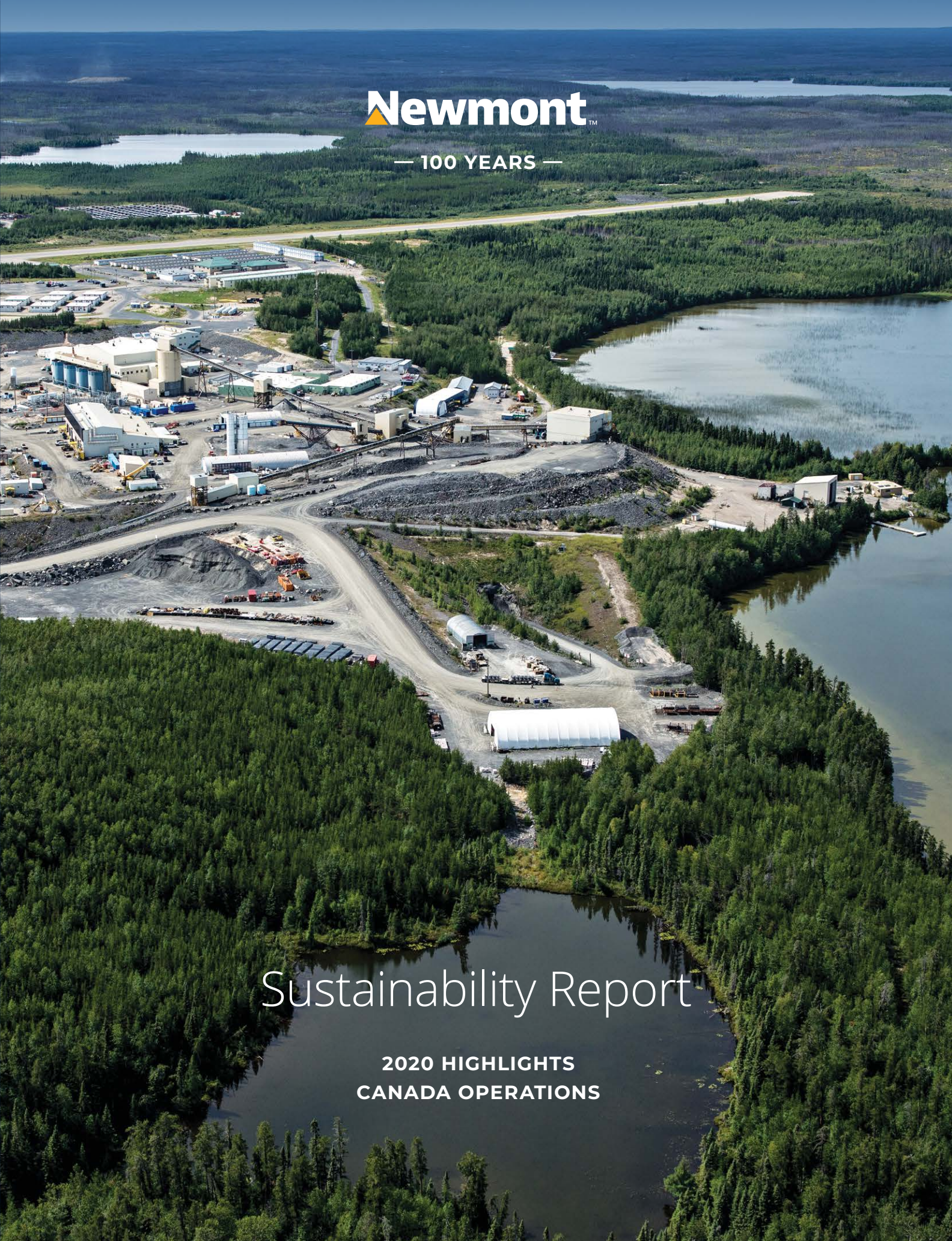


Sustainability Report

2020 HIGHLIGHTS
CANADA OPERATIONS

"At Newmont, our greatest strength is our people. Despite the unexpected challenges we faced as a result of the pandemic, our employees have risen to the occasion. They have shown incredible resilience and commitment which resulted in the Canadian sites performing well against the public sustainability targets."

MARK RODGERS
Senior Vice President, North America Region

"For more than 30 years, our commitment to environmental, social and governance (ESG) performance has developed and grown and is now part of the fabric of the Company and central to all our actions. As we reflect on our 100-year history and begin to write the next chapter in our story, it is clear that Newmont has been a catalyst for change, and we aim to build on this positive momentum."

TOM PALMER
President and Chief Executive Officer



Above:
Porcupine operations, Ontario

On the cover:
Musselwhite mine, Ontario

This publication largely summarizes information on Newmont's Canadian operations found in Newmont's global 2020 Sustainability Report, which is written in accordance with the GRI (formerly the Global Reporting Initiative) and its Mining and Metals Sector disclosures and the Sustainability Accounting Standards Board (SASB) Metals & Mining protocol.

In March 2020, we divested the Red Lake complex in Ontario to Evolution Mining Limited and, as such, this publication does not include information and data from Red Lake. Monetary figures are reported in Canadian dollars and are converted using an average daily exchange rate of USD $1.00 to CAD $1.25.

Dear Canadian Partners and Stakeholders,



Newmont Canada is proud to present our 2020 Sustainability Report. Our reporting commitment includes identifying the sustainability issues that matter most to stakeholders, and we hope you take a few moments to review the report.

At our core, Newmont is a values-driven organization believing that strong environmental, social and governance (ESG) performance is a key indicator of a well-managed, sustainable business. At the same time, we are focused on maintaining operational excellence.

We would like to begin our 2020 sustainability report by acknowledging the First Nation territories in which we operate. We respect and honour their culture, traditions and heritage. Newmont is grateful for being welcomed into these communities and given the opportunity to learn and to inform our practices.

At the same time, we grieve the discoveries at Canada's former residential schools and honour the lives of the Indigenous children lost. Newmont especially recognizes our employees, families and communities that have been directly affected by this ongoing tragedy.

We also must recognize the support and profound resilience of Newmont staff and local communities in the face of COVID-19. Late in the first quarter of 2020, we were all impacted by the pandemic, which fundamentally shifted our business plan as we spent the rest of the year focused on mitigating transmission and supporting the health and basic needs of our community partners. Together, we have worked diligently to keep everyone safe.

We value our partnerships with stakeholders and appreciate their ongoing support of our efforts to create value and improve lives through sustainable and responsible mining.

Sincerely,



John Mullally
Senior Director, Sustainability and External Relations

MEET THE SUSTAINABILITY AND EXTERNAL RELATIONS MANAGERS AT OUR THREE CANADIAN MINES:



Bryan Neeley: Porcupine



Geneviève Pépin: Éléonore



Shane Matson: Musselwhite

OVERVIEW

Our Business

Newmont's 100 percent-owned operating assets in Canada include Éléonore in Quebec and Musselwhite and Porcupine in Ontario. Our Canadian exploration properties are the Coffee project in the Yukon as well as the Galore Creek joint venture with Teck Resources Limited in British Columbia (B.C.). In May 2021, Newmont completed acquisition of GT Gold, which includes the Tatogga project in B.C. Our North America regional office is in Vancouver, B.C.

Newmont is the world's leading gold company and a producer of copper, silver, zinc and lead.

Founded 100 years ago (in 1921) and publicly traded since 1925, Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled ESG practices. In 2007, the Company became the first gold company selected to be part of the Dow Jones Sustainability World Index. Newmont has remained on the prestigious index every year since and has been named the gold mining industry leader for the past six years.

Our Approach to Sustainability

Today, stakeholders rightfully demand we conduct our activities more efficiently and with greater consideration of the environment and the communities in which we operate. Strong ESG performance is not only the right thing to do, but it is also an indicator of a well-managed business that delivers sustainable, long-term value for its shareholders and stakeholders alike.

Newmont's sustainability strategy is a foundational element in achieving our Purpose — to create value and improve lives through sustainable and responsible mining. It reflects our approach to managing risks across the business and is embedded in our overall business strategy. Delivering on our strategy helps build strong, lasting relationships with stakeholders, attracts and retains top talent, and drives innovation in our industry.

621,000 oz
of gold produced[1]

2,130
employees across Canada[1]

3
operating sites[1]

[1] As of December 31, 2020.





Photo (above):
Wetland treatment at
Musselwhite mine, Ontario

Purpose – to create value and improve lives through sustainable and responsible mining.

SUSTAINABILITY FRAMEWORK



Our Sustainability and Stakeholder Engagement Policy is supported by strategies, standards, systems and metrics that drive our performance. In 2020, we updated the policy to reflect both our progress and commitments, as well as changing and growing stakeholder expectations particularly in the areas of climate change, water, biodiversity, tailings management, closure planning, cultural heritage and Indigenous peoples.

Ensuring compliance in this complex and dynamic environment is crucial to securing our licence to operate and protecting our reputation, and we employ management programs to ensure sites' conformance to our social and environmental technical standards, First Nations commitments, and Canadian laws and regulations.

Newmont also supports broader objectives, such as the UN Sustainable Development Goals and the Paris Climate Agreement. Through our global strategies and active participation in voluntary organizations — such as the International Council on Mining and Metals and the Mining Association of Canada — we work to contribute toward the advancement of these goals.

Photos (left to right, top to bottom):
Julianna Benhke, Mine Planner, Musselwhite mine;
Joyce Spence, Indigenous Engagement & Employment Specialist, Musselwhite mine;
Amy Hu, Regional Vice President, Legal;
Shawna Ducharme, Hoist Control Operator, Musselwhite mine;
Lyn Mercier, Warehouse Clerk, Éléonore mine;
Rebecca McCue, Geotechnical Engineer-in-Training, Porcupine operations








Our Workplace

The employees and contractors who work on our behalf give us a distinct competitive advantage. We aim to create a workplace that is respectful and inclusive, protects worker rights, provides fair and equitable compensation, and offers a range of experiences, growth opportunities and benefits.

Through our global Human Capital Strategy, we align our talent management efforts with our overall business strategy. The strategy's focus areas include enhancing the employee experience and evolving for future workforce needs; building strength and leadership capabilities; developing effective labour relations that align stakeholders with a shared future; and improving inclusion and diversity.

INCLUSION AND DIVERSITY

We are on a journey to becoming an industry leader in global inclusion and diversity. We welcome employees from a wide range of cultures and seek to maximize local employment and increase diversity in our workforce to better reflect the communities where we operate.

We will be doing this by delivering on key commitments that are designed to:

- Establish awareness, understanding and commitment
- Create inclusive work environments
- Foster diverse talent pools

Supporting these objectives are activities within the three pillars of our global Inclusion and Diversity Strategy — embedding our value of inclusion and the importance of diversity into our culture, improving diversity by disrupting our people systems and removing unconscious bias, and taking advantage of opportunities to accelerate our efforts.

Visit our global 2020 Sustainability Report for more information including a Q&A with Jennifer Cmil, Executive Vice President, Human Resources, on the impact of the COVID-19 pandemic on the nature of work, and one with Beatrice Opoku-Asare, on why diversity, equity and inclusion matter to mining.

LABOUR RELATIONS

Every employee has the right to freedom of association and to engage in collective bargaining without interference or fear of retaliation, and we are committed to fostering solid relationships based on trust with the unions that represent our employees. The percentage of our workforce represented by union or workplace agreement is 10.6 percent in Canada.

In 2020, our Porcupine operation successfully negotiated a new collective agreement with the United Steel Workers Union, which represents 28.5 percent of the employees at the operation. Since 1996, Porcupine has followed the "Principled Negotiations" model, and for 30 straight years, Porcupine and the union have negotiated an agreement without a labour disruption.

2020 NEWMONT WORKFORCE IN CANADA

Country/site	Employees	Contractors	Total
CANADA	**2,130**	**1,095**	**3,224**
Coffee project	17	0	17
Éléonore	664	162	826
Musselwhite	530	334	864
Porcupine	812	523	1,335
Vancouver	84	76	160
Other	23	0	23

RATIO OF AVERAGE FEMALE SALARY TO AVERAGE MALE SALARY[1]

Country	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/ male average salary
CANADA	**267**	**$89,785**	**1,862**	**$92,061**	**1**

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

OUR RESPONSE TO COVID-19

Early in 2020, as the world and Newmont faced the COVID-19 pandemic, we took swift action to preserve the health and safety of our workforce, our operations, host communities and nearby Indigenous communities.

The COVID-19 pandemic tested the effectiveness of our crisis management and business continuity processes. All relevant functions and levels of the organization were mobilized to identify the risks and develop COVID-19 management plans to minimize the impact of the pandemic. Most critically, at our Canadian sites, we worked in close collaboration with local First Nations leaders to keep employees and remote First Nations communities safe during the pandemic.

Mining was deemed an essential industry in both Ontario and Quebec, and each site developed a local plan that was consistent with the global plan but adapted to the local context and reflecting stakeholder input.

These plans included personal protective equipment and hygiene measures, on-site screening and testing, as well as social distancing and working from home where possible. In partnership with local health authorities, our Musselwhite and Porcupine operations were able to establish on-site vaccination clinics. To provide our employees with added certainty, for those impacted by pandemic-related factors and unable to work, we paid impacted employees throughout 2020.









Photos (right):
Implementing COVID-19 protocols across our operations

Conducted
8,619
COVID-19 tests of employees and contractors

Donated
$1.875 million
throughout Canada to help host communities, governments and employees

COVID-19 GLOBAL COMMUNITY SUPPORT FUND
(thousands CAD$)[1]



[1] Allocations for 2020. For disclosure of the Fund's current figures, see our website.

At the outset of the pandemic, Éléonore and Musselwhite worked closely to understand our First Nations partners' specific concerns and unique circumstances. To protect northern remote communities, with little medical infrastructure and a population with pre-existing conditions, we voluntarily suspended our operations for 90 days at Musselwhite and 60 days at Éléonore. Safe-restart plans were designed in partnership with the communities and health authorities.

Global Community Support Fund

Our commitment to the health, safety and wellbeing of our workforce and communities extends beyond COVID-19 management controls at site. Because the pandemic created unprecedented challenges for many of our employees as well as those living in the communities where we operate, in April 2020, we launched a Global Community Support Fund (the Fund) and committed $25 million to help local communities confront and recover from the impacts of this global pandemic.

In Canada, we funded 53 initiatives in 2020 directed toward the following areas to fight the pandemic and support rebuilding and resilience:

- **Workforce and community health ($717,500):** procuring medical supplies, sanitizer and/or personal protective equipment (PPE) and supporting medical institutions;
- **Food security ($570,000):** donating food or resources to organizations working with those in need such as schools and senior centres; and
- **Local economic resilience ($448,750):** creating conditions for recovery and growth such as micro-credit programs and salary support for local-local contractors.

Highlights of contributions include the following:

- Arranged temporary housing for Cree community members to comply with Cree quarantine laws related to COVID-19;
- Donated to North Caribou Lake First Nation in northern Ontario to support counselling for community members suffering from grief and mental health impacts during the pandemic;
- Provided $250,000 to the Timmins Chamber of Commerce to create the Business Resiliency fund; and
- Donated to Tr'ondëk Hwëch'in First Nation to help expand its Meals-on-Wheels program and support the harvesting of country foods for community members during the pandemic.

SOCIAL

Achieved
best safety performance
in Newmont's 100-year history

24,611 hours
of general and topic-specific safety training completed

25 Indigenous communities
in Canada are signatories to formal agreements

Health, Safety and Security

Effectively managing the safety, health and security risks inherent in our business is essential to protecting our workforce and the communities in which we operate. We are focused on identifying, understanding and controlling the risks associated with hazards in the workplace because we believe that everyone has the right to return home safe and healthy at the end of the day.

The objectives of our Fatality Risk Management program are to have no fatalities, reduce significant potential events (SPEs) — which are events that could have resulted in a permanently disabling injury or fatality — and reduce repeat SPEs. The program includes verifying the implementation and effectiveness of critical controls for fatality risks within Newmont. When a verification identifies a critical control that is not in place or not effective, the activity is immediately stopped until the critical control is in place.

Our Canadian sites began implementing critical control verifications (CCVs) in 2020 and completed approximately 8,000 during the year. Since their introduction across Newmont's operations, CCVs have had a significant impact on reducing the number of SPEs. Despite the impacts of the COVID-19 pandemic, frontline leaders were able to integrate CCVs into their field time.



Photo (right):
Porcupine operations, Ontario

Other elements of our global Health, Safety and Security strategic plan include:

- **Fatigue:** Our fatigue risk management framework focuses on shift and roster design and accommodation standards as the primary control to effectively manage this risk. At our Porcupine operation, we have also installed Driver Safety System (DSS) fatigue detection technology in our haul truck fleet and other heavy vehicles to help identify fatigued employees and raise awareness of fatigue risk.
- **Wellbeing:** Our wellbeing framework, which we developed in 2020, recognizes that wellbeing is broadly defined and heavily influenced by both work and personal environments.

In 2020, we achieved the most important target we set for the business and that is to experience no work-related fatalities at any Newmont site or facility.

2020 COMBINED (EMPLOYEE AND CONTRACTOR) HEALTH AND SAFETY DATA BY SITE

Site	Fatalities	LTIFR[1] (lost time injury frequency rate)	TRIFR[2] (total recordable injury frequency rate)
Vancouver regional office	0	0	0
Éléonore	0	0	0
Musselwhite	0	0.25	0.51
Porcupine	0	0.16	0.63

[1] Total number of injuries requiring modified or missed work days x 200,000/ Exposure hours.

[2] Total number of injuries requiring medical treatment x 200,000/Exposure hours.

Social Acceptance

Social acceptance — the willingness of stakeholders to accept our ongoing business activities — is never guaranteed. To obtain and maintain broad social acceptance during all stages of the mine lifecycle, we must build relationships based on trust and mutual respect with communities, governments, NGOs and other stakeholders at the local, national and global levels.

In 2020, each of our Canadian sites met their target to develop an auditable system to both register and track community commitments and to respond to, address, track and, if necessary, escalate community complaints. The following are examples of community impacts, with the full list available in our global report.

COMMUNITY IMPACTS AND MITIGATION RESPONSES BY SITE

Site	Impact example	Sample(s) of management response to mitigate impact
Éléonore	Land users' concern for safety related to transport trucks speeding on the access road to the mine (actual)	• Provide formal complaints and grievances mechanism for land users to lodge grievances and for Newmont to track the follow-up • Communicate grievances to transportation companies and call for an action plan to address matter • Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits • Continue radar campaign to catch speeding transport trucks • Purchase permanent photo radar, which will be installed in the land users' camp areas along the access road
Musselwhite	Dusting issues from the tailings storage facility (actual and potential, with past incidents being rare)	• Include irrigation system in budget • Create a spigotting process to ensure area maintains saturation • Develop a plan to conduct hydroseeding on potential dusting sources
Porcupine	Impact to local residents and land users due to vibrations/overpressure originating from blasting activities in the Hollinger open pit (actual)	• Monitor vibrations in real time around the clock via monitoring stations and vibration alerts • Design blasts to comply with regulatory guidelines • Schedule blasts during the week and avoid blasting on statutory holidays and weekends • Conduct annual vibration audits • Study the impact of overpressure on the community • Execute Property Damage Claim and Resolution programs • Engage community on performance

Human Rights

Understanding our impacts is the first step to respecting human rights in all our business activities. Newmont is a participant in the United Nations Global Compact, and we commit to implement the UN Guiding Principles on Business and Human Rights (the Guiding Principles), namely the due diligence requirements that underpin how we manage human rights across the business.

As stated in our Human Rights Standard, all sites must maintain processes to identify, integrate and manage human rights risks on an ongoing basis. Our Social Baseline and Impact Assessment Standard requires each operating site to update its social impact assessment (SIA) at least every five years and to include human rights considerations. Musselwhite plans to update its SIA in 2021, and Éléonore and Porcupine will update their SIAs in 2022.

"Water is an important resource in all cultures. Water brings life. Our ancestors used water to travel from place to place. Water is the single most important resource for everything we see. We bless the water so no harm comes to the water, the wildlife and the people along the river system."

AMOS WINTER

Kingfisher Lake First Nation, 2020 Annual Water Blessing Ceremony

INDIGENOUS PEOPLES

At our sites on or adjacent to Indigenous peoples' territories, we respect and acknowledge the individual and collective rights and interests of Indigenous peoples in line with the ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP). For the purposes of this report and our global governance documents, we follow UN guidance and use "Indigenous" and "Indigenous peoples" as a broad umbrella term for the diverse groups — including First Nations and Métis in Canada — with whom we engage and collaborate.

Newmont is proud that 25 Indigenous communities are signatories to agreements in Canada. Our formal agreements with First Nations began in Canada in 1992, and we continue to develop new agreements today in the Yukon and B.C. These agreements outlined in the map below serve as a guiding document, integral to operations at our sites and development projects.

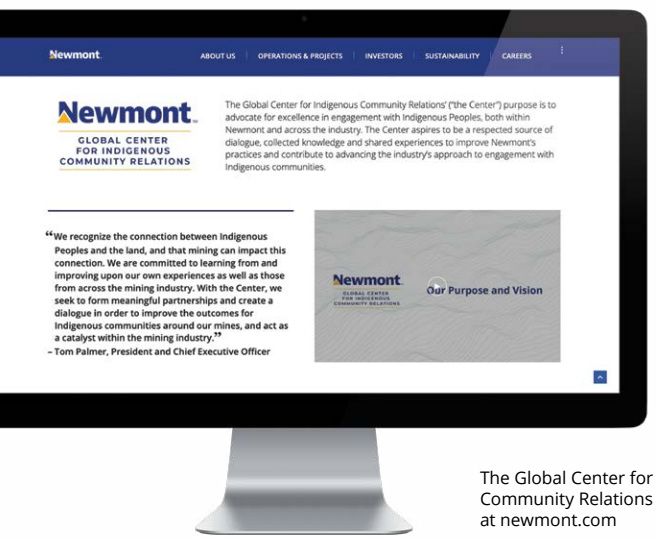
Throughout the year, we continued strengthening our relationships with Indigenous communities in areas where we are exploring or operating. The Musselwhite community relations team led a trapping course in the community of Mishkeegogamang First Nation. The course, which had a total of 15 youth participants, taught fur trapping, wildlife biology, pelt preparation skills and fur harvesting ethics. This course was done in support of the community's Choose Life program, which helps promote positive life habits and reconnects participants with the land. The site also held its annual water blessing ceremony, with closing and opening ceremonies both successfully carried out virtually. As a form of giving thanks and respect to the land and the water that surrounds us, representatives from the local First Nation communities visit the mine site every year to perform a religious ceremony and bless the water prior to releasing it through the treatment wetland and into the natural environment.

FORMAL AGREEMENTS WITH 25 INDIGENOUS COMMUNITIES



Porcupine operations developed an Indigenous Employment Annual Strategic Plan that forms the framework for a year-to-year approach to setting the employment/job skills building target for current and future Indigenous employees. Also in 2020, we engaged with Michipicoten First Nation to improve communications and address outstanding issues, with a goal of working collaboratively to oversee the requirements of the Benefits Agreement.

In 2020, Newmont established the Advisory Council on Indigenous Community Relations. The Advisory Council reports to Newmont's Board of Directors Safety and Sustainability Committee and advises on the operation of the Global Center for Indigenous Community Relations, which formally launched in February 2021. During the year, we also reinstituted an internal Indigenous Peoples Working Group, a cross-functional team that shares experiences to improve our practice of engagement and collaboration with Indigenous communities. Further, we appointed a Canadian Indigenous Affairs Coordinator, completed an audit of the Company's First Nations commitments at each Canadian site and project, and implemented a local procurement strategy that includes Indigenous-owned businesses.



The Global Center for Indigenous Community Relations webpage at newmont.com

CULTURAL HERITAGE MANAGEMENT REVIEW

An incident in May 2020, at Rio Tinto's iron ore mine in Western Australia that destroyed two rock shelters of high significance to the Puutu Kunti Kurrama and Pinikura (PKKP) peoples, prompted Newmont to review its current cultural heritage management practices and evaluate the processes and controls that were in place, identify gaps and develop any necessary corrective actions across our business.

Following the review, we developed a global Cultural Resource Management Action Plan that includes the following critical actions:

- Re-engaging Indigenous communities on any cultural sites planned for disturbance to reconfirm they understand and consent;
- Conducting a fulsome baseline assessment of current practices to implement relevant standards, and revising our Cultural Heritage Standard to address evolving best practice and lessons learned from recent events within the industry; and
- Improving cross-functional engagement to ensure cultural heritage management protocols are well communicated, understood and implemented.

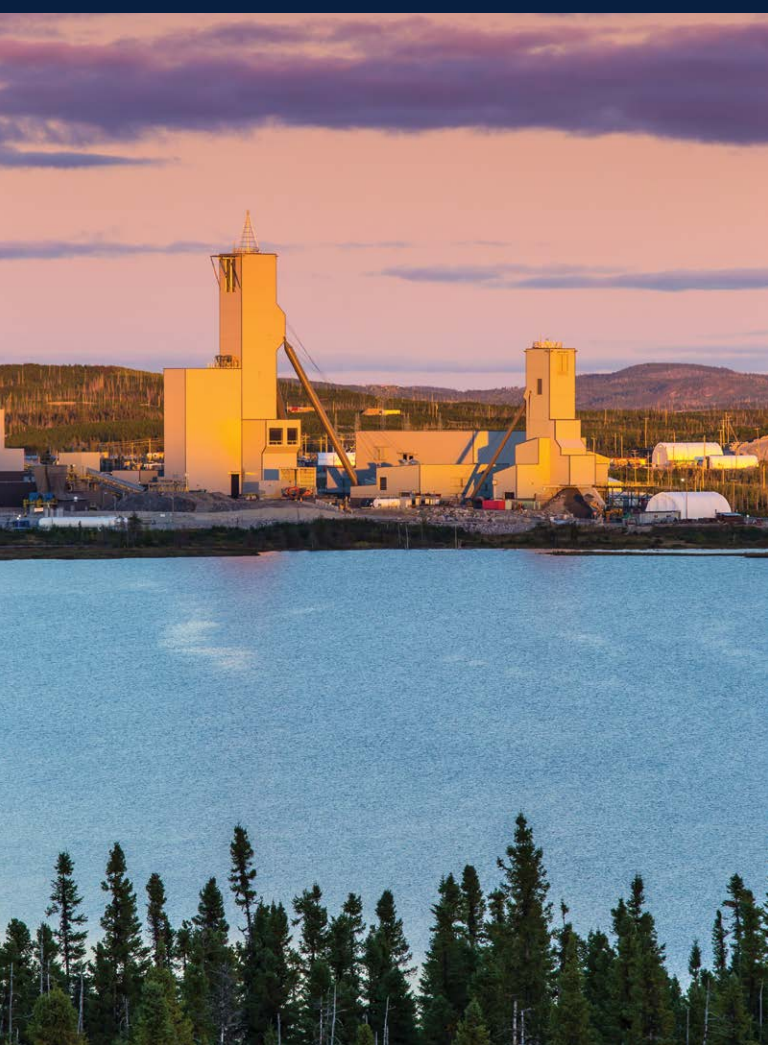
We began implementing the critical actions in the second half of 2020, and completion will continue throughout 2021. Examples include:

- Musselwhite developed a cultural resource management plan and developed new cultural awareness training.
- At Éléonore, we provided the tallyman (a Cree land caretaker) with the technology needed to connect to the mine's teleconference system so we could address any concerns during the pandemic raised through the Cree land-use monitoring program and ensure the exploration program identified high cultural value sites.
- Porcupine developed a new cultural resource management plan.

Recycled
68.2%
of water across sites in Canada

13.9%
company-wide reduction
in GHG emissions intensity
compared to the 2013 baseline

Investing
$625 million
across our global operations
through 2025 to address
climate change



Environmental Management and Controls

Newmont deploys numerous environmental management and controls to address the range of possible environmental risks and impacts. Our global standards aim to take a proactive approach to successfully close and reclaim mines, achieve our goal of no net loss of key biodiversity values, minimize waste and air emissions, and ensure the safe handling and transportation of hazardous and non-hazardous materials.

Our Hazardous Materials Management Standard requires sites to responsibly manage cyanide — which is used to separate gold from ore — in accordance with the International Cyanide Management Code (ICMC or the "Cyanide Code"), a voluntary industry program that promotes best practices to safeguard workers, communities and the environment. During 2020, ICMC conformance audits were completed at our Musselwhite and Porcupine operations in Canada, and both were found to be in full compliance with the Cyanide Code.

Newmont's Air Emissions Standard sets requirements to monitor, assess and manage emissions of common air pollutants to be protective of human health and the environment. Canada also sets strict regulations in this regard. Electrification is an innovative solution, demonstrating that we are moving toward eliminating diesel particulate matter at our mine sites. Our Borden underground mine in Ontario has been dubbed "the mine of the future," featuring state-of-the art health and safety controls, digital mining technologies and processes, and a commitment to an all-electric underground fleet.

Photo (left):
Éléonore mine, Quebec

Energy and Climate Change

Newmont's global Energy and Climate Strategy brings a strategic, operationally driven approach to managing energy and climate change threats and opportunities. Our efforts also support the objectives set by the Paris Agreement to limit global temperature rise to well below 2°C with an ultimate goal of becoming net zero carbon by 2050.

For 2020, we set a target to reduce our greenhouse gas (GHG) emissions intensity by 16.5 percent as measured from our 2013 base year. Lower production — due to temporarily ramping down some sites during the initial stages of the COVID-19 pandemic to protect the health of personnel, their families and nearby communities — impacted our GHG emissions intensity. We missed the target, but we were able to reduce our GHG emissions intensity by 13.9 percent (based on Newmont's asset portfolio at the end of 2020).

In 2020, we announced three new science-based climate targets for 2030 — more than 30 percent reduction in Scope 1 and 2 absolute emissions and intensity-based emissions (from a 2018 base year) and 30 percent reduction in Scope 3 emissions (from a 2019 base year) — and committed $625 million through 2025 to support the efforts to meet these goals.

2020 ENERGY CONSUMPTION AND GHG EMISSIONS

Country/site	Total combined direct and indirect energy consumed (GJ)	Total direct and indirect (Scope 1 and 2) GHG emissions (tonnes CO_2e)
CANADA	**3,766,764.8**	**133,341.9**
Éléonore	1,130,834.9	24,670.4
Musselwhite	940,444.3	39,406.1
Porcupine	1,695,485.7	69,265.4

Visit our global 2020 Sustainability Report for more information including a Q&A with Tom Palmer, President and Chief Executive Officer, on Newmont's climate change targets and meeting the longer-term challenge of climate change. Details about our energy use and GHG emissions performance by site and over the past five years are in the ESG Data Tables available on our website and in our Climate Strategy Report.



Photo (left):
Porcupine operations, Ontario

2020 TAILINGS FACILITY INVENTORY



Hazard Classifications

- Extreme
- Very high
- High
- Significant
- Moderate
- Low
- Unknown *
- N/A **
- (#) Number of tailings

Hazard classification is based on the potential downstream consequences of a hypothetical dam failure: loss of life, environment and cultural values, infrastructure and economics. Hazard classification for Newmont dams is based on criteria established by the Canadian Dam Association (CDA) and the Australia National Commission on Large Dams (ANCOLD). The hazard classification is not a reflection of the stability of the existing dam.

** Unknown designates that a hazard classification has not been completed.*

*** N/A designates that the hazard classification is not applicable (i.e., below ground, filtered dry stack or in-pit deposition).*

Tailings Management

The mining process involves moving ore to the milling circuit, reducing the rock into sand and silt-sized particles, which are then mixed with water and moved as slurry through the gold, silver and copper recovery process. After the valuable minerals are separated from the rest of the milled rock, the remaining milled rock slurry (called "tailings") is stored in an engineered tailings storage facility (TSF) or placed as structural backfill in underground workings.

Newmont's tailings standards include requirements to protect human health and the environment, and establishes requirements for closure and reclamation. Recent high-profile tailings facility failures at other companies have increased scrutiny and demands for government and regulatory action. In early 2019, the International Council on Mining and Metals (ICMM), United Nations Environment Program and Principles for Responsible Investment convened a review to improve tailings safety and establish best practices. The outcome of the review is the Global Industry Standard on Tailings Management (GISTM or the "Standard"), which launched globally in August 2020. As a member of ICMM, Newmont is committed to implementing the Standard.

Actions to fully integrate the GISTM into our tailings management practices began in 2020 and will continue over the next five years. We have enhanced our governance to detail the roles, responsibilities and accountabilities for tailings management and updated our policies, standards and guidelines to meet the full set of requirements of the GISTM. Over the first three years, we are prioritizing updates to active operations and legacy TSFs having an "extreme" or "very high" consequence classification. In Canada, one TSF at Porcupine falls into this classification. It is important to note that hazard classification is not a reflection of the stability of the existing tailings containment structure.

An overview of our approach, inventory of TSFs (including tailings disclosure) and status of the GISTM's implementation are available on our Tailings Management website.

Photos (top to bottom):
Coffee project, Yukon; fish sampling at Musselwhite mine, Ontario

Water Management

Our water stewardship approach recognizes the need to use water efficiently, protect water resources, and collaborate with the stakeholders within the watersheds where we operate to effectively manage this shared resource.

At our Porcupine operations, three representatives from the First Nations communities are on site every day and work closely with the site environmental technician on inspections, sampling events and reporting. The representatives provide monthly reports to the community. A First Nations Consultation Committee holds meetings both within the communities and on site where the committee participates in monitoring and inspections. Site personnel hold multiple meetings with local stakeholders where water issues are discussed, and they are also members of the local watershed committee.

At the Musselwhite operation, participatory monitoring is completed three times per year for remote locations that are accessed by helicopter. Community members are offered on-site training on the environmental monitoring programs, and water quality reports are provided and discussed with the community on a regular basis. The site also employs an environmental monitor from a local Indigenous community.





Newmont's Global Water Strategy aligns with the UN's Sustainable Development Goal to ensure availability and sustainable management of water and sanitation for all (Goal 6). It also supports other internal strategies such as those related to respecting human rights, responsibly closing and rehabilitating our mining operations, and preparing for impacts related to a changing climate.

We collect and manage water data at all our operations and incorporate it into site-wide water balances and annual Water Accounting Frameworks. Each site defines, measures and reports water use by inputs, outputs, diversions and water quality. We also set public targets to measure two areas of performance — improving water efficiency and maturing our journey toward water stewardship by working with others to enhance the benefits and availability of water resources.

In 2020, all sites in Canada met their water intensity (m^3/tonne processed) or recycle rate targets. Annual site plans related to water stewardship were impacted as priorities shifted to support the Company's response to the COVID-19 pandemic. However, key activities during 2020 to advance water stewardship included the following:

Site	Activity
Éléonore	• Initiated a sampling program to better understand the underground hydrogeology and predict the future quality and volumes of water infiltration. • Updated governance within the site to support cross-functional collaboration.
Musselwhite	• Conducted wetland health performance assessment to provide a clear understanding of the long-term functionality of the wetland after 20-plus years of use.
Porcupine	• Conducted water-taking impact assessment of the Dome mine site on Porcupine Lake to better understand the risks and more effectively consult with the local environmental group Friends of the Porcupine River Watershed. • Completed receiver-based assessment of Porcupine River for all parameters of concern related to a tailings discharge to the environment at the Dome mine and evaluated new receiver-based approvals being implemented by the provincial Ministry of the Environment, Conservation and Parks. • Participated in local Watershed Liaison Group and initiated discussions with other large users to collectively better understand the watershed.

2020 WATER SUMMARY BY SITE (THOUSAND KL)

Country/site	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/ total water used)
CANADA	**5,889**	**12,638**	**18,527**	**68.2%**
Éléonore	804	3,407	4,211	80.9%
Musselwhite	76	1,043	1,119	93.2%
Porcupine	5,008	8,188	13,196	62.0%

VALUE SHARING

Paid
$21.4 million
in taxes and royalties

Spent
$259 million
with local suppliers

Delivered
$4.63 million
in monetary investments and donations to communities throughout Canada

Made payments of
$10.6 million
to Indigenous partners

Newmont transforms mineral resources into shared value for our stakeholders and acts as a catalyst for sustainable economic empowerment. This includes financial and in-kind support of local priorities as well as opportunities for employment, skills training and new businesses.

We are committed to maintaining strong governance, adhering to all laws and regulations, transparently disclosing payments to governments, and engaging with stakeholders to increase accountability and develop trust.

Economic Impacts

To better understand and measure our economic contributions at the national level, we develop economic impact assessments, which we publish on our website, and communicate the findings from these evaluations to stakeholders. In 2021, we will publish an economic report highlighting our direct and indirect impacts in Canada for the 2020 reporting year.

Economic value distributed in Canada during 2020 was $1 billion, including $290.6 million in employee wages and benefits and $151.3 million in capital spending. The taxes and royalties we pay to national and local governments are important sources of income, particularly in countries like Canada where the mining and natural resources industries play a significant role in the national economies.

In Canada, the government's Extractive Sector Transparency Measures Act (ESTMA) requires extractive companies to disclose certain payments made to governments and certain Indigenous groups. Our annual ESTMA reports for our Canadian assets are available on our website.



Photo (right):
Wolf Camp employees at Éléonore mine, Quebec

Newmont's Musselwhite operation offers a three-month Stope School program to candidates from signatory and affiliate communities of the Musselwhite Agreement. The training includes rotation on site, the Smart Work Ethics program, certification in underground common core and a broad exposure to mining. During the pandemic, we safely continued the program, with three certified underground miners successfully graduating from the program.



Photo (below):
Stope school participant at Musselwhite mine, Ontario

Local Employment and Business Opportunities

One of the most important ways we can create shared value during operation, while also helping communities thrive after mining ceases, is through our local and Indigenous employment and business development efforts. Employees from local and Indigenous communities also bring to Newmont an important dimension of diversity that helps us better understand customs, cultural practices and the impact our activities have on host communities.

All our Canadian sites met their target to develop an auditable system for tracking local or Indigenous employment and procurement.

One of Newmont's commitments to the government of Canada, as part of its approval of the Goldcorp acquisition, was to give Canadian-based vendors, including Indigenous businesses, full and fair procurement opportunities at our Canadian mines.

To meet this commitment, we developed a Canadian Local and Indigenous Procurement Strategy that identifies all local, regional and national suppliers in Canada and sets public targets for future reporting. In 2021, our Canadian sites will implement local and Indigenous procurement plans aligned with the strategy and work toward meeting their local spend targets. For Éléonore, local-local suppliers must be owned by the Cree Nation of Wemindji, and local suppliers are owned by other Cree communities and the Cree Nation or are from the Nord-du-Québec region. For Musselwhite, local-local suppliers are those owned by signatory and affiliate First Nations and Councils, and local suppliers are from Winnipeg to Sault Ste. Marie in Musselwhite's indirect geographical area of influence. For Porcupine, local-local suppliers are from communities within 75 km of operations and from signatory First Nations, and local suppliers are from the northeastern Ontario region in Porcupine's indirect geographical area of influence.

Newmont also made progress on increasing and enhancing Indigenous employment. During the year, both Musselwhite and Porcupine finalized Indigenous Employment Plans, which include annual targets to increase and build the capacity of Indigenous employees. Éléonore also has a Cree employment target called the "5 Percent Tool," through which it aims to increase its performance across various Cree employment categories — e.g., retention, diversity, seniority — each year.

SPENDING ON LOCAL SUPPLIERS BY SITE (IN MILLIONS)

Country/ site	Total spend	Local-local	Local	National	Inter-national
CANADA	**$625.33**	**$114.33**	**$144.79**	**$363.33**	**$2.89**
Éléonore	$195.03	$26.88	$22.45	$144.49	$1.20
Musselwhite	$153.49	$17.74	$32.60	$102.86	$0.28
Porcupine	$276.83	$69.71	$89.73	$115.98	$1.40

Community Investments

All Newmont operations must use existing baseline studies, assessments and government development plans, along with robust community engagement, to develop a community investment strategy that helps address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and upon closure.

Newmont is on track to meet our commitment to increase our charitable contributions to Canadian community organizations to 110 percent of the level of former Goldcorp's charitable giving (at least $12.3 million between 2019 and 2022).

Newmont Porcupine is proud to acknowledge Niiwin General Partnership for the successful completion in 2020 of an $11 million reclamation project at the former Aunor Mine property in the part of the Timmins camp known as the Delnite. Niiwin was founded with a primary desire to create opportunities for economic and business development stemming from Newmont's Resource Development Agreement with Flying Post, Matachewan, Mattagami and Wahgoshig First Nations. Since its inception in 2014, Niiwin has grown into a fully functioning mining services contractor.





Photos (top to bottom):
Sorting toy donations for Christmas at Porcupine operations, Ontario; Wemindji Cree youth program

In addition to the $1.88 million in contributions from our COVID-19 Global Community Support Fund to help local communities confront and recover from the impacts of the pandemic, we invested more than $2.75 million in community projects and programs during the year in Canada. Examples of these initiatives include:

- As part of our Toward Racial Equity strategy, in 2020 Newmont President and CEO Tom Palmer signed the BlackNorth Initiative CEO Pledge, and Newmont contributed $250,000 to the organization. The initiative was created by the Canadian Council of Business Leaders Against Anti-Black Systemic Racism, and signatories to the pledge commit to actions that address, change and end anti-Black systemic racism across their organizations.
- We provided Hope Air with $50,000 to support patients and families across Canada with flights to reach vital medical care where cost and distance are a barrier.
- Newmont is a long-standing contributor to Power to Be in British Columbia, and in 2020 we gave $50,000 toward initiatives that empower people living with a barrier or disability to experience outdoor adventures such as kayaking, canoeing, hiking and camping.
- Porcupine donated $50,000 to the Timmins Youth Wellness Hub to support the social, mental, physical and spiritual wellbeing of at-risk youth through activities, resources and services.
- Our Musselwhite operation donated $26,000 to the Canadian Mental Health Association for training programs throughout the region that were needed to respond to the impact of COVID-19.
- Éléonore provided $15,000 to the Wemindji sports and recreation department to support its Sports Academy program. The program provides Cree youth with training about nutrition and active lifestyles and offers homework support, recreation programming and mentorship.

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Vancouver:
666 Burrard Street, Suite 3260
Vancouver, BC, Canada V6C 2X8
T: +1.604.696.3000