2025 Sustainability Report Methodology

This document details the definitions and basis of preparation for the publicly reported material topics selected for external assurance in our 2025 sustainability report, for the year ended 31 December 2025. As announced on 16 April 2025, Newmont had completed the sale of its non-core operating assets and as a result, these assets are not included in the 2025 report. As performance metrics are obtained from estimations, calculations or simulations based on validated and accepted methods, we are continuously working to refine our processes and implement improved measurement methodologies to improve data accuracy. Any corrections identified through this process will be reflected in prior period values and associated restatements will be noted in footnotes.

BUSINESS INTEGRITY AND COMPLIANCE

INTEGRITY AND ANTI-CORRUPTION MEASURES

Newmont records and reports the total number of integrity cases opened/received (per performance data table) and closed/addressed. Newmont also records and reports on disciplinary measures and process improvements derived from substantiated integrity cases, together with integrity training metrics for the relevant year. Integrity matters include cases, integrity inquiries (proactive inquiries or compliance reviews), and other matters[1]. New matters are received through Newmont's third-party run Business Integrity Helpline reporting process and/or through alternative reporting channels, such as reported directly to the Business Integrity & Compliance (BI&C) team or identified or received locally by any site, region, functional or enterprise team. The number of reported matters addressed represents all matters received and closed during the year.

In 2025 we adjusted our case nomenclature whereby cases previously classified as "Escalated" are now split between "Tier 1" and "Tier 2", both of which are cases requiring independent review/investigation and whereby: "Tier 1" cases relate to business integrity matters requiring a formal and independent review or investigation such as conflicts of interest, fraud, corruption, retaliation and safety misconduct), and "Tier 2" cases relate to respect at work matters requiring a formal and independent review or investigation such as workplace bullying, harassment, discriminatory practices or sexual misconduct. Cases previously referenced as "Non-Escalated" are now denominated "Tier 3" cases which correspond to non-business integrity, compliance or Respect at Work matters that are determined to be better handled directly by functional management in accordance with functional protocols rather than through a BI&C process (e.g., administrative, procedural and employment matters

All matters undergo formal and documented triage using Newmont’s pre-defined triage form. All Tier 1 and Tier 2 matters are assessed, followed up on or investigated under the oversight of the respective BI&C resource to determine if the allegation(s) are substantiated or unsubstantiated.

All substantiated Tier 1 and Tier 2 cases result in some form of corrective action, including change of business process, control enhancements or Human Resources and/or Management actions. Human Resources or Management actions may include counseling, discipline (which may include written/verbal warnings, suspensions, impact to compensation, etc.) or being exited from the organization. One allegation can result in multiple instances of recommended corrective actions.

Substantiation is calculated based on all escalated matters closed in the year where all, or part of, the allegations were confirmed to have happened after completing the investigation of the matter. Newmont only tracks substantiation for escalated matters.

[1] Relates to matters received into the Business Integrity Helpline that are neither integrity allegations, complaints nor integrity inquiries. As the Helpline does not restrict the types of incidents reported, this channel is sometimes utilized as a clearinghouse for raising matters outside the scope of integrity and compliance matters.

Tier 1 and Tier 2 cases are closed once the following has happened:

- Unsubstantiated cases: Investigation completed, documented in case file and reviewed by BI&C independent reviewer.
- Substantiated cases: Investigation completed, documented in case file, reviewed by BI&C independent reviewer and corrective actions agreed upon with management.

Tier 3: Matters that come through Newmont's Business Integrity Helpline, but that do not relate to real, apparent or potential breaches of Newmont's Code of Conduct, Business Integrity Policy or relevant standards. Tier 3 classification is also applied to situations where it is determined that the matter can be more directly and effectively addressed by the pertinent members of management, such as single instances of low severity matters and instances of interpersonal conflict.

BI&C, in collaboration with the Health, Safety and Security, Sustainability and External Relations and Communities and Social Performance, have defined a list of matters considered to be Tier 3.

BI&C will then identify the most suitable functional lead to whom the Tier 3 matter should be transferred to for further consideration, and if applicable, action.

Tier 3 matters, proactive inquiries, compliance reviews and other matters are tracked and reported in the count of total number of matters opened, closed and addressed. Tier 3 cases are closed once the following has happened:

- Transfer of the matter to functional management is completed and confirmed by functional management in writing.

ENVIRONMENT

CLOSURE AND RECLAMATION

As part of Newmont's commitment to responsibly close and reclaim mine sites, sites are required to perform an annual summary of actual disturbance, actual reclamation and/or decommissioning executed during the year. Sites measure, monitor and report disturbed and reclaimed land areas through acceptable survey methods and converted to area in plan view (two-dimensional vs three dimensional) for calculations. Acceptable survey methods are those that are reproducible for review, with results tracked using geographic information systems where calculations are based on the projected coordinate systems of the feature or in the map for the region. 'Land areas' may include sea, lake or riverbeds within the mine lease boundary (owned or leased) that may be disturbed by mine activities. The areas reported should include the entire sea/riverbed area within the mine lease boundary.

Achieved reclamation: Refers to the actual area of land reclaimed.

Agreed upon end use: Describes use to which land will be returned following reclamation, as set out in the internally approved site specific Mine Closure Plan. 'Agreed use' does not necessarily mean returning land to its prior condition, as post-mining end use may result in a changed state (such as flooded open-cast workings creating wetland habitat).

Concurrent reclamation: Ongoing reclamation of land as it becomes available during the life of the mine, typically integrated with mine operations.

Disturbance: Any physical or chemical alteration which disrupts the pre-existing habitats and land cover, for the development and/or operation of the mine, and which has not yet been reclaimed. Unless otherwise noted in the footnotes of the performance data table, this does not include temporary disturbances (e.g., drill pads) or areas for which use is related to greenfield exploration activities (e.g., exploration roads).

Footprint: The land area, measured by acceptable survey methods, that has been disturbed, both current and reclaimed, throughout the construction and operation of a mine.

Reclaimed area: A unit of area measured in plan view (two dimensional) that consists of intended final reclamation with the current business plan, requiring no substantive additional mechanical or material cost effort (i.e., significant earthmoving, even if some mechanical cost effort may be needed to seed the area), other than monitoring, to release from liability as consistent with regulatory and Newmont requirements. Seeding is not considered a substantive additional mechanical or material cost effort. If all earthworks have been completed but the site is waiting for the next year to seed due to the seasonality of the landscape, the area can be considered to have achieved reclamation.

WATER STEWARDSHIP

Sites collect and calculate water data (amount and quality) through a combination of direct measurement from flow meters and water levels, estimation and simulation. The key assumptions used in making the estimates include run-off coefficients where not directly calculated, evaporation rates from open water and tailings beaches, tailings entrainment based on slurry water content and tailings density, and seepage rates from tailings storage facilities. The data is incorporated into site-wide water balances and annual Water Accounting Frameworks (WAFs). WAFs are utilized to quantify water inputs, outputs, reuse/recycle, and consumption and are categorized by water quality. WAFs align with the Minerals Council of Australia (MCA) Water Accounting Framework User Guide 2.0 2022 and to the ICMM's Water Reporting: Good Practice Guide August 2021.

Category 1 water quality: Water of high quality and may require minimal and inexpensive treatment, such as disinfection and pond settlement of solids, to raise the quality to appropriate drinking water standards. Corresponds to the ICMM high quality water definition.

Category 2 water quality: Water of a medium quality with characteristics that require moderate treatment, such as disinfection, neutralization, removal of solids and chemicals, to meet applicable drinking water standards. Corresponds to the ICMM high quality water definition.

Category 3 water quality: Water of low quality with characteristics including high values of total dissolved solids, elevated levels of dissolved metals or extreme pH levels. Significant treatment would be required to meet applicable drinking water standards. Corresponds to the ICMM low quality water definition.

Groundwater: Water below the surface of the Earth stored in pore spaces and fractures within rock or layers of sand and gravel (aquifers). Groundwater withdrawals include water entrained in extracted ore.

High quality water: Typically has high socio-environmental value with multiple potential beneficial uses and/or receptors, including water supply for drinking, agriculture, food production, amenity value, industrial uses and ecosystem function. Corresponds to MCA's Category 1 and Category 2 water quality.

Low quality water: Typically has lower socio-environmental value as the poorer quality may restrict potential suitability for use by a wide range of other users or receptors, excluding potential industrial uses and adapted ecosystem function. However, lower quality water may often be used by the mining and metals industry, where available and appropriate, to help meet the operational water demand and reduce the take of higher quality water. Corresponds to MCA's Category 3 water quality.

Operational water: All water that enters the operational water system and is used to meet the operational water demand.

Other managed water: Water that is actively managed (e.g., physically pumped, actively treated or has material consumptive losses) by the operation but does not enter the operational water system used to supply the operational water demand (i.e., is not used by the site in an operational task or activity).

Precipitation: Incident precipitation and runoff that is captured from rainfall, snow and hail.

Seawater: Water in the sea or in an ocean, or estuary.

Surface water: Water that occurs naturally on the Earth's surface in ice sheets, ice caps, glaciers, icebergs, bogs, ponds, lakes, rivers, and streams. Excludes water from oceans, seas and estuaries.

Third-party water: Water provided by, or to, an entity that is external to the site or company (e.g., a municipality, utility provider, industrial company or community).

Water consumed: The sum of all water that has been withdrawn, including operational water and other managed water and not released back to surface water, groundwater, seawater or a third party (e.g., incorporated into products, used in the generation of waste, or has evaporated), as defined by GRI 303: Water and Effluents 2018 Standard.

Water discharged: Water that is released to the water environment (e.g., surface water, groundwater or seawater) or to a third party, including operational water and other managed water.

Water reused or recycled: Water that has been used in an operational task and is recovered and used again in an operational task, either without treatment (reuse) or with treatment (recycle).

Water withdrawn: Water that is drawn from the environment (surface water, groundwater or seawater) or third parties. Newmont reports total water withdrawn for operational water separately from other managed water.

- **Total consumption (per GRI guidance) =** Total water withdrawn (including operational water and other managed water) – total water discharged (including operational water and other managed water). Water in storage is not identified as having a significant water-related impact, therefore, total consumption is not adjusted for changes in water storage.

  Newmont's water consumption data are based on the GRI definition throughout the reporting, except where ICMM is referenced. ICMM's Water Reporting Good Practice Guide August 2021 defines total water consumption as including water that is removed by evaporation, entrainment (in product or waste) or other losses, and not released back to surface water, groundwater, seawater or a third party. Total water consumption includes consumptive losses associated with operational water and other managed water. Newmont utilizes Equation 4 of ICMM's approach for calculating total water consumption.

- **Total consumption (per ICMM guidance) =** Total evaporation + total entrainment + total other losses

HEALTH AND SAFETY

WORKFORCE SAFETY

Newmont classifies and reports occupational injury and illness that occurs in Newmont managed operations or during work that is managed by Newmont. Occupational injury and illness reporting covers employees, third-party workers of Newmont or any entity that is controlled or managed by Newmont.

Event: An undesired occurrence that did or could have resulted in harm to people, damage to property, process upset, harm to the environment, harm to external stakeholders, or loss of reputation.

Exposure Hours: Total actual hours worked by all employees and contractors during a month, a quarter or a fiscal year.

Exposure hours are tracked and collected through site-specific data systems. Contractors who work on site are counted, and contractor hours are tracked separately from company employee hours. Paid vacation time is not counted as exposure hours, nor are the non-rostered/non-work hours for employees and contractors who reside in a camp.

Fatality: Death of an individual as a result of a work-related event or illness.

Fatal Energy: An energy that has the potential to result in single or multiple fatality.

Fatal Energy Release: The uncontrolled release or exchange of hazardous energy, which can result in severe injury (permanently disabling injury (PDI)) or death

First Aid / First Aid Case (FAC): When the injury or illness results in one time treatment and subsequent observation, or treatment that does not include any medical treatment as defined in the ICMM 2021 Health and Safety Performance Indicators Guidance' or a simpler 'or treatment that does not include any medical treatment as defined by ICMM.

First aid is not determined by who renders it; it is dependent on what treatment is given. Emergency treatment of serious injuries requiring "medical treatment" is not first aid treatment. Examples of first aid treatment include cleaning, flushing or soaking wounds on the surface of the skin; removing foreign bodies from the eye using only irrigation or cotton swab; and using wound coverings such as bandages, gauze pads or butterfly bandages.

Lost day injury (LDI): An injury or illness that results in one or more rostered days away from work, excluding the day of the event.

Occupational (work-related) illness or injury: An illness or injury that is the result of work activities occurring in locations that are under the control of Newmont or work activities at the direction of Newmont, regardless of location.

Newmont's Occupational Injury and Illness Reporting Procedure is based on the ICMM 2021 Health and Safety Performance Indicators Guidance for classifying illness and injury. The ICMM guidance is generally aligned with the US Occupational Safety and Health Administration (OSHA): Regulation and Related Interpretations for Recording and Reporting Occupational Injuries and Illness (OSHA 3245-01R, 2005). Specifically for Newmont's reported frequency rates, the calculations align with OSHA's incidence rate calculations, where 200,000 hours is used, instead of ICMM's incidence rate calculations where 1,000,000 hours are used. 200,000 equates to 100 employees working 40 hours per week, 50 weeks per year.

Medical treatment injury (MTI): Any occupational injury that results in loss of consciousness or requires medical treatment, meaning management of the patient beyond visits to a health care professional for observation, counselling, diagnostic procedures or first aid.

At a minimum, the following are considered medical treatment beyond first aid: suturing of wounds, treatment of fractures, treatment of bruises by drainage of blood, treatment of second and third degree burns, or providing prescription drugs or non-prescription drugs at prescription dosage to manage symptoms. Additional examples of what would be considered medical treatment include the use of surgical glue, or staples to close a wound, and the use of an eye patch beyond the shift in which the event occurred.

Permanently disabling injury (PDI): A work-related injury that permanently affects the person such that they:

- have greater than 30% body impairment as per the American Medical Association (AMA) guidelines, 5th edition, with a timeframe of which is likely to be one year or greater to be considered permanent, and/or;
- have ongoing and substantial negative consequences from the injury/illness, and/or;
- are permanently not able to work, have been retired or are permanently re-deployed to another position

Recordable illness case: A new disease case in the categories of occupational respiratory disorders (ORD), occupational hearing loss (HL), musculoskeletal disorders (MSD), occupational cancers (OC) and other occupational medical disorders (OOMD). Mental illness will not be considered work-related unless the employee voluntarily provides the employer with an opinion from a physician or other licensed health care professional with appropriate training and experience stating that the employee has a mental illness that is work related.

Recordable injury case: A new case of sufficient severity that requires medical treatment beyond first aid or results in the worker's inability to perform his or her routine work functions on the next rostered shift.

Restricted Work Injury (RWI): When the injury or illness results in the person not being physically or mentally able to perform all of their routine work function. If a person is able to perform their entire routine work functions but at a slower pace and/or with reduced output, this is not considered an RWI.

Routine work functions: Work activities or assigned duties that the worker regularly performs (e.g. at least once per week) or are included in, but not limited to, a worker's job description.

Inability to perform routine work functions include missing workdays completely or working at alternate or restricted work to accommodate an injury or illness.

Safety Significant Potential Event (SPE): An undesired event with a safety impact that has the credible potential to result in a fatality. To be considered an SPE Preventative, critical controls were absent or failed and:

- Fatal energy was released and mitigative critical controls were absent or ineffective, and there was potential for people to be present, or
- A potential for fatal energy release and mitigative critical controls were absent or ineffective and people were present.

Safety Rates:

- **Occupational Illness Frequency Rate (OIFR) =** (total recordable illness cases x 200,000) / Exposure Hours
- **Total Recordable Injury Frequency Rate (TRIFR) =** (MTI + RWI + LDI + Fatalities) x 200,000 / Exposure Hours
- **Lost Time Injury Frequency Rate (LTIFR) =** (LDI + RWI + Fatalities) x 200,000 / Exposure Hours
- **Permanently Disabling Injury Frequency Rate =** (total number of permanently disabling injuries x 200,000) / Exposure Hours

SOCIAL

HUMAN RIGHTS SUPPLIER SCREENING

Newmont leverages the Supplier Risk Management (SRiM) Program to help identify potential human rights risks a supplier may pose. Risks are identified through pre-qualification assessments (for new suppliers and those due for contract renewal), as well as our internal tier risk assessment against each scope of work. As part of this process, sites which have fully implemented SRiM track and report the number of suppliers requested to complete the pre-qualification assessment, the number of suppliers that responded to the human rights risks-specific questions and the number of suppliers flagged as potentially having an elevated likelihood of impacting human rights. Suppliers are considered to have, elevated likelihood of impacting human rights, if they respond that they have had previous human rights violations or do not have in place policies and/or

management systems to manage risks related to modern slavery, child labor and excessive working hours. These suppliers are then further reviewed and considered for human rights training or other appropriate mitigation plans.

Pre-qualification questionnaire (PQ): An online survey conducted through the supplier platform upon initial supplier registration or contract renewal as part of our Supplier Risk Management (SRiM) Program. The PQ assesses risks related to social, environmental, human rights, health and safety, ethics and compliance, and information technology.

The survey contains seven questions specifically related to human rights due diligence. Responses to the questions are automatically scored in the online system using a predetermined algorithm to flag suppliers with an elevated likelihood ("elevated risk") of impacting human rights. Suppliers that are flagged are further reviewed to determine if the supplier has had an elevated risk and should be prioritized for human rights training or other mitigations. The intent of the PQ is not to be exclusionary, but to support the early identification of risks and ensure that when a formal contract is awarded, appropriate risk management requirements are included within the contract.

Supplier Risk Management (SRiM) Program: Newmont's end-to-end supplier risk framework that supports focus on high-risk contracts in the identification of key scope of work risks and mitigations, while building greater performance transparency with our suppliers.

At the end of 2025, SRiM was fully implemented at sites in the United States, Australia (except Former Newcrest sites), Ghana, Suriname and Peru. SRiM is currently planned to be rolled out to all remaining sites by 2026.

VALUE SHARING

LOCAL PROCUREMENT

All sites identify their local, regional and/or national legal and regulatory provisions and capacity relative to local content procurement and create a Local Procurement Plan. Sites then define locality attributes for Local-Local, Local, National and International suppliers (as defined in the table below), which will be managed in the Local Procurement Plans. Supplier locality is tagged for each supplier within the procurement system. Unless otherwise noted, procurement spend excludes non-addressable spend. Spend is reported on a cash basis and is captured based on supplier location / address where the purchase order is released and paid, unless otherwise noted.

Addressable spend: Spend that is necessary for running the business and is directly related to revenue generation.

Direct area of influence: The geographic area subject to the impact of Newmont's activities in relation to factors including infrastructure, social, economic and environmental.

Indirect area of influence: The geographic area impacted over time by the presence of the site, rather than being directly caused by the site's actions.

International Supplier: A supplier possessing contextually relevant attributes designating such business or person as a foreign national or entity.

Local-local Supplier: A business, contractor and/or employee possessing contextually relevant attributes designating such business or person as being associated with the site's direct area of influence.

Local Supplier: A business, contractor and/or employee possessing contextually relevant attributes designating such business or person as local to the area or region.

National Supplier: A supplier possessing contextually relevant attributes designating such business or person as being associated with the host country.

Non-addressable spend: Spend that is necessary for running the business, but is not directly related to revenue generation. Examples of non-addressable spend include donations to charitable organizations, royalties and payments to government agencies.

Non-order invoice vendors / non-order payments: Payments that do not have a purchase order associated due to the nature of the services, the services provider, the related industry or regulatory or monopolistic practices.

LOCAL-LOCAL AND LOCAL PROCUREMENT DEFINITIONS

Region	Country/site	Local-local Definition	Local Definition
Africa	**Ghana**		
	Ahafo	Micro-, small- and medium-size enterprises* (MSMEs) properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, with at least an office established at Newmont's Africa mining lease area, and which have been validated by the community representatives and confirmed by Newmont's Sustainability and External Relations department at the site. ***Micro, small and medium enterprise (MSME) MSME** – A business entity, properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana, with total employees of no less than 3 and not more than 99, with total fixed assets no more than $1,000,000 USD.	MSMEs properly licensed and registered at the Registrar General's Department (including for taxation) in Ghana (which requires no validation from community representatives) with an office located in the geographical region where the mine is located.
Australia	**Australia**		
	Boddington	Suppliers located within a 50-kilometer radius of the mine site. This includes suppliers with the following post codes: 6721, 6722, 6726, 6751, 6753, 6760	Suppliers located in the state of Western Australia.
	Cadia	Suppliers located in Orange City Council, Bathurst Regional Council (56km) and Blayney Shire Council (40km). This includes suppliers with the following post codes: 2795 2797 2798 2799 2800	Suppliers located in the rest of the state of New South Wales, Australia.
	Corporate	Suppliers located in metropolitan Melbourne as defined by the Victorian Government. This includes suppliers with the following metropolitan post codes:	Suppliers located in the rest of the state of Victoria, Australia.

		3206, 3183, 3184, 3206, 3185, 3205, 3182, 3053, 3008, 3002, 3004, 3031, 3000, 3051, 3006, 3003, 3003, 3001, 8008	
	Tanami	Suppliers from the Yuendumu and Lajamanu communities.	Suppliers located in the Northern Territory.
	Other	N/A	Suppliers located in the state of Western Australia.
Latin America and Caribbean (LATAC)	**Argentina**		
	Cerro Negro	A company that meets at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification "Local Company" according to province Law N°3.616 of Santa Cruz and must be located geographically in the direct area of influence of the mine.	A company that meets at least the requirements to obtain the Registration in the RUPAE (Unique Registry of Suppliers of Extractive Activities), with the qualification "Local Company" according to province Law N°3.616 of Santa Cruz.
	Mexico		
	Peñasquito	MSMEs licensed and registered in the Zacatecas State in Mexico, wholly owned by a Mexican local resident of Peñasquito's mine influence area (MIA), whose principal business address and location of business operation is at one of the 25 communities located in Peñasquito's influence area.	MSMEs licensed and registered in Zacatecas State, whose principal business address and location is in the Zacatecas state, but outside of Peñasquito's MIA.
	Peru		
	Yanacocha	Suppliers located around the direct geographical influence area of mine operations and projects.	Suppliers registered in Cajamarca City and whose owners were born in Cajamarca City.
	Suriname		
	Merian	N/A	Suppliers that are associated with one of the communities in the Area of Interest. This can be businesses owned by Pamaka, Kawina or TCR* community members. *Transport Corridor (TCR) - All communities located between Moengo and Merian (namely Moengo, Pegrim Kondre, Krabu Olo, Mora Kondre, Leewani Kampu, Sabaja Kampu, Ovia Olo, Damg Tapoe and Patamaka)

North America	**Canada**		
	Brucejack	Suppliers located in Northwest British Columbia. This includes suppliers with the following post codes: V0J 0A1, V0J 0A3, V0J 0A5, V0J 0A6, V0J 0A7, V0J 0A8, V0J 0B5, V0J 0C6, V0J 1E0, V0J 1E1, V0J 1E2, V0J 1E3, V0J 1E4, V0J 1S0, V0J 1W0, V0J 1Z0, V0J 1Z1, V0J 1Z2, V0J 2N0, V0J 2N1, V0J 2N2, V0J 2N3, V0J 2N4, V0J 2N5, V0J 2N6, V0J 2N7, V0J 2X0, V0J 2X1, V0J 2X2, V0J 2X3, V0J 3A0, V0J 3A1, V0J 3W0, V0J 3A2, V0J 3A3	Suppliers located in the rest of province of British Columbia.
	Red Chris	Suppliers located in the Regional District of Kitimat-Stikine and Regional District of Bulkley-Nechako. This includes suppliers with the following post codes: V0C 1L0, V0C 2Z0, V0J 1E0, V0J 1E2, V0J 1K0, V0J 1Z0, V0J 2J0, V0J 2N0, V0J 2N2, V0J 2N5, V0J 2X0, V0J 2X3, V0J 3A0, V0J 3A1, V0T 1W0, V8C 2G2, V8G 0E7, V8G 1K9, V8G 1N4, V8G 3E8, V8G 3P3, V8G 4K1, V8G 4R2, V8G 4S8, V8G 5P4, V8G 5S5	Suppliers located in the rest of province of British Columbia.
Papua New Guinea	**Papua New Guinea**		
	Lihir	Suppliers located in Lihir Island - region 635, Lihirain companies with Lihirain director and bank account (refer National Content Policy)	Suppliers located in the rest of country.

WORKFORCE

Newmont tracks and reports various workforce demographics data related to compensation and equal remuneration, inclusion, diversity and equity, labor management relations, talent attraction and retention, and training and professional development. This data is tracked only for Newmont employees, unless otherwise stated. Workforce data is based on head count at the end of the reporting period, unless otherwise noted.

DIVERSITY

Newmont employees self-select their gender upon hire and data is recorded in our human capital management platform. Currently, Newmont's employee records systems only allow for the selection of the options of male or female when self-selecting gender. However, employees may elect not to disclose their gender. For these instances, and for data sets that do not include other sensitive information (i.e., compensation), employees will be reported in the category 'other'. In datasets that include sensitive information, employees who have elected not to disclose their gender will be excluded from the gender breakout tables.

Gender breakout and female representation data includes all Newmont employees with the exception of specific employee sub-group positions such as those hired primarily for skill and development opportunities (e.g., apprentices, students, trainees, seasonal job roles) and do not have a long-term employment commitment with Newmont.

We have employees who live in countries outside of the countries in our operating portfolio. In the gender breakout data disaggregated at the country level, any country where fewer than 10 employees reside is grouped into the category 'Other', for confidentiality purposes.

In 2023, the Company began the first phase of restructuring our organizational design which resulted in a change to some of the job level definitions. These revised definitions remain in effect through 2025 and form the basis for workforce reporting. Accordingly, data from 2023 to date may not be directly comparable to prior years.

Board of Directors: Nominees for election as directors who receive the vote of at least a majority of votes cast at the Annual Meeting of Stockholders of Newmont Corporation. All nominees are independent, except for one director, Newmont's President and Chief Executive Officer (CEO).

Contractor: A third-party worker providing services to Newmont in an augmented staff role (i.e., services that a Newmont employee would typically provide, but because of a shortage of Newmont employees with the necessary skill set, need for scalability, or other business driver, Newmont is required to obtain workers from an outside source).

Employee: A person who is directly on the employee payroll of a Newmont entity.

Executive Leadership Team: All Executive leaders of Newmont's enterprise functions, including the CEO and direct reports to the CEO.

Individual contributor: All Employees within Pay Grades 100–E3 or 2.1–4.3 with 0 direct reports.

Operator and maintainer: All Employees below Pay Grades 100 or 1.1-1.-with 0 direct reports.

People manager: All non-senior leadership employees with at least one direct report.

Senior leadership: All Newmont employees with Executive Grades L4-L7, which includes the Executive Leadership Team.

LOCAL EMPLOYMENT

Each operational site has defined their own long-term or annual local/indigenous employment commitments for local workforce representation, tied to Newmont's global public local/Indigenous employment target. The commitments are often based on formal agreements between Newmont and local or Indigenous communities or internally approved goals. Local/Indigenous employment designations are determined through employee self-identification during hiring, and subsequent validation processes led by the respective people function (where required by site) and is captured in our employee records system. Below is a breakdown of each site's target population and calculation details. Local-local is a specific term used for local employees in Ghana, Argentina, Mexico and Suriname only.

LOCAL/INDIGENOUS EMPLOYMENT DEFINITIONS

Region	Country/site	Definition	Calculation
Africa	**Ghana**		

	Ahafo	Local-local employees within the catchment area of Ahafo mine. Catchment Areas: *Adrobaa, Afirisipa, Gyedu, Kenyase No. 1, Kenyase No. 2, Ntotroso, Susuanso, Terchire, Wamahinso, Yamfo*	The percentage of local-local employees as a percentage of the total national employees. Excludes Employee Groups – International Assignment (Expat) and Casual.
Australia	**Australia**		
	Boddington and Tanami	Aboriginal and Torres Strait Islanders (ATSI) employees.	Aboriginal and Torres Strait employees (Regular and Fixed term) as a percentage of total employees (regular and fixed term), excluding expat employees.
	Cadia	Aboriginal and Torres Strait Islanders (ATSI) employees.	Aboriginal and Torres Strait Islande (ATSI) employees (Regular and Fixed term) as a percentage of total employees (regular and fixed term) at the Cadia site
LATAC	**Argentina**		
	Cerro Negro	Local employees that reside in the Santa Cruz Province; and local local employees residing in Perito Moreno.	Local and local employees that reside in the Santa Cruz Province and Perito Moreno as a percentage of total employees, including expat employees; and excluding Buenos Aires Office and Home Office (remote) employees.
	Mexico		
	Peñasquito	Local unionized employees who reside in Zacatecas; and local-local unionized employees who reside in the communities of influence. Communities of influence: Nuevo Peñasco, Mazapil, Palmas Grandes, Cedros, Tecolotes, El Vergel, Las Mesas, Sabana Grande, Enrique Estrada, Anáhuac, El Rosario, La Presita, Los Charcos, San Antonio Del Portezuelo, La Pardita, El Rodeo, El Trigo, Matamoros, Santa Rosa, Cerro Gordo, La Mejorada, Tanquecillos	Local and local-local unionized employees who reside in Zacatecas and communities of influence as a percentage of total unionized employees.
	Peru		
		Local Cajamarquino employees.	Local Cajamarquino employees as a percentage of total employees in Minera Yanacocha Legal Entity, excluding expat employees.
	Suriname		

	Merian	Local-local Pamakan employees from within the specified communities around our Merian mine. Employees who are Paramaribo based and validated as Pamakan, are also included. “Pamakan” means a person of Pamaka Maroon Ancestry who may or may not have residency along the Marowijne River. <u>Communities</u> Langa Tabiki, Ateemsa, Loka Loka, Tabiki Ede, Nason, Pakila Tabiki, Kiiki Mofo, Skin Tabiki, Badaatabiki, Akati, Boni Doro, Pikin Tabiki	Local-local employees (Pamakan employees from within the specified communities around Merian mine) as a percentage of total employees, including expat employees.
North America	**Canada**		
	Brucejack	First Nations and Indigenous employees from affiliate First Nations (Nisga'a, Skii Km Lax ha, Tahltan members, Tahltan Associates, Gitanyow, Gitxsan, Carrier Sekani, Haisla, Witset, Gitwangak, Metis) and other First Nations.	First Nations and Indigenous employees from affiliate First Nations (Nisga'a, Skii Km Lax ha, Tahltan Members, Tahltan Associates, Gitanyow, Gitxsan, Carrier Sekani, Haisla, Witset, Gitwangak, Gitanmaax, Metis) and other First Nations as a percentage of total employees at the Brucejack site.
	Red Chris	First Nations and Indigenous employees from affiliate First Nations (Tahltan Members, Tahltan Associates) and other First Nations.	First Nations and Indigenous employees from affiliate First Nations (Tahltan Members, Tahltan Associates) and other First Nations as a percentage of total employees at the Red Chris site.
Papua New Guinea	**Papua New Guinea**		
	Lihir	Employees who are of Lihirian descent or have Lihir as their point of hire.	Employees with work contract type as local as a percentage of total employees at the Lihir site.