, p. 177   |  |   |   |
| <b>STAKEHOLDER ENGAGEMENT</b>                                 |  |  |  |  |   |   |
| 102-40 List of stakeholder groups                             |  |  | Our Approach to Sustainability – Stakeholder Engagement, pp. 19–21<br>Human Rights – 2019 Performance – Indigenous Peoples, pp. 64–68  | Principle 10                                   | SDG 17  | Yes   |
| 102-41 Collective bargaining agreements                       |  |  | Our Workplace – Labor Relations, p. 13<br>Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years, p. 179<br><a href="#">2019 10-K report – Risks Related to Our Business</a> , p. 18  |  |   |   |
| 102-42 Identifying and selecting stakeholders                 |  |  | Our Approach to Sustainability – Stakeholder Engagement, p. 19   |  |   |   |
| 102-43 Approach to stakeholder engagement                     |  |  | Our Approach to Sustainability – Stakeholder Engagement, pp. 19–21<br>Social Acceptance – Approach, pp. 53–54  | Principle 10                                   |   | Yes   |
| 102-44 Key topics and concerns raised                         |  |  | Our Approach to Sustainability – Stakeholder Engagement, pp. 19–21<br>Social Acceptance – 2019 Performance – Reasons for complaints and grievances by category 2019: Site level, p. 56<br>Social Acceptance – 2019 Performance – Key community matters and activities, pp. 56–57<br>Human Rights – 2019 Performance – Significant Human Rights Events, p. 62<br>Performance Data – Complaints and Grievances, p. 161<br>Performance Data – Actual and/or potential community impacts and mitigation responses by site, pp. 158–161<br>Performance Data – Significant disputes related to land or resource use 2019: Site level, p. 169 | Principle 10                                   |   | Yes   |



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| <b>REPORTING PRACTICE</b>   |  |  |  |  |   |   |
| 102-45 Entities included in the consolidated financial statements |  |  | About This Report – Scope, p. 27<br><a href="#">2019 10-K report – Item 7. Management Discussion and Analysis of Consolidated Financial Condition and Results of Operations</a> , pp. 60-61                | Principle 10                                   |   |   |
| 102-46 Defining report content and topic Boundaries               |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29   | Principle 10                                   |   | Yes   |
| 102-47 List of material topics                                    |  |  | Our Approach to Sustainability – Materiality – 2019 Materiality Matrix, p. 18  | Principle 10                                   |   | Yes   |
| 102-48 Restatements of information                                |  |  | About This Report – Restatements, p. 29<br>Performance Data – Introduction, p. 102   | Principle 10                                   |   | Yes   |
| 102-49 Changes in reporting                                       |  |  | About This Report – Significant Changes in Reporting Parameters, p. 29   | Principle 10                                   |   | Yes   |
| 102-50 Reporting period   |  |  | About This Report – Scope, p. 27   | Principle 10                                   |   | Yes   |
| 102-51 Date of most recent report                                 |  |  | About This Report – Scope, p. 27   | Principle 10                                   |   | Yes   |
| 102-52 Reporting cycle  |  |  | About This Report – Scope, p. 27   | Principle 10                                   |   | Yes   |
| 102-53 Contact point for questions regarding the report           |  |  | About This Report – Contact Information, p. 29   | Principle 10                                   |   |   |
| 102-54 Claims of reporting in accordance with the GRI Standards   |  |  | About This Report – Boundaries, p. 27  | Principle 10                                   |   | Yes   |
| 102-55 GRI content index  |  |  | This table is Newmont's 2019 GRI Standards Content Index.<br>Note: Content Index is also available as a separate downloadable file, available at <a href="http://newmont.com">newmont.com</a>              | Principle 10                                   |   | Yes   |
| 102-56 External assurance   |  |  | About This Report – Scope, p. 27<br>About This Report – Boundaries, pp. 27-29<br>About This Report – Report Assurance, p. 30<br><a href="#">Apex Companies, LLC (Apex) Independent Assurance Statement</a> |  |   |   |

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| <b>GOVERNANCE: CORPORATE GOVERNANCE</b>  |  |  |   |  |   |   |
| <b>MANAGEMENT APPROACH</b>   |  |  |   |  |   |   |
| 103-1 Explanation of the material topic and its Boundary                             |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About this Report – Boundaries, pp. 27-29  |  |   |   |
| 103-2 The management approach and its components                                     |  |  | Corporate Governance – Approach, p. 33<br>Corporate Governance – Board of Directors, p. 33<br>Corporate Governance – Sustainability Governance, pp. 33-35<br><a href="#">2020 Proxy Statement – Corporate Governance</a> , pp. 31-42<br><a href="#">Newmont Corporate Governance Guidelines</a>   |  |   |   |
| 103-3 Evaluation of the management approach  |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls; Evaluating Our Performance, p. 35<br><a href="#">2020 Proxy Statement – Corporate Governance</a> , p. 31-42  |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>  |  |  |   |  |   |   |
| 102-18 Governance structure  |  |  | Governance – Our Approach, p. 32<br>Corporate Governance – Board of Directors, p. 33<br>Corporate Governance – Sustainability Governance, pp. 33-35<br>Corporate Governance – 2019 Performance, pp. 35-36<br><a href="#">2020 Proxy Statement – Committees of the Board of Directors and Attendance</a> , pp. 28-30<br>Note: All Board bylaws, guidelines, charts and related governance documents are available at <a href="#">Newmont.com</a> |  |   | Yes   |
| 102-19 Delegating authority  |  |  | Corporate Governance – Board of Directors, p. 33<br>Corporate Governance – Sustainability Governance, pp. 33-35<br><a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33  |  |   | Yes   |
| 102-20 Executive-level responsibility for economic, environmental, and social topics |  |  | Corporate Governance – Board of Directors; Sustainability Governance, pp. 33-35<br>Energy and Climate Change – Approach, pp. 85-87<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter</a> , Oct. 2019, pp. 1-3<br><a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33  |  |   | Yes   |
| 102-22 Composition of the highest governance body and its committees                 |  |  | <a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33<br><a href="#">2020 Proxy Statement – Committees of the Board of Directors and Attendance</a> , pp. 28-30<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter</a> , Oct. 2019, pp. 1-3  |  |   |   |
| 102-23 Chair of the highest governance body  |  |  | <a href="#">2020 Proxy Statement – Board Leadership and Independent Chair</a> , pp. 32-33   |  |   |   |

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| 102-27 Collective knowledge of highest governance body     |  |  | <a href="#">2020 Proxy Statement – Director Nominee Overview</a> , pp. 18–25   |  |   |   |
| 102-28 Evaluating the highest governing body's performance |  |  | <a href="#">2020 Proxy Statement – Board, Committee and Director Assessment</a> , pp. 35–36  |  |   |   |
| 102-35 Remuneration policies                               |  |  | <a href="#">2020 Proxy Statement – Practices and Policies Related to Equity Compensation</a> , pp. 72–74<br>Newmont Corporate Governance Guidelines, available at <a href="#">Newmont.com</a>  |  |   |   |
| 102-36 Process for determining remuneration                |  |  | <a href="#">2020 Proxy Statement – Executive Compensation Program Overview</a> , pp. 53–57<br>Newmont Corporate Governance Guidelines, available at <a href="#">Newmont.com</a>  |  |   |   |
| 102-37 Stakeholders' involvement in remuneration           |  |  | <a href="#">2020 Proxy Statement – 2019 Stockholder Engagement</a> , p. 49<br>Newmont Corporate Governance Guidelines, available at <a href="#">Newmont.com</a>  |  |   |   |
| <b>GOVERNANCE: ETHICS AND COMPLIANCE</b>                   |  |  |  |  |   |   |
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| 103-1 Explanation of the material topic and its Boundary   |  |  | Our Approach to Sustainability – Materiality, pp. 17–18<br>About This Report – Boundaries, pp. 27–29   |  |   |   |
| 103-2 The management approach and its components           |  |  | Ethics and Compliance – Approach, p. 37<br>See also <a href="#">Newmont.com</a> for Newmont Business Integrity policy<br>Performance Data – Ethics and Anti-corruption Measures – Total ethics matters addressed and substantiated: Trailing five-year data, p. 106<br>Performance Data – Ethics and Anti-corruption Measures– Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five-year data, p. 107<br>Performance Data – Ethics and Anti-corruption Measures – Number and outcomes of substantiated ethics cases 2019: Country level, p. 108<br>Performance Data – Ethics and Anti-corruption Measures – Nature and total number of ethics matters opened in 2019, p. 109 |  |   |   |
| 103-3 Evaluation of the management approach                |  |  | Corporate Governance – Sustainability Governance, pp. 33–35  |  |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|--|---|--|---|---|
| <b>DISCLOSURES AND PERFORMANCE DATA</b>  |  |  |   |  |   |   |
| 102-16 Values, principles, standards, and norms of behavior                    |  |  | Our Business – Purpose, Mission, Vision, Values, Business Strategy, p. 10<br>Governance – Our Approach, p. 32<br>Ethics and Compliance – Approach, p. 37  |  |   | Yes   |
| 102-17 Mechanisms for advice and concerns about ethics                         |  |  | Ethics and Compliance – Approach, p. 37<br>Ethics and Compliance – 2019 Performance, pp. 38-40  |  |   | Yes   |
| 102-25 Conflicts of interest   |  |  | <a href="#">2020 Proxy Statement – Compensation Consultant</a> , p. 39  |  |   |   |
| 102-33 Communicating critical concerns   |  |  | Corporate Governance – Sustainability Governance, p. 35<br>Ethics and Compliance – Approach, p. 37<br>Ethics and Compliance – 2019 Performance, pp. 38-40<br>Social Acceptance – 2019 Performance, pp. 55-56  |  |   |   |
| 102-34 Nature and total number of critical concerns                            |  |  | Ethics and Compliance – 2019 Performance – Ethics Investigations, pp. 39-40<br>Social Acceptance – 2019 Performance – Community Relationships, pp. 55-57<br>Human Rights – 2019 Performance – Human rights issues recorded, investigated and substantiated in 2019, p. 62<br>Performance Data – Ethics and Anti-Corruption Measures, pp. 106-109<br>Performance Data – Complaints and Grievances, p. 161<br>Performance Data – Human Rights – Allegations and Outcomes, pp. 162-163<br>Performance Data – Land or Resource Use Disputes, p. 169<br>Note: We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our Proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged. |  |   | Yes   |
| 205-1 Operations assessed for risks related to corruption                      |  |  | Ethics and Compliance – Approach – Anti-Corruption; Engagement and Training, p. 37<br><a href="#">2019 10-K report – Item 1. Business – Environmental Matters</a> , p. 9<br><a href="#">2019 10-K report – Item 1. Business – Risks Related to Our Business</a> , pp. 16-17   | Principle 1                                    |   | Yes   |
| 205-2 Communication and training about anti-corruption policies and procedures |  |  | Ethics and Compliance – 2019 Performance – Anti-corruption, p. 38<br>Ethics and Compliance – 2019 Performance – Engagement and Training, p. 39<br>Performance Data – Ethics and Anti-corruption Measures – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption training – year over year, p. 109   |  |   |   |

| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10                                      | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|---|---|--|---|--|---|---|
| 205-3 Confirmed incidents of corruption and actions taken                                 |   |  | Ethics and Compliance – 2019 Performance – Ethics Investigations, pp. 39-40<br>Performance Data – Ethics and Anti-corruption Measures – Nature and total number of ethics matters opened in 2019, p. 109<br><a href="#">2019 10-K report – Note 32. Commitments and Contingencies – Other Legal Matters</a> , pp. 172-175   |  |   |   |
| 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices     |   |  | <a href="#">2019 10-K report – Note 32. Commitments and Contingencies – Other Legal Matters</a> , pp. 172-175   |  |   |   |
| 307-1 Non-compliance with environmental laws and regulations                              |   |  | Performance Data – Business Ethics and Transparency – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level, p. 104<br>Performance Data – Business Ethics and Transparency – Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level, p. 105   | Principle 6                                    |   |   |
| 415-1 Political contributions   |   |  | Ethics and Compliance – 2019 Performance – Political Engagement, p. 38<br>Performance Data – Business Ethics and Transparency – 2019 Political Contributions; 2019 Trade association dues: amount and percentage attributable to political advocacy, p. 109<br>For related information about policy influence and lobbying activities, please reference Performance Data – 2019 U.S. lobbying activities, p. 109<br>See also <a href="#">Newmont Political Contributions and Trade Associations disclosures, available at Newmont.com</a> | Principle 1                                    |   | Yes   |
| 417-1 Requirements for product and service information and labeling                       |   |  | Our Supply Chain – Responsible Sourcing, p. 15<br>Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; 2013-2020 reports are available <a href="#">here</a>  | Principle 8                                    |   | Yes   |
| 417-2 Incidents of non-compliance concerning product and service information and labeling |   |  | Our Supply Chain – Responsible Sourcing, p. 15<br>Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; 2013-2020 reports are available <a href="#">here</a>  | Principle 8                                    |   | Yes   |
| 419-1 Non-compliance with laws and regulations in the social and economic area.           |   |  | Performance Data – Business Ethics and Transparency – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level, p. 104<br>Performance Data – Business Ethics and Transparency – Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level, p. 105   |  |   |   |
|   | SASB EM-MM-510a.1: Description of the management system for prevention of corruption and bribery throughout the value chain |  | Our Supply Chain – Supplier Risk, p. 14<br><a href="#">Newmont Supplier Code of Conduct</a><br>See also <a href="#">Newmont.com</a> for <a href="#">Newmont Business Integrity Policy</a> and <a href="#">Newmont Code of Conduct</a>   |  |   |   |

| GRI Standards Disclosure                                 | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|--|--|--|---|---|
| <b>GOVERNANCE: RISK MANAGEMENT</b>                       |  |  |  |  |   |   |
| <b>MANAGEMENT APPROACH</b>                               |  |  |  |  |   |   |
| 103-1 Explanation of the material topic and its Boundary |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29   |  |   |   |
| 103-2 The management approach and its components         |  |  | Risk Management – Approach, pp. 41-42<br>Risk Management – 2019 Performance – Systems and Services, p. 44<br>(note that topic-specific risks and management approaches are discussed throughout the report)  | Principle 4                                    |   | Yes   |
| 103-3 Evaluation of the management approach              |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, p. 35<br>Corporate Governance – Sustainability Governance – Evaluating Our Performance, p. 35<br>Corporate Governance – Sustainability Governance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties</a> , pp. 2-3 |  |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|--|--|--|---|---|
| 102-15 Description of key impacts, risks, and opportunities (2.2.1-2.2.12) |  |  | <p>Letter from Tom Palmer, President and Chief Executive Officer, pp. 3-4</p> <p>Our Supply Chain – Supplier Risk, p. 14</p> <p>Our Approach to Sustainability – Our Sustainability Strategy – Strategic Imperatives, p. 16</p> <p>Our Approach to Sustainability – Our Sustainability Strategy – Technology and Innovation, p. 17</p> <p>Our Approach to Sustainability – Materiality, pp. 17-18</p> <p>Our Approach to Sustainability – Stakeholder Engagement, pp. 19-21</p> <p>Risk Management – Approach – Country Risk, p. 41</p> <p>Risk Management – 2019 Performance – Sustainability Risks, Country Risk Trends, Crisis Management, Cyber Risks, pp. 42-44</p> <p>Safety and Health – Approach – Preventing Fatalities – Fatality Risk Management governance, p. 47</p> <p>Safety and Health – Approach – Workplace Health and Hygiene Risks, p. 48</p> <p>Safety and Health – 2019 Performance – Fatality Risk Review, Injuries, Safety Culture Reviews, Fatigue Management, pp. 49-50</p> <p>Social Acceptance – Approach – Risk and impact management, p. 53</p> <p>Human Rights – Approach – Human Rights Risks in the Supply Chain, p. 59</p> <p>Human Rights – 2019 Performance – Human Rights and Our Supply Chain, p. 63</p> <p>Environment – Our Approach – Cyanide management, Biodiversity, Air emissions, Waste management, p. 71</p> <p>Water Stewardship – Toward Water Stewardship – Water risks and management, Water-related risk by site, pp. 76-77</p> <p>Energy and Climate Change – Approach – Risk Management, pp. 86-87</p> <p>Closure and Reclamation – Approach, pp. 89-90</p> <p><a href="#">2019 10-K report – Item 1A. Risk Factors</a>, pp. 12-35</p> <p>CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections, available at CDP.net and also on the <a href="#">Newmont website</a></p> |  |   | Yes   |
| 102-30 Effectiveness of risk management processes                          |  |  | <p>Risk Management – Approach, pp. 41-42</p> <p>Risk Management – 2019 Performance, pp. 42-44</p> <p><a href="#">2019 10-K report – Item 1A. Risk Factors</a>, pp. 12-35</p>   |  |   | Yes   |
|  |  |  | <p>Newmont-specific Emergency Preparedness KPIs are reported in the Performance Data – Rapid Response performance data table, p. 149</p>   |  |   | Yes   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10   | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|--|--|--|---|--|---|---|
| <b>SOCIAL: SAFETY AND HEALTH</b>   |  |  |   |  |   |   |
| <b>MANAGEMENT APPROACH</b>   |  |  |   |  |   |   |
| 103-1 Explanation of the material topic and its Boundary   |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29  |  |   |   |
| 103-2 The management approach and its components   |  |  | Social Acceptance – Approach, pp. 53-54<br>Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019, pp. 1-3<br>Performance Against 2019 Sustainability Targets – Community Commitments and Complaints and Grievances, pp. 7-8<br>Social Acceptance – 2019 Performance – Community Relationships, p. 55<br>Social Acceptance – Reasons for complaints and grievances by category 2019: Site level, p. 56<br>Performance Data – Significant environmental and/or social events 2019: Site level, p.105<br>Performance Data – Tier 1 complaints or grievances recorded on site registers 2019: Site level, p. 161<br>Performance Data – Complaints and grievances by category 2019: Site level, p. 161 | Principle 1, 5                                 | SDG-5   | Yes   |
| 103-3 Evaluation of the management approach  |  |  | Corporate Governance – Sustainability Governance – 2019 Performance – Audits and Internal Controls, Evaluating Our Performance, p. 35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019, Specific Duties</a> , pp. 2-3   |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>  |  |  |   |  |   |   |
| 403-1 Occupational health and safety management system   |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, p. 35  | Principle 4, 5                                 |   | Yes   |
| 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities. | SASB EM-MM-320a.1: (1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees |  | Safety and Health – 2019 Performance – Injuries – Five-year workforce injury frequency rate; 2019 TRIFR among ICMM member companies, p. 50<br>Safety and Health – 2019 Performance – Occupational Health and Hygiene – Five-year occupational illness frequency rate (OIFR), p. 51<br>Performance Data – Employee-only safety rates: Trailing five-year data, p. 149<br>Performance Data – Employee-only safety data 2019: Site level, p. 150<br>Performance Data – Contractor-only safety rates: Trailing five-year data, p. 151<br>Performance Data – Combined safety rates: Trailing five-year data, p. 153<br>Performance Data – Combined safety rates 2019: Site level, p. 154   | Principle 4, 5                                 | SDG-5   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |



| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10   | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|---|--|--|---|--|---|---|
| 403-4 Worker participation, consultation, and communication on occupational health and safety                       |  |  | Safety and Health – Approach – Engagement and Training, p. 48<br>Safety and Health – 2019 Performance – Fatality Risk Review, p. 49<br>Safety and Health – 2019 Performance – Safety Culture Reviews, p. 50   | Principle 4, 5                                 |   | Yes   |
| 403-5 Worker training on occupational health and safety   | SASB EM-MM-320a.1: (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees |  | Performance Data – Safety trainings 2019: Site level, p. 155  | Principle 5                                    |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |
| 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships |  |  | Performance Data – Safety trainings 2019: Site level, p. 155  | Principle 5                                    | SDG-5   |   |
| 403-9 Work-related injuries   |  |  | Performance Data – Employee-only safety rates: Trailing five-year data, p. 149<br>Performance Data – Employee-only safety data 2019: Site level, p. 150<br>Performance Data – Contractor-only safety rates: Trailing five-year data, p. 151<br>Performance Data – Combined safety data 2019: Site level, p. 152<br>Performance Data – Combined safety rates: Trailing five-year data, p. 153<br>Performance Data – Workforce injury frequency rate (per 200,000 hours worked) 2019: Trailing five-year data, p. 153 | Principle 5                                    |   | Yes   |

| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|---|--|--|--|--|---|---|
| <b>SOCIAL: SOCIAL ACCEPTANCE</b>  |  |  |  |  |   |   |
| <b>MANAGEMENT APPROACH</b>  |  |  |  |  |   |   |
| 103-1 Explanation of the material topic and its Boundary                                      |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29   |  |   |   |
| 103-2 The management approach and its components  |  |  | Social Acceptance – Approach, pp. 53-54<br>Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019, pp. 1-3<br>Performance Against 2019 Sustainability Targets – Community Commitments and Complaints and Grievances, pp. 7-8<br>Social Acceptance – 2019 Performance – Community Relationships, p. 55<br>Social Acceptance – 2019 Performance – Reasons for complaints and grievances by category 2019: Site level, p. 56<br>Performance Data – Significant environmental and/or social events 2019: Site level, p. 105<br>Performance Data – Tier 1 complaints or grievances recorded on site registers 2019: Site level; Complaints and grievances by category 2019: Site level, p. 161 | Principle 1, 2, 9                              |   | Yes   |
| 103-3 Evaluation of the management approach   |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance, p. 35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties</a> , pp. 2-3  |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>   |  |  |  |  |   |   |
| 413-1 Operations with local community engagement, impact assessments and development programs |  |  | Performance Data – Community development leading practices 2019: Site level, p. 157<br>GRI 413-1 is partially disclosed for the 2019 reporting year due to integration activities; this will be fully disclosed for the 2020 reporting year.   | Principle 2, 3, 4, 10                          |   | Yes   |
| 413-2 Operations with significant actual and potential negative impacts on local communities  |  |  | Performance Data – Actual and/or potential community impacts and mitigation responses by site, pp. 158-160   |  |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10                                    | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|--|---|--|--|--|---|---|
| MM6 Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples  | SASB EM-MM-210b.2: Number and duration (# of days) of non-technical production delays                                     |  | <p>Social Acceptance – 2019 Performance – Community Relationships – Key community matters and activities – Mexico, p. 57</p> <p>Social Acceptance – 2019 Performance – Resettlement and Land Use, pp. 57–58</p> <p>Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action – updates for key activities to work with stakeholders in the community surrounding the Peñasquito operations, p. 78</p> <p>Performance Data – Significant environmental and/or social events 2019: Site level, p. 105</p> <p>Performance Data – Number and duration of non-technical delays 2019: Site level, p. 106</p> <p>Performance Data – Significant disputes related to land or resource use 2019: Site level, p. 169</p> | Principle 2, 3, 4, 9                           |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |
| MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples and the outcomes | SASB EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests |  | <p>Social Acceptance – 2019 Performance – Resettlement and Land Use, p. 57</p> <p>Performance Data – Number and duration of non-technical delays 2019: Site level, p. 106</p> <p>Performance Data – Significant disputes related to land or resource use 2019: Site level, p. 169</p>  | Principle 2, 3, 4, 9                           |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |
| MM8 Number and percentage of company operating sites where ASM takes place on or adjacent to the site; the associated risks and actions taken to mitigate these risks          |   |  | <p>Social Acceptance – 2019 Performance – Artisanal and Small-Scale Mining Livelihoods, p. 58</p> <p>Performance Data – Artisanal and small-scale mining (ASM) activity 2019: Site level activities, p. 156</p> <p><a href="#">2019 10-K report – Item 1A. Risk Factors</a>, p. 24</p>   | Principle 1, 5, 9                              | SDG-3, 6, 8   | Yes   |
| MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process                                   |   |  | <p>Social Acceptance – 2019 Performance – Resettlement and Land Use, pp. 57–58</p> <p>Performance Data – Resettlement and/or relocation activity 2019: Site level, p. 170</p>  | Principle 5, 9                                 |   | Yes   |
|  |   |  | <p><b>Newmont priority SDG-3: Good Health and Wellbeing</b></p> <p>Safety and Health – Approach – Community and Public Health, p. 48</p> <p>Safety and Health – Approach – Workplace Health and Hygiene Risks, p. 48</p> <p>Safety and Health – 2019 Performance – Community Health and COVID-19 Response, p. 52</p>   |  | SDG-3   |   |

| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|---|--|--|---|--|---|---|
| <b>SOCIAL: HUMAN RIGHTS</b>   |  |  |   |  |   |   |
| <b>MANAGEMENT APPROACH</b>  |  |  |   |  |   |   |
| 103-1 Explanation of the material topic and its Boundary                              |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29  |  |   |   |
| 103-2 The management approach and its components                                      |  |  | Human Rights – Approach, pp. 59-60<br>Newmont Guide to Respecting Human Rights<br>Performance Against 2019 Sustainability Targets, p. 8<br>Human Rights – 2019 Performance – Human Rights and Our Supply Chain, 2020 Human rights and the supply chain target, pp. 63-64<br>Performance Data – Human rights allegations by country, category and outcome 2019: Site level, pp. 162-163                    | Principle 1, 2                                 |   | Yes   |
| 103-3 Evaluation of the management approach   |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance, p. 35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br>Human Rights – Approach – Performance Measurement, p. 60<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019 – Specific Duties</a> , pp. 2-3 |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>   |  |  |   |  |   |   |
| 410-1 Security personnel trained in human rights policies or procedures               | SASB EM-MM-210a.2: Security, human rights and rights of indigenous peoples             |  | Human Rights – 2019 Performance – Security Program, p. 68<br>Human Rights – 2019 Performance – Training – 2019 Security personnel trained in human rights policies or procedures, p. 69<br>Performance Data – Security personnel trained in human rights policies or procedures 2019: Site level, p. 166  | Principle 1, 2                                 |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |
| 411-1 Incidents of violations involving rights of indigenous peoples                  |  |  | Performance Data – Indigenous lands, agreements, significant events 2019: Site level, p. 168  | Principle 1, 3                                 |   | Yes   |
| 412-1 Operations that have been subject to human rights reviews or impact assessments |  |  | Human Rights – 2019 Performance – Assessments and Regional Highlights, p. 63<br>Performance Data – Human rights assessments or reviews conducted 2017-2019: Site level, p. 164<br>Performance Data – Human rights new supplier screening 2019: Country level, p. 165  | Principle 1, 2                                 |   | Yes   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines  | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|--|--|---|--|--|---|---|
| 412-2 Employee training on human rights policies or procedures   |  |   | Human Rights – Approach – Engagement and Training, p. 60<br>Performance Data – Human rights workforce trainings conducted 2019: Site level, p. 167   | Principle 1, 2                                 |   | Yes   |
| MM5 Total number of operations taking place in or adjacent to indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with indigenous peoples' communities | SASB EM-MM-210a.3: Security, Human Rights, and Rights of Indigenous Peoples            |   | Human Rights – 2019 Performance – Indigenous Peoples, pp. 64-68<br>Performance Data – Indigenous lands, agreements, significant events 2019: Site level, p. 168  | Principle 3                                    |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |
| <b>ENVIRONMENT: WATER STEWARDSHIP</b>  |  |   |  |  |   |   |
| <b>MANAGEMENT APPROACH</b>   |  |   |  |  |   |   |
| 103-1 Explanation of the material topic and its Boundary   |  |   | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29   |  |   |   |
| 103-2 The management approach and its components   |  | TCFD-Governance (TCFD-G): a) Role of the board of the organization in overseeing climate-related issues<br><br>TCFD-G: b) Role of management in assessing and managing climate-related issues<br><br>TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks | Water Stewardship – Approach, p. 72<br><a href="#">Newmont Guide to Water</a><br><a href="#">2019 10-K report – Item 1. Business – Environmental Matters</a> , p. 9<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business</a> , pp. 15-16, 21<br><a href="#">2019 10-K report – Item 1A. Risks Related to Our Industry</a> , pp. 25-26<br>2019 CDP Water Security response: W4. Risks and Opportunities, W6. Governance, W7. Business Strategy; W8. Targets sections; available at CDP.net and also on the <a href="#">Newmont website</a> | Principle 1                                    | SDG-6   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| 103-3 Evaluation of the management approach  |  |   | Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance, p. 35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3<br>2019 CDP Water Security response: W6. Governance, W9. Linkages and Tradeoffs sections; available at CDP.net and also on the <a href="#">Newmont website</a>   |  |   |   |

| GRI Standards Disclosure                            | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10   | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)                               |
|---|--|--|--|--|---|---|
| <b>DISCLOSURES AND PERFORMANCE DATA</b>             |  |  |  |  |   |   |
| 303-1 Interactions with water as a shared resource  |  | TCFD-R: b) Processes for managing climate-related risks                    | <p>Water Stewardship – 2019 Performance – Toward Water Stewardship, pp. 76–78</p> <p>Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action, p. 78</p> <p>Performance Data – Water-related risk by site, p. 143</p> <p><a href="#">Newmont Guide to Water</a></p> <p>CDP Water Security 2019 response: W2. Business Impacts, W4. Risks and Opportunities, W9. Linkages and Tradeoffs sections; available at CDP.net and also on the <a href="#">Newmont website</a></p>   | Principle 6, 9                                 | SDG-6   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance)                 |
| 303-2 Management of water discharge-related impacts |  |  | <p><a href="#">Newmont Guide to Water</a></p> <p>Performance Data – 2019 Total treated water by destination and site (thousand kL), p. 138</p> <p>Performance Data – 2019 Total untreated water by destination and site (thousand kL), p. 139</p>  | Principle 8, 9                                 |   | Yes   |
| 303-3 Water withdrawal                              | SASB EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed (partial disclosure; will be fully disclosed in future reporting years) |  | <p>Performance Data – 2019 Water summary by site (thousand kL), p.136</p> <p>Performance Data – 2019 Total water withdrawal and discharge by category and site, p.137</p> <p>Performance Data – 2019 Water withdrawal by site (thousand kL), p.140</p> <p>Performance Data – Water summary (thousand kL): Trailing five years, p.141</p> <p>CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the <a href="#">Newmont website</a></p>  | Principle 8, 9                                 |   | Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance) |
| 303-4 Water discharge                               |  |  | <p>Performance Data – 2019 Water summary by site (thousand kL), p. 136</p> <p>Performance Data – 2019 Total water withdrawal and discharge by category and site, p. 137</p> <p>Performance Data – 2019 Total treated water by destination and site (thousand kL), p. 138</p> <p>Performance Data – 2019 Total untreated water by destination and site (thousand kL), p. 139</p> <p>Performance Data – 2019 Total water discharge by destination: Trailing five years (thousand kL), p. 141</p> <p>Performance Data – Water summary: Trailing five years (thousand kL), p. 141</p> <p>CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the <a href="#">Newmont website</a></p> | Principle 6, 9                                 |   | Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance) |

| GRI Standards Disclosure                                      | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10   | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)                               |
|---|--|--|---|--|---|---|
| 303-5 Water consumption                                       | SASB EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed (partial disclosure; will be fully disclosed in future reporting years) |  | <p>Performance Data – 2019 Consumptive water quality (mL), p.142</p> <p>Performance Data – Water summary: Trailing five years (thousand kL), p.141</p> <p>Performance Data – Water consumed, recycled and percentage recycled: Trailing five years (thousand kL), p.142</p> <p>Performance Data – Water intensity: Trailing five years, p.142</p> <p>CDP Water Security 2019 response: W5. Facility-Level Water Accounting, available at CDP.net and also on the <a href="#">Newmont website</a></p>      | Principle 6, 9                                 |   | Yes, GRI indicator only (SASB alignment check excluded from scope of 2019 report assurance) |
| 306-1 Water discharge by quality and destination              |  |  | <p>Performance Data – 2019 Total treated water by destination and site (thousand kL), p.138</p> <p>Performance Data – 2019 Total untreated water by destination and site (thousand kL), p.139</p> <p>Performance Data – 2019 Total water discharge by destination: Trailing five years (thousand kL), p. 141</p> <p>CDP Water Security 2019 response: W2. Business Impacts, W3. Procedures, W5. Facility-Level Water Accounting; available at CDP.net and also on the <a href="#">Newmont website</a></p> | Principle 8, 9                                 |   | Yes   |
| 306-5 Water bodies affected by water discharges and/or runoff |  |  | <p>CDP Water Security 2019 response: W2. Business Impacts, W3. Procedures, W5. Facility-Level Water Accounting; available at CDP.net and also on the <a href="#">Newmont website</a></p>  | Principle 6, 9                                 |   | Yes   |
|   |  |  | <p>Performance Against 2019 Sustainability Targets, p. 8</p> <p>Water Stewardship – 2019 Performance – Water Performance Trends, pp. 74–76</p> <p>CDP Water Security 2019 response, all sections, available at CDP.net and also on the <a href="#">Newmont website</a></p>  | Principle 1                                    | SDG-6   | Yes   |
|   |  |  | <p><b>Newmont priority SDG-6: Clean Water and Sanitation</b></p> <p>Water Stewardship – 2019 Performance – Toward Water Stewardship, pp. 76–78</p> <p>Water Stewardship – 2019 Performance – Participatory Monitoring and Collective Action, p. 78</p>  |  | SDG-6   |   |

| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10   | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|---|--|--|---|--|---|---|
| <b>ENVIRONMENT: TAILINGS MANAGEMENT</b>   |  |  |   |  |   |   |
| <b>MANAGEMENT APPROACH</b>  |  |  |   |  |   |   |
| 103-1 Explanation of the material topic and its Boundary                                |  |  | Our Approach to Sustainability – Materiality, pp. 17–18<br>About This Report – Boundaries, pp. 27–29  |  |   |   |
| 103-2 The management approach and its components  |  |  | Tailings Management – Approach, pp. 79–80<br>Tailings Management – Performance, pp. 81–84<br>Tailings KPI: Emergency response trainings and/or scenario simulation exercises related to tailings facilities – Performance Data – Rapid Response performance data 2019: Site level, p. 149<br>Note: Of the 21 emergency preparedness trainings and/or simulations held in 2019, two were specific to tailings facility failures; these took place in Ghana's Accra regional office and Akyem mine site.<br><a href="#">Newmont tailings microsite</a> and as a <a href="#">downloadable fact sheet</a><br><a href="#">Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure</a><br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019, pp. 1–3</a><br><a href="#">2019 10-K report – Item 1. Business – Environmental Matters, p. 9</a><br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business, p. 13</a><br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry, p. 26</a><br>CDP Water Security 2019 response: W3. Procedures, available at CDP.net and also on the <a href="#">Newmont website</a> | Principle 6                                    |   | Yes   |
| 103-3 Evaluation of the management approach   |  |  | Tailings Management – Approach – Governance – Review and assurance, p. 80<br>Tailings Management – Performance – Independent Technical Review Boards (ITRBs), Emergency Management and Response, p. 83<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019, pp. 1–3</a>  |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>   |  |  |   |  |   |   |
| MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks | SASB EM-MM-150a.1: Total weight of tailings waste, percentage recycled<br><br>SASB EM-MM-150a.3: Number of tailings impoundments, broken down by MSHA hazard potential |  | Tailings Management – Performance – Total waste rock and tailings generated, p. 83<br>Performance Data – Tailings generated and disposed 2019 (metric tonnes), p. 134<br>Performance Data – Total waste rock/tailings generated: Trailing five years (million tonnes), p. 135<br>Performance Data – Tailings inventory and disclosures, p. 135<br><a href="#">Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure</a>   | Principle 8, 8                                 |   | Yes, GRI indicator only (SASB excluded from scope of 2019 report assurance) |



| GRI Standards Disclosure                                 | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines  | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|--|--|---|---|--|---|---|
| <b>ENVIRONMENT: ENERGY AND CLIMATE CHANGE</b>            |  |   |   |  |   |   |
| <b>MANAGEMENT APPROACH</b>                               |  |   |   |  |   |   |
| 103-1 Explanation of the material topic and its Boundary |  |   | Our Approach to Sustainability – Materiality, pp. 17–18<br>About This Report – Boundaries, pp. 27–29  |  |   |   |
| 103-2 The management approach and its components         |  | TCFD-Governance (TCFD-G): a) role of the board of the organization in overseeing climate-related issues<br><br>TCFD-G: b) Role of management in assessing and managing climate-related issues<br><br>TCFD-Risk (TCFD-R): a) Process for identifying and assessing climate-related risks | Energy and Climate Change – Approach, pp. 85–87<br>Performance Against 2019 Sustainability Targets, p. 8<br><a href="#">2019 10-K report – Item 1. Business – Environmental Matters</a> , p. 9<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business</a> , pp. 15–16, 21<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry</a> , pp. 25–26<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1–3<br>CDP (formerly Carbon Disclosure Project) Climate and Water questionnaire responses, Risks and Opportunities sections, available at CDP.net and also on the <a href="#">Newmont website</a><br><br>Note: Carbon offsets are not used to meet our GHG intensity reduction target; Newmont does not use carbon offsets. |  |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| 103-3 Evaluation of the management approach              |  |   | Corporate Governance – Approach – Audits and Internal Controls, Evaluating Our Performance, p. 35<br><br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><br>Energy and Climate Change – Approach – Risk Management, pp. 86–87<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1–3   |  |   |   |
|  |  | TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term   | Energy and Climate Change – Approach – Strategy, pp. 85–86<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business</a> , pp. 15–16, 21<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry</a> , pp. 25–26<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the <a href="#">Newmont website</a>  |  |   |   |
|  |  | TCFD-S: b) Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning  | Energy and Climate Change – Approach – Risk Management, pp. 86–87<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business</a> , pp. 15–16, 21<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry</a> , pp. 25–26<br><br>CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the <a href="#">Newmont website</a>   |  |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines  | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|---|---|--|---|---|
|  |  | TCFD-S: c) Resilience of the organization's strategy, taking into consideration different climate-related scenarios including a 2°C or lower scenario   | Energy and Climate Change – Approach – Risk Management, pp. 86–87<br>Energy and Climate Change – Approach – Metrics and Targets – Update on progress on aligning with the Science Based Target Initiative, p. 87<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the <a href="#">Newmont website</a>  |  |   |   |
|  |  | TCFD-Risk (TCFD-R):<br>a) Processes for identifying climate-related risks<br><br>TCFD-R: b) Processes for managing climate-related risks<br><br>TCFD-R: c) How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management | Energy and Climate Change – Approach – Risk Management, pp. 86–87<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the <a href="#">Newmont website</a>   |  |   |   |
| <b>DISCLOSURES AND PERFORMANCE DATA</b>  |  |   |   |  |   |   |
| GRI 201-2 Financial implications and other risks and opportunities due to climate change |  | TCFD-Strategy (TCFD-S): a) Climate-related risks and opportunities the organization has identified over the short, medium and long term   | 2019 10-K report – Item 1. Business – Environmental Matters, p. 9<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Business</a> , p. 22<br><a href="#">2019 10-K report – Item 1A. Risk Factors – Risks Related to Our Industry</a> , pp. 27–28<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C3. Business Strategy sections; available at CDP.net and also on the <a href="#">Newmont website</a> | Principle 1                                    |   |   |

| GRI Standards Disclosure                             | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines  | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)                               |
|--|--|---|--|--|---|---|
| 302-1 Energy consumption within the organization     | SASB EM-MM-130a.1:<br>(1) Total energy consumed;<br>(3) percentage renewable           | TCFD-Metrics & Targets (TCFD-M):<br>a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes | Energy and Climate Change – Performance – Increasing Energy Efficiency, p. 88<br>Performance Data – Estimated direct and indirect energy consumed by source 2019: Site level (GJ), p. 114<br>Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years, p. 117<br>Performance Data – Estimated direct electricity consumed by source 2019: Site level (GJ), p. 120<br>Performance Data – Estimated total electricity consumed: Trailing five years (million GJ), p. 121<br>Performance Data – Estimated electric power sourced from renewables 2019: Site level (GJ), p. 122<br>Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed 2019: Site level, p. 118<br>Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years, p. 119<br>CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the <a href="#">Newmont website</a> | Principle 6, 10                                |   | Yes, GRI indicator only (SASB and TCFD excluded from scope of 2019 report assurance)        |
| 302-2 Energy consumption outside of the organization | SASB EM-MM-130a.1:<br>(1) Total energy consumed;<br>(3) percentage renewable           | TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes                             | Energy and Climate Change – Performance – Increasing Energy Efficiency, p. 88<br>Performance Data – Estimated direct and indirect energy consumed by source 2019: Site level (GJ), pp. 114-116<br>Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years, p. 117<br>Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed 2019: Site level, p. 118<br>Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years, p. 119<br>CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the <a href="#">Newmont website</a>  | Principle 6, 10                                |   | Yes, GRI indicator only (SASB and TCFD excluded from scope of 2019 report assurance)        |
| 302-3 Energy intensity                               |  | TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes                             | Energy and Climate Change – Performance – Increasing Energy Efficiency, p. 88<br>CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the <a href="#">Newmont website</a>   | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD alignment check excluded from scope of 2019 report assurance) |

| GRI Standards Disclosure                      | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines   | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|---|--|--|---|--|---|---|
| 302-4 Reduction of energy consumption         |  | TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes  | <p>Energy and Climate Change – Performance – Increasing Energy Efficiency, p. 88</p> <p>Performance Data – Estimated direct and indirect energy consumed by source (million GJ): Trailing five years, p.117</p> <p>Performance Data – Estimated total electricity consumed: Trailing five years (million GJ), p.121</p> <p>Performance Data – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years, p.119</p> <p>CDP 2019 Climate Response: C8. Energy section, available at CDP.net and also on the <a href="#">Newmont website</a></p>   | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| 305-1 Direct (Scope 1) GHG emissions          |  | <p>TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes</p> <p>TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks</p> | <p>Energy and Climate Change – Approach – Metrics and Targets – Update on progress on aligning with the Science Based Target Initiative, p. 87</p> <p>Performance Data – Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO<sub>2</sub>e), pp.123-124</p> <p>Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO<sub>2</sub>e), p.125</p> <p>CDP 2019 Climate Response: C4. Targets and Performance, C6. Emissions Data, C7. Emissions Breakdown, C9. Additional Metrics sections; available at CDP.net and also on the <a href="#">Newmont website</a></p> <p>Notes: Newmont's Scope 1 GHG emissions gases measure CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>; Newmont reports biogenic CO<sub>2</sub> emissions in its CDP responses; greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors. Emissions are reported based on operational control.</p> | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| 305-2 Energy indirect (Scope 2) GHG emissions |  | <p>TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes</p> <p>TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks</p> | <p>Energy and Climate Change – Approach – Metrics and Targets, p. 87</p> <p>Performance Data – Estimated greenhouse gas (GHG) emissions 2019: Site level (tonnes CO<sub>2</sub>e), p.123</p> <p>Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO<sub>2</sub>e), p.125</p> <p>CDP 2019 Climate Response: C4. Targets and Performance, C6. Emissions Data, C7. Emissions Breakdown, C9. Additional Metrics sections; available at CDP.net and also on the <a href="#">Newmont website</a></p> <p>Note: Newmont's Scope 1 GHG emissions gases measure CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>; Newmont reports biogenic CO<sub>2</sub> emissions in its CDP responses; greenhouse gas emissions are calculated using emission factors from the Climate Registry and the Australian Government National Greenhouse Accounts Factors. Emissions are reported based on operational control.</p>  | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |

| GRI Standards Disclosure                     | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10                    | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines   | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)               |
|--|---|--|--|--|---|---|
| 305-3 Other indirect (Scope 3) GHG emissions |   | TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks   | Performance Data – 2019 Estimated Scope 3 GHG emissions by source, p. 127<br>CDP 2019 Climate Response: C9. Additional Metrics section, available at CDP.net and also on the <a href="#">Newmont website</a>   | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| 305-4 GHG emissions intensity                |   | TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes<br>TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks<br>TCFD-M: c) Targets used by the organization to manage climate-related risks and opportunities and performance against targets | Energy and Climate Change – Approach – Metrics and Targets, p. 87<br>Energy and Climate Change – Performance – Progress Toward 2020 Target, p. 87<br>Energy and Climate Change – Performance – Total GHG emissions (Scope 1 and 2), p. 88<br>Performance Data – Estimated GHG emissions intensity: Trailing five years (million tonnes CO <sub>2</sub> e), p. 125<br>CDP 2019 Climate Response: C6. Emissions Data, C7. Emissions Breakdown sections, available at CDP.net and also on the <a href="#">Newmont website</a>   | Principle 6, 10                                |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
| GRI 305-5: Reduction of GHG emissions        |   | TCFD-M: a) Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management processes<br>TCFD-M: b) Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks  | Energy and Climate Change – Performance – Progress Toward 2020 Target, p. 87<br>Energy and Climate Change – Performance – Total GHG emissions (Scope 1 and 2), p. 88<br>Performance Data – Estimated greenhouse gas (GHG) emissions: Trailing five years (million tonnes CO <sub>2</sub> e), p. 125<br>Performance Data – Estimated GHG emissions intensity: Trailing five years (million tonnes CO <sub>2</sub> e), p. 125<br>CDP 2019 Climate Response: C6. Emissions Data, C7. Emissions Breakdown sections, available at CDP.net and also on the <a href="#">Newmont website</a> |  |   | Yes, GRI indicator only (TCFD excluded from scope of 2019 report assurance) |
|  | SASB EM-MM-110a.1: Gross global Scope 1 emissions percentage covered under emissions-limiting regulations |  | Performance Data – 2019 Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations 2019: Site level, p. 126<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C6. Emissions Data, C7. Emissions Breakdown sections; available at CDP.net and also on the <a href="#">Newmont website</a>  |  |   |   |

| GRI Standards Disclosure | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines  | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--------------------------|--|---|---|--|---|---|
|                          |  | TCFD-M: c) Targets used by the organization to manage climate-related risks and opportunities and performance against targets | Performance Against 2019 Sustainability Targets, p. 8<br>Energy and Climate Change – Approach – Metrics and Targets, p. 87<br>Energy and Climate Change – Performance – Progress Towards 2020 Target, pp. 87-88<br>CDP 2019 Climate Response: C2. Risks and Opportunities, C6. Emissions Data, C7. Emissions Breakdown sections; available at CDP.net and also on the <a href="#">Newmont website</a> |  |   |   |

## ENVIRONMENT: CLOSURE AND RECLAMATION

### MANAGEMENT APPROACH

|  |  |  |  |                          |  |     |
|--|--|--|--|--------------------------|--|-----|
| 103-1 Explanation of the material topic and its Boundary |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29   |                          |  |     |
| 103-2 The management approach and its components         |  |  | Performance Against 2019 Sustainability Targets, p. 8<br>Risk Management – Approach, p. 41<br>Closure and Reclamation – Approach, pp. 89-90<br>Closure and Reclamation – Performance – Maturing Our Closure Strategy, 2020 Closure and Reclamation Target, p. 90<br><a href="#">2019 10-K report – Newmont closure and remediation costs and risks</a> , pp. 9, 17, 29-30, 76, 129 | Principle 1, 2, 6, 9, 10 |  | Yes |
| 103-3 Evaluation of the management approach              |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance, pp. 33-35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3  |                          |  |     |

### DISCLOSURES AND PERFORMANCE DATA

|  |  |  |   |                          |          |     |
|--|--|--|---|--------------------------|----------|-----|
| MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated |  |  | Closure and Reclamation – Performance, p. 90<br>Performance Data – Amount of land disturbed or rehabilitated 2019: Site level (ha), p. 128<br>Performance Data – Land disturbance: Trailing five-year data (thousand ha), p. 129<br>Performance Data – 2019 Mine lease area, p. 129 | Principle 6, 7           | SDG-3, 6 | Yes |
| MM10 Number and percentage of sites with closure plan in place   |  |  | Performance Data – Amount of land disturbed or rehabilitated 2019: Site level (ha), p. 128  | Principle 1, 2, 6, 9, 10 |          | Yes |

| GRI Standards Disclosure                                 | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)  |
|--|--|--|---|--|---|--|
| <b>ECONOMIC: VALUE SHARING</b>                           |  |  |   |  |   |  |
| <b>MANAGEMENT APPROACH</b>                               |  |  |   |  |   |  |
| 103-1 Explanation of the material topic and its Boundary |  |  | Our Approach to Sustainability – Materiality, pp. 17-18<br>About This Report – Boundaries, pp. 27-29  |  |   |  |
| 103-2 The management approach and its components         |  |  | Value Sharing – Approach – Performance Management, p. 93<br>Value Sharing – 2019 Performance – Revenue Transparency, p. 96<br>Performance Against 2019 Sustainability Targets – Local Employment; Local Procurement, p. 7<br>Value Sharing – 2019 Performance – Local Employment and Skills Development, pp. 98-99<br>Value Sharing – 2019 Performance – Local Procurement and Capacity Building – 2020 Local procurement target, p. 100<br>Value Sharing – 2019 Performance – Economic Contributions – 2019 Effective tax rates, p. 95<br>Performance Data – Effective tax rates 2019: Country level (percentage), p. 175<br><a href="#">Newmont Tax Strategy</a><br><a href="#">2019 10-K report – Item 1A. Risk Factors</a> , pp. 12-35<br><a href="#">2019 10-K report – Item 2. Properties</a> , pp. 35-43 (tax rates and risks)<br>Newmont 2019 Extractive Sector Transparency Measures Act (ESTMA) report, available at <a href="#">Newmont.com</a> on or around June 2020 | Principle 9                                    |   | Yes<br>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings) |
| 103-3 Evaluation of the management approach              |  |  | Corporate Governance – Sustainability Governance – Audits and Internal Controls, Evaluating Our Performance, pp. 33-35<br>Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br><a href="#">Newmont Board of Directors Safety and Sustainability Committee Charter, Oct. 2019</a> , pp. 1-3<br><a href="#">Newmont Audit Committee Charter</a>  |  |   |  |

| GRI Standards Disclosure                                | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)   |
|---|--|--|---|--|---|---|
| <b>DISCLOSURES AND PERFORMANCE DATA</b>                 |  |  |   |  |   |   |
| 201-1 Direct economic value generated and distributed   |  |  | <p>Value Sharing – 2019 Performance – Economic Contributions, pp. 94-96</p> <p>Value Sharing – 2019 Performance – Community Investments, pp. 96-97</p> <p>Performance Data – Community investments 2019: Site level (millions), p. 172</p> <p>Performance Data – Economic value distributed 2019: Country level (millions), p. 173</p> <p>Performance Data – Economic value generated 2019: Country level (millions), p. 173</p> <p>Performance Data – Payments to governments 2019: Country level (millions), p. 175</p> <p>Note: Newmont's economic value distributed and generated data reporting methodologies vary slightly from GRI disclosure guidance in order to provide greater accuracy, comparability and transparency for the data presented. All figures and assumptions are noted in data table footnotes; the overall disclosure aligns with the intent of the GRI 201-1 indicator.</p> | Principle 9                                    |   | Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings) |
| 203-1 Infrastructure investments and services supported |  |  | <p>Water Stewardship – 2019 Performance – Toward Water Stewardship, pp. 76-78</p> <p>Value Sharing – 2019 Performance – Investing in Sustainable Development, p. 97</p> <p>Note: Newmont updated its approach and internal controls for collecting, verifying and confirming infrastructure investments; specific projects are informally disclosed throughout the report; a detailed accounting and summary data table of all infrastructure projects and beneficiaries that fully aligns with the GRI 203-1 disclosure standard will be included in future reporting years.</p>   |  |   |   |
| 203-2 Significant indirect economic impacts             |  |  | <p>Value Sharing – 2019 Performance – Investing in Sustainable Development, p. 97</p> <p>Value Sharing – 2019 Performance – Local Employment and Skills Development, pp. 98-99</p> <p>Value Sharing – 2019 Performance – Local Procurement and Capacity Building, pp. 100-101</p> <p>Economic Impact 2019 reports for selected sites/regions, available at <a href="http://Newmont.com">Newmont.com</a> in late summer 2020</p>   |  |   |   |



| GRI Standards Disclosure                                 | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s)  |
|--|--|--|---|--|---|--|
| 204-1 Proportion of spending on local suppliers          |  |  | Value Sharing – 2019 Performance – Local Procurement and Capacity Building, pp. 100–101<br>Performance Data – Spending on local suppliers 2019: Region level (millions), p. 174   | Principle 2, 9, 10                             |   | Yes<br>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings) |
| 207-1 2019: Approach to tax                              |  |  | Value Sharing – Approach – Taxes and Royalties, p. 92<br>Value Sharing – 2019 Performance – Revenue Transparency, p. 96<br><a href="#">Newmont Tax Strategy</a><br><a href="#">2019 10-K report</a> , pp. 25, 35–43   |  |   |  |
| 207-2 2019: Tax governance, control, and risk management |  |  | Value Sharing – Approach – Taxes and Royalties, p. 92<br>Value Sharing – 2019 Performance – Revenue Transparency, p. 96<br><a href="#">2019 10-K report</a> , p. 25<br><a href="#">Newmont Tax Strategy</a><br><a href="#">Newmont Audit Committee Charter</a>  |  |   |  |
| 207-4 2019: Tax Standard – Country-by-country reporting  |  |  | Value Sharing – 2019 Performance – Economic Contributions – 2019 Economic value generated, 2019 Payments to governments, pp. 94–95<br>Performance Data – Payments to governments 2019: Country level (millions), p. 175<br><a href="#">2019 10-K report – Item 2. Properties – Operating Statistics</a> , p. 44<br>Newmont 2019 Extractive Sector Transparency Measures Act (ESTMA) report, available at <a href="#">Newmont.com</a> on or around June 2020 | Principle 9                                    |   | Yes<br>(External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings) |

| GRI Standards Disclosure | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--------------------------|--|--|--|--|---|---|
|                          |  |  | <p><b>Newmont priority SDG-8: Decent Work and Economic Growth:</b></p> <p>Value Sharing – Approach – Local Employment and Business Opportunities, pp. 92-93</p> <p>Value Sharing –2019 Performance – Economic Contributions, pp. 94-96</p> <p>Value Sharing –2019 Performance – Community Investments, pp. 96-97</p> <p>Economic Impact 2019 reports for selected sites/regions, available at <a href="http://Newmont.com">Newmont.com</a> in late summer 2020</p> |  | SDG-8   |   |

## BUSINESS ETHICS AND TRANSPARENCY: PERFORMANCE DATA SECTION

### COMPLIANCE AND SIGNIFICANT EVENTS

|  |  |  |   |             |  |  |
|--|--|--|---|-------------|--|--|
| 307-1 Non-compliance with environmental laws and regulations;                  |  |  | Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations 2019: Site level, p. 104   | Principle 6 |  |  |
| 419-1 Non-compliance with laws and regulations in the social and economic area |  |  | Sanctions imposed for non-compliance with environmental or social laws and regulations 2019: Site level, p. 105   |             |  |  |
|  | SASB EM-MM-210b.2: Number and duration of non-technical work stoppages |  | <p>2019 10-K report – Item 4. Mine Safety Disclosures, p. 57, and Item 15. Exhibits, Financial Statement Schedules, Exhibit 95 for additional information regarding certain MSHA orders and citations issued during the year ended December 31, 2019; incorporated by reference into the annual report, available at <a href="http://Newmont.com">Newmont.com</a>.</p> <p>Performance Data – Number and duration of non-technical delays 2019: Site level, p. 106</p> |             |  |  |
|  |  |  | <p><b>Newmont-specific KPI</b></p> <p>Performance Data – Significant environmental and/or social events 2019: Site level, p. 105</p>  |             |  |  |

### ETHICS AND ANTI-CORRUPTION

|  |   |  |   |  |  |  |
|--|---|--|---|--|--|--|
|  | SASB EM-MM-510a: Production in countries that have the 20 lowest rankings in TICP Index |  | Performance Data – 2019 Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index, p. 106  |  |  |  |
|  |   |  | <p>Newmont-specific Ethics KPIs</p> <p>Performance Data – Total ethics matters addressed and substantiated: Trailing five-year data, p. 106</p> <p>Performance Data – Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five-year data, p. 107</p> <p>Performance Data – Number and outcomes of substantiated ethics cases 2019: Country level, p. 108</p> <p>Performance Data – Nature and total number of ethics matters opened in 2019, p. 109</p> |  |  |  |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10  | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response  | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|---|--|---|--|---|---|
| <b>POLICY INFLUENCE</b>  |   |  |   |  |   |   |
| GRI Standards disclosure<br>GRI 415-1: Political contributions   |   |  | Performance Data – 2019 Political contributions (U.S. dollars), p. 109<br>Performance Data – 2019 Trade association dues: amount and percentage attributable to political advocacy, p. 109<br>Performance Data – 2019 U.S. lobbying activities, p. 109  |  |   | Yes   |
| <b>ENVIRONMENT: PERFORMANCE DATA SECTION</b>   |   |  |   |  |   |   |
| <b>AIR QUALITY</b>   |   |  |   |  |   |   |
| 305-7 NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions  | SASB EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) mercury (Hg), (6) lead (P <sub>b</sub> ), and (7) volatile organic compounds (VOCs) |  | Performance Data – Air quality 2019: Site level (tonnes), p. 110<br>Performance Data – Air quality: Trailing five-year data, p. 111   | Principle 6, 10                                |   |   |
| <b>BIODIVERSITY</b>  |   |  |   |  |   |   |
| GRI 304-1: Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas   | SASB EM-MM-160a.1: Description of environmental management policies and practices for active sites  |  | Corporate Governance – 2019 Performance – Sustainability Assessments and Audits, p. 36<br>Environment – Our Approach, p. 71<br>Performance Data – Newmont's operations in relation to key biodiversity areas 2019: Site level, p. 113<br>Note: In addition to above references, GRI disclosures for GRI 304-1ii – Subsurface and underground land that may be owned, leased or managed by the organization, and GRI 304-1iv – Type of operation (office, manufacturing or production, or extractive) are available at Newmont.com | Principle 6, 7                                 |   |   |
| GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations  |   |  | Performance Data – Total wildlife mortalities 2019: Site level, p. 112<br>Performance Data – Number of wildlife mortalities: Trailing five years, p. 112  | Principle 6, 7                                 |   |   |
| GRI MM2: Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place |   |  | Performance Data – Newmont's operations in relation to key biodiversity areas 2019: Site level, p. 113  | Principle 6, 7                                 | SDG-6   |   |

| GRI Standards Disclosure  | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10                           | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|---|--|--|--|--|---|---|
| <b>CYANIDE MANAGEMENT</b>   |  |  |  |  |   |   |
| GRI Standards disclosure 306-: Significant spills                                       |  |  | <p>Performance Data – Environmental releases by number of incidents: Trailing five years, p. 133</p> <p>Performance Data – Estimated environmental releases by volume: Trailing five years, p. 133</p> <p>Newmont-specific Cyanide KPIs and International Cyanide Management Code disclosures (ICMC, or “the Cyanide Code”) – Performance Data – Estimated cyanide use: Trailing five years (thousand tonnes), p. 130</p> <p>Performance Data – Cyanide-related incidents 2019: Site level (no. of incidents) – discloses outcomes and impacts by category; exceedances of Code limits; sites with ICMC certification, p. 130</p>  |  |   |   |
| <b>MATERIALS CONSUMPTION</b>  |  |  |  |  |   |   |
| 301-1 Materials used by weight or volume  |  |  | <p>Performance Data – Estimated materials usage 2019: Site level, p. 131</p> <p>Performance Data – Estimated materials usage: Trailing five-year data, p. 132</p>  | Principle 1                                    |   |   |
| <b>SPILLS AND RELEASES</b>  |  |  |  |  |   |   |
| 306-3 Significant spills  |  |  | <p>Performance Data – Environmental releases by number of incidents: Trailing five years, p. 133</p> <p>Performance Data – Estimated environmental releases by volume: Trailing five years, p. 133</p>   |  | Principle 6, 8  |   |
| <b>WASTE MANAGEMENT</b>   |  |  |  |  |   |   |
| 306-2 Waste by type and disposal method   | SASB EM-MM-150a.2: Total weight of mineral processing waste  |  | <p>Performance Data – 2019 Estimated site-level waste rock generated by type (metric tonnes), p. 144</p> <p>Performance Data – 2019 Estimated site-level mercury waste by site and type (million metric tonnes), p. 145</p> <p>Performance Data – 2019 Estimated site-level hazardous waste by site and disposal method (metric tonnes), p. 146</p> <p>Performance Data – 2019 Estimated site-level non-hazardous waste by site and disposal method (metric tones), p. 147</p> <p>Performance Data – Estimated waste generated by type: Trailing five years, p. 148</p> <p>Note: Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2.</p> | Principle 6, 8                                 |   |   |
| MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks | SASB EM-MM-150a.1: Total weight of tailings waste<br>SASB EM-MM-150a.2: Total weight of mineral processing waste |  | <p>Tailings Management – Approach, pp. 79-80</p> <p>Performance Data – Estimated waste generated by type: Trailing five years, p. 148</p> <p>Note: The percentage recycled of tailings and mineral processing waste is omitted from data tables, which provide the total weight and weight recycled in tonnes. Percentages can be calculated based on existing data; future reports will include percentage calculations within the data tables.</p>   |  |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|--|--|--|---|---|
| <b>WORKFORCE: PERFORMANCE DATA SECTION</b>   |  |  |  |  |   |   |
| <b>WORKFORCE DEMOGRAPHICS</b>  |  |  |  |  |   |   |
| 102-08 Information on employees and other workers  |  |  | Performance Data – Total workforce: Trailing five years, p. 176<br>Performance Data – Employees by region: Trailing five years, p. 176<br>Performance Data – Contractors by region: Trailing five years, p. 176<br>Performance Data – Employee gender breakout 2019: Number by country, p. 181   |  |   |   |
| <b>COMPENSATION AND EQUAL REMUNERATION</b>   |  |  |  |  |   |   |
| 405-2 Ratio of basic salary and remuneration of women to men   |  |  | Performance Data – Ratio of average female salary to average male salary 2019: Employee category, p. 177<br>Performance Data – Ratio of average female salary to average male salary 2019: Country level, p. 177   | Principle 3                                    |   |   |
| 102-35, 102-36, 102-37, 102-38, 102-39   |  |  | For disclosures GRI102-35-39, reference the General Standard Disclosures section of this GRI Content Index (above).  |  |   |   |
| <b>INCLUSION AND DIVERSITY</b>   |  |  |  |  |   |   |
| 405-1 Diversity of governance bodies and employees   |  |  | Performance Data – Employee gender breakout 2019: Number by country, p. 178<br>Performance Data – Employee gender breakout 2019: Number by employee category, p. 178<br>Performance Data – Female representation 2019: Percentage by employee category, p. 178<br>Performance Data – Employee age distribution 2019: Number and percentage by age range and category, p. 179<br><a href="#">2020 Proxy Statement</a> , p. 18<br>Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level. | Principle 3                                    | SDG-5   |   |
| <b>LABOR-MANAGEMENT RELATIONS</b>  |  |  |  |  |   |   |
| 102-41 Collective bargaining agreements  |  |  | Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years, p. 179  |  |   |   |
| 407-1 Operations in which the right to freedom of association and collective bargaining may be at risk |  |  | <a href="#">2019 10-K report</a> , p. 18<br>Note: None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.   | Principle 1, 3                                 |   |   |

| GRI Standards Disclosure   | Alignment with SASB Metals & Mining Sustainability Accounting Standard Version 2018-10 | Alignment with The Climate-related Financial Disclosures (TCFD) guidelines | Response   | ICMM 10 Principles for Sustainable Development | Newmont's Priority Sustainable Development Goals (SDGs) | Externally assured; assurance level and assurance protocol(s) |
|--|--|--|--|--|---|---|
| 402-1 Minimum notice periods regarding operational changes   |  |  | <p>Performance Data – Minimum notice periods regarding operational changes 2019: By country, p. 180</p> <p>Note: Data table covers workforce population covered by Collective Bargaining Agreements (CBAs), alongside those not covered under CBAs. Newmont's general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines, which require a minimum of two weeks' notice to personnel for changes that have site-wide, regional and/or global impacts. In many cases, notification times related to 2019 integration activities were significantly longer. Please note that 2020 COVID-19 workforce notifications are omitted from this 2019 data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at <a href="https://www.newmont.com">Newmont.com</a>.</p> |  |   |   |
| MM4 Number of strikes and lockouts exceeding one week's duration by country  |  |  | <p>Performance Data – Strikes and lockouts exceeding one week's duration 2019: By country, p. 180</p>  |  |   |   |
| <b>TALENT ATTRACTION AND RETENTION</b>   |  |  |  |  |   |   |
| 401-1 New employee hires and employee turnover   |  |  | <p>Performance Data – New hires 2019: By country, gender and age group, p. 181</p> <p>Performance Data – Employee turnover 2019: By age group, p. 180</p> <p>Performance Data – Employee turnover by gender and initiation: Trailing five years, p. 181</p>  | Principle 3                                    |   |   |
| <b>TRAINING AND PROFESSIONAL DEVELOPMENT</b>   |  |  |  |  |   |   |
| 404-3 Percentage of employees receiving regular performance and career development reviews (modified disclosure for 2019 only) |  |  | <p>Performance Data – Percentage of employees who are performance review eligible 2019: By gender and employee category, p. 182</p> <p>Note: Modified disclosure – Newmont's 2019 performance evaluation process was modified to accommodate the 2019 integration and joint venture activities, separate human resources tracking systems and the timing of the Goldcorp acquisition and Nevada JV actions. Newmont has reported the number and percentage of employees who are eligible for performance reviews in 2019. Newmont plans to disclose the percentage of employees receiving regular performance and career development reviews in its 2020 annual sustainability report, as it has in reports prior to the 2019 report.</p>  |  |   |   |
| 404-1 Average hours of training per year per employee  |  |  | <p>Performance Data – Training and development investment spending and hours: Trailing five years, p. 182</p> <p>Performance Data – Average hours of training per year, per employee by employee category: Trailing five years, p. 182</p> <p>Performance Data – Average hours of training per employee 2019: By employee category and gender, p. 182</p>  |  |   |   |

The Newmont logo features a stylized yellow triangle to the left of the word "Newmont" in a bold, white, sans-serif font. A small "TM" trademark symbol is positioned to the right of the word.

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