



Honoring Our History. Shaping Our Future.

2025 Sustainability Report



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Detailed information on our material topics is available on our **website**, and additional sustainability-related documents can be accessed in our **Disclosure and Transparency Hub**.

2025 Highlights

Launched Always Safe –

Newmont's unified approach to health and safety →

Fully met 2,

mostly met 4, and missed 1 annual public sustainability targets →

Contributed \$17.8B in direct economic value,

including salaries, taxes, royalties, payments to governments and community investments →

Completed major asset divestment program,

generating more than \$4.5B in after-tax cash proceeds and further streamlining our non-core operations →

Celebrated the start of commercial production

at Ahafo North with local and national leaders, a key milestone for Ghana's mining sector →

Met the August 2025 reporting deadline

for the Global Industry Standard on Tailings Management, and completing self-assessments for more than 50 non-priority TSFs →

Letter from Our President and Chief Executive Officer

Dear Stakeholders,

As I step into the role of Chief Executive Officer of Newmont, I do so with a clear understanding that how we operate is as important as what we deliver. Our responsibility extends beyond production and financial performance. It includes protecting our people, safeguarding the environments where we operate, strengthening our host communities and holding ourselves to the highest ethical standards that define who we are as a company. This report reflects the discipline, accountability and long-term perspective that guide our actions and position Newmont to deliver sustainable value across market cycles.

“Our priorities are clear: protect our people, operate our world-class portfolio with rigor and consistency, elevate environmental performance, and invest in partnerships and relationships that sustain communities.”

A portrait of Natascha Viljoen, President and Chief Executive Officer of Newmont. She is a woman with dark hair, wearing a white blazer over a light-colored top, sitting at a wooden table with her hands clasped. The background is a bright, out-of-focus interior space.

NATASCHA VILJOEN
President and Chief Executive Officer

OUR COMMITMENT TO SAFETY

Safety is the foundation of our performance and central to fulfilling our Purpose – to create value and improve lives through sustainable and responsible mining. Nothing is more important than ensuring every employee and employee contractor return home safely after every shift. Operational excellence begins – and ends – with this commitment.

In 2025, we achieved zero fatalities across our global operations, a milestone reflecting the vigilance and discipline of our teams. Tragically, in early 2026, we lost one of our team members, Mathew Middlebrook, in a fatal incident at our Tanami expansion project. We mourn the loss of our colleague and stand with his family, friends and team. We are investigating the circumstances to fully understand what happened and will take decisive action to prevent future incidents. This loss underscores our responsibility to strengthen systems, deepen our safety culture and remain uncompromising in our standards.

To advance our health and safety journey, in 2025, we launched Always Safe – our unified approach for protecting people across our operations. Always Safe represents a cultural shift in how we approach health and safety, standardizing best practices, embedding risk management into daily decision making and reinforcing visible leadership accountability.

Since the launch, the program has reached every operation, hub and functional team, with strong engagement from both leaders and frontline employees. The rollout has been leader-led, focusing on 12 programs of work built around four core pillars and the personal commitment made through individual safety promises.

STRENGTHENING OUR SUSTAINABILITY FOUNDATION

Our license to operate is earned every day. Strong relationships with host communities and Indigenous partners are essential to sustaining long-term operations. Sustainability is integral to the way we manage our operations and projects, guiding our decisions and reinforcing our commitment to continuous improvement.

Key activities in 2025 included:

- **Community and partnership development:** We celebrated Ahafo North commencing commercial production in October 2025 with local and national leaders, marking a significant milestone for Ghana's mining sector. The event highlighted the importance of building relationships based on trust and creating shared value through local employment, infrastructure investments and economic development.
- **Local workforce and social investment:** Investments continued in local workforce development, education, health programs and economic diversification initiatives. In 2025, \$2.3 billion of our \$7.5 billion total supplier spend went to local and Indigenous suppliers, and we invested \$97 million in community programs.
- **Tailings management and operational compliance:** We met the August 2025 Global Industry Standard on Tailings Management (GISTM) disclosure deadline, integrating tailings facilities acquired through the 2023 Newcrest transaction into our governance and risk management processes. We also completed self-assessments for several non-priority TSFs, while reassessing priority facilities to track progress against previously identified gaps.

- **Nature Positive:** To advance our Nature-Positive approach, we assessed nature-related impacts, dependencies, risks and opportunities across the mine lifecycle in alignment with the Taskforce on Nature-Related Financial Disclosures (TNFD).

We are now building on our existing robust sustainability programs through the development of a Sustainability Framework that addresses our current operating environment, rising stakeholder expectations, and the increasing complexity of sustainability-related risks and opportunities.

BUILDING A MORE RESILIENT ORGANIZATION

In 2025, we advanced cost discipline and productivity initiatives that drove a fundamental shift in how we operate. Following a comprehensive review and broad internal engagement, we launched a cost and productivity program, establishing a smaller senior leadership team and a decentralized organizational model designed to sharpen accountability and bring clarity to our everyday work. By consolidating into two business units, we empowered our 12 operating sites with greater authority, enabling faster and more agile execution and building resilience across commodity cycles.

These changes included workforce reductions, affecting approximately 16 percent of roles. While these were difficult reductions to make, we approached these decisions thoughtfully, conducting a global Listening Check-In Survey at the end of 2025 to gather feedback after a challenging year. Insights from the survey are informing meaningful steps to build trust, improve performance and strengthen our culture.

HONORING OUR HISTORY. SHAPING OUR FUTURE.

Newmont has endured and evolved for more than a century because we adapt and are grounded in strong values. We are stewards of a 105-year legacy, and the decisions we make today will shape the next century of this company.

Our priorities are clear: protect our people, operate our world-class portfolio with rigor and consistency, elevate environmental performance, and invest in partnerships and relationships that deliver sustainable benefits.

The foundation we have built – grounded in safety, operational excellence, financial strength and responsible stewardship – positions us to thrive in a changing world.

Thank you for your continued trust and partnership. I am proud of our people and confident in our path forward.

With gratitude,

Natascha Viljoen,
President and Chief Executive Officer

Letter from Our Safety and Sustainability Committee Chair

Dear Stakeholders,

As Chair of the Safety and Sustainability Committee, I am pleased to share an update on Newmont’s 2025 safety and sustainability progress and the Board’s oversight of the culture and systems that drive responsible performance across the business.

Our focus in 2025 was on stabilization and optimization, with the goal of safely delivering more consistent production from our world-class portfolio and establishing an organizational and cost structure that support sustainable, profitable growth. Building on existing foundations, we introduced our Always Safe approach and refreshed our Sustainability Framework, strengthening its alignment with our operations strategy. The Company completed the divestment of non-core operations, a milestone that refined our portfolio to concentrate leadership and capital on our highest-quality gold and copper operations and projects. We celebrated the achievement of commercial production at Ahafo North in Ghana, extending the legacy of responsible mining in a region where Newmont has operated for two decades. Throughout this period of transformation, our purpose and values guided our path forward, anchoring our commitment to operational excellence and responsible mining practices.

COMMITTEE OVERSIGHT AND ACTIVITIES

In quarterly sessions with Newmont leaders, the Safety and Sustainability Committee reviewed performance and emerging risks and opportunities across safety, health, security, social performance, human rights, environmental management, tailings, external relations and related assurance. Our discussions extended beyond results to examine control effectiveness, risk mitigation plans, lessons learned, opportunities to create shared value and readiness for emerging regulations and evolving stakeholder expectations.

The Committee reviewed and recommended for Board approval the disclosures and data included in Newmont’s 2025 Sustainability Report and engaged with independent assurance provider PricewaterhouseCoopers (PwC) regarding limited assurance over select sustainability metrics and disclosures. These processes reinforce the credibility of our reporting and our commitment to continuous improvement.

HEALTH, SAFETY AND SECURITY

Nothing is more important than the safety and wellbeing of our people. I commend Newmont for introducing its Always Safe program, reinforcing a strong safety culture, and for achieving zero fatalities across the business in 2025. However, the fatality at our Tanami operation in Australia on February 4, 2026, is a tragic reminder that everyone must remain vigilant and steadfast in learning and continuous improvement. On behalf of the Board, I extend our deep condolences to Mathew Middlebrook’s family, friends and colleagues.

We also witnessed the professionalism and courage of the Newmont team during a ground collapse incident on July 22, 2025, at our Red Chris mine in Canada. The three team members who were trapped by the fall of ground followed company standards and training, moving to a refuge chamber. They were safely rescued on July 25 in a collaborative effort between our mine rescue team and industry partners with support from the Tahltan Nation and government, demonstrating the strength of the Company’s emergency preparedness and the best of industry partnership.



JANE NELSON
Chair, Safety and Sustainability Committee

“The global demand for critical minerals, particularly copper, presents both opportunity and responsibility. Meeting that demand requires operational excellence, environmental discipline and strong governance.”

Security risks remain complex in certain jurisdictions. In Ghana, for example, following two separate fatal security incidents in early 2025 near Newmont's Ahafo South mine, linked to artisanal and small-scale mining activity and criminal elements, management developed and implemented an action plan. This included enhanced de-escalation training, improved threat monitoring and strengthened protocols for high-risk security personnel and public security forces. These measures align with the Voluntary Principles on Security and Human Rights and reflect the Company's commitment to protecting people while respecting human rights.

SOCIAL PERFORMANCE

Responsible mining depends on trust – built through respect for human rights, consistent and accountable engagement, and shared value creation.

During the year, management updated the Committee on initiatives to strengthen relationships with host communities. These included human rights training workshops for employee contractors at Yanacocha in Peru and the establishment of new funds in partnership with First Nations in Canada to support community investment projects and educational opportunities.

We also reviewed the Company's approach to managing complex social risks, including community resettlement and artisanal and small-scale mining. In Ghana, Mexico and Papua New Guinea, Newmont prioritized opportunities for dialogue with concerned stakeholders, committed to transparently disclosing resettlement processes, and offered livelihood restoration and alternative income programs to those impacted by mining activities.

These efforts reflect a commitment not only to compliance, but to fairness, partnership and long-term socioeconomic resilience.

ENVIRONMENTAL PERFORMANCE

Energy and climate change and nature-related risks remain central to our oversight responsibilities. In 2025, Newmont continued to advance its energy and climate strategy, including collaboration with the National Center for Atmospheric Research to further integrate climate considerations into site water balance models. The Company also progressed its work on climate adaptation and resilience and completed a re-baselining of its greenhouse gas (GHG) emissions to reflect the changes to our portfolio. This provided an updated view on progress towards toward its aspirational 2030 GHG emission reduction targets.

The Committee also oversaw the application of the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP framework – Locate, Evaluate, Assess and Prepare – across its operations. This structured approach helps the Company better identify nature-related dependencies, impacts, risks and opportunities, and translate these insights into practical action that supports a Nature-Positive future.

Tailings stewardship remains one of the industry's most critical responsibilities. In 2025, Newmont met the August 2025 reporting deadline under the Global Industry Standard on Tailings Management by integrating facilities acquired in the 2023 Newcrest transaction and completing self-assessments for more than 50 non-priority tailings storage facilities. This effort reflects a clear understanding of the scale and importance of this risk and the Company's readiness to allocate resources to managing it.

LOOKING AHEAD

The global demand for critical minerals, particularly copper, presents both opportunity and responsibility. Meeting that demand requires an unrelenting commitment to safety, operational excellence, financial and environmental discipline, responsible stewardship and strong governance.

In 2025, the Company began transforming its enterprise risk approach by designing a single, integrated Enterprise Risk Framework. Beginning in 2026 and continuing through 2027, the framework will be embedded into core business processes, enhancing visibility, accountability and alignment across the organization.

Newmont also actively participates in the Industry Advisory Group for the Consolidated Mining Standard Initiative, a collaboration among leading mining associations to develop a single global responsible mining standard with independent, multi-stakeholder oversight. With the launch expected in mid-2026, Newmont expects to further strengthen its global sustainability standards and disclosures to ensure alignment and continued industry leadership.

RECOGNITION AND THANKS

I extend my sincere thanks to my fellow Committee members – Red Conger, Emma Fitzgerald and Jose Manuel Madero – for their diligence and commitment throughout 2025, and to our other Board colleagues for their oversight and guidance across the diverse domains of our sustainability framework.

I want to recognize Tom Palmer for his service as our President and Chief Executive Officer from 2019 to 2025 and the many contributions he has made to promoting safety and sustainability, both within Newmont during a period of major transformation and throughout the COVID pandemic, as well as his industry leadership roles in the International Council on Mining and Metals and the World Economic Forum, among others. It is also a great pleasure to welcome Natascha Viljoen as the 11th CEO in Newmont's 105-year history. She assumed the role of President and CEO in January 2026, having previously served as Chief Operating Officer. Our Committee looks forward to working with Natascha and her team as we focus on the next era of responsible stewardship. Tom and Natascha's steady leadership and transition ensure continuity in strategy and reinforce Newmont's commitment to safety, sustainability and long-term value creation.

On behalf of the Board, I thank our employees, host communities and governments, investors, industry partners and other stakeholders for their continued engagement and support. Responsible mining is a journey of shared learning, mutual respect and continuous improvement, and we remain dedicated to earning your trust through performance and accountability.



Jane Nelson,
Chair, Safety and Sustainability Committee

Overview

Our purpose – to create value and improve lives through sustainable, responsible mining – guides our actions. We honor our history and build on the strength of our experience to deliver value for our stakeholders for years to come.

Built a stronger foundation for long-term value creation through enhanced operational consistency, cost performance and financial flexibility →

Reaffirmed the materiality of 33 key issues, with 10 identified as the most impactful →

Began developing a Sustainability Framework to build on existing programs and address a changing operating environment, rising stakeholder expectations and increasingly complex sustainability risks →

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Public Sustainability Targets

Public sustainability targets help demonstrate accountability, manage risk and measure our environmental and social progress. Newmont has publicly reported on sustainability targets since 2015, providing stakeholders with insight into our performance over time.

Public Sustainability Target Performance

Our public sustainability targets track progress in areas where we aim for continuous improvement. These targets are developed with input from business units, functions and senior leaders, and are reviewed and approved by the Board of Directors' Safety and Sustainability Committee.

For 2025, we set seven annual targets:

- Two were fully met;
- Four were mostly met (with most sites achieving the target, but some falling short); and
- One was not met.

Progress on our longer-term aspirational climate goal remains ongoing.

The accompanying table provides details on our performance, with additional details in the relevant sections of this report.

Photo: Cerro Negro, Argentina

PUBLIC SUSTAINABILITY TARGETS¹

Target Definition	2025 Performance	Commentary	2026 Target	More Information
SOCIAL				
Safety				
Zero fatalities		No work-related fatalities occurred at any Newmont site or facility in 2025.	Target remains the same	Health, Safety and Security
Community complaints and grievances				
All sites respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days		Ten of our 12 operating sites have systems in place to track community commitments, with the goal of completing 100% of commitments by their due dates. In 2025, nine sites met this target, with Yanacocha falling short. Lihir and Cadia have not yet implemented a tracking system.	Target phased out after 2025	Social Acceptance
Community commitments				
All sites complete 100% of community commitments on or before due date		All our operating sites, except Lihir, completed 100% of commitments on or before due dates as captured in the commitment registers at each site.	Target phased out after 2025	Social Acceptance
Local/Indigenous employment				
All sites achieve local/Indigenous targets as defined in formal community agreements or as defined by site		Of the 11 operating sites with a local or Indigenous employment target, seven met or exceeded their targets and three fell short. At our Ahafo operations, which have a longer-term target for 2026 rather than an annual one, progress continued toward the goal.	See Value Sharing for 2025 site targets	Value Sharing

¹ Although the Company had planned to set 2025 targets for local and Indigenous procurement, this was not achieved due to ongoing efforts to standardize data collection and target-setting methodologies across all operations. We have paused setting new targets until this effort is complete. Moving forward, we will continue evaluating our ability to establish future targets that align with business plans and support our ongoing commitment to local and Indigenous suppliers.

Target Definition	2025 Performance	Commentary	2026 Target	More Information
ENVIRONMENT				
Climate				
Achieve the following by 2030:* • Reduce absolute GHG emissions (Scope 1 and 2) by 32% • Reduce GHG emissions intensity (Scope 1 and 2) by 32% • Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30% * Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline.		Our climate-related targets are aspirational and subject to change. In 2025, we updated our baseline to reflect our portfolio following the divestment of non-core assets and the commencement of commercial production at Ahafo North. This update aligns with the process in our GHG Emissions Calculation Methodology that requires rebaselining if there is a material adjustment of 5% or more. Details about our energy use and greenhouse gas emissions performance by site and over the past five years are included in our 2025 Performance Data tables.	2030 target remains the same	Energy and Climate Change
Water stewardship				
All sites achieve annual site targets, including action plans, for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity		Eight of 11 sites met or mostly met the target, completing 71 of 92 (around 77%) of their actions. Resource and personnel constraints, construction delays and reprioritization led to some actions being deferred to 2026, while some actions were canceled as they were no longer deemed relevant.	Target remains the same	Water Stewardship

Target Definition	2025 Performance	Commentary	2026 Target	More Information
ENVIRONMENT				
Water efficiency				
All sites maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce consumption by at least 10%* <i>* From the 2018 baseline.</i>		Overall water consumption across our sites decreased by 10% compared to the 2018 baseline. At the two water-stressed sites – Cerro Negro and Peñasquito – water consumption decreased by 12% compared to the 2018 baseline.	Each site will aim to continuously improve water efficiency according to a site-specific water target	Water Stewardship
Closure and reclamation				
Achieve 95% of planned reclamation activities/associated actions across the Company		We completed concurrent reclamation on 131 of 134 targeted hectares and achieved 90% of planned reclamation and closure activities. Six sites met or exceeded their reclamation plans, and four completed at least 80% of planned actions. Merian completed 27% of its planned activities due to contractual changes requiring re-tendering of services and deferral of work to 2026.	Target remains the same	Closure and Reclamation



Our Business

Newmont is the world's leading gold company and a producer of copper, zinc, lead and silver. The Company's world-class portfolio of assets, prospects and talent is anchored in favorable mining jurisdictions in Australia, Ghana, Latin America and Caribbean, North America and Papua New Guinea. Newmont is an industry leader in value creation, supported by robust safety standards, superior execution and technical expertise. Founded in 1921, the Company has been publicly traded since 1925.

Building on the transformational progress made in 2024, 2025 was a year defined by portfolio stabilization, optimization and disciplined execution. We completed our non-core divestiture program announced in February 2024, generating more than \$4.5 billion in after-tax cash proceeds¹ and further streamlining our non-core operations.

We also declared commercial production at Ahafo North in October 2025, expanding our footprint in Ghana and adding profitable gold production over an initial 13-year mine life. With strong momentum across our operations and projects, we are well-positioned to create long-term value in the years ahead.

Read more about our operations and projects around the world on our [website](#) and in our [2025 Form 10-K](#).

¹ Total proceeds to date including \$3.6 billion generated in 2025.

Photo: Boddington, Australia

Newmont Operations and Projects¹

Newmont’s portfolio² includes 12 managed operations and two projects in execution, strategically diversified across the world's most favorable mining jurisdictions.



¹ As of December, 31 2025. See [cautionary statement](#).
² Not including Newmont's equity ownership in the Fruta del Norte mine in Ecuador.

2025: Strong Finish, Strong Foundation

In 2025, Newmont demonstrated disciplined execution and delivered measurable progress – finishing the year with strong momentum and a reinforced foundation for long-term value creation. Throughout the year, our teams drove consistency at our operations, improved cost performance and reinforced financial flexibility. At the same time, we took a measured approach to balance sheet management, positioning the Company with the strength and resilience to perform through the commodity cycle.

IMPROVED OPERATIONAL PERFORMANCE AND STRENGTHENED FINANCIAL POSITION

Stable Production

5.7Moz¹

Achieved 2025 production and improved cost guidance

Free Cash Flow²

\$7.3B

Generated all-time fourth quarter and annual free cash flow records

Returns to Shareholders

\$3.4B

Paid in quarterly common dividends and ongoing share repurchases

Debt Reduction

\$3.4B

Ended 2025 with a strong balance sheet and a net cash position

Adjusted Net Income²

\$6.89

(per diluted share)

All-time fourth quarter and full year ANIPS records

¹ Production shown for core portfolio only.

² Non-GAAP metrics are defined and reconciled in the Company's [2025 Form 10-K](#) (Item 7, Management Discussion and Analysis, under the heading Non-GAAP Financial Measures).



Our Approach to Sustainability

Sustainability is core to how we operate and guides every decision we make at Newmont. Our global strategies focus on prioritizing health and safety, protecting the environment, respecting human rights, supporting our people, acting with integrity and contributing to strong communities. We set clear targets, implement robust policies and standards, build meaningful relationships, and hold ourselves accountable through transparent reporting. Through these actions, we aim to meet – and exceed – stakeholder expectations.

Sustainability and the Mine Lifecycle

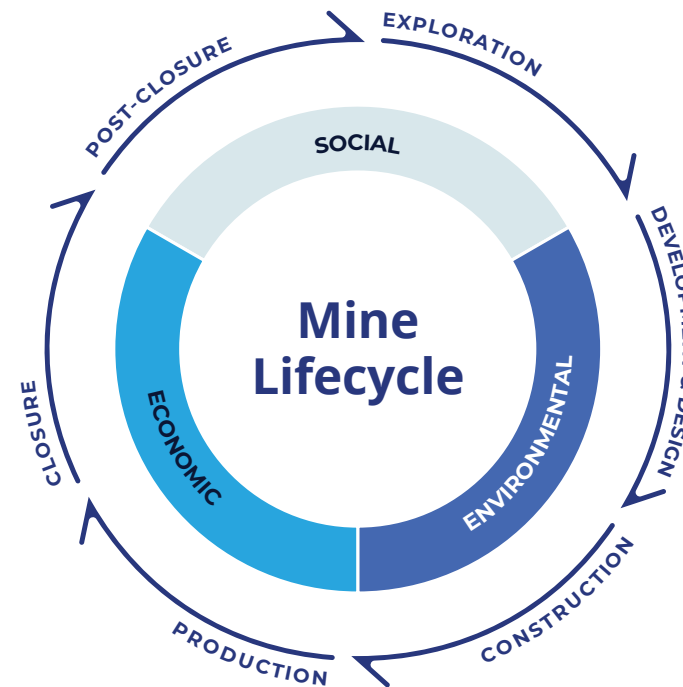


Photo: Cadia, Australia

Our Sustainability Framework

Building on our existing robust sustainability programs, in 2025, we developed a Sustainability Framework (“the framework”). We developed the framework to reflect a changing operating environment, rising stakeholder expectations, and the increasing complexity of sustainability-related risks and opportunities. It reinforces our established practices focused on performance, while strengthening integration, consistency and value creation.

This framework provides a pragmatic, risk-based approach to managing environmental, social and governance impacts, risks and dependencies across the business. Anchored in Newmont’s purpose and values, it aligns sustainability with operational excellence, risk management, capital allocation and long-term business planning. It reinforces the role of sustainability as a business enabler – supporting safe operations, regulatory compliance, community trust and long-term resilience.

Key aspects of the framework include:

- A top-down, enterprise perspective that considers our stakeholder’s expectations and establishes clear priorities; and
- A bottom-up, asset- and project-level application that ensures sustainability actions are fit-for-purpose, risk-based and responsive to local conditions.

The framework examines a multitude of domains for sustainability, structuring them into three areas:

- **Strong Governance:** Upholding high standards of ethics, compliance, assurance, human rights and responsible value chain management.
- **Social Value:** Protecting the health and safety of people, strengthening relationships with communities and Indigenous Peoples, fostering inclusion and contributing to socioeconomic development.
- **Environmental Stewardship:** Responsibly managing impacts on nature, water, climate, tailings and land throughout the mining lifecycle, including closure and long-term resilience.

Using the focus areas, the top-down and bottom-up approach helps us identify and manage the impacts, risks and dependencies of our programs throughout the life of assets and projects. It also clarifies enterprise-wide priorities while accounting for site-specific context. This supports better decision making and helps us allocate resources where they have the most impact.

The framework will guide how we continue to integrate sustainability into business planning and project development; balances risks, costs and performance; and strengthens our ability to create long-term value while maintaining the trust of communities and regulators essential to our license to operate.

Sustainability Governance

Newmont's Board of Directors ("the Board") provides oversight and accountability for the Company's operations. It stewards the Corporate Strategy and exercises oversight to ensure Newmont operates responsibly and creates long-term value for stockholders, customers, employees, suppliers, and host communities and governments.

BOARD OVERSIGHT

The full Board oversees the Company's safety and sustainability performance and holds management accountable. To embed sustainability across the business, the Board delegates specific matters to its committees. These committees ensure that our global standards, strategies, business plans and compensation structures support strong sustainability performance.

Committee Chairs meet with management before formal Board meetings and then share summaries with the full Board. Key sustainability topics reviewed include health, safety, security, tailings management, social performance, climate, biodiversity and nature, external relations and talent management.

Photo: Ahafo South, Ghana



Safety and Sustainability Committee¹



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



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



Harry M. (Red) Conger (director since 2024) has more than 46 years of mining and leadership experience, including serving as the President and Chief Operating Officer of Teck Resources and Chairman of the National Mining Association.



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

Safety and Sustainability Committee

As stated in its [charter](#), the Safety and Sustainability Committee advises and oversees matters related to health, safety, operational security, sustainable development, environmental management, social performance, external relations and related risks.

Quarterly meetings focus on policies, standards and strategies for managing safety and sustainability risks. The committee reviews compliance with regulations, policies and standards; performance against commitments, internal objectives and public targets; and sustainability-related incentive plan metrics. It also contributes to Newmont’s annual materiality assessment, reviews and approves the Sustainability Report, and endorses the Modern Slavery Statement.

As of the end of 2025, the Safety and Sustainability Committee included four members – Jane Nelson (Chair), Harry M. (Red) Conger, Dr. Emma FitzGerald and José Manuel Madero.

Audit Committee

The [Audit Committee](#) oversees the integrity of financial statements and compliance with legal and regulatory requirements. It reviews the Company’s [Business Integrity and Compliance](#) program, including any material updates to the Code of Conduct, and reviews the annual [Taxes and Royalties Contribution Report](#), which discloses Newmont’s tax strategy and economic contributions to host communities and governments.

Leadership Development and Compensation Committee

The [Leadership Development and Compensation Committee](#) develops and oversees the executive compensation policies and programs, holding executives accountable for the health, safety and sustainability performance through performance-based compensation structures. It also oversees leadership development and talent management and reviews the People Strategy and the Company’s efforts to enhance diversity and inclusion.

Corporate Governance and Nominating Committee

The [Corporate Governance and Nominating Committee](#) ensures the Board is composed of qualified directors acting in the best interests of shareholders and stakeholders. It oversees corporate governance, Board leadership and succession planning, and recruiting members with expertise in health, safety, environmental and social performance.

For more information on Board members and committees, please refer to our website and 2026 Proxy Statement.

For more information on Board members and committees, please refer to our [website](#) and [2026 Proxy Statement](#).

¹ Reflects membership of the Committee in 2025.

MANAGEMENT RESPONSIBILITIES

Management is responsible for executing sustainability programs and managing associated risks. Specific responsibilities of the President and CEO and her direct reports include:

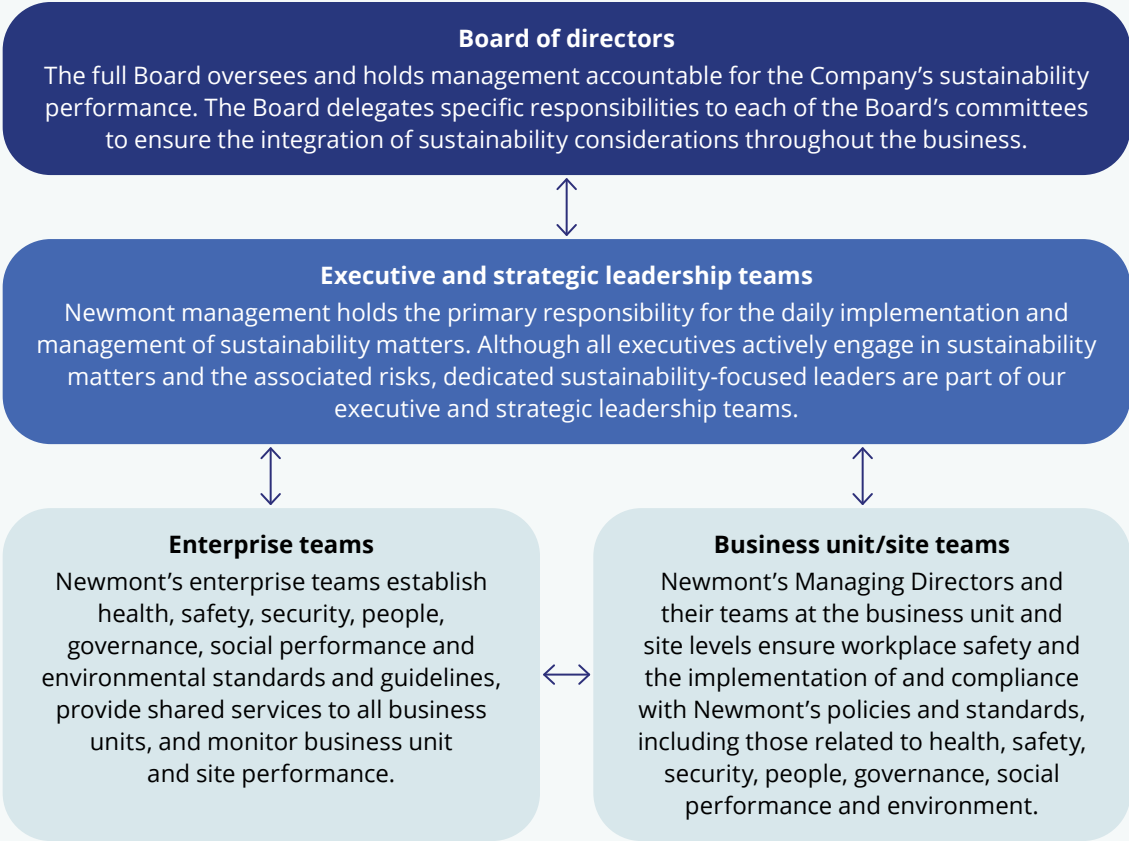
- **President and CEO:** Aligns sustainability efforts with the Corporate Strategy.
- **Chief Sustainability and Development Officer:** Executes the Sustainability Strategy and Framework.
- **Chief Financial Officer:** Oversees debt instruments (including our sustainability-linked bond) and engages with investors on sustainability matters.
- **Chief Legal Officer:** Manages Business Integrity and Compliance matters, addresses key social and environmental issues with the legal team, and manages business-wide operational risks.
- **Chief People Officer:** Oversees the People Strategy, focusing on inclusion, diversity and talent management, including sustainability-related roles.
- **Chief Technical Officer:** Leads efforts to deploy technologies that promote safer, more responsible mining and serves as the Accountable Executive (AE) and is accountable for responsible tailings management.

- **Managing Directors:** Ensure sustainability is embedded at the business unit and site levels.
- **Group Head, Project and Studies:** Ensures sustainability is embedded at the exploration and project sites.
- **Group Head, Health, Safety, Security and Environment:** Leads the Health, Safety and Security and Environment functions.

Executive steering committees and cross-functional working groups support global strategies on geopolitical risk, human rights, Indigenous Peoples, water stewardship, tailings management, climate change and mine closure. A cross-functional sustainability disclosure subcommittee ensures sustainability matters are effectively communicated to investors, including emerging regulatory proposals related to climate disclosures.

For more information on how Newmont’s 2025 sustainability performance influenced remuneration, please refer to the [2026 Proxy Statement](#).

SUSTAINABILITY GOVERNANCE



Stakeholder Engagement

We consider anyone affected by our activities or essential to our success a stakeholder. Our [website](#) provides an overview of stakeholder groups, priority topics, engagement methods and examples of how we work with each group, with additional detail included throughout this report.

Materiality

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

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

This analysis differs from traditional financial materiality, which relates to thresholds that may influence investors and determine the disclosures in our public financial filings. Several issues – including mine closure, community relationships, water management and climate change – are considered material from both a financial and sustainability standpoint. We discuss these matters in this report and our [2025 Form 10-K](#) (pages 17–52).

For our 2025 materiality assessment process, we engaged an independent research and advisory firm to help refresh our previous materiality assessment. The assessment process included:

- **Initial issues refresh:** Starting with the prior year’s material issues, we validated the list of issues and incorporated new and emerging issues using a variety of methods, including Newmont’s Sustainability Framework, current reporting requirements and frameworks, peer benchmarking, sector priorities, and the list of assessed issues from a third-party software analytics platform that identifies and monitors external risks including sustainability-related risks.
- **Data-driven material issues prioritization:** We incorporated data from the third-party software analytics platform on regulatory, media and corporate disclosure environments.

- **Internal validation:** Key internal stakeholders from finance, risk management and investor relations reviewed the business impact results.
- **Risk management evaluation:** Our leaders reviewed and evaluated the final materiality matrix to confirm there were no significant gaps between the material sustainability issues and the ranking of risks in our Global Risk Library identified through our risk management process.
- **Leadership validation:** We reviewed the issues prioritization with functional leaders, executives and the Board’s Safety and Sustainability Committee to confirm the final issue rankings displayed in the matrix.

Our 2025 materiality assessment resulted in 33 total issues, all important and requiring focused attention from Newmont. Each issue is ranked and is shown in three tiers, with 10 being the most material. Compared to previous years, the issues are largely the same. For more information, see the materiality matrix and corresponding topic definitions on the following pages.

Additionally, the previously separate issues of greenhouse gas (GHG) emissions and energy use has been renamed decarbonization, and land and resource rights is included in mine closure and reclamation. All material issues are addressed in this report, primarily under the three main sections – Governance, Social and Environment.

We have provided information on our [website](#) about our governance, risk management, and our strategy and management approach for the material issues. This ensures the discussion and disclosures in this report concentrate on our performance for the reporting year. Key performance indicators for all issues shown on the 2025 materiality matrix are included in the [2025 Performance Data tables](#).

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



Environmental/Societal Impact

2025 Materiality Matrix

- Biodiversity and ecosystems
- Local and Indigenous community hiring

- Community health, safety and security
- Decarbonization

- Climate adaptation and resilience
- Community relations, engagement and consultation
- Local and Indigenous community rights
- Tailings management and safety
- Water quality and pollution
- Water use, reuse and replenishment

- Artisanal and small-scale mining (ASM)
- Community investment
- Responsible sourcing and supply chain management

- Air quality
- Chemical and hazardous materials use and waste management
- Critical incident management
- Human and labor rights in operations
- Human and labor rights in supply chain
- Mine closure and reclamation
- Worker health, safety and wellbeing in the supply chain
- Workforce diversity, equity and inclusion

- Corruption and bribery
- Worker health, safety and wellbeing

- Advocacy and political responsibility
- Innovation/technology deployment
- Materials reuse and recycling
- Non-hazardous waste management
- Value sharing and tax contribution

- Cybersecurity and data privacy
- Employee attraction, retention, engagement and development
- Sustainability governance

- Business ethics, compliance and transparency
- Geopolitical risk

Business Impact

Material Issues

The following definitions have been developed as part of Newmont’s annual materiality assessment to provide clarity and consistency for all stakeholders, both internal and external, engaged in the process. By ensuring a shared understanding of each issue, these definitions support accurate mapping of topics to relevant data sources, strengthening the integrity of the assessment. They have been developed using established external frameworks, including the GRI Mining Sector Standard, SASB, ICMM Principles and other industry benchmarks.

LIST OF ISSUES AND DEFINITIONS

Issue	Definition
Advocacy and political responsibility	Public policy and transparent political engagement that aligns with the Company’s environmental, social and governance policies and position; Collaboration with public sector, peers and industry associations to advocate for better outcomes for people and the planet
Air quality	Release of material air pollutants, including nitrogen oxides (NOx), sulfur oxides (SOx), carbon monoxide (CO), mercury (Hg), Arsenic (As), Lead (Pb), Selenium (Se), volatile organic compounds (VOCs) and particulate matter (PM10 and PM2.5); Limit the impact on local communities, workers and ecosystems
Artisanal and small-scale mining (ASM)	Engage and consult with local ASM operators to build constructive relationships; Identify, assess, prevent and mitigate impacts through business relationships, interactions, security practices or co-location of mining with ASM; Support legitimate ASM activities through capacity building, negotiating allocated areas for ASM operators to mine and providing resources and technical assistance
Biodiversity and ecosystems	Impacts on biodiversity and ecosystems from own operations and value chain, including soil, living organisms and food resources, deforestation, loss of or restoration of plant and animal species; Impact of own operations on the physical environment through the lifecycle of the mine

Issue	Definition
Business ethics, compliance and transparency	Ethical business culture and practices; Compliance with laws and regulations issued by local, regional and national governments, regulatory authorities and public agencies; Transparent corporate behavior and policies, including payments to governments, rights of shareholders, etc.
Chemical and hazardous materials use and waste management	Chemical (including cyanide and mercury) and hazardous materials use and waste management; Safe practices and incidence avoidance in own operations and elsewhere in the value chain, including in storage and transportation
Climate adaptation and resiliency	Disruptions from changes in climate, adaptation and enhanced resiliency to financial, physical and regulatory impacts of climate change on own operations, the value chain and local communities
Community health, safety and security	Health and safety impacts on communities from own operations, supply chain and own/third-party security practices; Programs and practices that assess, manage and mitigate health and safety impacts
Community investment	Economic contributions through local investment and capacity building; Economic diversification in local/host communities, including diversified jobs and careers; Philanthropic efforts and employee volunteering

Issue	Definition
Community relations, engagement and consultation	Open two-way dialogue with communities near operations; Provision of grievance and remediation opportunities for communities to voice questions and concerns; Social inclusion of diverse community members
Corruption and bribery	Prevention and detection of bribery, fraud, extortion, collusion, money laundering, corruption, etc., through training, policies and standards
Critical incident management	Prevention and control of incidents that can lead to fatalities, injuries or ill health, environmental impacts, or cause damage to local communities and infrastructure
Cybersecurity and data privacy	Protection of internal systems and equipment (including operational safety systems), networks, devices, data, etc. from unauthorized access or criminal use; Safeguarding the privacy and personal data of customers, employees and workers, and business partners
Decarbonization	GHG emissions and intensity in own operations and value chain (Scope 1, 2, 3), including transportation/logistics, excavation and mine operations; Energy use, intensity and efficiency
Employee attraction, retention, engagement and development	Attract, recruit and retain a skilled workforce; Employee engagement, transparency and collaboration; Training and development for employees to build capabilities, career opportunities and advance knowledge to ensure skills and talent pipeline for the future of mining
Geopolitical risk	Assessment and avoidance of conflict-affected and high-risk areas; Robust due diligence to ensure human rights are respected and ensuring own operations and activities are not contributing to conflict

Issue	Definition
Human and labor rights in operations	Human rights and labor/working conditions of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Identification and addressing incidents and risks of modern slavery, child or forced labor; Prevention of discrimination, harassment and retaliation; Freedom of association and collective bargaining; Living wage, inclusive/competitive benefits, reasonable working hours, adequate housing; Access to grievance mechanisms
Human and labor rights in the supply chain	Respecting human rights and labor/working conditions of workers in the broader supply chain (training, policies and procedures); Monitoring for modern slavery, child or forced labor, discrimination, harassment and retaliation; Assessing suppliers for issues such as freedom of association and collective bargaining for workers, living wage/adequate pay, reasonable working hours, adequate housing; Awareness of and access to grievance mechanisms
Innovation/technology deployment	Deployment of innovation and technology to improve environmental, safety and social outcomes; Identify, manage and mitigate negative impacts of new technology and innovations on own workforce, supply chain, community and the environment
Local and Indigenous community hiring	Hiring from local and Indigenous communities at all company levels; Develop and enable training and development to build capabilities for career opportunities
Local and Indigenous community rights	Includes human, social, civil, political, economic, cultural, land, and resource rights – such as free, prior, and informed consent (FPIC), individual and collective rights, and self-determination. These encompass access to land, natural resources, education, health, employment, language, adequate housing and food, clean water, and sanitation. It also covers the right to manage and control fisheries, forests, and other resources, while minimizing impacts from company activities – exploration, extraction, waste storage, processing, transportation, and distribution – on these resources and traditional livelihoods, and avoiding resettlement or disruption

Issue	Definition
Materials reuse and recycling	Re-use and recycling of resources, products and materials in the mining process; Design and innovation for recycling/circularity (excluding water which is under a separate issue)
Mine closure and reclamation	Environmental, social and economic impacts from mine closure and decommissioning of own operations; Engagement of workers, suppliers, local communities, governments and other stakeholders on closure planning and implementation, including post-mining land use; Rehabilitation of land during the life of the mine as land becomes available post-closure
Non-hazardous waste management	Non-hazardous waste reduction, management and safe practices in operations and along the value chain
Responsible sourcing and supply chain management	Transparent processes, systems and assessments to ensure suppliers uphold standards on environmental, social and ethical business practice issues; Ethical sourcing of materials and other supplies; Enablement of supplier sustainability with longer-term contracts and on-time payment
Sustainability governance	Sustainability integration and governance, including board composition/diversity, expertise, oversight, executive compensation, etc.; Publicly reporting on sustainability-related issues, risks, opportunities, outcomes, policies, plans, performance and goals; Critical and systemic risk management
Tailings management and safety	Responsible tailings management conforming with the Global Industry Standard on Tailings Management (GISTM) commitments; Transparent communication of risks to protect employees, local communities and the environment; Prevention of catastrophic failures of tailings facilities
Value sharing and tax contribution	Direct and indirect value sharing in host countries, regions and communities through investments, procurement spending, supporting/partnering with diverse local suppliers, commerce, regional development, infrastructure, fair tax contributions, etc.

Issue	Definition
Water quality and pollution	Water quality and water pollutants from own operations; Availability of clean water in communities (i.e., for drinking, agricultural use, etc.); Monitoring of water discharges throughout the value chain
Water use, reuse and replenishment	Water use and water reuse and recycling in own operations; Water availability/access/security for communities, especially in water-stressed areas; Monitoring of water use throughout the value chain
Worker health, safety and wellbeing	Health, safety and wellbeing (mental and physical) of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Provision of health and safety training, tools and standards; Implementation of policies and approaches to avoid and address significant/critical health and safety incidents
Worker health, safety, and wellbeing in the supply chain	Health, safety and wellbeing (mental and physical) of workers in the value chain; Partnering with suppliers who promote and enable health, safety and wellbeing of their workers; Implementation of a supplier management approach to avoid and address significant/critical health and safety incidents within their own businesses
Workforce inclusion, diversity and equity	Diverse and inclusive workforce (employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont), executive management team and board; Fair and equitable treatment, compensation and opportunities for all employees in the workforce

UN Sustainable Development Goals (SDGs)

Newmont is dedicated to advancing the SDGs through a variety of activities and initiatives. We recognize that we can impact and positively contribute to all 17 SDGs. However, to maximize our influence and impact, we have prioritized eight SDGs, which align with our business strategy, highlight our goals, and offer the greatest potential to create meaningful, lasting outcomes that improve lives.

We report on our efforts to advance these goals throughout this report and highlight specific alignments between our sustainability initiatives and the SDGs in the [GRI Index](#).

NEWMONT’S PRIORITIZED SDGS



Advancing Sustainability Through Technology

Technology and innovation are essential to achieving Newmont’s operational objectives and advancing a safer, healthier and more sustainable business. We collaborate across teams to identify, implement and evaluate technologies that support these goals, including battery electric haul trucks featured on this page. Other examples discussed in this report include:

- [Using AI-powered tools to enhance analysis of business integrity and compliance information.](#)
- [Investing in battery energy storage systems in Australia.](#)
- [Constructing modern water treatment facilities in Peru.](#)

To guide the responsible, secure and ethical use of artificial intelligence (AI) as these technologies rapidly grow and evolve, in 2025, Newmont introduced a global AI Standard. The standard aligns AI use with Newmont’s values, Code of Conduct and legal requirements; restricts use to approved platforms to protect data; and applies controlled access based on business need, risk and training. It also establishes AI governance to oversee data and reinforces human oversight of critical decisions affecting safety, production, compliance and employee rights, enabling Newmont to manage risk while using AI to enhance safety, productivity and performance.

Our operations rely on robust information and operational technology systems, supported by a suite of advanced digital solutions across on-premises and cloud-based platforms. Although these systems are critical to safe and efficient operations, they face increasing cybersecurity threats. Our cybersecurity risk management approach and strategy are described in our [2025 Form 10-K](#) (pages 51–52).

Greenhouse Gas Reduction through Electric Haul Trucks

Diesel-powered haul trucks are significant sources of direct (Scope 1) GHGs in mining. While essential to loading and hauling ore, these trucks carry a substantial emissions footprint, making them a key focus for innovation.

To drive meaningful GHG reductions, Newmont invested in a fleet of 50-tonne battery electric vehicle (BEV) haul trucks at its Brucejack operation. After several years in operation, the fleet has demonstrated that electrified haulage can reliably support underground mining while materially reducing emissions.

By replacing diesel engines, BEV haul trucks eliminate tailpipe GHG and diesel particulate matter, improving air quality and reducing potential health risks for

underground personnel. The trucks also generate less heat and noise, contributing to a more comfortable and safer working environment.

Electrification offers additional system-wide benefits. Reduced heat and emissions can lower underground ventilation requirements – one of the most energy-intensive aspects of mining – creating opportunities to further decrease overall energy use, where ventilation systems are optimized accordingly.

With a proven model now established at Brucejack, Newmont is evaluating opportunities to expand BEV haulage across its portfolio as new operations are developed and existing fleets are modernized.

Photo: Brucejack, Canada



Governance

Strong governance is central to our journey as a sustainable mining leader. Our commitment to transparency, accountability and ethical practices honors our legacy while building long-term value and trust with stakeholders.

Enhanced our risk management approach by redesigning and building processes to support a new Enterprise Risk Framework (ERF) →

Enhanced Newmont’s Business Integrity and Compliance (BI&C) analysis and reporting tools, leveraging AI for faster issue identification and action →

Participated in the Industry Advisory Group for the Consolidated Mining Standard Initiative (CMSI), aiming to unify four mining standards into a global responsible mining framework →

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Business Integrity and Compliance

Business integrity is essential for building and maintaining the trust that underpins everything we do. As a core value, integrity guides our daily decisions and actions. Our global Business Integrity and Compliance (BI&C) program supports this by establishing robust controls and fostering a culture where all our relationships are based on honesty and respect.

We monitor and improve the effectiveness of our business integrity and compliance efforts through regular assessments, benchmarking against regulatory requirements and industry best practices, and tracking key metrics and performance objectives.

Business Integrity and Compliance Performance

We investigate potential breaches of our Code of Conduct and take swift and meaningful action when needed. Anyone – employees, contractors, suppliers, community members and others – can anonymously report concerns or request guidance through our third-party [Business Integrity Helpline](#). We also track cases raised through other reporting channels, such as our People and Security functions, and integrate them into the Business Integrity Helpline process when applicable.

In early 2025, we updated how we classify Business Integrity Helpline cases to improve clarity and ensure each matter is handled appropriately. The following three tiers replaced the prior “escalated” and “non-escalated” categories:

- **Tier 1:** Business integrity matters requiring a formal and independent review or investigation such as conflicts of interest, fraud, corruption, retaliation and safety misconduct.
- **Tier 2:** Respect at Work matters requiring a formal and independent review or investigation such as workplace bullying, harassment, discriminatory practices or sexual misconduct.
- **Tier 3:** Non-business integrity, compliance or Respect at Work matters that are determined to be better handled directly by functional management in accordance with functional protocols rather than through a BI&C process (e.g., administrative, procedural and employment matters, and single instances of verbal interpersonal conflict).



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

Photo: Cadia, Australia

BUSINESS INTEGRITY AND COMPLIANCE INVESTIGATIONS

Business integrity matters opened, substantiated and addressed in 2025

	Number
Total new matters (all matters) captured in the Business Integrity Helpline ¹	1,351
Total new tier 1 and tier 2 (escalated) matters captured in the Business Integrity Helpline	425
Total tier 1 and tier 2 (escalated) matters addressed (substantiated and unsubstantiated)	500
Total substantiated tier 1 and tier 2 (escalated) matters	274

Read more about our business integrity and transparency events and performance in the [2025 Performance Data tables](#).

Nature of tier 1 and tier 2 (escalated) matters captured in Newmont's Business Integrity Helpline in 2025

Nature of cases	Number	Percentage
Respect at Work matters	216	51%
Misuse or theft of Company assets	29	7%
Conflicts of interest	35	8%
Environmental, health and/or safety misconduct	17	4%
Fraud and/or corrupt practices	43	10%
Internal controls and/or accounting matters	0	–
Privacy and/or confidentiality matters	36	8%
Incidents of discrimination	12	3%
General misconduct	21	5%
Retaliation	11	3%
Other concerns	5	1%
TOTAL	425	100%

¹ "All matters" include all matters received and/or logged into the helpline, e.g., allegations, inquiries, compliance reviews and duplicated reports.

Business Integrity Culture

In 2025, there were 12,407 employee training and awareness interactions through online and in-person outreach efforts. This represents engagement with approximately 64 percent of Newmont's employee population as of the end of 2025, compared to our engagement with 36 percent of the employee population in 2024.

Training in 2025 covered core BI&C topics, including anti-corruption, conflicts of interest, gifts and entertainment, global trade compliance and how to use our Business Integrity Helpline. Targeted sessions were also conducted for high-risk vendors and "gate-keeping" functions, such as Government Relations, Commercial, Mine and Plant Operations, and Security.

Through our quarterly Organizational Justice and Integrity Dashboard (OJID), a key internal communications tool, we shared insights on Business Integrity Helpline cases, including outcomes and disciplinary actions, and highlighted lessons learned from real cases to avoid recurrence and increase transparency around the internal investigations process.

We are committed to recognizing the individuals whose daily work brings our values to life. Our annual Andy Holleman Business Integrity Award highlights employees who exemplify ethical leadership. In 2025, 12 employees were nominated by their peers, and three recipients were honored. We highlight the awardees on [page 30](#).

Compliance Controls and Program Performance

In 2025, Newmont further strengthened its compliance program through the following enhancements:

Improved compliance-enabling tools and technology

- Developed and implemented an AI-powered tool to more efficiently and effectively search and analyze historical BI&C cases, enabling more timely and comprehensive analysis of newly received cases and better identification of trends. We also streamlined our global case intake and triage process by partially automating the process using electronic assessment forms and internal workflows, enhancing traceability in how BI&C reports are assessed.
- Partnered with the People function to improve the review processes for job candidates' disclosures of political exposure and conflicts of interest as well as the internal screening of proposed managerial promotions, transfers or re-hires.
- Launched a new internal gifts, hospitality and sponsored travel registry to improve employee compliance with internal disclosure requirements.
- Completed development and testing of an AI-powered tool to support the proactive detection of suspicious payment transactions.

Dynamic compliance risk assessment

- Rolled out an enhanced compliance risk assessment methodology that captures compliance risk input from key internal stakeholders across all operating sites.

Business Integrity Helpline

- Maintained a strong "speak up" culture, where employees feel supported in raising concerns without fear of retaliation.
- Improved internal key performance indicators related to investigations through continuous improvement initiatives, proactive direction from the Executive Compliance Committee (which is composed of members of the Executive Leadership Team, the Group Head of Legal Governance and Compliance, and the Chief Integrity and Compliance Officer), and stronger collaboration with local management and BI&C investigation partners.

Global trade compliance

- Continued to operate in compliance with applicable trade and sanctions laws and regulations through a risk-based Global Trade Compliance Program that includes policies, internal controls, training, risk assessments, monitoring activities and a third-party due diligence screening program.

Political Contributions

In 2025, Newmont's total political contributions in the U.S. were \$2,500. During the year, Newmont discontinued its political action committee (NEWPAC) due to a significant decline in employee participation as a result of changes in the company structure and portfolio and the resources required to manage the PAC. The remaining balance of \$20,500 was distributed to a small number of previously supported candidates from both major political parties. A termination report, filed with the U.S. Federal Election Commission in September 2025, stated any remaining balance in the NEWPAC account would be donated to charities aligned with the Company's values.

Public Policy Performance

In all our operating regions, we engage with government and regulatory officials to provide updates on our operations, local issues, and emerging risks and opportunities. In 2025, our public policy advocacy in these countries included the following:

ARGENTINA

Newmont, alongside industry peers, engaged with President Javier Milei’s administration to support investment climate reforms and promote responsible investment in the mining sector. In the Santa Cruz province, we continued to engage with provincial authorities on key priorities, including safety standards, local employment and procurement, and other activities to further attract investment in and around Cerro Negro.

AUSTRALIA

We continued to collaborate with the Northern Territory government on matters relating to permitting, energy supply, infrastructure and the workforce at our Tanami mine. We met with the Western Australia Premier to discuss the region’s energy needs and permitting for the new tailings storage facility at our Boddington mine. In New South Wales (NSW), we submitted our Cadia mine expansion application for regulatory review and engaged with officials to explain the benefits.

CANADA

Newmont representatives, in collaboration with leadership of the Tahltan Nation, presented at the Prime Minister’s Economic Growth Caucus Summit, highlighting efforts to create shared value and unlock mineral opportunities. Newmont’s Red Chris Block Cave project was referred to the Major Projects Office as a project of national interest.

GHANA

Newmont engaged with President Mahama and his administration on several key priorities, including fiscal regime reforms and new local content requirements for contractor mining and collaboration related to formalization of responsible artisanal small-scale mining. Newmont’s collaboration with the Mahama Administration was demonstrated by senior government representation at the [Ahafo North commercial launch ceremony](#) in October 2025.

Honoring Employees Who Exemplify Integrity

Integrity is a core Newmont value, guiding our decisions and actions. Each year, the Andy Holleman Business Integrity Award honors employees who exemplify this commitment. Named after our former Chief Compliance Officer, who tragically passed away in 2019, this award celebrates his leadership and enduring legacy of fostering a culture of integrity at Newmont.

In 2025, three employees were recognized for demonstrating exceptional integrity. Nominated by their peers and selected by the Executive Compliance Committee – which includes the Chief Executive Officer and members of the Executive Leadership Team – they stood out for their courageous and principled actions:

- **Charles Asare** (Superintendent, Process Operations, Ahafo North) immediately alerted an examiner during an external technical regulatory exam when an answer key was mistakenly included with his exam materials, protecting the credibility of the process.
- **Scott Laliberte** (Manager, Process Operations, Brucejack) exemplifies values-driven leadership through fair, transparent and accountable decision making that strengthens trust within his team and across the site.

Celebrating those who demonstrate exemplary business integrity and serve as role models is key to strengthening our culture across Newmont.

- **Abigail Ofori** (Geologist, Mining, Ahafo South) promptly identified and reported payroll overpayments, demonstrating honesty and reinforcing the integrity standards that inspire her colleagues.

Abigail



Charles



Scott



 MEXICO

Newmont secured key water well permits for Peñasquito and continued to engage with officials on remaining environmental approvals. Discussions with Zacatecas state authorities regarding Advanced Payment Agreements for Ecological Taxes for 2025–2027 continued.

 PAPUA NEW GUINEA

Newmont supported the government’s celebration of Papua New Guinea’s 50th Golden Independence Anniversary in September 2025. We also engaged policymakers on potential reforms to the Mining Act and fiscal policy matters, and we continued negotiations to advance the Wafi-Golpu project.

 PERU

Newmont continued its ongoing engagement with government representatives in Cajamarca Province, civil society organizations and private sector partners on water resource management policies and related infrastructure priorities.

 SURINAME

Newmont has built a constructive relationship with the new administration of President Geerlings-Simons, including participation in a U.S.–Suriname business roundtable at the United Nations General Assembly, as well as ongoing engagement with members of the President’s cabinet.

 UNITED STATES

Newmont engaged with U.S. government officials to support our operations and investment objectives across the Americas. As part of the joint review of the United States-Mexico-Canada Agreement (USMCA), we submitted recommendations aimed at protecting investments in Mexico and Canada.

Photo: Red Chris, Canada





Risk Management

Effective risk management is essential to delivering Newmont's strategy, meeting our sustainability commitments and creating long-term value. We continually strengthen our risk governance and apply an enterprise-wide risk framework to consistently identify, assess, manage and monitor risks across the business. This approach helps management and the Board determine where controls and oversight should be enhanced, from corporate functions to site operations.

Risk Identification, Assessment and Control

Both current and emerging risks relevant to Newmont and our activities are identified and linked across enterprise, business unit, site and functional levels. This is achieved using defined criteria for classification, prioritization, escalation, governance and assurance.

This approach aligns with the recognized "Plan, Do, Check, Act" improvement model:

Plan

- Identify and assess risks through structured analysis aligned with strategic, operational and functional activities, as well as sustainability commitments and applicable legal and regulatory requirements.
- Apply defined risk criteria and standardized methodologies to analyze potential causes, events and consequences, supporting risk prioritization, aggregation and escalation.

- Determine the appropriate risk responses, including the identification of critical controls for risks with potentially severe implications to health, safety, environment, security, social performance, operations and business finances.
- Define control objectives and performance expectations to support clear and consistent implementation, assurance and governance oversight.

Do

- Implement risk responses within management's areas of accountability and integrate them into operational planning and execution.
- Communicate risk and control requirements, including performance expectations, through our global governance documentation and supporting technology platforms.
- Embed verification, assurance, reporting, escalation and governance routines.
- Maintain traceability and interconnectedness between risks, controls and actions through supporting systems and registers.

Photo: Cerro Negro, Argentina

Check

- Monitor risk exposure and control performance through management reviews, verification activities (including critical control verification where applicable) and assurance processes.
- Assess whether controls operate as intended and identify control failures leading to degradation in risk exposure and changes in risk profile.
- Record and share outcomes, including findings and remediation actions, to support timely escalation, transparency and governance oversight.

Act

- Determine executive corrective actions and additional risk responses to ensure risks are managed within appropriate thresholds.
- Strengthen risk and control designs, performance criteria and governance oversight to address deficiencies or systemic weaknesses.
- Apply lessons learned to strengthen risk-informed decision making and the achievement of business objectives by continuously improving our risk management practices.

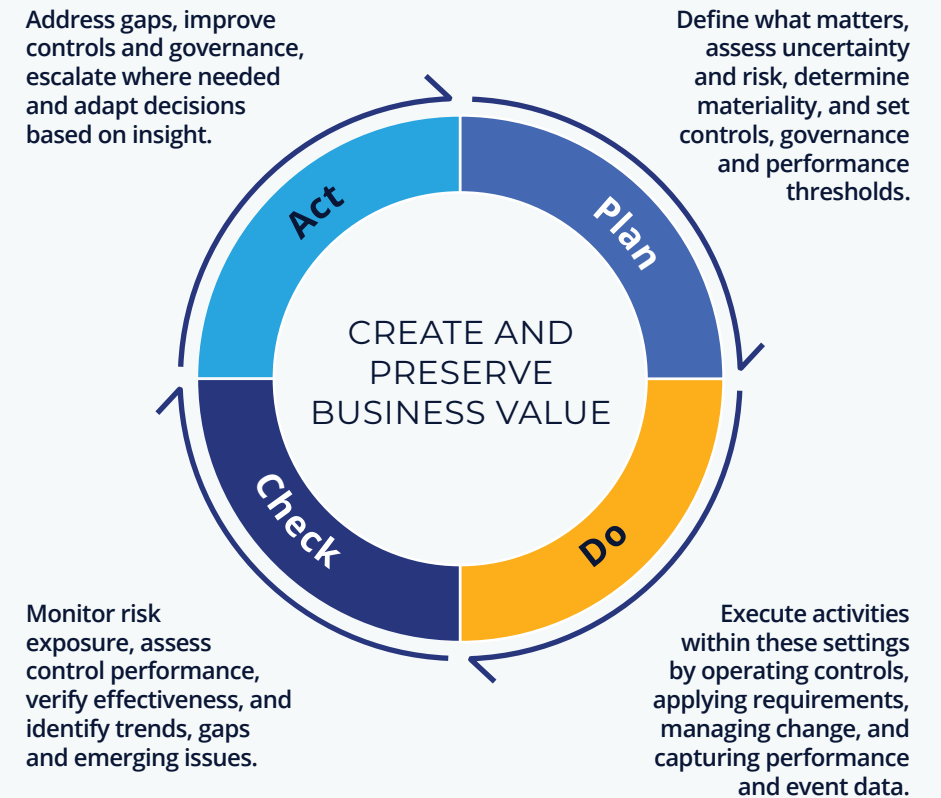
This approach manages risks proportionately, based on their potential impact.

Risk Governance and Assurance

Newmont applies the Institute of Internal Auditors' [Three-Lines Model](#) to clarify roles and responsibilities for risk management, oversight and independent assurance:

- **First line:** Management at enterprise, business unit, site, project and functional levels are accountable for identifying, assessing and managing risks within their areas of accountability, including the implementation and execution of controls.
- **Second line:** Oversight functions provide best practice guidance, monitoring and challenge to support consistent application of risk management practices by the first line. These functions also support risk reporting and governance forums, and monitor risk profiles and control performance.
- **Third line:** Internal Audit provides independent and objective assurance to management and the Board on the effectiveness of risk management, governance and internal controls. External regulators or third parties may also conduct independent reviews where required.

PLAN-DO-CHECK-ACT MODEL



Risk Information, Monitoring and Reporting

Risk information is consolidated through supporting technology to provide visibility into:

- Current and emerging risk profiles.
- Risk management effectiveness and performance.
- Risk trends, changes and systemic issues.
- Assurance activity outcomes.

Risk reporting is tailored to different governance levels, providing leaders with decision-relevant insights.

Management and Board Oversight of Risk

The Executive Leadership Team (ELT) is responsible for overseeing Newmont’s enterprise risk profile and ensuring material risks are effectively managed. In 2025, the ELT undertook an enterprise risk assessment aligned with Newmont’s strategic objectives, confirming the risks most critical to the delivery of short- and long-term outcomes. ELT members oversee material risks within their respective areas of accountability and ensure appropriate mitigations are in place.

The Board of Directors oversees Newmont’s most significant risks through reporting and discussions, with detailed and regular reviews undertaken through the Audit Committee and, for sustainability-related risks, the Safety and Sustainability Committee. The Board and its committees review changes in risk exposure, emerging risks and the effectiveness of risk governance. Risk oversight is integrated into Board and committee agendas to support informed decision making and stewardship.

Further information on Board oversight of risk management is available in the “Corporate Governance – Board Oversight of Risk Management” section of Newmont’s [2026 Proxy Statement](#).

Newmont continues to regularly review and evolve its risk management practices, in response to changes in operational and functional context, scale and complexity across the business.

Risk management is embedded into normal business processes and decision-making practices, including objective setting and prioritization, performance management, budgeting, capital allocation investment decisions and operational change. Our focus is on risk-informed decision-making and the achievement of business objectives to ensure we create and preserve value.

Risks and controls identified through our systems and processes inform the programs used to manage our material and other sustainability aspects. Details about these programs – including our sustainability risk management approach for each material issue – are available on our [website](#).

Photo: Lihir, Papua New Guinea



More information about our risk factors and approach to cybersecurity risks is discussed in our [2025 Form 10-K](#) (pages 17–52).



Sustainability Compliance and Assurance

Meeting our commitments and operating in compliance with laws and regulations is a fundamental business priority. We build trust and meet stakeholder expectations by upholding high standards, responsible business practices and transparent reporting on performance. Newmont's compliance and assurance programs help us meet our sustainability obligations while identifying opportunities for ongoing improvement.

We manage our environmental, social and political risks within the framework of our Enterprise Risk Framework (ERF) and its hierarchy of policies, standards, guidelines, critical controls and procedures.

Sustainability Risks and Standards Performance

In 2025, we strengthened our management of sustainability risks by mapping common site activities used to manage controls for environmental risks across Newmont's operations, identifying opportunities, strengths and weaknesses, and informing the development of a consistent verification framework.

We continued our Line of Defense 2 (LOD2) assurance activities, which assess conformance with Newmont's standards and systems. These reviews aim to verify that our global standards and critical controls are in place and working effectively. To support the audits, we created risk performance packs that include key risk data, performance metrics and conformance information, helping audit teams focus on the most material risks. We also tested the use of AI to improve how data is reviewed and to generate better insights.

During the year, we conducted LOD2 assurance activities at Boddington, Brucejack, Cadia, Cerro Negro and Red Chris. These activities assessed conformance across safety, health, environmental and social performance standards, as well as the effectiveness of management systems. They also included independent checks on the implementation of CEO-led global "calls to action" related to temporary structures, remote control equipment devices, buses and roller doors. These are prompted by the emergence of significant safety concerns, such as recurring incidents or the identification of equipment, tools or procedures that necessitate immediate assessment and intervention.

Key improvement areas – including vehicle and pedestrian segregation, workplace exposure management, electrical isolation and testing, water discharge management, and local employment and procurement practices – were identified at each operation and across all disciplines in scope. Corrective action plans were developed and tracked for all non-conformances to close these gaps.

For more details on the Three-Lines Model, please refer to the [Risk Management](#) section.

For more information, visit the Our Approach to Sustainability section of our [website](#).

Photo: Cadia, Australia

ENVIRONMENTAL APPROVALS PLANNING

To reduce risks associated with permitting delays, regulatory approvals complexity and non-compliance, we developed an Environmental Permitting and Approvals Governance Framework in 2025. A supporting standard sets the minimum requirements for planning and securing the environmental approvals needed for long-term operations, including:

- A structured process to develop operational-level permitting and approval strategies by operation to be incorporated into the integrated planning process.
- Risk-informed scheduling that incorporates jurisdiction-specific regulatory timeline analysis and project risks.
- An updated governance process to align with Newmont's operating model, establishing clear accountabilities across the enterprise, business unit and site levels.

The standard and guideline are expected to be finalized in mid-2026, with site implementation planned throughout 2026 and prioritized based on risk.

Compliance Audit Program

Our compliance audit (CA) program assesses compliance with legal obligations, including regulations, permits and formal agreements. Using a risk-based approach, independent third-party audits are conducted every three years at each site. The audits follow a clear and consistent methodology and reporting process to help us identify any compliance gaps and recommend corrective actions, which are tracked through to completion. These audits also help anticipate emerging compliance trends relevant to each operation.

In 2025, we completed CAs at three sites – Cerro Negro, Peñasquito and Yanacocha. These audits found sites largely in compliance with their obligations, but identified the following areas for improvement:

- Ground water and surface water quality, including contact water management.
- Waste management, including sewage and hazardous materials containment.
- Waste rock management and mitigation of potential water impacts.
- The quality and completeness of documentation supporting regulatory disclosure requirements.
- Social investments and commitments, including closure commitments.

In response to the CA findings, each site is required to develop an action plan to address the gaps. Findings and plans are shared with relevant leadership across the enterprise, business units and sites and presented to the Board of Directors to inform decision making and integrate with broader risk management efforts.

Approximately a year after each CA, we hold effectiveness review workshops to ensure actions are completed or sufficiently underway.

Independent Assurance

We engage an external auditor annually for independent assurance on selected safety and sustainability performance metrics and disclosures in our public reports.

PricewaterhouseCoopers (PwC) was engaged for the 2025 reporting process to complete limited assurance on the following:

- Selected performance metrics in our 2025 Sustainability Report.
- Selected matters as part of Newmont's membership in the following:
 - International Council on Mining and Metals (ICMM) – Subject Matters described in the assurance report and Performance Expectations;
 - World Gold Council (WGC) – Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard; and
 - Mining Association of Canada (MAC) – Towards Sustainable Mining (TSM).

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

PwC follows relevant assurance standards, including the International Standard on Assurance Engagements ISAE 3000 (Revised), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*.

PwC provides Newmont with an annual observations report, which outlines internal improvement recommendations and highlights emerging risks or trends that may require changes to controls or systems. This report is shared with leadership and the Board's Safety and

Sustainability Committee, and actions are tracked to completion as needed. This observations report arises from the procedures undertaken to provide the independent assurance described. PwC has not been engaged to conduct a comprehensive review of controls and systems.

In response to these recommendations, we continue to enhance our reporting processes and assurance efficiencies, including improved data management, strengthened internal review and approvals, and the maturing of our reporting criteria and methodology.

For more details on 2025 independent assurance efforts, refer to the [About This Report](#) section.

Australian Sustainability Reporting Standards

In 2025, we completed our first year of reporting under the Australian Sustainability Reporting Standards (ASRS) for our Australian entities. Our disclosures were prepared in accordance with Australian Sustainability Reporting Standard AASB S2 – Climate Related Disclosures (AASB S2) and Corporations Act 2001. Ernst & Young (EY) was engaged to complete limited assurance on the required disclosures for the initial reporting year. EY follows relevant assurance standards, including the Australian Standard on Sustainability Assurance ASSA 5000, *General Requirements for Sustainability Assurance Engagements*, and ASSA 5010, *Timeline for Audits and Reviews of Information in Sustainability Reports under the Corporations Act 2001*. To ensure readiness, we completed a comprehensive gap assessment, engaged cross-functional teams to review disclosures and provided resources for Australian Directors to further understand the reporting requirements.

Membership-Based Commitments

Newmont participates in responsible mining standards, which contribute to industry-wide sustainability improvements. These initiatives, which are often membership-based, also help us to stay informed and prepare for emerging expectations, issues and risks.

Each year, we assess, verify and report on our membership commitments at both site and enterprise levels. Our Combined Voluntary Commitments Assessment (CVCA) program streamlines data management and reporting by combining multiple assessment criteria into a single self-assessment tool.

We also contribute to the Industry Advisory Group for the Consolidated Mining Standard Initiative (CMSI), a partnership of the ICMM, WGC, The Copper Mark and MAC. The CMSI is developing a single global responsible mining standard with independent, multi-stakeholder oversight. This effort seeks to simplify the existing mining standards landscape and promote continuous improvement of sustainability practices across metal and mineral value chains. For more information, visit the [CMSI website](#).

The table on this and the following page lists the industry programs administered within the CVCA program in 2025.

OTHER SELF-ASSESSMENTS

Global Industry Standard on Tailings Management

In 2025, Newmont continued self-assessments of tailings storage facilities against the Global Industry Standard on Tailings Management (GISTM) and progressed the implementation of corrective actions for any non-conformant or partially conformant protocols.

Work is underway to integrate third-party validation of the GISTM into our annual Sustainability Data Assurance program, ensuring alignment with emerging global best practices.

For more information, see the [Tailings Management](#) section.

The Copper Mark

The Copper Mark is a widely recognized responsible mining standard and assurance framework that promotes responsible, sustainable and ethical practices across the copper, molybdenum, nickel and zinc value chains.

In 2024, our Cadia operation completed the requirements to achieve The Copper Mark and The Molybdenum Mark. In 2025, we continued to work with The Copper Mark and independent assessors to progress improvement plans at Cadia, resulting in the site now fully meeting all applicable criteria. The site also achieved an additional product-level claim by fulfilling the requirements of The Copper Mark Chain of Custody Standard. Our progress is available on [The Copper Mark website](#).

INDUSTRY STANDARDS INCLUDED IN NEWMONT’S CVCA PROGRAM

Organization	
International Council on Mining and Metals (ICMM)	
Voluntary standard	Activities in 2025
ICMM’s Performance Expectations (PEs) and Position Statements define good practice in the areas of environmental, social and governance.	The Reporting Index outlines where each operation is currently positioned within a three-year cycle against the PEs.
Newmont’s sustainability policies, management standards and procedures are aligned to the ICMM Principles, mandatory requirements set out in ICMM Position Statements, the corporate-level PEs and corporate level aspects of combined PEs.	Brucejack, Cerro Negro, Merian, Peñasquito, Red Chris and Yanacocha completed self-assessments against the requirements of the PEs and Position Statements.
	PwC, our independent assurance provider, completed limited assurance over Newmont’s self-assessment of conformance to the ICMM PEs and Position Statements for Brucejack, Peñasquito, Red Chris and Yanacocha.

Organization	
Mining Association of Canada (MAC) Minerals Council of Australia (MCA)	
Voluntary standard	Activities in 2025
Established and administered by MAC in Canada and administered by MCA in Australia, the Towards Sustainable Mining (TSM) program is a reporting framework that aims to improve the industry's performance and help companies evaluate and manage their environmental and social responsibilities.	Brucejack and Red Chris completed TSM self-assessments under MAC protocols, and Boddington and Tanami completed TSM self-assessments under MCA protocols. PwC verified our self-assessments and TSM Performance Statements for Brucejack and Red Chris. TSM self-assessment results for our Canadian sites are published on MAC's TSM website.

Organization	
Responsible Minerals Institute (RMI)	
Voluntary standard	Activities in 2025
RMI's Risk Readiness Assessment (RRA) is a voluntary assessment tool that promotes a common understanding of good practices and a means to consistently assess risks in mineral supply chains.	We assess ourselves against RMI's RRA at the company and site level as part of the CVCA process. These assessments allow us to track our alignment with what are considered good sustainability management practices, including those related to our value chain. Each operating site that completed a CVCA self-assessment during the year also assessed its alignment to the RRA.

Organization	
World Gold Council (WGC)	
Voluntary standard	Activities in 2025
WGC's Responsible Gold Mining Principles (RGMPs) address key environmental, social and governance issues for the gold mining sector. The WGC requires member companies to meet the RGMPs at the enterprise and site levels. Independent assurance of conformance to these criteria is required for each site every three to five years.	The Reporting Index outlines where each operation is currently positioned within a three-year cycle against the RGMPs. Brucejack, Cerro Negro, Merian, Peñasquito, Red Chris and Yanacocha completed self-assessments against the requirements of the RGMPs. PwC, our independent assurance provider, performed limited assurance over Newmont's self-assessment of conformance to the RGMPs for Brucejack, Peñasquito, Red Chris and Yanacocha.
The WGC's Conflict-Free Gold (CFG) Standard provides a mechanism for gold producers to assess and provide assurance that their gold does not cause, support or benefit unlawful armed conflict.	Each year, we collect applicable information and develop a Conflict-Free Gold Report in conformance with the WGC's CFG Standard. PwC, our independent assurance provider, provided limited assurance over our 2025 Conflict-Free Gold Report, which is available on our website .



Responsible Sourcing

Responsible mining considers the social and environmental impacts across the entire value chain. Newmont works with more than 10,000 upstream suppliers and downstream customers worldwide – including direct suppliers, smelters and refineries – to implement due diligence practices that meet stakeholder expectations, promote transparency, and demonstrate responsible business practices.

Responsible Sourcing Performance

Two key elements of our Responsible Sourcing Strategy are demonstrating that our products are responsibly produced and conducting risk-based due diligence across our value chain. Our value chain includes downstream users who smelt and refine metals and minerals.

In 2025, we continued to address inquiries from product buyers, customers and end users seeking to meet their responsible sourcing due diligence needs. These inquiries are largely driven by downstream sustainability standards, such as those from the London Bullion Market Association (LBMA) and London Metal Exchange (LME).

To address these requests, we aim to leverage our existing standards, reporting and assurance mechanisms to avoid duplication as much as possible.

As a member of the World Gold Council (WGC), we disclose our refining partners, particularly those whose primary revenue comes from gold production. In 2025, the gold and silver bearing doré we produced was transported to the following LBMA-certified refineries:

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



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

Photo: Ahafo North, Ghana

Transparency and traceability are central to our approach. As WGC members, we pledge to join the Gold Bar Integrity (GBI) platform, a verifiable ledger designed to track responsibly mined gold, and onboarded Brucejack as our first site in 2025.

Our Cadia operation, which earned [The Copper Mark](#) and [The Molybdenum Mark](#) credentials for responsible mining practices in 2024, fulfilled the requirements of The Copper Mark Chain of Custody Standard in 2025. The Chain of Custody Standard is a voluntary add-on option to an assessment against The Copper Mark criteria, which seeks to increase transparency in copper supply chains and to bring responsibly sourced copper to the market.

Each year, we publish a [Conflict-Free Gold Report](#) on our website aligned with the WGC's Conflict-Free Gold Standard. PwC provided limited assurance of this report, confirming our gold is responsibly sourced and does not support armed conflict or contribute to human rights abuses or breaches of international humanitarian law.

Procurement Performance

Our Supplier Risk Management (SRiM) program is one of the tools we use to identify and manage risks related to health, safety, corruption, human rights and other critical issues in our global supplier network. By the end of 2025, five operating sites and the corporate office have fully implemented SRiM, completing prequalification surveys and scope-of-work risk assessments and creating appropriate risk mitigation plans.

Key activities in 2025 to address potential risks included the following:

- **Pre-screening suppliers:** We issued 606 pre-qualification surveys to new suppliers, of which 603 (99.5 percent) responded. The surveys covered health, safety, corruption, human rights and other critical risks. Based on the results, 161 potential suppliers were either disqualified or subjected to further due diligence due to identified risks.
- **Human rights training:** Cross-functional teams reviewed supplier risk profiles and implemented risk mitigation plans for contracts with suppliers assessed as having an elevated likelihood of impacting human rights. These plans include training to help build capacity. In 2025, we continued to deliver human rights training for targeted suppliers in Australia, Ghana, Peru and Suriname through in-person sessions.

- **Anti-corruption:** We continued to risk-rank and train our highest-risk third parties during onboarding. Additionally, during the second half of 2025, we completed the development of an AI-powered tool to support proactive detection efforts linked to payments made to high-risk suppliers in higher-risk jurisdictions.
- **Complaints and grievances:** Our [Business Integrity Helpline](#) and site-level community complaints and grievance channels play a key role in identifying human rights issues within our supply chain. In 2025, in collaboration with our business partners, we investigated 25 supplier-related cases, primarily involving workplace bullying/harassment, fraudulent activities and sexual misconduct. We reviewed each case and worked with suppliers to provide a remedy where violations were substantiated.

GLOBAL SUPPLY CHAIN CONTINUITY

Global supply chains continue to face persistent, overlapping disruptions that influence how goods move, how businesses plan and how economies perform. In 2025, tariff volatility, geopolitical tensions, exchange rate fluctuations and unstable trade flows underscored the need for flexibility and resilience as core drivers of competitiveness.

In response, we strengthened global supply chain continuity by enhancing system resilience, governance and risk-based controls across sourcing, contracting and supplier management activities. We applied risk-based tiers and assessments to new and changing scopes of work to address potential supply disruptions, while second-line assurance activities ensured oversight of key supply chain controls. These efforts improved our ability to identify and manage geopolitical, environmental, operational and regulatory risks across the value chain.

Strengthening Compliance Through Entity-Level Reviews

Newmont strengthens [business integrity and compliance](#) by conducting independent reviews at the entity level, rather than relying solely on parent company assessments.

In 2025, as part of our annual Conflict-Free Gold Standard assessment, we conducted a focused review of invoicing practices. The review confirmed that entities listed on invoices matched both Newmont's contracted counterparties and those screened for compliance, reinforcing transparency and accountability across transactions.

The review found all invoicing aligned with compliance expectations, with no issues identified at the sub-entity level. This effort underscores our commitment to strong governance, responsible sourcing and maintaining the integrity of our commercial practices.

Social

Honoring our past and shaping our future means prioritizing the health, safety and growth of our workforce. It means creating lasting community impact while respecting human rights, embracing diverse cultures and building enduring relationships.

Completed over 1 million critical control verifications to ensure key safety controls are in place and effective →

Strengthened approach to employee and labor relations through the development of a global Employee and Labor Relations strategy →

Paid \$3.2B in taxes, royalties and other payments to governments →

Spent \$2.3B with local suppliers in host countries →

Contributed \$97M in investments in community projects and programs →

Health, Safety and Security	42	Social Acceptance	56
People and Culture	46	Value Sharing	61
Human Rights	49		





Health, Safety and Security

At Newmont, the health, safety, wellbeing and security of our people and communities are central to how we work. Safety is one of our core values and reflects the deepest level of care we can show one another. Our approach is focused on building enduring systems, capabilities and cultures that prevent harm and create lasting impact.

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

Safety Performance

PUBLIC TARGET

Our most important target is zero work-related fatalities at any Newmont-operated site or facility, and we met this goal in 2025. Tragically, in February 2026, Mathew Middlebrook lost his life at our Tanami Expansion project in Australia. As of the date of this publication, we are working with the authorities as they complete their investigation. Lessons learned from this incident will be incorporated into our safety systems and shared across the organization to prevent such a loss from happening again.

We also experienced a fall of ground incident in July 2025 at our non-producing underground project at the Red Chris mine. At the time of an initial fall of ground, three business partner employees were working more than 500 meters beyond the affected zone and were asked to relocate to a designated refuge station before a subsequent fall of ground blocked the access way. After spending more than two days in an underground refuge chamber, a successful rescue mission brought the workers safely to the surface.

The successful rescue was the result of a carefully planned and meticulously executed operation led by the Red Chris team and specialist teams from our Brucejack mine and other industry partners, with the support of the Province of British Columbia and the Tahltan Nation.



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

Photo: Red Chris, Canada

Following the rescue, Newmont conducted an investigation into the cause of the event and identified and implemented corrective actions. These included:

- Improving ground-support plans and quality checks by adding more geotechnical expertise.
- Expanding hazard mapping in our underground operations to better identify higher-risk areas, guide design updates, and share lessons learned across teams.
- Increasing inspections of previously supported ground to identify any remaining or hidden risks.
- Requiring gas detectors on refuge chambers to provide real-time information on external atmospheric conditions to occupants.

We shared a [detailed report](#) of the event, investigation and findings with the International Council on Mining and Metals (ICMM).

ALWAYS SAFE: STRENGTHENING OUR SAFETY CULTURE

Following the tragic loss of five colleagues over a nine-month period between late-2023 and 2024, we undertook a deliberate effort to learn from our safety and culture realities. In May 2025, Newmont launched Always Safe, a unified approach to strengthen safety systems, culture and behaviors across the business. Guided by long-term pillars, it integrates and evolves existing work programs and systems, reinforces expected behaviors and reflects our commitment to keeping our people “Always Safe.”

Our Always Safe program consists of 12 programs, with our focus in 2025 on refreshing our Fatality Risk Management standards, embedding health and hygiene standards, strengthening safety leadership, enhancing our Health and Safety Management System, and improving contractor management. We highlight this program on [page 45](#).

CRITICAL CONTROLS

Preventing significant potential events (SPEs) remains a central focus of our safety journey. In 2025, we recorded 45 SPEs, down from 65 in 2024 (updated to reflect the current portfolio of sites). This improvement reflects stronger field leadership and more effective critical control verifications (CCVs). Over the year, we completed approximately 1,073,000 CCVs across the Company – a 29 percent increase from 2024 – identifying 106,000 absent or failed controls. These findings allowed us to take corrective actions in the field and help reduce the risk of serious events.

We also strengthened consistency in event reporting by introducing a new high-potential event (HPE) classification. This addition helps capture lower-magnitude events with potential fatality outcomes that still offer valuable learning opportunities through appropriate investigation.

Health and Hygiene Performance

As part of our broader [audit program](#), we conducted audits at Boddington, Brucejack, Cadia, Cerro Negro and Red Chris to assess conformance with the three global health and hygiene standards we introduced in 2023 – Environmental Health Risks, Workplace Exposures, and Health, Wellbeing and Fit for Work. These reviews highlighted several key issues, including a reliance on respiratory protection to manage workplace exposure risks and opportunities to strengthen engineering controls, particularly extraction ventilation in assay laboratories and at crushers.

WORKPLACE EXPOSURES

Reducing silica exposure remained a key priority in 2025. Silica is present across our operations, and when broken into very fine particles that can be inhaled, it can cause serious diseases such as silicosis, lung cancer and chronic obstructive pulmonary disease (COPD). To reduce these risks, we developed Silica Exposure Reduction Plans that use historical monitoring data to set reduction targets, guide improvements to ventilation and dust-control systems, and track progress over time.

Key activities in 2025 included:

- **Setting internal exposure targets for respirable crystalline silica (RCS):** These targets help us closely monitor how much silica workers may breathe during a shift. Personal exposure results in 2025 showed that unprotected high exposures were rare, and sites are now using these targets to identify tasks or locations where controls need to be strengthened.
- **Improving underground gas safety:** We introduced new alarm limits for toxic and oxygen-displacing gases in underground areas. A consolidated table of alarm settings for personal gas monitors now gives workers clear instructions on when to stop work, leave the area and escalate concerns. This standardized Trigger Action Response Plan (TARP) reinforces critical lessons from the 2024 Cerro Negro fatalities.
- **Consolidating health and hygiene records management:** We integrated all operations into a single platform for managing health and hygiene data.

Read more about our health and safety performance in the [2025 Performance Data tables](#).

WELLBEING

Our health and wellbeing efforts in 2025 focused on better identifying and managing psychosocial hazards – such as high work pressure, job insecurity and emotional strain – while ensuring employees have access to mental health support during a period of organizational change. Regulatory requirements led us to concentrate much of this work in Australia and Peru. Key activities included:

- **Australia:** Tanami hosted a cross-functional workshop to identify and manage psychosocial risks, and Cadia completed a detailed assessment related to announced organizational changes to understand potential impacts on employee wellbeing.
- **Peru:** At Yanacocha, we completed a psychosocial risk assessment using the Peruvian Centre for Occupational and Environmental Protection methodology. Around 85 percent of employees participated in surveys, focus groups and interviews. The results informed action plans that include mental health training, improved access to psychologists and time-management tools for supervisors. These steps improved the site's understanding of psychosocial risks as it prepares for closure.

Across the business, we worked to raise awareness of workplace and personal psychosocial risks. As part of our Always Safe program (see [page 45](#)), we integrated psychosocial risk management into both the Leading for Safety training program to help frontline leaders as well as into broader safety culture messaging. This values-driven approach is aligned with the International Council on Mining and Metals' [Tools for Psychological Health and Safety \(July 2025\)](#).

We continued to promote our enterprise-wide Employee Assistance Program (EAP) and expanded on-site counseling services globally, providing easier access to confidential mental health support for employees and their families.

INFECTIOUS DISEASE

The infectious disease landscape continues to evolve, with the spread of vector-borne diseases and shifts in immunization driving increases in illnesses such as measles. Although no disease outbreak posed a significant threat to Newmont's operations or workforce during the year, we conducted awareness campaigns and actively monitored prevalence and health authorities' advice on several diseases, including mpox, oropouche virus, avian flu and measles. Our ongoing programs to raise awareness of and manage endemic infectious diseases, including tuberculosis, also continued.

Security Performance

Overall, security risks across Newmont sites remained stable in 2025. Key focus areas were related to managing artisanal small-scale mining (ASM) activities and crime in Ghana, anticipating cartel-related shifts in Mexico and addressing community tensions in Peru. Key activities included:

- **Ahafo South:** Security risks remained high due to ongoing ASM and criminal activities, including attempted gold thefts that were successfully prevented. Following two separate fatal security incidents in early 2025 linked to ASM and criminal activity, Newmont created an action plan to improve de-escalation and enhance threat monitoring, which was rolled out to all high-risk security personnel and public security forces.

- **Ahafo North:** ASM and criminal activities were present but not as prevalent as in Ahafo South. Newmont's Security team members applied de-escalation tactics to maintain safe operations and prevent situations from intensifying.
- **Peñasquito:** Cartel activity around Peñasquito remained high but stable. Newmont's Security team continued to monitor macro changes, including U.S. policy and border enforcement, and adjusted controls as needed.
- **Merian:** Security at Merian focused on managing ASM risks and overseeing gold shipment logistics. Due to threats from Brazilian paramilitary groups near mining operations and transit routes, we actively monitored conditions to prevent operational disruptions.
- **Lihir:** Security personnel received training on responding to domestic violence incidents in Papua New Guinea, where it remains a significant concern. As first responders to many such incidents, security staff play a critical role in addressing and managing these situations.
- **Yanacocha:** Although land-invasion incidents increased, most were non-violent and carefully managed. ASM activity also remained manageable, and the Newmont Security team continued to enforce property rights while closely monitoring the frequency and scope of the activities.

All on-site and contracted security personnel complete annual training on the Voluntary Principles on Security and Human Rights. See the [Human Rights](#) section for details.

CRISIS MANAGEMENT

Newmont continues to develop its long-running Rapid Response crisis management system. We conducted 12 training exercises at 14 operational sites and offices in 2025. As part of this work, we tested emergency response plans across a range of credible operational, transportation and natural hazard scenarios, with a particular focus on our tailings storage facilities, underground operations and highway safety.



Photo: Boddington, Australia

My Promise, Our Safety – Launching Always Safe

Safety is one of Newmont’s core values – a reflection of the care we have for ourselves, our colleagues, and our families. It is a personal commitment, and it is why we launched Always Safe, our unified approach to health and safety across the Company. The approach is built around four pillars:

- **Empowered People:** Ensuring everyone has the clarity, skills, tools, standards, systems and data they need to make safe choices.
- **Robust Capabilities:** Aligning roles and developing the right capabilities so people are equipped to work safely.
- **Simple, Integrated Systems:** Establishing clear, codified work processes that are consistently implemented, monitored and governed.
- **Living Governance:** Consistently and intentionally listening, tracking, assessing and improving our safety performance.

Always Safe is embedded in our governance and reporting, with quarterly updates to the Board via a consolidated dashboard of program status, and more detailed updates to the Safety and Sustainability Committee on progress, impact and next steps.

Within these pillars are 12 programs shaped by employee input and lessons from critical incidents. While all 12 programs are being advanced, five were prioritized in 2025:

- **Fatality Risk Management refresh:** To strengthen the quality of CCVs, we enhanced question sets and introduced scheduled critical

control system verifications (CCSVs) to ensure the systems that support critical control activities are working as required. These deeper, system-level reviews provide clearer insight into control effectiveness and highlight areas for improvement. We also rolled out a new Underground Irrespirable Atmospheres Fatality Risk Standard and initiated reviews of key standards – Working at Heights, Confined Spaces, Vehicles and Driving – to ensure alignment with global mining benchmarks.

- **Health and hygiene standards assessments:** All sites completed gap assessments against the three health and hygiene standards, and we conducted formal audits of compliance through our second-line assurance process.
- **End-to-end contractor management:** A new standard redefining contractor engagement – from onboarding to demobilization was drafted, independently reviewed and finalized. The requirements of this standard are expected to be implemented throughout the business in 2026.
- **Leading for Safety:** We launched the Leading for Safety program to support frontline leaders with practical tools for daily standups, one-on-one conversations and performance check-ins. A pilot began at Cerro Negro, and insights will guide improvements ahead of a wider rollout across operations in 2026.
- **Health and safety management system:** We developed an overarching health and safety management plan that will serve as the umbrella system for health and safety activities.

Outside of the priority programs, we conducted process safety work at our Lihir operation, Newmont’s highest-risk operation from a process safety standpoint. This work included testing prototypes in high-risk areas such as the oxygen plant, autoclave and cyanide circuits. These insights will inform a phased rollout across the portfolio.

Always Safe is more than a program. It is a shared promise – my promise, our safety – and a pivotal step in strengthening a culture where everyone plays a part in ensuring we all go home safe.

ALWAYS SAFE PILLARS AND PROGRAMS



Integrated Systems

- Health and Safety Management System
- FRM Refresh
- End-to-end Contractor Management
- Hazard and Risk Management
- Compliance, Assurance and Standards
- Process Safety
- Health and Hygiene Standards

Empowered People

- Culture of Ownership
- Psychosocial Health and Safety
- Consultation and Engagement

Robust Capabilities

- Safety Leader Training

Living Governance

- Safety Governance, Routines and Measurement



People and Culture

As our business evolves, one constant remains: our commitment to fostering an environment where every team member willingly gives their best and thrives through their work.

To measure the effectiveness of our People Strategy, we track key metrics and performance objectives across three pillars: leadership; the people experience; and inclusion, diversity and equity. We also focus on other areas of stakeholder interest, including how we respect workforce rights and provide fair, living wages to those who work on our behalf.

Leadership Performance

We focus on developing leaders who build a productive culture where all team members can do their best work.

In 2025, we offered two primary leadership development programs: Working Together at Newmont for senior leaders and the Frontline Leadership Development program offered to those in frontline roles.

Working Together at Newmont focuses on the social dimensions of leadership and their connection to technical and commercial aspects. Grounded in [Systems Leadership Theory](#), the program provides leaders with practical models that help them build a productive culture.

Since its introduction in 2024, over 200 leaders have completed the Working Together at Newmont program. Participants are expected to share relevant models with their teams and apply them to their work, which we saw evidence of during the year.

Since its launch in 2022, the Frontline Leadership Development program has equipped frontline leaders with practical tools to manage day-to-day operations, including delegating and reviewing work and building a culture of productivity. The program incorporates several models from Working Together, tailored for frontline leader roles. In 2025, 490 frontline leaders completed the two-day course.



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

Photo: Cadia, Australia

In mid-2025, we began developing Leading for Safety, a program to drive safe outcomes for leaders in operational roles at all levels. As part of the Company's broader Always Safe approach to health and safety (highlighted on [page 45](#)), the program includes some of the same practical models as Working Together and will eventually replace the Frontline Leadership Development program. Leading for Safety includes two components:

- **Leadership Safety Essentials:** Provides leaders with tactical tools for conducting pre-start meetings, managing hazards and risks in the workplace, conducting workplace inspections and evaluating someone's fitness for work.
- **Leadership Behavior and Routines:** Focuses on behavioral practices such as role modeling safety leadership, establishing weekly routines and conducting a performance retrospective.

In December, we piloted Leading for Safety at Cerro Negro and plan to expand the program to additional operations in 2026.

People Experience Performance

Our goal is to provide a meaningful work experience that supports both our culture and strategic priorities.

In mid-2025, we undertook a comprehensive review of our operating model and cost structure to strengthen long-term financial sustainability and resilience across commodity cycles. This review was informed by extensive engagement with operational and functional teams to better understand challenges, opportunities and priorities across the business.

The outcome of the review was a cost and productivity program to reach a more sustainable cost base and a fit-for-purpose organization. A central component of the initiative was the adoption of a decentralized operating model, including the establishment of two regional Business Units – Africa Asia Pacific and the Americas – to bring decision making closer to operations and projects while maintaining global standards, policies and technical leadership.

These changes resulted in organizational impacts, including workforce reductions affecting approximately 16 percent of roles at Newmont (including the removal of vacant and existing roles or adjustments to a role's level of work).

Following these changes, we conducted a voluntary and confidential Global Employee Listening Check-In Survey to better understand employee sentiment and establish a critical baseline for shaping our future culture. The feedback was used to help leaders take meaningful actions to strengthen trust, engagement and performance, with additional surveys planned for 2026.

WORKFORCE RIGHTS

Through our [Business Integrity Helpline](#), we investigated actual or potential breaches of our Code of Conduct, policies, standards and/or applicable laws. This included addressing reported concerns related to discrimination, misconduct and/or inappropriate behavior in the workplace.

Further details on these matters can be found in the [Business Integrity and Compliance](#) section.

LABOR RELATIONS

In 2025, we made meaningful progress in strengthening our approach to employee and labor relations. We continued developing our global Employee and Labor Relations (ELR) strategy and framework, which is expected to be finalized in 2026. We also established a global ELR community of practice, bringing together internal labor-relations specialists to share knowledge and align approaches across regions.

We applied our Collective Agreement negotiation framework in labor negotiations across several countries during 2025 and will refine the framework further in 2026 based on insights and these experiences. This approach enhances the employee experience by prioritizing proactive engagement and collaboration. In addition, we completed an LR maturity assessment to establish a baseline across the business and used the results to help identify priorities, goals and actions to further improve our labor-relations practices.

In 2026, we will focus on completing the ELR Strategy and framework and launching a three-year ELR roadmap. This roadmap is intended to support stable labor relations, reduce the risk of labor disruptions, strengthen ELR capability across the organization and improve predictability through a consistent global approach that can be adapted to local, country-specific needs.

Each year, we negotiate multiple collective agreements in the countries where we operate. In addition, several key third-party contractors have labor negotiations scheduled with their unions. These discussions will be monitored closely as part of our efforts to manage potential risks to operations.

LIVING WAGE

Newmont defines a living wage as a base compensation package for a standard work week that enables workers and their families to maintain a decent standard of living.

For our annual living wage survey, we engaged a third-party expert to analyze compensation across all countries where we have full-time employees. The analysis compared Newmont's compensation for the lowest-paid employees in each country/site against the proportionate amount needed for a primary household worker to earn to maintain the entire household above a living wage. The study concluded that all employees across Newmont are above a living wage, and none of our employees required an adjustment.

Inclusion, Diversity and Equity Performance

Inclusion is one of Newmont’s core values and guides how we work, lead and treat one another. It means creating workplaces where people are treated with dignity, feel respected and safe, and have equitable access to opportunity. Through our inclusion efforts, we promote respectful behaviors, accountable leadership and people-centered approaches that help our team members feel heard, valued and able to contribute fully to their work.

We voluntarily report workforce and labor information in line with GRI Standards, including workforce demographics, compensation and equal remuneration, gender diversity, union representation, labor relations, turnover, hiring, training and development and performance reviews (see our [2025 Performance Data tables](#)).

As part of our voluntary reporting, and in relation to gender diversity, at the end of 2025, women represented:

- 31.2 percent of our senior leadership
- 33.3 percent of our Executive Leadership Team
- 17.5 percent of our enterprise-wide workforce
- 14.8 percent of employees in the Managing Directors’ reporting structure

Notable inclusion, diversity and equity activities in 2025 included:

- **Local and Indigenous employment:** We advanced our commitment to local and Indigenous employment through the annual review of data and by monitoring progress. These efforts are discussed in more detail in the [Value Sharing](#) section.
- **Respect at Work microlearnings:** As part of our Respect at Work program, we implemented leader-led microlearnings across the organization to reinforce expected behaviors and the practical application of respect in everyday work. We highlight this effort on this page.
- **Culture and inclusive workplaces:** We continued work to strengthen a workplace culture where team members feel they belong and are valued. This included identifying and addressing symbols of exclusion across our operations and making improvements to workplace systems where needed (e.g., refurbishing change rooms and enhancing uniform allocations).
- **Business Resource Groups (BRGs):** Employee-led BRGs continued to support connection, learning and engagement across the organization. BRGs covered a range of focus areas, including local and Indigenous, LGBTQ+, women, veterans, health and wellness, cultural identity, disabilities, broader inclusion and diversity, and science, technology, engineering and mathematics (STEM). At the end of 2025, Newmont had 24 BRGs globally with two additional BRGs focusing on STEM professionals and women added during the year.

Building Respect Through Meaningful Conversations

At Newmont, fostering a culture of respect and inclusion is essential to creating a workplace where everyone can thrive. In 2025, we launched a series of “Respect at Work” microlearnings – short, practical discussions designed to reinforce clear expectations for behavior, build trust and bring our values to life.

Grounded in real experiences from across the workforce, the sessions emphasized how everyday actions shape a positive culture. Topics – including the importance

of boundaries, speaking up to address inappropriate behavior and recognizing subtle forms of bias – were introduced every four to six weeks and discussed in team settings.

By encouraging open dialogue and shared learning, the initiative empowers employees to share perspectives, apply new insights and provide feedback – helping to build a more inclusive and respectful workplace, one conversation at a time.

Photo: Red Chris, Canada





Human Rights

Human rights are inherent to everyone. Respecting them is essential for sustainable development and addressing global challenges such as modern slavery and the right to a clean, healthy environment. At Newmont, our practices are guided by universally recognized human rights principles and our global Human Rights Strategy. This strategy is our framework for integrating respect for human rights into all aspects of our operations and actions.

We monitor key metrics and objectives to strengthen our human rights systems, due diligence processes and performance. Our approach focuses on identifying and mitigating potential impacts whenever possible, and when adverse impacts occur, ensuring affected individuals have access to remedy and support.

Human Rights Performance

As part of the update to our Human Rights Strategy in 2024, we began reviewing and updating our Human Rights Standard. This updated version, set to be rolled out in 2027, will include an explicit commitment to respecting human rights defenders (HRDs) – people who, individually or with others, act to promote or protect human rights in a peaceful manner.

At Yanacocha, we conducted five human rights workshops with 109 contractors, reinforcing Newmont’s human rights approach and reviewing key supply chain human rights risks – including freedom of association and collective bargaining, forced labor, child labor, discrimination, wages and working hours. The training also raised awareness of grievance mechanisms as important tools for identifying and addressing potential impacts on workers, communities and other stakeholders. Broad participation from national, local and “local-local” contractors ensured wide supplier engagement.

Several current and past human rights assessments, or summaries of them, are available on our [website](#).



Learn more about **Our Approach to Human Rights**, including details on our governance, risk, strategy and management approach.

Photo: Cerro Negro, Argentina

SALIENT HUMAN RIGHTS ISSUES

Although we manage the full spectrum of potential human rights risks, our salient human rights issues represent those with the greatest potential risk and most severe impacts to people associated with our activities and business relationships. We periodically review our salient human rights issues, most recently in 2023, and validate them with Newmont’s executive and senior leaders before integrating them into our Human Rights Strategy and approach.

Details on our salient human rights issues are available in [Our Approach to Human Rights](#), with performance updates discussed throughout this report.

Salient Human Rights Issues

Salient issue	More information about how Newmont managed the issue and associated risks in 2025	
Labor rights	People and Culture Human Rights	Value Sharing
Workplace health and safety	Health, Safety and Security	Materials
Environmental impacts	Water Stewardship Tailings Management Biodiversity	Closure and Reclamation Materials
Indigenous Peoples’ rights	People and Culture Human Rights	Value Sharing
Land rights	Social Acceptance	Human Rights
Community impacts	Social Acceptance Human Rights	Value Sharing
Security and human rights	Health, Safety and Security	Human Rights

Photo: Cerro Negro, Argentina



TRAINING

Our online employee training program promotes awareness of the Company’s human rights commitments, potential risks and the collective responsibility to respect everyone’s rights. In 2025, participation in enterprise-level training was voluntary, with approximately 95 employees completing the training. Site training data is available in our [2025 Performance Data tables](#). To further embed human rights into our business, we collaborated with the Business Integrity and Compliance team to include human rights topics in the mandatory compliance and ethics training for eligible employees. This included a real-world case study on child labor involving a third-party supplier.

In 2025, all frontline Newmont security personnel (218 employees and 1,991 contractors) completed annual training based on the [Voluntary Principles on Security and Human Rights](#) (VPs). Additionally, 2,148 members of public security/law enforcement and 5,636 external stakeholders also participated in the training.

Human rights training conducted with suppliers is discussed in the [Responsible Sourcing](#) section.

REPORTING COMMITMENTS
Voluntary Principles on Security and Human Rights (VPs)

As a founding member of the VPs, we publish an annual report on our implementation efforts. Our most recent annual Plenary Report, which includes examples of how we promote awareness and support implementation, is available on our [website](#).

Modern slavery

We publish an annual [Modern Slavery Statement](#) in compliance with the Australian Modern Slavery Act (2018) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023). This statement reflects our commitment to respecting human rights. It describes the policies, programs and actions taken during the calendar year to address modern slavery and child labor risks across our operations and supply chain.

Corporate Human Rights Benchmark (CHRB)

Newmont has participated in the [CHRB](#) since 2019. The benchmark assesses company performance across governance and policy commitments, human rights due diligence, remedies and grievance mechanisms, human rights practices, and responses to serious allegations. In the January 2026 CHRB, Newmont received the eighth-highest score among 105 companies assessed across five industries.

United Nations (UN) Guiding Principles on Business and Human Rights

We align our approach with the UN Guiding Principles on Business and Human Rights, which define the duty of states to protect human rights and the responsibility of companies to respect them and provide access to remedy. Since 2016, we have used the UN Guiding Principles Reporting Framework to disclose our human rights performance.

KEY HUMAN RIGHTS ACTIVITIES AND MATTERS

Newmont actively engages with key stakeholders on human rights issues and legal matters. We regularly update our [website](#) with details on significant cases. Key activities in 2025 related to human rights included:

- **Human rights review of the resettlement process at Ahafo North:** Following an independent human rights risk assessment of Ahafo North’s land access process in 2023, we completed a standalone human rights impact assessment in Ghana in 2024 to respond to evolving circumstances, particularly regarding our operations, land access and relationships with local communities. The assessment included approximately 800 internal and external stakeholder interviews across both our Ahafo North and Ahafo South sites. It identified key human rights issues, including those related to livelihoods, land access, security and health. The report was finalized in 2025, and its findings and recommendations are available on our [website](#).

- **Wafi-Golpu OECD complaint:** In 2022, a complaint was submitted to the [Australian National Contact Point](#) (AusNCP) against Newcrest (acquired by Newmont in November 2023) and Harmony Gold (Australia) Pty Ltd regarding the Wafi-Golpu Joint Venture (WGJV) project in Papua New Guinea. The project is currently under regulatory review and awaiting approval. The complaint alleged that the WGJV’s deep-sea tailings placement plans violated the human rights, disclosure and environmental chapters of the OECD Guidelines for Multinational Enterprises. In August 2025, the AusNCP published its Final Statement, which includes recommendations to ensure consistency with the OECD guidelines. Newmont is working with Harmony and the WGJV to review the findings and determine appropriate next steps in response to the recommendations. Information on how Newmont manages deep sea tailings placement is available on our [website](#).

Photo: Yanacocha, Peru



Indigenous Peoples’ Rights Performance

Newmont recognizes the unique rights, cultures and histories of Indigenous Peoples, as well as their distinct interests and perspectives. Aligned with the International Council for Mining and Metals (ICMM) [Indigenous Peoples and Mining Position Statement](#), we are committed to obtaining consent when a project is located on land traditionally owned or used by Indigenous Peoples and may affect their rights. We also acknowledge and respect their right to withhold consent.

The following summarizes key 2025 engagement activities with Indigenous communities near our operations in Australia, Canada and Suriname, where we have formal agreements. Additional examples are included in the [Value Sharing](#) section.

HIGHLIGHTS FROM ENGAGEMENT WITH INDIGENOUS COMMUNITIES NEAR OUR OPERATIONS AND SITES IN 2025

Australia			
Boddington		Tanami	
Activities		Activities	
Indigenous communities Gnaala Karla Booja (GKB) Background on agreements The Moorditj Booja Community Partnership Agreement (CPA) is a voluntary Indigenous Land Use Agreement (ILUA) between Newmont, the GKB Aboriginal Corporation, and its representative body – the South West Aboriginal Land and Sea Council (SWALSC). The Preservation of Aboriginal Heritage Agreement (PAHA) underpins the CPA and details the operation’s specific cultural heritage management obligations. In 2025, Newmont and the GKB Aboriginal Corporation commenced a review of the CPA.		Indigenous communities Warlpiri Background on agreements Newmont’s Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA). The CMA is regulated by the Central Land Council (CLC), which acts as agents for the Warlpiri (Yapa) Traditional Owners of the Tanami Region. The Tanami Desert Ten Year Plan (TYP) commenced in 2017 and builds on the CMA commitments. It is a planning and governance framework, guiding the collaborative work among Warlpiri, the CLC and Newmont. The TYP focuses on actions that improve Yapa employment, Yapa education and Yapa voice and supports the delivery of long-term benefits for Warlpiri across the Tanami region in line with their aspirations.	
Together, Newmont and GKB Aboriginal Corporation worked collaboratively to progress key commitments in the CPA related to work-ready training pathways, education scholarships and cross-cultural awareness training. A key focus for both parties has been cultural heritage monitoring and management activities related to the proposed construction of a second tailings facility for the Boddington operation on Saddleback Treefarm. Cultural heritage surveys on the proposed site were undertaken, as well as workshops to consider the impact the proposed facility may have on social surroundings, including impacts to Aboriginal Cultural Heritage values.		We continued engagement with Traditional Owners through several processes, including TYP meetings, on-site engagements and collaboration to identify and manage significant cultural sites. Opportunities for training and employment continued through programs such as the Yapa Crew and traineeships, and cultural awareness sessions were delivered by Warlpiri representatives.	

Canada

Brucejack	Activities	Red Chris	Activities
Indigenous communities Tahltan Central Government (Iskut Band and Tahltan Band) Nisga’a Nation Gitanyow Huwilp Tsetsaut Skii Km Lax Ha Nation Background on agreements Newmont’s Brucejack operation has individual cooperation and benefit agreements (CBAs) with the Tahltan Central Government, the Nisga’a Nation, the Gitanyow Huwilp (Gitanyow Hereditary Chiefs) and the Tsetsaut Skii Km Lax Ha Nation. In 2021, an addendum was signed with the Tahltan Central Government updating terms in the 2017 agreement.	In collaboration with Nisga’a Lisims Government, Newmont established the Nisga’a Minerals Legacy Fund, committing more than \$350,000 over 10 years to support post-secondary education aligned with community and industry priorities. We highlight the fund on page 55. Newmont partnered with Gitanyow and the Tsetsaut Skii km Lax Ha to create tailored scholarship and bursary programs aligned with each Nation’s workforce development priorities. These programs are designed to reflect community needs and interests, providing learning pathways that are responsive, culturally grounded and mutually beneficial.	Indigenous communities Tahltan Central Government (Iskut Band and Tahltan Band) Background on agreements Newmont’s Red Chris operation holds one Impact, Benefit and Co-Management Agreement (IBCA) with the Tahltan Central Government. In 2023, the Tahltan Central Government and British Columbia established a consent-based agreement requiring mining companies to obtain Free, Prior, and Informed Consent (FPIC) from the Tahltan Nation for significant changes to the Red Chris mine, ensuring their decisive role in environmental assessment amendments.	In May 2025, Newmont celebrated 10 years of co-managing the Red Chris mine with the Tahltan Nation. To mark this milestone, Newmont announced a CAD\$8 million investment to support the Tahltan communities of Iskut, Dease Lake and Telegraph Creek, funding community-use spaces, recreation facilities, greenhouses and housing improvements. We highlight this investment on page 60. In 2025, the Project Advisory Committee (PAC) published its inaugural annual report highlighting progress under the Red Chris IBCA. Established in 2024, the PAC brings together representatives from Newmont and the Tahltan Nation to oversee the IBAC implementation. The agreement focuses on minimizing environmental impacts, supporting Tahltan employment and training, respecting sociocultural values and working with Tahltan-owned businesses. The report highlights the PAC’s efforts in 2024 to advance these commitments, track progress and ensure all Newmont team members understand and contribute to the shared goals of the IBCA.

Suriname

Merian

Activities

Indigenous communities

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

Background on agreements

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

This agreement outlines provisions to deliver benefits to the community, including a focus on prioritizing local procurement and employment. It also establishes a multi-stakeholder Community Development Fund, which consists of two representatives from Newmont, the Surinamese government and Pamaka community representatives.

We donated six fully equipped boats to the Kawina community to support safe, reliable transport along the Commewijne River. The boats – provided as part of the consent commitments for the construction of a new tailings storage facility (TSF2) – improve emergency preparedness and ensure access during the rainy season, when road travel is limited. The handover ceremony reflected mutual respect and ongoing collaboration. The boats also support the Kawina community's efforts to re-establish villages and preserve cultural heritage.

We held a community engagement session alongside the handover of the new Gododrai Krutu Oso meeting house. Community members shared their appreciation for the facility and for Newmont's continued support. The team also addressed questions about TSF2 commitments and provided updates on employment.

Although Cadia does not currently have a formal agreement with Indigenous communities, the operation actively engages with local Aboriginal stakeholders to support cultural understanding, inclusion and reconciliation. During late 2024 and 2025, Cadia provided Indigenous cultural immersion training to approximately 150 frontline leaders through eight sessions facilitated by Dinawans Connection, a local Wiradjuri-owned and operated organization.

The training aimed to build understanding of Aboriginal culture, history and perspectives and to support a more inclusive workplace. After

completing the program, participants reported a 44 percent improvement in their cultural knowledge, demonstrating increased cultural awareness among frontline leaders.

The program also delivered wider benefits. Indigenous employees shared their culture through storytelling, discussion and dance, helping strengthen cultural visibility and pride. Participation by frontline leaders demonstrated visible leadership commitment to reconciliation and helped build trust, increase engagement and encourage more employees at Cadia to identify as Indigenous.

Photo: Merian, Suriname



Cultural Heritage Management Performance

Our Cultural Heritage Standard requires all operating sites and projects to annually review planned disturbance work plans and assess new disturbances against existing cultural heritage surveys, community-provided information and inventories of known cultural sites. This process helps ensure impacts to cultural heritage are avoided or mitigated. Where no known cultural sites are present, sites and projects must maintain chance-find procedures to manage the discoveries of previously unknown sites of significance.

In 2025, we advanced several initiatives to strengthen how these commitments are implemented across our sites and business units. Key activities included developing additional guidance and training materials to support the cultural heritage land disturbance process, reviewing active formal community agreements and reducing excessive approval requirements.

We also began aligning our Indigenous Peoples and Cultural Heritage standards with international frameworks, including ICMM's Position Statement, and will further incorporate the global responsible mining standard being developed by the Consolidated Mining Standard Initiative once finalized. The updated standards aim to strengthen guidance on consent, agreements, benefit sharing and dispute resolution.

Other key activities in 2025 to improve our cultural heritage management performance included:

- In 2024, Newmont supported the re-establishment of the Lihir Kalsarel Eritis Asosiensen (LKEA), the Lihir Cultural Heritage Association. In 2025, we refreshed the site's Cultural Heritage Management Plan to align with LKEA's goals to protect and preserve local culture, and LKEA reviewed and formally approved the plan.
- Throughout 2025, LKEA and Newmont delivered cultural heritage awareness activities across 14 wards in the Nimamar Rural Local Level Government area. These activities engaged around 1,040 community members and established a baseline to guide future cultural heritage planning and collaboration.
- Cross-cultural awareness training programs continued at both our Boddington and Tanami operations during 2025. Both courses have been designed and are delivered in collaboration with Traditional Owner representatives to deepen understanding and promote engagement with Aboriginal culture and history related to our operations. At Boddington, over 950 Newmont employees participated in one of the 45 face-to-face cultural awareness trainings delivered in partnership with Marrak Holdings. At Tanami, 26 cross-cultural sessions led by Kings Narrative and Warlpiri facilitators were attended by 320 participants.

Empowering Nisga'a Youth Through the Minerals Legacy Fund

In 2025, Newmont partnered with the Nisga'a Lisims Government to launch the Nisga'a Nation Minerals Legacy Fund – an endowment aimed at expanding educational and professional opportunities in the mining sector for Nisga'a youth and future leaders at our Brucejack site.

Newmont contributed an initial \$200,000 to seed the fund, supporting scholarships, training programs and pathways into post-secondary education for Nisga'a students who demonstrate leadership and a passion for careers in mining and related fields. By helping equip the next generation with the expertise needed to participate fully in today's resource economy, the fund represents a shared commitment to sustainable opportunity and Indigenous-led development.

This initiative highlights how responsible mining extends beyond environmental stewardship and operational excellence to include meaningful partnerships that advance community-defined priorities and translate into tangible educational outcomes, leadership and lasting value for generations to come.

Photo: Mark Kiessling, General Manager of Brucejack, signs the agreement for the Nisga'a Nation Minerals Legacy Fund





Social Acceptance

Building and maintaining the trust of stakeholders is a key priority at Newmont. We take a collaborative approach to managing stakeholder relationships and fostering social acceptance. By understanding the impacts of our activities on communities and involving local stakeholders in decision making, we aim to build enduring relationships based on respect and focused on achieving mutually beneficial and sustainable development outcomes.

We track various metrics to assess the effectiveness of our social acceptance approach. Additionally, we set public targets to meet our commitments and address concerns in a timely manner.

Community Relationships Performance

PUBLIC TARGETS

To earn and maintain social acceptance, we set targets in two key areas:

- **Complaints and grievances:** Ten of our 12 operating sites have systems in place to track community commitments, with the goal of completing 100 percent of commitments by their due dates. In 2025, nine sites met this target, with Yanacocha falling short. Lihir and Cadia have not yet implemented a tracking system.
- **Community commitments:** All our operating sites, except Lihir, completed 100 percent of commitments on or before due dates as captured in the commitment registers at each site.

Across our operations, the most common tier 1 stakeholder complaints and grievances were related to land compensation, local procurement payments and local employment processes.

These targets have successfully driven improved performance and strengthened accountability across our operations. In recognition of this progress, we are sunsetting them as public targets and evaluating more progressive, meaningful targets aligned with evolving expectations and best practices. We will continue to track and manage community complaints, grievances and commitments internally and to disclose our complaints and grievances performance annually.



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

Read more about our site performance in addressing complaints in the [2025 Performance Data tables](#).

Photo: Cadia, Australia

Key Community Matters and Activities

By the end of 2025, most sites had a social impact assessment (SIA) in place, with the exception of Brucejack, Lihir and Red Chris. SIAs for Cerro Negro and Ahafo South remain valid but have not been updated within the past five years.

At Tanami, an SIA initiated in 2024 is progressing and is expected to be finalized following the Central Land Council's review. Red Chris has completed a socio-economic baseline report for its Block Cave project, but does not have a comprehensive SIA covering the full operation. Brucejack is scheduled to undertake an SIA in 2027.

Other initiatives in 2025 to strengthen community relationships and drive meaningful social impact included:

- **Identifying social license performance drivers:** Early in 2025, site teams and business leaders identified key factors influencing our social license at each site, including local relationships, stakeholder engagement, and operational impacts. These factors were linked to risks and mitigation strategies in our risk management approach and informed our new [Sustainability Framework](#) and site-specific plans.

- **Managing social risks:** Social Performance and External Relations teams at each site participated in a strategic planning workshop to identify and address relevant resettlement, cultural heritage, local content, community agreement and human rights risks. The resulting objectives and action plans focused on stakeholder engagement and mitigating risks such as civil unrest, human rights concerns, breaches of community agreements, and delayed permits.

Further details on our engagement with Indigenous communities can be found in the [Human Rights](#) section, while information on local/Indigenous employment and procurement and community investments is in the [Value Sharing](#) section.

Photo: Yanacocha, Peru



Land Access And Resettlement

GHANA Ahafo South

Work continued on resettling communities impacted by the tailings storage facility (TSF) expansion at Ahafo South. The Dokyikrom and Apensu resettlement program is progressing, with construction underway for replacement housing for approximately 700 affected households. Completion is expected by 2027 across the Kenyase 1 and Kenyase 2 communities, where the affected households originate. To date, 239 houses are under construction at various stages.

The program continues to face challenges, including rising community expectations and intermittent work stoppages. Newmont is working with the District Assembly to revise resettlement schemes and secure additional land required for housing and associated infrastructure, including schools and health facilities. The project is also generating local economic benefits, including contracting and employment opportunities. Around 100 local contractors are employed on construction projects.

Affected households are receiving transitional relocation support and subsidies for water and electricity. Discussions are ongoing with the Ghana Environmental Protection Agency (EPA) regarding a potential inconvenience allowance. Newmont’s Agriculture Improvement and Livelihood Program (AILAP) provides training and support for Apensu farmers.

Separately, the EPA is continuing its Health Impact Assessment (HIA) in response to the Damso community’s concerns regarding perceived environmental health impacts and resettlement requests. Data collection has covered both wet and dry seasons, and an independent peer review is underway to review the EPA consultant’s findings.

Ahafo North

Throughout 2025, resettlement, land access and livelihood restoration activities at Ahafo North continued to progress. The first phase, involving the construction of 217 houses by 77 local contractors, began in 2025, with the first four homes at the Adrobaa resettlement site completed. Occupancy began in early 2026, and the remaining 213 houses are expected to be completed in the first half of the year. The second phase of land acquisition is underway, including ongoing land valuation assessments.

We also launched the Livelihood Restoration Program. To date, 40 farmers are participating in the off-season, agriculture-based program, while preparatory activities continue to support the main farming season for remaining beneficiaries. In parallel, programs to promote enterprise-based livelihoods for resettled households have begun.

Farmers who opted into the government’s compulsory acquisition process are currently negotiating their compensation with the Lands Commission.

Photo: Ahafo North, Ghana



MEXICO

At Peñasquito, we progressed resettlement activities for two communities – Mesas del Portezuelo (“Mesas”) and Los Charcos – due to their proximity to mine facilities. Mesas lies south of the site and could face impacts from the TSF, while Los Charcos lies east of Mesas near the mine’s waste rock dump facilities.

The resettlement process for Los Charcos progressed, with 28 of the 35 affected households relocated and replacement homes secured by the end of 2025. The livelihood restoration programs continued to be successful, with 98 percent of project-affected people completing financial training and 44 children participating in educational bridging courses.

Following a year-long pause in the resettlement process at Mesas, by the end of 2025, 63 percent of the 92 affected households had agreed to resettlement packages.

PAPUA NEW GUINEA

Since the 1990s, several resettlement projects have taken place at the Lihir mine, including two involving the Kapit community. Although these earlier efforts fell short of their intended outcomes, Newmont is committed to addressing the outstanding issues as the owner of the mine since late 2023.

In 2024, Newmont engaged an independent consultancy to design and implement a corrective action project. The project team is largely composed of Papua New Guinea nationals with expertise in community engagement and resettlement. Since the team’s mobilization in June 2025, key activities have included:

- Completing more than 20 stakeholder engagements with resettled family group leaders, affected households and relevant national government agencies, including the Mineral Resources Authority and the Department of Lands, to help rebuild trust with the Kapit community.
- Verifying household registers across the five resettled family groups, enabling a detailed survey of more than 220 households.
- Conducting site visits and mapping exercises with the Kapit Relocation Committee to foster community ownership and participation.
- Working with Newmont’s Social Performance team through simulations and readiness workshops to prepare for effective management of emerging issues.

The team is expected to deliver the first phase of the report in mid-2026, outlining recommended mitigation options and livelihood restoration measures. These outcomes will support the resolution of longstanding resettlement issues and ensure full alignment with Newmont’s [Land Acquisition and Involuntary Resettlement Standard](#).

Photo: Peñasquito, Mexico



Artisanal and Small-Scale Gold Mining Performance

Our global Artisanal and Small-scale Mining (ASM) Strategy reflects the evolving approach to ASM in recent years and recognizes its complex role in local communities and economies. It acknowledges that large-scale mining can contribute through sharing technical expertise and working with government, communities and other partners to support more responsible ASM practices.

A key shift in our approach is recognizing that ASM is unlikely to be eliminated or significantly reduced through alternative livelihoods alone, as people continue to enter the sector, particularly in a high gold price environment. We have increased our focus on cross-functional collaboration to promote safer, more responsible ASM practices. This approach aims to strengthen community resilience, reduce the influence of criminal groups, and help mitigate the health, safety, social and environmental risks associated with ASM.

GHANA

ASM activity in Ghana – much of it illegal – continues to rise. According to the [Ghana Gold Board](#), small-scale mining accounted for more than 40 percent of the country's total gold output in 2025. Increasingly, local communities are pressuring companies to address the associated social and environmental impacts.

At both Ahafo South and Ahafo North, we continued to manage security risks related to illegal ASM activities. We discuss these matters in the [Health, Safety and Security](#) section.

PERU

In Peru, informal and small-scale mining in and around our concessions presents ongoing challenges. At Yanacocha, the team is conducting baseline studies to better understand the scale and characteristics of ASM activity in the region. These insights will support mine closure planning and help identify potential risks and opportunities.

Reduced security presence, awareness of remaining mineral resources and limited formal employment opportunities have contributed to increased illegal mining activity. Post-mining land-use planning will need to address these challenges while also supporting responsible ASM approaches and alternative livelihoods such as reforestation, pasture management and wetland conservation, which offer legitimate economic opportunities and help protect rehabilitated areas.

We will continue to work with stakeholders to support responsible practices and identify practical, collaborative solutions.

SURINAME

Newmont continued to advance economic participation for ASM operators through programs that build capability and create fair economic opportunities. Monthly mapping conducted with the ASM cooperative provided stable income for the cooperative members while giving Newmont clearer oversight of ASM activity across the Merian operation and Sabajo project site. Details on the work carried out in 2025 are discussed in the [Value Sharing](#) section.

Building Long-Term Prosperity with the Tahltan Nation

In May 2025, Newmont marked the 10th anniversary of the Red Chris mine with a CAD\$8 million community investment in partnership with the Tahltan Nation, celebrating a decade of shared stewardship and a continued commitment to community wellbeing.

The investment will fund priority projects in Telegraph Creek, Dease Lake and Iskut, including community spaces, recreation facilities, greenhouses and planning to address local housing needs. Identified in collaboration with the Tahltan Nation, these initiatives are designed to enhance the quality of life for Tahltan families.

Over the past decade, Red Chris has become a significant economic driver in the Tahltan territory, employing approximately 220 Tahltan citizens and generating around \$100 million annually in business with the Tahltan Nation Development Corporation. The mine also pays annual royalties to the Tahltan Heritage Trust and mineral taxes to the Province of British Columbia, a portion of which goes directly to the Tahltan Nation.

Guided by a Co-management and Impact Benefit Agreement, the partnership integrates Tahltan knowledge, values and leadership into operations, offering a strong model for responsible resource development and long-term, shared prosperity.

Photo: Leadership and community members of Tahltan Nation; Hon. Jagrup Brar, BC Minister of Mining and Critical Minerals; and leadership from Newmont's Canadian team





Value Sharing

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

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

Economic Impact Performance

In 2025, Newmont's direct economic contributions totaled \$17.8 billion, including \$5.8 billion in operating costs, \$2.5 billion in employee wages and benefits, \$2.5 billion in capital spending, \$3.8 billion in payments to providers of capital, \$3.2 billion in taxes, royalties and other payments to governments, and \$97 million in community investments.



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

Photo: Gold pour, Ghana

Contributing to Public Revenue Transparency

Newmont is committed to transparent reporting of tax and royalty payments, contracts and beneficial ownership. As a member of the Extractive Industries Transparency Initiative (EITI), we support [several commitments](#) that advance Beneficial Ownership Transparency. We also participate in EITI's format assessments of companies' adherence to the Expectations for EITI supporting companies. In the most recent assessment conducted in 2025, Newmont was confirmed to have met all nine expectations. The results of this review are expected to be published in 2026.

Read more about our economic contributions in the [2025 Performance Data tables](#) and [2025 Taxes and Royalties Contribution Report](#).

Economic Value Distributed: Country Level (Millions)¹

Country	Operating costs ²	Employee wages and benefits ³	Capital spend ⁴	Payments to providers of capital ⁵	Payments to governments ⁶	Community investments ⁷	Total
Argentina	\$ 232	\$ 145	\$ 147	\$ 2	\$ 104	\$ 10	\$ 640
Australia	\$ 1,261	\$ 654	\$ 1,189	\$ 204	\$ 940	\$ 4	\$ 4,252
Canada	\$ 579	\$ 289	\$ 336	\$ 7	\$ 100	\$ 1	\$ 1,312
Ghana	\$ 609	\$ 151	\$ 432	\$ 29	\$ 960	\$ 60	\$ 2,241
Mexico	\$ 993	\$ 338	\$ 117	\$ 19	\$ 370	\$ 3	\$ 1,840
Papua New Guinea	\$ 815	\$ 173	\$ 133	\$ 8	\$ 212	\$ 10	\$ 1,351
Peru	\$ 919	\$ 228	\$ 21	\$ 3	\$ 369	\$ 8	\$ 1,548
Suriname	\$ 271	\$ 102	\$ 57	\$ 1	\$ 127	\$ 1	\$ 559
U.S. and Other ⁸	\$ 89	\$ 413	\$ 22	\$ 3,493	\$ 67	\$ –	\$ 4,084
Total	\$ 5,768	\$ 2,493	\$ 2,454	\$ 3,766	\$ 3,249	\$ 97	\$ 17,827

¹ The value-sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator to ensure comparable reporting boundaries across value sharing data disclosed. Sites that were divested during 2025 (CC&V, Musselwhite, Éléonore, Porcupine and Akyem) are included in the value-sharing data through the date of divestiture unless otherwise noted. Amounts presented are on a consolidated basis as described in our [2025 Form 10-K](#).

² Operating costs comprise costs applicable to sales of \$6,742 (excluding Nevada of \$1,343), exploration of \$222 (excluding Nevada of \$21), advanced projects, research and development of \$166, general and administrative expenses of \$372 (excluding Nevada of \$10) on an accrued basis, cash paid for reclamation in 2025 of \$708 (excluding Nevada of \$28 and legacy sites of \$97), and other expenses of \$10. Operating costs omit employee wages and benefits of \$2,269, included in the employee wages and benefits column; \$694 in payments to governments for royalties, employer taxes and other taxes included in the payments to governments column; (\$356) of indirect costs; (\$252) of byproduct sales (excluding Nevada of (\$76)), which are recognized as credits to costs applicable to sales in our [2025 Form 10-K](#), and \$97 of community investments included in the community investments column.

³ Employee wages and benefits is presented on an accrued basis and includes employee wages and benefits of \$2,269, capitalized employee wages and benefits of \$95, and severance expense, which is reported within Other Expense in our [2025 Form 10-K](#), of \$129.

⁴ Capital spend is presented on an accrued basis and includes capital expenditures of \$2,680 (excluding Nevada of \$387) and excludes capitalized employee wages and benefits of \$95 and capitalized interest of \$131 (excluding Nevada of \$13).

⁵ Payments to providers of capital includes interest expense of \$226 (excluding Nevada of \$3), net of capitalized interest of \$131 (excluding Nevada of \$13), dividends paid to common stockholders of \$1,106, and repurchases of common stock of \$2,303.

⁶ Taxes included in payments to governments include \$2,368 of current year cash payments for income and mining taxes and \$881 of accrued expenses for all other amounts (including \$694 that is classified within operating expenses in our [2025 Form 10-K](#)). In addition, taxes include import duties paid in Argentina. Amounts may not calculate due to rounding.

⁷ Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes the Perth regional office; Canada includes the Vancouver regional office; Ghana includes the Accra regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. CC&V, Musselwhite, Éléonore, Porcupine and Akyem are excluded from community investment data for 2025.

⁸ The payments to governments column for the U.S. and Other includes \$62 related to the U.S. and \$5 related to our presence in France.

Local and Indigenous Employment Performance

PUBLIC TARGETS

Our local/Indigenous employment targets aim to create opportunities that provide mutual benefits to both local communities and Newmont. These targets are based on formal agreements with communities, regulatory requirements or internal commitments. The following table summarizes our performance.

2025 Local/Indigenous Employment Performance ¹		
Country	Site	
Argentina	Cerro Negro	At the end of the year, 74 percent of employees were from the Santa Cruz Province, exceeding the target of 71 percent.
Australia	Boddington	Aboriginal and Torres Strait Islander representation among employees was 7 percent, achieving the site's target of 7 percent.
	Cadia	Aboriginal and Torres Strait Islander representation among employees was 3.3 percent, achieving the site's target of 3.2 percent.
	Tanami	Aboriginal and Torres Strait Islander representation among employees was 12.5 percent, missing the site's target of 12.8 percent. This was driven by voluntary and involuntary separations among Aboriginal and Torres Strait Islander employees, which offset new hires.
Canada	Brucejack	The site exceeded its target of 24 percent Indigenous employment across employees from affiliate First Nations, achieving 26.9 percent by year end.
	Red Chris	The site fell short of its target to increase Indigenous employment among affiliate First Nations employees to 21 percent, reaching 20 percent, due to voluntary and involuntary separations among First Nations employees.
Ghana	Ahafo	Local community members represented 43 percent of employees, progressing toward our target of 53 percent by the next review of the Local Employment Agreement in 2026.
Mexico	Peñasquito	At the end of the year, 79.8 percent of the unionized workforce was from the State of Zacatecas, exceeding the site's target of 78 percent.
Papua New Guinea	Lihir	The site exceeded its target of 20 percent Lihirans among employees, reaching 29.9 percent by year end.
Peru	Yanacocha	Residents of Cajamarca represented 66.5 percent of the workforce, exceeding our target of 50 percent.
Suriname	Merian	At the end of the year, 15.6 percent of the total workforce was of Pamaka ancestry, missing the target of 19 percent. This shortfall was largely due to high separations among Pamaka employees.

¹ For more information on the local/Indigenous employment definitions and targets by site, review the [2025 Sustainability Report Methodology](#) document.

2026 TARGETS

Our 2026 public targets for local and Indigenous employment are summarized in the following table.

2026 Local/Indigenous Employment Targets by Site^{1,2}

Country	Site	
Argentina	Cerro Negro	80.5 percent of employees to be from the Santa Cruz Province
Australia	Boddington	8 percent of employees to be Aboriginal and Torres Strait Islanders
	Cadia	3.8 percent of employees to be Aboriginal and Torres Strait Islanders
	Tanami	13 percent of employees to be Aboriginal and Torres Strait Islanders
Canada	Brucejack	26.5 percent of employees to be from affiliate First Nations
	Red Chris	21 percent of employees to be from affiliate First Nations
Ghana	Ahafo ³	53 percent local employment by the next review of the Local Employment Agreement in 2026
Mexico	Peñasquito	80 percent of unionized employees to be from the State of Zacatecas
Papua New Guinea	Lihir	21 percent of employees to be from Lihir
Peru	Yanacocha	55 percent of employees to be from Cajamarca
Suriname	Merian	15.6 percent of employees to be from the Pamaka community

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

² For more information on the local/Indigenous employment definitions and targets by site, review the [2025 Sustainability Report Methodology](#) document.

³ Ahafo includes employees for Ahafo North and Ahafo South.

Local and Indigenous Procurement Performance

In 2025, Newmont spent \$2.3 billion with local/Indigenous suppliers.

We are advancing work to standardize procurement data and target-setting methodologies across our operations. While this work is underway, we have paused setting new targets and will continue evaluating future targets that align with business plans and support our ongoing commitment to local and Indigenous suppliers.

The following table highlights key activities at our operating sites in 2025 that aim to create job and business opportunities while helping local and Indigenous community members build educational and vocational skills.

2025 Local/Indigenous Employment and Procurement Highlights

Country	Activities
Argentina	Through Newmont’s partnership with Fundación Leer, a nonprofit focused on promoting literacy among children and young people, we support a program called “Leer Te Ayuda” (“Reading Helps You”). This program trains teachers and provides books to schools and libraries in communities close to the Cerro Negro operation. In 2025, teachers and school staff in Perito Moreno, Los Antiguos, and Lago Posadas received: • Nearly 2,000 books for students (grades 1–7). • Posters to help track reading progress and guide lessons. • Training for 17 teachers, with another 22 educators attending a workshop for upper grade levels.
Australia	At Boddington, Newmont continued to fund Murdoch University scholarships under the Moorditj Booja Community Partnership Agreement for students eligible for membership in the Gnaala Karla Booja (GKB) Aboriginal Corporation. Four new scholarships were awarded in 2025. GKB Aboriginal Corporation Board members and Newmont representatives visited Murdoch University’s Kulbardi Aboriginal Centre to observe the Centre’s comprehensive support for Aboriginal students, including tutoring, 24-hour access to study facilities and computers, loan laptops, lab coats, and a culturally safe and welcoming hub. Kulbardi staff also lead the Deadly Dreaming outreach program, which supports university pathways and career opportunities for GKB high school students. At Cadia, the employee-designed and site-led Ganhambarra Program continued as a key Indigenous employment and capability-building initiative. The program provides structured exposure to Cadia’s operations through on-site placements and mentoring. The program’s 2025 and 2026 intakes included 10 Aboriginal participants, with intake sizes increasing from four to six and the program duration expanding from 12 to 16 weeks, reflecting growing business commitment. Gender balance remained strong at 50 percent women. Early outcomes indicate improved workforce readiness, including increased confidence, strengthened practical skills and meaningful external engagement, with participants presenting at the 2025 NSW Health, Safety, Environment and Community Conference. Tanami continued the Indigenous Training and Familiarisation Program (ITFP), an on-the-job entry-level pathway that prioritizes candidates from Tanami’s area of influence. The program prepares trainees for transition into full-time roles and was nationally recognized, receiving the 2025 AREEA Diversity & Inclusion Indigenous Employment Award for the Alice Springs Recruitment Day, an initiative that connected more than 150 Aboriginal job seekers with employment opportunities at Tanami.

2025 Local/Indigenous Employment and Procurement Highlights

Country	Activities	Country	Activities
Canada	Brucejack launched its fly-in fly-out (FIFO) resource booklet, developed over 18 months with input from employees, families, and Indigenous and local community partners. The booklet offers practical guidance on health, wellness, communication and family life while on rotational schedules. The operation also updated local hiring guidelines to prioritize Indigenous Peoples, local residents and agreement partner communities. To further reduce barriers to work, Brucejack introduced the Nass Shuttle – operated by a local Indigenous-owned contractor – improving transportation for workers living in the Nass Valley while supporting Indigenous business capacity. The Red Chris Tahltan Workforce Development Strategy is designed to improve training, recruitment, retention and advancement opportunities for Tahltan members across the operation. Developed in alignment with the Impact Benefit Co-Management Agreement, the strategy provides a structured framework for strengthening Tahltan representation in the workforce while enabling systematic tracking of employment-related commitments.	Mexico	Peñasquito supported the Impulso a la Producción Rural Program, a community initiative to strengthen agricultural and livestock production in the communities surrounding the mine. Through an investment of more than MXN\$5.5 million, the program improved traditional practices, introduced sustainable technologies and helped families increase their medium-term income. The program provided specialized technical assistance to local agricultural and livestock producers. Participants received customized production goals, hands-on training, field visits to similar projects, and opportunities for peer learning. Newmont also funded equipment and materials and organized an agricultural fair to showcased participants' achievements. A total of 48 participants – 17 in livestock, 24 in agricultural production and eight in backyard and poultry systems – benefited from the program. The program facilitated 768 personalized technical advisory sessions and positively impacted 10 rural communities.
Ghana	At Ahafo South, we continued to invest in the Asutifi Processing and Services Center (APSC) as part of our Local Economic Diversification Support program that aims to strengthen the skills and capacity of local suppliers and contractors. We are supporting the APSC with technical and advisory services as it progresses toward stable operations by 2027. The APSC promotes agribusiness development, reducing post-harvest losses and improving food security, while creating employment opportunities for both facility staff and local farmers.	Papua New Guinea	Newmont supports Lamatlik Investment Limited, which was established in 1995 as a small car-hire company owned by the Lamatlik clan and has expanded significantly as a result of Newmont's investment in local economic participation and business-capacity development. Central to this growth has been the Apeketon Business Hub, co-designed and funded by Newmont and delivered by Australian Business Volunteers. The Hub provided training, governance support and expert advice to help strengthen Lamatlik's financial systems, introduce structured reporting and planning, and adopt strong corporate governance practices. Lamatlik now operates 18 vehicles, employs 12 local staff, and is the island's first taxi service. The business has delivered direct benefits to the clan, including PGK200,000 in dividends within three years, stable salaries for employees and an education sponsorship program for local children.

2025 Local/Indigenous Employment and Procurement Highlights

Country	Activities
Peru	At Yanacocha, we are constructing two modern water treatment plants, expanding capacity and supporting long-term closure planning. At the end of December 2025, approximately 1,902 active local and local-local employees were working on the construction of these plants. As the site prepares for closure, this major infrastructure investment will help to meet evolving local water needs well into the future. We highlight this project on page 85 .
Suriname	At Merian, we held monthly mapping session with the artisanal and small-scale mining (ASM) cooperative, creating a formal revenue-earning opportunity for members while helping Newmont manage ASM activity within the area of influence and reduce external influx. We also advanced our local procurement commitments under the consent agreement related to the construction of a new tailings facility (TSF2) by briefing small-scale miners on upcoming TSF2 work, highlighting opportunities in dust control, land clearing, equipment rental, drainage maintenance and labor supply. Miners must meet Newmont’s safety, training and administrative standards to participate. Merian offered a nine-month Technical Vocational Education and Training (TVET) program to support the livelihoods of ASM workers. Fourteen participants enrolled in heavy-duty mechanic training focused on excavator maintenance, and 10 completed the program and received certificates at a community ceremony with Traditional Authorities.

Advancing Growth and Opportunity in Ghana

On October 30, 2025, Newmont celebrated the official opening of the Ahafo North mine in Ghana – launching a world-class operation and extending shared value creation for local communities, partners and the nation. The ceremony brought together national and traditional leaders – including Newmont executives, the Asantehene, members of Parliament, U.S. embassy representatives and the Vice President of Ghana – reflecting the many partners who contributed to the mine’s development.

From the outset, Ahafo North was designed to deliver benefits beyond gold production. During construction, the project generated approximately 4,500 jobs, with ongoing operations supporting

around 560 permanent and 1,000 contracted roles. These opportunities are complemented by local procurement, skills development and infrastructure investments that strengthen regional economies and livelihoods.

Located near the existing Ahafo South operation, Ahafo North builds on established relationships and shared infrastructure, maximizing efficiencies while deepening community impact. Over its 13-year mine life, the operation is expected to produce 275,000 to 325,000 ounces of gold annually – contributing to government revenues and creating long-term value for stakeholders.

Photo: Ahafo North, Ghana



Community Investments Performance

In 2025, Newmont invested \$97 million in community projects and programs, consisting of \$92 million in direct investments and \$5 million in donations.

The following table summarizes key community investments and activities in 2025.

2025 Community Investment Highlights	
Country	Activities
Global/Enterprise	Since 2005, Newmont has partnered with Project C.U.R.E. to deliver more than \$45 million in donated medical supplies and equipment to communities near its operating and legacy sites, including shipments partially funded by Newmont. In 2025, the partnership continued to shift from multiple locations to focusing on fewer communities with greater needs. By concentrating resources, the program increased its impact and strengthened the monitoring and tracking of outcomes to create sustained improvements in local health systems.
Argentina	Cerro Negro contributed USD\$7 million toward a project connecting the towns of Perito Moreno and Los Antiguos to Argentina's national electricity grid. This connection is expected to deliver more reliable power to local residents. The project is funded and coordinated through the UNIRSE Mining Trust, a provincial program that supports community infrastructure, healthcare and broader social development initiatives.
Australia	At Cadia, we contributed AUD\$500,000 to a Battery Energy Storage System (BESS) for the CentrePoint Sport and Leisure Centre in Blayney Shire. Covering half of the cost for the \$996,182 project, the BESS will store and discharge renewable energy, potentially saving \$100,000–\$200,000 annually and providing emergency backup power for the region. The Cadia Workforce Engagement Program expanded its meal cooking initiative, with 126 team members preparing nearly 750 home-style meals across three Central West New South Wales venues. These venues provide accommodation for families of seriously ill children, affordable lodging for people undergoing cancer treatment, and safe refuge for women and children escaping domestic and family violence. Vacation students also prepared a Christmas lunch at the Ronald McDonald House. Tanami continued its partnership with Charles Darwin University, delivering scholarships for First Nations, female and Central Australian students. In 2025, the program expanded to include multiple higher education, vocational education and training (VET) and community-based VET pathways, strengthening local talent development and employment opportunities for Warlpiri and Central Australian Language Group students. Tanami also supported the AFL Northern Territory Under-18 men's and women's grand finals in Yuendumu, enhancing youth engagement, community pride and local cultural connection.

2025 Community Investment Highlights

Country	Activities	Country	Activities
Canada	Brucejack partnered with the Nisga’a Lisims Government and Gingolx Village Government to sponsor the Bears Lair entrepreneurship competition, contributing more than \$25,000 to help Indigenous youth build leadership, financial literacy and public speaking skills while turning ideas into viable ventures. Brucejack also launched the Mining Futures Collaborative, a pilot program that brought 12 Indigenous secondary students from northwestern British Columbia to industry conferences, career events and post-secondary tours. Supported by regional sponsors and partners, the initiative strengthened school-industry connections and encouraged youth to pursue careers in mining. At Red Chris, Newmont established an CAD\$8 million Tahltan Community Wellbeing Fund to enhance community spaces, recreation facilities and housing planning across Tahltan Territory. We highlight this fund on page 60. Red Chris also provided 162 charter seats for healthcare professionals, supporting access to medical services in Iskut, Telegraph Creek and Dease Lake.	Mexico	Since 2009, Peñasquito has expanded educational opportunities in Mazapil, Zacatecas, through the construction and operation of Conalep Mazapil, the region’s only upper-secondary technical high school. The school has graduated more than 700 students and offers programs aligned with local economic needs, including industrial electromechanics, diesel engines, and industrial safety and hygiene. In 2025, a new student residence complex was built to improve living conditions and support student retention. Conalep Mazapil is a joint initiative funded by Newmont and Wheaton, with a combined investment of MXN\$41.8 million. Peñasquito also launched the CRECE Program (Centro Regional de Capacitación y Emprendimiento) in partnership with Fundación ProEmpleo to strengthen socioeconomic development across 20 localities in Mazapil and Melchor Ocampo. The program delivered training in digital literacy, financial education, entrepreneurship and personal development, supported 47 local businesses and reached hundreds of community members, establishing a foundation for long-term regional resilience.
Ghana	In September 2025, Newmont signed a Memorandum of Understanding with the Ministry of Roads and Highways, formalizing a partnership with the Government of Ghana to rehabilitate the 46 kilometers of the Sunyani-Ntotroso-Acherensua highway. This project aims to improve safety, connectivity and economic growth. At Ahafo South, Newmont partnered with the central government to rehabilitate the 48-kilometer Sunyani-Acherensua corridor road. Between 2025 and 2027, Newmont also will finance the construction of the 24-kilometer Ntotroso-Kenyasi corridor and other adjoining roads, expanding asphalt road coverage across the mine’s host communities to more than 90 percent. These fully asphalted roads improve safety and enable the more efficient movement of people and goods, stimulating local economies and supporting broader socio-economic development across the region. The Junior Career Compass program – an initiative led by Newmont’s Ahafo Development Foundation Scholarship Beneficiaries and Associates (NASBA) – continued to help young learners across Ahafo South’s host communities make informed career choices. In 2025, NASBA hosted a three-day career mentorship program in three local schools, focusing on career pathways and essential skills for success.	Papua New Guinea	At Lihir, we supported the “School to Mine” program, which helps teachers upgrade their qualifications, including pathways to master’s degrees. The program also provides young people, who are not in school, with practical, work-ready skills. In addition, it offers scholarships through the Lihir International School to support recipients from primary through secondary school. Newmont continued to own and operate the Lihir Medical Centre (LMC), which serves not only Newmont employees, their dependents and business partners, but also the wider Lihir community of approximately 30,000 people. The LMC provides a comprehensive range of services, including maternal and child healthcare. In 2025, the facility’s maternity ward delivered more than 30 babies each month, offering critical support – especially in emergencies – given that the nearest hospital is several hours away. Operating the LMC costs approximately PGK20 million annually, supporting the mine while contributing to the health and wellbeing of the broader Lihir community.

2025 Community Investment Highlights

Country	Activities
Peru	In 2025, Newmont Yanacocha, in coordination with its contractors and through the implementation of its corporate social responsibility plans, donated computer equipment to the municipalities of six towns in Cajamarca. This initiative strengthens institutional capacity and administrative management, contributing to territorial development and the wellbeing of local communities. The delivery was carried out within the framework of the Development Managers Program, a strategic alliance aimed at transforming Cajamarca. The program brings together the National University of Cajamarca, the Cajamarca Chamber of Commerce and Production (CCPC), the Roundtable for the Fight Against Poverty (MCLCP) and Newmont Los Andes de Cajamarca Association (ALAC). Its objective is to build public management capacity, promote transparency in public investment and consolidate public-private partnerships to improve quality of life. During the ceremony, stakeholders highlighted the importance of equipping municipalities with tools that enhance institutional management. Each beneficiary community received a laptop and a printer, which will help improve administrative processes, streamline procedures, strengthen transparency and reinforce the monitoring of territorial management. Additionally, it was announced that in 2026 the program will expand its reach to include training for mayors, council members and community leaders in public management, transparency and accountability. Yanacocha’s development foundation, ALAC, together with the National University of Cajamarca, the CCPC, the MCLCP and CEDEPAS Norte, continued the “Development Managers” program to strengthen the capacity of mayors and community leaders to plan, prioritize local projects and coordinate with municipalities. In 2025, the program donated computer equipment to six municipalities in Cajamarca. Through the “Water for Cajamarca” program, ALAC also partnered with the Provincial Municipality of Cajamarca and other organizations to improve access to drinking water through infrastructure projects and health and environmental education. In 2025, the partnership completed 30 percent of the Ajoscancha system, including 2.7 kilometers of pipeline connecting wells to the Agopampa reservoir, which will provide sustainable water access for approximately 20,000 people.

Country	Activities
Suriname	Newmont completed a critical road maintenance project along Merian’s transport corridor, serving six Pamakan villages and ensuring reliable access for residents. Newmont provided approximately \$1.4 million in medical equipment to five health institutions and supported Project C.U.R.E. clinics, delivering medical treatment to 256 patients along Merian’s transportation corridor and in the Pamaka area. Newmont also donated 40 computers and laptops, valued at approximately \$14,500, to the Ministry of Regional Development and local institutions to restore essential services after storm damage. These contributions supported schools, police units and other organizations, strengthening local institutional capacity. In partnership with Suriname’s NOB Bank and Solidaridad, a Dutch-based NGO, we continued expanding access to financing for ASM community members pursuing alternative livelihoods. Through field visits, loan screening and ongoing advisory support, the program strengthens financial literacy and responsible lending practices. By year end, nine participants had secured loans, supported by continued capacity-building to help launch sustainable businesses, including cement-brick production.

Environment

We build on a legacy of responsible mining while driving toward a sustainable future. By combining proven environmental management practices and lessons learned with innovative approaches and strong partnerships, we deliver the metals and minerals essential to the world.

Advanced our Nature-Positive approach by applying the TNFD LEAP framework to identify nature-related dependencies, impacts and risks →

Completed reclamation on 131 hectares →

Reduced cyanide-related spills by 25% from 2024 →

Increased water recycled to 71% compared to 2018 baseline →

Energy and Climate Change	72	Biodiversity	89
Water Stewardship	76	Closure and Reclamation	92
Tailings Management	86	Materials	95



Energy and Climate Change

Newmont recognizes climate change as a major challenge that demands action and shared responsibility. As stewards of both our business and the environment, we understand our vulnerability to the physical and transitional impacts of climate change, such as extreme weather events and water scarcity, that can disrupt operations and production. These efforts are supported by Newmont’s Energy and Climate Strategy, which incorporates resiliency into our business to enhance energy security, improve operational efficiency and advance adaptation measures that reduce disruptions and enable future growth. The strategy is complemented by our 2030 aspirational greenhouse gas (GHG) reduction targets and our ambition to become carbon neutral by 2050.

Adaptation and Resiliency Performance

Managing the impacts of climate change is a key element of our Energy and Climate Strategy. We focus on assessing physical and transition risks across our operations, communities and supply chains, and implementing strategies to strengthen resilience.

The Strategy focuses on two key areas:

- **Adaptation and resiliency:** Strengthen the resilience of Newmont’s operations and support local communities in adapting to and mitigating the physical impacts of climate change.
- **Decarbonization:** Reduce Newmont’s carbon footprint through renewable energy solutions, energy management and carbon offsetting strategies.

We support a “just transition” by working with governments, communities and other stakeholders to drive collective action toward a balanced and equitable future. We also partner with external organizations that advance just transition, climate equity and justice through their policies and standards.

Implementation of our approach to adaptation and resiliency will be supported by a Climate Management Standard, which is expected to be finalized in 2026.

Photo: Boddington, Australia

PHYSICAL AND TRANSITION CLIMATE RISKS

To support adaptation and resilience across our operations, we assess the current and future financial impacts and timing of physical and transitional climate risks. This work is informed by site-specific climate narratives developed in partnership with the National Center for Atmospheric Research (NCAR), along with integrated workshops at our operations. In 2025, we completed climate narratives for newly acquired sites – Brucejack, Cadia, Lihir and Red Chris – to align them with our broader portfolio. We also conducted scenario analysis to evaluate business resilience under potential global climate changes and completed climate-related risk assessments covering both physical risks and the financial risks associated with the transition to low-carbon solutions. These assessments help identify top-level business risks, controls and related standards.



Learn more about [**Our Approach to Energy and Climate Change**](#), including details on our governance, risk, strategy and management approach.

Several physical climate risks are linked to water availability and supply. To better understand how these risks could affect our operations and to support resiliency in current and future projects, we developed a methodology and guidance that incorporates climate change considerations in our water management planning. This helps us forecast site-wide water needs and balances throughout the mine life, including closure.

For a detailed overview of these risks, please refer to our comprehensive [Climate Risk tables](#).

Because our Brucejack mine is located above the Knipple Glacier and relies solely on a single access road for all vehicle traffic, in 2025, we advanced efforts to identify and prioritize actions for a life-of-mine site access road. This includes further studies to support permitting and construction.

ADAPTATION AND RESILIENCY ROADMAPS

All our sites have completed the first three steps of our climate change adaptation planning process – screening, climate impact analyses, and risk and opportunity assessments. The final phase of our climate change adaptation planning includes developing actionable adaptation and resiliency roadmaps that enhance climate resilience for both the business and host communities. These activities will be incorporated into the rollout of the new Climate Management Standard.

Climate and nature risks are closely interconnected, and [Our Approach to Nature Positive](#) details how climate-related impacts intersect with ecosystem changes, biodiversity loss and water systems. This is our first year aligning our disclosure with the Taskforce on Nature-Related Financial Disclosures (TNFD).

Emissions and Energy Performance

In 2025, our estimated absolute Scope 1 and Scope 2 emissions were 4.4 million metric tonnes of CO₂ equivalent (Mt CO₂e), a 12 percent reduction from our 2018 baseline (5.0 Mt CO₂e). Our Scope 3 emissions were 5.7 Mt CO₂e, which is 1.6 percent below our 2019 baseline (5.8 Mt CO₂e). These baselines reflect Newmont's portfolio at the end of 2025, with the 2018 and 2019 baselines updated during the year. We continue to review our targets and methodology, which are outlined in [Our Approach to Energy and Climate Change](#).

SCOPE 1 AND 2

Our Scope 1 and 2 absolute GHG emissions decreased by 4.7 percent compared to 2024, driven by reductions in diesel and electricity consumption.

Renewable energy accounts for 22 percent of our total purchased grid electricity, an increase from 21 percent in 2024.

Our 2025 energy and emissions intensities increased on a gold equivalent ounce (GEO) basis compared to 2024 due a reduction in overall production, but decreased on a revenue basis due to elevated gold prices.

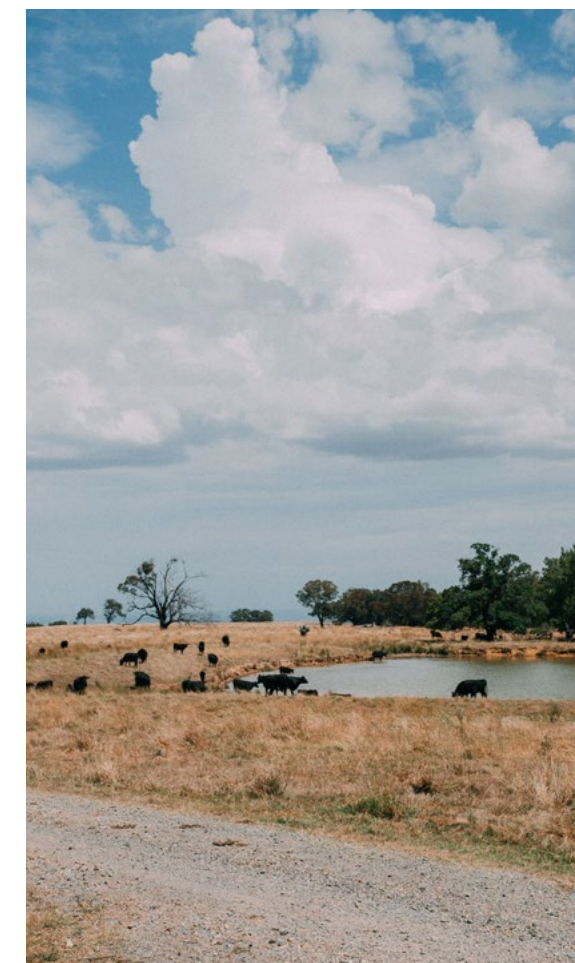
In 2025, we advanced the evaluation and implementation of power purchase agreements (PPAs) to support our Scope 1 and 2 GHG emissions reduction efforts. Key activities included:

- **Boddington:** We signed a long-term renewable PPA with Collgar Wind Farm Pty Ltd to supply electricity and green credits that will commence in 2027. This PPA is a key part of Boddington's future power supply and is expected to reduce site emissions by up to 70 percent over time.
- **Cadia:** Rye Park Wind Farm PPA began commercial operation in the second half of 2024, providing approximately 40 percent of the site's energy needs. During 2025, we identified some contractual issues with a few PPAs – related to delays and project economics – prompting a review and update of the site's energy strategy.
- **Tanami:** In collaboration with our current energy provider, we continued to progress the Tanami energy study to develop options that aim to provide around 40 percent of the site's energy needs through a renewable energy source.

We are updating the energy strategies for Boddington and Cadia, including preferred supply options to cover remaining energy needs. This work is expected to be completed in early 2026.

In 2025, we continued developing an Energy Management System (EMS), with a pilot planned for 2026 followed by a broader rollout. The EMS is expected to reduce energy use by 2 to 5 percent through asset efficiency (e.g., fuel savings) and avoid emissions through better forecasting and benchmarking and the use of site-level analytics.

Photo: Cadia, Australia



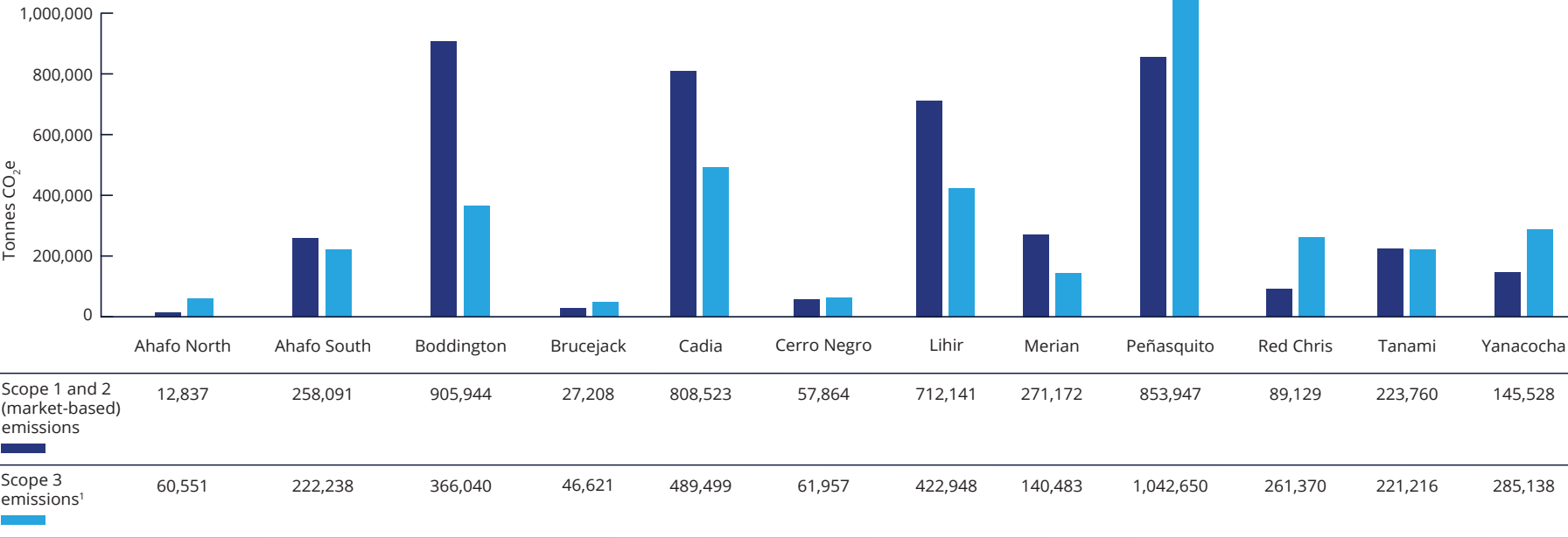
SCOPE 3

Our Scope 3 emissions decreased by 5 percent from 2024, driven by changes in product transportation and distribution and downstream processing of sold products. Emissions from our joint venture partner (Category 15) rose due to increases in their Scope 1 and 2 emissions.

We continued to improve the accuracy of our Scope 3 reporting by shifting to supplier- and product-specific emission factors, where available, particularly in Categories 1 and 10.

Further details about our 2025 energy use and GHG emissions performance by site and in prior years are available in the [2025 Performance Data tables](#).

2025 SITE-LEVEL GLOBAL TOTAL GHG EMISSIONS BREAKDOWN



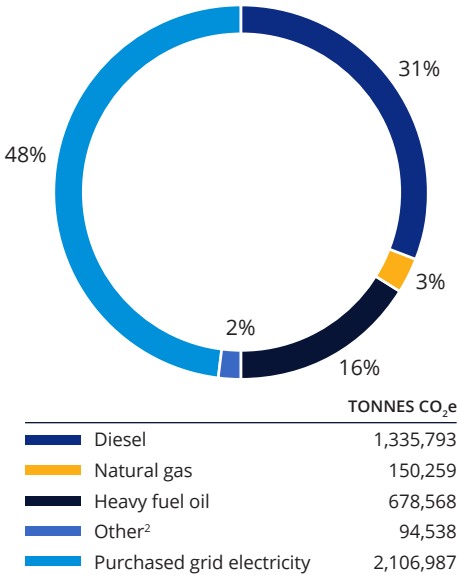
¹ 2,056,628 CO₂e of Scope 3 emissions associated with activities or spend not related to operating sites, are excluded from the Scope 3 emissions shown in this graphic. This includes emissions from joint ventures, which Newmont reports in Scope 3 Category 15.

² "Other" includes emissions from used oil, gasoline, propane, aviation fuel, acetylene and biodiesel, as well as process emissions, fugitive emissions and emissions from on-site waste disposal.

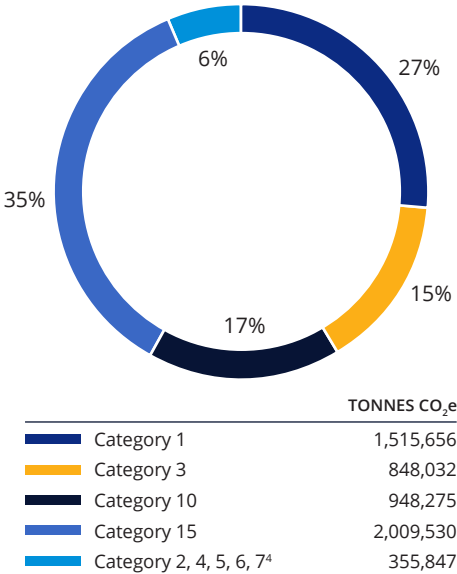
³ Categories 8, 9, 11, 12, 13 and 14 have been assessed and deemed as not relevant to Newmont based on the relevance test set out within the GHG Protocol Corporate Accounting and Reporting Standard.

⁴ Categories 2, 4, 5, 6 and 7 include emissions associated with the following: capital goods, upstream transport and distribution, waste generated in operations, business travel and employee commuting.

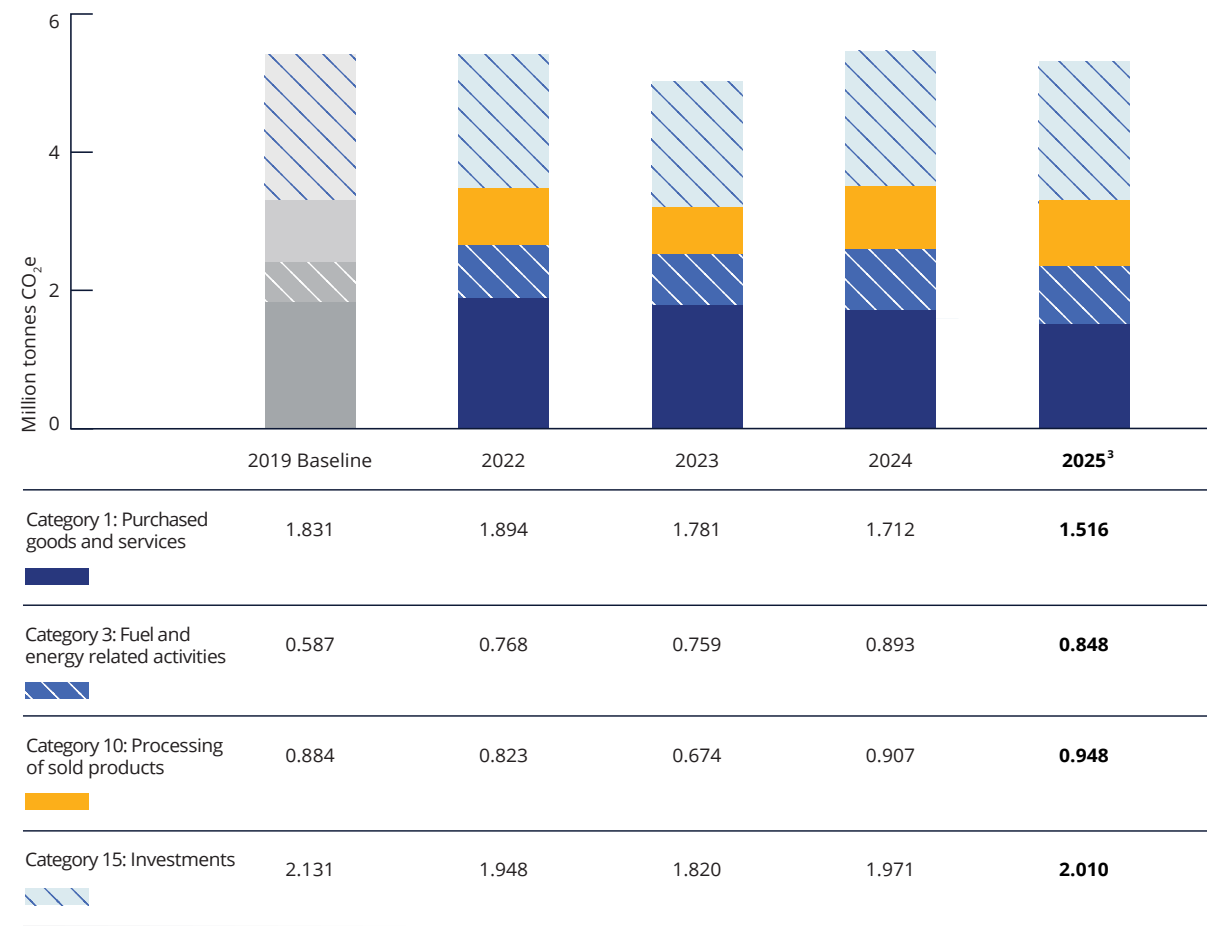
2025 SCOPE 1 AND 2 EMISSIONS BY SOURCE



2025 SCOPE 3 EMISSIONS BY CATEGORY³



TOP FOUR EMITTING SCOPE 3 CATEGORIES: TRAILING FIVE YEARS^{1,2}



¹ Categories 2, 4, 5, 6 and 7 make up the remaining portion of our Scope 3 emissions profile. Categories 8, 9, 11, 12, 13 and 14 have been assessed and deemed as not relevant to Newmont based on the relevance test set out within the GHG Protocol Corporate Accounting and Reporting Standard.

² The trailing year calculations include available data for the full calendar years from former Newcrest assets (acquired by Newmont in November 2023) that are still currently owned and operated by Newmont as of February 14, 2025. The current year and all trailing years remove data from Telfer (sold by Newmont on December 4, 2024) only.

³ After further refining the allocation of spend-based emissions, it was discovered that expenditures for allocation expenditures should be excluded from the calculation of Scope 3 GHG emissions. Consequently, the spend-based data was excluded starting in the 2024 inventory and is applicable for all future reporting periods. The impact of the adjustment does not result in a significant (greater than 5 percent) change to the previously disclosed global totals.

Photo: Cadia, Australia





Water Stewardship

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

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

Water Risks

We focus on understanding and managing risks across two areas: watershed- and operational-based risks.

WATERSHED-BASED RISKS

As part of our Global Water Strategy, we annually assess water-related risks at the catchment level in all operating regions. These assessments consider baseline water stress, water quality, water governance and climate conditions.

In 2025, we updated our water stewardship maturity and watershed risk assessments following a comprehensive refresh in 2024, using the latest version of the [World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#) and cross-referencing results with the World Wildlife Fund Water Risk Filter (WWF WRF).

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



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

Photo: Yanacocha, Peru

Watershed-Based Risks

RED CHRIS SW GW

MODERATE PRECIPITATION
✦✦

BRUCEJACK SW GW

MODERATE PRECIPITATION

LIHIR SW CW

HUMID
✦✦

TANAMI³ GW

ARID

BODDINGTON⁴ SW GW

SEMI-ARID
✦✦

CADIA SW

LOW TO MODERATE PRECIPITATION

PEÑASQUITO GW

ARID
⚠

YANACOCOA⁵ SW

MODERATE PRECIPITATION WITH A DISTINCT DRY SEASON
✦✦

CERRO NEGRO GW

ARID
⚠

MERIAN SW

MODERATE PRECIPITATION
✦✦

AHAFO NORTH SW GW

HUMID
✦✦

AHAFO SOUTH SW GW

HUMID
✦✦

¹ Main water supply sources are defined as groundwater (GW), surface water (SW), sea water (CW) and municipal/third-party water (MW). Precipitation inputs to operations are not identified as surface water supplies for this figure.

² Baseline water stress as defined by WRI Aqueduct and adjusted per the narrative.

³ The Tanami desert experiences seasonal flooding attributable to cyclonic and tropical low precipitation and topography. Road access may be disrupted. Tanami was previously considered a water-stressed site. However, beginning with the 2024 reporting period, Tanami is no longer designated as a water-stressed site, and, as such, the “water stress” water risk designation has been removed from our Watershed-based Risks map.

⁴ Baseline water stress does not consider interannual variability. Interannual variability can also increase the risk of water stress. For example, Boddington can have years of baseline water stress in dry years or excess water in wet years, but overall it is not considered to be situated in a watershed with high or greater baseline water stress.

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

Legend

Main Water Supply¹

- SW Surface Water
- MW Municipal Water
- GW Groundwater
- CW Sea water

Water Risk

- ⚠ Water Stress²
- ✦✦ Water Quality
- 💧 Excess Water
- 🌊 Watershed Challenges

Based on our assessment:

- One operation (Yanacocha) is in a watershed classified as having high or greater baseline water stress.
- Two operations (Peñasquito and Tanami) are in arid watersheds with low water use.

Groundwater resources used to support Tanami operations are brackish to highly saline, and there are no known other beneficial uses of these resources. Groundwater abstraction for Tanami's operations is well below the sustainable yield and represents a very low percentage of the aquifer's total storage. As such, Tanami is not classified as a water-stressed site.

Cerro Negro, which was previously designated as a water-stressed site, now shows the watershed has low baseline water stress and low water depletion (WWF WRF data also indicates an area of low water depletion). However, because the area has limited water availability to meet operational demand – factors that may not be included in the WRI Aqueduct and WWF WRF indicators – it remains classified as a water-stressed site.

Yanacocha operates in two basins – the Pacific Basin, which has high or greater baseline water stress, and the East Basin, which has low baseline water stress. Interbasin water transfers are used to manage the risk of baseline water stress. The WWF WRF results for Yanacocha also indicate an area of low water depletion. As such, Yanacocha is not designated as a water-stressed site.

For our 2025 reporting, two sites – Cerro Negro and Peñasquito – are classified as water-stressed.

In addition to assessing baseline water stress, we assessed our watershed-based risks for water quality, excess water and watershed challenges. The water quality assessment focused on water quality suitability for beneficial uses (e.g., domestic, agricultural, industrial or environmental). The excess water assessment included WRI Aqueduct data on seasonal and interannual variability, as well as riverine flood risk. The watershed challenges assessment examined threats related to the governance regime (i.e., policy and regulations) and access to water and sanitation.

OPERATIONAL-BASED RISKS AND CONTROLS

In 2025, operating sites completed quarterly reviews of water risk critical controls, and we conducted water risk audits as part of our Line of Defense 2 (LOD2) assurance activities at Brucejack, Cadia and Red Chris. The Brucejack audit identified no major findings. At Cadia, the review highlighted opportunities to improve water impoundment compliance with permit conditions. At Red Chris, the review highlighted opportunities to update water management, impoundment and conveyance structures to conform with standards and permits, and to establish formal inspection and maintenance programs.

Water Management Performance

Transparency is central to our Global Water Strategy. In 2025, we updated our baseline to reflect the divestiture of five non-core operations in 2025 and ensure accuracy in representing our water stewardship performance.

WATER BALANCE

Newmont's water withdrawals were similar to the previous year (4 percent lower). Discharges decreased by 8 percent, driven by changing meteorological and storage conditions at some sites, as well as revised approaches to calculating seepage discharges to groundwater at some sites. Our percentage of recycled/reused water decreased to 67 percent due to revised approaches to calculating recycled/reused water at some sites. Our overall water consumption increased by 5 percent driven by the lower discharges.

PUBLIC TARGETS

We set a public target for all sites to maintain a greater-than-5 percent reduction in fresh water consumption from the 2018 baseline. Sites in water-stressed areas aim to reduce water consumption by at least 10 percent to manage operational risk and enhance water stewardship.

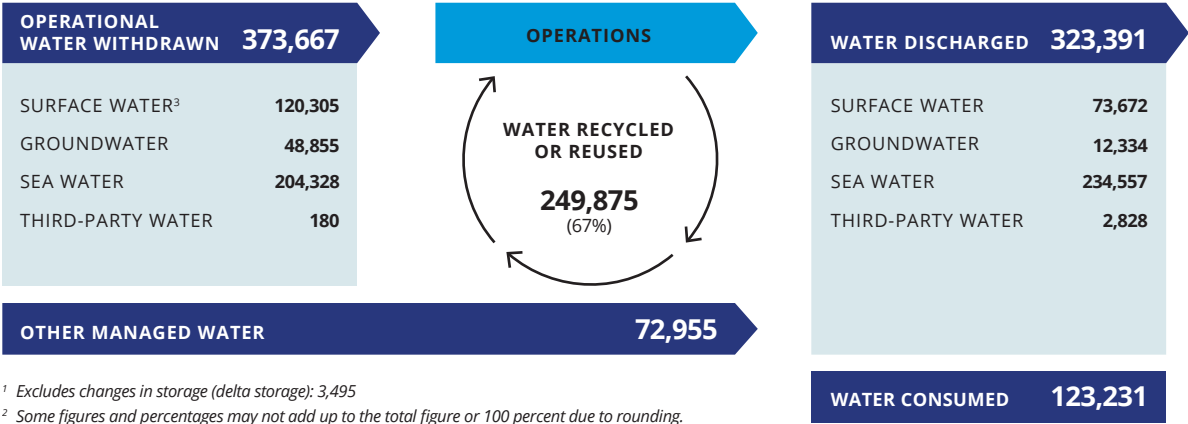
In 2025, water consumption across our operating sites decreased by 10 percent compared to the 2018 baseline. The percentage of water recycled/reused increased was similar to the baseline (67 percent in 2025 vs. 62 percent in 2018). Water intensity per gold equivalent ounce (GEO) and water intensity per tonne of ore processed in 2025 were similar to the baseline (21.2 ML/koz in 2025 vs. 20.7 ML/koz in 2018 and 0.71 ML/kt in 2025 vs. 0.78 ML/kt in 2018).

At the two operating sites identified as having a risk of water stress (Cerro Negro and Peñasquito), combined water consumption was 12 percent lower compared to 2018, primarily due to continued water efficiency activities. Water recycling rates improved from 62 percent to 71 percent, the water intensity per GEO decreased by 24 percent and water intensity per tonne of ore processed decreased by 11 percent compared to 2018.

We are committed to continuously improving water efficiency, reducing water intensity and meeting our reduction targets. This includes increasing the use of lower-quality water sources and increasing the quantity and quality of water discharged back to the environment where possible. In 2026, all Newmont sites will pursue ongoing improvements in water efficiency according to a site-specific water target. We will measure water efficiency progress as water intensity per tonne of ore processed compared both to the prior year and to the five-year average.

Read more about each site's water data in the [2025 Performance Data tables](#).

NEWMONT 2025 WATER BALANCE – ALL SITES^{1,2}
MEGALITERS (ML)



¹ Excludes changes in storage (delta storage): 3,495
² Some figures and percentages may not add up to the total figure or 100 percent due to rounding.
³ Surface water includes precipitation.

Definitions for Water Balance Graphic:

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

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

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

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

Water consumed: The sum of all water that has been withdrawn, including operational water and other managed water, and not released back to surface water, groundwater, sea water or a third party.

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

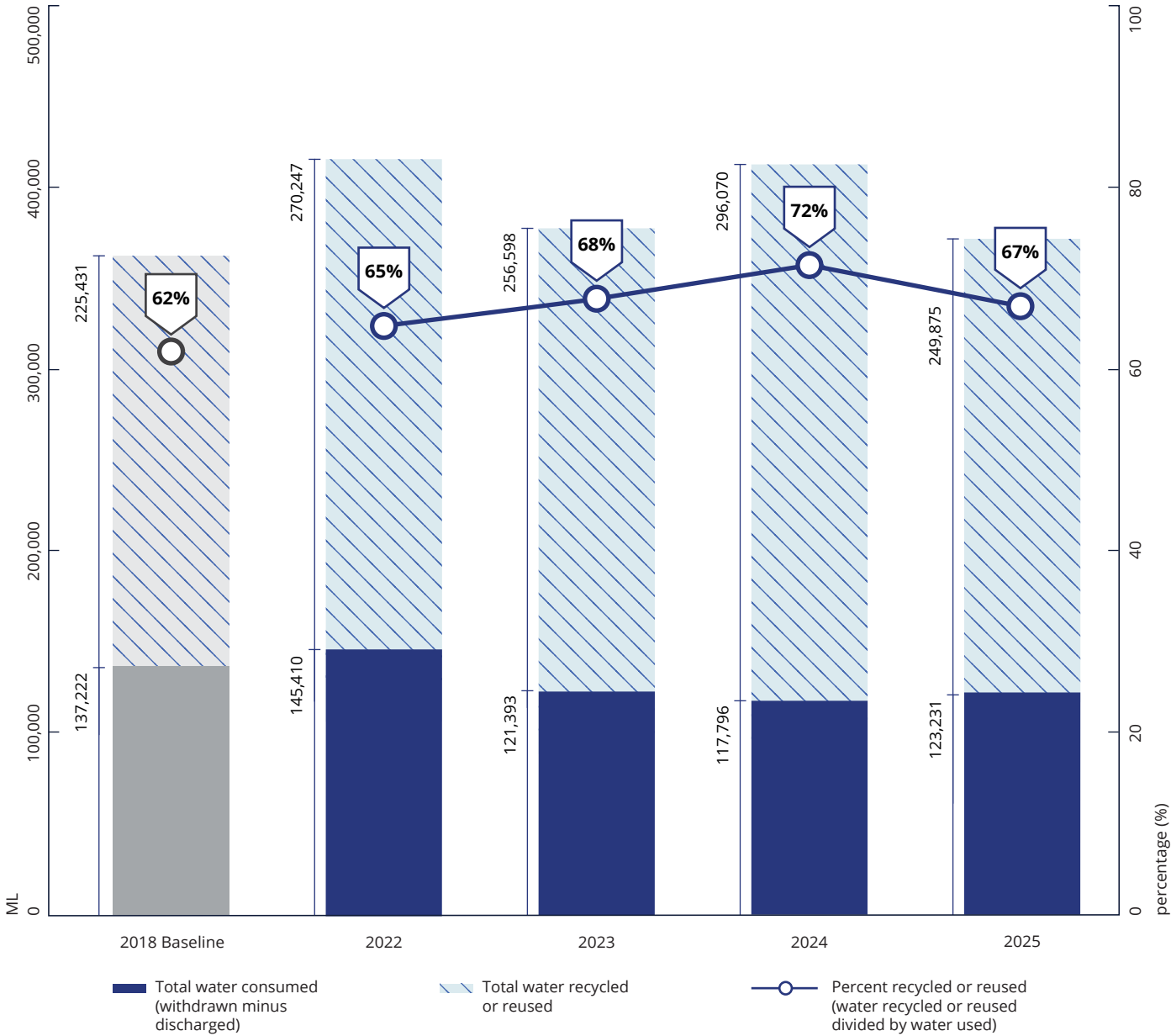
Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM’s definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition was 109,217 ML in 2025.)

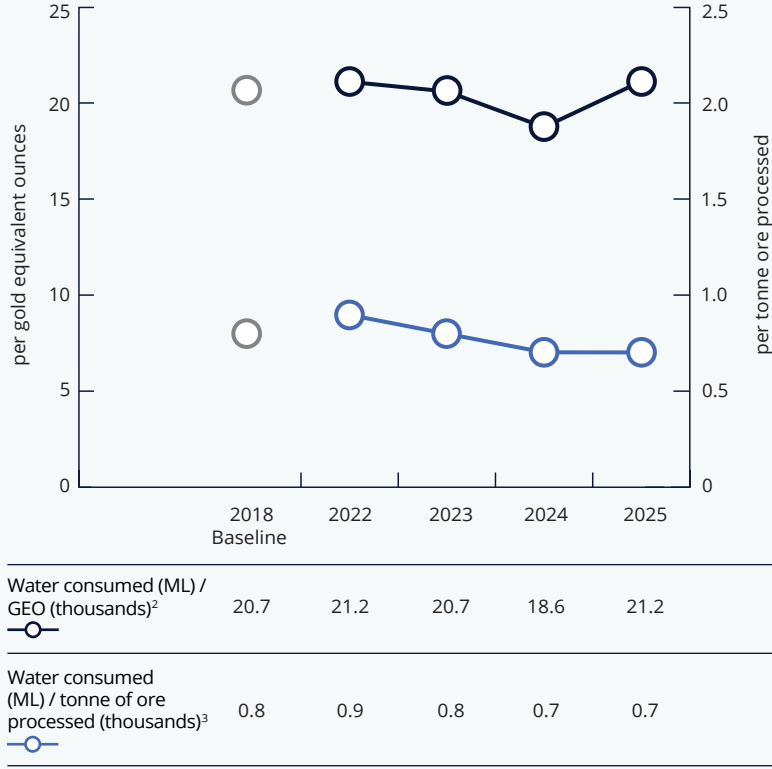
Photo: Cadia, Australia



WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED: TRAILING FIVE YEARS¹
MEGALITERS (ML)



WATER INTENSITY: TRAILING FIVE YEARS¹

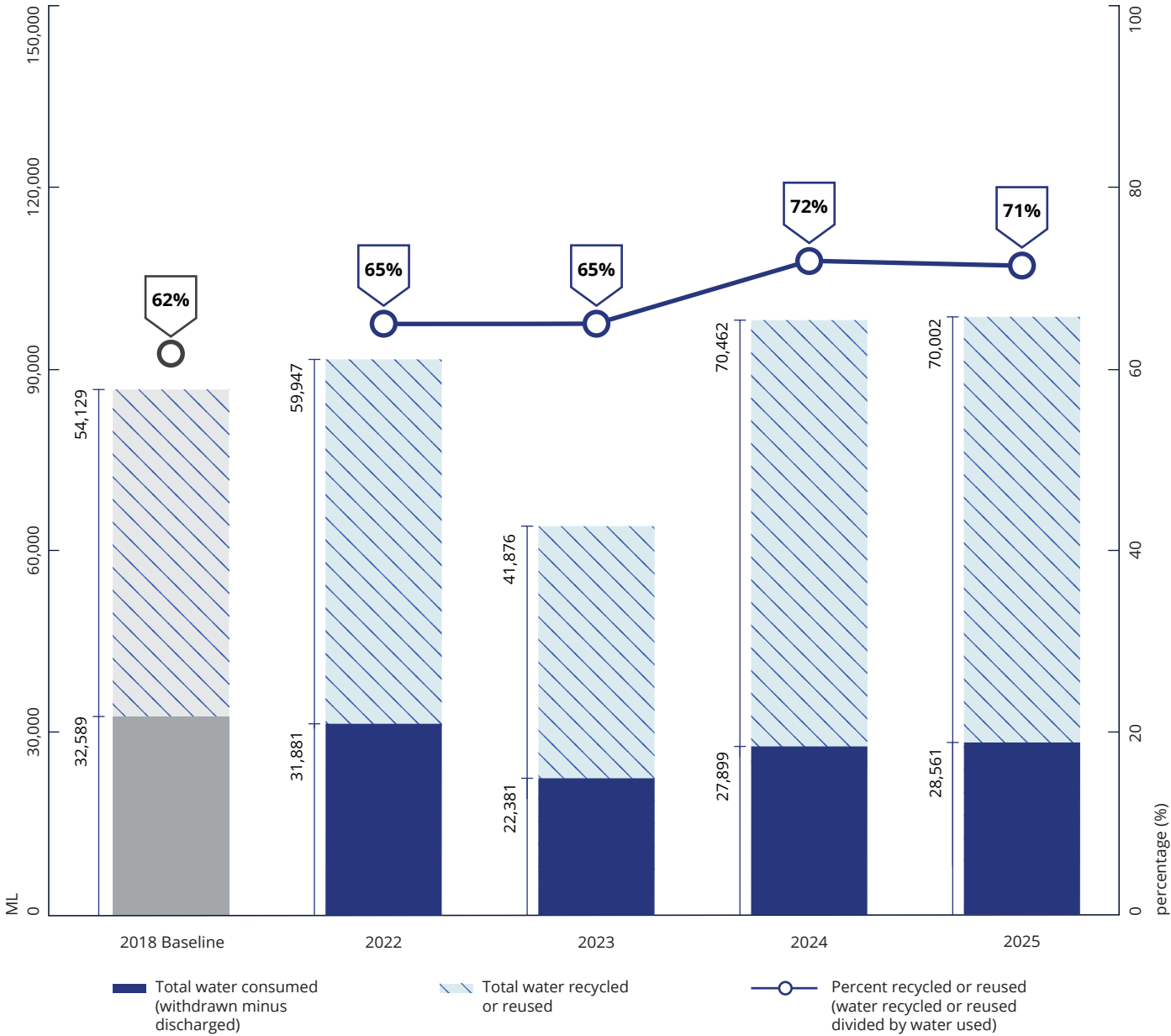


¹ For comparability purposes and to more accurately represent our water stewardship progress, we recalculated the trailing year data shown within the water graphics to reflect our 2025 portfolio.

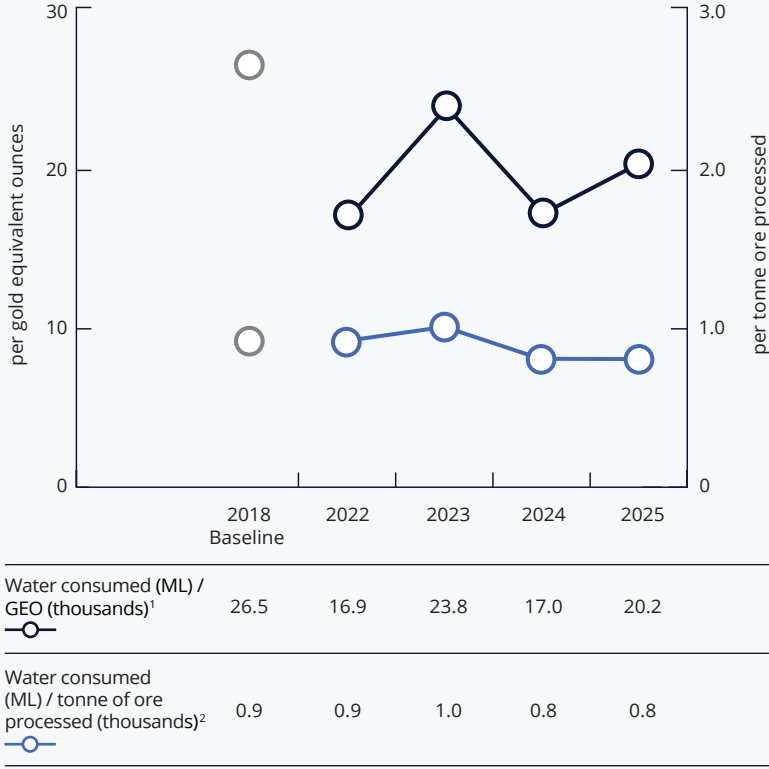
² Water intensity by GEO is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our 2025 Form 10-K, adjusted to match the reporting boundary of our 2025 Sustainability Report.

³ Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2025 Regional Operating Statistics, adjusted to match the reporting boundary of our 2025 Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

SITES IN WATER-STRESSED AREAS SUMMARY: TRAILING FIVE YEARS
MEGALITERS (ML)



WATER INTENSITY - WATER-STRESSED SITES:
TRAILING FIVE YEARS

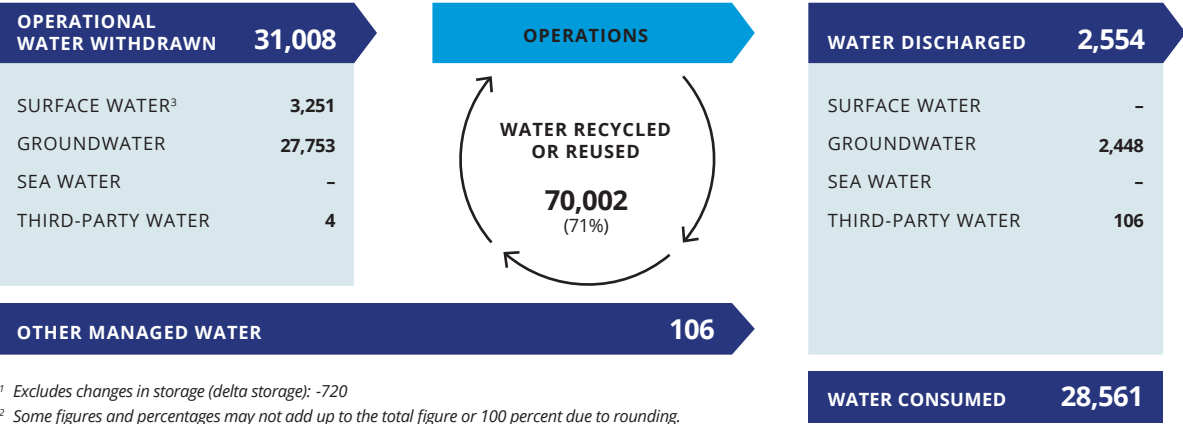


¹ Water intensity by GEO is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our 2025 Form 10-K, adjusted to match the reporting boundary of our 2025 Sustainability Report.

² Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2025 Regional Operating Statistics, adjusted to match the reporting boundary of our 2025 Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

Photo: Yanacocha, Peru

NEWMONT 2025 WATER BALANCE – SITES IN WATER-STRESSED AREAS^{1,2}
MEGALITERS (ML)



¹ Excludes changes in storage (delta storage): -720
² Some figures and percentages may not add up to the total figure or 100 percent due to rounding.
³ Surface water includes precipitation.

Definitions for Water Balance Graphic:

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

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

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

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

Water consumed: The sum of all water that has been withdrawn, including operational water and other managed water, and not released back to surface water, groundwater, sea water or a third party.

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

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

(ICMM’s definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition for sites in water-stressed areas was 24,677 ML in 2025.)



Water Stewardship Performance

Our 2025 public water stewardship target required each site to complete actions that support collective water management, with a focus on improving the quality and supply of water. These actions include engagement in multi-stakeholder watershed governance initiatives such as our site-based community participatory monitoring programs.

In 2025, eight out of 11 sites met or mostly met the target, completing 71 of 92 actions (around 77 percent). Resource and personnel constraints, construction delays, and reprioritization led to some actions being deferred to 2026, while some actions were canceled as they were no longer deemed relevant.

Key 2025 activities to advance our water stewardship approach included:

- **Water governance:** In 2025, we updated our global Water Management Standard. Key enhancements included:
 - Reflecting Newmont's current portfolio, including marine and lacustrine aquatic environments.
 - Updating water quality criteria to align with the latest international standards.
 - Strengthening monitoring and analysis requirements under Trigger Action Response Plans (TARPs), with clearer expectations for monitoring locations, frequencies, and quality assurance/quality control.
 - Strengthening design, inspection and maintenance requirements for water management infrastructure.

- **Integrating climate into water balances:** We continued our strategic partnership with Piteau Associates to develop standardized, industry-leading water balance models. This partnership leverages our work with the National Center for Atmospheric Research (NCAR) to incorporate climate projections into site water balance models.
- **Water dashboards:** We continued to expand the use of water dashboards to improve visibility into site performance and track progress against internal and external metrics. By the end of 2025, dashboards were operational at Ahafo North, Ahafo South, Boddington, Cerro Negro, Merian, Tanami and Yanacocha.
- **Expanded disclosures:** Our water stewardship efforts are informed by an understanding of the essential role freshwater ecosystems play in our operations and in the communities we serve. In 2026, we published [Our Approach to Nature Positive](#), our first report aligned with the Taskforce on Nature-Related Financial Disclosures (TNFD). The report details our water-related dependencies and impacts, basin-specific water risks, and water-related opportunities identified through TNFD-aligned assessments, including physical, regulatory and operational considerations across our footprint.
- **Thought leadership:** In 2025, Newmont participated in panel discussions at the CIM CONNECT Convention and the Water in Mining Global Summit. At CIM, we joined peers to discuss corporate commitments, innovative approaches and best practices for watershed collaboration. At the Water in Mining Summit, panelists explored strategies for managing uncertainty in water management planning. Newmont also presented its approach to integrating water considerations into assessments of nature-related dependencies, impacts, risks and opportunities.
- **Building skills and capacity:** The Global Water Strategy team met bimonthly in 2025 to discuss global programs and site updates and share lessons learned. We also worked with sites to identify areas for improvement and continue to support competency-building, mentoring and communication.

Photo: Merian, Suriname



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

WATER STEWARDSHIP ACTIVITIES IN 2025

Country	Site	Activities
Argentina	Cerro Negro	Advanced improvements to mine dewatering and water management infrastructure to improve operability and maintainability and minimize unintended discharges. Upgraded meteorological station equipment to improve quantification of key variables for water management, including precipitation and evaporation.
Australia	Boddington	Updated water management plan and implemented operational strategies for water management infrastructure. Renewed license for Hotham River sustainable water abstraction. Helped the Boddington Shire (the local municipal authority) obtain the necessary approvals to remove silt from the Hotham River upstream of the Lions Weir – a small dam-like structure built across river that provides a recreational space for the town.
	Cadia	Completed transition and updates to the water balance with Piteau Associates. Completed a preliminary site assessment for Per- and Polyfluoroalkyl Substances (PFAS). Advanced charters and scoping for water impoundment compliance project.
	Tanami	Initiated external reporting of monthly groundwater abstractions to regulatory stakeholders. Commenced construction of a water pond to improve tailings water management.

Country	Site	Activities
Canada	Brucejack	Completed a site audit to evaluate water use and identify opportunities to improve water efficiency and reduce water intensity. Continued explosives best management practices to improve source control for nitrogen species. Developed key performance metrics and a TARP for effluent water quality adaptive management. Completed transition and updates to the water balance with Piteau Associates.
	Red Chris	Advanced the implementation of a tailings thickener to reduce consumptive losses of water to tailings entrainment and reduce seepage. Completed improvements to non-contact water diversion infrastructure to reduce bypasses and sediment loading to downstream environment. Completed work with National Center for Atmospheric Research (NCAR) to integrate future climate considerations into the site’s water balance model.
Ghana	Ahafo North	Advanced community water supply boreholes to supply clean, high-quality water to households for domestic and other needs. This work is part of the project’s impact management plan, aimed at mitigating potential risks associated with the development of the Ahafo North mine by providing an alternative source of drinking water to communities that depend on surface water downstream of our operations.
	Ahafo South	Completed contracting for a 5-hectare enrichment planting project along the Tano River as part of the Memorandum of Understanding with the Tano Basin Board (TBB).

Country	Site	Activities
Mexico	Peñasquito	Developed a long-term strategy for water supply for host communities. Implemented operational strategies and advanced studies to evaluate technologies for reducing losses of water to entrainment in tailings and evaporation.
Papua New Guinea	Lihir	Appointed a site water lead and reinitiated site water team meetings. Updated water management plan. Completed transition and updates to the water balance with Piteau Associates.
Peru	Yanacocha	Partnered with the Provincial Municipality of Cajamarca, National University of Cajamarca, ALAC, SEDACAJ, ANA and JASS on the "Water for Cajamarca" program, aimed at improving access to drinking water through infrastructure projects and health and environmental education. In 2025, the partnership complete 30 percent of the Ajoscancha system. This project includes 2.7 kilometers of pipeline connecting wells to the Agopampa reservoir and will provide sustainable water access for approximately 20,000 people. Installed major components of large circular thickeners at the East and West Plants, enabling effective separation of water from solids so water can be safely returned to the environment. Installation was completed safely and on schedule, with systems targeted to be operational in 2027. We highlight this project on this page.
Suriname	Merian	Completed additional trials to assess the effectiveness of flocculation and vetiver mats within stormwater management infrastructure to improve discharge quality. Implemented operational strategies for tailings storage facility to support security of recycle water supply. Developed preferred approach for desilting sedimentation ponds. Initiated dry season discharge for baseflow impact mitigation.

Investing in Long-Term Water Treatment at Yanacocha

At our Yanacocha operation in Peru, we are progressing a major infrastructure project to upgrade water treatment capacity as part of our long-term operational and closure planning. The project will replace five existing plants with two modern water treatment facilities. This will increase capacity, improve watershed management along the continental divide near Cajamarca and meet evolving technical and regulatory requirements for water quality, including better management of sulfates.

In 2025, construction focused on installing major water treatment equipment, including large circular thickeners at both the East and West treatment plants. These thickeners help separate treated water from treatment solids, ensuring the treated water meets applicable environmental standards before being discharged. The installations were completed safely and on schedule.

The project has an estimated cost of \$1.8 billion and is expected to be completed and operational by 2027.

Photo: Yanacocha, Peru





Tailings Management

To safeguard human health and the environment, it is crucial to effectively manage tailings, a waste produced by mining and mineral processing activities. Newmont is dedicated to implementing best practices for the responsible management of all wastes.

Newmont's tailings management approach has a goal of zero harm to people and the environment while adhering to best available practices, adopting best available technologies, strengthening and integrating socio-economic awareness and stakeholder engagement, and environmental considerations throughout the lifecycle. We are committed to conforming with the Global Industry Standard on Tailings Management (GISTM) and aligned with the International Council on Mining and Metals (ICMM) in achieving the goal of zero harm to people and the environment.



Learn more about **Our Approach to Tailings Management**, including details on our governance, risk, strategy and management approach.

Photo: Cerro Negro, Argentina

Tailings Management Performance

Our commitment to responsible tailings management focuses on continually improving how we operate.

Key activities in 2025 included:

- **Emergency and crisis response:** We conducted drills using our Rapid Response crisis management system to test the emergency response plans (ERPs) for each site with priority tailings storage facilities (TSFs). Insights from the drills were incorporated into action plans to further improve our ERPs and Rapid Response system.
- **Governance:** Efforts to enhance tailings governance and team effectiveness focused on strengthening communication between Responsible Tailings Facility Engineers/Persons (RTFE/Ps) and the Accountable Executive (AE); enhancing collaboration among Engineers of Record (EoRs), operations and Corporate Tailings and Dams Team (CTDT); and building a unified approach to align operations, EoRs, CTDT, and Independent Tailings Review Boards (ITRBs) and Senior Independent Technical Reviewers (SITRs).
- **Life-of-mine tailings frameworks:** In 2025, we began developing life-of-mine TSF frameworks, including tailings roadmaps and future studies, at several operations. These frameworks extend beyond current resource plans to support long-term capacity planning, incorporating reserves, cut-off grade sensitivities and lower-risk, lower-cost technical solutions.

- **Water storage facilities (WSF):** Newmont has a significant portfolio of WSF assets, which carry a significant – although lesser – level of enterprise risk compared to tailings facilities. In 2025, the CTDT, Environment team and site personnel updated our WSF inventory and began reviewing conformance with Newmont’s Water Storage Facility Technical and Operations Standard. This work will continue in 2026.
- **Third-party, independent reviews:** We held ITRB and SITR meetings at our operations with tailings facilities, advanced-stage projects and our significant legacy sites (i.e., those with the most significant consequence classification). We focused on improving the effectiveness of these reviews by enhancing reporting, streamlining communication and driving operational improvements through robust planning and execution. Reviews were supported by subject matter expertise from the CTDT.
- **Risk assessments:** The CTDT continued to conduct ongoing risk assessments for all sites with tailings facilities. These reviews inform design, address potential failure modes, minimize risks and establish our tailings risk profile baseline.
- **Marine environmental impact assessment:** Our Lihir operation completed a five-year update to its marine environmental impact assessment and plans to share the results with stakeholders in 2026.

CONFORMANCE TO THE GISTM

The GISTM is one of the key tools we use to guide and enhance our tailings management practices.

In August 2025, we published disclosures and conformance self-assessments for all of our facilities, including updates to the information for facilities included in the 2023 disclosure.

Based on our review, Newmont meets the majority of GISTM requirements across all our TSFs. Where requirements are not yet met, we have identified the gaps through the self-assessment process and are tracking progress through an internal action plan. We plan to review and update our GISTM disclosure and conformance self-assessments as part of our annual sustainability reporting process. We are now focused on integrating GISTM practices into business-as-usual practices and preparing for independent assessments in collaboration with the Global Tailings Management Institute (GTMI). Established in January 2025 by ICM, PRI and UNEP, the GTMI oversees GISTM implementation, including the independent assessments of facility and company conformance with the GISTM.

Our updated TSF disclosures and conformance self-assessment now include all owned and operated facilities in our portfolio.

TAILINGS FACILITIES INVENTORY STATUS

As of December 2025, Newmont’s inventory of tailings facilities included 22 active, 15 inactive and 39 reclaimed and closed facilities. Notable changes in the inventory from 2024 include:

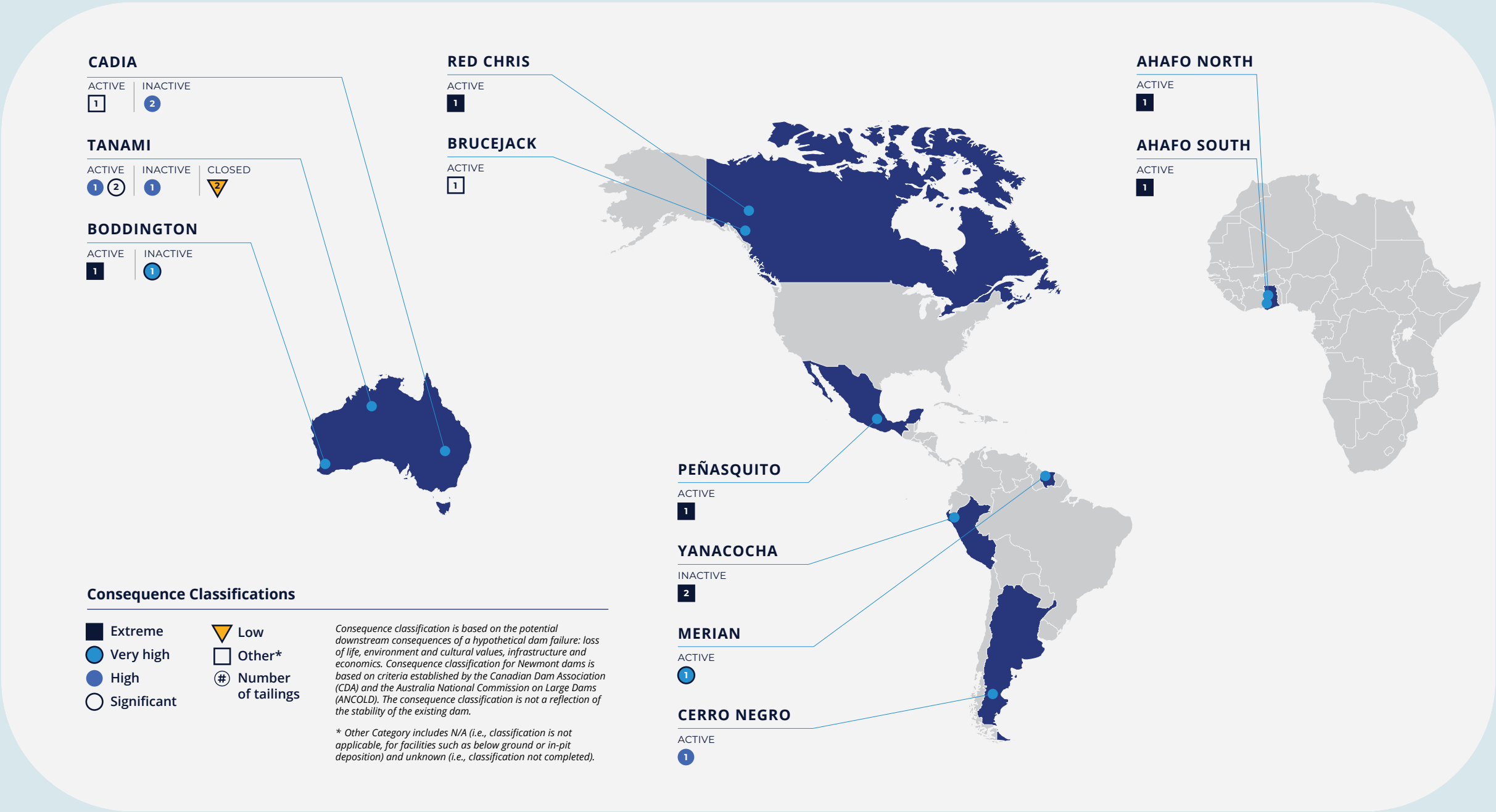
- 22 facilities (four active and 18 inactive and reclaimed/closed) were removed following the divestiture of four operations – Akyem, Éléonore, Musselwhite and Porcupine – in the first half of 2025. In line with the GISTM requirements, we made our best effort to assess and take into account the acquirer’s ability to maintain conformance with GISTM throughout the lifecycle of the tailings facilities.
- One new active facility, the Ahafo North TSF, was added as the operation entered commercial production in October 2025.
- In addition, in accordance with the GISTM, some facilities’ consequence classifications were changed due to updated risk assessments, breach analysis and inundation mapping.

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



For more details on marine tailings placement, refer to our [Deep Sea Tailings Placement Factsheet](#).

Tailings Facility Inventory at Newmont’s Operations¹



¹ At our Lihir operation in Papua New Guinea, tailings are managed through [deep sea tailings placement](#), which does not qualify as a TSF under Newmont’s or the GISTM definitions.



Biodiversity

Biodiversity includes a wide variety of living organisms from all sources, including terrestrial, marine and other aquatic ecosystems, as well as the ecological systems they form. It plays a crucial role in sustaining and stabilizing ecosystems, helping to address environmental degradation and habitat loss across the globe. Newmont recognizes that thriving local communities and our operations depend on healthy ecosystems. We are committed to fully implementing the mitigation hierarchy in our operations to achieve No Net Loss of Key Biodiversity Values (KBVs), where feasible, aligned to the International Council on Mining and Metals (ICMM) Nature Position Statement.

We monitor several metrics to support our No Net Loss commitment and drive progress toward achieving nature-positive outcomes.

Biodiversity Management Performance

In 2025, in line with our [Biodiversity Management Standard](#), we completed or updated biodiversity risk assessments and associated action plans for Ahafo North, Cadia and Lihir and updates for Ahafo South, Boddington and Tanami. This process identified each site’s key biodiversity values (KBVs) and assessed the potential impact of our activities on KBVs. For KBVs with high or extreme residual risks, we developed a biodiversity action plan to further mitigate impacts.

For Lihir, the biodiversity action plan, which was developed with support and input from external biologists, was submitted to regulators as a

condition of our marine waste rock disposal permit. In 2026, we are advancing ecosystem assessments to better understand the impacts of marine waste rock disposal and deep sea tailings placement (DSTP). Details on how we monitor and manage DSTP are available on our [website](#).

At Ahafo North and Ahafo South, we completed biodiversity risk assessments that identified additional controls and opportunities to achieve No Net Loss.



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

Photo: Boddington, Australia

No Net Loss Actions

We use a systematic approach, supported by independent experts, to track progress toward achieving No Net Loss. This process focuses on the sites where offsets are included in No Net Loss pathways and uses data from closure planning – such as total disturbance footprint and designated rehabilitated areas.

To strengthen our No Net Loss efforts, we have partnered with the International Union for the Conservation of Nature (IUCN) since 2018. In 2025, IUCN issued a report analyzing the four biodiversity technical reviews completed for Newmont over the past eight years. The report consolidates recommendations into six themes – strategy, communication, avoidance and minimization, restoration and offsetting, stakeholder engagement, and biodiversity monitoring – and identifies inputs for the update of Newmont’s Biodiversity Management Standard planned for 2026.

IUCN also visited our Boddington operation in 2025 to assess progress on the recommendations from the 2019 technical review and support the development of a nature-positive plan, aligned with relevant regulations. A technical advisory group, including IUCN and two independent experts, conducted the technical review and delivered a report with 14 recommendations on methods and protocols for measuring biodiversity, evaluating vegetation restoration and rehabilitation, offset design, and opportunities to build and strengthen partnerships. A summary of the technical review will be published in 2026.

Through ICMC’s Nature Working Group, Newmont helped develop the [Good Practice Guide for Achieving No Net Loss or Net Gain of Biodiversity](#), published in 2025. The guide includes case studies and practical guidance to help mine sites achieve No Net Loss.

At our sites where offsets are included in No Net Loss pathways, notable activities in 2025 included:

Boddington

- The site piloted a new Species Threat Abatement and Restoration (STAR) metric and prepared a summary report. The report is expected to be finalized in 2026. The report’s insights will support Residue Disposal Area 2 offset planning, close out open non-compliances and provide the site team with an overarching framework for achieving nature-positive outcomes.
- At the Hotham Farm restoration project, we were granted a “soil covenant” to protect the restoration project area until the regulator confirms it meets the required conservation standards.
- We continued monitoring black cockatoo nesting structures (“cockatubes”) using a pole-top camera at the 190-hectare Conservation Covenant area.
- We continued to progress work under our partnership with the Peel-Harvey Catchment Council.

Yanacocha

- We continued to progress studies related to the distribution of the *Petracola ventrimaculatus* reptile across the regions of Cajamarca, Amazonas and San Martín. This research, led by the Universidad Peruana Cayetano Heredia, was presented at the First Peruvian Congress of Herpetology in February 2025 and the VII Biennial Conference of the Wildlife Disease Association in June 2025.
- An experimental study on propagation techniques and revegetation protocols was completed for three plant species identified as KBVs for Yanacocha: *Asciidiogyne sanchez-vegae*, *Acaulimalva alismatifolia* and *Solanum jalcae*. The results will support the incorporation of these species into the site’s revegetation program.

Merian

- We continued efforts on our No Net Loss commitment, with ongoing monitoring of the offset pilot projects.
- We monitored historical rehabilitation and conducted annual monitoring of terrestrial fauna and aquatic life during the dry and wet seasons to track fauna trends.
- The site tested a new biodiversity monitoring method called environmental DNA (eDNA) at 15 water sites during the wet and dry seasons. This approach analyzes small water samples to detect traces of DNA left behind by animals, allowing us to identify species living in and around the upstream area without needing to see or capture them. Wet season results, received in October 2025, showed that eDNA identified significantly more species than traditional monitoring. For example, it detected 75 fish species compared with 41 found through conventional surveys. Dry season results are expected in early 2026 and will help determine how this method may be used in the future.

Nature-Positive Approach

As a member of the ICMC, Newmont is working to align with the organization’s [Nature Position Statement](#), which recognizes that nature is declining rapidly and that this loss is closely linked to climate change and social inequalities. It highlights how mining operations – and their supply chains – both depend on and impact nature. It calls for an integrated, collaborative approach to facilitate a nature-positive future.

The position statement sets out actions for all ICMC members to take by 2030, including:

- **Direct operations:** Stewarding land and natural resources to create positive outcomes for nature and the people who depend on it.
- **Value chain:** Working with suppliers and partners to support nature-positive practices.
- **Landscapes:** Collaborating and building capacity to support and enhance ecosystems, livelihoods and wellbeing.
- **Systems:** Building the conditions needed to drive meaningful, nature-positive change.
- **Governance and transparency:** Integrating nature-positive practices into business decision making and reporting.

In 2026, we published [Our Approach to Nature Positive](#), which details our approach to understanding biodiversity-related impacts and dependencies, risks and opportunities across the mine lifecycle, aligned with the Taskforce on Nature-Related Financial Disclosures (TNFD). We highlight key activities conducted in 2025, including site-level assessments, and describe how our biodiversity efforts contribute to a Nature-Positive future by 2030 on the following page.



Supporting Nature-Positive Through Responsible Mining

Nature underpins Newmont's ability to operate – from access to water and land, to the ecosystems that sustain the communities where we work.

In 2025, we applied the TNFD LEAP framework (Locate, Evaluate, Assess, Prepare) across our operations and value chain. This work strengthens how we identify nature-related dependencies, impacts, risks and opportunities, and how we translate insight into action.

Locate

We began by identifying where our operations and value chain interact most directly with nature:

- All 12 of our operations were evaluated for proximity to sensitive ecosystems, protected areas and regions with elevated biodiversity and watershed considerations.
- Each operation, plus a surrounding 3-kilometer buffer, was mapped and analyzed using geographic information system (GIS) tools and publicly available datasets.
- The screening considered high-integrity ecosystems, biodiversity hotspots and Key Biodiversity Areas, protected areas, the presence of critically endangered species, greenhouse gas and sulfur oxide emissions, watershed stress, site-level water risk and biocultural heritage, including areas important to Indigenous Peoples and local communities.

Through this process, Boddington and Tanami, both in Australia, and Lihir in Papua New Guinea, emerged as the highest priority sites.

Evaluate

At the priority operations, we evaluated dependencies on key ecosystem services (such as water availability and land use) and potential impacts on nature using the ENCORE tool for copper and gold production. This evaluation focused on direct operations, with plans to evaluate our value chain in the future.

Material ecosystem services dependencies identified include:

- Surface water and groundwater supply and water flow maintenance
- Water purification
- Global climate regulation
- Flood control

Potential material impacts identified include:

- Land disturbance
- Emissions of soil and air pollutants
- Seabed use

Assess

We assessed the risks and opportunities associated with these dependencies and potential impacts by considering the likelihood and potential financial, operational, regulatory and reputational consequences. The assessment considered short-, medium- and long-term timeframes. The risks are integrated into our Enterprise Risk Management approach.

Key transition risks include:

- Changing regulations and reporting requirements
- Increasingly complex and longer permitting timelines
- Growing stakeholder expectations for lower-impact mining

Physical climate risks – such as extreme weather and water stress – also affect both nature and operational resilience.

Newmont may face higher costs, delays or operational challenges as environmental regulations become stricter, permitting timelines lengthen and investors place greater emphasis on environmental performance. We have identified the need for lower-impact technologies, such as underground mining and dewatered tailings, and managing the growing effects of extreme weather and climate-related events on our operations and surrounding ecosystems.

Prepare

Using the LEAP assessment results, we identified the following controls and actions to respond to nature-related risks and contribute to nature-positive outcomes.

- Completed biodiversity risk assessments and biodiversity action plans for all sites.
- Committed to No Net Loss of key biodiversity values within 10 years after closure, following the mitigation hierarchy, with ongoing monitoring and independent review (IUCN).
- Began to map and consolidate risks across other environmental programs, including water and climate. The management of these risks is outlined in [Our Approach to Energy and Climate Change](#) and [Our Approach to Water Stewardship](#).

Future priority actions include:

- Continue to mature our reporting under the TNFD framework in 2026.
- Update our Biodiversity Management Standard to reflect new regulations and stakeholder expectations and update site-level biodiversity plans.
- Apply consistent criteria to select conservation actions that support site goals and community- or government-backed initiatives.
- Use identified nature-related risks and opportunities to understand material financial impacts, focusing first on direct operations and improving visibility across the value chain.
- Complete mapping and consolidation of risks across other environmental programs (i.e., water, climate and air), including risks, mitigation measures, targets and commitments to identify gaps and opportunities.

Through these efforts, we aim to better understand how nature and our activities intersect and the actions needed to align with our nature-positive framework.





Closure and Reclamation

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

Closure and Reclamation Performance

In 2025, all sites addressed gaps identified through assessments to ensure compliance with our global Closure and Reclamation Management Standard, which was updated in 2024 to reflect current industry best practice.

We set annual targets for concurrent (progressive) reclamation to reduce our impacted footprint, minimize acid rock drainage and other environmental impacts, and reduce closure liabilities and financial assurance requirements. Each site also identifies closure-related actions – such as completing studies, addressing review findings and progressing site closure maturity – with a target of completing at least 95 percent of planned activities.

In 2025, we completed concurrent reclamation on 131 of the 134 targeted hectares and achieved 90 percent of all planned activities, studies and trials to progress reclamation and closure planning.

Six operating sites met or exceeded their reclamation activity plans, while four operations met most of their site targets, completing 80 percent or more of planned actions. Merian completed only 27 percent of its planned activities due to changes in contractual processes that required re-tendering of reclamation services and deferrals of work to 2026.

During the year, our operations disturbed 413 hectares globally. As of December 31, 2025, a total of 2,699 hectares are in various stages of reclamation.



Learn more about **Our Approach to Closure and Reclamation**, including details on our governance, risk, strategy and management approach.

Photo: Yanacocha, Peru

Future targets

In 2025, we reassessed our five-year concurrent reclamation targets. The review considered longer mine lives due to higher gold prices, success criteria and alignment with reclamation plans in site-specific five-year master mine plans. This work will be further refined in 2026 to strengthen integration with mine planning and other environmental objectives.

Our approach to developing integrated nature targets, including closure considerations, is described in more detail in [Our Approach to Nature Positive](#) on our website. This is our first report aligned with the Taskforce on Nature-Related Financial Disclosures (TNFD) and explains how our closure and reclamation initiatives support the restoration of natural systems and contribute to a nature-positive future by 2030.

CLOSURE STUDIES AND ASSESSMENTS

Newmont's global Investment Standard requires risk-based closure studies for brownfield sites, and our Closure and Reclamation Management Standard requires that closure planning matures throughout the mine life.

With active mining operations extended at Yanacocha through early 2027, we completed the site-wide closure study focused on the site's most complex risks – particularly those related to water management and social impacts. Key actions include:

- **New water treatment facilities:** We continued building two new water treatment facilities to replace five existing facilities and address long-term water quality, including sulfate management. Newmont expects to invest around \$1.8 billion in the new facilities, which are expected to be operational by 2027.

- **Essential community water infrastructure:**

The Water for Cajamarca program, a public-private partnership launched in 2022, goes beyond closure requirements to improve regional water security. By 2027, the program aims to close the domestic water gap for 250,000 people through 10 water supply wells, four dams providing more than 50 million cubic meters of storage and 3,500 hectares of reforestation. All projects are funded through a shared model involving multiple government levels and various stakeholders. In 2025, a consortium completed an updated technical study for the construction of the Chonta Dam under a cooperation agreement between the government and Newmont's development foundation, Los Andes de Cajamarca Association (ALAC). The Chonta dam, located on the Chonta River, is designed to supply water for both irrigation and drinking water. Once operational, the Chonta Dam is expected to irrigate 6,530 hectares, benefiting approximately 322,000 people in the Baños del Inca, Llacanora, Jesús and Cajamarca districts.

- **Social transition plan:** We are developing programs to support entrepreneurship, self-employment and economic diversification, and to continue key community programs through Yanacocha's community foundation (ALAC), helping mitigate the impact of job losses and funding uncertainty.

We also initiated or advanced closure studies at Boddington, Merian and Red Chris.

Technical closure reviews

We conduct on-site technical reviews of closure plans to identify material risks and opportunities, prioritize risk mitigation activities and capture potential opportunities. In 2025, we completed reviews at Peñasquito and Tanami, which highlighted several priorities, including design and cost-estimate uncertainties at both sites. In 2025, we completed more than 20 percent of the actions identified during these reviews and initiated studies and trials to progress high-priority actions such as refining design criteria and strengthening integrated planning processes at both sites.

In addition to the formal reviews, we conducted progress check-ins at Ahafo South, Boddington, Cadia and Lihir to provide ongoing support for sites and to maintain momentum on action plans. Check-ins at Brucejack, Peñasquito, Red Chris and Tanami are planned in 2026.

CLOSURE WORKING GROUP ACTIVITIES

In 2025, Newmont's Global Closure Working Group – consisting of representatives from each operating site and business unit, with input from enterprise subject matter experts – met quarterly. The group focused on aligning work programs and sharing best practices and lessons learned. Each site also completed its annual closure planning and estimate updates.

Other notable continuous improvement efforts during the year included:

- **Improved closure planning tools and processes:** In 2025, we piloted the closure planning guidelines and maturity assessment templates that were updated in 2024 at Peñasquito and Red Chris. Developed in collaboration with internal functions and an external consultant, and aligned with our updated Closure and Reclamation Management Standard, these tools strengthened our design assessment, cost estimation, and risk and opportunity considerations relative to remaining mine life. Insights from the pilots informed enhancements to mine closure plan updates and will support future closure maturity assessments as part of our closure technical reviews.
- **Social aspects of mine closure:** Mine closure is a significant transition for employees, host communities and other stakeholders. Planning for closure should commence at the earliest stage of a mine's life. Social transition involves preparing communities and the workforce for the changes that occur as mining ends, including supporting a shift to a post-mining economy. In 2025, we introduced a Social Performance Closure Guideline to support this work. The guideline provides a framework for planning and managing the social transition of the host community, helping sites identify, assess and document information needed to support employees and host communities at any stage of the mine life.

INDUSTRY ENGAGEMENT

Newmont actively collaborates with industry groups and research consortia to advance closure planning and strengthen industry standards. This work addresses key opportunities and challenges, including acid mine drainage, mine water treatment, Indigenous inclusion, stakeholder engagement, post-mining land use and climate adaptation.

In 2025, Newmont continued its support for the Cooperative Research Centre for Transformations in Mining Economies (CRC TiME), contributing both financial and in-kind resources. Newmont played a key role in several CRC TiME initiatives, including:

- Continued participation in a five-year study to improve the prediction, remediation and closure of acid and neutral metalliferous drainage sites, presenting interim research outcomes at the 2025 Australian Acid and Metalliferous Drainage Workshop, a triennial forum in Australia dedicated to sharing fundamental knowledge on this global water quality issue.
- Developing climate-adaptive seed-sourcing strategies to meet future reclamation needs.
- Conducting Regional Cumulative Effects Assessments to aid transitions in mining economies.
- Creating optimization frameworks to enhance strategic decision making in surface mining.
- Evaluating the challenges of using the Discounted Cash Flow method for valuing mine closure and post-mine closure.

As a member of the International Network for Acid Prevention (INAP), Newmont contributed to updates of the Sustainable Mine Closure chapter in the [Global Acid Rock Drainage \(GARD\) Guide](#) and the final “Building Better Waste Rock Stockpiles” technical study. Newmont representatives also led two INAP projects in partnership with other organizations. One project, conducted with the International Council on Mining and Metals (ICMM), resulted in the development of an acid rock drainage (ARD) and metal leaching Decision Support System, which is now publicly available as an [interactive tool](#) that helps mine sites manage ARD and metal leaching using best practices. The other project with the Canadian Mine Environment Neutral Drainage (MEND) Program resulted in a [technical report](#) explaining how key geochemical processes can affect tailings storage facility performance and dam stability.

After the ICMM Closure Working Group concluded in late 2024, Newmont joined the Closure and Water Peer Learning Group to continue advancing knowledge and collaboration.

Photo: Merian, Suriname





Materials

Properly managing materials and waste in mining is essential to mitigating environmental risks and protecting public health and safety. Mining involves using various materials and generating byproducts and waste like chemicals, mercury and waste rock, which, if mismanaged, can have negative impacts. Newmont employs effective management systems and controls to prevent adverse impacts on people and the environment and reduce long-term liabilities throughout the mine's lifecycle. Our approach also promotes circularity, with site-level waste management plans that identify ways to reduce, reuse and recycle materials wherever feasible.

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



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

Environmental Events Performance

In 2025, Newmont recorded 16 environmental events with a level 3 or higher consequence.¹ Incidents at sites acquired in the November 2023 Newcrest transaction were tracked in a separate system that applies a four-level impact rating scale, compared with Newmont's five-level system. To ensure consistent and accurate reporting, all events were reviewed weekly, with material events escalated. This process will continue through 2026, with plans to align the rating scales and improve event reporting in advance of the planned transition to one software platform for all sites.

¹ Newmont assesses environmental events such as a spill on a scale of 1–5, with level 3 and above considered “significant.” To drive consistency of reporting, an environmental impact calculator has been implemented to assess the gravity (e.g., contaminant/concentration), extent (e.g., volume) and vulnerability (environmental receptors) of the impact.

Photo: Cadia, Australia

In 2025, recorded environmental events included 18 cyanide-related spills. This represents a decrease from the 24 cyanide-related spills reported in 2024 for the current operational portfolio. Investigations identified inspection/maintenance and equipment and procedural failures as common contributing factors. In response, operations are reviewing inspection and maintenance regimes, clarifying procedures and conducting refresher training.

None of the cyanide-related events resulted in cyanide solution leaving the property, and there was no threat to surrounding communities or wildlife.

Cyanide Management Performance

In 2025, the Ahafo South, Boddington, Peñasquito and Yanacocha operations were recertified in full conformance to the Cyanide Code. In September, Ahafo North received pre-operational certification, confirming full compliance with the Cyanide Code ahead of its commercial production start in October. Cerro Negro was recertified in March 2026, while Lihir’s results are expected in the first half of the year.

Read more about these events in the [2025 Performance Data tables](#).

Mercury Management Performance

Although we do not use mercury in gold extraction, naturally occurring mercury in ores can be released during processing, and we capture and manage mercury byproduct using techniques aligned with the Minamata Convention on Mercury.

Two of our operating sites – Peñasquito and Yanacocha – advanced plans to permanently retire elemental mercury.

In 2025, Peñasquito contracted with a domestic environmental services company to stabilize and encapsulate approximately 280 kilograms of elemental mercury for safe disposal and permanent retirement of the materials. At the time of treatment, no additional mercury was stored on site, and no further mercury generation is expected from ongoing operations.

Yanacocha continued planning to safely transport, stabilize and retire approximately 80 tonnes of elemental mercury in an underground salt mine in Germany in 2026.

Air Emissions Performance

In 2025, we continued to mature the management of air emissions risks through our [Enterprise Risk Management approach](#), with a focus on strengthening assurance, consistency and risk-based controls. We completed an external review to assess compliance with our global [Air Emissions Management Standard](#) and to identify opportunities for improvement. The review identified areas where additional clarity and guidance were needed to support consistent implementation.

In response, we updated the standard and associated audit protocol to incorporate risk-based requirements and strengthen controls, including clearer and more consistent ambient monitoring requirements. We also drafted a supporting guideline to assist sites with practical guidance and to improve consistency across the business.

As a result of significant control improvements implemented in previous years, particularly at Cadia and Peñasquito, the overall level of air emissions risk has decreased. Priority sites continue to be monitored, with risks reviewed quarterly and controls maintained or further strengthened where required.

Photo: Boddington, Australia



Performance Data

Detailed performance data, reflecting the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator, is available in our 2025 Performance Data tables.

Order of Performance Data Tables

The following data sets can be found in our [2025 Performance Data tables](#) Excel file.

BUSINESS INTEGRITY AND TRANSPARENCY

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

ENVIRONMENT

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

HEALTH AND SAFETY

- Emergency preparedness
- Workforce safety

SOCIAL

- Artisanal and small-scale mining
- Community impacts
- Community Development Agreements
- Community investments
- Complaints
- Economic value generated and distributed
- Human rights assessments
- Human rights supplier screening
- Human rights security personnel training
- Human rights workforce training
- Indigenous Peoples

- Land or resource use disputes
- Resettlement and/or relocation activity
- Social impact assessments and engagement
- Supply chain spending
- Tax transparency

WORKFORCE

- Compensation and equal remuneration
- Diversity
- Labor management relations
- Talent attraction and retention
- Training and professional development
- Workforce demographics

Reporting Index

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

Order of Performance Data Tables

- Global Reporting Initiative (GRI) Standards (GRI 1: Foundation 2021) and Topic Standards for material topics;
- GRI 14: Mining Sector 2024;
- Sustainability Accounting Standards Board (SASB) Metals & Mining Industry Standard (Version 2023-12);
- United Nations Guiding Principles (UNGP) on Business and Human Rights Reporting Framework (2017 version);
- Extractive Industries Transparency Initiative (EITI) Expectations;
- International Council on Mining and Metals (ICMM) Social and Economic Reporting Framework and Guidance;
- ICMM Mining Principles;
- World Gold Council (WGC) Responsible Gold Mining Principles;
- Task Force on Climate-related Financial Disclosures (TCFD) (2017 version) and the TCFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry); and
- Task Force on Nature-related Financial Disclosures (TNFD) Recommendations (2023 version) and the TNFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry).

Our [Reporting Index](#) complements this report, guiding readers to our disclosures under the respective reporting frameworks. We also include several references to our [website](#), [2025 Annual Report](#) (or [2025 Form 10-K](#)) and other sources.

About This Report

Scope

This report is our annual disclosure (January 1 to December 31, 2025) of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. Sites divested in early 2025 are not included in this report. See [Report Assurance](#) for more details. Unless otherwise noted, Newmont’s headquarters, regional offices, exploration sites, legacy sites and joint ventures where Newmont is not the operator are not included in this report.

References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to “Newcrest” refer to Newcrest Mining Limited prior to its acquisition by Newmont in November 2023. Data presented in this report covers our performance for the 2025 calendar year, which corresponds to our fiscal year.

Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The previous report was published in May 2025, and this report was published in April 2026.

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

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

Methodology and Basis of Preparation

The methodology and basis of data preparation related to the selected performance metrics in scope for 2025 assurance are available on our [website](#).

Cautionary

This report contains forward-looking statements that are intended to be covered by the safe harbor created by securities laws. Words such as expect, feel, believe, will, may, anticipate, estimate, intend, target and similar expressions are intended to identify forward-looking statements. Such statements may include, without limitation, expectations regarding future performance, innovation and efficiencies, achievement of targets, performance indicators and goals, including emissions and other sustainability targets, and long-term value creation, which are subject to risks and uncertainties that could cause actual results to differ materially. The targets used herein are aspirational and subject to change. For example, as noted in our emissions calculation methodology, any change of 5 percent is considered a material change and requires rebaselining. See Forward-Looking Statements and Risk Factors in the [2025 Form 10-K](#) for additional information.

Boundaries

We prepared our 2025 Sustainability Report in accordance with the GRI Standards, including the Mining and Metals Sector Supplement, and with the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2023-12).

Newmont Corporation’s consolidated financial statements included within its 2025 Annual Report and Form 10-K for the year ended December 31, 2025, filed with the SEC on February 19, 2026, were audited by Ernst & Young LLP (PricewaterhouseCoopers LLP audited the financial statements of the Nevada Gold Mines LLC and its subsidiaries). Ernst & Young’s opinion on the December 31, 2025, financial statements does not extend to the data included in this report.

Restatements

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

Significant Changes in Reporting Parameters

There were no significant changes in 2025 to the organization’s sectors, value chain or other business relationships compared to the previous reporting period.

Policies and Standards

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

These standards are currently undergoing a comprehensive review to align with the global responsible mining standard being developed by the Consolidated Mining Standard Initiative, as well as Newmont’s updated Enterprise Risk Framework. This process is intended to ensure our standards incorporate evolving industry best practices and strengthen integration with our risk management approach.

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

Additional Information

More information about Newmont is available on our [website](#). For details on our financial performance and governance structure, please refer to our [2025 Form 10-K](#), an annual overview of Newmont’s business and financial condition submitted to the U.S. Securities and Exchange Commission. Our [2026 Proxy Statement](#) includes details on shareholder voting matters, our Board of Directors and practices related to executive compensation.

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

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

We also include details on our [Stakeholder Engagement](#).

Contact Information

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

Report Assurance

PricewaterhouseCoopers (PwC) has served as our independent assurance provider for sustainability reporting since 2021, and is doing so again in 2025.

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

- Selected performance metrics in our 2025 Sustainability Report;
- Our self-assessment of conformance with International Council on Mining and Metals Subject Matters 1-5 and Performance Expectations; and
- Our self-assessment of conformance with the World Gold Council Responsible Gold Mining Principles.

PwC undertakes the assurance engagement in accordance with the internationally recognized assurance standards ISAE 3000 (Revised) and ISAE 3410.

Photo: Cadia, Australia





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