

NEWMONT MISSION

We transform mineral resources into shared value for our stakeholders and lead the industry in shareholder returns, safety, social responsibility and environmental stewardship.

NEWMONT VISION

We will be recognized and respected for exceptional economic, environmental and social performance.

NEWMONT VALUES



COMMUNITY INVESTMENT STRATEGY (CIS)

The purpose of this Community Investment Strategy (CIS) is to obtain and maintain social acceptance through all phases of the mining lifecycle while working with stakeholders to catalyze socioeconomic growth that enables these communities to thrive long after mine closure or our exit. Obtaining stakeholder input is fundamental to understanding the community’s expectations as well as understanding the capacities and resources available in the community.

This strategy will be approved by the site General Manager after being reviewed by the Sustainability & External Relations department in collaboration with key stakeholders no less than every three years and will be aligned with baseline studies and socioeconomic impact assessments that are no more than five years old.

GOALS

- **Strategic:** Looking beyond financial resources and considering how to make best use of company assets, resources, expertise, advocacy, and relationships to benefit local communities while focusing selectively on a few key areas for greatest impact.
- **Aligned:** Aligning strategic business needs with the development priorities of local communities and government to create shared value.
- **Multi-Stakeholder Driven:** Working towards being a partner in multi-stakeholder processes rather than as the principal actor in promoting local development.

Department	THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 1 of 7

- **Sustainable:** Seeking to avoid dependency, encourage self-reliance, and create long-term benefits that can outlast company support.
- **Measurable:** Measuring return on community investment to both the company and the community, using participatory methods of monitoring and evaluation to build trust and local ownership of outcomes.

## COMMUNITY INVESTMENT COMMITTEE (CIC)

Newmont Cripple Creek & Victor (CC&V) has established a Community Investment Committee (CIC) which is ultimately managed by the Sustainability & External Relations (S&ER) department and chaired by the External Relations Supervisor. There should be no more than nine voting members on the committee who serve two-year terms, and one non-voting member of the Business Integrity & Compliance (BI&C) team.

The CIC's role is to review, consider and guide charitable contributions in accordance with the development priorities identified in this Community Investment Strategy and prevent contributions that will or are likely to breach the Newmont Anti-Corruption Standard.

## COMMITTEE MEETING DATES

The committee meets on the last Thursday of the first month of each quarter (subject to change).

2023: January 26, April 27, July 27, October 26

2024: January 25, April 25, July 25, October 31

2025: January 30, April 24, July 31, October 30

2026: January 29, April 30, July 30, October 29

2027: January 28, April 29, July 20, October 28

Applications are accepted year-round and will be reviewed at the next committee meeting. The deadline for submission is **two weeks prior** to the regularly scheduled meetings.

## COMMUNITY FUNDING REQUESTS

A contribution or donation is defined as anything of value, whether monetary or in-kind, regardless of the exact regulatory definition.

All funding requests must be received in writing from the third party intended to benefit from the contribution. All requests, whether monetary or in-kind, must be submitted using a current

Department	THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 2 of 7

Community Investment Application, with supporting documents attached. Each contribution request must be approved by at least three managers or designees from different functions serving on the CIC. The CIC chairperson shall provide the committee's decision in writing and in a timely manner following the scheduled review process, indicating the reason for the decision.

Funding requests are evaluated based on the following:

- Is the organization tax-exempt, a government agency, or an educational institute?
- Does the request align with Newmont's Mission, Vision, and Values?
- Does the request comply with Newmont's Anti-Corruption Standard?
- Is the request in line with this Community Investment Strategy?
- Is there an opportunity for CC&V representation in local communities?
- Has the request been received on time for a sensible investment to still be made?

The following requests are generally ineligible for funding as outlined in the [Community Investment SOP](#):

- Businesses, Commercial ventures, or for-profit organizations
- Individual pursuits, stand-alone research, or feasibility studies
- Debt-reduction campaigns
- Political parties or candidates
- Religious organizations (except where they provide non-denominational community and social support services)
- Professional solicitors or third-party fund raising
- Programs outside of the communities near our operation

Requests for funding may also be denied for the following reasons:

- Lack of detail provided with the application.
- Applicants have not demonstrated an ability to help themselves.
- Applicants are relying solely on a donation from Newmont.
- Applicants have made little to no attempt to acknowledge any past assistance from Newmont.
- Applicants have failed to use past contributions for the intended purpose, or there has been a lack of progress on past projects.

The committee reserves the right to decline applications based on majority vote, or if there are more compelling applications submitted within that evaluation period. In addition, organizations

Department	THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 3 of 7

may only receive funding once per calendar year. Surplus end-of-year funding, while not guaranteed, is distributed at the committee's discretion.

## SPECIFIC PROJECTS

Partnerships are preferred over unilateral action for the implementation of community investment and development programs. The basis of partnership opportunities is a shared commitment to a common goal. Additional assessment criteria of suitability for partnership opportunities may include the following:

- Partner's ability to participate financially in the project
- Operational effectiveness, including track record and impact in previous projects
- Presence in the area of influence
- Sustainability: Can the community keep the project running by itself, after outside assistance has gone? Is the proposed exit strategy practical?
- Productivity: Will the project substantially increase the availability of needed resources to the community?
- Equitability: Will the project benefit a broad cross-section of the community?

## DEVELOPMENT FOCUS

Community Investment Funding will be focused on the communities that are impacted most by our mining operations: Cripple Creek and Victor. Additional focus will be given to the community of Woodland Park, based on the number of CC&V employees, vendors, and contractors who reside and/or travel through these areas.

Thematic Area	Sub-Components	Interventions/Mitigation
Local Economic Development	<ul style="list-style-type: none"> <li>- Local income generation and supply chain</li> <li>- Employment and job creation</li> </ul>	<ul style="list-style-type: none"> <li>- CC&amp;V Local Procurement Plan</li> <li>- Provide transparent reporting on employment and wages.</li> </ul>
Human Development	<ul style="list-style-type: none"> <li>- Education</li> <li>- Health and wellbeing</li> <li>- Local capacity and skills development</li> <li>- Youth development</li> </ul>	<ul style="list-style-type: none"> <li>- Continue to support local community education endeavors (Alaska Resource Education lessons, Career Days, etc.)</li> <li>- Provide transparent reporting on annual school district grant funding.</li> </ul>

		<ul style="list-style-type: none"> <li>- Continue to support local community health services.</li> <li>- Prioritize youth services and resources in the community.</li> </ul>
Natural Resource Protection	<ul style="list-style-type: none"> <li>- Restoration of water bodies</li> <li>- Restoration and reclamation of degraded areas</li> </ul>	<ul style="list-style-type: none"> <li>- Effort in engagements and awareness creation (including raising awareness about CC&amp;V's closure and reclamation plans)</li> <li>- Provide transparent reporting on donations to organizations such as Trout Unlimited</li> </ul>
Cultural and Heritage Sustenance	<ul style="list-style-type: none"> <li>- Development of local artifacts</li> <li>- Tourism Development</li> </ul>	<ul style="list-style-type: none"> <li>- CC&amp;V Cultural Heritage Management Plan</li> <li>- Creation and ongoing promotion of Self-Guided Tour</li> <li>- Continue supporting local heritage conservation and heritage tourism endeavors.</li> </ul>

## FUNDING MECHANISMS

- Strategic Partnerships
  - Partnerships based on key development areas such as education, health, and economic development. The emphasis is on medium to long-term impact and outcome development indicators across communities impacted by CC&V activities.
- Direct Allocation
  - Direct support of specific community programs, based on request.
- Small Donations

Department	THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 5 of 7

- Small donations, as a result of direct allocation, to meet ad hoc requests that come from local, regional and national stakeholders. These are usually one-off, lump sum payments, not tied to any development indicators.
- Participatory Initiatives
  - Community-based projects that promote high local participation by stakeholders in the design, implementation, and monitoring of the project.
- Community Foundation
  - The NMC Legacy Fund is Newmont CC&V's employee giving program created to help build healthy, sustainable communities. It is a nonprofit organization founded in 2010 that allows Newmont employees to make donations to charitable organizations of their choice. Employee donations will be matched by Newmont - either to the chosen organization or to the Endowment Fund to benefit communities in the future. The Legacy Fund is supported by a seven-person board of directors, all current or former Newmont employees.
- Endowment Fund
  - The Endowment Fund is money that has been set aside and invested today to help support the communities in which we operate after mining operations cease. By growing the Endowment Fund today, long before closure, the foundation is able to grow the balance over time to provide for our communities in the future. There are three funds established for Teller, Fremont, and El Paso counties which are conservatively invested and managed for growth by Fidelity Investments.

## 2023-2027 BUDGET ALLOCATION

- Strategic Partnerships – 26%
- Direct Allocation & Small Donations – 34%
- Participatory Initiative: School Grant Program – 12%
- Participatory Initiative: Scholarships – 2%
- Participatory Initiative: Water Restoration – 10%
- Community Foundation: NMC Legacy Fund – 10%
- Endowment Fund – 6%

## RECORDKEEPING

Documentation of funding approval must be stored electronically in a company-approved database, including:

Department	THIS DOCUMENT IS UNCONTROLLED IN HARDCOPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 6 of 7

- Written request
- Internal record of approval
- Evidence of payment
- Evidence of use of contribution in accord with the intended purpose

## REPORTING

Community investments, including in-kind donations, shall be tracked and reported to senior management and relevant stakeholders on a regular basis but no less than annually.

CC&V provides reports on investment activities annually through the Annual Sustainability Report and Economic Impact Reports, as well as during numerous community events.

## REFERENCES

[Sustainability and Stakeholder Engagement Policy](#) (NEM-SER-POL-001)

[Anti-Corruption Standard](#) (NEM-LEG-STA-004)

[Community Investment and Development Standard](#) (NEM-SER-STA-019)

[Community Investment and Development Guideline](#) (NEM-SER-GLD-005)

[Community Investment and Development Plan](#) (NA-CCV-SER-PLAN-3335)

Department	THIS DOCUMENT IS UNCONTROLLED IN HARD COPY FORMAT		Doc Id: NA-CCV-SER-PLAN-3551
SER	Date of This Issue: April 13, 2023	Date of Next Review: April 13, 2026	Page 7 of 7