Newmont™

Reporting Index

2025 Sustainability Report

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The disclosures in Newmont's 2025 Sustainability Report align with the requirements of various sustainability standards and frameworks. This Reporting Index complements our 2025 Sustainability Report, guiding readers where disclosures are located. We also include several references to our website, 2025 Annual Report (or 2025 Form 10-K) 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 Corporation has reported in accordance with the GRI Standards for the period January 1–December 31, 2025.

General Disclosures		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-1	Organizational details	Our Business, pp. 13–15 2025 Form 10-K, Item 1. Business, p. 6				
2-2	Entities included in the organization's sustainability reporting	About This Report, p. 99				
2-3	Reporting period, frequency and contact point	About This Report, pp. 99–101 2025 Form 10-K, cover page				
2-4	Restatements of information	About This Report, p. 99				
2-5	External assurance	Sustainability Compliance and Assurance, p. 99 2025 Sustainability Report Assurance Statement				
2-6	Activities, value chain and other business relationships	Responsible Sourcing, pp. 39–40 About This Report, p. 99 2025 Form 10-K, Item 1. Business, p. 6				
2-7	Employees	People and Culture, pp. 46–48 About This Report, p. 99 2025 Performance Data, Diversity tab 2025 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. 39–40 About This Report, p. 99 2025 Performance Data, Workforce Demographics tab 2025 Sustainability Report Methodology	**Requirement(s) omitted:** We currently do not report the type of work performed by the most common types of worker who are not employees. **Reason:** Information unavailable/incomplete. **Explanation:** We are unable to provide an accurate breakout of contractor data at this time due to limitations of our current vendor management system. We plan to implement a new vendor management system in the near future, with the capabilities to track and obtain the necessary data.			

General Disclosures		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-9	Governance structure and composition	Our Approach to Sustainability, pp. 17–19 2026 Proxy Statement, Proposal One – Election of Directors, pp. 9–28; Committees of the Board of Directors and Attendance, pp. 29–31; Stakeholder Outreach, p. 39				
2-10	Nomination and selection of the highest governance body	2026 Proxy Statement, Director Nominee Overview, p. 10; Process for Selecting New Directors, p. 37; Stakeholder Outreach, p. 39				
2-11	Chair of the highest governance body	2026 Proxy Statement, 2026 Director Nominees, p. 14				
2-12	Role of the highest governance body in overseeing the management of impacts	Our Approach to Sustainability, pp. 17–19 Safety and Sustainability Committee Charter				
2-13	Delegation of responsibility for managing impacts	Our Approach to Sustainability, pp. 17–19				
2-14	Role of the highest governance body in sustainability reporting	Our Approach to Sustainability, pp. 17–19				
2-15	Conflicts of interest	Corporate Governance Guidelines, p. 6 2026 Proxy Statement, Director Nominee Overview, p. 10; Independence of Directors, pp. 26–27				
2-16	Communication of critical concerns	Our Approach to Business Integrity and Compliance Business Integrity and Compliance, pp. 27–29	**Requirement(s) omitted:** We currently do not report the total number and nature of critical concerns communicated to the Board. **Reason:** Confidentiality constraints. **Explanation:** We deem this information confidential; however, we do report the total number of matters raised through our complaint mechanisms (Social Acceptance, p. 56) and our Integrity Hotline (Business Integrity and Compliance, pp. 27–29).			
2-17	Collective knowledge of the highest governance body	2026 Proxy Statement, Director Orientation and Education, p. 32				
2-18	Evaluation of the performance of the highest governance body	2026 Proxy Statement, Board, Committee and Director Assessment, p. 36				

General Disclosures		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-19	Remuneration policies	2026 Proxy Statement, Director Compensation, pp. 41–43; Director Share Ownership Guidelines, p. 43; Executive Compensation and Benefits Programs, pp. 63–77; Executive Compensation Policies and Practices, pp. 78–79				
2-20	Process to determine remuneration	2026 Proxy Statement, Executive Compensation Governance, pp. 51–58				
2-21	Annual total compensation ratio	2026 Proxy Statement, Pay Ratio of CEO to Median Employee, p. 94				
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 2025 Annual Report, CEO Letter to Shareholders, pp. 1–4				
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 Our Approach to Social Acceptance Business Integrity and Compliance, pp. 27–29 Social Acceptance, p. 56 Stakeholder Relationship Management Standard				

General Disclosures		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
2-27	Compliance with laws and regulations	2025 Performance Data, Compliance and Significant Events tab 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.	**Requirement(s) omitted:** The total number of significant instances of non-compliance with laws and regulations during the reporting period other than those related to environmental non-compliance. **Reason:** Information unavailable/incomplete. **Explanation:** We do not publicly report on the number of permit and regulatory non-compliances other than those related to environmental non-compliance given our constantly evolving capacity to monitor these events and changes to the regulations themselves.		SDG 17	
2-28	Membership associations	Sustainability Compliance and Assurance, pp. 35–38			SDG 17	
2-29	Approach to stakeholder engagement	Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard Stakeholder Engagement				
2-30	Collective bargaining agreements	Our Approach to People and Culture People and Culture, pp. 46–48 2025 Performance Data, Labor Management Relations tab				
Material Topics						
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. 20–24				

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.1 GHG emissions						
3-3	Management of material topics	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.1.1		
102-1	Transition plan for climate change mitigation	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.1.2		
102-2	Climate change adaptation plan	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.1.3		
102-3	Just transition	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.1.4		
102-4	GHG emissions reduction targets and progress	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75 2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.5		
102-5	Scope 1 GHG emissions	2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.6		Yes Total direct (Scope 1) GHG emissions Direct and indirect energy consumed, by source: Total energy consumed
102-6	Scope 2 GHG emissions	2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.7		Yes Total indirect (Scope 2) emissions – Market-based Direct and indirect energy consumed, by source: Total energy consumed
102-7	Scope 3 GHG emissions	2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.8		Yes Estimated Scope 3 emissions for categories 1, 2, 3, 10

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
102-8	GHG emissions intensity	Energy and Climate Change, pp. 72–75 2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.9		
102-9	GHG removals in the value chain	Energy and Climate Change, pp. 72–75 2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.10		
102-10	Carbon credits	Our Approach to Energy and Climate Change Carbon Offset Strategic Approach		14.1.11		
103-1	Energy policies and commitments	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.1.12		
103-2	Energy consumption and self-generation within the organization	2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.13		
103-3	Upstream and downstream energy consumption	2025 Performance Data, Energy and Emissions tab 2025 Greenhouse Gas Emissions Calculation Methodology		14.1.14		
103-4	Energy intensity	2025 Performance Data, Energy and Emissions tab		14.1.15		
14.2 Climate adaptation and resilience						
3-3	Management of material topics	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.2.1		
201-2	Financial implications and other risks and opportunities due to climate change	2025 Form 10-K, Environmental, Social and Governance, pp. 10–11; Item 1A. Risk Factors, pp. 17–37 Our Approach to Energy and Climate Change 2025 Climate Risks		14.2.2		
14.3 Air emissions						
3-3	Management of material topics	Our Approach to Energy and Climate Change Energy and Climate Change, pp. 72–75		14.3.1		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
305-7	Nitrogen oxides (NO^x), sulfur oxides (SO_x), and other significant air emissions	2025 Performance Data, Air Emissions tab		14.3.2		
14.4 Biodiversity						
3-3	Management of material topics	Our Approach to Biodiversity Biodiversity, pp. 89–91		14.4.1		
101-1	Policies to halt and reverse biodiversity loss	Sustainability and Stakeholder Engagement Policy Biodiversity Management Standard		14.4.2		
101-2	Management of biodiversity impacts	Biodiversity, pp. 89–91 2025 Performance Data, Biodiversity tab		14.4.3		
101-4	Identification of biodiversity impacts	Biodiversity, pp. 89–91 2025 Performance Data, Biodiversity tab		14.4.4		
101-5	Locations with biodiversity impacts		**Requirement(s) omitted:** We currently do not report products and services in the organization's supply chain with the most significant impacts on biodiversity and the countries or jurisdictions where the activities associated with these products and services take place. **Reason:** Information unavailable/incomplete. **Explanation:** In line with TNFD reporting guidance to prioritize nature-related issues using the LEAP approach, we are focusing assessments on our direct operations first, and will and will continue with assessment of our supply chain in the future. As a member of the International Council on Mining and Metals (ICMM), Newmont will be leveraging upcoming work lead by ICMM on biodiversity impacts along the mining value chain, and will advance reporting on biodiversity impacts in our supply chain over the next few years.	14.4.5		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
101-6	Direct drivers of biodiversity loss		**Requirement(s) omitted:** We currently do not report on the size of land and sea converted from one intensively used or modified ecosystem to another during the reporting period, and the type of ecosystem before and after conversion. We also do not report information on direct drivers of biodiversity loss for products and services in our supply chain. **Reason:** Information unavailable/incomplete. **Explanation:** We are not currently tracking land and sea conversion from one intensively used ecosystem to another. Additionally, in line with TNFD reporting guidance to prioritize nature-related issues using the LEAP approach, we are focusing assessments on our direct operations first, and will continue with assessment of our supply chain in the future. As we continue to improve our reporting on nature-related metrics and indictors, we will assess our ability to meet this disclosure in the future.	14.4.6		
101-7	Changes to the state of biodiversity	2025 Performance Data, Biodiversity tab	**Requirement(s) omitted:** We currently do not report specific quantitative metrics to describe changes in the condition of the ecosystem affected or potentially affected by the organization. **Reason:** Information unavailable/incomplete. **Explanation:** We are working on creating a metric to quantify ecosystem conditions, using the data we are collecting in our TNFD assessment. In the meantime, we will attempt to report qualitative information on ecosystem conditions, and the changes to the state of ecosystems impacted by our activities.	14.4.7		
101-8	Ecosystem services	2025 Performance Data, Biodiversity tab		14.4.8		
14.5 Waste						
3-3	Management of material topics	Our Approach to Materials Materials, pp. 95–96		14.5.1		
306-1	Waste generation and significant waste-related impacts	Materials, pp. 95–96		14.5.2		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
306-2	Management of significant waste-related impacts	Our Approach to Materials Materials, pp. 95–96 2025 Form 10-K, Item 1A. Risk Factors, pp. 30–31		14.5.3		
306-3	Waste generated	2025 Performance Data, Waste tab		14.5.4		
306-4	Waste diverted from disposal	2025 Performance Data, Waste tab		14.5.5		
306-5	Waste directed to disposal	2025 Performance Data, Waste tab		14.5.6		
14.6 Tailings						
3-3	Management of material topics	Our Approach to Tailings Management Tailings Management, pp. 86–88		14.6.1		
Additional sector disclosure	Report the tailings disposal methods used by the organization	Tailings disclosure site on Newmont.com		14.6.2		
Additional sector disclosure	Details on the organization's tailing facilities	Tailings disclosure site on Newmont.com		14.6.3		
14.7 Water and effluents						
3-3	Management of material topics	Our Approach to Water Stewardship Water Stewardship, pp. 76–85		14.7.1	SDG 6	
303-1	Interactions with water as a shared resource	Water Stewardship, pp. 76–85 2025 Performance Data, Water Stewardship tab		14.7.2	SDG 6	
303-2	Management of water discharge-related impacts	Water Stewardship, pp. 76–85 2025 Performance Data, Water Stewardship tab		14.7.3		
303-3	Water withdrawal	Water Stewardship, pp. 76–85 2025 Performance Data, Water Stewardship tab		14.7.4		Yes Total water withdrawn – Global total
303-4	Water discharge	Water Stewardship, pp. 76–85 2025 Performance Data, Water Stewardship tab		14.7.5		Yes Total water discharged – Global total

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
303-5	Water consumption	Water Stewardship, pp. 76–85 2025 Performance Data, Water Stewardship tab		14.7.6		Yes Total water consumed – Global total
14.8 Closure and rehabilitation						
3-3	Management of material topics	Our Approach to Closure and Reclamation Closure and Reclamation, pp. 92–94		14.8.1		
402-1	Minimum notice periods regarding operational changes	2025 Performance Data, Labor Management Relations tab		14.8.2		
404-2	Programs for upgrading employee skills and transition assistance programs	Our Approach to People and Culture Our Approach to Value Sharing People and Culture, pp. 46–48 Value Sharing, pp. 61–70		14.8.3		
Additional sector disclosure	Closure and rehabilitation status for each mine site	2025 Performance Data Closure and Reclamation tab	**Requirement(s) omitted:** We do not report on closed and rehabilitated sites. **Reason:** Not applicable. **Explanation:** The scope of our sustainability disclosures are for wholly owned operations and joint ventures where Newmont is the operator. Unless specifically noted, we do not report on non-operating sites, and as such, do not report on legacy sites.	14.8.4		
Additional sector disclosure	Approval status and review dates for closure and rehabilitation plans	2025 Performance Data, Closure and Reclamation tab		14.8.5		
Additional sector disclosure	For each mine site, report in hectares: • total land disturbed and not yet rehabilitated; • total land disturbed and rehabilitated	2025 Performance Data Closure and Reclamation tab		14.8.6		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Additional sector disclosure	For each mine site, report the estimated life of mine (LOM)		**Requirement(s) omitted:** We currently do not report the estimated life of mine. **Reason:** Confidentiality constraints. **Explanation:** Estimating life of mine for each mine site involves technical assumptions and the disclosure of this information could potentially lead to unintended outcomes such as misleading the market, affecting Newmont's competitive advantage and valuation, and influencing discussions with our stakeholders including governments, communities, and customers.	14.8.7		
Additional sector disclosure	Report the financial provisions made by the organization for closure and rehabilitation		**Requirement(s) omitted:** We currently do not report the details on our financial provisions made for closure and rehabilitation, covering environmental and socio-economic post closure monitoring and aftercare for mine sites. **Reason:** Confidentiality constraints. **Explanation:** As per requirements of a publicly traded company, Newmont discloses its total Asset Retirement Obligations (ARO) in our consolidated financial statements under United States Generally Accepted Accounting Principles (US GAAP) and AROs for mine sites in statutory financial statements under International Financial Reporting Standards (IFRS). Information on the estimation of AROs is included within our Critical Accounting Estimates disclosure in Newmont's 2025 Form 10-K. These ARO estimates, if misinterpreted or compared against other site level reporting such as requested within this disclosure, could pose risk to Newmont and its affiliates. While Newmont uses a prescriptive closure cost estimation framework as part of our mine closure approach the exact monetary outputs of this work is not disclosed for confidentiality reasons described above.	14.8.8		
Additional sector disclosure	Describe non-financial provisions made by the organization to manage the local community's socioeconomic transition to a sustainable post-mining economy	Closure and Reclamation, pp. 92–94		14.8.9		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.9 Economic impacts						
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing, pp. 61–70		14.9.1		
201-1	Direct economic value generated and distributed	Value Sharing, pp. 61–70 2025 Performance Data, Economic Value Generated and Distributed tab; Community Investments tab; Tax Transparency tab		14.9.2		
203-1	Infrastructure investments and services supported	Our Approach to Value Sharing Value Sharing, pp. 61–70 2025 Performance Data, Community Investments tab		14.9.3		
203-2	Significant indirect economic impacts	Our Approach to Value Sharing Value Sharing, pp. 61–70		14.9.4		
204-1	Proportion of spending on local suppliers	Our Approach to Value Sharing Value Sharing, pp. 61–70		14.9.5		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

[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.*

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Additional sector disclosure	Report the percentage of workers hired from the local community at the mine-site level, broken down by gender, and the organization's definition used for "local community"	Value Sharing, pp. 61–70 2025 Sustainability Report Methodology	**Requirement(s) omitted:** We currently do not report local hires by gender. **Reason:** Information unavailable/incomplete. **Explanation:** We currently do not have this data available in this way. We will work to report on this in the future.	14.9.6		
14.10 Local communities						
3-3	Management of material topics	Our Approach to Social Acceptance Social Acceptance, pp. 56–60		14.10.1		
413-1	Operations with local community engagement, impact assessments, and development programs	Social Acceptance, pp. 56–60 Value Sharing, pp. 61–70 2025 Performance Data, Social Impact Assessment and Engagement tab; Resettlement tab; Community Investments tab		14.10.2		
413-2	Operations with significant actual and potential negative impacts on local communities	2025 Performance Data, Community Impacts tab		14.10.3		
Additional sector disclosure	Breakdown of grievances from local communities by type and resolution status	Social Acceptance, pp. 56–60 2025 Performance Data, Complaints tab		14.10.4		
14.11 Rights of Indigenous Peoples						
3-3	Management of material topics	Our Approach to Human Rights Human Rights, pp. 49–55		14.11.1		
411-1	Incidents of violations involving rights of Indigenous Peoples	2025 Performance Data, Indigenous Peoples tab There were no significant incidents involving the rights of Indigenous People in 2025. For more information see Human Rights – Indigenous Peoples' Rights Performance, pp. 52-54 and the 2025 Performance Data on Actual or Potential Negative Community Impacts, which includes mitigation plans and responses.		14.11.2		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
Additional sector disclosure	List the locations of operations and proven reserves where Indigenous Peoples are present and are or may be affected by the activities of the organization	Human Rights, pp. 49–55 2025 Form 10-K, p. 72		14.11.3		
Additional sector disclosure	Report whether the organization has been involved in a process of seeking free, prior and informed consent (FPIC) from Indigenous Peoples for any of the organization's activities	Our Approach to Human Rights Human Rights, pp. 49–55		14.11.4		
14.12 Land and resource rights						
3-3	Management of material topics	Our Approach to Social Acceptance Our Approach to Human Rights Social Acceptance, pp. 56–60 Human Rights, pp. 49–55		14.12.1		
Additional sector disclosure	List the mine sites where involuntary resettlement is planned, ongoing or has taken place, including the number of and ways in which persons are or will be affected	Social Acceptance, pp. 56–60 2025 Performance Data, Resettlement and/or Relocation Activity tab		14.12.2		
Additional sector disclosure	List the locations of operations where conflicts or violations of land and resource rights occurred, and describe the incidents and the stakeholders whose rights are or could be affected	Social Acceptance, pp. 56–60		14.12.3		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.13 Artisanal and small-scale mining						
3-3	Management of material topics	Our Approach to Social Acceptance Social Acceptance, pp. 56–60		14.13.1		
Additional sector disclosure	List the mine sites where ASM occurs on or in close proximity to the site	Social Acceptance, pp. 56–60 2025 Performance Data, Artisanal and Small-Scale Gold Mining tab		14.13.2		
Additional sector disclosure	Report the total number and nature of incidents involving ASM and actions taken to address them	Health, Safety and Security, pp. 42–45 Social Acceptance, pp. 56–60 Value Sharing, pp. 61–70		14.13.3		
14.14 Security practices						
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.14.1		
410-1	Security personnel trained in human rights policies or procedures	2025 Performance Data, Human Rights Security Personnel Training tab		14.14.2		
14.15 Critical incident management						
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.15.1		
306-3	Significant spills	2025 Performance Data, Compliance and Significant Events tab		14.15.2		
Additional sector disclosure	Report the number of critical incidents in the reporting period, describe their impacts, and actions taken to remediate them	2025 Performance Data, Compliance and Significant Events tab		14.15.3		
Additional sector disclosure	Report the percentage of mine sites that have emergency preparedness and response plans in place, and list the sites that do not	All sites have emergency preparedness and response plans in place.		14.15.3		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.16 Occupational health and safety						
3-3	Management of material topics	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.16.1		
403-1	Occupational health and safety management system	Our Approach to Health, Safety and Security		14.16.2		
403-2	Hazard identification, risk assessment, and incident investigation	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.16.3	SDG 3	
403-3	Occupational health services	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.16.4		
403-4	Worker participation, consultation, and communication on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.16.5		
403-5	Worker training on occupational health and safety	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45 2025 Performance Data, Workforce Safety tab		14.16.6		
403-6	Promotion of worker health	Our Approach to Health, Safety and Security Health, Safety and Security, pp. 42–45		14.16.7		
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. 42–45		14.16.8	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. 42–45 2025 Performance Data, Workforce Safety tab 2025 Sustainability Report Methodology		14.16.9		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
403-9	Work-related injuries	Health, Safety and Security, pp. 42–45 2025 Performance Data, Workforce Safety tab		14.16.10		Yes 2025 Performance Data, Workforce Safety – Employee-only safety rates: Trailing five year data 2025 Performance Data, Workforce Safety – Employee-only safety data: Site level 2025 Performance Data, Workforce Safety – Contractor-only safety rates: Trailing five year data 2025 Performance Data, Workforce Safety – Contractor-only safety data: Site level 2025 Performance Data, Workforce Safety – Combined employee and contractor safety rates: Trailing five year data 2025 Performance Data, Workforce Safety – Combined employee and contractor safety data: Site level
403-10	Work-related ill health	2025 Performance Data, Workforce Safety tab		14.16.11		
14.17 Employment practices						
3-3	Management of material topics	Our Approach to People and Culture People and Culture, pp. 46–48		14.17.1		
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage		**Requirement(s) omitted:** We do not currently report ratios of standard entry-level wage by gender compared to local minimum wage. **Reason:** Information unavailable/incomplete. **Explanation:** We do not currently have this information available for all countries. We will work to report on this in the future.	14.17.2		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
401-1	New employee hires and employee turnover	2025 Performance Data, Talent Attraction and Retention tab		14.17.3		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		**Requirement(s) omitted:** We do not currently disclose on benefits provided to full-time employees that are not provided to temporary or part-time employees. **Reason:** Information unavailable/incomplete. **Explanation:** Less than one percent of our total employee population are non-full-time employees. Given this is an immaterial proportion of our global workforce, and considering benefits offered across our global operations are not consistent, we are choosing to omit this disclosure. We will continue to assess our proportion of temporary or part-time employees, and will report on this disclosure if the proportion becomes material in the future.	14.17.4		
401-3	Parental leave		**Requirement(s) omitted:** We do not currently report details on parental leave benefits. **Reason:** Information unavailable/incomplete. **Explanation:** We do not currently have a system in place with the ability to track this information at the level of detail required. The potential to adopt the systems required to track this data will continue to be assessed.	14.17.5		
402-1	Minimum notice periods regarding operational changes	2025 Performance Data, Labor Management Relations tab		14.17.6		
404-1	Average hours of training per year per employee	2025 Performance Data, Training and Professional Development tab		14.17.7		
404-2	Programs for upgrading employee skills and transition assistance programs	Our Approach to People and Culture Our Approach to Value Sharing People and Culture, pp. 46–48 Value Sharing, pp. 61–70		14.17.8		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
414-1	New suppliers that were screened using social criteria	Our Approach to Responsible Sourcing 2025 Performance Data, Human Rights Supplier Screening tab		14.17.9		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. 39–40 Human Rights, pp. 49–55 2025 Performance Data, Human Rights Supplier Screening tab		14.17.10		
14.18 Child labor						
3-3	Management of material topics	Our Approach to Human Rights Human Rights, pp. 49–55		14.18.1		
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Approach to Human Rights Modern Slavery Statement		14.18.2		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
414-1	New suppliers that were screened using social criteria	Our Approach to Responsible Sourcing 2025 Performance Data, Human Rights Supplier Screening tab		14.18.3		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
14.19 Forced labor and modern slavery						
3-3	Management of material topics	Our Approach to Human Rights Human Rights, pp. 49–55		14.19.1		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Approach to Human Rights Modern Slavery Statement		14.19.2		
414-1	New suppliers that were screened using social criteria	Our Approach to Responsible Sourcing 2025 Performance Data, Human Rights Supplier Screening tab		14.19.3		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

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.20 Freedom of association and collective bargaining						
3-3	Management of material topics	Our Approach to People and Culture People and Culture, pp. 46–48		14.20.1		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2025 Form 10-K, Item 1A. Risk Factors, pp. 41–45 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.		14.20.2		
Additional sector disclosure	Report the number of strikes and lockouts involving 1,000 or more workers lasting one full shift or longer, and their total duration in worker days idle	There were no strikes or lockouts in 2025.		14.20.3		
14.21 Non-discrimination and equal opportunity						
3-3	Management of material topics	Our Approach to People and Culture People and Culture, pp. 46–48		14.21.1		
202-2	Proportion of senior management hired from the local community	There is one member of senior management hired from the local community.		14.21.2		
401-3	Parental leave		**Requirement(s) omitted:** We currently do not report parental leave. **Reason:** Information unavailable/incomplete. **Explanation:** Benefits offered to full-time employees differ from the enterprise level, business units and sites. Benefits are based on local contact, laws, etc.	14.21.3		
404-1	Average hours of training per year per employee	2025 Performance Data, Training and Professional Development tab		14.21.4		
405-1	Diversity of governance bodies and employees	Our Approach to People and Culture Our Approach to Value Sharing 2025 Performance Data, Diversity tab 2026 Proxy Statement, Board Composition, p. 14 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.		14.21.5	SDG 5	

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
405-2	Ratio of basic salary and remuneration of women to men	2025 Performance Data, Compensation and Equal Remuneration tab		14.21.6		
406-1	Incidents of discrimination and corrective actions taken	Business Integrity and Compliance, pp. 27–31 People and Culture, pp. 46–48		14.21.7		
14.22 Anti-corruption						
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance, pp. 27–31		14.22.1		
205-1	Operations assessed for risks related to corruption	Business Integrity and Compliance, pp. 27–31 2025 Form 10-K,Item 1A. Risk Factors – Risks Related to the Jurisdictions in Which We Operate, pp. 38–44; Legal Risks, pp. 47–48		14.22.2		
205-2	Communication and training about anti-corruption policies and procedures	Our Approach to Business Integrity and Compliance Business Integrity and Compliance, pp. 27–31 2025 Performance Data, Integrity and Transparency tab Code of Conduct	**Requirement(s) omitted:** We do not report the number and percentage of employees trained. **Reason:** Information unavailable/incomplete. **Explanation:** We currently report number of training interactions with employees and will work to report on number and percentage in future years.	14.22.3		
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:** Confidentiality constraints. **Explanation:** We do not report this information given it is confidential.	14.22.4		
Additional sector disclosure	Describe the approach to contract transparency	Our Approach to Value Sharing Newmont website – Disclosure and Transparency Hub, Contract Disclosures		14.22.5		
Additional sector disclosure	Report information about the organization's beneficial owners, including joint ventures	Newmont website – Disclosure and Transparency Hub, Beneficial Ownership and Joint Venture Interests		14.22.6		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.23 Payments to governments						
3-3	Management of material topics	Our Approach to Value Sharing Value Sharing, pp. 61–70 2025 Taxes and Royalties Contribution Report, Strategy, pp. 11–13		14.23.1		
201-1	Direct economic value generated and distributed	Value Sharing, pp. 61–70 2025 Performance Data, Economic Value Generated and Distributed tab; Tax Transparency tab; Community Investments tab		14.23.2		
201-4	Financial assistance received from government	No financial assistance was received from governments in 2025.		14.23.3		
207-1	Approach to tax	Our Approach to Value Sharing 2025 Form 10-K, Item 2. Properties, pp. 53–62 2025 Taxes and Royalties Contribution Report, Strategy, pp. 11–13		14.23.4		
207-2	Tax governance, control, and risk management	Our Approach to Value Sharing 2025 Taxes and Royalties Contribution Report, Governance, p. 9; Risk Management, p. 15		14.23.5		
207-3	Stakeholder engagement and management of concerns related to tax	2025 Taxes and Royalties Contribution Report, Stakeholder Engagement, p. 12		14.23.6		
207-4	Country-by-country reporting	ESTMA report 2025 Taxes and Royalties Contribution Report, Overall Economic Contribution, pp. 17–20		14.23.7		
Additional sector disclosure	Details on minerals purchased from the state or from third-parties appointed by the state to sell on their behalf		**Requirement(s) omitted:** We have no information to disclose related to minerals purchased from the state. **Reason:** Not applicable. **Explanation:** Newmont does not purchase minerals from the state or from third parties appointed by the state.	14.23.8		

Material Topics		Where Addressed (Document Link, Page)	Omissions	GRI Sector Standard Reference Number	Alignment with Newmont's Priority Sustainable Development Goals	Externally Assured
14.24 Public policy						
3-3	Management of material topics	Our Approach to Business Integrity and Compliance Business Integrity and Compliance, pp. 27–31		14.24.1		
415-1	Political contributions	2025 Performance Data, Policy Influence tab		14.24.2		
14.25 Conflict-affected and high-risk areas						
3-3	Management of material topics	Conflict-Free Gold Standard		14.25.1		
Additional sector disclosure	List the locations of operations in conflict-affected or high-risk areas and how these were identified	Conflict-Free Gold Report		14.25.2		
Additional sector disclosure	Describe the due diligence process applied for operations in, or when sourcing from, conflict-affected and high-risk areas and whether it aligns with the OECD *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*	Conflict-Free Gold Standard Conflict-Free Gold Report Responsible Sourcing, pp. 39–40		14.25.3		
Additional sector disclosure	For operations in conflict-affected or high-risk areas, report the potential negative impacts on workers and local communities, including actions to prevent or mitigate the impacts	Our Approach to Value Sharing Our Approach to Social Acceptance Value Sharing, pp. 61–70 Social Acceptance, pp. 56–60		14.25.4		

SASB

Newmont Corporation has reported in accordance with the SASB Metals & Mining Industry Standard (Version 2023-12) for the period January 1–December 31, 2025.

SASB Topic	Accounting Metric	Code	2025 Disclosure	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	EM-MM-110a.1	2,259,157 tonnes CO_2e	**2025 Performance Data**, Energy and Emissions tab
	Percentage of Scope 1 emissions covered under emissions-limiting regulations	EM-MM-110a.1	44%	**2025 Performance Data**, Energy and Emissions tab
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	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. 72–75
Air Quality	Air emissions of the following pollutants: (1) CO (2) NOx (excluding N_2O) (3) SOx (4) Particulate matter (PM10) (5) Mercury (Hg) (6) Lead (Pb) (7) Volatile organic compounds (VOCs)	EM-MM-120a.1	(1) 5,388 t (2) 11,920 t (3) 1,304 t (4) 23,616 t (5) 0.09 t (6) 8.26 t (7) 346 t	**2025 Performance Data**, Air Emissions tab
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	EM-MM-130a.1	(1) 48,266,178 GJ (2) 36% (17,375,114 GJ indirect energy consumed/48,266,178 GJ total energy consumed) (3) 8% (4,018,609 GJ direct and indirect renewable energy consumed/48,266,178 GJ total energy consumed)	**2025 Performance Data**, Energy and Emissions tab
Water Management	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress (2) Total water consumed, percentage in regions with High or Extremely High Baseline Water Stress	EM-MM-140a.1	(1) 373,667 ML (operational water); 72,955 ML (other managed water) (2) 123,231 ML a) Total water withdrawn in water-stressed areas – 7% (from Cerro Negro and Peñasquito) b) Total water consumed in water-stressed areas – 23% (from Cerro Negro and Peñasquito)	**2025 Performance Data**, Water Stewardship tab
	Number of incidents of non-compliance associated with water quality permits, standards and regulations	EM-MM140a.2	Newmont discloses fines and sanctions issued in the reporting year for environmental non-compliance events in the reference to the right. Of the 12 fines and sanctions received in 2025, 4 of them were associated with water quality permits, standards and regulations. See the Compliance and Significant Events tab in the 2025 Performance Data file for further details on the incidents.	**2025 Performance Data**, Compliance and Significant Events tab

SASB Topic	Accounting Metric	Code	2025 Disclosure	Reference
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	EM-MM-150a.4	116,104 t	2025 Performance Data, Waste tab
	Total weight of tailings produced	EM-MM0150a.5	145,578,772 t	2025 Performance Data, Waste tab
	Total weight of waste rock generated	EM-MM-150a.6	234,694,987 t	2025 Performance Data, Waste tab
	Total weight of hazardous waste generated	EM-MM-150a.7	25,827 t	2025 Performance Data, Waste tab
	Total weight of hazardous waste recycled	EM-MM-150a.8	4,156 t	2025 Performance Data, Waste tab
	Number of significant incidents associated with hazardous materials and waste management	EM-MM-150a.9	16	2025 Performance Data, Compliance and Significant Events tab
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	EM-MM-150a.910	Please see the discussion in the listed reference to the right.	Our Approach to Materials
Biodiversity Impacts	Description of environmental management policies and practices for active sites	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	EM-MM-160a.2	(1) 17% (2) 50% (3) 8%	2025 Performance Data, Waste tab
	Percentage of: (1) proved reserves in or near sites with protected conservation status or endangered species habitat (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-MM-160a.3	Assessments conducted by our GIS team to overlay of our reserves and resources profile with data identifying endangered or critically endangered species (created in partnership with Proteus) found that the majority of our reserves and resources were within the 50km buffer of our operations. Since our biodiversity management assessments include a 50km buffer, this indicates that for sites identified as being in or near a protected conservation area or endangered species habitat the majority of site's reserves are also in or near those areas. Refer to the Biodiversity tab in the 2025 Performance Data file for further information.	2025 Performance Data, Biodiversity tab 2025 Form 10-K, p. 72

SASB Topic	Accounting Metric	Code	2025 Disclosure	Reference
Security, Human Rights & Rights of Indigenous Peoples	Percentage of: (1) proved reserves in or near areas of conflict (2) probable reserves in or near areas of conflict	EM-MM-210a.1	Our Peñasquito site is our only operating site in or near areas of conflict, as defined in the 2024 and 2023 Heidelberg Conflict Barometers. See the Proven and Probable Reserves section on page 70 of our 2025 Form 10-K for details.	Conflict-Free Gold Report 2025 Form 10-K, p. 70
	Percentage of: (1) proved reserves in or near Indigenous land (2) probable reserves in or near Indigenous land	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. 49–55 2025 Form 10-K, p. 72
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	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
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	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	EM-MM210b.2	(1) 0 (2) Not applicable	2025 Performance Data, Labor Management Relations tab
Labor Practices	Percentage of active workforce employed under collective agreements	EM-MM-310a.1	Percentage of total workforce represented by union or workplace agreement – 27% Please see data table in the listed reference to the right for a breakout by country.	2025 Performance Data, Labor Management Relations tab
	(1) Number of strikes and lockouts (2) Duration of strikes and lockouts	EM-MM-310a.2	(1) 0 (2) Not applicable	2025 Performance Data, Labor Management Relations tab
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 and (b) contract employees	EM-MM-320a.1	(1) 5.82 (all injuries including First Aids); 0.42 (only recordable injuries) (2) 0.00 (3) 2.94 (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.	2025 Performance Data, Workforce Safety tab

SASB Topic	Accounting Metric	Code	2025 Disclosure	Reference
Business Ethics & Transparency	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	Please see the discussion in the listed reference to the right.	Our Approach to Business Integrity and Compliance Supplier Code of Conduct Code of Conduct 2025 Policy Influence Disclosure
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-MM-510a.2	0 Newmont does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index.	2025 Performance Data, Integrity and Anti-Corruption Measures tab
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	EM-MM-540a.1	See tailings disclosure on our website.	Tailings disclosure site on Newmont.com
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	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	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	EM-MM-000.A	See the listed references to the right for 2025 data.	2025 Form 10-K, Item 1. Business, pp. 6–9
	Total number of employees, percentage of contractors	EM-MM-000.B	(1) 44,122 (17,539 employees and 26,583 contractors) (2) 60%	2025 Performance Data, Workforce Demographics tab

UN Guiding Principles Reporting Framework Index

Newmont Corporation's 2025 Sustainability Report and associated reports adhere to the UN Guiding Principles Reporting Framework (2017 version) for the period January 1–December 31, 2025.

Section of the Framework			Where Addressed (Document Link, Page)
A. Governance of Respect for Human Rights			
Policy commitment	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 2025 Sustainability Report
Embedding respect	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. 16–19 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. 50 2025 Performance Data, Human Rights tabs Code of Conduct Supplier Code of Conduct
	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. 49–55

Section of the Framework			Where Addressed (Document Link, Page)
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. 50 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. 50 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.	Newmont reports 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 2025, 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	C1.1	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**
Stakeholder engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	
	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. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60 **Value Sharing**, pp. 61–70 **Water Stewardship**, pp. 76–85 **Tailings Management**, pp. 86–88 **Biodiversity**, pp. 89–91 **Closure and Reclamation**, pp. 92–94 **Materials**, pp. 95–96
	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. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60 **Value Sharing**, pp. 61–70 **Water Stewardship**, pp. 76–85 **Tailings Management**, pp. 86–88 **Biodiversity**, pp. 89–91 **Closure and Reclamation**, pp. 92–94 **Materials**, pp. 95–96
Assessing impacts	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. 27–31 **Health, Safety and Security**, pp. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60
	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. 42–45 **Human Rights**, pp. 49–55

Section of the Framework			Where Addressed (Document Link, Page)
Integrating findings and taking action	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. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60 **Value Sharing**, pp. 61–70 **Water Stewardship**, pp. 76–85 **Tailings Management**, pp. 86–88 **Biodiversity**, pp. 89–91 **Closure and Reclamation**, pp. 92–94 **Materials**, pp. 95–96
	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. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60 **Value Sharing**, pp. 61–70 **Water Stewardship**, pp. 76–85 **Tailings Management**, pp. 86–88 **Biodiversity**, pp. 89–91 **Closure and Reclamation**, pp. 92–94 **Materials**, pp. 95–96

Section of the Framework			Where Addressed (Document Link, Page)
Tracking performance	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	**Stakeholder Engagement** **Health, Safety and Security**, pp. 42–45 **People and Culture**, pp. 46–48 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60 **Value Sharing**, pp. 61–70 **Water Stewardship**, pp. 76–85 **Tailings Management**, pp. 86–88
Remediation	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	**Social Acceptance**, pp. 56–60 **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. 27–29 **Social Acceptance**, pp. 56–60 **Our Approach to Human Rights**
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	**Business Integrity and Compliance**, p. 27–29 **Social Acceptance**, pp. 56–60 **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 lessons has the company learned?	**Business Integrity and Compliance**, p. 27–29 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60
	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 or significant examples?	**Business Integrity and Compliance**, p. 27–29 **Human Rights**, pp. 49–55 **Social Acceptance**, pp. 56–60

EITI Expectations

Newmont Corporation's 2025 Sustainability Report and associated reports meet the Expectations for EITI supporting companies (2023 standard) for the period January 1–December 31, 2025.

		Criteria	Response	Where Addressed (Document Link, Page)
Expectation 1	Support for the EITI	Does the company publish a statement of support for the EITI and the objective of the EITI Association?	Yes	Our Approach to Value Sharing Sustainability and Stakeholder Engagement Policy – Clause 15
Expectation 2	Disclosure in accordance with the EITI Standard	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 2025 Taxes and Royalties Contribution Report
		Does the company publish a list of controlled subsidiaries?	Yes	2025 Form 10-K, Item 1. Business, p. 6; Item 2. Properties, pp. 53–62 Newmont website – Disclosure and Transparency Hub
Expectation 3	Disclosure of taxes and payments in non-EITI implementing countries	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 2025 Taxes and Royalties Contribution Report
		Are the disclosures disaggregated by project?	Yes	ESTMA Report 2025 Taxes and Royalties Contribution Report
Expectation 4	Commodity trading transparency	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 guidance?	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	Beneficial ownership transparency	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	Due diligence processes and anti-corruption policies	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	Contract transparency	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	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	**2025 Performance Data**, Diversity tab

ICMM Social and Economic Reporting Framework and Guidance

Newmont Corporation's 2025 Sustainability Report and associated reports meet the commitment to report against the eight core indicators of the Social and Economic Reporting: Framework and Guidance for the period January 1–December 31, 2025.

		Location and Response	Omissions
Indicator 1	Taxes – Country-by-country reporting	2025 Taxes and Royalties Contribution Report ESTMA Report	
Indicator 2	Workforce composition	2025 Performance Data, Workforce Demographics tab 2025 Performance Data, Diversity tab	**Requirement(s) omitted:** Disaggregation of contractor data by age group, gender, or other indicators of diversity. **Reason:** Information unavailable/incomplete. **Explanation:** We are unable to provide an accurate breakout of contractor data at this time due to limitations of our current vendor management system. We plan to implement a new vendor management system in the future, with the capabilities to track and obtain the necessary data.
Indicator 3	Pay equality	2025 Performance Data, Compensation and Equal Remuneration tab	**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.
Indicator 4	Wage level	People and Culture, p. 47 2026 Proxy Statement, Pay Ratio of CEO to Median Employee, p. 94	
Indicator 5	Training provided	2025 Performance Data, Training and Professional Development tab	**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.
Indicator 6	Local procurement	2025 Performance Data, Supply Chain Spending tab	**Requirement(s) omitted:** Percentage of procurement budget spent on local suppliers disaggregated per gender. **Reason:** Information unavailable/incomplete. **Explanation:** We are in the process of working towards accurately tracking and reporting this information in the future.
Indicator 7	Education and skills	2025 Performance Data, Community Investments tab	
Indicator 8	Capacity and institutions	2025 Performance Data, Community Investments tab	

Meets | Partially meets | Does not meet

ICMM Mining Principles

All Newmont operating sites are prioritized and subject to third-party validation of ICMM Performance Expectations and mandatory requirements set out in ICMM Position Statements. The below table outlines where each operation is currently positioned within a three-year cycle.

ICMM | Mining Principles Implementation Progress

		Ahafo South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Self-Assessment Year (20')		23	23	24	22	22	24	24	23	24	
Validation Year (20')		24	24	25	23	23	25	25	24	25	
Principle 1 | Ethical Business	**1.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	Work to transition all sites' key environment and social related obligations into a centralized, standardized software tool will continue throughout 2026. **Risk Management**, pp. 32–34
	1.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	1.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 2 | Decision Making	**2.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	2.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Meets ✓ Partially meets ✗ Does not meet

ICMM | Mining Principles Implementation Progress

		Ahafo South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Principle 3 | Human Rights	**3.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.8	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	3.9	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 4 | Risk Management	**4.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	4.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 5 | Health & Safety	**5.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 6 | Environmental Performance	**6.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	Newmont has assessed itself as meeting the majority of GISTM requirements across all tailings storage facilities. Where requirements are not met or partially met, gaps have been identified during the self-assessment process and Newmont is tracking closure of these through an internal Action Plan **Tailings Management**, pp. 86–88
	6.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Meets ✓ Partially meets ✗ Does not meet

ICMM | Mining Principles Implementation Progress

		Ahafo South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Principle 7 | Conservation of Biodiversity	**7.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 8 | Responsible Production	**8.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 9 | Social Performance	**9.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 10 | Stakeholder Engagement	**10.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	

Note: *Ahafo North, Cadia and Lihir are not yet due for validation and are excluded from the above table accordingly.*

✓ 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 South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Gap Assessment Year (20')		23	23	24	22	22	24	24	23	24	
Assurance Year (20')		24	24	25	23	23	25	25	24	25	
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 South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Principle 5 | Human Rights & Conflict	**5.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	5.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 6 | Labour Rights	**6.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	6.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 7 | Working with Communities	**7.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.6	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.7	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	7.8	✓	✓	✓	✓	✓	✓	✓	✓	✓	

✓ Fully conformant ✓ Gap to address – substantially conformant ⊗ Gap to address – not conformant

WGC | Responsible Gold Mining Principles Implementation Progress

		Ahafo South	Boddington	Brucejack	Cerro Negro	Merian	Peñasquito	Red Chris	Tanami	Yanacocha	Key Improvement Areas
Principle 8 | Environmental Stewardship	**8.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	8.5	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 9 | Biodiversity, Land Use & Mine Closure	**9.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	9.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Principle 10 | Water, Energy & Climate Change	**10.1**	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.2	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.3	✓	✓	✓	✓	✓	✓	✓	✓	✓	
	10.4	✓	✓	✓	✓	✓	✓	✓	✓	✓	

Note: *Ahafo North, Cadia and Lihir are not yet due for validation and are excluded from the above table accordingly.*

TCFD Index

Newmont Corporation's 2025 Sustainability Report and associated reports adhere to the Taskforce on Climate-Related Financial Disclosures (TCFD) framework for the period January 1–December 31, 2025.

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 2025 Sustainability Report, Our Approach to Sustainability, pp. 16–19
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Our Approach to Energy and Climate Change, Governance, p. 2 2025 Sustainability Report, Our Approach to Sustainability, pp. 16–19
Strategy	**a)** Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2025 Sustainability Report, Adaptation and Resiliency Performance, p. 72–73 2025 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.	2025 Sustainability Report, Adaptation and Resiliency Performance, pp. 72–73 2025 Climate Risks Our Approach to Energy and Climate Change, Risk Management, p. 3 2025 Form 10-K, Item 1A. Risk Factors – Risks Related to Our Industry, pp. 32–40
	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 2025 Sustainability Report, Adaptation and Resiliency Performance, pp. 72–73
	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 Our Approach to Energy and Climate Change, Climate Scenario Analysis, p. 5 2025 Sustainability Report, Adaptation and Resiliency Performance, pp. 72–73

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 2025 Form 10-K, Item 1A. Risk Factors – Risks Related to Our Industry, pp. 32–40
	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 2025 Sustainability Report, Risk Management, pp. 32–34
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.	2025 Sustainability Report, Emissions and Energy Performance, pp. 73–75 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 2025 Sustainability Report for more details.
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2025 Sustainability Report, Emissions and Energy Performance, pp. 73–75 2025 Performance Data, Energy and Emissions tab 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.	2025 Sustainability Report, Emissions and Energy Performance, pp. 72–75 2025 Sustainability Report, Water Management Performance, pp. 76–85 2025 Performance Data, Energy and Emissions tab 2025 Performance Data, Water Stewardship tab

TNFD Index

Newmont Corporation's 2025 Sustainability Report and associated reports adhere to the Taskforce on Nature-Related Financial Disclosures (TNFD) framework for the period January 1–December 31, 2025.

Section of the Framework	Recommended Disclosures	Where Addressed (Page, Document, Link)
Governance	**a)** Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities	Our Approach to Nature Positive, Governance, p. 2 2025 Sustainability Report, Our Approach to Sustainability, pp. 16–19
	b) Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities	Our Approach to Nature Positive, Governance, p. 2 2025 Sustainability Report, Our Approach to Sustainability, pp. 16–19
	c) Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities	Our Approach to Human Rights, pp. 1–2 2025 Sustainability Report, Our Approach to Sustainability, pp. 16–19
Strategy	**a)** Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium, and long term	Our Approach to Nature Positive, pp. 3–4
	b) Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place	Our Approach to Nature Positive, pp. 3–4
	c) Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios	Our Approach to Nature Positive, pp. 3–4
	d) Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations	2025 Sustainability Report, Our Business, p. 14
Risk & Impact Management	**a(i)** Describe the organization's process for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations	Our Approach to Nature Positive, pp. 3–4
	a(ii) Describe the organization's process for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s)	Our Approach to Nature Positive, pp. 3–4
	b) Describe the organization's process for managing nature-related dependencies, impacts, risks and opportunities	Our Approach to Nature Positive, p. 2 Biodiversity Management Standard Closure and Reclamation Management Standard Water Management Standard
	c) Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes	Our Approach to Biodiversity, p. 2 2025 Sustainability Report, Risk Management, pp. 32–34
Metrics & Targets	**a)** Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process	Our Approach to Nature Positive, p. 5 2025 Sustainability Report, Public Sustainability Targets, pp. 9–12
	b) Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature	Our Approach to Nature Positive, p. 5 2025 Sustainability Report, Public Sustainability Targets, pp. 9–12
	c) Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these	Our Approach to Nature Positive, p. 5 2025 Sustainability Report, Public Sustainability Targets, pp. 9–12

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