



Reporting Index

2024 Sustainability Report

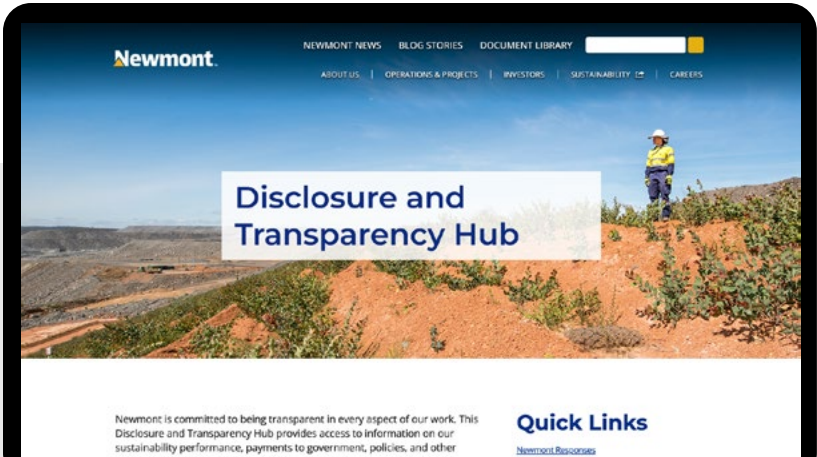


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The disclosures in Newmont’s [2024 Sustainability Report](#) align with the requirements of various sustainability standards and frameworks. This Reporting Index complements our 2024 Sustainability Report, guiding readers where disclosures are located. We also include several references to our website, 2024 Annual Report (or 2024 Form 10-K), CDP 2024 Questionnaire Response and other sources.

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To review other related documents, please visit the Disclosure and Transparency Hub on our [website](#). →



GRI

Statement of use: Newmont’s 2024 Sustainability Report has been developed in accordance with the GRI Standards (GRI 1: Foundation 2021; G4 Mining and Metals Sector Disclosure) for the period January 1–December 31, 2024.

General Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont’s Priority Sustainable Development Goals	Externally Assured
2-1	Organizational details	Our Business , pp. 13-15 2024 Form 10-K , Item 1. Business, p. 5			
2-2	Entities included in the organization’s sustainability reporting	About This Report , p. 110			
2-3	Reporting period, frequency and contact point	About This Report , pp. 109-111 2024 Form 10-K , cover page			
2-4	Restatements of information	About This Report , p. 110			
2-5	External assurance	Sustainability Compliance and Assurance , p. 35 2024 Sustainability Report Assurance Statement			
2-6	Activities, value chain and other business relationships	Responsible Sourcing , pp. 38-40 About This Report , p. 109 2024 Form 10-K , Item 1. Business, p. 5			
2-7	Employees	People and Culture , pp. 49-51 About This Report , p. 109 2024 Performance Data , Diversity – Employee gender breakout: Country level 2024 Sustainability Report Methodology	Requirement(s) omitted: We currently do not break out our employees by permanent, temporary, non-guaranteed hours, full-time or part-time. Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate split of employees by these categories at this time.		
2-8	Workers who are not employees	Responsible Sourcing , pp. 38-40 About This Report , p. 109 2024 Performance Data , Workforce Demographics Overview – Total workforce by region: Trailing five year data 2024 Sustainability Report Methodology			

General Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-9	Governance structure and composition	Our Approach to Sustainability , pp. 18-19 2025 Proxy Statement , Proposal One – Election of Directors, pp. 9-27; Committees of the Board of Directors and Attendance, pp. 28-30; Stakeholder Outreach, p. 38			
2-10	Nomination and selection of the highest governance body	2025 Proxy Statement , Director Nominee Overview, p. 10; Process for Selecting New Directors, p. 36; Stakeholder Outreach, p. 38			
2-11	Chair of the highest governance body	2025 Proxy Statement , 2025 Director Nominees, p. 14			
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability , pp. 18-19 Safety and Sustainability Committee Charter			
2-13	Delegation of responsibility for managing impacts	Our Approach to Sustainability , pp. 18-21			
2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability , pp. 18-19			
2-15	Conflicts of interest	Corporate Governance Guidelines , p. 6 2025 Proxy Statement , Director Nominee Overview, p. 10; Independence of Directors, pp. 26-27			
2-16	Communication of critical concerns	Our Approach to Sustainability , pp. 17-19	Requirement(s) omitted: We currently do not report the total number and nature of critical concerns communicated to the Board. Reason: Confidential Explanation: However, we do report the total number of matters raised through our complaint mechanisms (Social Acceptance, p. 61) and our Integrity Hotline (Business Integrity and Compliance, p. 28).		
2-17	Collective knowledge of the highest governance body	2025 Proxy Statement , Director Orientation and Education, p. 31			

General Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement , Board, Committee and Director Assessment, p. 35			
2-19	Remuneration policies	2025 Proxy Statement , Director Compensation, pp. 40-41 2025 Proxy Statement , Director Share Ownership Guidelines, p. 42 2025 Proxy Statement , Executive Compensation and Benefits Programs, pp. 60-74			
2-20	Process to determine remuneration	2025 Proxy Statement , Executive Compensation Governance, pp. 48-56			
2-21	Annual total compensation ratio	2025 Proxy Statement , Pay Ratio of CEO to Median Employee, p. 90			
2-22	Statement on sustainable development strategy	Letter from Our Chief Executive Officer , pp. 4-5 Letter from Our Safety and Sustainability Committee Chair , pp. 6-7 2024 Annual Report , CEO Letter to Shareholders, pp. 1-5			
2-23	Policy commitments	Our Approach to Business Integrity and Compliance Our Approach to Human Rights Global Policies Code of Conduct Supplier Code of Conduct Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights			
2-24	Embedding policy commitments	Our Approach to Business Integrity and Compliance Global Policies			
2-25	Processes to remediate negative impacts	Our Approach to Business Integrity and Compliance Our Approach to Social Acceptance Stakeholder Relationship Management Standard			
2-26	Mechanisms for seeking advice and raising concerns	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 28-29 Our Approach to Social Acceptance Social Acceptance , pp. 60-61 Stakeholder Relationship Management Standard			

General Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-27	Compliance with laws and regulations	2024 Performance Data , Compliance and Significant Events – Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level We disclose all fines received no matter the level of significance. However, Newmont assesses events on a scale of 1-5 with level 3 and above considered “significant.” To drive consistency of reporting, Environmental and External Relations Impact calculators have been implemented to assess the gravity, extent and vulnerability of the impact.			
2-28	Membership associations	Sustainability Compliance and Assurance , pp. 34-37 Responsible Mining Standards and Disclosures Political Contributions – Association Alignment on Climate		SDG 17	
2-29	Approach to stakeholder engagement	Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard Stakeholder Engagement		SDG 17	
2-30	Collective bargaining agreements	People and Culture , pp. 49-51 Our Approach to People and Culture 2024 Performance Data , Labor Management Relations – Percentage of workforce represented by union or workplace agreement: Trailing five year data			

Material Topics		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
3-1	Process to determine material topics	Our Approach to Sustainability – Materiality , p. 20			
3-2	List of material topics	Our Approach to Sustainability – Materiality , pp. 20-23			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 201: Economic Performance 2016					
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing , pp. 99-106			
201-1	Direct economic value generated and distributed	Value Sharing , pp. 99-106 2024 Performance Data , Economic Value Generated and Distributed – Economic value distributed: Country level 2024 Performance Data , Economic Value Generated and Distributed – Economic value generated: Country level 2024 Performance Data , Tax Transparency – Payments to governments: Country level 2024 Performance Data , Community Investments – Community investments: Site level			
201-2	Financial implications and other risks and opportunities due to climate change	CDP 2024 Questionnaire Response 2024 Form 10-K , Item 1. Business – Environmental, Social and Governance, pp. 9-12 2024 Form 10-K , Item 1A. Risk Factors, pp. 18, 31-38 Our Approach to Energy and Climate Change			
201-3	Defined benefit plan obligations and other retirement plans	2025 Proxy Statement , Retirement Plans, p. 74; Pension Plan, p. 82; Retirement Savings Plan, p. 83			
GRI 203: Indirect Economic Impacts 2016					
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing , pp. 99-106			
203-1	Infrastructure investments and services supported	Our Approach to Value Sharing Value Sharing , pp. 99-106 2024 Performance Data , Community Investments – Community investments: Site level			
203-2	Significant indirect economic impacts	Our Approach to Value Sharing Value Sharing , pp. 99-106			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 204: Procurement Practices 2016					
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 38-40 Our Approach to Value Sharing Value Sharing , pp. 99-106			
204-1	Proportion of spending on local suppliers	Value Sharing , pp. 99-106 2024 Performance Data , Supply Chain Spending – Spending with local suppliers: Site level			Yes ¹ Spending with local suppliers: Total spent – Original to Newmont sites subtotal Spending with local suppliers: Total spent with local-local suppliers – Original to Newmont sites subtotal Spending with local suppliers: Total spent with local suppliers – Original to Newmont sites subtotal Spending with local suppliers: Total spent with national suppliers – Original to Newmont sites subtotal
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 28-31			
205-1	Operations assessed for risks related to corruption	Business Integrity and Compliance , pp. 28-31 2024 Form 10-K , Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate, pp. 37-42; Legal Risks, pp. 45-47			
205-2	Communication and training about anti-corruption policies and procedures	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 28-29 2024 Performance Data , Integrity and Anti-Corruption Measures Code of Conduct			

¹ Sites acquired from Newcrest in November 2023 have a different methodology for defining local suppliers. Work is underway to apply a consistent methodology across all Newmont sites. For 2024, only sites owned and operated by Newmont prior to the Newcrest acquisition were assured due to the difference in methodologies.

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
205-3	Confirmed incidents of corruption and actions taken		Requirement(s) omitted: We do not publicly report confirmed incidents of corruption and actions taken. Reason: Confidential Explanation: We do not report this information given it is confidential.		
GRI 207: Tax 2019					
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing , pp. 99-106 2024 Taxes and Royalties Contribution Report , Strategy, pp. 11-13			
207-1	Approach to tax	Our Approach to Value Sharing 2024 Form 10-K , Item 2. Properties, pp. 52-61 2024 Taxes and Royalties Contribution Report , Strategy, pp. 11-13			
207-2	Tax governance, control, and risk management	Our Approach to Value Sharing 2024 Taxes and Royalties Contribution Report , Governance, p. 9; Risk Management, p. 15			
207-3	Stakeholder engagement and management of concerns related to tax	2024 Taxes and Royalties Contribution Report , Stakeholder Engagement, p. 12			
207-4	Country-by-country reporting	2024 Taxes and Royalties Contribution Report , Overall Economic Contribution, pp. 18-20			
GRI 302: Energy 2016					
3-3	Management of material topics	Our Approach to Energy and Climate Change Energy and Climate Change , pp. 70-73			
302-1	Energy consumption within the organization	2024 Performance Data , Direct and indirect energy consumed by source: Site level 2024 Performance Data , Direct and indirect energy consumed by source: Trailing five year data 2024 Performance Data , Direct (on-site) electricity generated and consumed by source: Site level 2024 Performance Data , Direct (on-site) electricity generated and consumed by source: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
302-2	Energy consumption outside of the organization	2024 Performance Data , Direct and indirect energy consumed by source: Site level 2024 Performance Data , Direct and indirect energy consumed by source: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			
302-3	Energy intensity	2024 Performance Data , Energy intensity: Trailing five year data CDP 2024 Questionnaire Response			
302-4	Reduction of energy consumption	Energy and Climate Change , pp. 71-72 2024 Performance Data , Direct and indirect energy consumed by source: Trailing five year data 2024 Performance Data , Direct (on-site) electricity generated and consumed by source: Trailing five year data CDP 2024 Questionnaire Response			
GRI 303: Water and Effluents 2018					
3-3	Management of material topics	Our Approach to Water Stewardship Water Stewardship , pp. 74-84		SDG 6	
303-1	Interactions with water as a shared resource	Water Stewardship , pp. 74-84 2024 Performance Data , Water Stewardship – Water-related risk: Site level 2024 Performance Data , Water Stewardship – Water summary: Site level CDP 2024 Questionnaire Response		SDG 6	
303-2	Management of water discharge-related impacts	Water Stewardship , pp. 74-84 2024 Performance Data , Water Stewardship – Total water discharge by level of treatment: Site level 2024 Performance Data , Water Stewardship – Water balance summary CDP 2024 Questionnaire Response			
303-3	Water withdrawal	Water Stewardship , pp. 74-84 2024 Performance Data , Water Stewardship – Water summary: Site level 2024 Performance Data , Water Stewardship – Total water withdrawn and discharged by category: Site level 2024 Performance Data , Water Stewardship – Total water withdrawn: Site level 2024 Performance Data , Water Stewardship – Water summary: Trailing five year data CDP 2024 Questionnaire Response			Yes Total water withdrawn – Global total

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
303-4	Water discharge	Water Stewardship , pp. 74-84 2024 Performance Data , Water Stewardship – Water summary: Site level 2024 Performance Data , Water Stewardship – Water summary: Trailing five year data 2024 Performance Data , Water Stewardship – Total water withdrawn and discharged by category: Site level 2024 Performance Data , Water Stewardship – Total water discharged by level of treatment: Site level 2024 Performance Data , Water Stewardship – Water consumed by water quality 2024 Performance Data , Water Stewardship – Water consumed by water quality categories: Trailing five year data			Yes Total water discharged – Global total
303-5	Water consumption	Water Stewardship , pp. 74-84 2024 Performance Data , Water Stewardship – Water summary: Site level 2024 Performance Data , Water Stewardship – Water summary: Trailing five year data 2024 Performance Data , Water Stewardship – Water consumed by water quality 2024 Performance Data , Water Stewardship – Water consumed by water quality categories: Trailing five year data CDP 2024 Questionnaire Response			Yes Total water consumed – Global total
GRI 304: Biodiversity 2016					
3-3	Management of material topics	Our Approach to Biodiversity Biodiversity and Nature , pp. 88-91			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 Performance Data , Biodiversity – Operations in relation to key biodiversity areas (KBAs): Site level 2024 Performance Data , Closure and Reclamation – Mine lease area: Site level			
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Nature , pp. 88-91			
304-3	Habitats protected or restored	Biodiversity and Nature , pp. 88-91 2024 Performance Data , Biodiversity – Operations in relation to key biodiversity areas (KBAs): Site level			
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 Performance Data , Biodiversity – Total wildlife mortalities: Site level 2024 Performance Data , Biodiversity – Number of wildlife mortalities: Trailing five year data			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont’s Priority Sustainable Development Goals	Externally Assured
GRI 305: Emissions 2016					
3-3	Management of material topics	Energy and Climate Change , pp. 70-73 Our Approach to Energy and Climate Change			
305-1	Direct (Scope 1) GHG emissions	Energy and Climate Change , pp. 71-72 2024 Performance Data , Data, Energy and Emissions – Scope 1 and 2 greenhouse gas (GHG) emissions: Site level 2024 Performance Data , Data, Energy and Emissions – Scope 1 and 2 GHG emissions: Trailing five year data 2024 Performance Data , Data, Energy and Emissions – Direct CO ₂ emissions from the combustion of biomass: Site level 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			Yes Total direct (Scope 1) GHG emissions Direct and indirect energy consumed, by source: Total energy consumed
305-2	Energy indirect (Scope 2) GHG emissions	Energy and Climate Change , pp. 71-72 2024 Performance Data , Data, Energy and Emissions – Scope 1 and 2 greenhouse gas (GHG) emissions: Site level 2024 Performance Data , Data, Energy and Emissions – Scope 1 and 2 GHG emissions: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			Yes Total indirect (Scope 2) emissions – Market-based Direct and indirect energy consumed, by source: Total energy consumed
305-3	Other indirect (Scope 3) GHG emissions	Energy and Climate Change , pp. 71-73 2024 Performance Data , Data, Energy and Emissions – Total Scope 3 GHG emissions: Site level 2024 Performance Data , Data, Energy and Emissions – Scope 3 GHG emissions by category: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			Yes Estimated Scope 3 emissions for categories 1, 2, 3, 10
305-4	GHG emissions intensity	Energy and Climate Change , pp. 71-72 2024 Performance Data , Data, Energy and Emissions – Scope 1 and 2 GHG emissions intensity: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
305-5	Reduction of GHG emissions	Energy and Climate Change , pp. 71-73 2024 Performance Data , Data, Energy and Emissions – Scope 3 GHG emissions by category: Trailing five year data 2024 Greenhouse Gas Emissions Calculation Methodology CDP 2024 Questionnaire Response			
305-6	Emissions of ozone-depleting substances (ODS)		Requirement(s) omitted: We do not currently collect emissions of ozone-depleting substances (ODS). Reason: Data unavailable Explanation: We are working to report this data in the future.		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 Performance Data , Site air emissions management plan emissions: Site level			
GRI 306: Waste 2020					
3-3	Management of material topics	Our Approach to Materials Materials , pp. 95-96			
306-1	Waste generation and significant waste-related impacts	Materials , pp. 95-96			
306-2	Management of significant waste-related impacts	Our Approach to Materials Materials , pp. 95-96 2024 Form 10-K , Item 1A. Risk Factors, p. 29			
306-3	Waste generated	2024 Performance Data , Waste – Estimated waste rock generated: Site level 2024 Performance Data , Waste – Estimated mercury waste generated by type: Site level 2024 Performance Data , Waste – Estimated waste by type: Trailing five year data			
306-4	Waste diverted from disposal	2024 Performance Data , Waste – Estimated hazardous waste diverted from disposal: Site level 2024 Performance Data , Waste – Estimated non-hazardous waste diverted from disposal: Site level			
306-5	Waste directed to disposal	2024 Performance Data , Waste – Estimated hazardous waste disposed: Site level 2024 Performance Data , Waste – Estimated non-hazardous waste disposed: Site level			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 38-40			
308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing , pp. 38-40 Human Rights , p. 55			
308-2	Negative environmental impacts in the supply chain and actions taken		Requirement(s) omitted: We currently do not report the percentage of suppliers screened using environmental criteria. Reason: Data unavailable Explanation: We are working on a process to assess negative environmental impacts in the supply chain.		
GRI 401: Employment 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51			
401-1	New employee hires and employee turnover	2024 Performance Data , Talent Attraction and Retention – New hires: Country, gender and age group 2024 Performance Data , Talent Attraction and Retention – Employee turnover: Region 2024 Performance Data , Talent Attraction and Retention – Employee turnover: Age group 2024 Performance Data , Talent Attraction and Retention – Employee turnover: Trailing five year data 2024 Performance Data , Talent Attraction and Retention – Employee turnover by gender and initiation: Trailing five year data			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		<p>Requirement(s) omitted: We currently do not report benefits provided to full-time employees.</p> <p>Reason: Varying information</p> <p>Explanation: Benefits offered to full-time employees differ from the enterprise level, business units and sites. Benefits are based on local contact, laws, etc.</p>		
401-3	Parental leave		<p>Requirement(s) omitted: We currently do not report parental leave.</p> <p>Reason: Varying information</p> <p>Explanation: Benefits offered to full-time employees differ from the enterprise level, business units and sites. Benefits are based on local contact, laws, etc.</p>		
GRI 402: Labor/Management Relations 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51			
402-1	Minimum notice periods regarding operational changes	2024 Performance Data , Labor Management Relations – Minimum notice periods regarding operational changes: Site level			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48			
403-1	Occupational health and safety management system	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48			
403-2	Hazard identification, risk assessment, and incident investigation	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48		SDG 3	
403-3	Occupational health services	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48			
403-4	Worker participation, consultation, and communication on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48			
403-5	Worker training on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48 2024 Performance Data , Workforce Safety – Safety trainings: Site level			
403-6	Promotion of worker health	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48		SDG 3	
403-8	Workers covered by an occupational health and safety management system	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48 2024 Sustainability Report Methodology 2024 Performance Data , Workforce Safety			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
403-9	Work-related injuries	Health, Safety and Security , pp. 43-48 2024 Performance Data , Workforce Safety – Employee-only safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Employee-only safety data: Site level 2024 Performance Data , Workforce Safety – Contractor-only safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Contractor-only safety data: Site level 2024 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Combined employee and contractor safety data: Site level			Yes Employee-only safety rates: Fatalities – Global total Contractor-only safety rates: Fatalities – Global total Combined safety rates: Lost Time Injury Frequency Rate (LTIFR) – Global total Combined safety rates: Total Recordable Injury Frequency Rate (TRIFR) – Global total
403-10	Work-related ill health	2024 Performance Data , Workforce Safety – Employee-only safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Employee-only safety data: Site level 2024 Performance Data , Workforce Safety – Contractor-only safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Contractor-only safety data: Site level 2024 Performance Data , Workforce Safety – Combined employee and contractor safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Combined employee and contractor safety data: Site level			
GRI 404: Training and Education 2016					
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51 Our Approach to Value Sharing Value Sharing , pp. 99-106			
404-1	Average hours of training per year per employee	2024 Performance Data , Training and Professional Development – Training and development investment spending and hours 2024 Performance Data , Training and Professional Development – Average hours of training per year, per employee by employee category: Trailing five year data			

			Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	
404-2	Programs for upgrading employee skills and transition assistance programs	Our Approach to People and Culture People and Culture , pp. 49-51 Our Approach to Value Sharing Value Sharing , pp. 99-106		
404-3	Percentage of employees receiving regular performance and career development reviews	2024 Performance Data , Training and Professional Development – Percentage of employees who received performance reviews: Gender and employee category		
GRI 405: Diversity and Equal Opportunity 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51		
405-1	Diversity of governance bodies and employees	Our Approach to People and Culture Our Approach to Value Sharing 2024 Performance Data , Diversity – Employee gender breakout: Country level 2024 Performance Data , Diversity – Employee gender breakout: Employee category 2024 Performance Data , Diversity – Percentage of females by employee category: Trailing five year data 2024 Performance Data , Diversity – Employee age distribution: Age range and category 2025 Proxy Statement , Board Composition, p. 13 EEO-1 form Note: Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.	SDG 5	Yes Percentage of females by employee category
405-2	Ratio of basic salary and remuneration of women to men	2024 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Employee category 2024 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Country level		
GRI 406: Non-discrimination 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51		
406-1	Incidents of discrimination and corrective actions taken	Business Integrity and Compliance , pp. 28-29 People and Culture , pp. 50-51		

			Alignment with Newmont’s Priority Sustainable Development Goals	Externally Assured
Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	
GRI 407: Freedom of Association and Collective Bargaining 2016				
3-3	Management of material topics	Our Approach to People and Culture People and Culture , pp. 49-51		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2024 Form 10-K , Item 1A. Risk Factors, pp. 42-45 None of our operations reported violations of – or have been identified as a significant risk of violating – the right to exercise freedom of association and collective bargaining.		
GRI 408: Child Labor 2016				
3-3	Management of material topics	Our Approach to Human Rights Human Rights , pp. 52-55		
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Approach to Human Rights Modern Slavery Statement		
GRI 409: Forced or Compulsory Labor 2016				
3-3	Management of material topics	Our Approach to Human Rights Human Rights , pp. 52-55		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Approach to Human Rights Modern Slavery Statement		
GRI 410: Security Practices 2016				
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security , pp. 43-48		
410-1	Security personnel trained in human rights policies or procedures	2024 Performance Data , Human Rights Training for Security Personnel – Voluntary Principles on Security and Human Rights training: Site level		

Topic-Specific Disclosures			Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 411: Rights of Indigenous Peoples 2016						
3-3	Management of material topics	Our Approach to Human Rights Human Rights , pp. 52-59				
411-1	Incidents of violations involving rights of Indigenous peoples	2024 Performance Data , Indigenous Peoples – Operating sites on/near Indigenous Peoples' territories and formal agreements in place: Site level There were no significant incidents involving the rights of Indigenous People in 2024. For more information see Human Rights – Indigenous Peoples' Rights Performance , p. 57 and the 2024 Performance Data on Actual or Potential Negative Community Impacts, which includes mitigation plans and responses.				
GRI 413: Local Communities 2016						
3-3	Management of material topics	Our Approach to Social Acceptance Social Acceptance , pp. 60-67				
413-1	Operations with local community engagement, impact assessments, and development programs	Social Acceptance , pp. 60-67 Value Sharing , pp. 99-106 2024 Performance Data , Social Impact Assessment and Engagement – Social impact assessment and engagement practices: Site level 2024 Performance Data , Resettlement – Resettlement and/or relocation activity: Site level 2024 Performance Data , Community Investments – Community investments: Site level				
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Performance Data , Community Impacts – top three actual and/or potential: Site level				

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
GRI 414: Supplier Social Assessment 2016					
3-3	Management of material topics	Our Approach to Responsible Sourcing Responsible Sourcing , pp. 38-40			
414-1	New suppliers that were screened using social criteria	Our Approach to Responsible Sourcing 2024 Performance Data , Human Rights Supplier Screening – Human rights supplier screening: Country level			Yes Number of suppliers requested to complete Prequalification Questionnaire (PQ) – Global total Number that responded to the PQ and provided data on human rights risks – Global total Number identified through the PQ as having an elevated likelihood of impacting human rights – Global total
414-2	Negative social impacts in the supply chain and actions taken	Our Approach to Responsible Sourcing Our Approach to Human Rights Responsible Sourcing , pp. 38-40 Human Rights , pp. 52-59 2024 Performance Data , Human Rights Supplier Screening – Human rights supplier screening: Country level			
GRI 415: Public Policy 2016					
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance , pp. 28-31			
415-1	Political contributions	2024 Performance Data , Policy Influence – Political contributions			

Topic-Specific Disclosures		Where addressed (document link, page)	Omissions	Alignment with Newmont’s Priority Sustainable Development Goals	Externally Assured
Closure and Reclamation					
3-3	Management of material topics	Our Approach to Closure and Reclamation Closure and Reclamation , pp. 92-94			
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2024 Performance Data , Closure and Reclamation – Amount of land disturbed and reclaimed: Site level 2024 Performance Data , Closure and Reclamation – Total disturbance not yet reclaimed to agreed-upon end use: Trailing five year data 2024 Performance Data , Closure and Reclamation – Mine lease area: Site level			Yes Amount of land disturbed or rehabilitated: Achieved reclamation during 2024 to agreed upon end use – Global Total Amount of land disturbed or rehabilitated: Total disturbance not yet reclaimed to agreed upon end use at end of 2024 – Global Total
MM10	Number and percentage of sites with closure plan in place	2024 Performance Data , Closure and Reclamation – Amount of land disturbed or rehabilitated: Site level Closure and Reclamation , pp. 92-94			

SASB

Newmont’s 2024 Sustainability Report is in accordance with the SASB Metals & Mining Industry Standard (Version 2023-12) for the period January 1–December 31, 2024.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2024 Disclosure	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	Quantitative	Tonnes (t) CO ₂ e	EM-MM-110a.1	2,727,873 tonnes CO ₂ e	2024 Performance Data , Scope 1 and 2 greenhouse gas (GHG) emissions: Site level
	Percentage covered under emissions-limiting regulations	Quantitative	Percentage (%)	EM-MM-110a.1	44%	2024 Performance Data , Global Scope 1 emissions subject to emissions-limiting regulations: Site level
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	EM-MM-110a.2	Please see the discussion in the listed reference to the right.	Our Approach to Energy and Climate Change Energy and Climate Change , pp. 70-72
Air Quality	Air emissions of the following pollutants: (1) CO (2) NOx (excluding N ₂ O) (3) SOx (4) Particulate matter (PM10) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs)	Quantitative	Tonnes (t)	EM-MM-120a.1	(1) CO – 5,719 t (2) NOx (excluding N ₂ O) – 13,799 t (3) SOx – 2,593 t (4) Particulate matter (PM10) – 24,038 t (5) Mercury (Hg) – 0.13 t (6) Lead (Pb) – 4.71 t (7) Volatile organic compounds (VOCs) – 571 t	2024 Performance Data , Site air emissions management plan emissions: Site level
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) Total energy consumed – 57,535,227 GJ (2) Percentage grid electricity – 36% (20,542,323 GJ indirect energy consumed / 57,535,227 GJ total energy consumed) (3) Percentage renewable – 10% (566,721,353 GJ direct and indirect renewable energy consumed / 57,535,227 GJ total energy consumed)	2024 Performance Data , Direct and indirect energy consumed by source: Site level

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2024 Disclosure	Reference
Water Management	(1) Total fresh water withdrawn (2) Total fresh water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	EM-MM-140a.1	(1) Total water withdrawn – 410,182 ML (operational water); 93,965 ML (other managed water) (2) Total water consumed – 149,047 ML (3) a) Total water withdrawn in water-stressed areas – 7% (from CC&V, Cerro Negro and Peñasquito) b) Total water consumed in water-stressed areas – 20% (from CC&V, Cerro Negro and Peñasquito)	2024 Performance Data , Water Stewardship – Water balance summary
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140A.2	Newmont discloses fines and sanctions issued in the reporting year for environmental non-compliance events in the reference to the right. Of the 26 fines and sanctions received in 2024, 11 of them were associated with water quality permits, standards and regulations. See Performance Data table for further details on the incidents.	2024 Performance Data , Fines and sanctions for non-compliance with environmental, social or economic laws and regulations: Site level
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	Metric tonnes (t)	EM-MM-150A.4	Total non-mineral waste generated – 138,774 t	2024 Performance Data , Waste – Estimated waste by type: Trailing five year data
	Total weight of tailings produced	Quantitative	Metric tonnes (t)	EM-MM-150A.5	Total tailings produced – 157,449,195 t	2024 Performance Data , Tailings Management – Tailings generated and managed: Site level
	Total weight of waste rock generated	Quantitative	Metric tonnes (t)	EM-MM-150A.6	Total waste rock generated – 10,798,689 t	2024 Performance Data , Waste – Estimated waste rock generated: Site level
	Total weight of hazardous waste generated	Quantitative	Metric tonnes (t)	EM-MM-150A.7	Total hazardous waste generated – 26,972 t	2024 Performance Data , Waste – Estimated waste generated by type: Trailing five year data
	Total weight of hazardous waste recycled	Quantitative	Metric tonnes (t)	EM-MM-150A.8	Total hazardous waste recycled – 5,032 t	2024 Performance Data , Waste – Estimated waste generated by type: Trailing five year data
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150A.9	6	2024 Performance Data – Significant environmental events: Site level
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Discussion and Analysis	N/A	EM-MM-150A.10	Please see the discussion in the listed reference to the right.	Our Approach to Materials

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2024 Disclosure	Reference
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	N/A	EM-MM-160A.1	Please see the discussion in the listed reference to the right.	Our Approach to Biodiversity Biodiversity Management Standard Closure and Reclamation Management Standard Sustainability and Stakeholder Engagement Policy
	Percentage of mine sites where acid rock drainage is: (1) Predicted to occur (2) Actively mitigated (3) Under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160A.2	(1) Predicted to occur – 25% (2) Actively mitigated – 50% (3) Under treatment or remediation – 6%	2024 Performance Data , Waste – Status of acid rock drainage: Site level
	Percentage of: (1) Proved (2) Probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160A.3	Newmont currently discloses which sites are on or near endangered species habitats, but not the percentages of proved and probable reserves.	2024 Performance Data , Biodiversity – Operations in relation to Key Biodiversity Areas (KBAs): Site level 2024 Form 10-K , p. 71
Security, Human Rights & Rights of Indigenous Peoples	Percentage of: (1) Proved (2) Probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210A.1	Our Peñasquito site is our only operating site in or near areas of conflict, as defined in the 2023 Heidelberg Conflict Barometer. While the Heidelberg Conflict Barometer also identifies Papua New Guinea as a “conflict affected” or “high risk” country, we do not consider our Lihir mine (located in Papua New Guinea) as being in or near areas of conflict, as no conflicts were documented in the New Ireland Province where we operate. See the Proven and Probable Reserves section on page 67 of our 2024 Form 10-K for details.	Conflict-Free Gold Report 2024 Form 10-K , p. 71
	Percentage of: (1) Proved (2) Probable reserves in or near indigenous land	Quantitative	Percentage (%)	EM-MM-210A.2	Newmont discloses which sites are located within or adjacent to Indigenous peoples’ territories, but not the associated percentages of proved or probable reserves.	Human Rights , pp. 56-58 2024 Form 10-K , p. 71
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	EM-MM-210A.3	Please see the discussion in listed references to the right.	Our Approach to Human Rights Human Rights Standard Conflict-Free Gold Report Modern Slavery Statement Voluntary Principles on Security and Human Rights Report Indigenous Peoples Standard

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2024 Disclosure	Reference
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	N/A	EM-MM-210B.1	Please see the discussion in listed references to the right.	Our Approach to Social Acceptance Social Baseline and Impact Assessment Standard Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard
	(1) Number of non-technical delays (2) Duration of non-technical delays	Quantitative	Number, Days	EM-MM-210B.2	(1) Number of non-technical delays – 3 (2) Duration of non-technical delays – 50 total days	2024 Performance Data – Number and duration of non-technical delays: Site level
Labor Relations	Percentage of active workforce employed under collective agreements ¹	Quantitative	Percentage (%)	EM-MM-310A.1	Percentage of total workforce represented by union or workplace agreement – 30% Please see data table in the listed reference to the right for a breakout by country.	2024 Performance Data , Labor Management Relations – Percentage of workforce represented by union or workplace agreement: Trailing five year data
	(1) Number of strikes and lockouts ² (2) Duration of strikes and lockouts ²	Quantitative	Number, Days	EM-MM-310A.2	(1) Number of strikes and lockouts – 0 (2) Duration of strikes and lockouts – Not applicable	2024 Performance Data , Labor Management Relations – Strikes and lockouts exceeding one week’s duration: Site level
Workforce Health & Safety	(1) All-incidence rate (2) Fatality rate (3) Near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for: (a) direct employees (b) contract employees	Quantitative	Rate	EM-MM-320A.1	(1) All-incidence rate – 4.42 (all injuries including First Aids); 0.62 (only recordable injuries) (2) Fatality rate – 0.01 (3) Near miss frequency rate – 2.44 (4) Health, safety and emergency-response training is not broken out by employee type or disclosed in averages. Please see the data tables in the listed references to the right for safety training data.	2024 Performance Data , Workforce Safety – Combined safety rates: Trailing five year data 2024 Performance Data , Workforce Safety – Combined safety rates: Site level 2024 Performance Data , Emergency Preparedness – Rapid Response preparedness: Country level

¹ This calculation’s denominator is the total number of employees as of December 31, 2024.

² Note to EM-MM-310a.2 – The disclosure shall include a description of the root cause for each work stoppage.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	2024 Disclosure	Reference
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	EM-MM-510A.1	Please see the discussion in the listed reference to the right.	Our Approach to Business Integrity and Compliance Code of Conduct Supplier Code of Conduct 2024 Policy Influence Disclosure 2024 Quarterly Lobbying Reports
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	Quantitative	Metric tonnes (t) saleable	EM-MM-510A.2	0 Newmont does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index.	2024 Performance Data , Integrity and Anti-Corruption Measures – Production in countries that have the 20 lowest rankings in the Transparency International's Corruption Perceptions Index
Tailings Storage Facilities Management	Tailings storage facility inventory table: (1) Facility name (2) Location (3) Ownership status (4) Operational status (5) Construction method (6) Maximum permitted storage capacity (7) Current amount of tailings stored (8) Consequence classification (9) Date of most recent independent technical review (10) Material findings (11) Mitigation measures (12) Site-specific EPRP	Quantitative	Various	EM-MM-540a.1	See tailings disclosure on our website . Our tailings disclosure does not currently include information for (10) Material findings or (11) Mitigation measures. We are working on assessing this information, prioritizing high-priority sites, and will include the information in the inventory when available.	2024 Performance Data , Tailings Management – Tailings inventory and disclosures
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540a.2	See the discussion in listed references to the right.	Tailings disclosure site on Newmont.com
	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	Discussion and Analysis	N/A	EM-MM-540A.3	See the discussion in listed references to the right.	Tailings disclosure site on Newmont.com
Activity Metrics	Production of: (1) Metal ores (2) Finished metal products	Quantitative	Metric tonnes (t) saleable	EM-MM-000.A	See the listed references to the right for 2024 data.	2024 Form 10-K , Item 1. Business, pp. 5-7
	(1) Total number of employees (2) Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	(1) Total workforce – 42,631 (22,196 employees and 20,435 contractors) (2) Percentage contractors – 48%	2024 Performance Data , Workforce Demographics Overview – Total workforce by region: Trailing five year data

UN Guiding Principles Reporting Framework Index

Newmont's 2024 Sustainability Report and associated reports adhere to the UN Guiding Principles Reporting Framework (2017 version) for the period January 1–December 31, 2024.

Section of the Framework			Where addressed (document link, page)
A. Governance of Respect for Human Rights			
Policy commitment	A1	What does the company say publicly about its commitment to respecting human rights?	Letter from Our Safety and Sustainability Committee Chair , pp. 6-7 Human Rights , p. 52 Code of Conduct Supplier Code of Conduct Sustainability and Stakeholder Engagement Policy Human Rights Standard Our Approach to Human Rights Modern Slavery Statement Annual Report to the Voluntary Principles on Security and Human Rights
	A1.1	How has the public commitment been developed?	Human Rights Standard Our Approach to Human Rights
	A1.2	Whose human rights does the public commitment address?	Human Rights Standard Our Approach to Human Rights
	A1.3	How is the public commitment disseminated?	Our Approach to Human Rights 2024 Sustainability Report

Section of the Framework			Where addressed (document link, page)
Embedding respect for human rights	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	Letter from Our Safety and Sustainability Committee Chair , pp. 6-7 Our Approach to Human Rights UN Guiding Principles Reporting Framework – Early Adopter Modern Slavery Statement
	A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	Our Approach to Human Rights
	A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?	Letter from Our Safety and Sustainability Committee Chair , pp. 6-7 Our Approach to Sustainability , p. 18 Safety and Sustainability Committee Charter Our Approach to Human Rights
	A2.3	How are employees and contractor workers made aware of the ways in which respect for human rights should inform their decisions and actions?	Our Approach to Human Rights Human Rights , p. 54 2024 Performance Data , Human Rights Training for the Workforce – In-person human rights workforce trainings: Site level 2024 Performance Data , Human Rights Training for Security Personnel – Voluntary Principles on Security and Human Rights training: Site level Code of Conduct Supplier Code of Conduct

Section of the Framework			Where addressed (document link, page)
Embedding respect for human rights	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	Our Approach to Human Rights Our Approach to Responsible Sourcing Supplier Code of Conduct Modern Slavery Statement Conflict-Free Gold Report Annual Report to the Voluntary Principles on Security and Human Rights
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	Human Rights , pp. 52-59
B. Defining the Focus of Reporting			
Statement of salient issues	B1	State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Human Rights , p. 53 Our Approach to Sustainability – Materiality , p. 21 Our Approach to Human Rights
Determination of salient issues	B2	Describe how the salient human rights issues were determined, including any input from stakeholders.	Human Rights , p. 53 Our Approach to Human Rights
Choice of focal geographies	B3	If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Report on all geographies
Additional severe impacts	B4	Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	In 2024, there were no severe impacts on human rights outside of our identified salient human rights issues.

Section of the Framework			Where addressed (document link, page)
C. Management of Salient Human Rights Issues			
Specific policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Risk Management System , pp. 32-33 Our Approach to Human Rights Code of Conduct Health, Safety and Security Policy People Policy Sustainability and Stakeholder Engagement Policy Tailings Storage Facility and Heap Leach Facility Environmental Management Standard Water Management Standard Local Procurement and Employment Standard Indigenous Peoples Standard Land Acquisition and Involuntary Resettlement Standard Hazardous Materials Management Standard Global Inclusion and Diversity Standard Conduct and Non-discriminatory Treatment in Employment Standard Third Party Worker Standard Employment Standard Compensation and Benefits Standard Talent and Performance Management Standard Labor Relations Standard Voluntary Principles on Security and Human Rights International Cyanide Management Code
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Our Approach to Human Rights

Section of the Framework			Where addressed (document link, page)
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	Our Approach to Human Rights
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	Stakeholder Engagement Our Approach to Human Rights
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67 Water Stewardship , pp. 74-84 Tailings Management , pp. 85-87 Biodiversity and Nature , pp. 88-91 Closure and Reclamation , pp. 92-94 Materials , pp. 95-96 Value Sharing , pp. 99-106
	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67 Water Stewardship , pp. 74-84 Tailings Management , pp. 85-87 Biodiversity and Nature , pp. 88-91 Closure and Reclamation , pp. 92-94 Materials , pp. 95-96 Value Sharing , pp. 99-106

Section of the Framework			Where addressed (document link, page)
Assessing impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Human Rights , p. 53 Our Approach to Human Rights
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	Business Integrity and Compliance , pp. 28-29 Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Health, Safety and Security , pp. 43-48 Human Rights , pp. 52-59



Section of the Framework			Where addressed (document link, page)
Integrating findings and taking action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Our Approach to Sustainability – Materiality , p. 20 Our Approach to Human Rights
	C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67 Water Stewardship , pp. 74-84 Tailings Management , pp. 85-87 Biodiversity and Nature , pp. 88-91 Closure and Reclamation , pp. 92-94 Materials , pp. 95-96 Value Sharing , pp. 99-106
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	Our Approach to Sustainability , pp. 16-19 Our Approach to Human Rights
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67 Water Stewardship , pp. 74-84 Tailings Management , pp. 85-87 Biodiversity and Nature , pp. 88-91 Closure and Reclamation , pp. 92-94 Materials , pp. 95-96 Value Sharing , pp. 99-106

Section of the Framework			Where addressed (document link, page)
Tracking performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	Business Integrity and Compliance , pp. 28-29 Social Acceptance , pp. 60-67 Our Approach to Human Rights Modern Slavery Statement
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Our Approach to Sustainability – Stakeholder Engagement , p. 20 Health, Safety and Security , pp. 43-48 People and Culture , pp. 49-51 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67 Water Stewardship , pp. 74-84 Tailings Management , pp. 85-87 Value Sharing , pp. 99-106
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	Social Acceptance , pp. 60-67 Our Approach to Human Rights Business Integrity and Compliance , pp. 28-29 Modern Slavery Statement
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	Social Acceptance , pp. 60-67 Integrity Helpline Our Approach to Human Rights
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	Business Integrity and Compliance , p. 29 Social Acceptance , pp. 60-67 Our Approach to Human Rights
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	Business Integrity and Compliance , pp. 28-29 Social Acceptance , pp. 60-67 Our Approach to Human Rights Our Approach to Business Integrity and Compliance
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lesson has the company learned?	Business Integrity and Compliance , pp. 28-29 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67
	C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical and significant examples?	Business Integrity and Compliance , pp. 28-29 Human Rights , pp. 52-59 Social Acceptance , pp. 60-67

EITI Expectations

Newmont's 2024 Sustainability Report and associated reports meet EITI's expectations for supporting companies for the period January 1–December 31, 2024.

		Criteria	Response	Where addressed (document link, page)
Expectation 1	Publicly declare and publish support for the EITI and the objective of the EITI Association	Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes	Responsible Mining Standards and Disclosures Our Approach to Value Sharing Sustainability and Stakeholder Engagement Policy – Clause 15
Expectation 2	Comprehensive disclosures in accordance with the EITI Standard in all EITI implementing countries where the company or its controlled subsidiaries operate	Does the company make disclosures in accordance with the EITI Standard in or in relation to EITI implementing countries where the company or its controlled subsidiaries operate?	Yes	ESTMA Report 2024 Taxes and Royalties Contribution Report
		Does the company publish a list of controlled subsidiaries?	Yes	2024 Form 10-K , Item 1. Business, p. 5; Item 2. Properties, pp. 52-61 Newmont website – Disclosure and Transparency Hub
Expectation 3	Publicly disclose taxes and payments to governments at a project-level in line with the EITI Standard in all non-EITI implementing countries where the company operates unless disclosure is not feasible	Does the company make disclosures in non-EITI implementing countries where the company operates in the oil, gas and mining sectors?	Yes	Our Approach to Value Sharing 2024 Taxes and Royalties Contribution Report
		Are the disclosures disaggregated by project?	Yes	ESTMA Report 2024 Taxes and Royalties Contribution Report
Expectation 4	Disclose volumes received and payments made	Does the company buy oil, gas and/or mineral resources from the state in EITI implementing countries?	Not applicable	
		Does the company make disclosures in line with the EITI Standard/ reporting guidelines?	Not applicable	
Expectation 5	Publicly disclose audited financial statements	Does the company disclose its audited financial statements?	Yes	Newmont website – Reports and Filings
Expectation 6	Publicly declare and publish support for beneficial ownership transparency and publicly disclose beneficial owners	Does the company publish a statement of support?	Yes	Newmont website – Disclosure and Transparency Hub
		Does the company disclose beneficial owners, either directly or according to stock exchange regulations and listing requirements?	Yes	Newmont website – Disclosure and Transparency Hub
Expectation 7	Engage in rigorous due diligence processes and publish an anti-corruption policy	Does the company publish an anti-corruption policy in line with the expectation?	Yes	Our Approach to Business Integrity and Compliance Our Approach to Responsible Sourcing Business Integrity Policy Code of Conduct Supplier Code of Conduct

		Criteria	Response	Where addressed (document link, page)
Expectation 8	Publicly declare and publish support for governments’ efforts to publicly disclose contracts and licenses	Does the company publish a statement of support for governments’ efforts to publicly disclose contracts and licenses that govern the exploration and exploitation of oil, gas and minerals in line with the EITI Standard?	Yes	Our Approach to Value Sharing Sustainability and Stakeholder Engagement Policy – Clause 15
		Does the company contribute to public disclosure of contracts and licenses in EITI implementing countries consistent with government procedures?	Yes	Newmont website – Disclosure and Transparency Hub
Expectation 9	Publish a commitment and/or policy on gender diversity	Does the company publish a commitment/policy on gender diversity?	Yes	Our Approach to People and Culture People Policy
		Does the company disclose employment data disaggregated by gender?	Yes	2024 Performance Data , Diversity

ICMM Social and Economic Reporting Framework and Guidance

Newmont's 2024 Sustainability Report and associated reports include disclosures related to ICMM's Social and Economic Reporting Framework and Guidance, which consists of eight core indicators of social and economic contributions. Our reports cover the period January 1–December 31, 2024.

		Location and Response	Omissions	GRI Alignment
Indicator 1	Taxes – Country-by-country reporting	2024 Taxes and Royalties Contribution Report ESTMA Report		GRI 207-4
Indicator 2	Workforce composition	2024 Performance Data , Workforce Demographics Overview – Total workforce by region: Trailing five year data 2024 Performance Data , Diversity	Requirement(s) omitted: Breakout of contractor data Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate breakout of contractor data at this time due to lack of details made available.	GRI 2-7, 2-8, 405-1
Indicator 3	Pay equality	2024 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Employee category 2024 Performance Data , Compensation and Equal Remuneration – Ratio of average female salary to average male salary: Country level	Requirement(s) omitted: Ratio of basic salary and remuneration for minor to major ethnic groups Reason: Information unavailable/incomplete Explanation: We are unable to provide an accurate breakout of contractor data at this time.	GRI 405-2
Indicator 4	Wage level	People and Culture , p. 51 2025 Proxy Statement , Pay Ratio of CEO to Median Employee, p. 90		GRI 2-21
Indicator 5	Training provided	2024 Performance Data , Training and Professional Development – Training and development investment spending and hours 2024 Performance Data , Training and Professional Development – Average hours of training per year, per employee by employee category: Trailing five year data	Requirement(s) omitted: Percentage of employees who received training split by employee category Reason: Information unavailable/incomplete Explanation: We are working on being able to report this information in the future.	GRI 404-1
Indicator 6	Local procurement	2024 Performance Data , Supply Chain Spending – Spending with local suppliers: Site level 2024 Performance Data , Supply Chain Spending – Spending on Indigenous suppliers: Site level	Requirement(s) omitted: Disaggregated per gender and/or ethnicity Reason: Information unavailable/incomplete Explanation: While we aren't able to fully report on this, we are working on being able to track and report this information in the future.	GRI 204-1
Indicator 7	Education and skills	2024 Performance Data , Community Investments – Community investments: Site level 2024 Performance Data , Community Investments – Community investment programs related to training and education		N/A
Indicator 8	Capacity and institutions	2024 Performance Data , Community Investments – Community investments: Site level 2024 Performance Data , Community Investments – Community investment programs related to training and education		N/A

ICMM Mining Principles

ICMM | Mining Principles Implementation Progress

	Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Self-Assessment Year (20')	23	24	24	22	23	23	22	23	22	23	24	22	
Validation Year (20')	24	25	25	23	24	24	23	24	23	24	25	23	
Principle 1 Ethical Business													Progress implementation of Compliance Register Project Implementation of the Compliance Register Project began in 2023 to transition all sites' key environment and social related compliance obligations into a centralized, standardized software tool. Sites are at various stages of the project, which includes but is not limited to obligation identification, validation, system transition and training. This work will continue throughout 2025. Risk Management System , pp. 32-33
1.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
1.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
1.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
1.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
1.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 2 Decision Making													
2.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
2.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	

ICMM | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 3 Human Rights	3.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.6	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.7	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.8	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	3.9	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 4 Risk Management	4.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	4.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	4.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	4.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 5 Health & Safety	5.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	5.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 6 Environmental Performance	6.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	Fully implement GISTM (all sites ¹) Newmont is committed to meeting and continuing to progress towards conformance with requirements of the Global Industry Standard on Tailings Management . Tailings Management , pp. 85-87
	6.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	

¹ Per ICMM guidance, sites cannot be considered conformant with PE 6.3 until fully conformant with the Global Industry Standard on Tailings Management. Newmont is progressing towards conformance as discussed in [Tailings Management](#).

Meets

Partially meets

Does not meet

ICMM | Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 7 Conservation of Biodiversity	7.1	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	7.2	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
Principle 8 Responsible Production	8.1	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	8.2	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
Principle 9 Social Performance	9.1	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	9.2	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	9.3	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	9.4	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
Principle 10 Stakeholder Engagement	10.1	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	10.2	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	10.3	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	
	10.4	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	

Fully conformant

Gap to address – substantially conformant

Gap to address – not conformant

WGC Responsible Gold Mining Principles

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Gap Assessment Year (20')		23	24	24	22	23	23	22	23	22	23	24	22	
Assurance Year (20')		24	25	25	23	24	24	23	24	23	24	25	23	
Principle 1 Ethical Conduct	1.1													
	1.2													
	1.3													
	1.4													
	1.5													
	1.6													
	1.7													
Principle 2 Understanding Our Impacts	2.1													
	2.2													
	2.3													
	2.4													
	2.5													
Principle 3 Supply Chain	3.1													
	3.2													
	3.3													
Principle 4 Safety & Health	4.1													
	4.2													
	4.3													
	4.4													

Fully conformant

Gap to address – substantially conformant

Gap to address – not conformant

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 5 Human Rights & Conflict	5.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	5.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	5.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	5.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 6 Labour Rights	6.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.6	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	6.7	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 7 Working with Communities	7.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.6	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.7	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	7.8	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	

Fully conformant

Gap to address – substantially conformant

Gap to address – not conformant

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo	Akyem	Boddington	Cerro Negro	Cripple Creek & Victor	Éléonore	Merian	Musselwhite	Peñasquito	Porcupine	Tanami	Yanacocha	Key Improvement Areas
Principle 8 Environmental Stewardship	8.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	8.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	8.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	8.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	8.5	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 9 Biodiversity, Land Use & Mine Closure	9.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	9.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	9.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	9.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
Principle 10 Water, Energy & Climate Change	10.1	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	10.2	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	10.3	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	
	10.4	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	

TCFD Index

Section of the Framework	Recommended Disclosures	Where addressed (page, document, link)
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Our Approach to Energy and Climate Change , Governance, p. 2 2024 Sustainability Report , Our Approach to Sustainability, pp. 18-19
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Our Approach to Energy and Climate Change , Governance, p. 2 2024 Sustainability Report , Our Approach to Sustainability, pp. 18-19
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2024 Sustainability Report , Adaptation and Resiliency Performance, p. 70 2024 Climate Risks Our Approach to Energy and Climate Change , Physical and Transition Climate Risks, p. 7 Our Approach to Energy and Climate Change , Our Approach to Decarbonization, pp. 8-10
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2024 Sustainability Report , Adaptation and Resiliency Performance, pp. 70-71 2024 Climate Risks Our Approach to Energy and Climate Change , Risk Management, p. 3 2024 Form 10-K , Item 1A. Risk Factors – Risks Related to Our Industry, pp. 31-33
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our Approach to Energy and Climate Change , Our Approach to Adaptation and Resiliency, p. 4 Our Approach to Energy and Climate Change , Climate Scenario Analysis, p. 5 Our Approach to Energy and Climate Change , Newmont’s Inherent Resiliency, p. 6 2024 Sustainability Report , Adaptation and Resiliency Performance, p. 71
	Materials and Buildings supplemental non-financial disclosures	
	How climate-related risks and opportunities are integrated into (1) current decision making and (2) strategy formulation. Conducting more robust scenario analysis to assess the resilience of strategies against a range of climate-related scenarios.	Our Approach to Energy and Climate Change , Risk Management, p. 3 2024 Sustainability Report , Adaptation and Resiliency Performance, p. 71 Our Approach to Energy and Climate Change , Climate Scenario Analysis, p. 5

Section of the Framework	Recommended Disclosures	Where addressed (page, document, link)
Risk Management	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Our Approach to Energy and Climate Change , Risk Management, p. 3
	b) Describe the organization’s processes for managing climate-related risks.	Our Approach to Energy and Climate Change , Risk Management, p. 3 2024 Form 10-K , Item 1A. Risk Factors – Risks Related to Our Industry, pp. 31-33
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Our Approach to Energy and Climate Change , Risk Management, p. 3 2024 Sustainability Report , Risk Management, pp. 32-33
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2024 Sustainability Report , 2024 Emissions and Energy Performance, pp. 71-73 Our Approach to Energy and Climate Change , Our Approach to Decarbonization, pp. 8-10 Our Approach to Energy and Climate Change , Performance, Metrics and Targets, p. 10 Newmont discloses a broader set of climate-related performance measures, including land use, biodiversity, tailings facility management, water stewardship and waste management. See our 2024 Sustainability Report for more details.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 Sustainability Report , 2024 Emissions and Energy Performance, pp. 71-73 2024 Performance Data , Energy and Emissions, pp. 37-43 Our Approach to Energy and Climate Change , Our Approach to Decarbonization, pp. 8-10
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Approach to Energy and Climate Change , Our Approach to Decarbonization, pp. 8-10
	Materials and Buildings supplemental non-financial disclosures	
	Key metrics related to the implications of GHG emissions, energy and water on the financial aspects related to revenue, costs, assets and financing costs.	2024 Sustainability Report , 2024 Emissions and Energy Performance, pp. 71-73 2024 Sustainability Report , Water Management Performance, pp. 77-80 2024 Performance Data , Energy and Emissions, pp. 37-43 2024 Performance Data , Water Stewardship, pp. 33-41



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