

PERFORMANCE DATA

The performance data reflects the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. Any variances from these boundaries are noted directly in the data table where they occur.

References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to “Goldcorp” or “former Goldcorp” refer to Goldcorp, Inc. prior to its April 2019 acquisition by Newmont. References to “former Newmont” refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. 2019 data sets generally omit the June 2020 formation of the Nevada Gold Mines (“NGM”) joint venture with Barrick Gold Corporation (“Barrick”), in which Newmont and Barrick contributed their Nevada operations and assets in exchange for a 38.5 percent and 61.5 percent interest, respectively, with Barrick as the operator.

Data presented in this report covers our performance for the 2020 calendar year, which corresponds to our fiscal year.

Some data are calculated using a metric Newmont has developed called gold equivalent ounces (GEO). GEOs provide a comparable basis for analysis related to copper, silver, lead and zinc and are calculated as pounds or ounces produced multiplied by the ratio of other metals’ price to the gold price.

Order of Performance Data Tables

Performance data tables are presented in alphabetical order by category:

- **Business ethics and transparency:** Compliance and significant events, ethics and anti-corruption measures, policy influence
- **Environment:** Air quality, biodiversity, closure and reclamation, cyanide management, significant materials consumption, spills and releases, tailings management, water stewardship, waste
- **Health and safety:** COVID-19 health and safety statistics, emergency preparedness, health and safety
- **Social:** Artisanal and small-scale mining, community development, community impacts, complaints and grievances, human rights assessments, human rights supplier screening, human rights training for security, human rights training for the workforce, Indigenous peoples, land or resource disputes, resettlement and/or relocation activity, social impact assessments and engagement
- **Value sharing:** COVID-19 Global Community Support Fund, community investments, economic value generated and distributed, supply chain, tax transparency
- **Workforce:** Workforce demographics, compensation and equal remuneration, diversity and inclusion, labor-management relations, talent attraction and retention, training and professional development

Detailed Energy and Climate Change data is available in our [2020 ESG Data Tables](#) and will be further discussed in Newmont’s Climate Strategy Report, which we plan to publish in mid-2021.



Photo: Cerro Negro, Argentina



Business Ethics and Transparency:

COMPLIANCE AND SIGNIFICANT EVENTS

Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level³

| | Site | Authority | Amount (US\$) ^{1,2} | Summary of issue |
|----------------------------|-------------|---|------------------------------|--|
| Environmental-related fine | Cerro Negro | Secretaría de Estado de Minería de la Provincia de Santa Cruz | \$95,460 | In October 2020, the Ministry of Mining conducted an inspection at Cerro Negro, and within its report it found recirculation pools that were used for exploration activities that were not authorized under the current permits. The Secretariat of the Province of Santa Cruz fined the operation for conducting activities not allowed and ordered the operation to develop a plan to close the pools and establish alternative methodologies. |
| Environmental-related fine | Yanacocha | National Forestry and Wildlife Service (SERFOR) | \$184 | Peru's National Forestry and Wildlife Service issued Yanacocha a small fine for conducting biodiversity monitoring activities without a permit during the 2017 dry season. Management has reinforced training to ensure permits are received prior to conducting activities. |
| Environmental-related fine | Yanacocha | Environmental Assessment and Auditing Government Body (OEFA) | \$41,907 | Yanacocha was fined for non-compliance in 2017 with the Environmental Management Study. In one case, Yanacocha did not carry out the required maintenance activities during the post-closure stage for the Maqui Maqui North Pit. The other matter involved Yanacocha not carrying out the required biological maintenance activities during the post-closure stage for the San José Waste Disposal Deposit (eastern zone). |
| Environmental-related fine | Yanacocha | Environmental Assessment and Auditing Government Body (OEFA) | \$116,593 | Yanacocha was fined for not having sufficient freeboard in the facility in 2018, which is an Environmental Management Study requirement. |
| Environmental-related fine | Yanacocha | Environmental Assessment and Auditing Government Body (OEFA) | \$22,826 | Yanacocha was fined for not having in place adequate measures to prevent a barren (CN) solution spill in 2018 from a booster tank (located at kilometer 45 on the service access road) and reverse osmosis tank located in the plant. |
| Total fines | | | \$276,970 | |

¹ Fines are converted to U.S. dollars using the average 2020 exchange rate for each currency as of Dec. 31, 2020.

² Four Yanacocha fines were given in 2020, but based on events that occurred in 2017–2019.

³ GRI Standards disclosures GRI 307-1: Non-compliance with environmental laws and regulations; and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level¹

| | Site | Authority | Amount (US\$) ³ | Summary of issue |
|---|--------|----------------------|----------------------------|--|
| Non-compliance environmental-related sanction | Tanami | Central Land Council | N/A | Completed the following actions related to a 2019 Restricted Work Area breach: <ul style="list-style-type: none"> • Issued formal apology from Newmont leadership to the Traditional Owners at the 2020 Traditional Liaison Committee Meeting • Completed fencing and rehab work and converted Restricted Work Area 1 (RWA1) into Exclusion Zone No. 7 (EZ7) to prevent further access Committed to completing area inspection with Traditional Owners (still pending) in alignment with other site visit activities |

¹ GRI Standards disclosures GRI 307-7: Non-compliance with environmental laws and regulations; and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

**Significant environmental and/or social events: Site level^{1,2}**

| | Site | Level of event | Summary of issue |
|--|------------|----------------|--|
| Loss of refinery sump pump during power outage | CC&V | 3 | On the night of May 24, 2020, the ADR 1 plant sustained a power bump that caused the sump pump in the refinery to lose power. During this time, fresh water used for the e-cell scrubber pump began to fill the sump area and lower furnace area. Once this area was at capacity, the flow began to exit the building under the closed garage door out front of the refinery. The flow was noticed on May 25, 2020 on the front apron and the sump was re-racked and turned back on. All of the water released from the refinery collected in a parking ditch and a low spot in the parking lot located in front of the refinery. Samples of the released solution were collected, ponded solution was pumped back into the refinery, and contaminated soil was excavated and placed on VLF 1. |
| Process solution spill | Peñasquito | 3 | On January 4, 2020, approximately 120 liters of 830 ppm WAD cyanide solution overflowed secondary containment and spilled onto the ground due to a power failure within the processing plant. The spillage was contained within the processing plant area, and material was neutralized and cleaned up. |
| Process solution spill | Porcupine | 3 | On January 10, 2020, approximately 65 cubic meters (m ³) of process solution with a WAD cyanide concentration of 3.62 ppm spilled out of secondary containment. The spill was due to a valve failure on the return line between the crusher and the mill. The spillage was contained and remainder was cleaned up. |
| Sanitary sewage spill | Porcupine | 3 | On September 27, 2020, approximately 1,000 liters of sewage spilled out of secondary containment due to a plugged discharge line and excess water from inclement weather. The material was cleaned up. |
| Process water spill | Peñasquito | 3 | On October 24, 2020, approximately 37 cubic meters (m ³) of process water, with concentration of less than 0.5 ppm WAD cyanide, spilled out of secondary containment due to an open drain valve. The material was cleaned up. |
| Low pH discharge | Yanacocha | 3 | Between December 5 and 11, 2020, the site recorded pH values below the legal limit at DCP8 — the discharge commitment point in the Ocuchomachay Creek. The pH values ranged between 4.26 and 5.86 (legal limit is 6 to 9). The discharges at this monitoring point come from the Ocuchomachay pond, which is used to collect treated water from the Acid Water Treatment Plant (WTP) and the East Excess WTP. The low pH values are believed to have come from the Carchugo Pad construction activity where surface flows are collected by sediment ponds and pumped into the Ocuchomachay pond. Although this practice has not been declared in the Environmental Impact Assessment (EIA), it was implemented as a contingency in 2019 due to the increased water levels in the sediment ponds and the inability to discharge directly to the environment. On December 9, the site recorded another low pH value at the DCP9 location with a reading of 5.20. This was due to the transfer of water from the Ocuchomachay pond to the Arnacocha pond. The transfer was done due to heavy rains, which resulted in high volumes in the Ocuchomachay pond. The transfer was done to reduce the volume to safe operating levels. The baseline data from the EIA indicates an acid pH value as low as 4.2 (in the year 2000), associated with the mineralogy of the area. |
| Impact to culturally significant site | Ahafo | 3 | We identified incomplete mapping and record management of known and relocated cultural sites at our Ahafo operation in Ghana. Because our records were not accurate in late 2020, we initially believed we had impacted a site that, in fact, had been relocated around 10 years ago. We engaged the community in a manner as if we had impacted the site, providing compensation and participating in pacification rituals led by the local Traditional Authority. We are working with the local Traditional Authority to undertake a region-wide review of cultural site information to ensure its accuracy and stronger collaboration going forward. |
| Discharge exceedance | Cajamarca | 3 | In October 2020, Newmont's Site Water Steering Committee approved the increase of the discharge flows above the maximum authorized by the water authority (ANA) at the DCP4B location in Grande Basin from 95 liters per second (l/s) to 200 l/s. The decision was made due to limited rainfall and water availability to downstream users. The increased discharge flow was communicated to water authorities and planned to remain in place until the beginning of the wet season and when increased natural flows would ensure supply of water to Cajamarca City. |
| Topsoil stockpiled on wetland | Yanacocha | 3 | In September 2020, during a review of the Sulfides Project by the Environmental Ministry, the regulator identified a non-approved topsoil stockpile which was impacting a wetland located in Encajon Creek. The topsoil stockpile was related to the construction of the Chugurana 2 acid water pond, which started in July 2018 and finished in November 2018. During construction, the topsoil was removed and stockpiled in the south area, impacting the wetland. Plans commenced for the removal of the stockpile. |
| Process water spill | Yanacocha | 4 | On July 24, 2020, the discharges of treated water from La Quinoa did not meet the required levels. There was a one-hour period where no discharge occurred to DCP6 (discharge commitment point). Upon review, the site identified that both DCP3 and DCP6 fell below the minimum levels committed in the Environmental Impact Assessment (EIA). This was due to DCP6 discharge reliance on gravity feed and the capacity of pumps, which were not able to provide adequate discharge. |
| Total events | 10 | | |

¹ Due to acquisition activities that occurred in 2019, Newmont managed two separate event reporting systems, which are expected to be integrated in the 2020–2021 timeframe. Australia and Peru sites categorize “significant” events as those classified as level 3 or greater on a risk/impact scale of 1–5; both events were categorized as level 3 events. Sites in Argentina, Canada and Mexico utilize a separate, but comparable rating scale that also identifies “significant” events as those classified as level 3 or greater on a 1–5 risk/impact scale; the Cerro Negro and Eléonore events were classified as level 3, according to the comparable rating scale. The former Goldcorp risk/impact scale was updated in April 2019 to align it with Newmont's event reporting system where possible.

² GRI Standards disclosure GRI 411-1: Incidents of violations involving rights of Indigenous peoples.



ETHICS AND ANTI-CORRUPTION MEASURES

Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index^{1, 2}

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2020 Transparency International Corruption Perception Index.

¹ Transparency International's lowest 20 countries (ranking #161–180) for 2020 in descending order are: Nicaragua, Cambodia, Chad, Iraq, Burundi, Congo, Turkmenistan, Haiti, Dominican Republic of Congo, Libya, Guinea Bissau, North Korea, Venezuela, Equatorial Guinea, Sudan, Afghanistan, Yemen, Syria, South Sudan, and Somalia. Source: <https://www.transparency.org/cpi2020>.

² SASB Metals & Mining Sustainability Accounting Standard EM-MM-510a: Production in countries that have the 20 lowest rankings in TICP Index.

Total ethics matters addressed and substantiated: Trailing five years¹

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------|------|------|------|------|------|
| Total matters addressed | 402 | 352 | 477 | 534 | 383 |
| Total substantiated cases | 165 | 134 | 215 | 169 | 71 |

¹ GRI Standards disclosure 103-2: The management approach and its components.

**Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five years¹**

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------------|------------|------------|------------|------------|
| Total new issues captured in the Integrity Helpline² | 357 | 410 | 454 | 541 | 383 |
| Total cases open at beginning of the year³ | 65 | 20 | 78 | 105 | 128 |
| Total matters closed at year end⁴ | 402 | 352 | 477 | 518 | 460 |
| Total number of matters remaining open at year end⁵ | 20 | 78 | 55 | 130 | 52 |
| Total substantiated cases⁶ | 165 | 134 | 215 | 169 | 71 |
| Number of cases resulting in a recommended change of business process | 40 | 30 | 65 | 51 | 7 |
| Number of cases resulting in human resources or management actions ^{7,8} | 125 | 99 | 142 | 118 | 63 |
| Number of cases resulting in employees being counseled on their actions or behavior ⁹ | N/R | 49 | 80 | 54 | 24 |
| Number of cases resulting in disciplinary action | N/R | 25 | 38 | 29 | 14 |
| Number of cases resulting in employee resigning or being terminated ¹⁰ | N/R | 25 | 24 | 25 | 26 |
| Average number of days cases were closed | 54 | 37 | 53 | 68 | 80 |
| Total number of unsubstantiated cases¹¹ | 237 | 218 | 311 | 365 | 100 |
| Total matters addressed (substantiated cases + unsubstantiated cases)¹² | 402 | 352 | 526 | 534 | 171 |

¹ In 2020, we completed an overhaul of the process used to triage and categorize matters received through our Integrity Helpline process. This resulted in a re-baseline of data for 2020 forward which we believe more accurately reflects the nature of misconduct at Newmont. In addition, certain matters such as conflict of interest (COI) disclosures (as opposed to investigations) which were previously captured in the Integrity Helpline were moved to our COI Disclosure Platform. Similarly, we also began to divide allegations received into escalated and non-escalated matters based on the nature of the allegations. COVID-19, process overhaul changes, divestitures and employee headcount reduction of ~2,300 led to a decrease in the overall number of matters received and triaged as escalated investigations in 2020.

² All matters opened in FY 2020. This includes cases, nominations and inquiries.

³ These are cases carried over from Q4 of the prior year and still in process as of Jan. 1, 2020.

⁴ All matters closed in FY 2020 (includes allegations, inquiries, nominations).

⁵ Total In-process allegations (escalated and non-escalated) on Dec. 31, 2020.

⁶ Total number of escalated allegations that were substantiated.

⁷ Newmont began categorizing the outcomes of human resources or management actions in 2017; detailed categorization of these cases for 2015 and 2016 was not reported (N/R).

⁸ This only includes the number of allegations that resulted in some form of counseling or discipline.

⁹ Number of allegations where parties involved were only counseled; does not include discipline or termination.

¹⁰ Number of allegations that resulted in one or more terminations. Includes a case that had a disciplinary action different from termination.

¹¹ This includes all allegations closed in 2020 (even cases opened in 2019 and carried over).

¹² Out of 284, 245 were allegations. Out of the 245, 171 were escalated. 171 is the total number of escalated allegations and 71 of these were substantiated.



Number and outcomes of substantiated ethics cases: Country level¹

| | Breakout of substantiated cases by outcomes | | | | | | |
|---------------|---|---------------------------|--|---|---|--|--|
| | Total cases addressed ¹ | Total cases substantiated | Recommended change of business process | HR-related: Employees being counseled on their actions or behavior ² | HR-related: Employee disciplinary action ³ | HR-related: Employee resignation or termination ⁴ | |
| Ghana | 18 | 9 | 1 | 4 | 1 | 12 | |
| Australia | 5 | 4 | 0 | 1 | 0 | 4 | |
| U.S. | 14 | 5 | 0 | 3 | 1 | 1 | |
| Canada | 12 | 7 | 0 | 7 | 2 | 3 | |
| Mexico | 21 | 10 | 0 | 3 | 5 | 2 | |
| Argentina | 34 | 10 | 2 | 5 | 1 | 3 | |
| Suriname | 31 | 8 | 1 | 3 | 1 | 3 | |
| Peru | 28 | 15 | 2 | 5 | 4 | 5 | |
| Chile | 4 | 2 | 1 | 0 | 1 | 0 | |
| French Guiana | 3 | 1 | 0 | 0 | 0 | 5 | |
| Guatemala | 1 | 0 | 0 | 0 | 0 | 0 | |
| Total | 171 | 71 | 7 | 31 | 16 | 38 | |

¹ Cases addressed are interpreted as all escalated allegations closed during FY 2020, regardless of when the allegation was received through the Integrity Helpline.

² Includes all instances of counseling related to escalated, substantiated allegations. One allegation can result in multiple instances of counseling.

³ Includes all instances of disciplinary action (excluding terminations) related to escalated, substantiated allegations. One allegation can result in multiple instances of disciplinary action.

⁴ Includes all instances of terminations/termination equivalents related to escalated, substantiated allegations. One allegation can result in multiple terminations.



Total number of ethics matters opened

| | Number | Percentage |
|---|------------|-------------|
| Allegations of misconduct or inappropriate behavior | 163 | 42% |
| Concerns about corruption ¹ | 57 | 15% |
| Inquiries | 126 | 33% |
| Environmental health and safety regulations | 10 | 3% |
| Other | 27 | 7% |
| Total | 383 | 100% |

¹ Concerns about corruption are defined to include the following types of matters: conflicts of interest (31 cases), improper supplier or contractor activities (23 cases), and corruption (3 cases). Newmont's Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interests, gifts, and bribery/corruption.

Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Trailing three years^{1, 2, 3}

| | 2018 | 2019 | 2020 |
|--|------|------|------|
| Percentage of employees attending Code of Conduct-related training ² | 90% | 93% | 28% |
| Percentage of employees taking online Code of Conduct training and anti-corruption training for certain job grades (employees with work-issued computers) ² | 98% | 93% | 86% |

¹ Newmont began tracking in-person training in 2018.

² In 2020, Newmont's integrity and compliance training efforts were adapted due to the COVID-19 pandemic. Newmont delivered focused, targeted "virtual" training to high exposure roles and functions, including but not limited to Regional and Site Leadership teams, Sustainability & External Relations, Security, Supply Chain, Exploration and new employees. More than 1,900 employees received such focused, targeted training designed for their roles. In 2020, Newmont also completed online training for 945 former Goldcorp employees (mainly located in Canada, Mexico and Argentina) on Newmont's Code of Conduct and related policies and standards. Due to the pandemic, the annual in-person training requirement was suspended, and the company-wide 2020 online training to be was deferred to Q1 2021. As of March 23, 2021, 86% of the 2020 online training had been completed.

³ GRI Standards disclosure GRI 205-2: Communication and Training about anti-corruption policies and procedures.

POLICY INFLUENCE

Political contributions^{1, 2}

| | Political affiliation | Amount |
|--|-----------------------|-----------------|
| Democratic Governors Association | D | \$25,000 |
| Nevada Mining Association PAC | NP | \$10,000 |
| Democratic Lt. Governors Association | D | \$10,000 |
| Democratic Attorneys General Association | D | \$15,000 |
| Total | | \$60,000 |

¹ We have limited influence and no control over the political activities of Nevada Gold Mines joint venture (NGM). Nevertheless, our intention is to provide transparency consistent with the Company's standards on political contributions and disclose NGM's contributions as they relate to our 38.5% interest. In addition, NGM may elect to contribute to organizations or candidates that would not comport with our approach to political engagement and disclosure. In 2020, NGM made \$1,991,250 in political contributions to Nevada candidates and political action committees associated with Nevada campaigns according to the office of the Nevada Secretary of State (SOS) and NGM. This amount included \$750,000 to the American Exceptionalism Institute, a 501(c)(4) fund commonly referred to as a "dark money" fund. Such funds are not required by law to disclose the source of their funds. Newmont was not involved in and did not approve any of these NGM contributions. Newmont's own political contributions standard does not allow contributions to dark money funds. Newmont has advised Barrick management that it does not support such contributions and that disclosure will be made consistent with our standards in our annual sustainability report.

² GRI Standards disclosure GRI 415-1: Political Contributions.

Trade association dues: Amount and percentage attributable to political advocacy¹

| | Annual dues | Dues attributable to political advocacy | Percentage attributable to political advocacy |
|---|-------------|---|---|
| National Mining Association | \$562,000 | \$112,400 | 20% |
| Colorado Mining Association | \$75,000 | \$30,000 | 40% |
| American Exploration & Mining Association | \$35,000 | \$8,750 | 25% |
| Nevada Mining Association | \$10,000 | \$1,700 | 17% |

¹ GRI Standards disclosure GRI 415-1: Political Contributions.



U.S. lobbying activities¹

All 2020 reports filed by lobbyists representing Newmont (both internal government relations employees and external representatives) are available from the U.S. House of Representatives, [using this link](#).

¹ Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records ([lobbyingdisclosure.house.gov](#)) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center ([senate.gov](#)).

NEWPAC contributions¹

| | Donors | Amount raised |
|---------------|--------|-----------------|
| Contributions | 35 | \$17,124 |
| Total | | \$17,124 |

¹ Information publicly reported and searchable on the Federal Election Commission [website](#).

Policy influence: Largest individual contributions and main topics

| | | |
|--|-----------------------------|-----------|
| Largest Individual contributions and expenditures ¹ | National Mining Association | \$562,000 |
| | Michael Pieper GPA | \$132,700 |
| | Cassidy & Associates | \$120,000 |

Main political topics in 2020

The following are the primary policy areas in which Newmont was involved in 2020:

- General mining law
- Strategic and critical minerals
- Good Samaritan and other abandoned mine reclamation legislation
- Omnibus Appropriations Act for 2021
- Public lands, including wilderness study areas
- USMCA
- TRI Regulations
- Legislative efforts concerning tax sections of COVID-19 relief bills
- COVID-19 related operational and travel restrictions

¹ Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records ([lobbyingdisclosure.house.gov](#)) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center ([senate.gov](#)), and also from [Newmont.com](#).

Policy influence: Trailing four years

| | Institution/activity | 2017 | 2018 | 2019 | 2020 |
|--|---------------------------------|-----------|-------------|-------------|-------------|
| Annual total monetary contributions and expenditures | Lobbying ¹ | \$988,000 | \$1,080,000 | \$1,282,593 | \$1,352,400 |
| | Political contribution | \$67,500 | \$186,514 | \$66,700 | \$60,000 |
| | Trade associations ² | \$180,458 | \$180,458 | \$1,006,398 | \$682,000 |

¹ Through 2018, data included only federal lobbying expenses. Beginning in 2019, data includes state and federal lobbying expenses. For 2020, \$1,080,000 was spent on federal expenses and \$272,400 on state lobbying expenses.

² Through 2018, trade associations included only the portion of dues used for lobbying, and only if the lobbying expense exceeded \$50,000. Beginning in 2019, data includes full dues payments for U.S. mining trade associations.



ENVIRONMENT

AIR QUALITY

Air quality: Site level (tonnes)^{1,2}

| | Country/site | Sulphur oxides (SO _x) | Nitrogen oxides (NO _x) | Particulate matter (PM10) | Carbon monoxide (CO) | Mercury (Hg) | Arsenic (As) | Lead (Pb) | Selenium (Se) | Persistent organic pollutants (POPs) | Volatile organic compounds (VOCs) | |
|------------------------|------------------|-----------------------------------|------------------------------------|---------------------------|----------------------|-------------------|--------------|-------------|---------------|--------------------------------------|-----------------------------------|--------------|
| Africa | Ghana | 30.31 | 155.30 | 26.51 | 556.70 | 0.00 | 0.00 | 1.27 | 0.18 | N/R | 0.04 | |
| | Ahafo | 10.11 | 50.13 | 16.00 | 245.23 | 0.00 | 0.00 | 0.07 | 0.00 | N/R | 0.00 | |
| | Akyem | 20.20 | 105.17 | 10.51 | 311.47 | 0.00 | 0.00 | 1.20 | 0.18 | N/R | 0.04 | |
| Americas: North | U.S. | 5.44 | 860.92 | 442.71 | 545.22 | De minimis | N/R | N/R | N/R | N/R | 353.80 | |
| | CC&V | 5.44 | 860.92 | 442.71 | 545.22 | De minimis | N/R | N/R | N/R | N/R | 353.80 | |
| | Canada | 7.90 | 1,528.70 | 395.30 | 632.70 | 0.10 | 0.00 | 0.20 | 0.00 | 0.00 | 7.50 | |
| | Éléonore | 5.70 | 114.80 | 151.80 | 120.40 | N/R | N/R | N/R | N/R | N/R | 5.20 | |
| | Musselwhite | 1.70 | 285.70 | 100.20 | 203.70 | 0.00 | 0.00 | 0.10 | 0.00 | 0.00 | 2.30 | |
| | Porcupine | 0.50 | 1,128.20 | 143.30 | 308.60 | 0.10 | 0.00 | 0.10 | 0.00 | 0.00 | 0.00 | |
| | Mexico | 6.00 | 2,504.40 | 3,473.90 | 2,059.60 | 0.00 | 0.00 | 2.60 | 0.00 | 0.00 | 0.00 | 12.10 |
| | Peñasquito | 6.00 | 2,504.40 | 3,473.90 | 2,059.60 | 0.00 | 0.00 | 2.60 | 0.00 | 0.00 | 0.00 | 12.10 |
| Americas: South | Argentina | 0.13 | 132.93 | 255.03 | 112.38 | De minimis | 0.00 | 0.00 | 0.00 | 0.00 | 0.65 | |
| | Cerro Negro | 0.13 | 132.93 | 255.03 | 112.38 | De minimis | 0.00 | 0.00 | 0.00 | 0.00 | 0.65 | |
| | Suriname | 822.04 | 2,173.27 | 110.34 | 154.60 | 0.01 | 0.00 | N/R | N/R | N/R | N/R | |
| | Merian | 822.04 | 2,173.27 | 110.34 | 154.60 | 0.01 | 0.00 | N/R | N/R | N/R | N/R | |
| | Peru | 0.16 | 0.20 | 0.25 | 0.49 | 0.15 | 0.07 | 0.01 | N/R | N/R | N/R | |
| | Yanacocha | 0.16 | 0.20 | 0.25 | 0.49 | 0.15 | 0.07 | 0.01 | N/R | N/R | N/R | |
| Australia | Australia | 4.36 | 3,251.27 | 13,259.47 | 1,676.48 | 0.00 | 2.42 | 0.45 | 0.07 | 0.00 | 291.24 | |
| | Boddington | 3.56 | 1,995.32 | 11,605.98 | 935.04 | 0.00 | 1.16 | 0.37 | 0.07 | N/R | 137.46 | |
| | Tanami | 0.80 | 1,255.95 | 1,653.49 | 741.44 | 0.00 | 1.26 | 0.08 | N/R | N/R | 153.78 | |
| Global | Total | 876.34 | 10,606.99 | 17,963.51 | 5,738.17 | 0.26 | 2.49 | 4.52 | 0.25 | 0.00 | 665.33 | |

¹ Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs); TR refers to trace amounts, defined as <0.0001

² GRI Standards disclosures GRI 305-6: Emissions of ozone-depleting substances; GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

**Air quality: Trailing five years^{1,2}**

| | Units | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------------------|-----------------|------|------|------|------|------|
| Sulphur oxides (SO _x) | thousand tonnes | 0.1 | 1.5 | 1.6 | 2.2 | 0.9 |
| Nitrogen oxides (NO _x) | thousand tonnes | 5.5 | 6.9 | 6.2 | 13.1 | 10.6 |
| Particulate matter (PM10) | thousand tonnes | 17.3 | 16.7 | 16.6 | 22.7 | 18.0 |
| Carbon monoxide (CO) | thousand tonnes | 3.4 | 3.0 | 2.8 | 7.0 | 5.7 |
| Mercury (Hg) | tonnes | 0.4 | 0.7 | 0.6 | 0.6 | 0.3 |
| Arsenic (As) | tonnes | 3.4 | 3.0 | 2.8 | 3.1 | 2.5 |
| Lead (Pb) | tonnes | 0.6 | 0.6 | 0.6 | 0.7 | 4.5 |
| Selenium (Se) | tonnes | 0.1 | 0.1 | 0.1 | 0.1 | 0.3 |
| Persistent organic pollutants (POPs) | tonnes | TR | TR | TR | TR | TR |
| Volatile organic compounds (VOCs) | thousand tonnes | 0.5 | 0.4 | 0.3 | 0.7 | 0.7 |

¹ TR refers to trace amounts, defined as <0.0001; figures for POPs, VOPs, mercury, arsenic, lead and selenium are not reported for 2019 former Goldcorp sites, but will be reported in future years as reporting systems are integrated.

² GRI Standards disclosures GRI 305-6: Emissions of ozone-depleting substances; GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N₂O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs). The 2018 SO_x figure is restated on July 15, 2020. The restatement is based on adjustments made to the Suriname site operational engine runtime hours and emissions assumptions for 2018, resulting in a higher figure for Suriname, and a higher overall figure for the 2018 SO_x emissions.



BIODIVERSITY

Total wildlife mortalities: Site level³

| | Country/site | Number mortalities |
|---------------------------|---------------------|--------------------|
| Africa | Ghana | 1,018 |
| | Ahafo | 0 |
| | Akyem ¹ | 1,018 |
| Americas: North | U.S. | 9 |
| | CC&V | 9 |
| | Canada | 11 |
| | Éléonore | 5 |
| | Musselwhite | 4 |
| | Porcupine | 2 |
| | Mexico | 3 |
| | Peñasquito | 3 |
| Americas: South | Argentina | 0 |
| | Cerro Negro | 0 |
| | Suriname | 114 |
| | Merian ¹ | 114 |
| | Peru | 1 |
| | Yanacocha | 1 |
| Australia | Australia | 69 |
| | Boddington | 57 |
| | Tanami | 12 |
| Global² | Total | 1,225 |

¹ The Akyem and Merian numbers are outliers because there were deaths of schools of fish at that site this year that are not considered threatened or endangered species.

² The total wildlife mortalities includes all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the Red List and those that are undefined.

³ GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.

Number of wildlife mortalities: Trailing five years^{1, 3}

| | 2016 | 2017 | 2018 ² | 2019 | 2020 |
|----------------------------|------------|------------|-------------------|------------|--------------|
| Total | 129 | 117 | 609 | 171 | 1,225 |
| Critically endangered | 0 | 0 | 0 | 1 | 0 |
| Endangered | 0 | 0 | 0 | 0 | 0 |
| Vulnerable | 0 | 0 | 2 | 3 | 0 |
| Near threatened | 1 | 2 | 1 | 3 | 3 |
| Least concern | 128 | 110 | 84 | 74 | 1,077 |
| Not specified or undefined | 0 | 5 | 522 | 90 | 145 |

¹ The total wildlife mortalities includes all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the red list and/or those that are undefined.

² We have restated the data for 2018 to update the disclosure based on the definition above. The increase in total mortalities between 2018 and 2019 is due to two incidents of fish mortalities found in a storm water drain at our Akyem site.

³ GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.



Newmont’s operations in relation to key biodiversity areas: Site level²

| | Country/site | High biodiversity value area (km ²) ¹ | Position relative to key biodiversity area (KBA) | Ecological sensitivity | Mitigation plan | Partners/collaborators |
|------------------------|-----------------|--|--|---|--|--|
| Africa | Ghana | 20 | | | | |
| | Akyem | 20 | Contains portions of Ajenjua Bepo Forest Reserve (not KBA but habitat for species) | Forest reserve for IUCN red-listed tree species <i>Cola boxiana</i> (endangered) and <i>Necrosyrtes monachus</i> (critically endangered) | In 2020, continued to develop conceptual and pre-feasibility studies for Akyem offset. Partnering with Conservation Alliance to implement critical species management program (CSMP) for <i>Cola boxiana</i> and other nationally important species. Established nurseries to grow seedlings that will be planted within the mine area as part of the operation’s closure rehabilitation plan. | Forestry Commission of Ghana Environmental Protection Agency, Ghana Ghana Minerals Commission Conservation Alliance The Wychwood Project International Union for Conservation of Nature (IUCN) Resource Management Support Centre (RMSC) |
| Americas: South | Suriname | 14 | | | | |
| | Merian | 14 | Contains portions of upland and lowland ever-humid forest | Rainforest habitat for IUCN red-listed tree species <i>Virola surinamensis</i> (baboonwood) (endangered) and <i>Vouacapoua americana</i> (bruinhart) (critically endangered) | Implemented a process to avoid and minimize vegetation disturbance and unnecessary impacts to natural habitats and the two identified IUCN red-listed tree species. Creating an offset to compensate for biodiversity impacts and completed a pilot (developed plans for a second pilot but it was put on hold due to COVID-19) for the reforestation of land impacted by artisanal small-scale mining (ASM) within Merian’s right of exploitation (RoE). Drafted preliminary report. | Global biodiversity experts, Golder and Hardner & Gullison Associates Develop partnership with University of Suriname IUCN |
| | Peru | 37 | | | | |
| | Yanacochoa | 37 | Contains portions of Rio Cajamarca IBA | The tropical Andes are considered a biodiversity hotspot by Conservation International, and a limited portion of the operation is located within rainforest habitat. Habitat for <i>Pristimantis simonsii</i> (Paramo Andes frog) (critically endangered) | Developed Biodiversity Management Plan and Biodiversity Action Plan (BAP-19), with a target of no net loss of key biodiversity value (KBV) by reclaiming areas with local species and biomonitoring to identify changes associated with our operations or other activities in the area. Achieve the following specific actions for each KBV: 1. Improve quality of <i>Pristimantis simonsii</i> habitats during closure 2. Prioritize planting of <i>Polylepis racemosa</i> species in reclamation areas 3. Use andean grassland (Pajonal) on every area that will be reclaimed 4. Prohibit disturbance of lagoons and bogs | Universidad Peruana Cayetano Heredia |



| | Country/site | High biodiversity value area (km ²) ¹ | Position relative to key biodiversity area (KBA) | Ecological sensitivity | Mitigation plan | Partners/collaborators |
|------------------|------------------|--|--|--|---|--|
| Australia | Australia | 136 | | | | |
| | Boddington | 92 | Contains portions of Birdlife International “Endemic Bird Area of Southwest Australia” | Woodland and shrubland habitat for black cockatoo; <i>Calyptorhynchus latirostris</i> (endangered), <i>Calyptorhynchus baudinii</i> (endangered) and <i>Bettongia penicillata</i> (critically endangered) | <p>Established 190 hectare (ha) Hotham Farm Conservation Covenant area over remnant Jarrah forest.</p> <p>Seeded/planted remnant vegetation in 470 ha Hotham Farm Restoration Area (approximately 300 ha seeded/planted over 2017–18).</p> <p>Working with Greening Australia for regular inspection and weed management (offset still requires placement of a protective mechanism and will most likely be a Soil Conservation Covenant).</p> <p>Working with Murdoch University on research to restore black cockatoo feeding habitats at mine sites within the Jarrah forest and, more generally, in landscapes throughout southwestern Australia.</p> | <p>Murdoch University</p> <p>Greening Australia</p> |
| | Tanami | 44 | Granites and DBS operations are located within the south-west Tanami Site of Conservation Significance (SoCS) and the DBS Site of Botanical Significance (SoBS) and the Southern Tanami Indigenous Protection Area (IPA) | Newmont Tanami Operations (NTO) is located within the Southern Tanami Indigenous Protection Area (IPA); the south-west Tanami Site of Conservation Significance (SOCS); and the Dead Bullock Soak (DBS) Sites of Botanical Significance (SOBS); these areas are home to numerous fauna and flora species protected under both Territory and Federal legislation. As a result, NTO presents a number of risks to biodiversity values (species, habitat and ecosystem services) in areas of conservation significance. | Risk management and impact mitigation strategies are administered through the NTO Biodiversity and Land Management Plan and maintenance through the Biodiversity Risk Assessment Tool and are detailed in the operation’s Mining Management Plan, submitted and regulatory approved via Mining Authorisation 0086-02. | In 2019 and 2020, NTO continued to use and develop the Newmont Vegetation Cover Model (VCM) and erosion modeling methodology utilizing multispectral imagery from unmanned aerial vehicles (UAV) and field surveys to calculate the coverage of vegetation classes (bare ground, litter, grass, shrub and tree), species diversity, and the stability of landforms, relative to selected analogue sites. This work was commissioned as a collaborative rehabilitation assessment between NTO, Low Ecological Services (LES) and CWS Surveyors. In October and November 2019, CWS Surveyors used UAV to capture 280 hectares of multispectral imagery (RGB, DEM, red edge, near-infrared and thermal) of the rehabilitated landforms and analogue sites at DBS, Granites and Windy Hill. This multispectral imagery was used in 2020 to train the VCM Model to assess the stability and performance of the entire rehabilitated landforms against analogue sites (conceptually background or natural sites) for each of these classes (where applicable). The methodology aims to simplify performance assessment by making the data collection methodology more repeatable and accurate of the entire rehabilitation landform with whole landform metrics. Eventually, it is hoped this technology can be extended to differentiate between species to allow for biodiversity mapping of rare flora and mapping of invasive species. |

¹ These areas are defined as protected area based on jurisdiction or other regulatory identifications. Newmont has its own internal definition for key biodiversity values which aligns with IFC6.

² GRI Standards disclosure GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; SASB Metals & Mining Sustainability Accounting Standard EM-MM-160a.1: Description of environmental management policies and practices for active sites. All of our sites comply with Newmont’s Biodiversity Management Standard which calls for a risk assessment and Biodiversity Management Plan. A Biodiversity Action Plan is developed for those key biodiversity values (as defined by Newmont) that have a risk of high or greater. This information may not be fully described in the table above.



Status of acid rock drainage at Newmont’s sites¹

| | Country/site | Not predicted to occur | Predicted to occur | Actively mitigated | Under treatment or remediation |
|------------------------|------------------|------------------------|--------------------|--------------------|--------------------------------|
| Africa | Ghana | | | | |
| | Ahafo | | | Yes | |
| | Akyem | | | Yes | |
| Americas: North | U.S. | | | | |
| | CC&V | | | Yes | |
| | Canada | | | | |
| | Éléonore | | | Yes | |
| | Musselwhite | | Yes | | |
| | Porcupine | | | Yes | |
| | Mexico | | | | |
| | Peñasquito | | | Yes | |
| Americas: South | Argentina | | | | |
| | Cerro Negro | | Yes | | |
| | Suriname | | | | |
| | Merian | Yes | | | |
| | Peru | | | | |
| | Yanacocha | | | | Yes |
| Australia | Australia | | | | |
| | Boddington | | | Yes | |
| | Tanami | | | Yes | |
| Global | Total | 8.3% | 16.7% | 66.7% | 8.3% |

¹ SASB EM-MM-160a.2: Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation.



CLOSURE AND RECLAMATION

Amount of land disturbed or rehabilitated: Site level (ha)^{1, 2, 3}

| | Country/site | Total land disturbance – closing balance reported for 2019 calendar year | Subsequent survey corrections on 2019 balance | Total disturbance at beginning of reporting period (opening balance) | New disturbance during 2020 | Previously reclaimed area re-disturbed during 2020 | Achieved reclamation (to agreed upon end use) during reporting period | Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance) |
|------------------------|------------------|--|---|--|-----------------------------|--|---|---|
| Africa | Ghana | 3,496.7 | 0.0 | 3,496.7 | 135.1 | 0.0 | 13.9 | 3,617.9 |
| | Ahafo | 2,394.7 | 0.0 | 2,394.7 | 89.7 | 0.0 | 12.9 | 2,471.5 |
| | Akyem | 1,102.0 | 0.0 | 1,102.0 | 45.4 | 0.0 | 1.0 | 1,146.4 |
| Americas: North | U.S. | 1,264.9 | 18.4 | 1,283.3 | 23.6 | 0.0 | 14.2 | 1,292.7 |
| | CC&V | 1,264.9 | 18.4 | 1,283.3 | 23.6 | 0.0 | 14.2 | 1,292.7 |
| | Canada | 3,249.5 | 66.2 | 3,315.7 | 5.4 | 0.0 | 8.0 | 3,313.1 |
| | Éléonore | 379.4 | 66.2 | 445.6 | 5.4 | 0.0 | 0.0 | 451.0 |
| | Musselwhite | 323.0 | 0.0 | 323.0 | 0.0 | 0.0 | 0.0 | 323.0 |
| | Porcupine | 2,547.1 | 0.0 | 2,547.1 | 0.0 | 0.0 | 8.0 | 2,539.1 |
| | Mexico | 238.7 | 0.0 | 238.7 | 34.2 | 0.0 | 0.0 | 272.9 |
| | Peñasquito | 238.7 | 0.0 | 238.7 | 34.2 | 0.0 | 0.0 | 272.9 |
| Americas: South | Argentina | 452.7 | 0.0 | 452.7 | 29.7 | 0.7 | 5.0 | 478.1 |
| | Cerro Negro | 452.7 | 0.0 | 452.7 | 29.7 | 0.7 | 5.0 | 478.1 |
| | Suriname | 1,269.2 | 0.0 | 1,269.2 | 110.0 | 0.0 | 14.5 | 1,364.8 |
| | Merian | 1,269.2 | 0.0 | 1,269.2 | 110.0 | 0.0 | 14.5 | 1,364.8 |
| | Peru | 4,014.3 | 442.7 | 4,457.0 | 1.6 | 0.0 | 0.0 | 4,458.6 |
| | Yanacocha | 4,014.3 | 442.7 | 4,457.0 | 1.6 | 0.0 | 0.0 | 4,458.6 |
| Australia | Australia | 5,695.6 | (57.0) | 5,638.6 | 178.5 | 8.8 | 0.0 | 5,825.9 |
| | Boddington | 4,088.8 | 0.0 | 4,088.8 | 178.5 | 0.0 | 0.0 | 4,267.3 |
| | Tanami | 1,606.8 | (57.0) | 1,549.8 | 0.0 | 8.8 | 0.0 | 1,558.6 |
| Global | Total | 19,681.6 | 470.3 | 20,152.0 | 518.1 | 9.5 | 55.6 | 20,624.0 |

¹ Twelve of Newmont's sites, representing 100% of Newmont's active mine sites, have closure plans in place as of year-end 2020.

² Our 2020 Closure target was to achieve 90% of planned reclamation activities/associated actions across the Company. This was not met due to delays related to the pandemic. For 2021, the Closure target is to achieve 95% of planned reclamation activities/associated actions across the Company.

³ GRI Mining and Metals Sector Supplement disclosures MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated; and MM10: Number and percentage of sites with closure plan in place.



Land disturbance: Trailing five years (thousand ha)¹

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|--------------|--------------|--------------|--------------|--------------|
| Annual disturbance not yet reclaimed to agreed upon end use at year end | 31.64 | 33.12 | 34.18 | 27.09 | 20.62 |

¹ GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

Mine lease area^{1,2}

| | Country and site | Hectares |
|------------------------|------------------|----------------|
| Africa | Ghana | 61,807 |
| | Ahafo | 55,532 |
| | Akyem | 6,275 |
| Americas: North | U.S. | 2,431 |
| | CC&V | 2,431 |
| | Canada | 72,451 |
| | Éléonore | 882 |
| | Musselwhite | 65,189 |
| | Porcupine | 6,380 |
| | Mexico | 88,462 |
| | Peñasquito | 88,462 |
| Americas: South | Argentina | 26,891 |
| | Cerro Negro | 26,891 |
| | Suriname | 25,916 |
| | Merian | 25,916 |
| | Peru | 99,420 |
| | Yanacocha | 99,420 |
| Australia | Australia | 14,037 |
| | Boddington | 9,642 |
| | Tanami | 4,395 |
| Global | Total | 391,416 |

¹ Some figures might not add up correctly due to rounding.

² GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

CYANIDE MANAGEMENT

Estimated cyanide use: Trailing five years (thousand tonnes)¹

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------|------|------|------|------|------|
| Cyanide use | 57.8 | 68.6 | 59.1 | 47.3 | 45.4 |

¹ Cyanide usage data is estimated based on annual procurement data recorded in Newmont's accounting system.



Cyanide-related incidents: Site level (number of incidents)

| | Country/site | Release off site requires response or remediation | Adverse effects on human health ¹ | Adverse effects to the environment | Required reporting under applicable regulations | Exceedances of applicable limits of Cyanide Code | Impact to biodiversity ² | Site has an ICMC certification ¹ |
|------------------------|------------------|---|--|------------------------------------|---|--|-------------------------------------|---|
| Africa | Ghana | 0 | 0 | 0 | 2 | 2 | 0 | |
| | Ahafo | 0 | 0 | 0 | 2 | 2 | 0 | Yes |
| | Akyem | 0 | 0 | 0 | 0 | 0 | 0 | Yes |
| Americas: North | U.S. | 0 | 0 | 0 | 1 | 0 | 0 | |
| | CC&V | 0 | 0 | 0 | 1 | 0 | 0 | Yes |
| | Canada | 0 | 0 | 0 | 1 | 1 | 0 | |
| | Éléonore | 0 | 0 | 0 | 0 | 0 | 0 | Yes |
| | Musselwhite | 0 | 0 | 0 | 0 | 1 | 0 | Yes |
| | Porcupine | 0 | 0 | 0 | 1 | 0 | 0 | Yes |
| | Mexico | 0 | 0 | 0 | 0 | 1 | 0 | |
| Peñasquito | 0 | 0 | 0 | 0 | 1 | 0 | Yes | |
| Americas: South | Argentina | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Cerro Negro | 0 | 0 | 0 | 0 | 0 | 0 | Yes |
| | Suriname | 0 | 0 | 0 | 0 | 0 | 0 | |
| | Merian | 0 | 0 | 0 | 0 | 0 | 0 | Yes |
| | Peru | 0 | 0 | 0 | 0 | 0 | 0 | |
| Yanacocha | 0 | 0 | 0 | 0 | 0 | 0 | Yes | |
| Australia | Australia | 0 | 0 | 0 | 1 | 5 | 0 | |
| | Boddington | 0 | 0 | 0 | 0 | 1 | 0 | Yes |
| | Tanami | 0 | 0 | 0 | 1 | 4 | 0 | Yes |
| Global | Total | 0 | 0 | 0 | 5 | 9 | 0 | |

¹ International Cyanide Management Code (ICMC) certification is publicly available at: <https://www.cyanidecode.org/signatory-company-categories/newmont-corporation-united-states>.

² Cyanide-related biodiversity impacts are wildlife fatalities; for a full listing of wildlife fatalities, refer to the Biodiversity wildlife mortality table.



SIGNIFICANT MATERIALS CONSUMPTION

Estimated materials usage: Site level²

| Country/site | Grinding media | Sodium cyanide (NaCN) ¹ | Lime | Cement | Tires (by weight) | Lubricants | Hydrochloric acid (HCL) | Sulfuric acid (H ₂ SO ₄) | Nitric acid (HNO ₃) | |
|------------------------|------------------|------------------------------------|--------------|---------------|-------------------|---------------------|-------------------------|---|---------------------------------|-------------|
| | Units of measure | thousand tonnes | | | | thousand kiloliters | | | | |
| Africa | Ghana | 21.60 | 3.84 | 21.57 | 1.05 | 1.13 | 1.93 | 1.49 | 0 | 0 |
| | Ahafo | 12.72 | 1.95 | 11.65 | 1.05 | 0.70 | 1.37 | 0.68 | 0 | 0 |
| | Akyem | 8.88 | 1.89 | 9.92 | 0 | 0.43 | 0.56 | 0.82 | 0 | 0 |
| Americas: North | U.S. | 0.59 | 4.24 | 99.59 | 0 | 0.54 | 0.69 | 1.53 | 0 | 0 |
| | CC&V | 0.59 | 4.24 | 99.59 | 0 | 0.54 | 0.69 | 1.53 | 0 | 0 |
| | Canada | 5.25 | 1.71 | 5.66 | 37.34 | 1.59 | 1.14 | 0 | 0 | 0.02 |
| | Éléonore | 2.35 | 0.71 | 1.97 | 26.39 | 0.28 | 0.31 | 0 | 0 | 0.02 |
| | Musselwhite | 0.75 | 0.27 | 0.46 | 0.33 | 0.20 | 0.19 | 0 | 0 | 0 |
| | Porcupine | 2.15 | 0.74 | 3.24 | 10.62 | 1.12 | 0.63 | 0 | 0 | 0 |
| | Mexico | 8.20 | 9.32 | 16.34 | 0 | 2.26 | 1.54 | 0 | 0 | 0 |
| | Peñasquito | 8.20 | 9.32 | 16.34 | 0 | 2.26 | 1.54 | 0 | 0 | 0 |
| Americas: South | Argentina | 1.20 | 0.59 | 0.19 | 7.08 | 0.07 | 0.22 | 0 | 0 | 0 |
| | Cerro Negro | 1.20 | 0.59 | 0.19 | 7.08 | 0.07 | 0.22 | 0 | 0 | 0 |
| | Suriname | 7.02 | 3.22 | 16.24 | 0 | 0.95 | 0.88 | 2.88 | 0 | 0 |
| | Merian | 7.02 | 3.22 | 16.24 | 0 | 0.95 | 0.88 | 2.88 | 0 | 0 |
| | Peru | 9.09 | 12.47 | 117.23 | 0 | 0.51 | 1.32 | 1.40 | 3.88 | 0 |
| | Yanacocha | 9.09 | 12.47 | 117.23 | 0 | 0.51 | 1.32 | 1.40 | 3.88 | 0 |
| Australia | Australia | 14.87 | 9.99 | 23.01 | 7.33 | 1.74 | 2.34 | 2.26 | 20.60 | 0 |
| | Boddington | 13.44 | 9.06 | 21.40 | 0 | 1.44 | 1.94 | 2.01 | 18.84 | 0 |
| | Tanami | 1.44 | 0.93 | 1.61 | 7.33 | 0.29 | 0.40 | 0.26 | 1.76 | 0 |
| Global | Total | 67.82 | 45.38 | 299.83 | 52.81 | 8.79 | 10.05 | 9.57 | 24.49 | 0.02 |

¹ Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

² GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system.



Estimated materials usage: Trailing five years^{1,4}

| | Units | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-----------------|--------|--------|--------|--------|--------|
| Grinding media | thousand tonnes | 83.20 | 97.90 | 103.10 | 84.17 | 67.82 |
| Sodium cyanide ² | thousand tonnes | 57.80 | 68.60 | 59.10 | 47.26 | 45.38 |
| Lime | thousand tonnes | 513.10 | 513.50 | 473.80 | 285.06 | 299.83 |
| Cement | thousand tonnes | 65.10 | 71.20 | 78.10 | 63.12 | 52.81 |
| Tires (by weight) | thousand tonnes | 9.20 | 10.00 | 8.10 | 10.34 | 8.79 |
| Lubricants | thousand kL | 12.50 | 12.10 | 12.30 | 16.38 | 10.05 |
| Hydrochloric acid (HCL) | thousand kL | 7.00 | 12.10 | 10.70 | 41.54 | 9.57 |
| Sulfuric acid (H ₂ SO ₄) | thousand kL | 78.00 | 78.70 | 81.40 | 24.46 | 24.49 |
| Nitric acid (HNO ₃) ³ | thousand kL | N/R | N/R | N/R | 0.24 | 0.02 |

¹ 2019 data omits Australia KCGM site data; trailing 2016–2018 data reflects former Newmont sites only.

² Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

³ Nitric acid usage was not reported (‘N/R’) 2016–2018; this data will be reported from 2019 onwards on an annual basis.

⁴ GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont’s accounting system; 2019 data includes former Goldcorp sites April 18 – Dec. 31, 2019.

SPILLS AND RELEASES

Environmental releases by number of incidents: Trailing five years^{1,2}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------------|------|------|------|------|------|
| Total environmental releases on site | 81 | 78 | 50 | 647 | 427 |
| Total environmental releases off site | 0 | 1 | 0 | 3 | 7 |
| Total environmental releases | 81 | 79 | 0 | 650 | 434 |
| Cyanide releases | 77 | 77 | 2 | 34 | 28 |
| Mercury releases | 2 | 0 | 0 | 0 | 0 |
| Significant hydrocarbon releases | 1 | 0 | 0 | 4 | 0 |
| Significant chemical releases | 0 | 2 | 0 | 0 | 8 |
| Other significant releases | 1 | 0 | 0 | 4 | 2 |

¹ There were five immaterial spills, which were removed from the data set.

² GRI Standards disclosure GRI 306-3: Significant spills.

Estimated environmental releases by volume: Trailing five years²

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------------|-------|-------|-------|-------|--------|
| Cyanide releases (kL) ¹ | 2,500 | 3,406 | 5,768 | 4,745 | 17,447 |
| Mercury releases (kg) | 1.7 | 0 | 0 | 0 | 0 |
| Significant hydrocarbon releases (kL) | 2 | 0 | 0 | 1 | 0 |
| Significant chemical releases (kL) | 0 | 0 | 0 | 0 | 18 |
| Other significant releases (kL) | 31 | 0 | 0 | 46 | 38 |

¹ This includes cyanide in slurry and tailings and cyanide in process solutions.

² GRI Standards disclosure GRI 306-3: Significant spills. Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.



TAILINGS MANAGEMENT

Tailings generated and managed (metric tons)¹

| | Country/site | Management method | | | Total produced and managed |
|------------------------|------------------|--------------------|-------------------|----------------------|----------------------------|
| | | Surface tailings | Open pit tailings | Sub-surface tailings | |
| Africa | Ghana | 17,984,815 | 0 | 0 | 17,984,815 |
| | Ahafo | 9,569,103 | 0 | 0 | 9,569,103 |
| | Akyem | 8,415,712 | 0 | 0 | 8,415,712 |
| Americas: North | U.S. | 1,658,790 | 0 | 0 | 1,658,790 |
| | CC&V | 1,658,790 | 0 | 0 | 1,658,790 |
| | Canada | 5,208,995 | 0 | 595,138 | 5,804,133 |
| | Éléonore | 869,953 | 0 | 595,138 | 1,465,091 |
| | Musselwhite | 752,073 | 0 | 0 | 752,073 |
| | Porcupine | 3,586,969 | 0 | 0 | 3,586,969 |
| | Mexico | 28,023,144 | 0 | 0 | 28,023,144 |
| | Peñasquito | 28,023,144 | 0 | 0 | 28,023,144 |
| Americas: South | Argentina | 607,945 | 0 | 0 | 607,945 |
| | Cerro Negro | 607,945 | 0 | 0 | 607,945 |
| | Suriname | 15,123,620 | 0 | 0 | 15,123,620 |
| | Merian | 15,123,620 | 0 | 0 | 15,123,620 |
| | Peru | 4,081,607 | 0 | 0 | 4,081,607 |
| Yanacocha | 4,081,607 | 0 | 0 | 4,081,607 | |
| Australia | Australia | 42,113,674 | 275,163 | 562,681 | 42,951,518 |
| | Boddington | 40,288,195 | 0 | 0 | 40,288,195 |
| | Tanami | 1,825,479 | 275,163 | 562,681 | 2,663,323 |
| Global | All sites | 114,802,590 | 275,163 | 1,157,819 | 116,235,572 |

¹ GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste, percentage recycled.

Total waste rock/tailings generated: Trailing five years (million tonnes)¹

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------------------------------------|-------|-------|-------|-------|-------|
| Total waste rock generated | 335.9 | 346.0 | 299.7 | 320.6 | 284.9 |
| Total tailings produced and managed | 96.8 | 110.9 | 112.1 | 120.7 | 116.2 |

¹ GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste, percentage recycled.

Tailings inventory and disclosures^{1, 2}

Church of England disclosures: Newmont developed a disclosure in response to the Church of England’s April 10, 2019 request for information concerning tailings management. This disclosure provides Newmont’s approach to tailings; communications and risk management; a description of updates to our approach following recent disasters; and an inventory of tailings facilities for our operating sites, joint ventures, subsidiaries, and legacy sites as of July 1, 2019. [Full disclosure available.](#)

GISTM (Global Industry Standard on Tailings Management): Newmont provided a [response](#) to a request on December 17, 2020, from the Church of England Pensions Board, Principles for Responsible Investment, and Swedish Council on Ethics for AP Public Pension Funds regarding Newmont’s commitment to implementing the GISTM.

Global Tailings Inventory: Newmont provides a full disclosure of tailings facilities, classifications, location, status, construction type and detailed data sets, which are periodically updated and available for [download](#).

¹ Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure.

² GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.3: Number of tailings impoundments, broken down by Hazard Potential.



WATER STEWARDSHIP

Water summary by site (thousand kL)³

| | Country/site | Total water withdrawn | Total water discharged ¹ | Total water consumed (withdrawn minus total discharged) | Total water recycled | Total water used (consumed + recycled) | Percent recycled (total water recycled/ total water used) | 2020 Water intensity (GEO) ² | 2020 Water intensity (tonnes of ore processed) ² |
|------------------------|------------------|-----------------------|-------------------------------------|---|----------------------|--|---|---|---|
| Africa | Ghana | 21,866 | 5,186 | 16,681 | 19,101 | 35,781 | 53.4% | 19.6 | 0.8 |
| | Ahafo | 10,183 | 2,990 | 7,193 | 10,248 | 17,441 | 58.8% | 15.0 | 0.6 |
| | Akyem | 11,684 | 2,196 | 9,488 | 8,853 | 18,341 | 48.3% | 25.6 | 1.1 |
| Americas: North | U.S. | 4,109 | 1,977 | 2,132 | 53,593 | 55,725 | 96.2% | 7.8 | 1.1 |
| | CC&V | 4,109 | 1,977 | 2,132 | 53,593 | 55,725 | 96.2% | 7.8 | 1.1 |
| | Canada | 18,211 | 12,322 | 5,889 | 12,638 | 18,527 | 68.2% | 9.5 | 0.8 |
| | Éléonore | 3,823 | 3,019 | 804 | 3,407 | 4,211 | 80.9% | 4.0 | 0.3 |
| | Musselwhite | 1,971 | 1,895 | 76 | 1,043 | 1,119 | 93.2% | 0.8 | 0.1 |
| | Porcupine | 12,416 | 7,408 | 5,008 | 8,188 | 13,196 | 62.0% | 15.7 | 1.2 |
| | Mexico | 27,890 | 1,829 | 26,061 | 49,958 | 76,019 | 65.7% | 18.4 | 0.6 |
| | Peñasquito | 27,890 | 1,829 | 26,061 | 49,958 | 76,019 | 65.7% | 18.4 | 0.6 |
| Americas: South | Argentina | 592 | 18 | 574 | 696 | 1,270 | 54.8% | 2.7 | 0.4 |
| | Cerro Negro | 592 | 18 | 574 | 696 | 1,270 | 54.8% | 2.7 | 0.4 |
| | Suriname | 40,272 | 26,632 | 13,640 | 14,169 | 27,809 | 51.0% | 29.6 | 1.0 |
| | Merian | 40,272 | 26,632 | 13,640 | 14,169 | 27,809 | 51.0% | 29.6 | 1.0 |
| | Peru | 48,938 | 36,734 | 12,204 | 47,837 | 60,041 | 79.7% | 35.9 | 2.3 |
| | Yanacocha | 48,938 | 36,734 | 12,204 | 47,837 | 60,041 | 79.7% | 35.9 | 2.3 |
| Australia | Australia | 28,494 | 4,133 | 24,361 | 59,571 | 88,036 | 71.0% | 18.8 | 0.5 |
| | Boddington | 24,808 | 4,104 | 20,704 | 47,396 | 72,204 | 65.6% | 25.9 | 0.5 |
| | Tanami | 3,686 | 29 | 3,657 | 12,175 | 15,832 | 76.9% | 7.4 | 1.3 |
| Global | Total | 190,371 | 88,830 | 101,541 | 257,563 | 363,208 | 70.9% | 18.6 | 0.7 |

¹ Discharge includes seepage that is not captured.

² Water intensity figures: GEO (gold equivalent ounces) includes total produced and co-product GEO as originally defined in the Newmont December 2020 Financial Summary results and then adjusted to match the reporting boundary of the 2020 Annual Sustainability Report. The tonnes of ore produced is based on the operational statistics, publicly available in our 10-K.

³ GRI Standards disclosures GRI 303-3: Water withdrawal; GRI 303-4: Water discharge; GRI 303-5: Water consumption; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: Total freshwater withdrawn, consumed, percentage of each in high or extremely high baseline water stress.



Total water withdrawal and discharge by category and site^{1,2}

| | Country/site | Total water withdrawn | | | | Total water discharged | | | |
|------------------------|------------------|-----------------------|---------------|---------------|----------------|------------------------|---------------|---------------|---------------|
| | | Category 1 | Category 2 | Category 3 | Total | Category 1 | Category 2 | Category 3 | Total |
| Africa | Ghana | 18,249 | 285 | 3,332 | 21,866 | 3,546 | 1,640 | 0 | 5,186 |
| | Ahafo | 6,850 | 0 | 3,332 | 10,183 | 2,990 | 0 | 0 | 2,990 |
| | Akyem | 11,399 | 285 | 0 | 11,684 | 556 | 1,640 | 0 | 2,196 |
| Americas: North | U.S. | 4,109 | 0 | 0 | 4,109 | 39 | 0 | 1,938 | 1,977 |
| | CC&V | 4,109 | 0 | 0 | 4,109 | 39 | 0 | 1,938 | 1,977 |
| | Canada | 6,038 | 1,989 | 10,184 | 18,210 | 0 | 4,868 | 7,454 | 12,322 |
| | Éléonore | 593 | 0 | 3,230 | 3,823 | 0 | 2,973 | 46 | 3,019 |
| | Musselwhite | 270 | 1,702 | 0 | 1,971 | 0 | 1,895 | 0 | 1,895 |
| | Porcupine | 5,175 | 287 | 6,954 | 12,416 | 0 | 0 | 7,408 | 7,408 |
| | Mexico | 2,487 | 0 | 25,402 | 27,890 | 183 | 0 | 1,646 | 1,829 |
| | Peñasquito | 2,487 | 0 | 25,402 | 27,890 | 183 | 0 | 1,646 | 1,829 |
| Americas: South | Argentina | 534 | 58 | 0 | 592 | 0 | 0 | 18 | 18 |
| | Cerro Negro | 534 | 58 | 0 | 592 | 0 | 0 | 18 | 18 |
| | Suriname | 2,085 | 38,187 | 0 | 40,272 | 0 | 26,632 | 0 | 26,632 |
| | Merian | 2,085 | 38,187 | 0 | 40,272 | 0 | 26,632 | 0 | 26,632 |
| | Peru | 28,156 | 1,550 | 19,232 | 48,938 | 14,053 | 17,153 | 5,528 | 36,734 |
| | Yanacocha | 28,156 | 1,550 | 19,232 | 48,938 | 14,053 | 17,153 | 5,528 | 36,734 |
| Australia | Australia | 8,560 | 6,373 | 13,561 | 28,494 | 0 | 0 | 4,133 | 4,133 |
| | Boddington | 8,404 | 4,405 | 11,999 | 24,808 | 0 | 0 | 4,104 | 4,104 |
| | Tanami | 156 | 1,968 | 1,562 | 3,686 | 0 | 0 | 29 | 29 |
| Global | Total | 70,219 | 48,440 | 71,712 | 190,371 | 17,821 | 50,292 | 20,717 | 88,830 |

¹ Water quality categories are based on the Minerals Council of Australia definitions.

² GRI Standards disclosure GRI 303-3: Water withdrawal; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: (1) Total fresh water withdrawn.



Total treated water by destination and site (thousand kL)^{1,4}

| | Country/site | Treated discharge by other | Treated discharge by process water treatment | Treated discharge by reverse osmosis (RO) or acid water treatment ^{2,3} | Treated discharge by sewage treatment | Total treated water discharge |
|------------------------|------------------|----------------------------|--|--|---------------------------------------|-------------------------------|
| Africa | Ghana | 4,620 | 0 | 0 | 0 | 4,620 |
| | Ahafo | 2,990 | 0 | 0 | 0 | 2,990 |
| | Akyem | 1,630 | 0 | 0 | 0 | 1,630 |
| Americas: North | U.S. | 1,982 | 0 | 0 | 0 | 1,982 |
| | CC&V | 1,982 | 0 | 0 | 0 | 1,982 |
| | Canada | 7,037 | 0 | 0 | 0 | 7,037 |
| | Éléonore | 3,019 | 0 | 0 | 0 | 3,019 |
| | Musselwhite | 1,895 | 0 | 0 | 0 | 1,895 |
| | Porcupine | 2,123 | 0 | 0 | 0 | 2,123 |
| | Mexico | 260 | 0 | 0 | 0 | 260 |
| | Peñasquito | 260 | 0 | 0 | 0 | 260 |
| Americas: South | Argentina | 0 | 0 | 0 | 0 | 0 |
| | Cerro Negro | 0 | 0 | 0 | 0 | 0 |
| | Suriname | 26,596 | 0 | 0 | 0 | 26,596 |
| | Merian | 26,596 | 0 | 0 | 0 | 26,596 |
| | Peru | 0 | 0 | 31,206 | 0 | 31,206 |
| | Yanacocha | 0 | 0 | 31,206 | 0 | 31,206 |
| Australia | Australia | 0 | 0 | 0 | 0 | 0 |
| | Boddington | 0 | 0 | 0 | 0 | 0 |
| | Tanami | 0 | 0 | 0 | 0 | 0 |
| Global | Total | 40,495 | 0 | 31,206 | 0 | 71,701 |

¹ Untreated discharge to surface water includes CC&V, Ahafo and Porcupine sites. Treated discharge to surface water includes Yanacocha and Red Lake sites. Treated discharge by other includes Merian, Musselwhite, Éléonore and Porcupine sites. Treated discharge by RO includes Yanacocha and Ahafo sites. Treated discharge by other (groundwater reinjection and supply provided to communities) includes Akyem and Peñasquito sites. Untreated to groundwater includes KCGM site as well as untreated to third parties. Treated effluent (mining and domestic sewage) for Éléonore site.

² This number went up between 2019 and 2020 because seepage is now included. Seepage that impacts water quality is managed in our site water management plans.

³ We increased the amount of reverse osmosis occurring at a few of our sites. We have combined our acid water treatment and reverse osmosis. Our RO has increased and we have combined acid water treatment and RO into one category.

⁴ GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.



Total untreated water by destination and site (thousand kL)¹

| | Country/site | Untreated discharge to external organizations for reuse | Untreated discharge to groundwater | Untreated discharge to sewers | Untreated discharge to surface water | Untreated discharge to ocean | Total untreated water discharge |
|------------------------|------------------|---|------------------------------------|-------------------------------|--------------------------------------|------------------------------|---------------------------------|
| Africa | Ghana | 0 | 566 | 0 | 0 | 0 | 566 |
| | Ahafo | 0 | 0 | 0 | 0 | 0 | 0 |
| | Akyem | 0 | 566 | 0 | 0 | 0 | 566 |
| Americas: North | U.S. | 0 | -5 | 0 | 0 | 0 | -5 |
| | CC&V | 0 | -5 | 0 | 0 | 0 | -5 |
| | Canada | 0 | 0 | 0 | 5,285 | 0 | 5,285 |
| | Éléonore | 0 | 0 | 0 | 0 | 0 | 0 |
| | Musselwhite | 0 | 0 | 0 | 0 | 0 | 0 |
| | Porcupine | 0 | 0 | 0 | 5,285 | 0 | 5,285 |
| | Mexico | 0 | 1,569 | 0 | 0 | 0 | 1,569 |
| | Peñasquito | 0 | 1,569 | 0 | 0 | 0 | 1,569 |
| Americas: South | Argentina | 0 | 18 | 0 | 0 | 0 | 18 |
| | Cerro Negro | 0 | 18 | 0 | 0 | 0 | 18 |
| | Suriname | 0 | 36 | 0 | 0 | 0 | 36 |
| | Merian | 0 | 36 | 0 | 0 | 0 | 36 |
| | Peru | 0 | 5,528 | 0 | 0 | 0 | 5,528 |
| | Yanacocha | 0 | 5,528 | 0 | 0 | 0 | 5,528 |
| Australia | Australia | 0 | 4,133 | 0 | 0 | 0 | 4,133 |
| | Boddington | 0 | 4,104 | 0 | 0 | 0 | 4,104 |
| | Tanami | 0 | 29 | 0 | 0 | 0 | 29 |
| Global | Total | 0 | 11,845 | 0 | 5,285 | 0 | 17,130 |

¹ GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.



Water withdrawal by site (thousand kL)³

| | Country/site | Surface water | Groundwater ¹ | Precipitation ² | Municipal water | Total water withdrawn |
|------------------------|------------------|---------------|--------------------------|----------------------------|-----------------|-----------------------|
| Africa | Ghana | 0 | 4,668 | 17,198 | 0 | 21,866 |
| | Ahafo | 0 | 3,332 | 6,850 | 0 | 10,183 |
| | Akyem | 0 | 1,336 | 10,348 | 0 | 11,684 |
| Americas: North | U.S. | 0 | 1,345 | 998 | 1,766 | 4,109 |
| | CC&V | 0 | 1,345 | 998 | 1,766 | 4,109 |
| | Canada | 2,882 | 9,353 | 5,919 | 57.6 | 18,211 |
| | Éléonore | 0 | 3,278 | 545 | 0.1 | 3,823 |
| | Musselwhite | 372 | 1,330 | 270 | 0 | 1,971 |
| | Porcupine | 2,510 | 4,745 | 5,104 | 57.5 | 12,416 |
| | Mexico | 0 | 25,402 | 2,486 | 1.2 | 27,890 |
| | Peñasquito | 0 | 25,402 | 2,486 | 1.2 | 27,890 |
| Americas: South | Argentina | 8 | 539 | 44 | 1 | 592 |
| | Cerro Negro | 8 | 539 | 44 | 1 | 592 |
| | Suriname | 0 | 5,492 | 34,780 | 0 | 40,272 |
| | Merian | 0 | 5,492 | 34,780 | 0 | 40,272 |
| | Peru | 0 | 20,782 | 28,156 | 0 | 48,938 |
| | Yanacocha | 0 | 20,782 | 28,156 | 0 | 48,938 |
| Australia | Australia | 10,341 | 8,289 | 9,781 | 83 | 28,494 |
| | Boddington | 10,341 | 5,138 | 9,246 | 83 | 24,808 |
| | Tanami | 0 | 3,151 | 535 | 0 | 3,686 |
| Global | Total | 13,230 | 75,871 | 99,362 | 1,909 | 190,371 |

¹ Groundwater does include entrainment in ore.

² Precipitation volumes include runoff that is captured from rainfall on tailings storage facilities and heap leaches for all facilities except Yanacocha, Akyem and Boddington which also include runoff that is captured from waste rock piles.

³ GRI Standards disclosure GRI 303-3: Water withdrawal.



Water summary: Trailing five years (thousand kL)^{1, 3}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|----------------|----------------|----------------|----------------|----------------|
| Total water withdrawn | 201,152 | 217,327 | 230,257 | 198,549 | 190,371 |
| Surface water | 14,595 | 8,285 | 5,458 | 12,132 | 13,230 |
| Groundwater | 111,420 | 110,701 | 115,238 | 75,458 | 75,871 |
| Precipitation | 70,800 | 94,216 | 106,003 | 107,288 | 99,362 |
| Municipal water | 4,337 | 4,126 | 3,557 | 3,671 | 1,909 |
| Ocean water used for processing | 0 | 0 | 0 | 0 | 0 |
| Ocean water used for cooling | 0 | 0 | 0 | 0 | 0 |
| Total water consumed (withdrawn minus discharged) ² | 107,586 | 115,747 | 104,816 | 106,413 | 101,541 |
| Total water recycled | 227,960 | 297,379 | 271,699 | 263,210 | 257,563 |
| Total water used (consumed plus recycled) | 335,546 | 413,126 | 376,515 | 369,623 | 359,104 |
| Percent recycled (water recycled divided by water used) | 68% | 72% | 72% | 71% | 71% |

¹ 2016–2018 data has not been adjusted or backcast to reflect the current asset portfolio.

² Water consumption is defined by the GRI as water withdrawn minus water discharged.

³ GRI Standards disclosures GRI 303-3: Water withdrawals; GRI 303-4: Water discharge; and GRI 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed.

Total water discharge by destination: Trailing five years (thousand kL)³

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---------------|---------------|---------------|---------------|---------------|
| Untreated discharge to external organizations for reuse | 0 | 0 | 43 | 0 | 0 |
| Untreated discharge to groundwater ¹ | 0 | 4,194 | 2,962 | 4,632 | 11,845 |
| Untreated discharge to sewers | 0 | 0 | 0 | 0 | 0 |
| Untreated discharge to surface water | 18,017 | 30,575 | 23,568 | 4,923 | 5,285 |
| Untreated discharge to ocean | 0 | 0 | 0 | 0 | 0 |
| Total untreated water discharge | 18,017 | 34,769 | 26,573 | 9,555 | 17,130 |
| Treated discharge by other | 35,858 | 27,795 | 60,247 | 47,425 | 40,495 |
| Treated discharge by process water treatment | 0 | 0 | 0 | 0 | 0 |
| Treated discharge by reverse osmosis or acid water treatment ² | 39,691 | 39,016 | 38,621 | 35,099 | 31,206 |
| Treated discharge by sewage treatment | 0 | 0 | 0 | 58 | 0 |
| Total treated discharge of water | 75,549 | 66,811 | 98,868 | 82,581 | 71,701 |

¹ This number went up between 2019 and 2020 because seepage is now included. Seepage that impacts water quality is managed in our site water management plans.

² We increased the amount of reverse osmosis occurring at a few of our sites. We have combined our acid water treatment and reverse osmosis. Our RO has increased and we have combined acid water treatment and RO into one category.

³ GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.

Consumptive water quality (ML)^{1, 2, 3}

| | Total | As % of total |
|------------|---------|---------------|
| Category 1 | 52,398 | 52% |
| Category 2 | (1,852) | (2)% |
| Category 3 | 50,995 | 50% |

¹ Water quality categories are based on the Minerals Council of Australia definitions.

² Consumption for water quality Category 2 is negative as more Category 2 water is withdrawn, then returned to the system as a higher quality water, Category 1.

³ GRI Standards disclosure GRI 303-5: Water consumption.



Water balance^{1, 2}

| | Megaliters (ML) |
|--|-----------------|
| Water withdrawn total³ | 190,371 |
| Surface water withdrawn | 13,230 |
| Groundwater withdrawn | 75,871 |
| Precipitation water withdrawn | 99,362 |
| Third-party (municipal) water withdrawn ¹ | 1,909 |
| Water recycled/reused⁴ | 257,563 |
| Water consumed⁵ | 101,541 |
| Water discharged total⁶ | 17,130 |
| Surface water discharged | 5,285 |
| Groundwater discharged | 11,845 |

¹ Several changes were made to our reporting in 2020 including adding entrainment in ore to our groundwater withdrawals and adding seepage (that is not captured) to discharge. Seepage that is impacting water quality is captured and returned to the system for use in operations, treated and discharged.

² Disclosure follows Mining Canada Association (MCA) Water Accounting Framework and site-wide water balance reporting.

³ Water withdrawn is defined as water that is received, extracted or managed by an operation; designated by type — surface water, groundwater, third-party (municipal) or seawater.

⁴ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

⁵ Water consumed is defined as water that is no longer available for use. The water consumed data in this table reflects the GRI definition for water consumption (withdrawal minus consumption); ICMM definition for water consumption is defined as evaporation plus entrainment (tailings/waste) plus other losses for operational use. Under the ICMM definition, our water consumption is 165,435 megaliters.

⁶ Water discharged is defined as water removed from the operation and returned to the environment; discharged water includes treated and untreated water as well as water that is provided to third parties.

Water consumed, recycled and percentage recycled: Trailing five years (thousand kL)^{1, 4}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------------------|---------|---------|---------|---------|---------|
| Water consumed ² | 107,585 | 115,747 | 104,816 | 106,413 | 101,541 |
| Water recycled/reused ³ | 227,960 | 297,379 | 271,699 | 263,210 | 257,563 |
| Percent recycled/reused ³ | 68% | 72% | 72% | 71% | 71% |

¹ The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2016–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

² Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2019, the total consumption based on this definition is 165,435 ML.

³ Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

⁴ GRI Standards disclosure GRI 303-5: Water consumption.

Water intensity: Trailing five years^{1, 2, 4}

| | 2016 | 2017 | 2018 | 2019 | 2020 ³ |
|---------------------------------|-------|-------|-------|-------|-------------------|
| kL/gold equivalent ounces (GEO) | 19.00 | 18.60 | 17.30 | 16.80 | 18.55 |
| kL/tonnes ore processed | N/R | N/R | N/R | 0.63 | 0.73 |
| kL/billions revenues | N/R | N/R | N/R | 0.12 | 0.11 |

¹ 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenues figures for pre-acquisition Goldcorp sites from Jan. 1 to April 17, 2019 includes adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processes and revenues) in 2019; prior years are not reported (N/R), but may be updated in future disclosures.

² 2016–2018 data has not been adjusted or backcast to reflect the current asset portfolio.

³ Our intensity was higher in 2020 due to a lower production denominator due to the COVID-19 pandemic.

⁴ GRI Standards disclosure GRI 303-5: Water consumption.



Water-related risk by site

| Site | Climate conditions | Water sources ¹ | Risk: Water stress ² | Risk: Water quality | Risk: Excess water | Risk: Watershed challenges ³ |
|-------------------------|---|----------------------------|---------------------------------|---------------------|--------------------|---|
| Ahafo | Humid | SW, GW | | X | X | X |
| Akyem | Humid | GW | | X | X | X |
| Boddington ² | Semi-arid | SW, GW | | | | |
| Tanami | Arid | GW | X | | | |
| CC&V | Moderate precipitation | MW | X | | | |
| Éléonore | Low to moderate precipitation | GW | | | X | |
| Musselwhite | Moderate precipitation | SW, GW | | X | | |
| Peñasquito | Arid | GW | X | | | X |
| Porcupine ⁴ | Moderate precipitation | GW, MW | | X | | X |
| Cerro Negro | Arid | GW | | X | | X |
| Merian | Moderate precipitation | GW | | X | X | X |
| Yanacocha ⁵ | Moderate precipitation with a distinct dry season | GW | | X | X | |

¹ Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW).

² Water stress is considered the baseline water stress as defined by the World Business Council for Sustainable Development (WBCSD) Water tool and/or the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress; Boddington can have years of baseline water stress or excess water in wet years that may not be reflected in the WBCSD/WRI water stress assessments.

³ A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.

⁴ Porcupine, as well as other sites in high rainfall areas, may have an excess water risk depending on rainfall that the site receives in an annual period.

⁵ There are challenges in regulations and management of water at the watershed level for Yanacocha, but this is not designated as a Watershed Challenge because the site follows a fairly robust regulatory framework that identifies the water users and water usage (by beneficial use) for each of the watersheds in which we operate. We continue to manage our water quality and quantity and work closely with stakeholders to manage expectations.

Consumption by ICM water quality categories (high/low)^{1,2}

| Category | 2019 | | 2020 | |
|--------------|----------------|------------|----------------|------------|
| | Consumption | Percentage | Consumption | Percentage |
| High | 47,246 | 44% | 50,546 | 50% |
| Low | 59,260 | 56% | 50,995 | 50% |
| Total | 106,506 | | 101,540 | |

¹ Category high includes WAF Category 1 and 2.

² Category low includes WAF Category 3.

Water-stressed sites water summary (thousand kL)

| Site | Total water consumed (withdrawn minus total discharged) | Total water recycled | Total water used (consumed + recycled) | Percent recycled (total water recycled/total water used) | 2020 Water intensity – GEO | 2020 Water intensity – tonnes of ore processed |
|--------------|---|----------------------|--|--|----------------------------|--|
| CC&V | 2,132 | 53,593 | 55,725 | 96.2% | 7.8 | 1.1 |
| Peñasquito | 26,061 | 49,958 | 76,019 | 65.7% | 18.4 | 0.6 |
| Cerro Negro | 574 | 696 | 1,270 | 54.8% | 2.7 | 0.4 |
| Tanami | 3,657 | 12,175 | 15,832 | 76.9% | 7.4 | 1.3 |
| Total | 32,424 | 116,422 | 148,846 | 78.2% | 13.5 | 0.7 |



WASTE

Estimated site-level waste rock generated by type (metric tons)²

| | Country/site | Acid generating/ metal leaching | Non-acid generating/non- metal leaching | Total waste rock brought to surface | Total waste rock generated |
|-----------------|---------------------|------------------------------------|---|---|-------------------------------|
| Africa | Ghana | 0 | 53,291,615 | 53,291,615 | 53,291,615 |
| | Ahafo | 0 | 32,201,489 | 32,201,489 | 32,201,489 |
| | Akyem | 0 | 21,090,126 | 21,090,126 | 21,090,126 |
| Americas: North | U.S. | 16,902,721 | 0 | 16,902,721 | 16,902,721 |
| | CC&V | 16,902,721 | 0 | 16,902,721 | 16,902,721 |
| | Canada | 406,579 | 6,253,133 | 6,662,696 | 7,041,882 |
| | Éléonore | 268,986 | 0 | 268,986 | 459,126 |
| | Musselwhite | 137,593 | 74,192 | 211,785 | 403,815 |
| | Porcupine | 0 | 6,178,941 | 6,181,925 | 6,178,941 |
| | Mexico | 11,383,555 | 77,369,074 | 88,752,629 | 88,752,629 |
| | Peñasquito | 11,383,555 | 77,369,074 | 88,752,629 | 88,752,629 |
| Americas: South | Argentina | 0 | 6,869 | 6,869 | 137,390 |
| | Cerro Negro | 0 | 6,869 | 6,869 | 137,390 |
| | Suriname | 0 | 35,274,254 | 35,274,254 | 35,274,254 |
| | Merian | 0 | 35,274,254 | 35,274,254 | 35,274,254 |
| | Peru | 22,543,962 | 11,452,209 | 33,996,171 | 33,996,171 |
| | Yanacocha | 22,543,962 | 11,452,209 | 33,996,171 | 33,996,171 |
| Australia | Australia | 31,250,995 | 18,264,564 | 48,692,304 | 49,515,559 |
| | Boddington | 30,898,000 | 17,609,000 | 48,507,000 | 48,507,000 |
| | Tanami ¹ | 352,995 | 655,564 | 185,304 | 1,008,559 |
| Global | Total | 82,487,812 | 201,911,718 | 283,579,259 | 284,912,221 |

¹ Every site is required to do acid-based accounting to check the acid generating potential and neutralizing potential of the rock. Tanami is an underground operation so not all of the waste rock of which acid generating potential is known is brought to the surface.

² GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.2: Total weight of mineral processing waste.

Estimated site-level other waste (metric tons)

| | Country/site | Sludges or other process residues | Hydrocarbon- contaminated waste rock |
|-----------------|---------------------|--------------------------------------|---|
| Africa | Ghana | 1,620 | 133 |
| | Ahafo | N/R | 2 |
| | Akyem | 1,620 | 131 |
| Americas: North | U.S. | 0 | 0 |
| | CC&V | 0 | 0 |
| | Canada | 20,582 | 0 |
| | Éléonore | 20,509 | 0 |
| | Musselwhite | 73 | 0 |
| | Porcupine | 0 | 0 |
| | Mexico | 0 | 18 |
| | Peñasquito | 0 | 18 |
| Americas: South | Argentina | 0 | 0 |
| | Cerro Negro | 0 | 0 |
| | Suriname | 19 | 0 |
| | Merian | 19 | 0 |
| | Peru | N/R | 0 |
| | Yanacocha | N/R | 0 |
| Australia | Australia | 18,497 | 7,080 |
| | Boddington | 1,065 | 7,080 |
| | Tanami ² | 17,432 | N/A |
| Global | Total | 40,718 | 7,231 |



Estimated site-level mercury waste by site and type (metric tons)^{1,2}

| | Country | Elemental mercury | Mercuric chloride | Mercury-tainted carbon | Mercury-contaminated sludge | Other mercury-related waste | Total |
|------------------------|------------------|-------------------|-------------------|------------------------|-----------------------------|-----------------------------|--------------|
| Africa | Ghana | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Ahafo | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Akyem | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Americas: North | U.S. | 0.02 | 0.00 | 1.72 | 0.00 | 0.01 | 1.76 |
| | CC&V | 0.02 | 0.00 | 1.72 | 0.00 | 0.01 | 1.76 |
| | Canada | 0.00 | 0.00 | 0.00 | 0.00 | 0.30 | 0.30 |
| | Éléonore | 0.00 | 0.00 | 0.00 | 0.00 | 0.30 | 0.30 |
| | Musselwhite | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Porcupine | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Mexico | 0.00 | 0.00 | 0.00 | 0.00 | 0.80 | 0.80 |
| | Peñasquito | 0.00 | 0.00 | 0.00 | 0.00 | 0.80 | 0.80 |
| Americas: South | Argentina | 0.00 | 0.00 | 0.42 | 0.00 | 0.46 | 0.88 |
| | Cerro Negro | 0.00 | 0.00 | 0.42 | 0.00 | 0.46 | 0.88 |
| | Suriname | 0.00 | 0.00 | 18.00 | 0.00 | 0.05 | 18.05 |
| | Merian | 0.00 | 0.00 | 18.00 | 0.00 | 0.05 | 18.05 |
| | Peru | 2.88 | 0.00 | 0.00 | 0.00 | 0.00 | 2.88 |
| | Yanacocha | 2.88 | 0.00 | 0.00 | 0.00 | 0.00 | 2.88 |
| Australia | Australia | 0.00 | 0.00 | 0.00 | 0.00 | De minimis | 0.00 |
| | Boddington | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Tanami | 0.00 | 0.00 | 0.00 | 0.00 | De minimis | 0.00 |
| Global | Total | 2.90 | 0.00 | 20.14 | 0.00 | 1.62 | 24.67 |

¹ Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is disposed of according to laws and regulations; this data is considered mineral processing waste for reporting purposes. Former Goldcorp sites omit data for mercuric chloride, mercury-tainted carbon, mercury-contaminated sludge, and other mercury-related wastes, shown as N/R (not reported); these data will be reported in future years as reporting systems and standards are fully integrated.

² GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.2: Total weight of mineral processing waste. Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2. Data table corrected 10 June 2020; original unit of measure was erroneously stated as million metric tons; figures in this table are metric tons.



Estimated site-level hazardous waste diverted from disposal (metric tons)¹

| | Country/site | Reused | | Recycled | | Recovered | | Total |
|-----------------|------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| | | On-site recovery | Off-site recovery | On-site recovery | Off-site recovery | On-site recovery | Off-site recovery | |
| Africa | Ghana | 0.00 | 143.80 | 163.94 | 193.30 | 0.00 | 0.00 | 501.04 |
| | Ahafo | 0.00 | 0.00 | 163.94 | 193.30 | 0.00 | 0.00 | 357.24 |
| | Akyem | 0.00 | 143.80 | 0.00 | 0.00 | 0.00 | 0.00 | 143.80 |
| Americas: North | U.S. | 0.00 | 0.00 | 0.00 | 6.02 | 0.00 | 0.00 | 6.02 |
| | CC&V | 0.00 | 0.00 | 0.00 | 6.02 | 0.00 | 0.00 | 6.02 |
| | Canada | 27.90 | 3.20 | 0.00 | 247.30 | 0.00 | 117.50 | 395.90 |
| | Éléonore | 27.90 | 0.00 | 0.00 | 26.80 | 0.00 | 117.50 | 172.20 |
| | Musselwhite | 0.00 | 3.20 | 0.00 | 0.00 | 0.00 | 0.00 | 3.20 |
| | Porcupine | 0.00 | 0.00 | 0.00 | 220.50 | 0.00 | 0.00 | 220.50 |
| | Mexico | 506.00 | 0.00 | 0.00 | 297.10 | 0.00 | 0.00 | 803.10 |
| | Peñasquito | 506.00 | 0.00 | 0.00 | 297.10 | 0.00 | 0.00 | 803.10 |
| Americas: South | Argentina | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Cerro Negro | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Suriname | 0.00 | 0.00 | 0.00 | 443.96 | 0.00 | 0.00 | 443.96 |
| | Merian | 0.00 | 0.00 | 0.00 | 443.96 | 0.00 | 0.00 | 443.96 |
| | Peru | 187.34 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 187.34 |
| | Yanacocha | 187.34 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 187.34 |
| Australia | Australia | 3,198.66 | 25.41 | 0.00 | 6,133.51 | 0.00 | 0.00 | 9,357.58 |
| | Boddington | 3,198.66 | 25.41 | 0.00 | 5,607.22 | 0.00 | 0.00 | 8,831.28 |
| | Tanami | 0.00 | 0.00 | 0.00 | 526.30 | 0.00 | 0.00 | 526.30 |
| Global | Total | 3,919.90 | 172.41 | 163.94 | 7,321.19 | 0.00 | 117.50 | 11,694.94 |

¹ GRI Standards disclosure GRI 306-4: Waste diverted from disposal.



Estimated site-level non-hazardous waste diverted from disposal (metric tons)¹

| | Country/site | Reused | | Recycled | | Recovered | | Total |
|-----------------|------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| | | On-site recovery | Off-site recovery | On-site recovery | Off-site recovery | On-site recovery | Off-site recovery | |
| Africa | Ghana | 0.00 | 2,021.85 | 7.66 | 3,651.77 | 0.00 | 0.00 | 5,681.28 |
| | Ahafo | 0.00 | 19.29 | 7.66 | 3,651.77 | 0.00 | 0.00 | 3,678.72 |
| | Akyem | 0.00 | 2,002.56 | 0.00 | 0.00 | 0.00 | 0.00 | 2,002.56 |
| Americas: North | U.S. | 377.54 | 21.20 | 0.00 | 186.61 | 50.14 | 0.00 | 635.49 |
| | CC&V | 377.54 | 21.20 | 0.00 | 186.61 | 50.14 | 0.00 | 635.49 |
| | Canada | 40.00 | 74.30 | 9.50 | 4,223.20 | 327.60 | 0.00 | 4,674.60 |
| | Éléonore | 0.00 | 69.20 | 9.50 | 1,675.50 | 327.60 | 0.00 | 2,081.80 |
| | Musselwhite | 0.00 | 0.00 | 0.00 | 92.50 | 0.00 | 0.00 | 92.50 |
| | Porcupine | 40.00 | 5.10 | 0.00 | 2,455.20 | 0.00 | 0.00 | 2,500.30 |
| | Mexico | 374.60 | 0.00 | 0.00 | 8,668.30 | 0.00 | 0.00 | 9,042.90 |
| | Peñasquito | 374.60 | 0.00 | 0.00 | 8,668.30 | 0.00 | 0.00 | 9,042.90 |
| Americas: South | Argentina | 0.00 | 0.00 | 19.94 | 0.00 | 0.00 | 0.00 | 19.94 |
| | Cerro Negro | 0.00 | 0.00 | 19.94 | 0.00 | 0.00 | 0.00 | 19.94 |
| | Suriname | 0.00 | 0.00 | 13.30 | 525.68 | 0.00 | 0.00 | 538.98 |
| | Merian | 0.00 | 0.00 | 13.30 | 525.68 | 0.00 | 0.00 | 538.98 |
| | Peru | 0.00 | 0.00 | 0.00 | 1,795.43 | 0.00 | 0.00 | 1,795.43 |
| | Yanacocha | 0.00 | 0.00 | 0.00 | 1,795.43 | 0.00 | 0.00 | 1,795.43 |
| Australia | Australia | 0.00 | 0.00 | 0.15 | 5,414.59 | 0.00 | 0.00 | 5,414.74 |
| | Boddington | 0.00 | 0.00 | 0.00 | 5,414.59 | 0.00 | 0.00 | 5,414.59 |
| | Tanami | 0.00 | 0.00 | 0.15 | 0.00 | 0.00 | 0.00 | 0.15 |
| Global | Total | 792.14 | 2,117.35 | 50.54 | 24,465.58 | 377.74 | 0.00 | 27,803.35 |

¹ GRI Standards disclosure GRI 306-4: Waste diverted from disposal.



Estimated site-level hazardous waste disposed (metric tons)¹

| | Country/site | Incinerated (with energy recovery) | | Incinerated (without energy recovery) | | Deep well injected | | Landfilled | | Other | | Total |
|------------------------|------------------|------------------------------------|-------------------|---------------------------------------|-------------------|--------------------|-------------------|------------------|-------------------|------------------|-------------------|-----------------|
| | | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | |
| Africa | Ghana | 0.00 | 0.00 | 19.30 | 15.04 | 0.00 | 0.00 | 0.00 | 6.97 | 0.00 | 2.27 | 43.58 |
| | Ahafo | 0.00 | 0.00 | 0.00 | 15.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.27 | 17.31 |
| | Akyem | 0.00 | 0.00 | 19.30 | 0.00 | 0.00 | 0.00 | 0.00 | 6.97 | 0.00 | 0.00 | 26.27 |
| Americas: North | U.S. | 0.00 | 0.00 | 0.00 | 0.20 | 0.00 | 0.00 | 0.00 | 59.86 | 0.00 | 0.02 | 60.08 |
| | CC&V | 0.00 | 0.00 | 0.00 | 0.20 | 0.00 | 0.00 | 0.00 | 59.86 | 0.00 | 0.02 | 60.08 |
| | Canada | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,419.90 | 7.90 | 0.00 | 1,427.80 |
| | Éléonore | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 177.90 | 6.40 | 0.00 | 184.30 |
| | Musselwhite | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.50 | 0.00 | 1.50 |
| | Porcupine | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,242.00 | 0.00 | 0.00 | 1,242.00 |
| | Mexico | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,336.80 | 140.70 | 0.00 | 1,477.50 |
| Peñasquito | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,336.80 | 140.70 | 0.00 | 1,477.50 | |
| Americas: South | Argentina | 0.00 | 314.98 | 0.00 | 0.68 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 315.66 |
| | Cerro Negro | 0.00 | 314.98 | 0.00 | 0.68 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 315.66 |
| | Suriname | 0.00 | 0.00 | 408.60 | 94.43 | 0.00 | 0.00 | 62.72 | 0.00 | 0.00 | 0.00 | 565.75 |
| | Merian | 0.00 | 0.00 | 408.60 | 94.43 | 0.00 | 0.00 | 62.72 | 0.00 | 0.00 | 0.00 | 565.75 |
| | Peru | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 546.46 | 0.00 | 0.00 | 546.46 |
| Yanacocha | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 546.46 | 0.00 | 0.00 | 546.46 | |
| Australia | Australia | 0.00 | 0.00 | 30.93 | 0.00 | 0.00 | 0.00 | 0.00 | 302.22 | 2,202.15 | 86.17 | 2,621.47 |
| | Boddington | 0.00 | 0.00 | 0.68 | 0.00 | 0.00 | 0.00 | 0.00 | 302.22 | 2,202.15 | 86.17 | 2,591.21 |
| | Tanami | 0.00 | 0.00 | 30.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 30.26 |
| Global | Total | 0.00 | 314.98 | 458.83 | 110.36 | 0.00 | 0.00 | 62.72 | 3,672.21 | 2,350.75 | 88.46 | 7,058.30 |

¹ GRI Standards disclosure 306-5: Waste directed to disposal.



Estimated site-level non-hazardous waste disposed (metric tons)¹

| | Country/site | Incinerated (with energy recovery) | | Incinerated (without energy recovery) | | Deep well injected | | Landfilled | | Other | | Total |
|------------------------|------------------|------------------------------------|-------------------|---------------------------------------|-------------------|--------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| | | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | On-site disposal | Off-site disposal | |
| Africa | Ghana | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 572.38 | 0.00 | 308.91 | 0.00 | 881.29 |
| | Ahafo | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 521.74 | 0.00 | 308.91 | 0.00 | 830.65 |
| | Akyem | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 50.64 | 0.00 | 0.00 | 0.00 | 50.64 |
| Americas: North | U.S. | 0.00 | 0.00 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 3.10 | 0.00 | 0.00 | 3.12 |
| | CC&V | 0.00 | 0.00 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 3.10 | 0.00 | 0.00 | 3.12 |
| | Canada | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2,407.80 | 850.90 | 0.00 | 0.00 | 3,258.70 |
| | Éléonore | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,395.90 | 7.10 | 0.00 | 0.00 | 1,403.00 |
| | Musselwhite | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Porcupine | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,011.90 | 843.80 | 0.00 | 0.00 | 1,855.70 |
| | Mexico | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,580.00 | 0.00 | 531.50 | 154.40 | 2,265.90 |
| Peñasquito | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,580.00 | 0.00 | 531.50 | 154.40 | 2,265.90 | |
| Americas: South | Argentina | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 362.68 | 441.76 | 4.02 | 0.00 | 808.46 |
| | Cerro Negro | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 362.68 | 441.76 | 4.02 | 0.00 | 808.46 |
| | Suriname | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3,442.92 | 1.50 | 0.00 | 0.00 | 3,444.42 |
| | Merian | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3,442.92 | 1.50 | 0.00 | 0.00 | 3,444.42 |
| | Peru | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,174.63 | 0.00 | 0.00 | 1,174.63 |
| | Yanacocha | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1,174.63 | 0.00 | 0.00 | 1,174.63 |
| Australia | Australia | 0.00 | 0.00 | 4,784.40 | 0.00 | 0.00 | 0.00 | 6,221.52 | 303.52 | 1,620.00 | 0.00 | 12,929.44 |
| | Boddington | 0.00 | 0.00 | 575.40 | 0.00 | 0.00 | 0.00 | 861.87 | 303.52 | 1,620.00 | 0.00 | 3,360.79 |
| | Tanami | 0.00 | 0.00 | 4,209.00 | 0.00 | 0.00 | 0.00 | 5,359.65 | 0.00 | 0.00 | 0.00 | 9,568.65 |
| Global | Total | 0.00 | 0.00 | 4,784.40 | 0.02 | 0.00 | 0.00 | 14,587.30 | 2,775.41 | 2,464.43 | 154.40 | 24,765.95 |

¹ GRI Standards disclosure 306-5: Waste directed to disposal.



Estimated waste generated by type: Trailing five years^{1,2}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-------|-------|-------|-------|-------|
| Total waste rock generated (million tonnes) | 335.9 | 346.0 | 299.7 | 320.6 | 284.9 |
| Total waste rock brought to surface (million tonnes) | N/R | N/R | N/R | N/R | 283.6 |
| Total tailings generated (million tonnes) | 96.8 | 110.9 | 112.1 | 120.7 | 116.2 |
| Total hazardous waste generated (thousand tonnes) | 12.0 | 12.2 | 18.4 | 32.1 | 18.8 |
| Total non-hazardous waste generated (thousand tonnes) | 34.8 | 38.1 | 66.9 | 66.6 | 52.6 |
| Elemental mercury (Hg) | 19.0 | 26.6 | 26.9 | 7.6 | 24.7 |

¹ For a 2020 site-level breakout of tailings, reference the 2020 Site-level tailings by type data table in the [Tailings Management](#) section of the Performance Data tables.

² GRI Standards disclosure GRI 306-3: Waste generated; GRI Mining and Metals Sector Supplement disclosure MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste; and EM-MM-150a.2: Total weight of mineral processing waste.

Health & Safety:

COVID-19 H&S STATS

COVID-19 cases at Newmont sites¹

| | Total cases (employees and contractors) | Total tests |
|---------------|--|-------------|
| Africa | 87 | 246 |
| Australia | 0 | 697 |
| North America | 528 | 109,897 |
| South America | 1,274 | 78,462 |

¹ This table does not include COVID-19 related fatalities because they are not work-related.



EMERGENCY PREPAREDNESS

Rapid Response performance data: Country level¹

| | Country ² | Number of emergency response simulations and trainings ³ | Number of Rapid Response team members at this location |
|------------------------|----------------------|---|--|
| Africa | Ghana | 0 | 121 |
| Americas: North | U.S. | 3 | 156 |
| | Canada | 2 | 136 |
| | Mexico | 0 | 45 |
| Americas: South | Argentina | 1 | 44 |
| | Suriname | 2 | 31 |
| | Peru | 1 | 68 |
| | Chile | 1 | 61 |
| Australia | Australia | 3 | 123 |
| Other | Undefined | 0 | 305 |
| Global | Total | 13 | 1,090 |

¹ Due to the COVID-19 pandemic, many response teams had an active emergency response all year long. As such, some leeway was given to the standard requirement that all teams conduct an annual exercise.

² Non-mine sites are: Accra, Africa regional headquarters; Denver, Colorado (U.S.), corporate headquarters and metallurgy lab; Perth, Australia regional headquarters; Miami, South America regional office; Vancouver, North America regional office.

³ This does not include the site exercises to support emergency response related to our tailings storage facilities.

WORKFORCE SAFETY STATS

Employee-only safety rates: Trailing five years^{1, 2, 3}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--|------|------|------|------|------|
| Fatalities | 0 | 0 | 1 | 0 | 0 |
| Lost Time Injury Frequency Rate (LTIFR) | 0.20 | 0.30 | 0.24 | 0.27 | 0.18 |
| Total Recordable Injury Frequency Rate (TRIFR) | 0.44 | 0.49 | 0.36 | 0.41 | 0.30 |
| Occupational Illness Frequency Rate (OIFR) | 0.02 | 0.06 | 0.08 | 0.07 | 0.05 |

¹ OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

² 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for 2016 has been restated to reflect this reclassification.

³ GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.



Employee-only safety data: Site level^{1, 2}

| | Exposure hours | Fatalities | Restricted work injuries | Medical treatment injuries | Lost day injuries | LTIFR (lost time) | TRIFR (total recordable) | Recordable illnesses | OIFR (occupational illness) |
|-----------------------------|-------------------|------------|--------------------------|----------------------------|-------------------|-------------------|--------------------------|----------------------|-----------------------------|
| Africa | 4,803,642 | 0 | 1 | 3 | 1 | 0.08 | 0.21 | 0 | 0.00 |
| Accra – regional office | 232,069 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo | 2,618,182 | 0 | 0 | 1 | 0 | 0.00 | 0.08 | 0 | 0.00 |
| Akyem | 1,844,771 | 0 | 1 | 2 | 1 | 0.22 | 0.43 | 0 | 0.00 |
| Exploration | 57,981 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo North project | 50,639 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Australia | 4,145,627 | 0 | 4 | 3 | 4 | 0.39 | 0.53 | 7 | 0.34 |
| Perth – regional office | 303,874 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Boddington | 2,113,119 | 0 | 0 | 2 | 4 | 0.38 | 0.57 | 4 | 0.38 |
| Tanami | 1,396,226 | 0 | 4 | 1 | 0 | 0.57 | 0.72 | 3 | 0.43 |
| Exploration | 277,058 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Projects | 50,490 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Legacy sites | 4,860 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| U.S. | 2,026,339 | 0 | 2 | 2 | 1 | 0.30 | 0.49 | 1 | 0.10 |
| Denver – headquarters | 753,286 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Denver – metallurgy lab | 115,034 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| CC&V | 1,080,625 | 0 | 2 | 2 | 1 | 0.56 | 0.93 | 1 | 0.19 |
| Miami – regional office | 74,970 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Legacy sites | 2,424 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Canada | 3,939,363 | 0 | 0 | 4 | 3 | 0.15 | 0.36 | 0 | 0.00 |
| Vancouver – regional office | 630,630 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Éléonore | 1,242,131 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Musselwhite | 791,489 | 0 | 0 | 1 | 1 | 0.25 | 0.51 | 0 | 0.00 |
| Porcupine | 1,274,415 | 0 | 0 | 3 | 1 | 0.16 | 0.63 | 0 | 0.00 |
| Legacy sites | 698 | 0 | 0 | 0 | 1 | 286.53 | 286.53 | 0 | 0.00 |
| Guatemala | 79,127 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Legacy sites | 79,127 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Mexico | 4,862,678 | 0 | 0 | 2 | 7 | 0.29 | 0.37 | 0 | 0.00 |
| Peñasquito | 4,862,678 | 0 | 0 | 2 | 7 | 0.29 | 0.37 | 0 | 0.00 |
| Legacy sites | 0 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Argentina | 3,008,601 | 0 | 0 | 1 | 1 | 0.07 | 0.13 | 0 | 0.00 |
| Cerro Negro | 3,008,601 | 0 | 0 | 1 | 1 | 0.07 | 0.13 | 0 | 0.00 |
| Suriname | 2,844,918 | 0 | 1 | 0 | 0 | 0.07 | 0.07 | 0 | 0.00 |
| Merian | 2,844,918 | 0 | 1 | 0 | 0 | 0.07 | 0.07 | 0 | 0.00 |
| Peru | 2,515,067 | 0 | 0 | 2 | 0 | 0.00 | 0.16 | 0 | 0.00 |
| Yanacocha | 2,515,067 | 0 | 0 | 2 | 0 | 0.00 | 0.16 | 0 | 0.00 |
| North America | 269,777 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Exploration | 269,777 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| South America | 649,990 | 0 | 0 | 0 | 1 | 0.31 | 0.31 | 0 | 0.00 |
| Exploration | 447,635 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Projects | 202,355 | 0 | 0 | 0 | 1 | 0.99 | 0.99 | 0 | 0.00 |
| Total | 29,145,129 | 0 | 8 | 17 | 18 | 0.18 | 0.30 | 8 | 0.05 |

¹ 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

² GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

**Contractor-only safety rates: Trailing five years^{1, 2, 3}**

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------|------|------|------|------|------|
| Fatalities | 0 | 0 | 6 | 0 | 0 |
| LTIFR | 0.13 | 0.17 | 0.27 | 0.18 | 0.23 |
| TRIFR | 0.34 | 0.43 | 0.44 | 0.41 | 0.36 |
| OIFR | 0 | 0.01 | 0.11 | 0.06 | 0.08 |

¹ OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

² 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

³ GRI Standards discloses GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.



Contractor-only safety data: Site level^{1, 2}

| | Exposure hours | Fatalities | Restricted work injuries | Medical treatment injuries | Lost day injuries | LTIFR (lost time) | TRIFR (total recordable) | Recordable illnesses | OIFR (occupational illness) |
|-----------------------------|-------------------|------------|--------------------------|----------------------------|-------------------|-------------------|--------------------------|----------------------|-----------------------------|
| Africa | 7,735,555 | 0 | 4 | 1 | 2 | 0.16 | 0.18 | 6 | 0.16 |
| Accra – regional office | 150,173 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo | 5,815,826 | 0 | 4 | 1 | 1 | 0.17 | 0.21 | 4 | 0.14 |
| Akyem | 1,224,323 | 0 | 0 | 0 | 1 | 0.16 | 0.16 | 2 | 0.33 |
| Exploration | 431,932 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo North project | 113,301 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Australia | 4,042,942 | 0 | 10 | 5 | 7 | 0.84 | 1.09 | 6 | 0.30 |
| Perth – regional office | 10,904 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Boddington | 2,285,699 | 0 | 4 | 4 | 4 | 0.70 | 1.05 | 3 | 0.26 |
| Tanami | 1,397,239 | 0 | 5 | 1 | 3 | 1.15 | 1.29 | 3 | 0.43 |
| Exploration | 8,217 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Projects | 334,511 | 0 | 1 | 0 | 0 | 0.60 | 0.60 | 0 | 0.00 |
| Legacy sites | 6,372 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| U.S. | 870,798 | 0 | 0 | 0 | 1 | 0.23 | 0.23 | 0 | 0.00 |
| Denver – headquarters | 800,773 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Denver – metallurgy lab | 13,547 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| CC&V | 53,174 | 0 | 0 | 0 | 1 | 3.76 | 3.76 | 0 | 0.00 |
| Miami – regional office | 0 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Legacy sites | 3,304 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Canada | 2,244,592 | 0 | 0 | 3 | 1 | 0.09 | 0.36 | 0 | 0.00 |
| Vancouver – regional office | 53,170 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Éléonore | 581,875 | 0 | 0 | 1 | 0 | 0.00 | 0.34 | 0 | 0.00 |
| Muskelwhite | 630,796 | 0 | 0 | 1 | 0 | 0.00 | 0.32 | 0 | 0.00 |
| Porcupine | 978,681 | 0 | 0 | 1 | 1 | 0.20 | 0.41 | 0 | 0.00 |
| Legacy sites | 70 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Guatemala | 694,654 | 0 | 1 | 0 | 0 | 0.29 | 0.29 | 0 | 0.00 |
| Legacy sites | 694,654 | 0 | 1 | 0 | 0 | 0.29 | 0.29 | 0 | 0.00 |
| Mexico | 6,348,742 | 0 | 1 | 6 | 2 | 0.09 | 0.28 | 0 | 0.00 |
| Peñasquito | 6,348,742 | 0 | 1 | 6 | 2 | 0.09 | 0.28 | 0 | 0.00 |
| Legacy sites | 0 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Argentina | 1,455,154 | 0 | 0 | 0 | 2 | 0.27 | 0.27 | 0 | 0.00 |
| Cerro Negro | 1,455,154 | 0 | 0 | 0 | 2 | 0.27 | 0.27 | 0 | 0.00 |
| Suriname | 1,456,583 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Merian | 1,456,583 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Peru | 5,204,829 | 0 | 0 | 1 | 1 | 0.04 | 0.08 | 0 | 0.00 |
| Yanacocha | 5,204,829 | 0 | 0 | 1 | 1 | 0.04 | 0.08 | 0 | 0.00 |
| North America | 363,619 | 0 | 3 | 3 | 1 | 2.20 | 3.85 | 0 | 0.00 |
| Exploration | 363,619 | 0 | 3 | 3 | 1 | 2.20 | 3.85 | 0 | 0.00 |
| South America | 1,677,191 | 0 | 1 | 1 | 0 | 0.12 | 0.24 | 0 | 0.00 |
| Exploration | 498,746 | 0 | 1 | 1 | 0 | 0.40 | 0.80 | 0 | 0.00 |
| Projects | 1,178,445 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Total | 32,094,659 | 0 | 20 | 20 | 17 | 0.23 | 0.36 | 12 | 0.07 |

¹ 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

² GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

**Combined safety rates: Trailing five years^{1, 2, 3}**

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|-------|------|------|------|------|------|
| LTIFR | 0.16 | 0.23 | 0.26 | 0.22 | 0.21 |
| TRIFR | 0.39 | 0.46 | 0.40 | 0.41 | 0.33 |
| OIFR | 0.01 | 0.03 | 0.10 | 0.06 | 0.07 |

¹ OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

² 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

³ GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Workforce injury frequency rate (per 200,000 hours worked): Trailing five years^{1, 2, 4}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|-------|------|------|-------|------|
| TRIFR | 0.39 | 0.46 | 0.40 | 0.41 | 0.33 |
| LTIFR | 0.16 | 0.23 | 0.26 | 0.22 | 0.21 |
| Permanently Disabling Injury (PDI) ³ | 0.003 | 0 | 0 | 0.003 | 0 |

¹ 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender.

² Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

³ As part of the updated reporting requirements that went into effect on January 1, 2018, our Serious Injury Frequency Rate (SIFR) classification has changed to Permanently Disabling Injury/Illness (PDI).

⁴ GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.



Combined safety rates: Site level^{1, 2}

| | Exposure hours | Fatalities | Restricted work injuries | Medical treatment injuries | Lost day injuries | LTIFR (lost time) | TRIFR (total recordable) | Recordable illnesses | OIFR (occupational illness) |
|-----------------------------|-------------------|------------|--------------------------|----------------------------|-------------------|-------------------|--------------------------|----------------------|-----------------------------|
| Africa | 12,539,197 | 0 | 5 | 4 | 3 | 0.13 | 0.19 | 6 | 0.10 |
| Accra – regional office | 382,242 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo | 8,434,008 | 0 | 4 | 2 | 1 | 0.12 | 0.17 | 4 | 0.09 |
| Akyem | 3,069,094 | 0 | 1 | 2 | 2 | 0.20 | 0.33 | 2 | 0.13 |
| Exploration | 489,913 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Ahafo North project | 163,940 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Australia | 8,188,569 | 0 | 14 | 8 | 11 | 0.61 | 0.81 | 13 | 0.32 |
| Perth – regional office | 314,778 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Boddington | 4,398,818 | 0 | 4 | 6 | 8 | 0.55 | 0.82 | 7 | 0.32 |
| Tanami | 2,793,465 | 0 | 9 | 2 | 3 | 0.86 | 1.00 | 6 | 0.43 |
| Exploration | 285,275 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Projects | 385,001 | 0 | 1 | 0 | 0 | 0.52 | 0.52 | 0 | 0.00 |
| Legacy sites | 11,232 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| U.S. | 2,897,137 | 0 | 2 | 2 | 2 | 0.28 | 0.41 | 1 | 0.07 |
| Denver – headquarters | 1,554,059 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Denver – metallurgy lab | 128,581 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| CC&V | 1,133,799 | 0 | 2 | 2 | 2 | 0.71 | 1.06 | 1 | 0.18 |
| Miami – regional office | 74,970 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Legacy sites | 5,728 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Canada | 6,183,955 | 0 | 0 | 7 | 4 | 0.13 | 0.36 | 0 | 0.00 |
| Vancouver – regional office | 683,800 | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Éléonore | 1,824,006 | 0 | 0 | 1 | 0 | 0.00 | 0.11 | 0 | 0.00 |
| Muskelwhite | 1,422,285 | 0 | 0 | 2 | 1 | 0.14 | 0.42 | 0 | 0.00 |
| Porcupine | 2,253,096 | 0 | 0 | 4 | 2 | 0.18 | 0.53 | 0 | 0.00 |
| Legacy sites | 768 | 0 | 0 | 0 | 1 | 260.42 | 260.42 | 0 | 0.00 |
| Guatemala | 773,781 | 0 | 1 | 0 | 0 | 0.26 | 0.26 | 0 | 0.00 |
| Legacy sites | 773,781 | 0 | 1 | 0 | 0 | 0.26 | 0.26 | 0 | 0.00 |
| Mexico | 11,211,420 | 0 | 1 | 8 | 9 | 0.18 | 0.32 | 0 | 0.00 |
| Peñasquito | 11,211,420 | 0 | 1 | 8 | 9 | 0.18 | 0.32 | 0 | 0.00 |
| Legacy sites | - | 0 | 0 | 0 | 0 | 0.00 | 0.00 | 0 | 0.00 |
| Argentina | 4,463,755 | 0 | 0 | 1 | 3 | 0.13 | 0.18 | 0 | 0.00 |
| Cerro Negro | 4,463,755 | 0 | 0 | 1 | 3 | 0.13 | 0.18 | 0 | 0.00 |
| Suriname | 4,301,501 | 0 | 1 | 0 | 0 | 0.05 | 0.05 | 0 | 0.00 |
| Merian | 4,301,501 | 0 | 1 | 0 | 0 | 0.05 | 0.05 | 0 | 0.00 |
| Peru | 7,719,896 | 0 | 0 | 3 | 1 | 0.03 | 0.10 | 0 | 0.00 |
| Yanacocha | 7,719,896 | 0 | 0 | 3 | 1 | 0.03 | 0.10 | 0 | 0.00 |
| North America | 633,396 | 0 | 3 | 3 | 1 | 1.26 | 2.21 | 0 | 0.00 |
| Exploration | 633,396 | 0 | 3 | 3 | 1 | 1.26 | 2.21 | 0 | 0.00 |
| South America | 2,327,181 | 0 | 1 | 1 | 1 | 0.17 | 0.26 | 0 | 0.00 |
| Exploration | 946,381 | 0 | 1 | 1 | 0 | 0.21 | 0.42 | 0 | 0.00 |
| Projects | 1,380,800 | 0 | 0 | 0 | 1 | 0.14 | 0.14 | 0 | 0.00 |
| Total | 61,239,788 | 0 | 28 | 37 | 35 | 0.21 | 0.33 | 20 | 0.07 |

¹ 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

² GRI Standards disclosures 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.



Safety trainings: Site level^{1, 3}

| | General safety training | | | Topic-specific safety training ² | | |
|-------------------------|-------------------------|------------------|--------------------------|---|------------------|--------------------------|
| | Number of trainings | Duration (hours) | Number of people trained | Number of trainings | Duration (hours) | Number of people trained |
| Africa | 14 | 21,261 | 5,702 | 118 | 61,796 | 24,194 |
| Accra – regional office | 2 | 38 | 14 | 7 | 73 | 20 |
| Ahafo | 6 | 12,733 | 3,445 | 64 | 38,880 | 15,721 |
| Akyem | 6 | 8,490 | 2,243 | 47 | 22,843 | 8,453 |
| Australia | 72 | 4,056 | 1,304 | 178 | 13,801 | 2,744 |
| Perth – regional office | 0 | 0 | 0 | 0 | 0 | 0 |
| Boddington | 1 | 156 | 104 | 97 | 7,311 | 1,271 |
| Tanami | 71 | 3,900 | 1,200 | 81 | 6,490 | 1,473 |
| U.S. | 23 | 514 | 641 | 869 | 15,565 | 1,488 |
| Denver – headquarters | 0 | 0 | 0 | 0 | 0 | 0 |
| Denver – metallurgy lab | 1 | 20 | 10 | 16 | 548 | 70 |
| CC&V | 22 | 494 | 631 | 853 | 15,017 | 1,418 |
| Miami – regional office | 0 | 0 | 0 | 0 | 0 | 0 |
| Mexico | 595 | 24,858 | 14,287 | 244 | 6,601 | 4,653 |
| Peñasquito | 595 | 24858 | 14287 | 244 | 6,601 | 4,653 |
| Argentina | 1 | 891 | 470 | 98 | 8,982 | 5,306 |
| Cerro Negro | 1 | 891 | 470 | 98 | 8,982 | 5,306 |
| Suriname | 1 | 2,524 | 631 | 16 | 18,229 | 6,005 |
| Merian | 1 | 2524 | 631 | 16 | 18,229 | 6,005 |
| Peru | 1 | 1,201 | 1,201 | 23 | 40,585 | 24,841 |
| Yanacocha | 1 | 1201 | 1201 | 23 | 40,585 | 24,841 |
| Canada | 3,733 | 10,804 | 6,922 | 2,241 | 13,807 | 6,082 |
| Musselwhite | 561 | 2404 | 1016 | 191 | 692 | 1743 |
| Éléonore | 2337 | 3292.5 | 2509 | 809 | 2738 | 809 |
| Porcupine | 835 | 5107 | 3397 | 1241 | 10377 | 3530 |
| Total | 4,439 | 65,218 | 30,688 | 3,689 | 170,383 | 70,007 |

¹ Note that emergency response training data is omitted from this SASB disclosure; please reference Emergency Preparedness data table for the number of emergency response trainings and simulations and number of Rapid Response global team members in 2020.

² Topic-specific safety training differs from general safety culture and awareness trainings; topics covered in 2020 include specific safety focus areas that include fatality risk management, fatigue prevention, hazardous situation trainings, materials handling, and hand injury prevention trainings.

³ GRI Standards disclosure 403-5: Worker training on occupational health and safety; SASB Metals & Mining Sustainability Accounting Standard EM-MM-320a.1: (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees. Reference Emergency Preparedness data tables for relevant training and simulation data for 2020.



Social:

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activity: Site level²

| | Country/site | Sites where ASM activity occurred in 2020 ¹ |
|------------------------|------------------|--|
| Africa | Ghana | |
| | Ahafo | Yes |
| | Akyem | No |
| Americas: North | U.S. | |
| | CC&V | No |
| | Canada | |
| | Éléonore | No |
| | Musselwhite | No |
| | Porcupine | No |
| | Mexico | |
| | Peñasquito | No |
| Americas: South | Argentina | |
| | Cerro Negro | No |
| | Suriname | |
| | Merian | Yes |
| | Peru | |
| | Yanacocha | Yes |
| Australia | Australia | |
| | Boddington | No |
| | Tanami | No |

¹ Reference the Artisanal and Small-Scale Mining section of the 2020 Beyond the Mine annual sustainability report for a detailed discussion of Newmont's ASM risks and mitigation actions, along with Newmont's global ASM strategy and implementation of our strategic objectives in the above locations where ASM activities take place on or near our operations.

² GRI Mining and Metals Sector Supplement disclosure MM8: Number and percentage of company operating sites where ASM takes place on or adjacent to the site; the associated risks and actions taken to mitigate these risks.



COMMUNITY DEVELOPMENT

Community development leading practices: Site level³

| | Country/site | Site coordinates with other agencies for social and community development programs | Site has procedures for identifying and protecting subsistence-related resources of local communities ¹ | Site engaged in community infrastructure development in 2020 ² |
|------------------------|------------------|--|--|---|
| Africa | Ghana | | | |
| | Ahafo | Yes | Yes | No |
| | Akyem | Yes | Yes | No |
| Americas: North | U.S. | | | |
| | CC&V | Yes | Yes | No |
| | Canada | | | |
| | Éléonore | Yes | Yes | No |
| | Musselwhite | Yes | Yes | No |
| | Porcupine | Yes | Yes | No |
| | Mexico | | | |
| Peñasquito | Yes | Yes | Yes | |
| Americas: South | Argentina | | | |
| | Cerro Negro | Yes | Yes | No |
| | Suriname | | | |
| | Merian | Yes | Yes | No |
| | Peru | | | |
| Yanacocha | Yes | Yes | No | |
| Australia | Australia | | | |
| | Boddington | Yes | Yes | No |
| | Tanami | Yes | Yes | No |

¹ Subsistence-related resources include water, plants and wildlife.

² Community infrastructure projects are defined as non-core business projects that have no direct business benefit to Newmont.

³ GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs.



ACTUAL OR POTENTIAL NEGATIVE COMMUNITY IMPACTS

Actual and/or potential community impacts and mitigation responses by site¹

| | | New in 2020 | | | | | |
|------------------------|---------------|---|--|--|---|---|---|
| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 | |
| Africa | Ghana | | | | | | |
| | Ahafo | Potential impact on culturally significant site (Asuo Kofi shrine) near Awonsu pit | Engaged the Traditional Authority on the potential impact Provided compensation for and participated in pacification rituals performed by the Traditional Authority Re-established site in a suitable location and ensured the community has safe access to perform rituals Engaged with Traditional Authorities to undertake a region-wide review to properly and accurately record cultural site information | Delay in distributing land-access compensation to project affected persons associated with the tailings storage facility (TSF) expansion due to cyber attack and COVID-19 pandemic | 1. Engaged project affected persons 2. Worked with personnel in Newmont's Information Technology and Corporate functions to resolve the cyber attack issues 3. Processed and paid 90-day-past-due penalty to impacted beneficiaries | Impacts to livelihoods (farming) and water source for the inhabitants in the operation's peripheral communities (Dupri and surrounding communities) due to clearing land for resettlement construction at Kenyase No. 2 | 1. Engaged inhabitants within the area 2. Processed and paid adequate compensation for the disturbed crops 3. Collaborated with the District Assembly, Assemblyman and traditional leaders to provide alternative water for the inhabitants |
| Americas: North | U.S. | | | | | | |
| | CC&V | Air quality/dust | Provide general complaints and grievances (C&G) mechanism for community to lodge concerns Address concerns at community meetings and open houses | | | | |
| | Canada | | | | | | |
| | Éléonore | Land users' concern for safety related to transport trucks speeding on the access road to the mine (actual) | Provide formal complaints and grievances mechanism for land users to lodge grievances and for Newmont to track the follow-up on the matter Communicate grievances to transportation companies and call for an action plan to address matter Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits Continue radar campaign to catch speeding transport trucks Purchase permanent photo radar, which will be installed in the land users' camp areas along the access road | Influx into Cree territory during moose season of non-native hunters accessing the area via the access road built for the mine (actual) | Use internal communications channels to communicate and build cultural awareness among employees about the importance of respecting the Cree way of life and ensuring Cree land users are informed when others are accessing the territory Collaborate with the Cree Nation government to deploy game wardens on the territory during moose season | Contamination of soils, water bodies and plants from dust generated by the conveyor belt (potential) | Installed a new scraper at the end of the conveyor to limit the blowing of dust Monitor the dust jars in the area and conduct environmental sampling Share the monitoring results with stakeholders on a continuous basis |



New in 2020

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 | |
|-----------------|-------------|--|---|---|--|---|--|
| Americas: North | Musselwhite | Concern with excessive speed of transport trucks hauling materials to site through the communities of Mishkeegogamang (highway is the local community main road) and Pickle Lake; and related impacts to First Nation community members traveling on NORD Road to North Caribou from excessive speed and rocks flying on passing vehicles (actual) | Provide notification to transport carriers through letter and telephone calls Request community members provide license plate numbers, truck company identification and any other information | Loss of use and noise impacts from the mine on local land users (actual) | Provide trappers compensation for area immediately impacted by mine infrastructure (however, noise travels past the area designated as loss of use) Install noise silencers on ventilation raises and diesel generators | Dusting issues from the tailings storage facility (actual and potential, with past incidents being rare) | Include irrigation system in budget Create a spigotting process to ensure area maintains saturation Develop a plan to conduct hydroseeding on potential dusting sources |
| | Porcupine | Concerns raised by local residents and land users related to noise originating from the Hollinger open pit (actual) | Monitor noise in real time around the clock via monitoring stations and noise alerts Create new list of possible noise sources for dispatch to accurately identify the source of the noise Conduct annual noise audits Ensure compliance with Best Management Plan Engage community on performance via Hollinger Project Community Advisory Committee | Impact to local residents and land users due to vibrations/overpressure originating from blasting activities in the Hollinger open pit (actual) | Monitor vibrations in real time around the clock via monitoring stations and vibration alerts Design blasts to comply with regulatory guidelines Schedule blasts during the week and avoid blasting on statutory holidays and weekends Conduct annual vibration audits Study the impact of overpressure on the community Ensure compliance with Best Management Plan Execute Property Damage Claim and Resolution programs Engage community on performance via Hollinger Project Community Advisory Committee | Impact to local residents and land users from dust originating from the Hollinger open pit, haul road traffic and Dome tailings facility (actual) | Monitor air quality in real time via monitoring stations and dust collection stations Issue early dust detection notifications Conduct annual audit of dust monitoring equipment Ensure compliance to Best Management Plan Plan for calcium application in the spring and throughout summer Regularly apply water and conduct cleaning activities Engage the community on performance via Hollinger Project Community Advisory Committee |



New in 2020

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 |
|------------------------|---|--|---|---|--|--|
| Mexico | | | | | | |
| Peñasquito | Impact to the communities along the La Pardita-Cedros Highway (La Pardita, El Rosario, Tanquecillos, San Antonio, Palmas Grandes, Mesas del Portezuelo and El Trigo) from ditch cutting activities associated with the construction of the highway (actual) | Investigate complaint and establish mitigation and/or compensation plan Design and execute the highway construction works in a manner that mitigates recurring complaints by: <ul style="list-style-type: none"> • Visiting and assessing the alleged affected area • Conducting study by external expert, when warranted • Completing recommended works that address complaints; this includes leveling the land, constructing culverts, creating water passages and/or creating livestock passages | Impact to the nearby Palmas Grandes, Mesas del Portezuelo and El Trigo communities from the TSF sediment carryover (actual) | Investigate complaint and establish mitigation and/or compensation plan Similar to addressing concerns with the highway construction, design and execute works in a manner that mitigates recurring complaints by: <ul style="list-style-type: none"> • Visiting and assessing the alleged affected area • Conducting study by external expert, when warranted • Completing recommended works that address complaints; this includes leveling the land, constructing culverts, creating water passages and/or creating livestock passages | | |
| Americas: South | | | | | | |
| Argentina | | | | | | |
| Cerro Negro | Increased demand for public and private services and infrastructure in Perito Moreno (actual) | Collaborated with Inter-American Development Bank (IDB) and municipality of Perito Moreno to prioritize local development projects Signed agreement with the provincial government to connect Perito Moreno to the national power grid; project will be deducted from future contributions to the Provincial Trust Fund | Local economic impacts including an increase in the cost of living (actual) | Help diversify the local economy through collaborative efforts with the IDB Present to the local government (and socialize with the provincial government) plans to foster other non-mining activities (agriculture and livestock, tourism, etc.) and create new opportunities for the local community Constructed new houses with the municipality to help relieve pressure on housing demands | Expectations for employment and local purchases (actual) | Provide transparent communications and information on commitments undertaken and report on their status to authorities and groups in the community Produce annual Community Contribution Report and Value Creation and Distribution Report, detailing commitments |
| Suriname | | | | | | |
| Merian | Improve the functional capabilities of the Community Development Fund (CDF) | Revised the CDF Board and provided support to ensure the CDF functions effectively and successfully execute projects for the Pamaka community | Improve employment opportunities | Engaged consultant, who advised Newmont to consider training a selected group of community members for employment opportunities Executing programs, including vocational training among community members, to develop key skills that are applicable to a variety of job opportunities including those outside the mine | | |



New in 2020

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 |
|------------------|--|--|---|---|---|--|
| Peru | | | | | | |
| Yanacocha | Complaints from landowners for alleged damages to their homes caused by vibrations from blasting activities at La Quinua Sur | <p>Developed action plan to:</p> <ul style="list-style-type: none"> Explain to stakeholders La Quinua Sur's scope of work and that no blasting has been carried out since 2017 Propose to perform vibration monitoring with OSINERGMIN (National Regulatory Organism Supervising Investment in Energy and Mining) or with an independent expert (landowners did not accept this proposal) Propose to extend the improvement of their houses with the donation of materials (landowners did not accept this proposal) Have the Environmental Evaluation and Oversight Agency (OEFA) of the Ministry of Environment propose to address the claim (landowners did not accept this proposal) | Incursions into the Antonio Explorations area by a family claiming that an area of land (11 hectares) was not sold by their grandfather to Yanacocha in the cited area and that the family should be compensated for the land and awarded contracting opportunities for their company | <p>Developed action plan to:</p> <ul style="list-style-type: none"> Explain to the family that the land purchase process between 1992 and 1996 was agreed upon, and that there are not pending issues Communicate to family members Yanacocha's Local Contracting Policy (and the limitations to contract with new companies), but offer subcontracting services through other contractors (family did not accept offer) Activate site-level Rapid Response team to ensure all relevant functions were engaged in monitoring and responding to matter | Incursions into the Yanacocha area of operations by local-local entrepreneurs/contractors demanding contracting opportunities | <p>Developed action plan to:</p> <ul style="list-style-type: none"> Explain to local entrepreneurs the current hiring policy, the business context of Yanacocha, the opportunities that are being generated, as well as the limitations to meet the expectations of new business opportunities Implemented plan for increasing local employment and local-local contractor opportunities in accordance with Yanacocha's business plan Communicate job opportunities at Yanacocha to authorities and village leaders |
| Australia | | | | | | |
| Australia | | | | | | |
| Boddington | Perception of unmet community expectations exacerbated by lack of visibility/participation in the community, low awareness of social investments, higher vacancy rates of company-owned houses and a lack of development of the Banksia Estate residential subdivision | <p>Refined stakeholder engagement management and social investment planning and implementation</p> <p>Leveraged greater employee volunteer participation in strategic and local community investment initiatives</p> | Concerns raised regarding the potential future cumulative amenity impacts (e.g., changes in noise and vibration levels, visual amenity, air quality and the feeling of safety) as a result of Newmont operations and BHP's South 32 operations | <p>Formally engaged with South 32 via the South West Biodiversity Partnership</p> <p>Indirectly approached via investment partners to co-contribute to existing strategic investment partnerships that address local environmental and water impacts</p> <p>Within the Community Reference Group (CRG), developed an overview of the South 32 and Newmont tenements, overlays and intersections and created an agreement scope of collaboration to address potential cumulative environmental impacts</p> | Local Government Authority (LGA) and town of Boddington desire to reduce economic dependency on mining operations | <p>Continue to consider and scope options for discretionary investment in local economic development and diversification</p> <p>Leverage opportunities through membership in the Hotham Williams Economic Development Alliance (HWEDA) and participation in regional economic development initiatives</p> |
| Tanami | Community safety and service issues related to heavy vehicle traffic usage on the Tanami Highway | Included a safety and service options analysis as a priority action in the Tanami Desert Ten Year Plan (TYP); progressed the analysis in 2020 | Potential impact to significant cultural resources, including sacred trees, associated with the Tanami airfield extension project, including safety concerns | <p>Engaged Central Land Council (CLC) as agents for Traditional Owners (TO) and external experts including legal, aviation regulators, anthropologists, ecologists and safety professionals to discuss options, processes and plans that achieve a suitable outcome that meets relevant statutory requirements and TO commitments</p> <p>Presented Sacred Site Clearance Certificate Application (SSCCA) and conducted subsequent presentation and consultation on options during the Traditional Owner Liaison Committee meeting</p> <p>Progressed planning for on-ground cultural heritage site visit with relevant TOs to consider options</p> | | |

¹ GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site; Australia omits KCGM site, which was divested in the first quarter of 2020. Former Goldcorp sites will be included in future reporting years.



Actual and/or potential community impacts and mitigation responses by site²

2019 Impacts still present

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 | |
|------------------------------|---|--|--|--|--|---|---|
| Africa | Ghana | | | | | | |
| | Ahafo | Reduction in local employment opportunities following the completion of the construction phase of the Ahafo Mill Expansion and Subika Underground projects | <ul style="list-style-type: none"> Engage regularly with stakeholders to discuss local employment concerns Support alternative livelihood opportunities such as the Local Economic Diversification Support (LEDS) project Engage local contractors and suppliers to identify indirect employment opportunities | Loss of livelihoods related to physical and economic displacement due to the Awonsu and Apensu pit expansion projects and the Subika East waste dump expansion | <ul style="list-style-type: none"> Conducted independent study to identify households affected by projects Developed a resettlement action plan (RAP) and/or livelihood action plan (LAP) to address the impacts of resettlement Formed committee led by community leaders to approve plans for resettlement, payment of adequate compensation and/or establishment of alternative livelihood support | Population influx due to mining activities resulting in increased pressure on social amenities and social disruptions (e.g., illegal mining, increase in crimes, gender imbalance, alcoholism) within the communities | <ul style="list-style-type: none"> Directly, indirectly and through the Ahafo Development Foundation (NADeF), invest in social infrastructure and services (education, health, water and sanitation) Implement Artisanal and Small-Scale Mining (ASM) strategy to address illegal mining incursions |
| | Akyem | Complaints of building cracks attributed to blasting activities at the mine | <ul style="list-style-type: none"> Formed a joint Company-Community-District Assembly committee for engagement and resolution planning Categorized complaint as tier 3 to involve legal resolution mechanisms, and agreed to a third-party (regulatory) assessment of cracks for adjudication at the direction of a court of law | Deprivation of land-based livelihoods | <ul style="list-style-type: none"> Conduct ongoing and regular stakeholder engagement Undertook socio-economic assessment, with vulnerability component, to identify individual farmer livelihood needs Implemented livelihood intervention plan | Damage to farms (flooding) due to exploration activities | <ul style="list-style-type: none"> Provide complaints and grievances process for community members to lodge complaints on flooding of farms Provide fair and equitable compensation to those with affected farms |
| Americas: North ¹ | U.S. | | | | | | |
| CC&V | Complaints associated with the mine's blasting activities | Blasting vibration grievance resolution program includes third-party facilitation of claims | Complaints related to noise generated by mining activities (e.g., back-up alarms) | Provide general complaints and grievances mechanism for community members to lodge concerns | Local business development issue related to access to public parking near offices in the towns of Cripple Creek and Victor | <ul style="list-style-type: none"> Provide general complaints and grievances mechanism for community members to lodge concerns | |



2019 Impacts still present

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 |
|------------------------------------|--|---|---|---|---|---|
| Americas: South¹ | | | | | | |
| Suriname | | | | | | |
| Merian | Complaints related to contractors driving at the junction of Mora Kondre and Kraboe Olo | Ongoing communications with Newmont’s Health and Safety and Supply Chain departments, the relevant contractors using this road, and the complainants | Local supplier concerns regarding procurement for seeds and plants for which the suppliers invested time and materials to complete preparation work | <ul style="list-style-type: none"> Ongoing communication between Newmont’s Environmental, Supply Chain and Accounts Payable departments and the local suppliers Continued discussions between Newmont and the suppliers on the unit price of the plants | Excessive dust and speeding causing contaminated water and nuisance in communities along the transport route | Purchased a bigger truck for road wetting, which will be used until a more long-term solution has been implemented |
| Peru | | | | | | |
| Yanacocha | Complaints from the Canal Tual users claiming the water catchment area has been reduced due to mining activities | <ul style="list-style-type: none"> Formed a task force led by the Cajamarca Water Authority, the canal users and Yanacocha (2017) Developed the Water Availability Study and Water Use Plan for the Quebrada Pampa Larga Hydrographic Unit (2018) Installed a roundtable for dialogue and negotiations with Canal Tual users to determine the volume of water affected, and the environmental and social mitigation measures needed (2019) | Complaints from Canal Azufre Ventanillas users claiming decreased water and the disappearance of water sources due to Yanacocha’s operations (Chaquicocha, Carachugo) | <ul style="list-style-type: none"> Formed a task force led by the Management of Environment and Natural Resources (RENAMA) of the Regional Government of Cajamarca, the Cajamarca Water Authority (ALA/ANA), the canal committee, Azufre river basin users and Yanacocha Proposed the Azufre river sub-basin, a water reservoir, as a water management alternative Signed an inter-institutional agreement in July 2019 for the preparation of the technical profile of the project for a reservoir on the Azufre River (process underway) | Complaints regarding turbidity in the El Chorro spring water that supplies the drinking water system (SAP) of the Totorococha farmhouse, and claims that the turbidity was caused by drilling related to the China Linda quarry hydrogeological study | <ul style="list-style-type: none"> Established a commission that includes the Office of Social Management of the Ministry of Energy and Mines-Cajamarca, Sub-Prefecture of Bambamarca, water users and Yanacocha Reached agreement to recognize the social discomfort of 80 SAP users, improve and extend the SAP, and prepare both a technical study for the biodigester project and a technical profile for the improvement of a 4 kilometer road |



2019 Impacts still present

| Country/site | Impact #1 | Sample(s) of management response to mitigate impact #1 | Impact #2 | Sample(s) of management response to mitigate impact #2 | Impact #3 | Sample(s) of management response to mitigate impact #3 |
|------------------|---|--|--|--|---|--|
| Australia | Australia | | | | | |
| Boddington | Local employment | Locally advertise positions and encourage suppliers/business partners to recruit local people through criteria in tenders, employment pathways specific to local Indigenous people and the availability of scholarships through tertiary institutions | A negative perception that the operation is maintaining its mining camp accommodations and encouraging drive-in, drive-out (DIDO) workers rather than supporting local economic growth through hiring from the local community | <ul style="list-style-type: none"> Engage in ongoing dialogue with the communities on Newmont's policies supporting local residency by workers Facilitate opportunities for greater interaction between the camp workforce and the community | Traffic concerns related to the vehicle and truck movements through Boddington and the surrounding area | <ul style="list-style-type: none"> Serve as a member of the Industry Road Safety Alliance South West Implement curfews for transporting copper concentrate to reduce trucking during sensitive times of the day (e.g., end of school day) |
| Tanami | Indigenous participation specific to employment and procurement | <ul style="list-style-type: none"> Revised Indigenous recruitment and training procedures Included a discrete Indigenous people engagement domain in a revised and extended stakeholder engagement management plan (SEMP) Developed an Indigenous Employment Pathways (IEP) steering Committee and annual action plan | Delay in extension, renewal and recommencement of Yapa Crew (primary employment pathway/ program for Priority Warlpiri and AOI communities) | <ul style="list-style-type: none"> Recruited internal central Australian language group (CALG) Yapa Crew supervisor Completed program delivery model options analysis | Lack of coordinated and collaborative engagement with Indigenous rangers on land management programs | <ul style="list-style-type: none"> Co-funding regional biodiversity monitoring program (RBM) to conduct independent data reviews in collaboration with the Central Land Council (CLC) Engaged the University of Queensland Centre for Social Responsibility in Mining (CSRMI) on a scoping study related to Indigenous groups land rehabilitation and mine closure Participated in and contributed to RBM stakeholders planning workshop, and committed to expanding the partnership and supporting an independent-facilitated workshop in 2020 Provided input on a consulting scoping project (to be conducted by Social Ventures Australia, which was engaged by the CLC) to identify and analyse market opportunities for expanding the ranger program's fee-for-service work |

¹ Former Goldcorp sites were not reported in 2019.

² GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site; Australia omits KCGM site, which was divested in the first quarter of 2020. Former Goldcorp sites will be included in future reporting years.



COMPLAINTS AND GRIEVANCES

Complaints and grievances: Site level^{1,2}

| | Country | Number received | % resolved within 30 days |
|------------------------|--------------------------|-----------------|---------------------------|
| Africa | Ghana | 190 | |
| | Ahafo | 115 | 94% |
| | Akyem | 75 | 100% |
| Americas: North | U.S. | 14 | |
| | CC&V | 14 | 100% |
| | Canada | 196 | |
| | Éléonore | 24 | N/A |
| | Musselwhite | 0 | N/A |
| | Porcupine | 172 | N/A |
| | Mexico | 82 | |
| | Peñasquito | 82 | N/A |
| Americas: South | Argentina | 84 | |
| | Cerro Negro ⁴ | 84 | N/A |
| | Suriname | 7 | |
| | Merian | 7 | 100% |
| | Peru | 8 | |
| | Yanacocha | 8 | 100% |
| Australia | Australia | 6 | |
| | Boddington | 6 | 100% |
| | Tanami | 0 | N/A |
| Global | Total | 587 | 96.9% |

¹ Tracking of the percent of complaints resolved within 30 days is expected to be available for former Goldcorp sites later in 2021.

² GRI Standards disclosure GRI 102-44: Stakeholder key topics and concerns raised.

Complaints and grievances by category: Site level^{1,3}

| | Number received ² | % of total by category |
|--|------------------------------|------------------------|
| Access to vital resources (i.e., water, land) | 3 | 0.5% |
| Affects relationship with key stakeholder | 2 | 0.4% |
| Lack of engagement and consultation | 4 | 0.7% |
| Land use and/or access to traditional lands affected | 2 | 0.4% |
| Loss of jobs/income | 4 | 0.7% |
| Loss of personal security | 10 | 1.8% |
| Personal property | 2 | 0.4% |
| Soil contamination | 1 | 0.2% |
| Noise, vibration and air quality/dust | 174 | 31.6% |
| Business partners (contractors) | 14 | 2.5% |
| Compensation practices | 147 | 26.7% |
| Other (miscellaneous) | 29 | 5.3% |
| Land access | 12 | 2.2% |
| Consultation and access to information | 41 | 7.5% |
| Blast events | 18 | 3.3% |
| Employment | 9 | 1.6% |
| Infrastructure improvement | 0 | 0.0% |
| Local business development | 20 | 3.6% |
| Property damage | 53 | 9.6% |
| Community investment | 6 | 1.1% |
| Livelihoods/living conditions and wellbeing | 9 | 1.6% |
| Workforce behavior | 4 | 0.7% |
| Resettlement | 6 | 1.1% |
| Environment | 4 | 0.7% |
| Media request or attention | 0 | 0.0% |
| Accounts payable | 1 | 0.2% |
| Procurement practices | 0 | 0.0% |
| Training | 0 | 0.0% |
| Transport | 1 | 0.2% |
| Government payments or financial regulations | 0 | 0.0% |
| Community events | 1 | 0.2% |
| Health and safety | 0 | 0.0% |
| Industry engagement | 0 | 0.0% |
| Small-scale mining | 1 | 0.2% |
| Total | 550 | 100.0% |

¹ Data reflects the combined reasons for complaints and grievances for Newmont sites and former Goldcorp sites.

² A single complaint or grievance may have multiple categories.

³ GRI Standards disclosure GRI 102-44: Stakeholder key topics and concerns raised.



HUMAN RIGHTS

Human rights assessments or reviews conducted 2017–2020: Site-level^{1, 2}

| | Country/site | Human rights assessment or review occurring 2017–2020 | Assessment summary and context |
|------------------------|-----------------------------|---|---|
| Africa | Ghana | | |
| | Ahafo | 2019 | Human Rights Baseline and Impact Assessment Study for the proposed Ahafo North project |
| | Akyem | 2019 | Newmont risk assessment process that incorporates human rights on an ongoing basis |
| | All-Ghana locations | 2020 | Audits initiated for two suppliers |
| Americas: North | U.S. | | |
| | CC&V | 2020 | Desktop human rights risk assessment. Step 1: review of existing risks to determine their potential impact on human rights. Confirmation that controls were accurate if there were human rights risks identified; Step 2: identification of any additional human rights risks and necessary controls to be added to the risk register |
| | Canada | | |
| | Éléonore | Forthcoming | Former Goldcorp site will be incorporating human rights into SIA during update process in 2022 |
| | Musselwhite | Forthcoming | Former Goldcorp site will be incorporating human rights into SIA during update process in 2021 |
| | Porcupine | Forthcoming | Former Goldcorp site will be incorporating human rights into SIA during update process in 2022 |
| | Guatemala | | |
| | Marlin | 2017 | Marlin Mine Closure: A Review of Goldcorp Commitments to the 2010 Human Rights Assessment |
| | Mexico | | |
| | Peñasquito | Forthcoming | Former Goldcorp site will be incorporating human rights into SIA during update process in 2021 |
| Americas: South | Argentina | | |
| | Cerro Negro | Forthcoming | Former Goldcorp site incorporated human rights into social baseline and impact assessment in 2020 |
| | Suriname | | |
| | Merian | 2019 | Merian's cross-functional Human Rights Working Group refined the site's human rights action plan and undertook an assessment to determine the most salient human rights risks for the region |
| | Merian | 2017 | Human Rights Impact Assessment |
| | Sabajo | 2018 | Human rights integrated into the public Environmental and Social Impact Assessment |
| | Peru | | |
| | Peru – all locations | 2020 | Audits initiated for two suppliers |
| | Peru | 2018 | Human Rights Risk Assessment of new security system |
| | Yanacocha | 2017 | Human Rights Impact Assessment |
| Australia | Australia | | |
| | Australia – all locations | 2020 | Audit initiated for one supplier |
| | Boddington | 2019 | Newmont risk assessment process that incorporates human rights on an ongoing basis |
| | Tanami | 2019 | Newmont risk assessment process that incorporates human rights on an ongoing basis |
| Global | Percentage coverage: | 100% | |

¹ All former Newmont sites conduct human rights assessments on an ongoing basis as part of Newmont's established risk assessment process. In addition to ongoing risk assessments that include human rights aspects, standalone and/or integrated assessments specific to human rights issues occurred in Ghana, Guatemala, Suriname and Peru. Assessments for each country are summarized in the table above. Former Goldcorp sites are addressing gaps to become fully compliant with Newmont's standards (including on human rights assessments).

² GRI Standards disclosure GRI 412-1: Operations that have been subject to human rights reviews or impact assessments.



Human rights new supplier screening: Country level^{1,3}

New supplier human rights screenings

| | Country | Number of new suppliers | Number of new suppliers screened for human rights risks ² | % of new suppliers screened for human rights | Number of suppliers identified through the automated pre-qualification process as having human rights risks ¹ |
|------------------------|--------------|-------------------------|--|--|--|
| Africa | Ghana | 95 | 94 | 99% | 27 |
| Americas: North | U.S. | 188 | 141 | 75% | 71 |
| Americas: South | Peru | 207 | 173 | 84% | 82 |
| Australia | Australia | 173 | 112 | 65% | 37 |
| Global | Total | 663 | 520 | 78% | 217 |

¹ We pre-screened all new suppliers in Australia, Ghana and Peru and at the corporate level against human rights criteria. The automated pre-qualification system often flags too many suppliers as high or extreme risk. This number is validated with sites and often decreased based on a more nuanced understanding of the supplier's risk level. Sites that are not within the scope of the supplier risk assessment program (SRiM) are: U.S. CC&V; Canada sites; Mexico, Argentina and Suriname.

² The difference between new suppliers and suppliers screened reflects those suppliers whose pre-qualification questionnaires are outstanding.

³ GRI Standards disclosure 412-1: Operations that have been subject to human rights reviews or impact assessments.



Security personnel trained in human rights policies or procedures: Site level^{1,4}

| | Country/site | Session details | | Total number of participants in security training | | | | |
|------------------------|---------------------------|---------------------------|--|---|---|---|--|--|
| | | No. of sessions conducted | Total duration of all sessions (hours) | No. of employees trained | No. of public security/ law enforcement personnel trained | No. of private security contractors trained | Other external stakeholders trained ² | Percentage of Newmont security personnel trained |
| Africa | Ghana | 28 | 51 | 12 | 267 | 652 | 0 | 100% |
| | Accra | 2 | 6 | 2 | 0 | 21 | 0 | 100% |
| | Ahafo | 12 | 24 | 5 | 6 | 180 | 0 | 100% |
| | Akyem | 14 | 21 | 5 | 261 | 451 | 0 | 100% |
| Americas: North | Canada³ | 0 | 0 | 3 | 0 | 50 | 0 | 100% |
| | Éléonore | N/R | Self-guided | 1 | 0 | 10 | 0 | 100% |
| | Musselwhite | N/R | Self-guided | 1 | 0 | 6 | 0 | 100% |
| | Porcupine | N/R | Self-guided | 1 | 0 | 34 | 0 | 100% |
| | U.S. | 8 | 0 | 8 | 0 | 0 | 0 | 100% |
| | CC&V | 8 | Self-guided | 8 | 0 | 0 | 0 | 100% |
| | Mexico | 0 | 1,623 | 3,123 | 290 | 240 | 0 | 86% |
| | Peñasquito | N/R | 1,623 | 3,123 | 290 | 240 | 0 | 86% |
| Americas: South | Guatemala | 8 | 8 | 4 | 0 | 40 | 0 | 100% |
| | Marlin | 8 | 8 | 4 | 0 | 40 | 0 | 100% |
| | Honduras | 1 | 1 | 0 | 0 | 6 | 0 | 100% |
| | San Martin | 1 | 1 | 0 | 0 | 6 | 0 | 100% |
| | Argentina | 2 | 2 | 19 | 0 | 100 | 0 | 100% |
| | Cerro Negro | 2 | 2 | 19 | 0 | 100 | 0 | 100% |
| | Suriname | 21 | 43 | 23 | 26 | 141 | 0 | 100% |
| | Merian | 21 | 43 | 23 | 26 | 141 | 0 | 100% |
| | Peru | 133 | 1,540 | 8 | 518 | 538 | 0 | 100% |
| | Yanacocha | 133 | 1,540 | 8 | 518 | 538 | 0 | 100% |
| Global | Total | 201 | 3,268 | 3,200 | 1,101 | 1,767 | 0 | |

¹ Security training did not take place in 2020 in Australia; these data are omitted from the table.

² Due to COVID-19 restrictions, external stakeholder engagement events were canceled or significantly curtailed.

³ Training for security in Canada was online and self-guided so we do not have figures for the number of sessions conducted.

⁴ GRI Standards disclosure GRI 410-1: Security personnel trained in human rights policies or procedures.



Human rights workforce trainings conducted: Site level³

| | Country/site | Human rights training courses delivered in 2020 | Total hours trained at site | Internal or external trainer(s) delivered course(s) | Number of employees trained ¹ | Number of suppliers trained ² | Total number of workforce trained |
|------------------------|------------------|---|-----------------------------|---|--|--|-----------------------------------|
| Africa | Ghana | | | | | | |
| | Ahafo | 2 | 166 | Internal | 0 | 166 | 164 |
| | Akyem | 0 | 0 | N/A | 0 | 166 | 165 |
| Americas: North | U.S. | | | | | | |
| | CC&V | 0 | 0 | N/A | 0 | 0 | 0 |
| | Canada | | | | | | |
| | Éléonore | 0 | 0 | N/A | 0 | 0 | 0 |
| | Musselwhite | 0 | 0 | Internal | 0 | 0 | 0 |
| | Porcupine | 1 | 30 | Internal | 30 | 0 | 30 |
| | Mexico | | | | | | |
| Peñasquito | 1 | Not reported | Internal | 4,518 | 0 | 4,518 | |
| Americas: South | Argentina | | | | | | |
| | Cerro Negro | 1 | 100 | Internal | 100 | 0 | 100 |
| | Suriname | | | | | | |
| | Merian | 2 | 950 | External | 46 | 334 | 380 |
| | Peru | | | | | | |
| Yanacochoa | 11 | 249 | Internal | 108 | 148 | 256 | |
| Australia | Australia | | | | | | |
| | Boddington | 2 | 248 | External | 35 | 30 | 65 |
| | Tanami | 2 | 1,700 | External | 126 | 48 | 174 |
| Global | Total | 22 | 3,443 | | 4,963 | 892 | 5,852 |

¹ This does not include the online employee training figures which are reported in the main body of the report.

² Includes in-person and online supplier trainings. 331 suppliers were trained in Ghana through a virtual suppliers summit. The sessions included suppliers from both sites.

³ GRI Standards disclosure 412-2: Employee training on human rights policies or procedures.



Lands, agreements, significant events: Site level^{1, 2, 3}

| | Indigenous/aboriginal/First Nations group | Formal agreement |
|----------------------------------|---|-------------------------|
| Boddington (Australia) | Gnaala Karla Booja | Yes |
| Tanami (Australia) | Warlpiri | Yes |
| Éléonore (Canada) | Cree Nation of Wemindj | Yes |
| | Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government | Yes |
| Musselwhite (Canada) | North Caribou Lake First Nation | Yes |
| | Cat Lake First Nation | Yes |
| | Wunnumin Lake First Nation | Yes |
| | Kingfisher Lake First Nation | Yes |
| | Windigo First Nation Council | Yes |
| | Shibogama First Nation Council | Yes |
| | Mishkeegogamang First Nation | Yes |
| Porcupine – Chapleau (Canada) | Chapleau Cree First Nation | Yes |
| | Brunswick House First Nation | Yes |
| | Chapleau Ojibwe First Nation | Yes |
| | Michipicoten First Nation | Yes |
| Porcupine – Timmins (Canada) | Mattagami First Nation | Yes |
| | Matachewan First Nation | Yes |
| | Flying Post First Nation | Yes |
| | Wahgoshig First Nation | Yes |
| | Metis Nation of Ontario | No |
| Merian (Suriname) | Pamaka Maroon Tribe of the Marowijne River | Yes |
| Merian/Sabajo project (Suriname) | Kawina Maroon Tribe | In process |

¹ Canada has adopted the UN Declaration of the Rights of Indigenous Peoples legislation.

² The reporting boundary for this disclosure covers all Indigenous/aboriginal/First Nations groups near our operations (active, exploration) and sites in 2020 (beyond land agreements and events). Reference the narrative of our 2020 annual sustainability report for a detailed discussion of stakeholder engagement with all groups, including those with which Newmont has formal agreements in place (meeting the aspects of GRI MM5 that are not shown in the table above to ensure full coverage of this disclosure item). Of the 12 active operating sites within this reporting boundary (Ahafo, Akyem, CC&V, Eleonore, Musselwhite, Porcupine, Peñasquito, Cerro Negro, Merian, Yanacocha, Boddington, and Tanami), seven actively operating sites (50% ownership) are located in or adjacent to Indigenous peoples' territories

³ GRI Mining and Metals Sector Supplement MM5: Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities; GRI Standards disclosure 411-1: Rights of Indigenous peoples; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-210a.3: Security, human rights, & rights of Indigenous peoples.



LAND OR RESOURCE USE DISPUTES

Significant disputes related to land or resource use: Site level^{1,2}

| | Country/site | Number of significant land use disputes in 2020 | Number of disputes addressed through complaints and grievances resolution process | If applicable, summary of significant disputes, actions taken and outcomes |
|------------------------|------------------|---|---|---|
| Africa | Ghana | | | |
| | Ahafo | 1 | 0 | A small group of farmers disputed Newmont’s exploration activities in the mine’s Apensu area, which Newmont acquired in the 2004–2005 timeframe. According to the farmers, they were not compensated for their farms. Some farmers are also requesting that the court require the Company to compensate them for depriving them from using the land from 2004 to date. The claims are currently under legal review. |
| | Akyem | No | N/A | N/A |
| Americas: North | U.S. | | | |
| | CC&V | N/A | N/A | N/A |
| | Canada | | | |
| | Éléonore | N/A | N/A | N/A |
| | Musselwhite | N/A | N/A | N/A |
| | Porcupine | N/A | N/A | N/A |
| | Mexico | | | |
| Peñasquito | N/A | N/A | N/A | |
| Americas: South | Argentina | | | |
| | Cerro Negro | N/A | N/A | N/A |
| | Suriname | | | |
| | Merian | N/A | N/A | N/A |
| | Peru | | | |
| Yanacocha | N/A | N/A | N/A | |
| Australia | Australia | | | |
| | Boddington | N/A | N/A | N/A |
| | Tanami | N/A | N/A | N/A |
| Global | Total | 1 | 0 | |

¹ Significant impacts are those that have had an impact on our ability to operate commensurate with a Level 3+ event in the Newmont Risk Matrix. Land disputes may be associated with current, planned or proposed future site operations.

² GRI Mining and Metals Sector Supplement disclosures MM6: Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples; and GRI MM7: The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes. Supports SASB Metals & Mining Sustainability Accounting Standard EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests.



RESETTLEMENT AND/OR RELOCATION ACTIVITY

Resettlement and/or relocation activity: Site level^{1, 2}

| | Country/site | Resettlement and/or relocation activity occurred in 2020 | Number of households resettled and/or relocated |
|------------------------|------------------|--|---|
| Africa | Ghana | | |
| | Ahafo | Yes | 80 |
| | Akyem | No | N/A |
| Americas: North | U.S. | | |
| | CC&V | No | N/A |
| | Canada | | |
| | Éléonore | No | N/A |
| | Musselwhite | No | N/A |
| | Porcupine | No | N/A |
| | Mexico | | |
| | Peñasquito | No | N/A |
| Americas: South | Argentina | | |
| | Cerro Negro | No | N/A |
| | Suriname | | |
| | Merian | No | N/A |
| | Peru | | |
| | Yanacocha | No | N/A |
| Australia | Australia | | |
| | Boddington | No | N/A |
| | Tanami | No | N/A |
| Global | Total | | |

¹ Reference the Resettlement and Land Use section of the 2019 Beyond the Mine report for a detailed discussion of the Ahafo resettlement activities with the nearby Dokyikrom community. Twenty-five households were given relocation under the Subika East Waste Dump Expansion (SEWDE) project, which was a directive from the Minister of Lands and Natural Resources. The resettlement houses are under construction and will be handed over to the households in 2020. Three households were also relocated due to the Awonsu Oxide Pit development; one household was resettled from the tailings storage facility toe drain project.

² GRI Mining and Metals Sector Supplement disclosure MM9: Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.



SOCIAL IMPACT ASSESSMENT AND ENGAGEMENT

Social impact assessment and engagement practices: Site level^{1, 2}

| | Country/site | Social Impact Assessment (SIA) is conducted at this site: year of last SIA | Site's stakeholder engagement plans are based on stakeholder mapping | Site engages with broad-based local community consultation committees that include vulnerable groups | Site engages with works councils, occupational health and safety committees and other worker representation bodies to deal with social impacts | Site has formal local community grievance process |
|------------------------|------------------|--|--|--|--|---|
| Africa | Ghana | | | | | |
| | Ahafo | 2019 | Yes | Yes | Yes | Yes |
| | Akyem | 2015 | Yes | Yes | Yes | Yes |
| Americas: North | U.S. | | | | | |
| | CC&V | 2017 | Yes | Yes | Yes | Yes |
| | Canada | | | | | |
| | Éléonore | 2010 | Yes | Yes | Yes | Yes |
| | Musselwhite | 1995 | Yes | Yes | Yes | Yes |
| | Porcupine | 2018 | Yes | Yes | Yes | Yes |
| | Mexico | | | | | |
| Peñasquito | 2015 | Yes | No | No | Yes | |
| Americas: South | Argentina | | | | | |
| | Cerro Negro | 2020 | Yes | Yes | Yes | Yes |
| | Suriname | | | | | |
| | Merian | 2020 | Yes | Yes | Yes | Yes |
| | Peru | | | | | |
| Yanacocha | 2014 | Yes | Yes | Yes | Yes | |
| Australia | Australia | | | | | |
| | Boddington | 2020 | Yes | Yes | Yes | Yes |
| | Tanami | 2019 | Yes | Yes | No | Yes |

¹ All sites out of compliance have plans in place to initiate an SIA update.

² GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs.



Value Sharing:

COVID-19 GLOBAL COMMUNITY SUPPORT FUND

COVID-19 Global Community Support Fund: Site level (thousands US\$)¹

| | Country/site | Spend on health focus area | Spend on food security focus area | Spend on economic resiliency focus area | Spend on other focus area ² | Total spend |
|------------------------|---------------------------|----------------------------|-----------------------------------|---|--|---------------|
| Africa | Ethiopia | 50 | 0 | 0 | 0 | 50 |
| | National ³ | 50 | 0 | 0 | 0 | 50 |
| | Ghana | 2,068 | 0 | 38 | 0 | 2,106 |
| | Ahafo | 563 | 0 | 22 | 0 | 585 |
| | Akyem | 151 | 0 | 12 | 0 | 163 |
| | National ³ | 1,354 | 0 | 4 | 0 | 1,358 |
| Americas: North | U.S. | 259 | 213 | 197 | 162 | 831 |
| | CC&V | 256 | 213 | 197 | 162 | 829 |
| | Denver | 2 | 0 | 0 | 0 | 2 |
| | Canada | 574 | 456 | 359 | 108 | 1,497 |
| | Éléonore | 283 | 94 | 43 | 85 | 504 |
| | Musselwhite | 154 | 153 | 124 | 0 | 431 |
| | Porcupine | 122 | 156 | 192 | 24 | 493 |
| | Coffee | 16 | 53 | 0 | 0 | 69 |
| | Mexico | 594 | 114 | 523 | 20 | 1,250 |
| | Peñasquito | 594 | 114 | 523 | 20 | 1,250 |
| | Other | 9 | 33 | 0 | 0 | 42 |
| | Legacy sites ⁴ | 9 | 23 | 0 | 0 | 32 |
| | Barbados | 0 | 10 | 0 | 0 | 10 |
| Americas: South | Argentina | 449 | 52 | 306 | 0 | 807 |
| | Cerro Negro | 449 | 52 | 306 | 0 | 807 |
| | Suriname | 698 | 0 | 0 | 0 | 698 |
| | Merian | 698 | 0 | 0 | 0 | 698 |
| | Peru | 1,585 | 338 | 574 | 54 | 2,552 |
| | Yanacochoa | 1,585 | 338 | 574 | 54 | 2,552 |
| Australia | Australia | 173 | 402 | 226 | 54 | 855 |
| | Boddington | 173 | 155 | 0 | 54 | 382 |
| | Tanami | 0 | 247 | 226 | 0 | 473 |
| Global | Total | 6,460 | 1,607 | 2,222 | 398 | 10,687 |

¹ There is a disclosure of the Fund's current figures on our website. These are just the allocations for 2020.

² Other focus area is used for donations not related to health, food security, or economic resilience.

³ Donations made to organizations outside of the local community with a national or regional focus.

⁴ Specific legacy site data was not collected, but refers to San Martin (Honduras) and Marlin (Guatemala).



COMMUNITY INVESTMENTS

Community investments: Site level (millions)^{1, 5}

| | Country/site ² | Community development expenditures ³ | Donations ⁴ | Totals |
|------------------------|---------------------------|---|------------------------|----------------|
| Africa | Ghana | \$8.38 | \$0.11 | \$8.49 |
| | Ahafo | \$3.92 | \$0.10 | \$4.02 |
| | Akyem | \$4.46 | \$0.01 | \$4.47 |
| Americas: North | U.S. | \$0.18 | \$0.29 | \$0.47 |
| | CC&V | \$0.18 | \$0.29 | \$0.47 |
| | Canada | \$0.00 | \$2.21 | \$2.21 |
| | Éléonore | \$0.00 | \$0.38 | \$0.38 |
| | Musselwhite | \$0.00 | \$0.09 | \$0.09 |
| | Porcupine | \$0.00 | \$0.37 | \$0.37 |
| | Vancouver | \$0.00 | \$1.37 | \$1.37 |
| | Mexico | \$0.00 | \$2.10 | \$2.10 |
| Peñasquito | \$0.00 | \$2.10 | \$2.10 | |
| Americas: South | Argentina | \$0.26 | \$1.33 | \$1.59 |
| | Cerro Negro | \$0.26 | \$1.33 | \$1.59 |
| | Suriname | \$0.37 | \$0.16 | \$0.53 |
| | Merian | \$0.37 | \$0.16 | \$0.53 |
| | Peru | \$3.57 | \$0.29 | \$3.86 |
| Yanacocha | \$3.57 | \$0.29 | \$3.86 | |
| Australia | Australia | \$0.48 | \$0.76 | \$1.24 |
| | Boddington | \$0.20 | \$0.03 | \$0.23 |
| | Tanami | \$0.10 | \$0.67 | \$0.77 |
| | Perth | \$0.19 | \$0.06 | \$0.24 |
| Global | Total | \$13.25 | \$7.25 | \$20.50 |

¹ Community investments data excludes the COVID-19 Global Community Support Fund contributions.

² Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters.

³ Community development expenditures reported by sites reflect direct expenditures on programs and partnerships that support local community development programs and partnerships. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to mitigation including exploration and land use payments.

⁴ Donations data reflects direct monetary investments and the book value of in-kind donations.

⁵ GRI Standards disclosure GRI 201-1: Direct Economic Value Generated and Distributed (this table shows GRI 201-1-iii only); full disclosures are detailed in the Economic Value Generated and Economic Value Distributed tables. Amounts may not recalculate due to rounding. Differences in community investments totals shown in this table and totals shown in the Economic Value Distributed data are due to decimal place rounding.



ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value distributed: Country level (millions)^{1,7}

| Country | Operating costs ² | Employee wages and benefits | Capital spend ³ | Payments to providers of capital ⁴ | Payments to governments ⁵ | Community investments ⁶ | Total |
|--------------|------------------------------|-----------------------------|----------------------------|---|--------------------------------------|------------------------------------|------------------|
| Argentina | \$19.9 | \$48.4 | \$45.4 | \$2.0 | \$83.3 | \$1.6 | \$200.6 |
| Australia | \$672.9 | \$270.5 | \$369.9 | \$13.5 | \$254.6 | \$1.2 | \$1,582.6 |
| Canada | \$422.8 | \$232.5 | \$121.0 | \$11.5 | \$17.1 | \$2.2 | \$807.1 |
| Ghana | \$468.6 | \$132.5 | \$137.4 | \$2.6 | \$284.6 | \$8.5 | \$1,034.2 |
| Mexico | \$613.9 | \$142.8 | \$127.4 | \$21.3 | \$45.5 | \$2.1 | \$953.0 |
| Peru | \$292.7 | \$72.0 | \$101.3 | \$3.2 | \$56.4 | \$3.9 | \$529.4 |
| Suriname | \$196.2 | \$63.4 | \$41.5 | \$0.0 | \$98.5 | \$0.5 | \$400.1 |
| U.S. | \$318.2 | \$296.7 | \$89.6 | \$1,608.5 | \$(125.8) | \$0.5 | \$2,187.8 |
| Total | \$3,005.2 | \$1,258.7 | \$1,033.5 | \$1,662.6 | \$714.1 | \$20.5 | \$7,694.6 |

¹ Amounts are on a consolidated basis as described in our 2020 10-K; however, to ensure comparable reporting boundaries across financial data disclosed in this report (economic value generated, distributed and community investments data tables), the U.S. figures omit Nevada data. Amounts may not recalculate due to rounding.

² Operating costs comprise costs applicable to sales of \$4,002 (excluding Nevada of \$1,012), exploration of \$148 (excluding Nevada of \$39), advanced projects, research and development of \$119 (excluding Nevada of \$3), and general and administrative expenses of \$259 (excluding Nevada of \$10) on an accrued basis and cash paid for reclamation in 2020 of \$101. Operating costs omit employee wages and benefits of \$1,195 included in the employee wages and benefits column; \$397 in payments to governments for employer and property taxes included in the payments to governments column; \$82 of indirect costs; \$71 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2020 10-K; and \$21 of community investments included in the community investments column.

³ Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of \$64 and Nevada spend of \$241.

⁴ Payments to providers of capital includes interest expense, net of capitalized interest of \$308, dividends paid to common stockholders of \$834, and repurchases of common stock of \$521.

⁵ To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits \$36.5 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$(89.3).

⁶ Community investments data includes direct monetary investments and the book value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding. Community investments data excludes the COVID-19 Global Community Support Fund contributions.

⁷ GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

Economic value generated: Country level (millions)^{1, 2}

| Country | Amount |
|--------------|------------------|
| Argentina | \$429.0 |
| Australia | \$2,258.0 |
| Canada | \$1,185.8 |
| Ghana | \$1,525.7 |
| Mexico | \$1,886.3 |
| Peru | \$620.2 |
| Suriname | \$822.0 |
| U.S. | \$481.7 |
| Total | \$9,208.7 |

¹ Amounts are on a consolidated basis as described in our 2020 10-K; however, to ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. Economic value generated includes sales of \$9,138 (excluding Nevada of \$2,359), as well as byproduct sales of \$71, which are recognized as credits to costs applicable to sales in our 2020 10-K.

² GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.



SUPPLY CHAIN

Number of suppliers¹

| | |
|-----------------------------|--------|
| Number of suppliers in 2020 | 11,352 |
|-----------------------------|--------|

¹ GRI Standards disclosure GRI 102-09: Number of suppliers.

Spending on local suppliers: Region level (millions)⁵

| Region | Total spent on all suppliers | Total spent with local suppliers | % spent with local suppliers | Total spent with national suppliers | % spent with national suppliers | Total spent with local and national suppliers | % spent with local and national suppliers |
|----------------------------|------------------------------|----------------------------------|------------------------------|-------------------------------------|---------------------------------|---|---|
| Africa ¹ | \$708.9 | \$24.3 | 3.4% | \$534.9 | 75.5% | \$559.1 | 78.9% |
| Australia ² | \$1,244.6 | \$475.5 | 38.2% | \$707.2 | 56.8% | \$1,182.7 | 95.0% |
| North America ³ | \$1,474.8 | \$314.8 | 21.3% | \$1,155.9 | 78.4% | \$1,470.7 | 99.7% |
| South America ⁴ | \$852.1 | \$305.4 | 35.8% | \$421.1 | 49.4% | \$726.6 | 85.3% |
| Total | \$4,280.3 | \$1,120.0 | 26.2% | \$2,819.1 | 65.9% | \$3,939.1 | 92.0% |

¹ "Local" or "local-local" refers to a micro-, small- or medium-size enterprise properly licensed and registered in Ghana. Local-local suppliers must have an office established in the mining lease area and be validated by community representatives and Newmont. Local suppliers must have an office in the region where the mine is located, but validation is not required.

² At Boddington, local suppliers are located in the Peel, South West and Wheatbelt districts, and local-local suppliers are within a 50 km radius. At Tanami, local suppliers are located in Alice Springs and Darwin districts, and local-local suppliers are from the Yuendumu and Lajamanu communities.

³ For Éléonore, local-local suppliers must be owned by the Cree Nation of Wemindji, and local suppliers are owned by other Cree communities and the Cree Nation or are from the Nord-du-Québec region. For Musselwhite, local-local suppliers are those owned by signatory and affiliate First Nations and Councils, and local suppliers are from Winnipeg to Sault Ste. Marie in Musselwhite's indirect geographical area of influence. For Porcupine, local-local suppliers are from communities within 75 km of operations and from signatory First Nations, and local suppliers are from the northeastern Ontario region in Porcupine's indirect geographical area of influence. For CC&V, local-local suppliers are located in counties (Teller, Fremont, El-Paso) with close proximity to site, while local suppliers are from the rest of the state of Colorado.

⁴ Includes Merian and Yanacocha. "National" spend for Merian is included in "Local Procurement Spend." At Yanacocha, local suppliers must meet certain criteria and be registered in the city of Cajamarca, and local-local suppliers must be located in Yanacocha's geographical area of influence. At Merian, local suppliers are located in the country, and local-local suppliers are based close to the mine (predominantly Pamaka).

⁵ GRI Standards disclosure GRI 204-1: Proportion of spending on local suppliers.

Spending on local suppliers by region — targets vs. results: Trailing four years (millions)^{1, 2}

| Region | 2017 | | 2018 | | 2019 | | 2020 | |
|---------------|----------------|----------------|----------------|------------------|------------------|------------------|----------------|----------------|
| | Spend target | Target results | Spend target | Target results | Spend target | Target results | Spend target | Target results |
| Africa | \$10.0 | \$16.8 | \$14.0 | \$21.6 | \$22.0 | \$25.3 | \$22.0 | \$24.3 |
| Australia | \$96.0 | \$197.9 | \$160.0 | \$357.7 | \$273.0 | \$429.1 | \$390.0 | \$475.5 |
| North America | \$220.0 | \$358.3 | \$368.0 | \$439.1 | \$385.0 | \$247.4 | \$100.0 | \$82.9 |
| South America | \$80.0 | \$85.6 | \$279.0 | \$284.6 | \$320.0 | \$351.5 | \$326.0 | \$263.5 |
| Total | \$406.0 | \$658.5 | \$821.0 | \$1,103.0 | \$1,000.0 | \$1,053.2 | \$838.0 | \$846.1 |

¹ 2019 North America local supplier spending figures include Nevada supplier spend from January 1 to June 30 (pre-JV) and exclude the Colorado, U.S. corporate office; Australia local supplier spending figures exclude KCGM.

² This table only includes data from former Newmont sites.



Spending on local suppliers by site (millions)

| | Country/site | Total spend | Local-local | Local | National | International |
|-----------------|------------------|-------------------|-----------------|-----------------|-------------------|-----------------|
| Africa | Ghana | \$708.87 | \$16.34 | \$7.92 | \$534.86 | \$149.75 |
| | Ahafo | \$396.23 | \$11.91 | \$6.20 | \$358.00 | \$20.12 |
| | Akyem | \$312.64 | \$4.43 | \$1.72 | \$176.87 | \$129.63 |
| Americas: North | U.S. | \$195.76 | \$19.84 | \$63.05 | \$111.07 | \$1.81 |
| | CC&V | \$195.76 | \$19.84 | \$63.05 | \$111.07 | \$1.81 |
| | Canada | \$500.26 | \$91.46 | \$115.82 | \$290.66 | \$2.31 |
| | Éléonore | \$156.02 | \$21.50 | \$17.96 | \$115.59 | \$0.96 |
| | Musselwhite | \$122.79 | \$14.19 | \$26.08 | \$82.29 | \$0.23 |
| | Porcupine | \$221.46 | \$55.77 | \$71.78 | \$92.78 | \$1.12 |
| | Mexico | \$778.77 | \$4.85 | \$19.77 | \$754.15 | \$0.00 |
| | Peñasquito | \$778.77 | \$4.85 | \$19.77 | \$754.15 | \$0.00 |
| Americas: South | Argentina | \$166.20 | \$20.92 | \$21.01 | \$121.05 | \$3.21 |
| | Cerro Negro | \$166.20 | \$20.92 | \$21.01 | \$121.05 | \$3.21 |
| | Suriname | \$258.26 | \$0.34 | \$0.85 | \$163.57 | \$93.50 |
| | Merian | \$258.26 | \$0.34 | \$0.85 | \$163.57 | \$93.50 |
| | Peru | \$427.60 | \$32.02 | \$66.72 | \$300.07 | \$28.80 |
| | Yanacocha | \$427.60 | \$32.02 | \$66.72 | \$300.07 | \$28.80 |
| Australia | Australia | \$1,244.57 | \$29.50 | \$446.01 | \$707.21 | \$61.85 |
| | Boddington | \$605.02 | \$28.54 | \$315.92 | \$214.97 | \$45.60 |
| | Tanami | \$349.22 | \$0.96 | \$46.60 | \$291.42 | \$10.24 |
| | Other | \$290.33 | N/A | \$83.49 | \$200.82 | \$6.02 |
| Global | Total | \$4,280.30 | \$215.27 | \$741.15 | \$2,982.65 | \$341.23 |



TAX TRANSPARENCY

Payments to governments: Country level (millions)^{1, 2, 5}

| Country | Government royalties | Taxes | Payments to governments |
|---------------------|----------------------|-----------------|-------------------------|
| Argentina | \$19.22 | \$64.12 | \$83.34 |
| Australia | \$59.39 | \$195.17 | \$254.56 |
| Canada | \$0.0 | \$17.06 | \$17.06 |
| Ghana | \$77.79 | \$206.80 | \$284.59 |
| Mexico | \$0.0 | \$45.45 | \$45.45 |
| Peru | \$0.0 | \$56.42 | \$56.42 |
| Suriname | \$49.04 | \$49.42 | \$98.46 |
| U.S. ^{3,4} | \$0.0 | \$(125.76) | \$(125.76) |
| Total | \$205.44 | \$508.69 | \$714.14 |

¹ Taxes include current year cash payments for income and mining taxes, and accrued employer, property, sales, production, and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

² Significant tax payments incurred are projected to be paid the following year for various countries that have installment rules impacting the timing of tax payments.

³ To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits \$36.5 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled \$(89.3).

⁴ Under the Tax Cuts and Jobs Act of 2017, Alternative Minimum Tax ("AMT") paid in prior years became refundable incrementally from 2018 through 2021. The Coronavirus Aid, Relief, and Economic Security Act, signed into law in the spring of 2020, allowed for the full refund of any unused AMT credits in 2018 or 2019. Newmont received the AMT credits for both 2018 and 2019 in 2020.

⁵ GRI Standards disclosure GRI 207-4: Country-by-Country Tax Reporting.

Effective tax rates: Country level (percentage)^{1, 3}

| Country | Rate |
|---------------------|------------|
| Argentina | 134% |
| Australia | 25% |
| Canada | 140% |
| Ghana | 37% |
| Mexico | 27% |
| Peru | (40)% |
| Suriname | 27% |
| U.S. ² | (6)% |
| Other foreign | 54% |
| Consolidated | 22% |

¹ The effective tax rate is driven by a number of factors and can fluctuate from year to year. For a more detailed discussion of tax expenses, refer to page 66 of Newmont's 2020 10-K report. Amounts may not calculate due to rounding.

² The U.S. effective tax rate includes CC&V, Corporate Headquarters (Colorado), Nevada, and other U.S.

³ GRI Standards disclosure GRI 207-4: Country-by-Country Tax Reporting.



Workforce

WORKFORCE DEMOGRAPHICS

Total workforce: Trailing five years^{1,2}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------|---------------|---------------|---------------|---------------|---------------|
| Employees | 10,804 | 12,569 | 12,442 | 16,636 | 14,468 |
| Contractors | 9,312 | 12,111 | 11,765 | 15,026 | 13,540 |
| Total | 20,116 | 24,680 | 24,207 | 31,662 | 28,008 |

¹ Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

² GRI Standards disclosure GRI 102-08: Information on employees and other workers.

Employees by region: Trailing five years^{1,5}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------------------|---------------|---------------|---------------|---------------|---------------|
| Africa | 1,954 | 1,953 | 2,043 | 2,192 | 2,088 |
| Australia ² | 2,683 | 2,895 | 2,824 | 2,874 | 2,173 |
| Americas: North ³ | 4,438 | 4,838 | 4,762 | 7,260 | 6,070 |
| Americas: South ⁴ | 1,729 | 2,883 | 2,813 | 4,310 | 4,137 |
| Total | 10,804 | 12,569 | 12,442 | 16,636 | 14,468 |

¹ Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

² Employees associated with reclamation in Indonesia are included in Australia employee count and total two employees in 2020.

³ Two employees located in France and three employees located in Barbados are reported under the North America Region for consolidated reporting purposes.

⁴ Thirty-three employees in Miami, U.S. are located in South America for consolidated reporting purposes.

⁵ GRI Standards disclosure GRI 102-08: Information on employees and other workers.

Contractors by region: Trailing five years^{1,3}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|------------------------------|--------------|---------------|---------------|---------------|---------------|
| Africa | 2,022 | 3,261 | 3,469 | 3,448 | 3,271 |
| Australia | 2,038 | 1,541 | 1,539 | 1,706 | 2,450 |
| Americas: North ² | 1,556 | 2,237 | 1,580 | 4,699 | 3,483 |
| Americas: South | 3,696 | 5,072 | 5,177 | 5,173 | 4,336 |
| Total | 9,312 | 12,111 | 11,765 | 15,026 | 13,540 |

¹ Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

² Four contractors in Haiti are located in North America for consolidated reporting purposes in 2020.

³ GRI Standards disclosure GRI 102-08: Information on employees and other workers.



COMPENSATION AND EQUAL REMUNERATION

Ratio of average female salary to average male salary: Employee category¹

| | Number of female employees | Average female salary | Number of male employees | Average male salary | Ratio female/male average salary |
|---------------------------|----------------------------|-----------------------|--------------------------|---------------------|----------------------------------|
| Senior leadership | 41 | \$281,087 | 121 | \$290,992 | 1.0 |
| People managers | 281 | \$89,674 | 1,760 | \$113,303 | 0.8 |
| Individual contributors | 829 | \$78,902 | 2,620 | \$91,530 | 0.9 |
| Operators and maintainers | 729 | \$32,708 | 8,079 | \$31,536 | 1.0 |

¹ GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

Ratio of average female salary to average male salary: Country level^{1, 2, 3}

| | Number of female employees | Average female salary | Number of male employees | Average male salary | Ratio female/male average salary |
|-----------|----------------------------|-----------------------|--------------------------|---------------------|----------------------------------|
| Argentina | 127 | \$29,652 | 1,240 | \$28,022 | 1.1 |
| Australia | 363 | \$83,172 | 1,804 | \$94,209 | 0.9 |
| Canada | 267 | \$71,828 | 1,862 | \$73,649 | 1.0 |
| Ghana | 250 | \$23,620 | 1,821 | \$25,347 | 0.9 |
| Peru | 119 | \$48,158 | 1,234 | \$40,045 | 1.2 |
| Suriname | 201 | \$17,513 | 1,141 | \$20,074 | 0.9 |
| U.S. | 260 | \$127,131 | 832 | \$120,284 | 1.1 |
| Mexico | 280 | \$19,824 | 2,571 | \$15,823 | 1.3 |

¹ Countries with fewer than 10 employees by gender are excluded for privacy purposes.

² Table represents average of all salaries, regardless of level of position. For an additional compensation comparison disclosure, please see p. 44 of our 2020 Proxy Statement.

³ GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

DIVERSITY AND INCLUSION

Employee gender breakout: Country level^{1, 2, 3}

| | Female | Male | Total |
|--------------|--------------|---------------|---------------|
| Ghana | 256 | 1,847 | 2,103 |
| Ethiopia | 3 | 13 | 16 |
| Australia | 363 | 1,804 | 2,167 |
| U.S. | 254 | 786 | 1,040 |
| Canada | 266 | 1,855 | 2,121 |
| Mexico | 280 | 2,571 | 2,851 |
| Argentina | 127 | 1,240 | 1,367 |
| Suriname | 201 | 1,141 | 1,342 |
| Peru | 119 | 1,234 | 1,353 |
| Corporate | 14 | 108 | 122 |
| Other | 3 | 7 | 10 |
| Total | 1,880 | 12,580 | 14,460 |

¹ Other category accounts for countries with fewer than 10 employees.

² Eight employees excluded who did not disclose gender.

³ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Employee gender breakout: Number by employee category^{1, 2}

| | Female | Male | Total |
|---------------------------|--------------|---------------|---------------|
| Senior leadership | 41 | 121 | 162 |
| People manager | 281 | 1,760 | 2,041 |
| Individual contributors | 829 | 2,620 | 3,449 |
| Operators and maintainers | 729 | 8,079 | 8,808 |
| Total | 1,880 | 12,580 | 14,460 |

¹ Eight employees excluded who did not disclose gender.

² GRI Standards disclosure 405-1: Diversity of governance bodies and employees.



Female representation: Percentage by employee category: Trailing five years^{1, 3}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------------|--------------|--------------|--------------|--------------|--------------|
| Board of Directors ² | 30.0% | 41.7% | 41.7% | 40.0% | 45.5% |
| Executive leadership team | 33.3% | 33.3% | 25.0% | 44.4% | 42.9% |
| Senior leadership | 16.3% | 17.4% | 19.5% | 21.0% | 25.3% |
| People managers | 12.2% | 13.6% | 14.6% | 14.0% | 13.8% |
| Individual contributors | 25.3% | 25.0% | 24.7% | 26.5% | 24% |
| Operators and maintainers | 11.8% | 11.5% | 12.5% | 9.8% | 8.3% |
| Total employees | 14.8% | 15.4% | 15.7% | 14.6% | 13.0% |

¹ Beginning in 2016, we have been reporting female representation to the tenth of a percent to better track our progress against our targets. Female representation includes all employees. Public targets discussed elsewhere in this report do not include fixed term positions such as internships and those with a contract that ends on a specific date.

² Our President and CEO is included in the Board of Directors data.

³ GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Employee age distribution: Number and percentage by age range and category²

| | Age under 30: Number of employees | Age under 30: % employees | Age 30-50: Number of employees | Age 30-50: % employees | Age over 50: Number of employees | Age over 50: % employees | Total number of employees all categories ¹ | Total % by category all ages |
|---------------------------|--------------------------------------|------------------------------|-----------------------------------|---------------------------|-------------------------------------|-----------------------------|---|------------------------------------|
| Senior leadership | 0 | 0.0% | 87 | <1% | 75 | <1% | 162 | 1.0% |
| People managers | 47 | <1% | 1,513 | 10.0% | 474 | 3.0% | 2,034 | 14.0% |
| Individual contributors | 510 | 4.0% | 2,435 | 17.0% | 502 | 3.0% | 3,447 | 24.0% |
| Operators and maintainers | 1,401 | 10.0% | 5,834 | 40.0% | 1,556 | 11.0% | 8,791 | 61.0% |
| Total | 1,958 | 14% | 9,869 | 68% | 2,607 | 18% | 14,434 | 100% |

¹ Total number of employees all categories excludes 31 employees where age is not available.

² GRI Standards disclosure 405-1: Diversity of governance bodies and employees.



LABOR MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five years^{1,6}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------|--------------|--------------|--------------|--------------|--------------|
| Argentina | N/A | N/A | N/A | 87.8% | 87.2% |
| Australia | 41.0% | 38.5% | 24.3% | 24.0% | 14.0% |
| Canada | N/A | N/A | N/A | 6.6% | 10.6% |
| Ethiopia | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| French Guiana | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Ghana ² | 100.0% | 100.0% | 97.7% | 85.3% | 90.6% |
| Guatemala | N/A | N/A | N/A | 0.0% | 0.0% |
| Mexico | N/A | N/A | N/A | 70.6% | 72.9% |
| Other ³ | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% |
| Peru | 28.0% | 29.0% | 34.0% | 35.9% | 44.4% |
| Suriname | N/A | 0.0% | 45.4% | 42.4% | 41.1% |
| U.S. ⁴ | 35.0% | 32.3% | 31.0% | 0.0% | 0.0% |
| Total⁵ | 51.0% | 51.0% | 42.0% | 43.4% | 47.2% |

¹ Country data marked as 'N/A' (not applicable) represent year(s) when Newmont did not have workforce in that country.

² Workplace agreement in Ghana represents Junior and Senior Staff members only.

³ Other accounts for countries with fewer than 10 employees.

⁴ Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

⁵ The total figure here for 2020 does not match the Human Capital Management disclosure in the 2020 10-K due to different rounding.

⁶ GRI Standards disclosure GRI 102-41: Collective bargaining agreements.

Minimum notice periods regarding operational changes: By country^{1,2}

| | Site | Notification period |
|--|------------------------------|--|
| Ghana – Collective bargaining agreements (CBAs) only | Accra, Ahafo and Akyem | 3 months for any workforce reductions |
| Australia | Boddington, Tanami and Perth | 4 weeks |
| Mexico | Peñasquito and Mexico City | 4 weeks |
| Canada | Musselwhite | 2 weeks |
| Global – all workforce not covered by CBAs | All employees, all sites | Newmont’s general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines which require a minimum of 2 weeks notice to personnel where these changes have site-wide, regional and/or global impacts. |

¹ 2020 COVID-19 workforce notifications are omitted from this data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at Newmont.com.

² GRI Standards disclosure GRI 402-1: Minimum notice periods regarding operational changes.

Strikes and lockouts exceeding one week’s duration: Site level¹

| |
|--|
| No strikes or lockouts exceeding one week’s duration |
|--|

¹ GRI Standards Metals and Mining Sector Supplement MM4: Number of strikes and lockouts exceeding one week’s duration by country.

Number and duration of non-technical delays: Site level^{1,2}

| |
|---|
| No non-technical delays other than those related to the COVID-19 pandemic |
|---|

¹ This does not reflect any delays due to COVID-19. See the COVID-19 section of our report to see which sites went into Care and Maintenance.

² SASB Metals & Mining Sustainability Accounting Standard EM-MM-210b.2: Number and duration of non-technical delays.



TALENT ATTRACTION AND RETENTION

Employee turnover: By region³

| | Employee initiated | Company initiated | Total |
|------------------------------|--------------------|-------------------|-------|
| Africa | 3.6% | 4.9% | 8.5% |
| Australia | 6.7% | 5.1% | 11.8% |
| Americas: North ¹ | 4.5% | 8.9% | 13.4% |
| Americas: South ² | 3.1% | 3.2% | 6.4% |

¹ Employees located in France and Barbados are reported under the North America region for consolidated reporting purposes.

² Employees in Miami, U.S., the South America regional headquarters location in 2020, are counted as South America region employees for consolidated reporting purposes.

³ GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: By age group¹

| Age | Total turnover | Turnover rate |
|----------|----------------|---------------|
| <30 | 132 | 7.7% |
| 30 to 50 | 736 | 7.6% |
| 51+ | 427 | 15.3% |

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: Trailing five years^{1,2}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------|------|------|------|------|------|
| Employee initiated | 5.0% | 6.3% | 6.6% | 4.6% | 4.2% |
| Company initiated | 4.4% | 3.7% | 4.4% | 4.9% | 4.9% |

¹ 2019 data omits two withdrawn employees whose birth dates are not available. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

² GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover by gender and initiation: Trailing five years¹

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| Males | | | | | |
| Company initiated | 399 | 362 | 399 | 627 | 540 |
| Employee initiated | 417 | 563 | 585 | 581 | 500 |
| Total number of males | 816 | 925 | 984 | 1,208 | 1,040 |
| Company-initiated rate | 4.0% | 3.8% | 4.1% | 4.5% | 4.3% |
| Employee-initiated rate | 5.0% | 5.9% | 6.0% | 4.1% | 4.0% |
| Total rate for males | 9.0% | 9.7% | 10.1% | 8.6% | 8.4% |
| Females | | | | | |
| Company initiated | 62 | 53 | 104 | 172 | 154 |
| Employee initiated | 108 | 140 | 169 | 172 | 104 |
| Total number of females | 170 | 193 | 273 | 344 | 258 |
| Company-initiated rate | 4.0% | 3.3% | 6.0% | 7.4% | 8.4% |
| Employee-initiated rate | 8.0% | 8.8% | 9.8% | 7.4% | 5.7% |
| Total rate for females | 12.0% | 12.1% | 15.9% | 14.7% | 14.0% |

¹ GRI Standards disclosure 401-1: New employee hires and employee turnover. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.



New hires: By country, gender and age group⁴

| | Total new hires | Percent of enterprise population |
|---|-----------------|----------------------------------|
| By region | | |
| Africa | 329 | 4.5% |
| Australia | 341 | 3.5% |
| North America ¹ | 409 | 3.9% |
| South America ² | 168 | 2.1% |
| Total new hires | 1,247 | 14.0% |
| By gender | | |
| Female | 298 | 4.0% |
| Male | 949 | 10.0% |
| Total new hires | 1,247 | 14.0% |
| New hires by age group³ | | |
| <30 | 487 | 6.9% |
| 30 to 50 | 635 | 5.8% |
| 51+ | 120 | 1.3% |
| Total new hires³ | 1,242 | 14.0% |

¹ North America Region includes employees in Barbados and France for consolidated reporting purposes.

² South America Region includes employees in Miami, U.S. for consolidated reporting purposes.

³ Total by age group excludes five new hires whose birth date is not available.

⁴ GRI Standards disclosure GRI 401-1: New employee hires and employee turnover.

TRAINING AND PROFESSIONAL DEVELOPMENT

Percentage of employees who have received performance reviews: By gender and employee category^{1, 2}

| | Number of female employees | Number of females who have received performance reviews | % females who have received performance reviews | Number of male employees | Number of males who have received performance reviews | % males who have received performance reviews |
|---------------------------|----------------------------|---|---|--------------------------|---|---|
| Senior leadership | 41 | 38 | 92.7% | 121 | 109 | 90.1% |
| People managers | 281 | 268 | 95.4% | 1,760 | 1,726 | 98.1% |
| Individual contributors | 829 | 859 | 103.6% | 2,620 | 2,695 | 102.9% |
| Operators and maintainers | 729 | 305 | 41.8% | 8,079 | 3,927 | 48.6% |
| Total | 1,880 | 1,470 | 78.2% | 12,580 | 8,457 | 67.2% |

¹ Some of these numbers are over 100% because some people had performance reviews and then left the Company before they were counted in the year-end employee numbers.

² GRI Standards disclosure 404-3: Percentage of employees receiving regular performance and career development reviews; GRI disclosure modified for 2019 integration year – refer to GRI Content Index for full details.

Training and development investment spending and hours: Trailing five years^{1, 2}

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|--------------------|---------|---------|---------|---------|---------|
| Total (\$ million) | \$7.90 | \$7.90 | \$8.00 | \$8.90 | \$8.00 |
| Total (hours) | 671,242 | 828,126 | 808,780 | 736,807 | 487,920 |

¹ The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

² GRI Standards disclosure 404-1: Average hours of training per year per employee.

**Average hours of training per year, per employee by employee category: Trailing five years^{1,2}**

| | 2016 | 2017 | 2018 | 2019 | 2020 |
|---------------------------|------|------|------|------|------|
| Senior leadership | 20 | 14 | 23 | 5 | 5 |
| People managers | 83 | 68 | 85 | 31 | 22 |
| Business support | 67 | 66 | 70 | 36 | 22 |
| Operators and maintainers | 57 | 62 | 60 | 51 | 42 |

¹ The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table.

² GRI Standards disclosure 404-1: Average hours of training per year per employee.

Average hours of training per employee: By employee category and gender¹

| | Female | Male |
|---------------------------|--------|------|
| Senior leadership | 3 | 5 |
| People managers | 18 | 23 |
| Business support | 18 | 23 |
| Operators and maintainers | 49 | 41 |

¹ GRI Standards disclosure 404-1: Average hours of training per year per employee.