

The background of the entire page is a photograph showing a group of miners from behind as they walk along a dirt path. They are wearing hard hats, high-visibility vests, and carrying backpacks. The path leads towards a range of mountains under a clear sky. There are some trees and shrubs on the left side of the path.

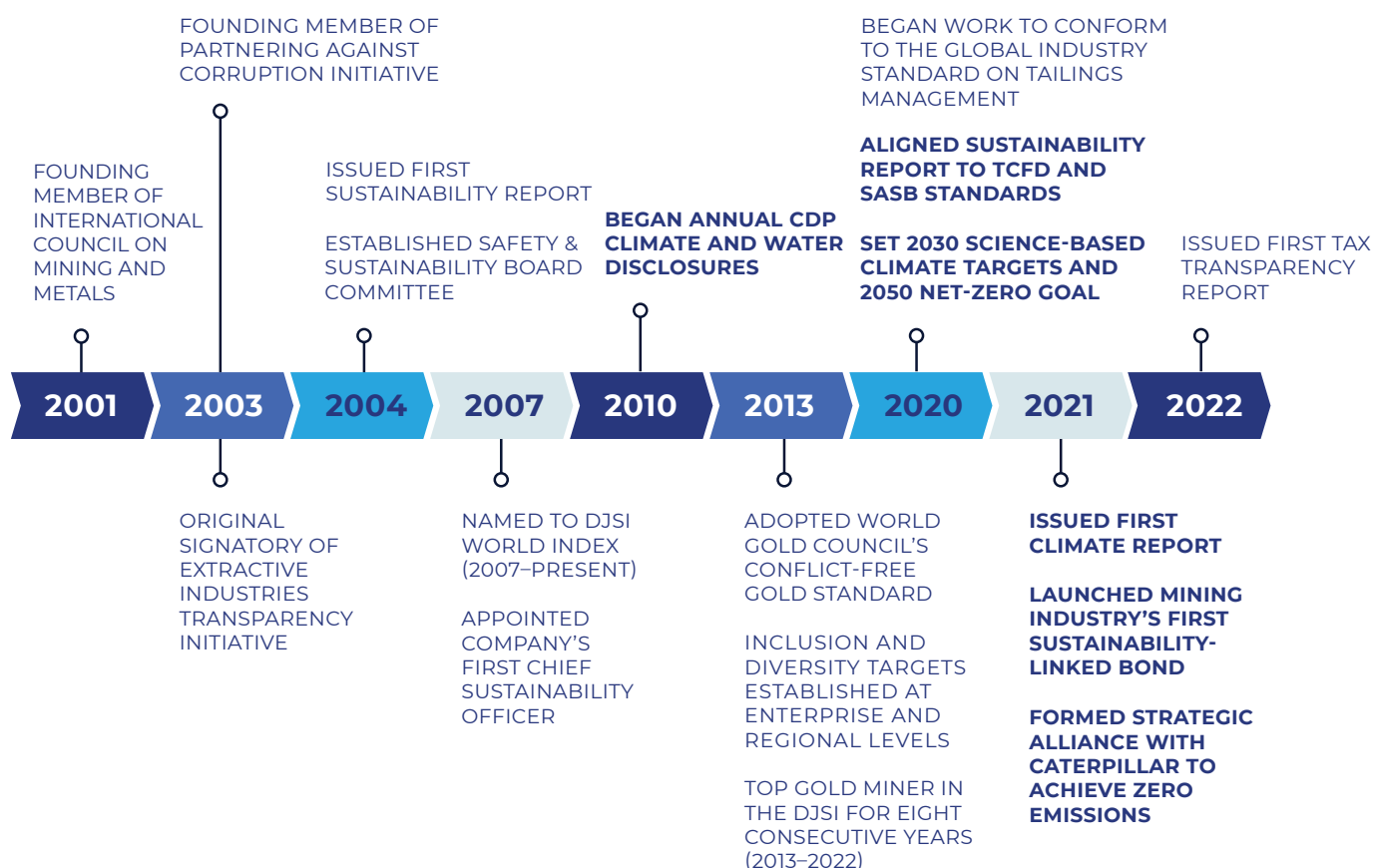
# **SUSTAINABLE BUSINESS. ENDURING VALUE.**

2022 Climate and Sustainability Summary

## Sustainable Business and Enduring Value

Although 2022 was a unique and challenging year for Newmont, the mining industry and the world, our 100 years of history and experience have allowed us to persevere and navigate these challenges. We continue to lead the gold industry enabled by our environmental stewardship, social acceptance and governance (ESG) practices.

### SUSTAINABILITY MILESTONES AND CLIMATE TARGETS



Newmont is the world's leading gold company, with a long history of excellence in sustainability, profitable production and shareholder returns. Our environmental, social and governance practices (ESG) have evolved over the last thirty years and today are fundamental to the way we operate. We are proud of our legacy as a values-driven organization with a clear purpose to create value and improve lives through sustainable and responsible mining.

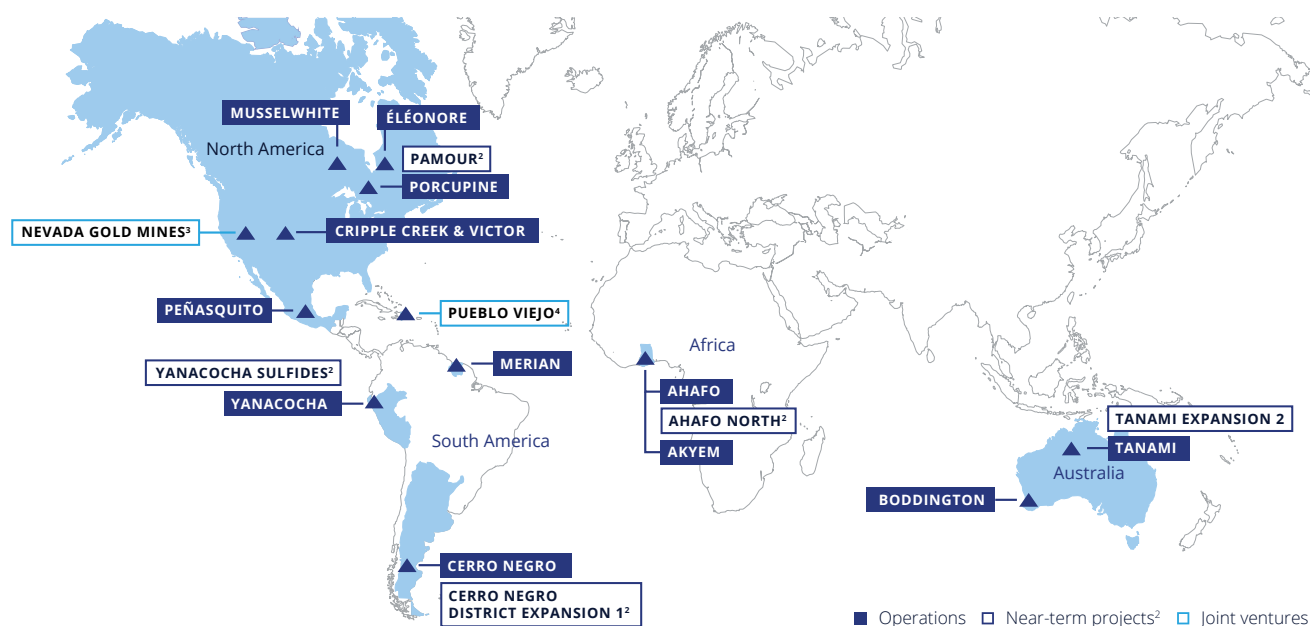
Achieving this purpose requires strong governance and a commitment to accountability and transparency. Each year we produce a suite of reports to provide updates on our material sustainability issues, risk management and our performance and progress. This publication provides a summary of our 2022 Climate and Sustainability Reports.

I invite you to learn more about how our commitment to a strong safety culture and leading sustainability practices supports our efforts to maintain a profitable and resilient future for Newmont.



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

## NEWMONT ASSETS<sup>1</sup>



<sup>1</sup> As of December 2022. See [cautionary statement](#).

<sup>2</sup> Yanacocha Sulfides, Pamour and Cerro Negro District Expansion 1 projects are included in Newmont's outlook but remain subject to approval. Note that development capital spend and all metal production for Yanacocha Sulfides have been excluded from our longer-term outlook beginning in 2025 ahead of the investment decision planned for 2024.

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

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



## 2022 Highlights

---

**Achieved zero workplace fatalities at the Company's managed operations for the fourth year in a row**

---

**Began to develop an internal framework and principles to facilitate a 'just transition' to a low-carbon economy**

---

**Appointed a Senior Vice President of Workplace Responsibility to begin a multi-year program aimed at creating a safe, equitable and healthy workplace**

---

**Progressed work to achieve conformance to the Global Industry Standard on Tailings Management across priority facilities**

---

**Received approval and validation of our rebaselined 2030 Scope 3 climate target by the Science Based Targets initiative**

---

**Began process to set new nature-based targets that integrate and align our water, biodiversity and climate strategies**

---

**Contributed \$11.1B in direct economic contributions, including salaries, taxes, royalties, payments to governments and community contributions**















**Photo:** Éléonore, Canada

# Performance

The following targets help us measure our progress in areas where we aim to continuously improve our performance. Each target reflects input from the regions and senior leaders. The Board of Directors' Safety and Sustainability Committee receives regular updates on our performance against targets and reviews and approves any changes or additions. Newmont has publicly reported performance against our targets since 2015. In 2022, we fully met four targets, mostly met five targets, and did not meet one. More about our performance against our targets begins on page 9 of our [2022 Sustainability Report](#).

## Performance against 2022 public sustainability targets

 Met
  Mostly met
  Ongoing
  Not met

Performance and commentary	
Health & Safety	 Achieve target of zero fatalities
	 Achieve gender parity in senior leadership roles by 2030
	 Implement risk mitigation plans for 80% of contracts with certain suppliers identified as having an elevated likelihood of impacting human rights
Social	 All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days
	 All sites engage in pilot testing of root cause analysis methodology for complaints and grievances
	 All sites complete 100% of community commitments on or before due date
Environment	 Reduce greenhouse gas emissions by 32% for Scope 1 and 2 and by 30% for Scope 3 by 2030 <sup>1</sup> and ultimately be carbon neutral by 2050
	 All sites achieve annual sit plan to participate in multi-stakeholder watershed governance bodies to support collective action/management of water, improved water quality and quantity
	 All sites aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce by at least 10% <sup>2</sup>
	 Achieve 95% of planned reclamation activities/associated actions across the Company
Value Sharing	 All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site
	 All sites achieve spend target with local/Indigenous suppliers

<sup>1</sup> Compared to 2018 (Scopes 1 and 2) and 2019 (Scope 3) baseline

<sup>2</sup> From the 2018 baseline

## 2023 Public sustainability targets

Target definition	
Health & Safety	Zero fatalities
Social	Achieve gender parity in senior leadership <sup>1</sup> roles by 2030
	Implement risk mitigation plans for 100% of contracts with suppliers <sup>3</sup> identified as having an elevated likelihood of impacting human rights <sup>2</sup>
	All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days
	All sites engage in pilot testing of root cause analysis methodology for complaints and grievances
	All sites complete 100% of commitments on or before due dates as captured in register
Environment	Achieve the following by 2030 <sup>4</sup> :
	• Reduce absolute GHG emissions (Scope 1 and 2) by 32%
	• Reduce GHG emissions intensity (Scope 1 and 2) by 32%
	• Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30%
	Achieve our goal of net-zero carbon emissions by 2050
	All sites achieve annual site targets for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity
	All sites aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce by at least 10% <sup>5</sup>
	Achieve 95% of planned reclamation activities/associated actions across the Company
	Achieve 95% of planned reclamation activities/associated actions across the Company
Value Sharing	All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site
	All sites achieve spend target with local/Indigenous suppliers

<sup>1</sup> Senior Director-level up to Newmont's President and CEO, including the Executive Leadership Team.

<sup>2</sup> Signifies new or updated public target for 2023 compared to 2022 public targets.

<sup>3</sup> Applies to new suppliers or suppliers at sites where Newmont's Supplier Risk Management program has been implemented and whose contracts are up for renewal.

<sup>4</sup> Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline

<sup>5</sup> From the 2018 baseline

## Leadership Insights: A ‘Just Transition’

### Mining’s Responsibility for a ‘Just Transition’



Peter Toth, Executive Vice President and Chief Strategy and Sustainability Officer, discusses the ‘just transition’ movement in the mining industry and the challenges and opportunities it presents. Watch the full interview available at [Newmont.com](https://www.newmont.com).

“Newmont is a company that listens and genuinely tries to incorporate what we are hearing, from both stakeholders and the larger community, into what we do.”

**PETER TOTH**, Executive Vice President and Chief Strategy and Sustainability Officer

### Adapting to Climate Change



Briana Gunn, Group Executive, Environment, shares her thoughts on how planning and implementing decarbonization and adaptation measures requires understanding areas of interaction (power, infrastructure and land) as well as the potential beneficial and negative effects on people and the environment. Watch the full interview available at [Newmont.com](https://www.newmont.com).

“We know that it’s important to look at climate change from multiple perspectives and to integrate climate solutions in a way that allows us to create a nature-positive future.”

**BRIANA GUNN**, Group Executive, Environment

## Evolution of the Workforce



Melissa Gustafson, Vice President, Talent Management, examines the evolution of our workforce as it relates to a 'just transition' and its impact on talent and skill requirements. Watch the full interview available at [Newmont.com](https://www.newmont.com).

“We are more successful when the entire community is successful, and we have the people, skills and opportunity to make a tremendous impact.”

**MELISSA GUSTAFSON**, Vice President, Talent Management

## Human-Centered Approach



Nick Cotts, Senior Vice President, External Relations, shares why it's important that companies take a human-centered approach as it relates to a 'just transition.' Watch the full interview available at [Newmont.com](https://www.newmont.com).

“Climate change is a human crisis. When we start to think about 'just transition' from a climate change perspective, it's really taking a human-centered approach.”

**NICK COTTS**, Senior Vice President, External Relations



# Overview

**Ranked the top miner in the DJSI World Index based on ESG performance evaluated through the 2022 S&P Global Corporate Sustainability Assessment**

**Refreshed our global Sustainability and External Relations Strategy to reflect evolving expectations from shareholders and other key stakeholders**

**Assessed our highly material sustainability issues and identified 16 on which we focus our public disclosures**

## OUR BUSINESS

Newmont is the world's leading gold company and a producer of copper, silver, lead and zinc. Founded in 1921 and publicly traded since 1925, Newmont is the only gold producer on the S&P 500 Index. Recognized for its commitment to environmental, social and governance (ESG) practices, the Company is an industry leader in value creation, supported by robust safety standards, superior execution and technical expertise. The Company's world-class portfolio of assets, prospects and talent is anchored in favorable mining jurisdictions in North America, South America, Australia and Africa.

Details on our financial and operating performance are disclosed in our [2022 Form 10-K](#).



## CORPORATE STRATEGY

Our Corporate Strategy focuses on the alignment of key external megatrends with our core capabilities and competitive advantages, today and in the future. Our analysis of the evolution of societal, technological and geopolitical megatrends provides continuous input into the core focus areas of our Corporate Strategy — responsible gold production leadership, ongoing evaluation of industry consolidation opportunities, and organic and inorganic commodity diversification considerations. Our Corporate Strategy informs our operating and functional strategies through our Strategic Planning process, ensuring every employee takes part in building a profitable and lasting future for Newmont.

## OUR APPROACH TO SUSTAINABILITY

Sustainability is one of Newmont's core values, which include safety, integrity, inclusion and responsibility, and we are committed to serving as a catalyst for positive change and sustainable development through leading environmental stewardship, social responsibility and governance practices. Our refreshed Sustainability and External Relations, People, and Health, Safety and Security Strategies address the growing expectations of investors, governments, communities and other key stakeholders and aim to drive performance through clear targets, open communications and transparent reporting.

## SUSTAINABILITY AND THE MINE LIFECYCLE



Photo: Akyem, Ghana

# Governance

**72% of Board members are gender or ethnically diverse**

**More than 8,500 employees participated in business integrity and compliance-related training**

**Added two ESG metrics to our executive Long-term Incentive Program**

**Completed implementation of our revised global Risk Management System**



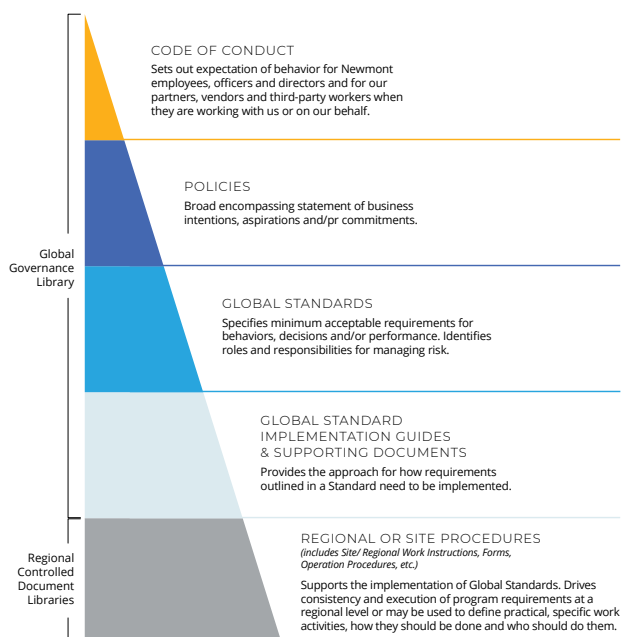
## CORPORATE GOVERNANCE

Strong corporate governance — which requires constructive relationships among stakeholders and a clear structure of policies, standards, processes and responsibilities — helps control risk, supports ethical conduct and effectively guides the direction and operation of the Company. At Newmont, management accountability and active oversight of an experienced, diverse Board are integral to having a culture of integrity, meeting stakeholder expectations and fulfilling our sustainability commitments.

## BUSINESS INTEGRITY AND COMPLIANCE

Acting and operating with integrity are essential for companies to earn the trust of stakeholders and prevent corruption and conflicts of interest. At Newmont, this understanding shapes our short- and long-term goals and helps prevent financial, societal and reputational harm. As a core value, integrity guides our day-to-day conduct. At the same time, our global Business Integrity and Compliance program establishes strong compliance controls and fosters a workplace culture where everyone can act honestly and ethically.

## GOVERNANCE HIERARCHY



Details on our Board's bylaws, committee charters, guidelines and other governance practices are available at [newmont.com](https://newmont.com).





## RISK MANAGEMENT

Managing top risks is a priority for companies and stakeholders. This is especially true of mining companies due to their broad risk profile. Identifying, defining, assessing and mitigating risks are critical to delivering on our Corporate Strategy and our commitment to sustainability. Newmont's redesigned global Risk Management System framework has clearly defined processes to manage both risks and opportunities across the business.

## SUSTAINABILITY COMPLIANCE

Complying with all applicable laws and regulations is always a business imperative. We build trust and meet stakeholder expectations by adhering to high standards, following responsible business practices and fulfilling our commitments. At Newmont, our compliance programs establish the systems that allow us to manage and verify adherence to our obligations while identifying opportunities for continuous improvement.

## RESPONSIBLE SOURCING

When it comes to a company's value chain, it is crucial to ensure that each entity and person along the chain acts responsibly. Newmont's value chain includes approximately 8,500 direct suppliers, smelters and refineries worldwide. To be recognized as a responsible mining company, Newmont works throughout our value chain to align our risk assessment and due diligence practices with the expectations of key stakeholders.

### OVERVIEW OF NEWMONT'S VALUE CHAIN

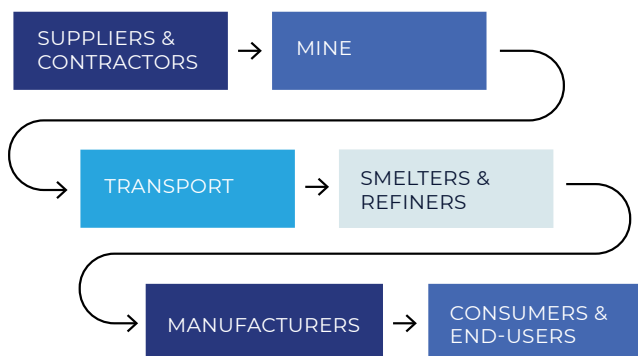


Photo: Bright Group, Boddington, Australia



### PROMOTING NEWMONT'S VALUES THROUGH CONTRACTING

As a values-driven organization, Newmont believes we must lead by example, including in our value chain. In late 2021, we launched an initiative, called "The Power of the Pen," to ensure Newmont's contractors and suppliers are aligned with our values when they are doing work on our behalf. The Power of the Pen initiative requires values-based contractual commitments from our contractors and suppliers on the following four key areas:

- 1 Decarbonization and greenhouse gas (GHG) emissions reduction** — Newmont has announced industry-leading targets to reduce GHG emissions by 2030 and an ambition to be carbon neutral by 2050.
- 2 Live Work Elimination (LWE)** — Our LWE program accelerates efforts to eliminate tasks that place personnel in the line of fire of unisolated or energized equipment, wherever possible (see the Health, Safety and Security section for more information).
- 3 Diversity in Design** — Newmont is committed to providing a work experience and workplace that are inclusive and accessible to people of all backgrounds, abilities, cultures and identities. This includes eliminating symbols of exclusion.
- 4 Inclusion and Diversity** — Our People Policy and employment standards explicitly state our commitment to maintaining a workplace free from corruption, discrimination, harassment and retaliation, and we are committed to maximizing local employment and increasing diversity in our workforce to better reflect the communities in which we work.

For more information on these key areas, view our [2022 Sustainability Report](#).



**Refreshed our global Health, Safety and Security, and People Strategies to advance our journey to create a fatality, injury and illness-free workplace where everyone can grow and thrive**

**Completed more than one million critical control verifications since 2019 to ensure the safety of our workforce**

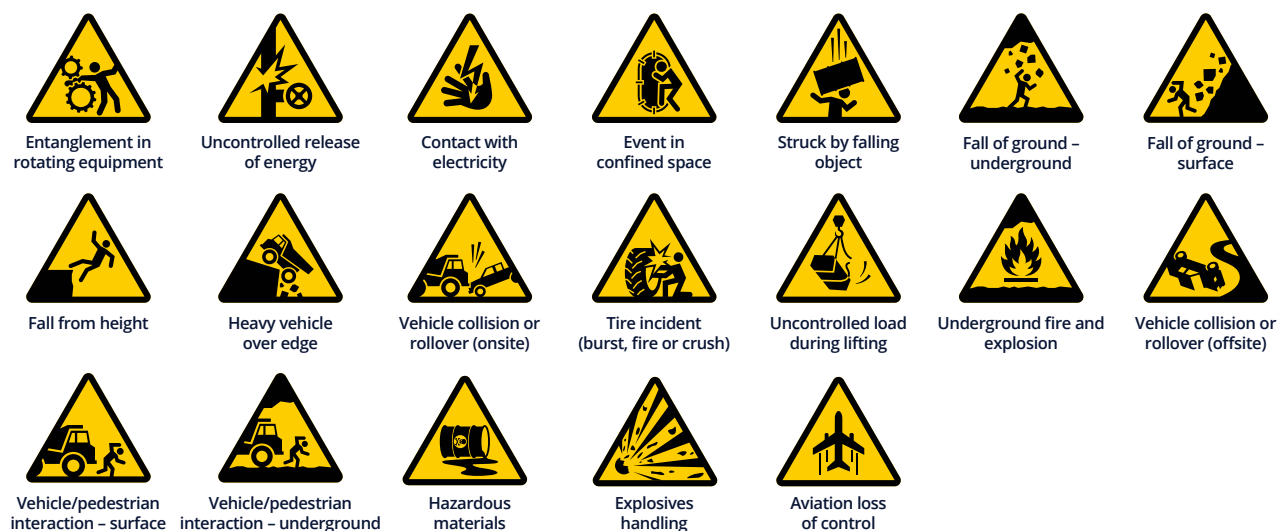
**Delivered alternative livelihood opportunities in Ghana and Suriname**

**Verified all full-time employees earn more than each country's living wage value**

## HEALTH, SAFETY AND SECURITY

The health, safety, wellbeing and security of our employees and communities are our first priority. There are risks and hazards associated with mining that must be effectively managed and controlled to be minimized. Safety is one of Newmont's core values, and in 2022 we updated our global Health, Safety and Security Strategy to advance our journey toward a fatality, injury and illness-free workplace.

## NEWMONT'S 19 FATALITY RISKS





**Photo:** 2022 CEO Safety Award Winners – Al Makarchuk (top-left), Kevin Elms (bottom-left), Subika Underground Team (top-right), Breight Group (bottom-right)



## CEO SAFETY AWARDS

Our CEO Safety Awards recognize people and teams for providing outstanding safety leadership and performance. These awards also provide an opportunity to learn from and replicate best practices in all our jurisdictions.

In 2022, the following individuals, teams and companies were recognized for their commitment to safety excellence:

- **CEO Safety Leader Award** — For 2022, the award went to two employees: Al Makarchuk, Mill Production Coordinator at Musselwhite, and Kevin Elms, Process Maintenance Supervisor at Boddington. Al has developed a team with best-in-class safety performance and has recruited talent from the local community, growing the representation of First Nations people on his team to 75 percent. Kevin has advocated for on-site change, prompting security and safety improvements and is actively involved in the development of apprentices and the local Indigenous Gnaala Work Ready program.
- **CEO Safe Team Award** — The Subika Underground Team at Ahafo has significantly improved its safety performance. The coaching of frontline supervisors (including contractors) on Critical Control Verifications and pre-shift meeting effectiveness has been critical to improvements.
- **CEO Partners in Safety Award** — This award category was introduced in 2022, and the first recipient was The Breight Group, a contractor at Boddington. The Breight Group's effective safety systems, which incorporate Critical Control Verifications and learning from incidents, demonstrate what it means to be a partner in safety. Breight team members regularly share knowledge and learnings at Boddington Business Partner forums.

**Photo:** Cerro Negro, Argentina



## LESSON LEARNED FROM FATALITY LEAD TO INSTALLATION OF PROTECTIVE BARRICADE POLES

In March 2022, a worker at one of the underground mines that is part of our Nevada Gold Mines non-managed joint venture died when the support vehicle the worker was driving fell over an unprotected stope edge, falling 60 feet.

Based on findings from the fatality investigation, we updated our Fatality Risk Management Vehicles and Driving Standard and supporting critical control verifications to require the installation of open-hole steel barricade poles in front of open voids at all underground sites. These poles are an engineering control designed to significantly impede physically operated equipment from exposure to open voids as soon as the hazard is created, and they remain in place until a control of equal effectiveness is installed or the hazard no longer exists.



**Photo:** Musselwhite, Canada

Photo: Boddington, Australia



## ENSURING OUR WORKPLACE IS SAFE AND INCLUSIVE FOR ALL

In June 2022, the Western Australian Parliament's inquiry into sexual harassment of women in the mining sector released its report, titled "Enough is Enough." The report found women in the mining sector frequently deal with sexual harassment and assault and that the fly-in-fly-out sector was a particular concern, with risk factors that include poor culture, alcohol use and gender inequity. Along with working closely with the Chamber of Minerals and Energy of Western Australia and the Minerals Council of Australia to support industry-wide responses to the inquiry, Newmont applied the findings to establish a multi-year program to create a safe, equitable and healthy workplace.

This program builds on our work to address conscious and unconscious bias, discrimination and harassment and emphasizes how every individual is responsible for delivering a physically and psychologically safe and inclusive workplace. In July 2022, Newmont President and CEO Tom Palmer appointed Alex Bates as Senior Vice President of Workplace Responsibility to lead the Company's effort to develop and maintain the workplace environment necessary for all employees to feel seen, heard and respected.

For more information on the program, read page 68 of our [2022 Sustainability Report](#).

## PEOPLE AND CULTURE

The evolving nature of work creates new challenges and opportunities to attract and retain top talent. Our refreshed global People Strategy, which reflects these changes, is a multi-year journey focused on three pillars — leadership; inclusion, diversity and equity; and people experience. Through this Strategy, we aim to create a safe, healthy and equitable workplace where everyone belongs, thrives and is valued.



Photo: Ahafo, Ghana



## HUMAN RIGHTS

Human rights are rights inherent to all human beings. Newmont recognizes that sustainable development and action on global challenges, such as the transition to a low-carbon economy, are underpinned by respect for human rights. Our practices are guided by the goals of universally recognized human rights principles and by our global Human Rights Strategy, through which we work to embed respect for human rights into everything we do.

## SOCIAL ACCEPTANCE

Earning and keeping the trust and goodwill of stakeholders impacted by a business is a challenge. At Newmont, we employ a methodical stakeholder relationship management approach to earn social acceptance. By working to understand and manage our activities' impacts on communities, and by including local stakeholders in collaborative decision making, we aim to create lasting relationships based on mutually beneficial and sustainable development outcomes.



**Photo:** Newmont Akyem, recognized as the Corporate Social Responsibility Company of the Year by the Ghana Club

**Photo:** Australia Regional Leaders at Pinjarra Massacre site tour with Bindjareb Elders and First Nations Advisors



## LEADERS IN AUSTRALIA PARTICIPATE IN NYOONGAR CULTURAL IMMERSION TOUR

In October 2022, members of the Regional and Site Leadership Teams at our Boddington operation in Australia participated in a First Nations cultural immersion experience, traversing areas of cultural/historical significance to both the Wiilman and Bindjareb clans of the Nyoongar Nation.

The tour was planned and facilitated with the support of Nyoongar Cultural Advisory, Traditional Owners and local cultural knowledge holders. The day included visits to a registered sacred site near Wandering, the Wandering Mission — a place of significance for members of the Stolen Generation, now owned by an Aboriginal corporation — and local charcoal pits where Wiilman clan people, including the father of one of the elders on the tour, once worked.

The day also included a cultural briefing, a site tour and a moment of reflection about the Pinjarra massacre on the banks of the Murray River. Under the relationship pillar of Newmont's Regional Reconciliation Action Plan, we have committed to participating in site and executive leadership cultural immersion events annually.

# Environment

**Reduced fresh water consumption by 17% globally since 2018**

**Completed an independent review of Akyem's biodiversity offset project in support of our No Net Loss commitment**

**Received approval and validation of our rebaselined 2030 Scope 3 climate target by the Science Based Targets initiative**

**Reduced Scope 3 emissions by 10% compared to 2019 baseline**

## ENERGY AND CLIMATE CHANGE

Climate change remains an existential threat to the world. Newmont's stakeholders, including investors, expect action to transition toward a more resilient low-carbon economy and to do so in a way that minimizes risks and maximizes social and economic opportunities. Newmont's global Energy and Climate Strategy uses science-based targets to reduce greenhouse gas (GHG) emissions and takes an integrated approach, working alongside governments and communities, to accelerate an equitable transition to a low-carbon economy.

### OUR ENERGY AND CLIMATE STRATEGY

Newmont's global Energy and Climate Strategy — which aligns with the International Council on Mining and Metals' Climate Change Position Statement and the Paris Agreement's objectives to limit global temperature rise — supports the transition to a low-carbon economy.

The Strategy focuses our efforts on the following five pillars:

**Supply** secure stable, reliable, consistent quality and cost-effective electric power and fuel supplies to power Newmont's operations

**Cost efficiency** achieve sustainable cost and efficiency improvements

**Collaboration** collaborate internally and engage externally on energy policies and regulations, energy supplies, challenges and opportunities

**Carbon** reduce Newmont's carbon reduction footprint through renewable energy, energy efficiency strategies and carbon offsetting

**Adaptation** adapt Newmont's operations and provide assistance to local communities to mitigate predictable physical impacts tied to climate change

For more information on our approach to climate, visit our website.





## OUR CLIMATE TARGETS

Newmont uses several metrics to assess performance in managing climate-related risks and opportunities. Most notable are our 2030 emissions reduction targets and 2050 carbon-neutral goal.

Our 2030 greenhouse gas (GHG) emissions reduction targets align with the Science Based Targets initiative's (SBTi's) science-based criteria, which ensures our objectives support the Paris Agreement's goal of limiting global warming to "well below 2°C, compared to pre-industrial levels." In June 2021, we received approval for our targets from SBTi. Changes to the calculation methodology in 2022 required us to recalculate the 2019 baseline for our Scope 3 emissions. We resubmitted our Scope 3 targets to SBTi, and they were approved in September 2022.

An absolute emissions reduction target is defined as an overall reduction in the amount of GHGs emitted to the atmosphere in the target year, relative to the base year. Because absolute emissions can rise and fall based on production levels even if efficiency improves on a per-unit basis, we also set an intensity target, which allows for comparisons of GHG intensity among peers and provides an opportunity to reframe our overall approach should the portfolio change.

### 2030 Climate targets

Target	Base year	2030
32% reduction of Scope 1 and 2 emissions <sup>1</sup> (million tonnes of carbon dioxide equivalent)	3.57	2.40
32% reduction of Scope 1 and 2 emissions intensity <sup>1</sup> (thousand tonnes of carbon dioxide equivalent)	0.61	0.41
30% reduction of Scope 3 emissions <sup>2</sup> (million tonnes of carbon dioxide equivalent)	5.72	4.00

<sup>1</sup> 2018 base year.

<sup>2</sup> 2019 base year.

## GHG EMISSIONS CALCULATION METHODOLOGY

In 2022, we consolidated our [GHG emissions calculation methodology](#) into a formal document summarizing the assumptions for calculating and reporting our Scope 1, 2 and 3 emissions and measuring our performance against targets.

The methodology is consistent with the GHG Protocol's standards and guidance for companies to calculate and report on their GHG emissions. It covers the six greenhouse gases identified in the Kyoto Protocol and applies the Global Warming Potentials (GWPs) from the [Intergovernmental Panel on Climate Change 6th Assessment Report](#) to determine a carbon dioxide equivalent (CO<sub>2</sub>e) value.



### TIRE RETREADING PROGRAM IN GHANA REDUCES FUEL USE AND LOWERS CARBON EMISSIONS

The reuse, recycling and recovery of waste items that would otherwise be disposed of reduces the generation of carbon emissions from landfills and other disposal methods, and avoids emissions from the production of new goods. Avoided emissions are accounted for outside of our Scope 1, 2 and 3 inventory and are aligned with the GHG mitigation hierarchy. In 2022, we calculated 0.022 Mt CO<sub>2</sub>e emissions were avoided through waste recovery rather than disposal by incineration.

An example of these efforts is through our partnership with Kal Tire in Ghana where we are participating in their Maple Program. This initiative quantifies our positive environmental impact as we increase the use of retreaded tires rather than purchasing new tires. By purchasing or using retreaded tires, our Ghana sites have saved a total of 0.001 Mt CO<sub>2</sub>e and avoided the use of 11 kiloliters of oil since we began participating in the program in 2021. We continue to evaluate opportunities to expand the program to other jurisdictions and identify other circular economy areas.



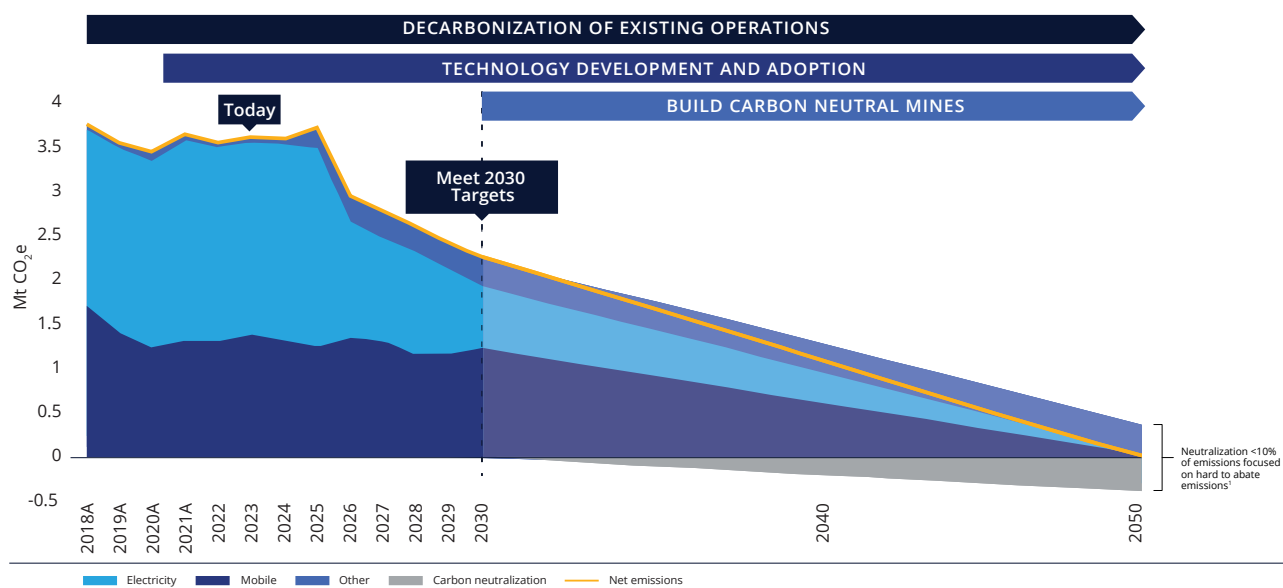
## PATHWAY TO 2030

To achieve our 2030 emissions reduction targets, we developed a pathway that details the achievable short- and medium-term decarbonization projects, including renewables, power conversions and site efficiencies. Read more beginning on page 30 of our [2022 Climate Report](#).

## CARBON NEUTRAL BY 2050

Newmont's goal to be carbon neutral by 2050 is supported by a combination of our long-life portfolio of gold and copper projects with anticipated economic, technological and policy improvements. We will also work concurrently to decarbonize our existing operations, develop and adopt low-carbon technologies, and reconceptualize our greenfield and brownfield project pipeline as carbon neutral.

### GHG EMISSIONS (SCOPE 1 AND 2) REDUCTION ROADMAP TO 2050



#### 2050 Technology Focus Areas



##### Electricity

Renewable power generation, storage, energy efficiency and optimization



##### Mobile

Electrification of production and light vehicles, battery storage infrastructure and optimization



##### Other

Heat and acid neutralization



##### Carbon neutralization

Carbon capture, utilization and storage and nature-based solutions

<sup>1</sup> Newmont aligns its net-zero ambition with the Science Based Targets initiative's definition of net zero, which requires no more than 10 percent of residual emissions are neutralized through offsets or other means.

## TAILINGS MANAGEMENT

Mining and mineral processing activities produce tailings, which are a waste product that, if not managed properly, can threaten human health and the environment. Newmont aims to manage all wastes, including tailings, by implementing best practices. We are committed to conforming with Global Industry Standard on Tailings Management (GISTM) and achieving the goal of zero harm to people and the environment.

### TAILINGS MANAGEMENT LINE OF DEFENSE MODEL

#### 1<sup>ST</sup> LINE OF DEFENSE

##### SITE-BASED IMPLEMENTATION

The site teams that actively manage the facilities include the site's General Manager (GM); a Responsible Tailings Facility Engineer/Person (RTFE/P), who is responsible for the integrity of the site's tailings facility (or facilities) and oversees their design, construction and monitoring; and a dedicated Engineer of Record (EoR) and EoR team, who provide technical expertise and assurance that the tailings facility is safely designed, constructed and operated. The Regional Leadership Team (RLT) is responsible for the respective site team.



#### 2<sup>ND</sup> LINE OF DEFENSE

##### SYSTEMATIC THIRD-PARTY REVIEW

This process includes Independent Tailings Review Boards (ITRBs) for all active operations and legacy sites with an "extreme" or "very high" consequence classification, senior independent technical reviews for other tailings facilities and periodic dam safety reviews (DSRs) by an independent consulting team.



#### 3<sup>RD</sup> LINE OF DEFENSE

##### FUNCTIONAL ACCOUNTABILITY

An Accountable Executive (AE), who reports directly to the CEO, communicates regularly with the Board and is accountable for the safety of Newmont's tailings facilities. The Corporate Tailings and Dams Team (CTDT), serves as a delegate to many of the AE's responsibilities, providing centralized leadership, oversight and support for all tailings facilities (including inactive and legacy operations).



#### 4<sup>TH</sup> LINE OF DEFENSE

##### LEADERSHIP COMMITMENT

Newmont's Executive Leadership Team (ELT) and the Board of Directors commit to the safe management of Newmont's tailings facilities. The Board's Safety and Sustainability Committee provides oversight, and the AE communicates with the Board through the Committee.

**Photo:** Boddington employees support PHCC on their annual planting season of Tunbridge Gully



### COLLABORATING ON CATCHMENT MANAGEMENT

Managing water resources in Australia — the driest continent on earth — is complex and an ongoing priority. Since 2017, Newmont has partnered with the Peel Harvey Catchment Council (PHCC) to support more effective catchment management in the Peel Region in Western Australia via the Hotham-Williams Rivers and Tributaries' Natural Resource Management and Conservation project.

Under the partnership, and guided by the River Health Assessment and River Action Plan, Newmont and PHCC co-developed and commenced implementation of restoration plans for eight priority sites across the catchment. The plans aim to improve native vegetation cover, stabilize banks and carry out large-scale weed control and revegetation.

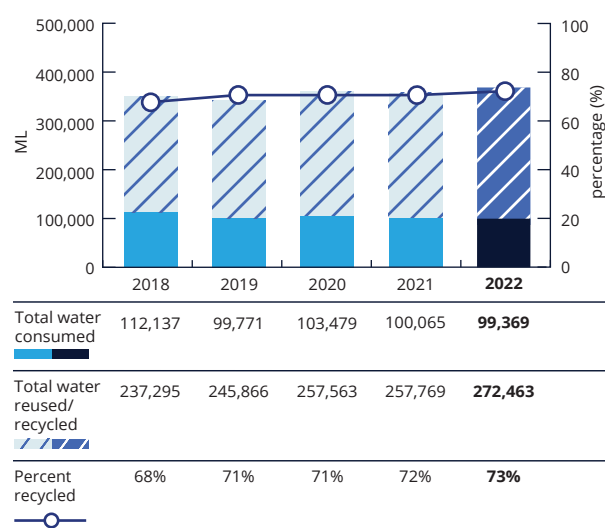
This partnership includes collaboration with and support from state and federal natural resource management funding sources. This includes memorandums of understanding with four local government authorities (Boddington, Wandering, Williams and Cuballing), and South32, which operates the Worsley Alumina mine near Boddington.

For more information, read page 107 of our [2022 Sustainability Report](#).

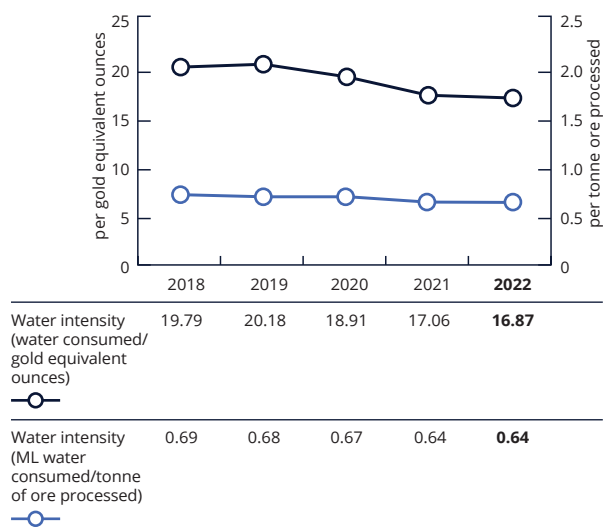
## WATER STEWARDSHIP

Access to clean, safe water is a human right. Mining activities require water and can potentially impact local water supplies. Newmont's Global Water Strategy guides our efforts to understand shared challenges, reduce water-related risks and improve our water management performance. Newmont is transitioning to an approach that integrates nature, identifying co-benefits and improving the health, wellbeing and resiliency of ecosystems and other shared natural resources.

### WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED – ALL SITES<sup>1</sup> (MEGALITERS)



### WATER INTENSITY: TRAILING FIVE YEAR DATA – ALL SITES<sup>2, 3, 4</sup>



<sup>1</sup> We are reporting "other managed water" for the second time in 2022 and have identified and separated streams of other managed water at several sites that were not identified in 2021.

<sup>2</sup> 2018 and 2019 data has been adjusted to reflect our current asset portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites).

<sup>3</sup> Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site. 2018–2021 data has been adjusted to match 2022 reporting (i.e., the denominator of ore processed includes both ore milled and leached).

<sup>4</sup> Water consumed/GEO and Water consumed / tonne of ore processed for 2020 has been updated to correct for an error made in the reported discharge values in that year. The update does not result in a significant material change.



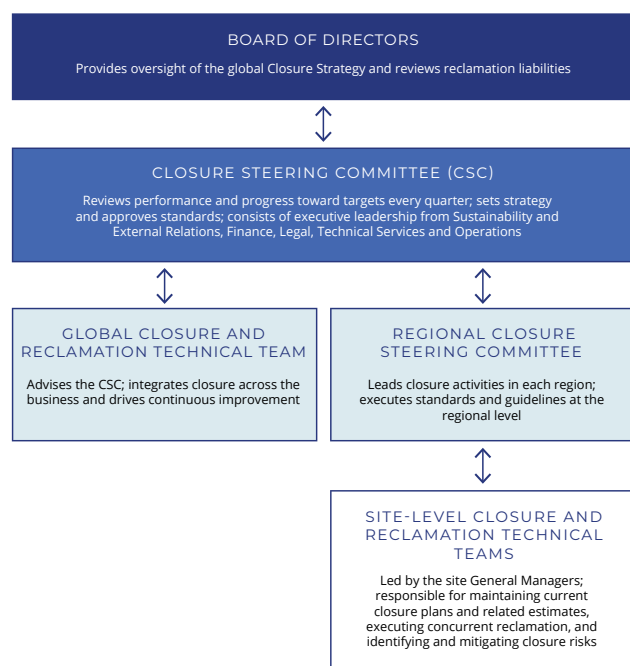
## BIODIVERSITY

Biodiversity spans four areas of nature — land, fresh water, ocean and atmosphere — and it is critical for sustaining and stabilizing ecosystems to remedy the global challenge of environmental degradation and habitat loss. Newmont recognizes that local communities and our operations rely on healthy and functioning ecosystems to thrive. Our commitment to No Net Loss of Key Biodiversity Values (KBVs) due to mine-related activities is integrated into our approach and essential to achieving positive nature outcomes.

## CLOSURE AND RECLAMATION

All mines have a finite operating life, making responsible closure planning essential to address the complex social, economic, environmental and regulatory impacts related to the end of mining operations. Newmont's global Closure Strategy integrates closure planning across the business and throughout the life of each operation. We seek to leave long-term positive and sustainable legacies long after mining ceases.

### CLOSURE AND RECLAMATION GOVERNANCE



## MATERIALS

Throughout the life of a mine, many activities require materials and generate waste that may pose a risk to people and the environment if not managed properly. Having strong management systems and controls in place is critical to mitigate and prevent potential negative impacts on people and the environment while reducing our long-term liabilities throughout the mine lifecycle.

Photo: Akyem, Ghana



### WORKING TOWARD NO NET LOSS IN GHANA

At our Akyem operation in Ghana, we signed a memorandum of understanding with the Forestry Commission in 2018 for a biodiversity offset program at the Atewa South Extension Forest Reserve. This offset, which is required by the site to maintain its forest entry permit, aims to mitigate impacts to KBVs created by the mine's operations in the Ajenjua Bepo Forest Reserve.

A steering committee involving Ghana's Forestry Commission, Environmental Protection Agency, Minerals Commission and IUCN sets the strategic direction of the project and oversees the biodiversity offset activities, which take place on 2,640 hectares in the reserve. Pre-feasibility studies on biodiversity offset calculations, vegetation mapping and the biological and socio-economic baseline studies have commenced, and we progressed the project toward feasibility.

During the year, an IUCN technical review team independently evaluated the biodiversity offset project to identify risks and opportunities and provide recommendations for improvement and future direction.

The full report was published in January 2023 and posted on our [website](#).

# Economic

**Paid \$1.5 billion in taxes, royalties and other payments to governments**

**Spent \$5.2 billion with suppliers in host countries**

**Contributed \$67.7 million in community investments, including enhancements to a road near Akyem and the energy grid near Cerro Negro**

## VALUE SHARING

More than ever, society expects business to play an integral role in addressing societal challenges, improving outcomes and empowering communities to be active partners in decisions that affect them. To meet these expectations, Newmont aims to generate shared value, serve as a catalyst for sustainable development, and build trust and credibility through meaningful engagement and transparent reporting.

## LOCAL & INDIGENOUS EMPLOYMENT

For 10 years, we have set annual local/Indigenous employment and procurement targets for 11 of our 12 operating sites (the exception being CC&V since the vast majority of the workforce is from the local communities) to ensure we identify and provide opportunities that deliver mutual benefits to local stakeholders and Newmont. Our local/Indigenous employment targets are often based on formal agreements between Newmont and local or Indigenous communities. For more information, view page 137 of the [2022 Sustainability Report](#).

## COMMUNITY INVESTMENTS

Newmont invested \$67.65 million in community projects and programs during the year, with direct investments and donations totaling \$64.28 million and \$3.37 million, respectively. The increase in community investments compared to 2021 is largely due to two projects — a \$17 million investment in a project to connect communities in Argentina to the national grid (discussed in the table below) and a \$15 million road improvement project in Ghana. Activities in 2022 at our operating sites to support local/Indigenous employment and business opportunities and invest in community development are summarized in the [2022 Sustainability Report](#).



## MUNICIPAL TRUST FUND TO SUPPORT LONG-TERM SOCIO-ECONOMIC DEVELOPMENT IN PERITO MORENO COMMUNITY

Following extensive engagement, Newmont and the Municipality of Perito Moreno — the closest community to our Cerro Negro mine in Argentina — entered into an agreement on a new Municipal Trust Fund that will serve as a long-term funding source for sustainable development in Perito Moreno. Similar to formal agreements Newmont has with host communities in Ghana and Suriname, under this agreement, Newmont will contribute over the next four years an amount based on sales and the gold price.

The Fund will be used to execute projects that were identified and prioritized in the regional development plan created by the Inter-American Development Bank in collaboration with the Perito Moreno community. These projects include infrastructure and services, social and economic development, education and health.

The Fund's governance structure includes Santa Cruz Bank as the Trustee and a Board of Administration that includes community leaders.

## ECONOMIC IMPACTS

Newmont's direct economic contributions in 2022 totaled \$11.07 billion. See 2022 Economic value distributed table below for a breakout of contributions by category.

### 2022 Economic value distributed: Country level (millions)<sup>1</sup>

Country	Operating costs <sup>2</sup>	Employee wages and benefits	Capital spend <sup>3</sup>	Payments to providers of capital <sup>4</sup>	Payments to government <sup>5</sup>	Community investments <sup>6</sup>	Total
Argentina	\$138.78	\$98.39	\$126.88	\$0.87	\$101.49	\$19.28	\$485.69
Australia	\$897.49	\$271.57	\$392.90	\$34.53	\$439.95	\$0.77	\$2,037.21
Canada	\$589.23	\$243.14	\$260.49	\$6.25	\$29.25	\$1.97	\$1,130.33
Ghana	\$624.33	\$150.62	\$280.71	\$9.46	\$306.64	\$27.46	\$1,399.22
Mexico	\$1,012.05	\$240.65	\$169.84	\$28.96	\$398.17	\$3.40	\$1,853.07
Peru	\$405.54	\$73.86	\$405.10	\$18.70	\$66.07	\$12.62	\$981.89
Suriname	\$269.09	\$66.81	\$54.58	\$0.51	\$166.21	\$1.21	\$558.41
U.S.	\$248.53	\$355.71	\$64.32	\$1,932.91	\$23.91	\$0.94	\$2,626.32
<b>TOTAL</b>	<b>\$4,185.04</b>	<b>\$1,500.75</b>	<b>\$1,754.82</b>	<b>\$2,032.19</b>	<b>\$1,531.69</b>	<b>\$67.65</b>	<b>\$11,072.14</b>

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

<sup>2</sup> Operating costs comprise costs applicable to sales of \$5,315 (excluding Nevada of \$1,153), exploration of \$201 (excluding Nevada of \$30), advanced projects, research and development of \$227 (excluding Nevada of \$2) and general and administrative expenses of \$266 (excluding Nevada of \$10) on an accrued basis and cash paid for reclamation in 2022 of \$169 (excluding Nevada of \$19 and legacy sites of \$88). Operating costs omit employee wages and benefits of \$1,501, included in the employee wages and benefits column; \$472 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; \$115 of indirect costs; \$60 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2022 Form 10-K; \$37 in other expenses and \$68 of community investments included in the community investments column.

<sup>3</sup> Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of \$65, capitalized interest of \$62 and Nevada spend of \$308.

<sup>4</sup> Payments to providers of capital includes interest expense, net of capitalized interest of \$224 (excluding Nevada of \$3), capitalized interest of \$62 (excluding Nevada of \$7) and dividends paid to common stockholders of \$1,746.

<sup>5</sup> Payments to Governments include current year cash payments for income and mining taxes, governmental royalties, accrued employer, property, sales, production and withholding taxes. The above also includes export duties paid in Argentina. Amounts may not calculate due to rounding.

<sup>6</sup> Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. 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 investment data excludes the COVID-19 Global Community Fund contributions.





## Newmont Corporation

6900 E. Layton Avenue, Suite 700  
Denver, Colorado 80237 USA  
303.863.7414

[www.newmont.com/sustainability](http://www.newmont.com/sustainability)

## Verifying Newmont's Sustainability Compliance at All Levels

### SUSTAINABILITY ASSURANCE PROGRAM

Third-party assurance of our systems, programs and material; publicly reported sustainability information.

### COMPLIANCE AUDIT PROGRAM

Rigorous audit of operational compliance to our regulatory and other legally binding requirements; conducted by independent auditors.

### COMBINED VOLUNTARY COMMITMENTS ASSESSMENT PROGRAM

Evaluation and reporting of performance according to our external sustainability framework and standard commitments.

### GLOBAL STANDARDS VERIFICATION PROGRAM

Risk-based verification of our operational conformance to Newmont's Global Sustainability Standards.

### CRITICAL CONTROL VERIFICATION PROGRAM

Regular team checks of controls that are critical to managing our key operational and other risks identified in Global Standards.

### 2022 REPORT LINKS



[Annual Sustainability Report](#)



[Climate Report](#)



[Annual Report](#)



[Proxy](#)



[Tax Report](#)

### WEB AND SOCIAL

[Newmont.com](http://Newmont.com)

[@NewmontCorp](https://twitter.com/NewmontCorp)

[/NewmontCorporation](https://www.facebook.com/NewmontCorporation)

[/Newmont](https://www.linkedin.com/company/Newmont)



Towards Sustainable Mining  
Vers le développement minier durable

