

Realizing Our Potential

2024 Sustainability Report

 **Newmont**TM



TABLE OF CONTENTS

For details on the scope of this report (i.e., sites and locations included or not included), please see the [About This Report](#) section.

HOW TO USE THIS REPORT

This report uses interactive features to link to various parts of the report or access additional content online.

- ☰ Access Table of Contents
- Hyperlink to specific content in the report
- 📄 Link to more information on our website
- 📄 Link to priority topic PDF
- 📄 Link to 2024 performance data

[Hyperlinks](#) within content to references externally or within this report

2024 Highlights	3
Letter from Our Chief Executive Officer	4
Letter from Our Safety and Sustainability Committee Chair	6

OVERVIEW	8
Public Sustainability Targets	10
Our Business	13
Our Approach to Sustainability	16

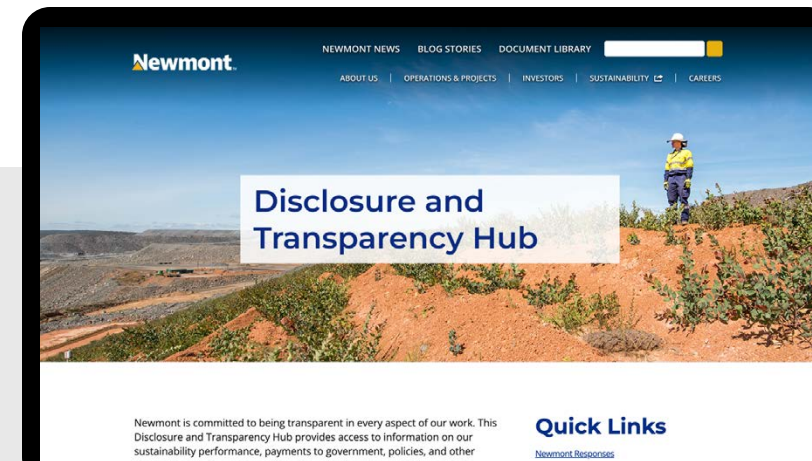
GOVERNANCE	26
Business Integrity and Compliance	28
Risk Management System	32
Sustainability Compliance and Assurance	34
Responsible Sourcing	38

SOCIAL	41
Health, Safety and Security	43
People and Culture	49
Human Rights	52
Social Acceptance	60

ENVIRONMENT	68
Energy and Climate Change	70
Water Stewardship	74
Tailings Management	85
Biodiversity and Nature	88
Closure and Reclamation	92
Materials	95

ECONOMIC	97
Value Sharing	99
Performance Data	107
Reporting Index	108
About This Report	109

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



2024 HIGHLIGHTS

Conducted a comprehensive review of Newmont’s safety systems following the loss of five colleagues over a 12-month period →

Progressed the integration of Newcrest, **strengthening Newmont’s position as the world’s largest gold mining company** →

Fully met five, mostly met one, and missed three **annual public targets** →

Contributed \$16.0B in direct economic value, including salaries, taxes, royalties, payments to governments and community investments →

Advanced work to strengthen resilience and enhance preparedness for adapting to the impacts of climate change →

Promoted responsible mining practices through the appointment of Tom Palmer, Chief Executive Officer of Newmont, to serve as **Chair of the International Council on Mining and Metals** →



LETTER FROM OUR CHIEF EXECUTIVE OFFICER

“Our world-class portfolio, disciplined leadership and unwavering focus on responsibility position us to deliver industry-leading growth while leaving a positive legacy.”

TOM PALMER,
Chief Executive Officer



Dear Stakeholders,

As we reflect on a transformative year at Newmont, I am pleased to share our 2024 Sustainability Report. Sustainability is integrated into everything we do – ensuring the safety and wellbeing of our people, building meaningful relationships with stakeholders and focusing on long-term socio-economic opportunities. This report highlights our efforts to create value and improve lives through sustainable and responsible mining.

The past year was marked by the successful integration of Newcrest, one of the largest acquisitions in mining industry history. This acquisition brought together new assets and talented teams and reinforced our dedication to sustainability. We focused on rationalizing our portfolio through strategic divestments, completing the sale of non-core operating assets in April 2025. The result is a focused set of 11 Tier 1 assets¹ and three projects in execution. These strategic moves are designed to shape a business model that balances long-term profitability with environmental stewardship and social responsibility, positioning Newmont for continued success and positive impact in the years ahead.

¹ See the [About This Report](#) section regarding forward-looking statements and the definition of Tier 1 assets.

ALWAYS SAFE

The safety and wellbeing of our workforce remains our top priority. After five years without a fatality, we were deeply saddened by the loss of four colleagues in 2024 and five within a 12-month period. This is unacceptable, and we are taking decisive steps to strengthen our safety systems, enhance key programs and recommit to a workplace where everyone returns home safely each day.

Each fatality event was thoroughly investigated, and the findings were shared internally and with other industry peers to promote collaborative learning. We also launched a comprehensive review, incorporating feedback from all levels of the organization, benchmarking our safety practices, systems and processes against industry best practices. Based on this review, we are refining key safety systems, such as critical control verifications and contractor management. We are fostering a culture of trust and accountability while investing in ongoing skills development to empower our workforce.

CULTURE OF RESPECT AND INCLUSION

Our Respect at Work program is central to our commitment to creating a respectful and safe workplace free from harassment, discrimination, bullying and racism. In 2024, we continued to advance this multi-year program by embedding it into our People function. The program’s goals include raising awareness, integrating respect into core processes and responding to employee feedback.

Additionally, we launched Working Together at Newmont, a program designed to help leaders foster a culture where every team member feels valued and empowered. The program emphasizes principles such as meritocracy, clarity, mutuality and simplicity. It also focuses on aligning symbols, systems and behaviors with our desired culture, while setting clear expectations for both team leaders and members.

SUSTAINABILITY LEADERSHIP

We are proud of our approach to sustainability, which is a competitive differentiator. For the ninth consecutive year, Newmont was named the sector leader on the Dow Jones Sustainability Index, and we received the U.S. Secretary of State's Award for Corporate Excellence in Suriname.

Our Cadia operation in Australia became the first Newmont operation to earn The Copper Mark and The Molybdenum Mark – both internationally recognized responsible mining certifications. Additionally, through our partnership with MKS PAMP, we offered consumers responsibly sourced gold at the largest U.S. wholesaler, showcasing our commitment to transparency and ethical supply chains.

Beyond responsible production, we continued to demonstrate our commitment to sustainability through several programs and initiatives. These included:

- **Resettlement assessments:** We engaged affected stakeholders to review our resettlement processes at our Lihir mine and Ahafo North project to address community concerns around livelihoods, land access, security and health.

- **Health care impact studies:** Through our long-standing partnership with Project C.U.R.E., the world's largest distributor of medical donations to developing countries, we helped develop a customized monitoring and evaluation system to assess program effectiveness and help inform decisions about future donations and efforts.
- **Water stewardship:** We continued our efforts to support water stewardship by reviewing risks and updating our action plans for the future. A key initiative was our partnership with local and national organizations in Peru on the "Water for Cajamarca" program. This program focuses on improving drinking water access in the Cajamarca region through education and the construction of critical infrastructure. In 2024, the program completed a new well and storage system, providing drinking water to over 20,000 people.
- **Global Industry Standard on Tailings Management (GISTM):** We began the next phase of work to meet the August 2025 GISTM conformance commitment, which includes integrating the tailings storage facilities (TSFs) that were added to our portfolio through the acquisition of Newcrest, conducting self-assessments for more than 50 non-priority TSFs, and reassessing the priority facilities evaluated in 2023 to track progress on addressing any identified gaps.

- **Nature Positive:** In support of the ICMM's Nature Position Statement, we advanced our work to map risks across the value chain using the "Locate, Evaluate, Assess, Prepare" (LEAP) framework. This approach helps us identify our interactions with nature and prioritize the areas where we operate.
- **Socio-economic development:** We continued to collaborate with communities to address challenges and create business and career opportunities, establishing local and Indigenous employment targets across 15 sites and spending \$2.6 billion with local or Indigenous suppliers in 2024.

With a deeper understanding of our go-forward portfolio, we are now working on reshaping our sustainability strategy to meet the demands of our business and expectations of key stakeholders.

We are committed to shaping industry standards, driving responsible partnerships and championing ethical practices. I am honored to have been appointed in 2024 as the next Chair of the ICMM, and I look forward to playing an even greater role in advancing sustainability and responsible mining practices, both at Newmont and across our industry.

REALIZING OUR POTENTIAL

Throughout 2024, our integration and stabilization efforts deepened our understanding of our portfolio and its potential to drive sustainable value. In 2025, our priorities are clear: operate safely, enhance productivity and create value for all our stakeholders.

With over a century of experience, Newmont stands stronger than ever in responsible, sustainable mining. Our world-class portfolio, disciplined leadership and unwavering focus on responsibility position us to deliver industry-leading growth while leaving a positive legacy. On behalf of our Board of Directors and the nearly 43,000 employees and contractors who work to fulfill Newmont's purpose every day, thank you for your continued support.

Tom Palmer,
Chief Executive Officer

LETTER FROM OUR SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

Dear Stakeholders,

As Chair of the Safety and Sustainability Committee, I am honored to reflect on Newmont's 2024 safety and sustainability performance on behalf of the Board of Directors. 2024 was a demanding and transformative year for our company, as our team focused on lessons from the tragic loss of four colleagues in 2024 and five within a 12-month period, while implementing a comprehensive integration and divestment program following the November 2023 acquisition of Newcrest and an organizational design process to deliver safe and stable production for the years ahead. Throughout this period, the Newmont team worked diligently to fulfill our company's purpose – to create value and improve lives through sustainable and responsible mining. I am pleased to outline the Committee's role in supporting these efforts.

The Committee held quarterly meetings discussing with management a wide range of topics, including health, safety, security, external relations, social performance, human rights, tailings and environmental management. These meetings featured in-depth discussions on key programs, strategies and challenges, as well as presentations from our regional and site operations teams and updates on integration activities related to the Newcrest acquisition. We also reviewed and approved the Company's Sustainability Report including climate performance data and Modern Slavery Statement, and

“As we look ahead, it is an exciting time for Newmont. However, realizing our potential requires us to address the challenges facing the mining industry with bold, measurable and accountable actions.”

JANE NELSON,
Chair, Safety and Sustainability Committee



engaged with the PricewaterhouseCoopers (PwC) team on their process to provide limited assurance over select performance metrics and disclosures. Committee members participated in a Board visit to three of our sites in Australia, meeting with local operating teams and health, safety, security, environmental and community relations subject matter experts, and several members visited our Peñasquito operations in Mexico.

HEALTH, SAFETY AND SECURITY

The tragic loss of four colleagues in 2024 – Ike Cobbina ‘Cobi’ Morrison in Ghana, Rosana Ledesma and Daniel Ochoa in Argentina, and Antoine Fortin in Canada – and Adam Kennedy in Canada in December 2023 – serves as a stark reminder that maintaining a fatality-free workplace demands unwavering vigilance. It requires relentless focus on safety practices, effective risk assessment and proactive mitigation measures to safeguard every

individual and to achieve a workplace where everyone returns home safely each day. Management provided detailed briefings to the Committee and to the full Board on each event and shared updates on the comprehensive review that was launched in the second half of the year to identify key focus areas to strengthen safety systems and performance.

We also received updates on site plans to reduce occupational exposures to dust and fumes, particularly those related to silica, diesel exhaust, arsenic and welding, and the company's evolving wellbeing and Respect at Work programs. In addition, the Committee received quarterly security briefings and examples of how those sites with the greatest security concerns are using technology and engaging with stakeholders to protect assets, people and the environment, while also adhering to the Voluntary Principles on Security and Human Rights.

SOCIAL PERFORMANCE

Beyond safety, health and security, the Committee addressed evolving expectations around social performance, where the responsibility for businesses to respect human rights is shifting from voluntary norms and best practices to more prescriptive regulatory requirements. With the passage of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, which took effect on January 1, 2024, Newmont's 2023 Modern Slavery Statement was developed to comply with the reporting requirements of both this new Canadian law and Australia's Modern Slavery Act. The Committee reviewed and approved the Company's statement, which was published in May 2024. Additionally, the Committee reviewed updates to Newmont's salient human rights issues and global Human Rights Strategy, which explicitly commits to respecting human rights defenders – people who, individually or with others, act to promote or protect human rights in a peaceful manner – through means such as journalism, advocacy, protests and the provision of legal and professional support.

Management also shared the findings from the social performance gap assessments conducted at sites acquired in the Newcrest transaction. In particular, the Committee focused on the Company's proactive approach to addressing the significant potential risks related to resettlement and cultural heritage at the Lihir mine in Papua New Guinea. This includes the development of a social risk management plan aimed at addressing human rights concerns, honoring commitments and strengthening stakeholder relationships.

ENVIRONMENT

Newmont recognizes the impact of climate change on our business and stakeholders and remains committed to finding practical and economic measures that focus on reducing environmental impacts, while supporting a transition to a low-carbon future and supporting initiatives to strengthen adaptation and resilience. The Company is rebaselining its Scope 1, 2 and 3 greenhouse gas (GHG) emissions to align with its updated portfolio, which includes four new operations and the divestment of six non-core assets. It is working to deliver its 2030 targets and will be reviewing them to reflect the integrated business, operating context and external commitments. Current efforts include advancing decarbonization initiatives, such as renewable power purchase agreements (PPAs) at key sites. Newmont continues to collaborate with strategic partners and experts to assess climate risks, adaptation needs and opportunities specific to each location. This includes integrating climate projections into water balance models for all sites. The Company also refreshed its water stewardship maturity assessment, which will inform the creation of context-based water targets for 2030.¹

Newmont continues to implement the Taskforce on Nature-related Financial Disclosures (TNFD) framework, which is designed to advance Nature Positive outcomes that help halt and reverse nature loss by 2030. The first phase of implementation focused on identifying and prioritizing nature-related risks. Using guidance from the Science Based Targets Network (SBTN), management engaged with priority sites to validate these risks and opportunities, including a partnership with IUCN undertaking assessments and shared learning in several of our sites. Newmont also participated in various biodiversity forums, including the ICMM's Nature Working Group and the Proteus Partnership, to help define a Nature Positive approach and

contribute to the principles of the Global Biodiversity Framework (GBF).

Regarding responsible tailings management, the Committee received quarterly updates on site-specific tailings management risks, opportunities and governance as well as updates on the integration of facilities acquired in the Newcrest transaction into Newmont's policies, standards and procedures. Additionally, management shared details on plans to conduct self-assessments for over 50 non-priority tailings facilities to meet the Global Industry Standard on Tailings Management (GISTM) conformance requirements by the August 2025 deadline.

REALIZING OUR POTENTIAL

As we look ahead, it is an exciting time for Newmont. However, realizing our potential requires us to address the challenges facing the mining industry with bold, measurable and accountable actions. This includes rethinking how we responsibly mine essential minerals like copper, which is vital for renewable energy technologies, while reducing our operational environmental impact and enhancing social performance. Evolving regulations and increasing expectations will continue to test our capabilities and the need to engage effectively with diverse stakeholders.

In this context, the appointment of Newmont CEO, Tom Palmer, to chair the International Council on Mining and Metals (ICMM) is a significant milestone. It underscores Newmont's role in working proactively with our colleagues in other mining companies to shape global industry standards, promote sustainability and address the complex issues of responsible mining, and helps to position the Company at the forefront of navigating these challenges.

In a year of transformation, the Committee commends the Newmont team for achieving most

of its safety and sustainability targets. However, the tragic fatalities and evolving challenges and expectations emphasize the need for continued vigilance and improvement in our safety systems, as well as a deeper commitment to addressing the dynamic environmental and social risks facing the Company and continuing to build trust with our stakeholders. The Committee is dedicated to fulfilling its responsibility to guiding and providing oversight of these efforts.

I would like to thank my fellow Committee members for their valuable contributions throughout 2024. I also extend a warm welcome to Harry "Red" Conger, who joins the Newmont Board and Committee. With nearly five decades of executive and operational leadership in the mining industry, Red's expertise will be instrumental as we navigate the evolving challenges and opportunities facing Newmont and the broader industry. Additionally, we are deeply grateful for Patrick Awuah's service to the Board and Committee. Since 2021, Patrick's academic leadership and international experience have been invaluable to our work, and we are grateful to him for his ongoing commitment as Chair of Newmont's Ghana Board.

I would like to conclude by thanking Suzy Retallack, our former Chief Safety and Sustainability Officer, for her service in advancing our commitments to safety and sustainability.

On behalf of the Safety and Sustainability Committee and the entire Newmont team, thank you for your interest in our ongoing work to deliver our Company's purpose, values and strategy. We welcome your feedback and look forward to sharing more as we continue to make progress.

Jane Nelson,
Chair, Safety and Sustainability
Committee

¹ See the [About This Report](#) section regarding forward-looking statement and targets.

Overview

Driven by Our Purpose and Values

Our purpose – to create value and improve lives through sustainable, responsible mining – and values drive everything we do. This commitment is rooted in strong environmental, social and governance (ESG) principles, shaping our path forward.

[See our highlights →](#)



OVERVIEW HIGHLIGHTS

Public Sustainability Targets	10
Our Business	13
Our Approach to Sustainability	16

Integrated assets and teams from the Newcrest acquisition and **optimized the portfolio through strategic divestments** →

Participated in the **Industry Advisory Group for the Consolidated Mining Standard Initiative (CMSI)**, aiming to unify four mining standards into a global responsible mining framework →

Updated our material sustainability issues assessment and integrated refreshed salient human rights issues into our approach →

PUBLIC SUSTAINABILITY TARGETS

Public sustainability targets reflect our commitment to transparency, help manage risks and offer insights into our sustainability performance. Since 2015, Newmont has been reporting on our progress toward these targets.

Public Sustainability Target Performance

Our public sustainability targets track progress in areas where we aim for continuous improvement. These targets are developed with input from business units, functions and senior leaders, and are reviewed and approved by the Board of Directors' Safety and Sustainability Committee.

In 2024, of our nine annual targets:

- Five were fully met;
- One was mostly met (with most sites achieving the target, but some falling short); and
- Three were not met.






Progress on our longer-term aspirational climate goal remains ongoing. We are currently reviewing the 2030 target and updating baseline data to reflect Newmont's portfolio following the sale of non-core operating assets. The accompanying table provides details on our performance, with additional details in the relevant sections of this report.

✔ Met
⦿ Mostly met
🕒 Ongoing
✘ Not met




PUBLIC SUSTAINABILITY TARGETS

Target definition	2024 Performance	Commentary	2025 Target	More information
SOCIAL				
Safety				
Zero fatalities	✘	In 2024, we tragically lost four colleagues. Each incident was investigated, and the findings were shared internally and with industry peers to promote collaborative learning. We also launched a comprehensive review, which identified several short- and medium-term focus areas. We discuss this review in more detail on page 48 .	Target remains the same	Health, Safety and Security
Human rights and the supply chain				
Implement risk mitigation plans for 100% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights <small>* Applies to new suppliers and suppliers due for contract renewal at sites where Newmont's Supplier Risk Management program has been implemented.</small>	✘	Across the seven sites and office locations where our Supplier Risk Management program is in place, we engaged 72% (165 out of 230) of targeted suppliers in training. We fell short of our target due to challenges with supplier uptake and attendance.	Target was phased out in 2024	Human Rights

PUBLIC SUSTAINABILITY TARGETS

Target definition	2024 Performance	Commentary	2025 Target	More information
Community complaints and grievances				
All sites achieve target to respond to, address, track and, if necessary, escalate 100% of tier 1 complaints within 30 days		All (100%) tier 1 complaints received in 2024 were responded to, addressed and/or escalated within 30 days.	Target remains the same	Social Acceptance
Community commitments				
All sites complete 100% of community commitments on or before due date		All our operating sites completed 100% of commitments on or before due dates as captured in the commitment registers at each site.	Target remains the same	Social Acceptance
ENVIRONMENT				
Climate				
Achieve the following by 2030:* <ul style="list-style-type: none"> Reduce absolute GHG emissions (Scope 1 and 2) by 32% Reduce GHG emissions intensity (Scope 1 and 2) by 32% Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30% * Compared to 2018 (Scope 1 and 2) and 2019 (Scope 3) baseline		Our climate targets are aspirational and may change if there is a material adjustment of 5% or more – such as from a divestiture, acquisition or methodology change – which would require rebaselining. We are currently reviewing our 2030 target and emissions reduction pathways, and updating baseline data to reflect Newmont’s portfolio following the sale of non-core operating assets. Details about our energy use and greenhouse gas emissions performance by site and over the past five years are included in our 2024 Performance Data tables .	2030 target is under review	Energy and Climate Change
Water stewardship				
All sites achieve annual site targets for participating in multi-stakeholder watershed governance bodies that support collective action/management of water, and improving water quality and quantity		In 2024, eight out of 16 sites met or mostly met the target, completing 121 of 172 (around 70%) of their actions. Resource constraints, supply chain delays and reprioritization led to many of the remaining actions being deferred to 2025, while 19 actions were canceled as they were no longer deemed relevant.	Target remains the same	Water Stewardship
Water efficiency				
All sites aim to maintain a greater-than-5% reduction in fresh water consumption, and sites in water-stressed areas aim to reduce consumption by at least 10%* * From the 2018 baseline		Overall water consumption across our sites decreased by 7 percent compared to the 2018 baseline. At the three water-stressed sites – CC&V, Cerro Negro and Peñasquito – water consumption decreased by 17 percent compared to the 2018 baseline. All sites except Boddington met their annual water efficiency targets.	Each site will aim to continuously improve water efficiency according to a site-specific water target	Water Stewardship

PUBLIC SUSTAINABILITY TARGETS

Target definition	2024 Performance	Commentary	2025 Target	More information
Closure and reclamation				
Achieve 95% of planned reclamation activities/associated actions across the Company		<p>We completed 192 hectares of reclamation, exceeding our concurrent reclamation target of 162 hectares, with Cerro Negro, Merian and Telfer reclaiming more land than planned.¹</p> <p>Nine of our operating sites met or exceeded their reclamation activity plans for the year, while seven sites achieved 80% or more of their planned actions. Some sites did not fully meet their targets due to delays in establishing trial plots, which were postponed for safety and operational concerns, as well as delays in studies and resource constraints.</p>	Target remains the same	Closure and Reclamation
VALUE SHARING				
Local/Indigenous employment				
All sites achieve local/Indigenous targets as defined in formal community agreements or as defined by site		Of the 15 operating sites with a local or Indigenous employment target, seven met or exceeded their 2024 goals. Of the seven sites that missed their annual target, two achieved over 90% of their goal, four surpassed 80% and one achieved 66%. At our Ahafo operation, which has a longer-term target for 2026 rather than an annual one, progress continued toward the goal.	See Value Sharing for 2025 site targets	Value Sharing
Local/Indigenous procurement				
All sites achieve spend target with local/Indigenous suppliers		Globally, Newmont spent \$1.521 billion with local/Indigenous suppliers, exceeding our overall target of \$1.364 billion. Ten operating sites met or exceeded their targets while two fell short.	As discussed in the Value Sharing section, targets for 2025 are being finalized	Value Sharing

¹ Data from the Telfer operation is not included in our [2024 Performance Data tables](#) due to timing of the divestiture; however, our 2024 closure and reclamation target includes Telfer because the reclamation work was completed before the sale closed in December 2024. Total hectares reclaimed reported here (192 hectares) differs from total hectares reclaimed as reported in our Performance Data closure and reclamation tables.

OUR BUSINESS

Newmont is the world's leading gold company and a producer of copper, zinc, lead and silver. The Company's world-class portfolio of assets, prospects and talent is anchored in favorable mining jurisdictions in Australia, Ghana, Latin America and Caribbean, North America and Papua New Guinea. Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled environmental, social and governance (ESG) practices. Founded in 1921, the Company has been publicly traded since 1925.

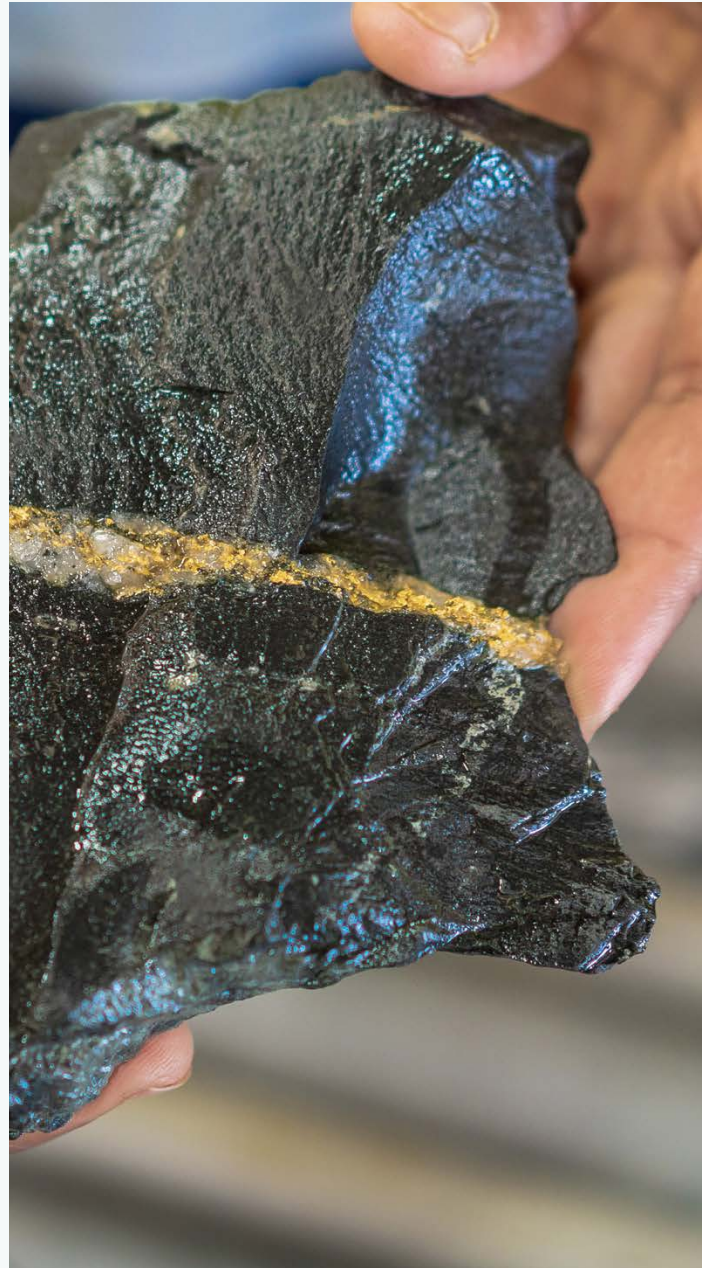


Photo: Gold vein inside ore body

2024 marked a pivotal year of growth and transformation. Following the successful acquisition of Newcrest in November 2023, in early 2024 we announced our intent to divest six non-core assets (and a development project). This strategic divestment plan strengthens our position as the world's largest gold mining company, with an unparalleled portfolio of Tier 1 and emerging Tier 1 assets¹ capable of capitalizing on the gold and copper cycles for decades to come. [As announced](#) on April 16, 2025, Newmont completed the sale of its non-core operating assets, with the Coffee development project remaining held for sale. Rooted in our values and guided by our purpose, we remain committed to responsible mining and holding ourselves and the industry accountable as we move forward.

¹ See the [About This Report](#) section regarding forward-looking statements and the definition of Tier 1 assets.

Read more about our operations and projects around the world on our [website](#) and in our [2024 Form 10-K](#).

NEWMONT OPERATIONS AND PROJECTS^{1, 2, 3}



Newmont's go-forward portfolio includes 11 managed operations and three projects in execution, strategically diversified across the world's most favorable mining jurisdictions.

- Managed operation
- Non-managed operation
- Project in execution

¹ As of April 2025. See [cautionary statement](#).

² As announced on April 16, 2025, Newmont completed the sale of its non-core operating assets, with the Coffee development project remaining held for sale. Refer to the press release available on the Company's website at www.newmont.com.

³ The scope of this report reflect assets owned by Newmont on or before February 15, 2025; therefore, the assets reported on differ from this map.

2024: A Transformational Year

In 2024, we made significant progress in realizing our potential. These important steps have brought us closer to building a world-class company with a strong portfolio of assets, positioning us for sustained value creation and long-term success.

Our focus in 2024 centered on three key areas to unlock the full value of our assets and ensure long-term success:

- **Integration of acquired assets:** We applied strong operational and technical plans to bring all acquired assets up to Tier 1 standards, ensuring they reach their full potential.
- **Portfolio rationalization:** As part of our divestment program, we announced the sale or agreements to sell six non-core operations. These divestments are expected to generate up to \$4.3 billion in gross proceeds, which includes \$3.8 billion from non-core divestitures and \$527 million from the sale of other investments.
- **Business stabilization:** We exceeded our 2024 production guidance, delivering 6.8 million ounces of gold and 153,000 tonnes of copper. This performance highlights the potential of our core portfolio.

FOCUSED ON INTEGRATION, RATIONALIZATION AND TRANSITION

Completed Integration



Deepened knowledge and completed discovery process for acquired assets

Conducted a comprehensive safety review across all operations and refreshed key programs to strengthen safety culture

Stabilized Production



Delivered 6.8M oz of gold and 153k tonnes of copper

Generated \$2.9B in free cash flow

Progressed Divestitures



Announced agreements to divest six non-core assets for up to \$4.3B

Received \$527M from sale of other investments

Returned Cash to Shareholders



Returned \$1.1B through quarterly dividends

Returned \$1.2B through share repurchases¹

Strengthened Balance Sheet



Retired \$1.4B in debt, reaching reduction target²

Investment-grade balance sheet with liquidity of \$7.7B

Building a Diversified Portfolio of Tier 1 Operations

¹ As of December 31, 2024.

² Includes the early redemption of the 2026 Notes redeemed on February 7, 2025.

OUR APPROACH TO SUSTAINABILITY

As a core value, sustainability is integrated throughout Newmont. It guides our decisions and actions and drives our commitment to making a positive impact. Through our global strategies, we aim to lead with purpose in prioritizing health and safety, protecting the environment, respecting human rights, supporting our people, acting with integrity and helping build strong communities. By setting clear targets, implementing strong policies and standards, fostering meaningful relationships, and holding ourselves accountable through transparent reporting, we aim to meet, and even exceed, stakeholder expectations.

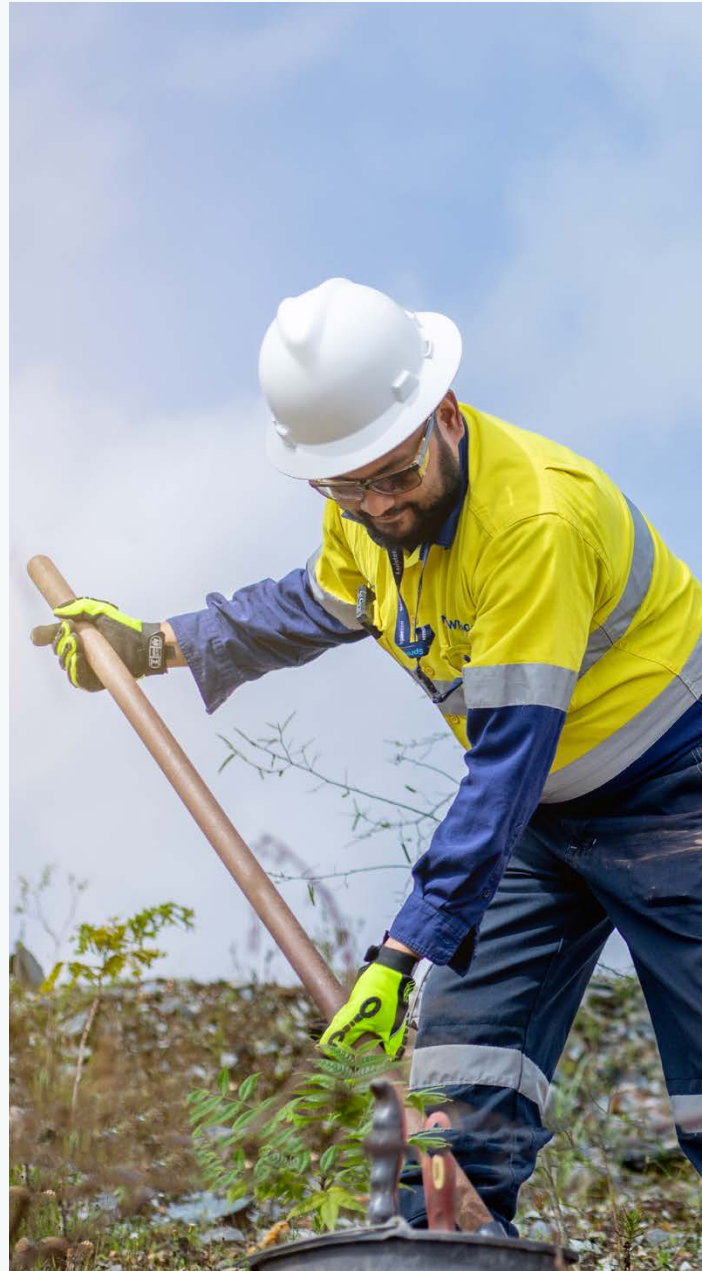
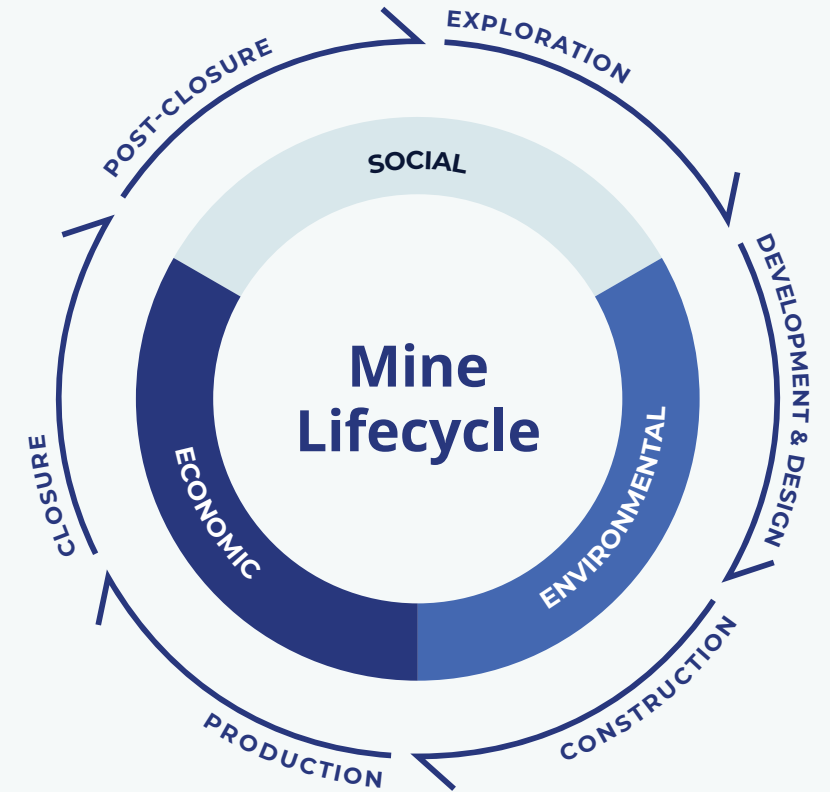


Photo: Merian, Suriname

SUSTAINABILITY AND THE MINE LIFECYCLE



Our Sustainability Strategy

Newmont’s Sustainability Strategy is designed to align with the evolving landscape of environmental, social and governance (ESG) practices. Recognizing ESG as a business imperative, the strategy commits to a “do no harm” approach while also taking steps to address global challenges like climate change, modern slavery, human rights and impacts on nature.

Stakeholders expect greater transparency, clear positions on global issues and a commitment to strong ESG practices. Our strategy addresses these expectations by incorporating these broader imperatives, standardizing governance, aligning business practices – including Company policies and standards – with sustainability and ESG standards, and integrating feedback from extensive internal and external consultation. The goal is to fulfill the Company’s purpose of creating value and improving lives through sustainable and responsible mining.

Further details on this strategy can be found throughout this report.

Our Health, Safety and Security Strategy

Newmont’s Health, Safety and Security Strategy supports our pursuit of a workplace free from fatalities, injuries and illnesses. The strategy emphasizes the need for continued improvement and focuses on three key areas:

- 1 Acting on risk to control outcomes;
- 2 Actively caring by engaging and supporting employees and business partners; and
- 3 Applying knowledge and fostering innovation.

The approach involves tracking efforts to build, embed and expand health, safety and security programs. It also includes a commitment to consolidating data, using technology and ensuring effective communications to respond proactively and with agility to evolving risks.

More information on this strategy is included in [Our Approach to Health, Safety and Security](#).

Our People Strategy

Newmont’s People Strategy recognizes the significant changes in the workplace in recent years, including shifts in workforce demographics, operating models and work environments. It also addresses the impact of technology automation on talent across both mine site and office settings. The strategy’s three pillars include:

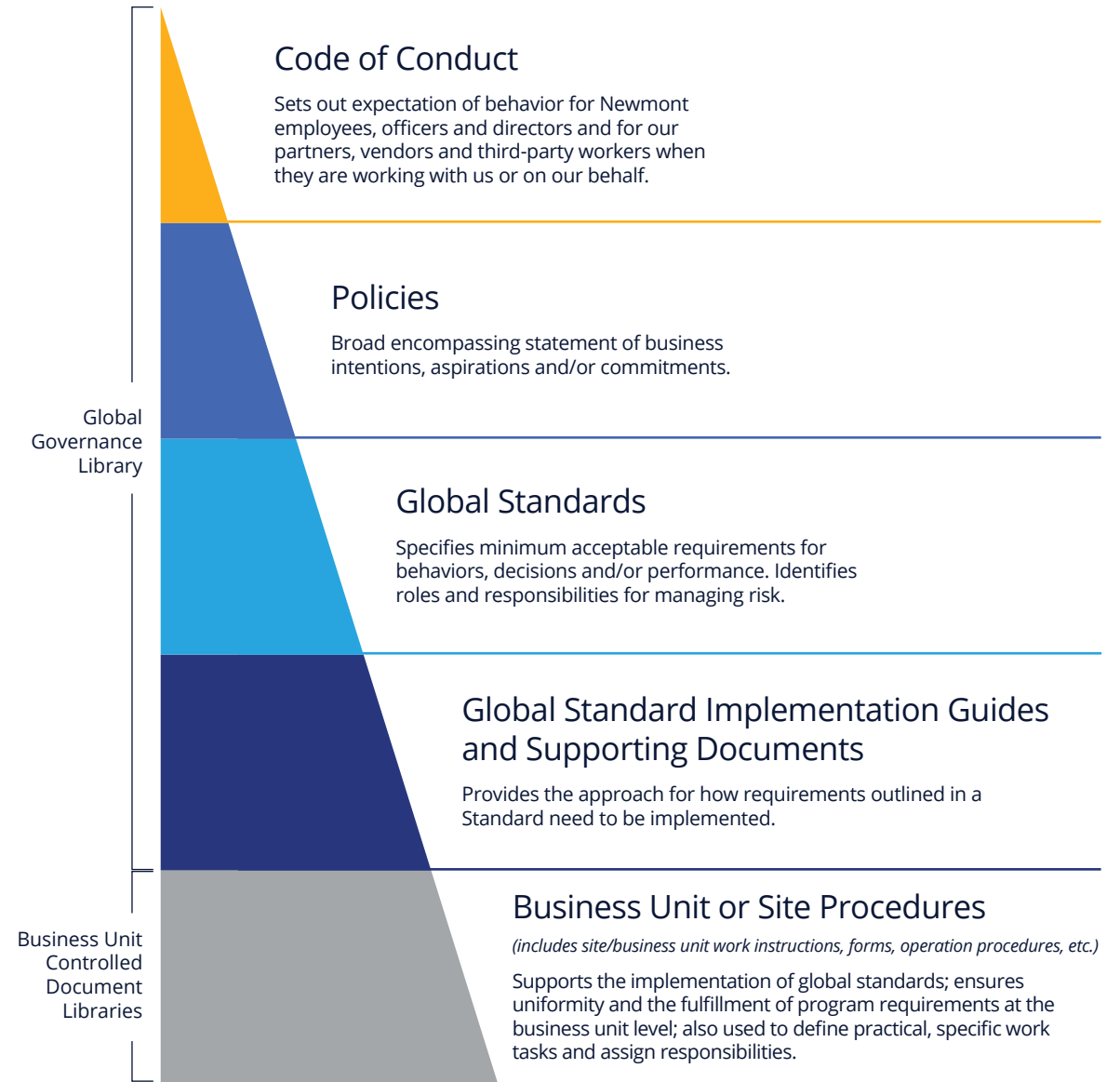
- 1 **Leadership** – Focused on developing and attracting exceptional leaders;
- 2 **Inclusion, Diversity and Equity** – Committed to creating an inclusive, diverse and engaged workforce; and
- 3 **People Experience** – Seeking to foster a meaningful work experience that supports the growth of our culture and strategy.

The strategy also emphasizes the importance of creating a safe and respectful workplace, respecting workforce rights and ensuring a living wage for those working on our behalf.

More information on this strategy is included in [Our Approach to People and Culture](#).

All our policies and select standards are available on our [website](#) in English, Spanish, Dutch and French.

DOCUMENTATION GOVERNANCE FRAMEWORK



Sustainability Governance

Newmont’s Board of Directors (“the Board”) provides oversight and accountability for the Company’s operations. Its role includes stewarding the Corporate Strategy and maintaining its sense of responsibility to Newmont’s stockholders, customers, employees, suppliers and host communities and governments.

BOARD OVERSIGHT

The full Board is tasked with overseeing the Company’s safety and sustainability performance and holding management accountable for these areas. To ensure sustainability is embedded across the business, the Board delegates specific matters to its committees. These committees work to ensure that our global standards, strategies, business plans and compensation structures provide a foundation for strong sustainability performance.

Each Committee Chair meets with management prior to formal meetings and then shares summaries with the full Board. The Board reviews key sustainability topics, including health, safety, security, tailings management, social performance, energy and climate, biodiversity and nature, external relations and talent management.

Safety and Sustainability Committee

As stated in its [charter](#), the Safety and Sustainability Committee advises and oversees matters related to health, safety, security, human rights, social and environmental performance and their related risks.

The Safety and Sustainability Committee’s quarterly meetings involve in-depth discussions on policies, standards and strategies to manage safety and sustainability risks. The committee reviews compliance with regulations and policies; performance against standards, commitments and public targets; and ESG-related incentive plan

metrics. It also contributes to our annual materiality assessment to identify key sustainability risks and concerns, reviews and approves Newmont’s Sustainability Report, and endorses Newmont’s Modern Slavery Statement.

As of the end of 2024, the Safety and Sustainability Committee included five members – Jane Nelson (Chair), Harry M. (Red) Conger, Dr. Emma FitzGerald, Sally-Anne Layman and José Manuel Madero.

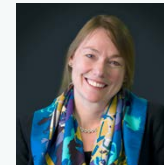
Audit Committee

The [Audit Committee](#) oversees the integrity of the Company’s financial statements and compliance with legal and regulatory requirements. It reviews the Company’s [Business Integrity and Compliance](#) program, including any material changes to the Company’s Code of Conduct. The committee also oversees Newmont’s annual [Taxes and Royalties Contribution Report](#), which discloses our tax strategy and significant economic contributions to host communities and governments.

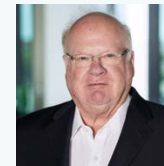
Leadership Development and Compensation Committee

The [Leadership Development and Compensation Committee](#) develops and oversees the Company’s executive compensation policies and programs, holding executives accountable for the health, safety and sustainability performance through performance-based compensation structures. The committee also oversees the leadership development, succession planning and talent management approach. It reviews the People Strategy and efforts to foster a more diverse and inclusive workplace.

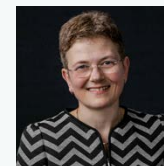
SAFETY AND SUSTAINABILITY COMMITTEE¹



Jane Nelson (director since 2011 and Chair of the Safety and Sustainability Committee since 2019) has a long and distinguished career advocating for sustainable business practice. She is the Founding Director of the Corporate Responsibility Initiative at Harvard Kennedy School.



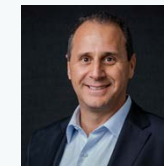
Harry M. (Red) Conger (director since 2024) has more than 46 years of mining and leadership experience, including serving as the President and Chief Operating Officer of Teck Resources and Chairman of the National Mining Association.



Dr. Emma FitzGerald (director since 2021) is an experienced business executive in the energy and water industries. She is known for her thought leadership, deep understanding of these industries and success in operating in developing markets.



Sally-Anne Layman (director since 2023) brings a wealth of international expertise in the mining sector and financial markets having held various senior roles with multiple mining and resource companies.



José Manuel Madero (director since 2021) has extensive experience as a finance, strategy and business development executive and as a consultant who advises global companies on managing matters related to regulatory, policy and social responsibility.

¹ Reflects membership of the Committee in 2024. Ms. Layman moved to the Leadership Development and Compensation Committee effective April 30, 2025.

Corporate Governance and Nominating Committee

The [Corporate Governance and Nominating Committee](#) ensures the Board is composed of qualified individuals who act in the best interests of shareholders and key stakeholders. It oversees corporate governance issues, Board leadership and succession planning, including recruiting individuals with expertise in health, safety, environmental and social performance.

For more details on Newmont’s Board members and committees, please refer to our [website](#) and [2025 Proxy Statement](#).

MANAGEMENT RESPONSIBILITIES

Newmont management is responsible for the daily execution of sustainability matters. All executives are actively engaged in managing sustainability efforts and associated risks. Specific responsibilities of the CEO and his direct reports include:

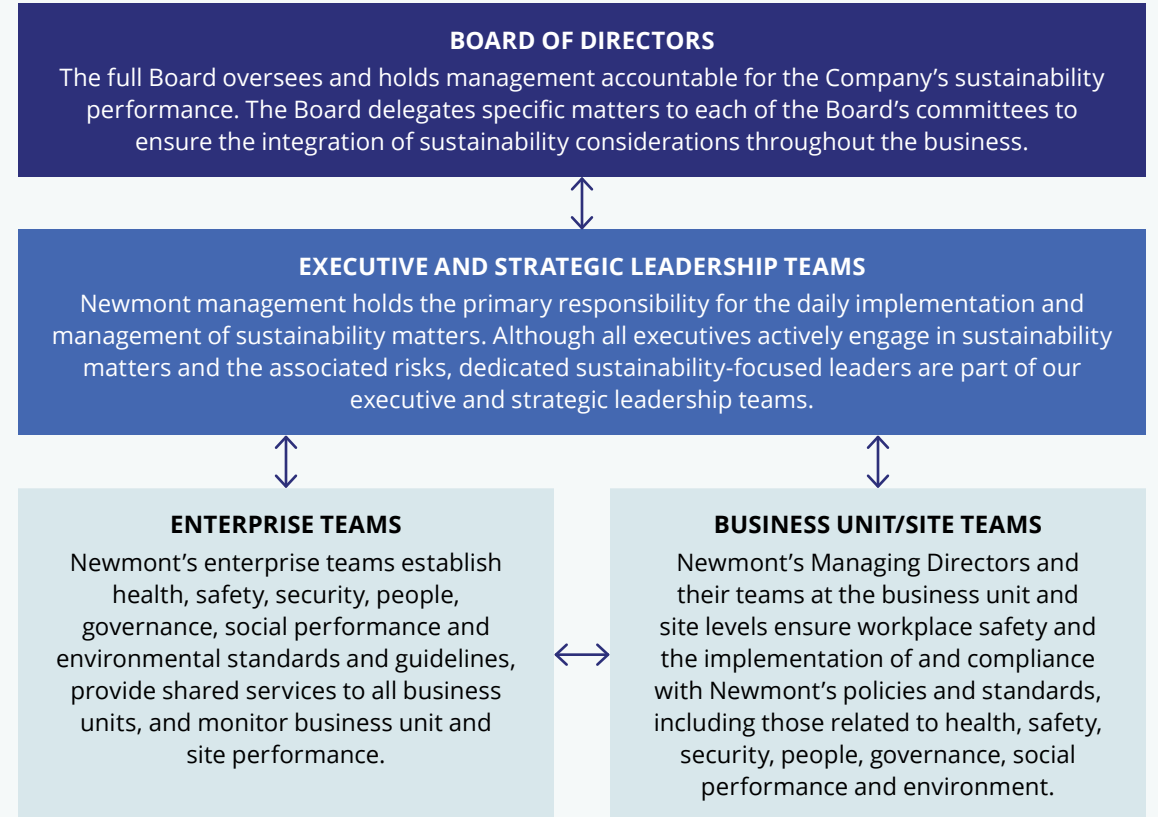
- **CEO** – Ensures alignment of sustainability efforts with the overall Corporate Strategy.
- **Chief Sustainability and Development Officer** – Executes the Sustainability Strategy and oversees business-wide operational risks.
- **President and Chief Operating Officer** – Leads the Health, Safety and Security and Environment functions to ensure they are embedded in the Projects and Operations teams, which include Managing Directors and site General Managers, who are responsible for implementing sustainability programs at the business unit and site levels.


- **Chief Financial Officer** – Oversees debt instruments (including our sustainability-linked bond) and engages with investors on ESG matters.
- **Chief Legal Officer** – Oversees the Business Integrity and Compliance program and addresses key social and environmental issues with the legal team.
- **Chief People Officer** – Oversees the People Strategy, with a focus on inclusion, diversity and the management and development of talent, including individuals in direct and indirect sustainability roles.
- **Chief Technology Officer** – Leads efforts to identify and implement technologies that promote safer, more responsible mining and serves as the Accountable Executive (AE) for tailings facility safety. The AE delegates responsibility for on-the-ground implementation to the Corporate Tailings and Dams Team.

Executive steering committees and cross-functional working groups support global strategies on geopolitical risk, human rights, Indigenous Peoples, water stewardship, tailings management, climate change and mine closure.

To ensure ESG matters are effectively communicated to the investment community, Newmont’s cross-functional ESG disclosure subcommittee evaluates existing and emerging matters, including regulatory proposals related to climate disclosures.

SUSTAINABILITY GOVERNANCE





For more information on how Newmont’s 2024 sustainability performance influenced remuneration, please refer to the [2025 Proxy Statement](#).

Stakeholder Engagement

We view anyone affected by and interested in our activities or essential to our success as a stakeholder.

An overview of stakeholder groups, key topics, engagement methods and examples of how Newmont engages with each group can be found on our [website](#). Additional details on our engagement with stakeholders are provided throughout this report.

Materiality

Each year, we conduct a materiality assessment to identify, assess and prioritize our current, near-term and emerging sustainability issues. Our assessment follows the GRI (formerly known as the Global Reporting Initiative) guidance for determining material topics and includes the Sustainability Accounting Standards Board (SASB) material topics for our sector. We assess priority issues in two ways:

- 1 Assessing the issues where Newmont has or could have the potential to impact the environment, people and society (either negatively or positively) – as seen on the y-axis of the matrix.
- 2 Assessing issues that impact or could impact Newmont’s business and financial success (either negatively or positively) – as seen on the x-axis of the matrix.

This analysis differs from traditional financial materiality, which relates to thresholds that may influence investors and determines the disclosures in our public financial filings. Several issues – including mine closure, community relationships, water management and climate change – are considered material from both a financial and sustainability standpoint. We discuss these matters in this report and our [2024 Form 10-K](#) (pp. 9–12).

For our 2024 materiality assessment process, we engaged an independent research and advisory firm to help refresh our previous materiality assessment. The process involved reviewing the 2023 assessment, updating any significant changes and validating the results through workshops with key internal subject matter experts. The assessment process included:

- **Initial issues refresh** – Starting with the prior year’s material issues, we validated the list of issues and incorporated new and emerging issues using a variety of methods, including current reporting requirements and frameworks, peer benchmarking, sector priorities, internal workshops, and the list of assessed issues from a third-party software analytics platform that identifies and monitors external risks including ESG-related risks.
- **Data-driven material issues prioritization** – We incorporated data from the third-party software analytics platform on regulatory, media and corporate disclosure environments.

- **Internal validation** – We engaged internal subject matter experts to review the provisional assessment results. Internal subject matter experts across the list of topics provided feedback, assessing the issues based on impact and using a framework of scale, scope and ability to remediate. Additionally, key internal stakeholders from finance, risk management and investor relations reviewed the business impact results.
- **Risk management evaluation** – Our leaders reviewed and evaluated the final materiality matrix to confirm there were no significant gaps between the material sustainability issues and the ranking of risks in our Global Risk Library identified through our risk management process.
- **Leadership validation** – We reviewed the issues prioritization with functional leaders, executives and the Board’s Safety and Sustainability Committee to confirm the final issue rankings displayed in the matrix.

Our 2024 materiality assessment resulted in 34 total issues, all important and requiring focused attention from Newmont. Each issue is ranked and is shown in three tiers with 11 being the most impactful. Compared to previous years, the issues are largely the same. See the following materiality matrix and corresponding definitions on the following pages for more details.

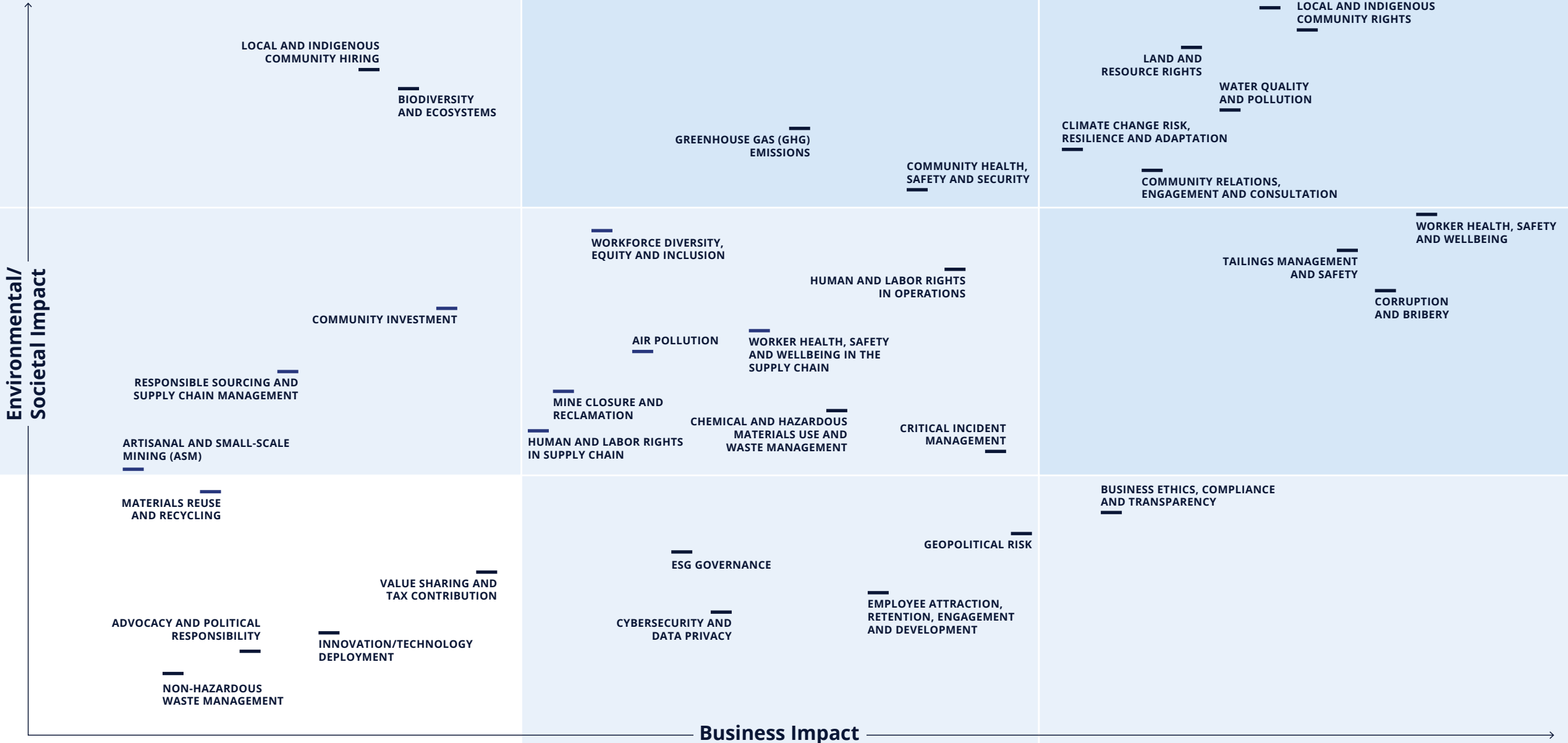
For 2024, Critical Incident Management and Land and Resource Rights have been added as new topics. Additionally, the previously separate issues of Greenhouse Gas (GHG) Emissions and Energy Use and Renewables have been combined into Greenhouse Gas (GHG) Emissions and Energy Use. These changes were made to align with the GRI Sector Standards for mining. All material issues are addressed in this report, primarily under the four main sections – Governance, Social, Environment and Economic.

Starting with last year’s report, we have provided information on our [website](#) about our governance, risk management, and our strategy and management approach for the material issues. This ensures the discussion and disclosures in this report concentrate on our performance for the reporting year. Key performance indicators for all issues shown on the 2024 materiality matrix are included in the [2024 Performance Data tables](#) and are available on our [website](#) as downloadable ESG data tables.

In addition to our materiality analysis is the concept of salience, which focuses on potential risks to people. Details on our salient issues are included on our [website](#) and in the [Human Rights](#) section of this report.



2024 MATERIALITY MATRIX



Material Issues

The following definitions have been developed as part of Newmont’s annual materiality assessment to provide clarity and consistency for all stakeholders, both internal and external, engaged in the process. By ensuring a shared understanding of each issue, these definitions support accurate mapping of topics to relevant data sources, strengthening the integrity of the assessment. They have been developed using established external frameworks, including the GRI Mining Sector Standard, SASB, ICMM Principles, and insights from Newmont’s own sustainability report, among other industry benchmarks.

LIST OF ISSUES AND DEFINITIONS	
Issue	Definition
Advocacy and political responsibility	Public policy and transparent political engagement that aligns with the Company’s environmental, social and governance policies and position; Collaboration with public sector, peers and industry associations to advocate for better outcomes for people and the planet
Air pollution	Release of material air pollutants, including nitrogen oxides (NOx), sulfur oxides (SOx), carbon monoxide (CO), mercury (Hg), Arsenic (As), Lead (Pb), Selenium (Se), volatile organic compounds (VOCs) and particulate matter (PM10 and PM2.5); Limit the impact on local communities, workers and ecosystems
Artisanal and small-scale mining (ASM)	Engage and consult with local ASM operators to build constructive relationships; Identify, assess, prevent and mitigate impacts through business relationships, interactions, security practices, or co-location of mining with ASM; Support legitimate ASM activities through capacity building, negotiating allocated areas for ASM operators to mine and providing resources and technical assistance
Biodiversity and ecosystems	Impacts on biodiversity and ecosystems from own operations and value chain, including pollution of soil, living organisms and food resources, deforestation, loss of or restoration of plant and animal species; Impact of own operations on the physical environment through the lifecycle of the mine
Business ethics, compliance and transparency	Ethical business culture and practices; Compliance with laws and regulations issued by local, regional and national governments, regulatory authorities and public agencies; Transparent corporate behavior and policies, including payments to governments, rights of shareholders, etc.
Chemical and hazardous materials use and waste management	Chemical (including cyanide and mercury) and hazardous materials use and waste management; Safe practices and incidence avoidance in own operations and elsewhere in the value chain, including in storage and transportation
Climate change risk, resilience and adaptation	Disruptions and enhanced resiliency to financial, physical and regulatory impacts of climate change on own operations, the value chain and local communities; Support and promote solutions for a just transition to a lower-carbon economy

LIST OF ISSUES AND DEFINITIONS	
Issue	Definition
Community health, safety and security	Health and safety impacts on communities from own operations, supply chain and own/third-party security practices; Programs and practices that assess, manage and mitigate health and safety impacts
Community investment	Economic contributions through local investment and capacity building; Economic diversification in local/host communities, including diversified jobs and careers; Philanthropic efforts and employee volunteering
Community relations, engagement and consultation	Open two-way dialogue with communities near operations; Provision of grievance and remediation opportunities for communities to voice questions and concerns; Social inclusion of diverse community members
Corruption and bribery	Prevention and detection of bribery, fraud, extortion, collusion, money laundering, corruption, etc., through training, policies and standards
Critical incident management	Prevention and control of incidents that can lead to fatalities, injuries or ill health, environmental impacts, or cause damage to local communities and infrastructure
Cybersecurity and data privacy	Protection of internal systems and equipment (including operational safety systems), networks, devices, data, etc. from unauthorized access or criminal use; Safeguarding the privacy and personal data of customers, employees and workers, and business partners
Employee attraction, retention, engagement and development	Attract, recruit and retain a skilled workforce; Engage, collaborate and be transparent with employees; Training and development for employees to build capabilities, career opportunities and advance knowledge to ensure skills and talent pipeline for the future of mining
Greenhouse gas (GHG) emissions and energy use	GHG emissions and intensity; Energy usage in the Company operations and value chain (Scope 1, 2, 3), including transportation/logistics, excavation and mine operations; Energy use, intensity and efficiency; Renewable energy use throughout own operations and value chain
ESG governance	ESG integration and governance, including board composition/diversity, expertise, oversight, executive compensation, etc.; Publicly reporting on ESG-related issues, risks, opportunities, outcomes, policies, plans, performance and goals; Critical and systemic risk management
Geopolitical risk	Assessment and avoidance of conflict-affected and high-risk areas; Robust due diligence to ensure human rights are respected and ensuring own operations and activities are not contributing to conflict

LIST OF ISSUES AND DEFINITIONS

Issue	Definition
Human and labor rights in own operations	Human rights and labor/working conditions of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Identification and addressing incidents and risks of modern slavery, child or forced labor; Prevention of discrimination, harassment and retaliation; Freedom of association and collective bargaining; Living wage, inclusive/competitive benefits, reasonable working hours, adequate housing; Access to grievance mechanisms
Human and labor rights in supply chain	Respecting human rights and labor/working conditions of workers in the broader supply chain; Monitoring for modern slavery, child or forced labor, discrimination, harassment and retaliation; Assessing suppliers for issues such as freedom of association and collective bargaining for workers, living wage/adequate pay, reasonable working hours, adequate housing; Awareness of and access to grievance mechanisms
Innovation/technology deployment	Deployment of innovation and technology to improve environmental, safety and social outcomes; Identify, manage and mitigate negative impacts of new technology and innovations on own workforce, supply chain, community and the environment
Land and resource rights	Respecting the rights of communities to use, manage and control fisheries, forests and other natural resources; Limiting Newmont's impacts on the local and natural resources from operations and activities, including exploration, extraction, waste storage, processing, transportation and distribution; Limiting impact to local communities such as resettlement and disruption to traditional livelihoods.
Local and Indigenous community hiring	Hiring from local and Indigenous communities at all company levels; Develop and enable training and development to build capabilities for career opportunities
Local and Indigenous community rights	Human, social, civil, political, economic and cultural rights of local communities and Indigenous Peoples, including free, prior and informed consent (FPIC), individual and collective rights, self-determination, rights to land, resources, education, health, employment, language, adequate housing and food, clean water and sanitation.
Materials reuse and recycling	Reuse and recycling of resources, products and materials in the mining process; Design and innovation for recycling/circularity (excluding water, which is under a separate issue)
Mine closure and reclamation	Environmental, social and economic impacts from mine closure and decommissioning of own operations; Engagement of workers, suppliers, local communities, governments and other stakeholders on closure planning and implementation, including post-mining land use; Rehabilitation of land during the life of the mine as land becomes available or post-closure

LIST OF ISSUES AND DEFINITIONS

Issue	Definition
Non-hazardous waste management	Non-hazardous waste reduction, management and safe practices in operations and along the value chain
Responsible sourcing and supply chain management	Transparent processes, systems and assessments to help ensure suppliers and business partners across the value chain uphold standards on environmental, social and ethical business practice issues; Ethical sourcing of materials and other supplies; Enablement of supplier sustainability with longer-term contracts and on-time payment
Tailings management and safety	Responsible tailings and waste rock management conforming with the Global Industry Standard on Tailings Management (GISTM) commitments; Transparent communication of risks to protect employees, local communities and the environment; Prevention of catastrophic failures of tailings facilities
Value sharing and tax contribution	Direct and indirect value sharing in host countries, regions and communities through investments, procurement spending, supporting/partnering with diverse local suppliers, commerce, regional development, infrastructure, fair tax contributions, etc.
Water quality and pollution	Water quality and water pollutants generated from the Company operations that can impact downstream beneficial use; Availability of water in communities (i.e., for drinking, agricultural use, etc.); Monitoring of water discharges throughout the value chain
Water use, reuse and replenishment	Water use and increase water reuse and recycling in own operations; Water availability/access/security for nearby communities, especially in water-stressed areas; Monitoring of water use throughout the value chain
Worker health, safety and wellbeing	Health, safety and wellbeing (mental and physical) of employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont; Provision of health and safety training, tools and standards; Implementation of policies and approaches avoid and address significant/critical health and safety incidents
Worker health, safety and wellbeing in the supply chain	Health, safety and wellbeing (mental and physical) of workers in the supply chain; Partnering with suppliers who promote and enable health, safety and wellbeing of their workers; Implementation of a supplier management approach to avoid and address significant/critical health and safety incidents within their own businesses
Workforce diversity, equity and inclusion	Diverse and inclusive workforce (employees, third-party workers, or any workers of any entity that is controlled or managed by Newmont), executive management team and board; Fair and equitable treatment, compensation and opportunities for all employees in the workforce

Responsible Mining Standards and Disclosures

Newmont is actively engaged in voluntary initiatives at the global, regional, national and local levels, reflecting our commitment to collaboration, transparency and accountability. By participating in industry initiatives, we align with global standards and influence and stay informed about emerging expectations, issues and risks. For more information on our commitments, initiatives, memberships and disclosure frameworks, please refer to the [Responsible Mining Standards and Disclosures](#) document on our website.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)


Newmont is dedicated to advancing the SDGs through a variety of activities and initiatives. We recognize that we can impact and positively contribute to all 17 SDGs. However, to maximize our influence and impact, we have prioritized a subset of SDGs, which align with our business strategy, highlight our goals, and offer the greatest potential to create meaningful, lasting outcomes that improve lives.

NEWMONT'S PRIORITIZED SDGs



In 2016, we prioritized five SDGs (3, 5, 6, 8 and 17) where Newmont could make the greatest impact. In 2023, at the mid-point of the SDGs' 2030 target, we reviewed our business strategy and SDG prioritization, adding three more SDGs to our list – Goals 4 (quality education), 13 (climate action) and 15 (life on land). These additions reflect stakeholder priorities and our ongoing efforts to support sustainable and resilient communities.

We report on our efforts to advance these goals throughout this report and highlight specific alignments between our sustainability initiatives and the SDGs in the [GRI Index](#).



Read more about the various voluntary global, regional, national and local organizations and initiatives in which Newmont actively participates.



Photo: Tanami, Australia

Advancing Sustainability Through Technology

Technology and innovation play a vital role in helping Newmont achieve both our operational targets and our commitment to creating a safer, healthier and more sustainable business.

We collaborate across teams to identify, implement and evaluate a range of technologies that support these goals – such as the driver safety system featured on this page. Other examples highlighted in this report include:

- [Monitoring security risks using world class technology](#)
- [Powering autonomous mining equipment with wind energy](#)
- [Extracting water from deep underground sources using advanced systems](#)

Our mines rely heavily on both information and operational technology systems, and we continue to expand the use of advanced digital solutions across a combination of on-premises and cloud-based platforms. Although these systems are essential for safe and efficient operations, they also face growing cybersecurity threats. Details on our cybersecurity risk management approach and strategy are available in our [2024 Form 10-K](#) (page 50–51).



OUR STORIES

IMPROVING DRIVER SAFETY WITH TECHNOLOGY

Fatigue and driver distraction are major safety risks across Newmont’s operating sites, where operators often drive light vehicles, buses and heavy equipment for extended periods. These tasks require constant attention to prevent accidents and ensure safety.

To mitigate these risks, Newmont has installed Driver Safety Systems (DSS) at several sites. These systems use cameras, sensors and other technologies to detect signs of fatigue or distraction, issue real-time alerts to drivers and record the events for review. Until recently, this data was hosted on external platforms, making it difficult to access and limiting its potential to identify trends and improve safety practices.

In 2024, Newmont developed a customized solution to address these challenges. The solution includes an application and real-time dashboard that streamlines the process to identify, assess and respond to potential

hazards or incidents. This tool simplifies event management, supports timely fatigue interventions, like mandatory rest breaks, and improves compliance with corrective actions. This leads to faster responses and improved outcomes.

Additionally, the solution features intuitive dashboards for short- and long-term analysis, helping sites identify trends – such as repeat fatigue events – and uncover other data-driven insights to prevent fatigue-related safety events.

The application was deployed at Cadia and Lihir in 2024, and dashboards were launched at Ahafo, Cerro Negro, Merian and Yanacocha. Rollout to additional sites is planned throughout 2025.

Governance

Guided by Strong Governance

Strong governance is key to realizing our potential. Through transparency, accountability and ethical practices, we align with global standards to unlock value, manage risks and build trust with stakeholders.

[See our highlights →](#)



GOVERNANCE HIGHLIGHTS

Business Integrity and Compliance **28**

Risk Management System **32**

Sustainability Compliance and Assurance **34**

Responsible Sourcing **38**

Achieved **The Copper Mark and The Molybdenum Mark certifications** at Cadia, which became the first Newmont site to earn both →

Partnered with MKS PAMP to **offer a traceable gold bar made exclusively with Newmont-mined gold**, refined and minted by MKS PAMP in Switzerland →

Enhanced our Risk Management System and reviewed and began progressing opportunities for improvements →



BUSINESS INTEGRITY AND COMPLIANCE

Business integrity is fundamental for building and preserving the trust that serves as a foundation for our business. As a core value, integrity guides our daily actions, and our global Business Integrity and Compliance program establishes robust controls and cultivates a culture where all our relationships are based on integrity.

We assess the effectiveness of our business integrity and compliance risk management approach by conducting internal and external program assessments, benchmarking against regulatory standards and industry-leading practices, and tracking several metrics and performance objectives.



Read more about [Our Approach to Business Integrity and Compliance](#), including details on our governance, risk, strategy and management approach.

Business Integrity and Compliance Performance

We investigate potential breaches of our Code of Conduct, taking appropriate action when necessary. Employees, contractors, suppliers, community members and others can report concerns or seek guidance anonymously through our third-party-run [Business Integrity Helpline](#). We also track Code of Conduct-related cases that originate through other channels, such as our People and Security functions, and integrate them into the Business Integrity Helpline process where applicable.

Matters reported through the Business Integrity Helpline channels are centrally reviewed and classified as follows:

- **Escalated:** These cases involve real or potential Code of Conduct breaches and require independent review or investigation.
- **Non-escalated:** These cases are either unrelated to a Code of Conduct matter or have been assessed to be more appropriately handled by the relevant function or management team.

In addition to escalated and non-escalated matters, Newmont also receives proactive inquiries and requests for compliance reviews through the Business Integrity Helpline.

In 2024, approximately 47 percent (308) of the escalated matters that were investigated and closed were substantiated. This led to recommended changes in business processes or disciplinary measures. These cases involved employees across all levels of the organization, who were counseled, disciplined and/or terminated.

BUSINESS INTEGRITY AND COMPLIANCE INVESTIGATIONS

BUSINESS INTEGRITY MATTERS OPENED, SUBSTANTIATED AND ADDRESSED IN 2024

	Number
Total new matters (all matters) captured in the Business Integrity Helpline ¹	1,644
Total new escalated matters captured in the Business Integrity Helpline	600
Total escalated matters addressed (substantiated + unsubstantiated)	657
Total substantiated escalated matters	308

NATURE OF ESCALATED MATTERS CAPTURED IN NEWMONT'S BUSINESS INTEGRITY HELPLINE IN 2024²

Nature of cases	Number	Percentage
Respect at Work matters	344	57%
Misuse or theft of Company assets	75	13%
Conflicts of interest	59	10%
Environmental, health and/or safety misconduct	49	8%
Fraud and/or corrupt practices	36	6%
Internal controls and/or accounting matters	15	3%
Privacy and/or confidentiality matters	5	1%
Other matters	17	3%
TOTAL	600	100%

¹ All matters include all types of entries into the Business Integrity Helpline (i.e., escalated, non-escalated, inquiries and requests for compliance reviews). Non-escalated matters are closed upon being transferred to the applicable members of management for consideration.

² Data only includes matters assessed as escalated upon centralized triage of the report received.

Read more about our business integrity and transparency events and performance in the [2024 Performance Data tables](#).

BUSINESS INTEGRITY CULTURE

In 2024, there were more than 8,000 employee interactions with our online and in-person Business Integrity and Compliance (BI&C) training. This represents engagement with approximately 36 percent of Newmont’s employee population as of the end of 2024 compared to our engagement with 75 percent of the employee population in 2023.

This decrease in participation was due to several factors, including:

- Efforts related to the integration of assets acquired in the November 2023 Newcrest transaction;
- A temporary redeployment of BI&C resources to address ongoing internal investigations; and
- A delay in launching our annual online business integrity and compliance training, which caused the training to extend into 2025.

Training in 2024 covered key BI&C program topics, such as anti-corruption, conflicts of interest, gifts and entertainment, and Newmont’s Respect at Work program. Notably, 4,296 employees who joined Newmont as part of the November 2023 Newcrest transaction received dedicated onboarding training on Newmont’s business integrity and compliance principles in the first quarter of 2024.

Throughout the year, BI&C also conducted targeted training, awareness and outreach sessions for high-risk vendors and functions, including Government Relations, Commercial, Mine and Plant Operations and Security.

Through our quarterly Organizational Justice and Integrity Dashboard (OJID), we raised awareness about Business Integrity Helpline cases, including their outcomes and disciplinary actions. Each OJID shares lessons learned from real cases and features a section to bring further transparency to Newmont’s internal investigations process.

Through our annual business integrity award process, we recognize employees who exemplify our core value of integrity and serve as role models for ethical behavior. In 2024, 82 employees were nominated by their peers – more than double the submissions received in 2023 – and five recipients were honored with the award.

COMPLIANCE CONTROLS

To uphold our anti-corruption commitment, over 100 business leaders – including Executive Vice Presidents, Managing Directors, site General Managers, and key function leaders in areas like Commercial, External Relations, Security, Legal and Finance – personally certified each quarter that their specific region or functional area maintained effective controls and that they were unaware of any interactions on behalf of Newmont that would violate our Code of Conduct, policies, standards or applicable laws.

In 2024, we completed a comprehensive, compliance-driven post-acquisition due diligence review of the assets acquired in the November 2023 Newcrest transaction. The review, which focused on high-risk jurisdictions and was conducted with outside counsel, led to the creation of a structured roadmap for integrating our compliance programs. The roadmap guided our efforts to advance and consolidate key program elements such as the Business Integrity Helpline, the conflicts of interest and gifts and entertainment disclosure processes, and case intake and internal investigation procedures.

Additionally, Newmont engaged outside counsel to perform an external review of our compliance program to evaluate its alignment with regulatory expectations set by the U.S. Department of Justice. This review is part of our ongoing effort to assess that our compliance program is on the right path and aligned with best practices.



Photo: Ahafo, Ghana

Public Policy Performance

In 2024, we engaged with government and regulatory officials across all our operating regions, providing updates on our operations, jurisdiction-specific issues, and emerging risks and opportunities. Examples of our public policy advocacy efforts in the countries where we operate included the following:

ARGENTINA

Newmont and other industry peers worked with the new administration of President Javier Milei to promote large-scale investments that will deliver long-term benefits for Argentina and its communities. In Santa Cruz, we engaged the provincial government on several key issues, including safety standards, plans to boost local content and employment, and strategies the government can implement to attract further investment.

AUSTRALIA

Our efforts focused on securing long-term success for our projects and operations in Australia. We collaborated with the Northern Territory government to address natural gas supply challenges at our Tanami mine, ensuring a stable energy supply for the operation. In New South Wales (NSW), we prepared for the regulatory review of our Cadia expansion application and conducted external engagements to explain the benefits the expansion would bring to the country, NSW and the communities near the operation. Similarly, in Western Australia, we held discussions with authorities about our investment plans for the Boddington operation and explored solutions to address the region's growing demand for electricity.

CANADA

Our engagement in Canada focused on infrastructure investments and regulatory matters, particularly in British Columbia (BC). A key success was a joint CAD\$195 million investment by the British Columbia and federal governments in highway improvements in Tahltan Territory, located in northwest BC. This commitment is the culmination of multiparty discussions to improve transportation access to local communities and mining areas. We also worked with the Mining Association of British Columbia and local authorities to address potential impacts on project timelines from new consultation processes for BC-based mining projects.

GHANA

Newmont collaborated with the Ghanaian government to foster rural development, improve local safety and encourage the growth of formal employment opportunities. We supported the government's efforts to increase rural services by helping build security infrastructure in the Ahafo region. Additionally, we held multiple discussions related to the sale of the Akyem mine, including the process's regulatory requirements, the strategic rationale and the bidding process to select the final buyer. Finally, in partnership with the Ghanaian government, Newmont significantly advanced the Ahafo North project.

MEXICO

Newmont continued to work with Zacatecas authorities to enhance agriculture, entrepreneurship, job opportunities and water access throughout the state. On a national scale, the Company participated in the National Agreement on Water, initiated by President Claudia Sheinbaum, working alongside the private sector to boost water availability across Mexico. Furthermore, Newmont, together with the mining industry, engaged with the new administration to highlight the positive contributions of mining to local Mexican communities – particularly in rural regions – and to share best practices for minimizing environmental impacts.

PAPUA NEW GUINEA

Newmont engaged in discussions with the national government and provincial leaders of New Ireland to review investment plans, operational improvements at Lihir and ongoing community development initiatives in the mine's area of influence. At the national level, the Company highlighted the importance of implementing best-in-class regulations to enhance the country's competitiveness and attract new investors to the mining industry and other sectors.

PERU

The Company engaged with the Cajamarca government, civil society organizations, the U.S. Embassy and private sector representatives to discuss ways to strengthen governance and infrastructure in the province. Key matters addressed included establishing best practices for government procurement opportunities and exploring public-private partnerships for water infrastructure investments in Cajamarca. For example, in 2024, Newmont was part of a multi-stakeholder group that helped fund the studies needed for water infrastructure solutions. In parallel, the national government committed 200 million Peruvian soles to fund a large-scale reservoir, which will increase the water supply for Cajamarca City.

SURINAME

Our Suriname team received the U.S. Secretary of State's Award for Corporate Excellence (ACE) in the Climate Resilience category. Read more about this achievement on our [website](#).

UNITED STATES

Following the close of the Newcrest acquisition in November 2023, we discussed Newmont's expanded portfolio with the U.S. government and multilateral stakeholders, positioning Newmont as a partner of choice for strategic mineral developments focused on Tier 1 assets with increasing opportunities in the copper sector.

OUR STORIES

INTEGRITY AWARD RECOGNIZES EXEMPLARY ETHICAL BEHAVIOR

Integrity is a core Newmont value, guiding daily decisions and actions. Each year, the Andy Holleman Integrity Award honors employees who demonstrate outstanding business integrity.

In 2024, five employees were recognized for living Newmont's value of business integrity. Nominated by peers and selected by the Executive Compliance Committee – which includes the Chief Executive Officer and members of the Executive Leadership Team – these individuals upheld Newmont's values through courageous and principled action:

- **Aldo León Ruiz** (Community Relations Coordinator, Yanacocha) upheld fairness in a project bidding process by addressing external pressure and supporting a transparent, open process.
- **Collins Barnieh** (Regional Supply Chain Director, Africa) reinforced compliance with procurement procedures and encouraged a culture of open dialogue and ethical decision-making within his team.
- **Daniela Murillo Cabrera** (Technical Training Coordinator, Yanacocha) demonstrated diligence in working with partners and suppliers, taking appropriate action when contractor performance fell short, helping drive improvements in accountability and service quality.
- **Mario Castillo** (Safety Team Lead, Peñasquito) upheld ethical and regulatory standards by ensuring transparency in supplier selection, offering ethics training to government stakeholders and requiring proper documentation in all instances.
- **Raygel Francis** (Electrical General Foreperson, Merian) acted with integrity by reporting safety concerns and addressing sensitive personnel matters through the appropriate channels.

Celebrating those who demonstrate exemplary business integrity and serve as role models are key to strengthening our culture across Newmont.



Aldo León Ruiz



Collins Barnieh



Daniela Murillo Cabrera



Mario Castillo



Raygel Francis



RISK MANAGEMENT SYSTEM

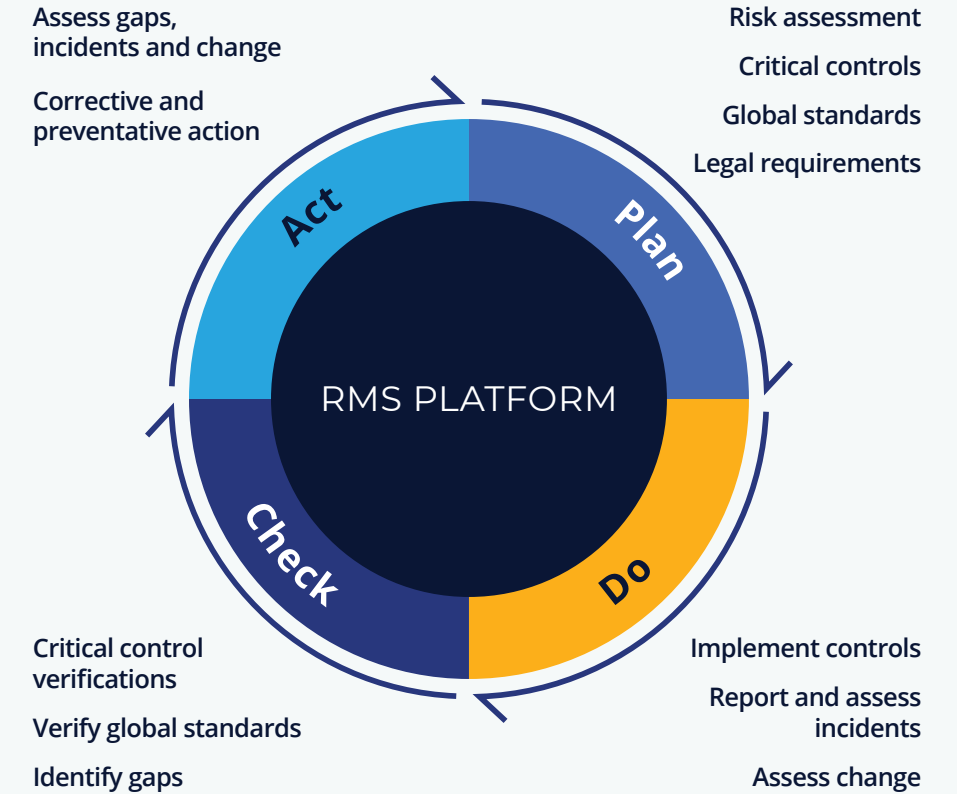
Managing risks and opportunities is vital to achieving business success, particularly for mining companies with complex risk profiles. Identifying, assessing and mitigating risks are key to delivering on our overall business strategy and sustainability commitments. Newmont’s global Risk Management System (RMS) framework provides clear processes for managing risks and opportunities across the Company.

The RMS integrates Newmont’s management systems, ensuring a consistent, standardized and comprehensive approach to risk management. It provides leadership with the risk information needed to make informed decisions, comply with obligations and achieve business objectives.

The RMS follows the “Plan, Do, Check, Act” improvement model, focusing on the following key elements:

- **Risk and control** – We identify global risks, map them to the local risks at the site and business unit level, and integrate them into the Global Risk Library. For each risk, we define and implement the controls necessary to manage and mitigate it.
- **Standards and governance** – The global RMS Standard defines the requirements for controls, standards and governance, reporting and verification across all functions, business units and sites.
- **Verification** – The RMS-Verify program, based on the three-lines-of-defense model (described on the following page), assesses compliance with our global standards and critical control verification (CCV) performance. Independent internal teams conduct audits of operations on a rotational basis or in targeted areas, and action plans are developed to address any gaps or areas of non-compliance and to support continuous improvement.
- **Reporting** – The RMS platform tracks risk information, assessments, controls, RMS-Verify results, event reporting and action plans.

PLAN-DO-CHECK-ACT MODEL



The three-lines-of-defense model is the basis for the RMS-Verify program, facilitating strong governance and risk management:

- **First Line of Defense (LOD1)** – Functional risk owners at the enterprise level identify the controls to manage risks, designate critical controls (i.e., those that significantly influence the likelihood and/or consequence of an unwanted event), and develop a CCV strategy to test their effectiveness. Managers and supervisors are responsible for performing CCVs at each site.
- **Second Line of Defense (LOD2)** – Functional leaders verify that systems and controls are in place to manage risks at our locations. They assess the effectiveness of our global standards and critical controls, ensuring they are in place and effective through evidence-based validation.
- **Third Line of Defense (LOD3)** – Newmont’s Internal Audit team performs independent assurance on key risk programs. Regulators may also conduct independent audits at Newmont’s locations when required.

Executive and Board Risk Assessment

The Executive Leadership Team (ELT) is presented RMS-based risk identification and control information regularly throughout the year, including insights on variances and trends, and results of Line of Defense verification activities. In addition, the ELT conducts its own assessment of enterprise-level “top” risks annually, which are linked to and used to validate risks identified within the RMS. For these top risks, ELT members track detail on the broad set of controls in place across the related area(s) of management.

In addition to the review of the RMS framework and processes with the Board’s Audit Committee, the Board is also provided updates on RMS information, including material risk movements and how these are linked to ELT “top” risks. In 2024, with third-party advisory support, Newmont’s management engaged with the Board to review the Board’s risk reporting coverage and analyze Board risk priorities via one-on-one interviews and an enterprise risk survey and review. Board and Committee agendas, and associated materials, are centered on oversight of key risk systems for the organization. Refer to the Company’s [2025 Proxy Statement](#) under the heading “Corporate Governance – Board Oversight of Risk Management” for additional information, which is available on Newmont’s website and filed with the U.S. Securities and Exchange Commission.

RMS Implementation Progress

Integration of the RMS is a multi-year program that began in 2021, with functions being at varying maturity levels based on their existing systems, processes and priorities. For example, our Safety and Sustainability functions are relatively advanced in the implementation process, having key RMS elements in place, including:

- Identifying, documenting and regularly reviewing top risks and critical controls, including at the site level;
- Standardizing reporting and sharing of events;
- Reviewing and aligning governance documentation;
- Rolling out and refining the LOD1 program based on agreed-upon critical controls for safety- and sustainability-related risks;
- Establishing LOD2 programs that align with the RMS and include:
 - Sustainability risk audits
 - Fatality Risk Management (FRM) reviews
 - Safety culture reviews
- Effectively using the RMS technology platform, including progressing the establishment of a centralized compliance register.

Key milestones achieved in 2024 across all functions included:

- Continued support for functional leaders and teams in reassessing critical risks, updating and establishing critical controls and designing verification programs.
- Capturing existing risk management activity and data in the RMS technology platform.
- Continuing to calibrate the standardized risk assessment approach across sites and functions.
- Updating the enterprise risk assessment with the ELT to identify the risks that are most critical to achieving our short- and long-term strategic objectives. The ELT and Board will use this assessment for ongoing monitoring, ensuring alignment with our overall strategy and providing direction for functional and site risk mitigation efforts.
- Delivering enhanced tools (e.g., Power BI dashboards) for risk reporting and ongoing risk evaluations.

In the second half of 2024, we began a review to assess and strengthen Newmont’s risk management approach. These efforts will support the ongoing RMS implementation, which is expected to continue across the business through 2025.

The risks and controls identified through the RMS process inform the programs we employ to manage our material and other sustainability aspects. Details about these programs – including our risk management approach for each material issue – are discussed in the respective sections of this report.

SUSTAINABILITY COMPLIANCE AND ASSURANCE

Meeting our commitments and operating in compliance with laws and regulations is a fundamental business priority. We build trust and meet stakeholder expectations by upholding high standards, responsible business practices and transparent reporting on performance. Newmont's compliance and assurance programs help us meet our sustainability obligations while identifying opportunities for ongoing improvement.

We manage our environmental, social and political risks within the framework of our global Risk Management System (RMS) and its hierarchy of policies, standards, guidelines, critical controls and procedures.

For more information, visit the Our Approach to Sustainability section of our [website](#).



Photo: Cadia, Australia

Sustainability Risks and Standards Performance

In 2024, we continued to strengthen our management of sustainability risks in accordance with the RMS framework. This included finalizing control performance criteria for environmental and social performance risks within the control verification framework. By the end of 2024, we launched a pilot at our Merian operation, which tested the framework's design and functionality for managing specific environmental risks. Lessons learned from this pilot will be incorporated into the risk program as it is rolled out across other sites in 2025.

Additionally, we conducted gap assessments at four sites acquired in the November 2023 Newcrest transaction – Brucejack, Cadia, Lihir and Red Chris – to evaluate their alignment with Newmont's standards. We also audited environmental and social risks at our Peñasquito site as part of our second line of defense (LOD2) assurance activities. Corrective action plans are in place to address the gaps identified during these assessments. In 2025, there will be alignment of LOD2 social, environmental, and health and safety activities to streamline our approach.

For more details on the three-lines-of-defense model, please refer to the [Risk Management](#) section.

Compliance Audit Program

Our compliance audit (CA) program assesses how Newmont sites manage their legal obligations, including regulations, permits and formal agreements. Using a risk-based approach, independent audits are conducted every three years at each site, following standardized methodology, reporting format and processes, to identify gaps and recommend corrective actions. These audits, which are part of our second line of defense (LOD2) risk management activities, help us understand our compliance with legal obligations and manage current and emerging compliance trends.

In 2024, we completed CAs at two sites – Merian and Tanami. Merian’s audit was the first in a new cycle, allowing us to assess progress since the previous audit was completed.

The CAs identified the following opportunities for improvement:

- **Management systems:** Risk identification, review, and implementation of management plans.
- **Infrastructure:** Upgrades to fuel storage, dust and sediment management, and handling hazardous and non-hazardous waste.
- **Groundwater management:** Addressing non-compliances on groundwater quality reporting.
- **Social agreements:** Ongoing commitments, including cultural awareness training.
- **Reporting:** Event reporting and communications with stakeholders.

Each site has developed an action plan to address gaps. The audit findings and action plans were shared with relevant leadership across the enterprise, business units and sites to guide strategic planning and decision making. Additionally, the findings were presented to the Board of Directors and integrated into our broader risk management activities.

Approximately a year after each CA, we conduct formal effectiveness review workshops to verify that actions have been completed or are sufficiently underway to address identified gaps. In 2024, we conducted effectiveness reviews for Ahafo South, Akyem, Peñasquito and Yanacocha.

Independent Assurance

We engage an external auditor annually for independent assurance on selected performance metrics and disclosures in our public reports.

In 2024, PricewaterhouseCoopers (PwC) was re-selected through a competitive tender process that included review and approval from our internal ESG Disclosure Subcommittee and the endorsement from our Executive Leadership Team and the Board of Directors. The engagement with PwC for the 2024 reporting process included independent limited assurance on the following:

- Selected performance metrics in our 2024 Sustainability Report.
- Selected matters as part of Newmont’s membership in the following:
 - International Council on Mining and Metals (ICMM) – Subject Matters described in the assurance report and Performance Expectations;
 - World Gold Council (WGC) – Responsible Gold Mining Principles (RGMPs) and Conflict-Free Gold Standard; and
 - Mining Association of Canada (MAC) and Minerals Council of Australia (MCA) – Towards Sustainable Mining (TSM).

PwC representatives regularly met with the Board’s Safety and Sustainability Committee to keep them updated on the assurance process. Additionally, PwC engaged committee members and management to discuss emerging issues and disclosures to help ensure Newmont is prepared to address such matters.

PwC follows relevant assurance standards, including the International Standard on Assurance Engagements ISAE 3000 (Revised), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*.

PwC provides Newmont with an annual observations report outlining internal improvement recommendations and highlighting emerging risks or trends that may require changes to controls or systems. This report is shared with leadership and the Safety and Sustainability Committee, and actions are tracked to completion as needed.

The report also includes recommendations to strengthen our internal control systems and external assurance processes, particularly in anticipation of forthcoming regulatory requirements related to sustainability data disclosures. In response to these recommendations, we continue to enhance our reporting processes and assurance efficiencies, including improved data management, more frequent interim testing, stronger enterprise-level reviews, and the maturing of our reporting criteria and methodology.

For more details on the 2024 assurance efforts, refer to the [About This Report](#) section.



Photo: Tanami, Australia

Membership-Based Commitments

Our active participation in membership-based initiatives allows us to contribute to industry-wide sustainability improvements while helping us understand and prepare for emerging expectations, issues and risks.

Each year, we assess, verify and report against our membership-based commitments, at both a site and enterprise level. Our Combined Voluntary Commitments Assessment (CVCA) program simplifies the data management and reporting process by combining multiple assessment criteria into a single self-assessment tool. The CVCA program is used to meet the requirements of various membership organizations and can be adapted to future responsible mining standards.

Newmont is also a participant in the Industry Advisory Group for the Consolidated Mining Standard Initiative (CMSI), a partnership of the ICMM, WGC, Copper Mark and MAC. The CMSI aims to consolidate four existing mining standards into one global responsible mining standard governed by independent, multi-stakeholder oversight. The initiative aims to simplify the current mining standards landscape and promote continuous improvement of sustainability practices across metal and mineral value chains. In October 2024, the CMSI held a public consultation process to gather feedback on the draft standard, governance process and reporting policies. A second consultation process is planned for mid-2025, with the consolidated standard and assurance model expected to be finalized by the end of 2025. For more information, visit the [CMSI website](#).

The table on the following page lists the industry programs administered within the CVCA program in 2024.

OTHER SELF-ASSESSMENTS

Global Industry Standard on Tailings Management (GISTM)

In 2024, Newmont continued self-assessments of tailings storage facilities against the Global Industry Standard on Tailings Management (GISTM).

As we continue toward conformance with GISTM, regular self-assessments and verification activities will be integrated into our CVCA program. For more information, see the [Tailings Management](#) section.

The Copper Mark

The Copper Mark is a widely recognized responsible mining standard and assurance framework that promotes responsible, sustainable and ethical practices across the copper, molybdenum, nickel and zinc value chains.

In 2024, our Cadia operation in Australia completed the requirements to achieve The Copper Mark and The Molybdenum Mark. We highlight this accomplishment on [page 40](#).

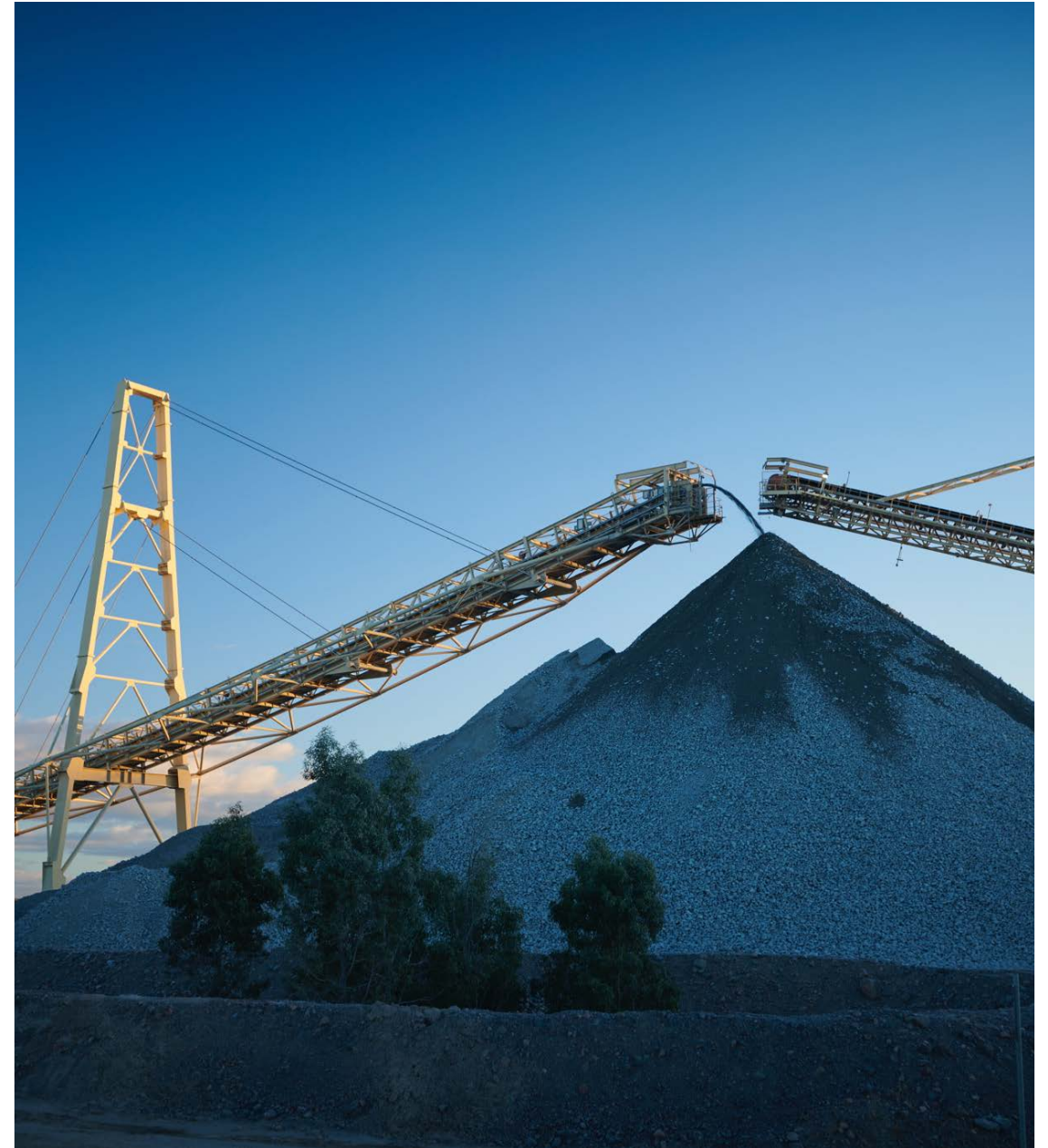


Photo: Cadia, Australia

INDUSTRY STANDARDS INCLUDED IN NEWMONT'S CVCA PROGRAM

Organization	
International Council on Mining and Metals (ICMM)	
Voluntary standard	Activities in 2024
<p>ICMM's Performance Expectations (PEs) and Position Statements define good practice in the areas of environmental, social and governance.</p> <p>ICMM member companies have committed to perform self-assessments of their conformance to the PEs and Position Statements at the site level (supported by a company self-assessment) and to obtain third-party validation of these assessments on a three-year cycle.</p>	<p>As disclosed in the ICMM section of the Reporting Index, all operating sites and enterprise functions – except those acquired through the Newcrest transaction – have completed self-assessment against the PEs, Position Statements and Mining Principles. Self-assessments, including those completed by the sites listed below in 2024, have been validated by an independent assurance provider over a three-year cycle. All sites will continue to self-assess with independent assurance every three years. Position Statements introduced in 2024 will be included in self-assessments from 2025, in line with ICMM's two-year implementation period. Brucejack, Lihir and Red Chris will be assessed for inclusion in the CVCA program in 2025.</p> <p>In 2024, Akyem, Boddington and Tanami completed self-assessments against their conformance to the PEs and Position Statements. PwC, our independent assurance provider, provided limited assurance over Newmont's self-assessment of conformance to the PEs for prioritized assets and performed limited assurance over Newmont's self-assessment against ICMM Position Statements.</p>

Organization	
Mining Association of Canada (MAC) Minerals Council of Australia (MCA)	
Voluntary standard	Activities in 2024
<p>Established and administered by MAC in Canada and administered by MCA in Australia, the Towards Sustainable Mining (TSM) program is a reporting framework that aims to improve the industry's performance and help companies evaluate and manage their environmental and social responsibilities.</p>	<p>TSM was applied to our Australian operations for the first time, alongside our operations in Canada. Éléonore, Musselwhite, Porcupine, Boddington and Tanami completed TSM self-assessments in 2024 and conducted the required reporting activities for 2024. Brucejack and Red Chris will commence TSM self-assessments under the CVCA program in 2025.</p> <p>PwC verified our self-assessments and TSM Performance Statements for Éléonore, Boddington and Tanami. Results from our TSM self-assessments for our Canadian sites, verified where applicable, are published on MAC's TSM website. MCA currently aggregates Australian TSM performance statements, including individual facility performance, and these are expected to be published by MCA in 2025.</p>

Organization	
Responsible Minerals Institute (RMI)	
Voluntary standard	Activities in 2024
<p>RMI's Risk Readiness Assessment (RRA) is a voluntary assessment tool that promotes a common understanding of good practices and a means to consistently assess risks in mineral supply chains.</p>	<p>We assess ourselves against RMI's RRA at the company and site level as part of the CVCA process. These assessments allow us to track our alignment with what are considered good sustainability management practices, including those related to our value chain.</p> <p>All the operating sites that completed their CVCA self-assessments during the year also assessed their alignment to the RRA. We continue to progress opportunities for improvement, including strengthening value chain due diligence processes and tracking compliance obligations. These assessments continue on a three-year basis for all sites.</p>

Organization	
World Gold Council (WGC)	
Voluntary standard	Activities in 2024
<p>WGC's Responsible Gold Mining Principles (RGMPs) address key environmental, social and governance issues for the gold mining sector.</p> <p>The WGC requires member companies to meet the RGMPs at the enterprise and site levels. Independent assurance of conformance to these criteria is required for each site every three to five years.</p> <p>The WGC's Conflict-Free Gold (CFG) Standard provides a mechanism for gold producers to assess and provide assurance that their gold does not cause, support or benefit unlawful armed conflict.</p>	<p>As disclosed in the WGC section of the Reporting Index, all operating sites and enterprise functions – except those acquired through the Newcrest transaction – have completed self-assessments against the RGMPs. In 2024, assessments for Akyem, Boddington and Tanami were verified by an independent assurance provider, confirming full conformance with the program. All sites will continue to conduct self-assessments, with independent assurance, every three years. Brucejack, Lihir and Red Chris will be assessed for inclusion in the CVCA program in 2025.</p> <p>In 2024, Akyem, Boddington and Tanami completed self-assessments against the RGMP requirements. PwC, our independent assurance provider, provided limited assurance over Newmont's self-assessment of conformance as part of its assurance activities related to Newmont's Sustainability Report.</p> <p>Each year, we collect applicable information and develop a Conflict-Free Gold Report in conformance with the WGC's CFG Standard. PwC, our independent assurance provider, provided limited assurance over our 2024 Conflict-Free Gold Report, which is available on our website.</p>

RESPONSIBLE SOURCING

Responsible mining includes consideration of the social and environmental impacts throughout an operation’s value chain. Newmont works with more than 10,000 upstream suppliers and downstream customers – including direct suppliers, smelters and refineries worldwide – to implement due diligence practices that align with stakeholder expectations and demonstrate responsible business practices.



Read more about [Our Approach to Responsible Sourcing](#), including details on our governance, risk, strategy and management approach.



Photo: Molten gold poured into a doré bar mold, marking a key step in our responsible production process

Responsible Sourcing Performance

SMELTING AND REFINING

Two key elements of our Responsible Sourcing Strategy are demonstrating that our products are responsibly produced and conducting risk-based due diligence across our value chain. Our value chain includes downstream users who smelt and refine metals and minerals.

In 2024, we continued to address inquiries from product buyers, customers and end users seeking to meet their responsible sourcing due diligence needs. These inquiries are largely driven by their sustainability standards, such as those from the London Bullion Market Association (LBMA) and London Metal Exchange (LME). The focus of these inquiries was mainly on higher-risk regions (i.e., Ghana, Mexico, Peru and Papua New Guinea).

To address these requests, we aim to leverage our existing standards, reporting and assurance mechanisms to avoid duplication as much as possible. Newmont is also a participant in the Consolidated Mining Standard Initiative (CMSI), which seeks to simplify the current mining standards landscape and develop a unified standard that promotes continuous improvement of sustainability practices throughout the metals’ value chain.

We also supported customer audits for our Ahafo South, Lihir and Yanacocha operations to meet commitments under the LBMA’s Responsible Gold Guidance. The Ahafo South and Yanacocha audits included third-party site visits. The Lihir audit was a follow-up to a 2023 assessment and was conducted via a third-party desktop review. Our customers reported no major non-compliance from these audits. At Lihir, we will continue to report progress on social, security and environmental matters as the site aligns with Newmont’s policies and practices.

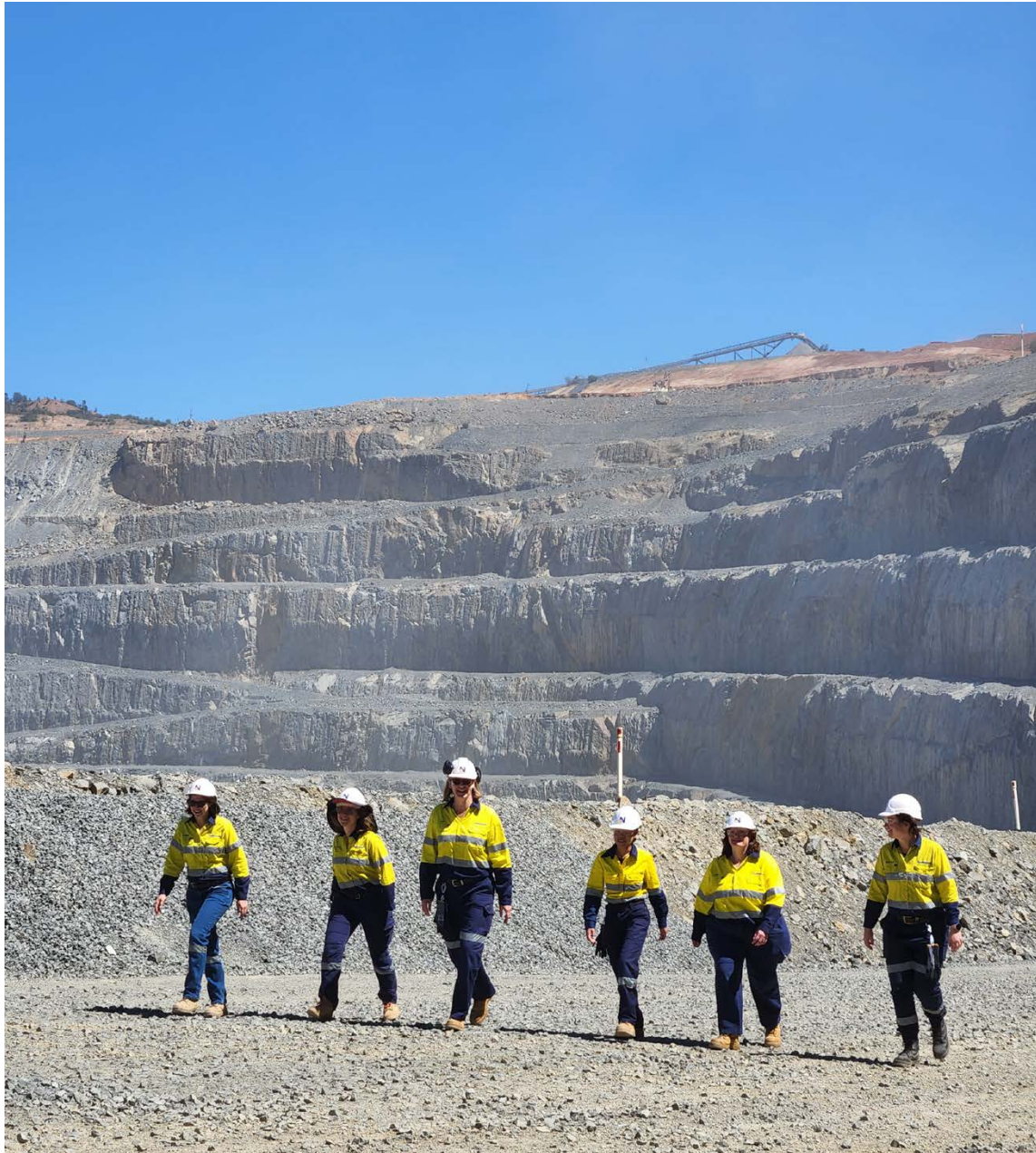


Photo: Boddington, Australia

As a member of the World Gold Council (WGC), we are committed to disclosing our refining partners, particularly those whose primary revenue comes from gold production. In 2024, the gold we produced was transported in doré form to the following refineries certified by the LBMA-certified refineries:

- ABC Refinery (Australia)
- Argor-Heraeus (Switzerland)
- Asahi Refining (U.S.)
- MKS PAMP (Switzerland)
- The Perth Mint (Australia)
- The Royal Canadian Mint (Canada)

Transparency and traceability are critical components of our responsible sourcing approach. As WGC members, we pledge to join the Gold Bar Integrity (GBI) platform, a verifiable ledger designed to track responsibly mined gold, and plan to onboard our first site in 2025. In 2024, we partnered with MKS PAMP to offer a traceable gold bar made

exclusively with Newmont-mined gold, refined and minted by MKS PAMP in Switzerland. This follows our partnership in 2023 with the Royal Canadian Mint, where we introduced a 1-ounce, 99.99 percent pure Gold Maple Leaf bullion coin, sourced entirely from our Éléonore mine in Quebec.

In 2024, our Cadia operation in Australia earned [The Copper Mark](#) and [The Molybdenum Mark](#) credentials for responsible mining practices, following an independent assessment. Cadia became the first Newmont site globally to achieve these marks. We highlight this achievement on [page 40](#).

Each year, we publish our [Conflict-Free Gold Report](#), aligned with the World Gold Council's Conflict-Free Gold Standard. PwC provided limited assurance of this report, which demonstrates that our gold is responsibly sourced, without supporting armed conflict or contributing to human rights abuses or breaches of international humanitarian law. Our latest report is available on our [website](#) in the Disclosure and Transparency Hub.

Procurement Performance

Our Supplier Risk Management (SRiM) program is one of the tools we use to identify and manage risks related to health, safety, corruption, human rights and other critical issues in our global supplier network.

As of the end of 2024, seven Newmont operating sites and the corporate office have fully implemented SRiM, completing prequalification surveys and scope of work risk assessments and creating appropriate risk mitigation plans.

Key activities in 2024 to address potential risks included the following:

- **Pre-screening suppliers:** We screened prospective suppliers for risks related to corruption and compliance. In 2024, 32 potential suppliers were flagged and disqualified from doing business with Newmont due to identified risks.

- **Human rights training:** We conducted human rights training for 165 suppliers in Australia, Ghana, Peru, Suriname and the U.S. More information on managing human rights risks in our supply chain is discussed in the [Human Rights](#) section.
- **Anti-corruption:** We continued to risk-rank and train our highest-risk third parties during the onboarding process. Additionally, during the second half of 2024, we conducted sample-based reviews of payments made to high-risk suppliers in higher-risk jurisdictions as part of our anti-corruption detection process.

GLOBAL SUPPLY CHAIN CONTINUITY

Supply chain continuity involves identifying hazards, vulnerabilities and exposures, including geopolitical, environmental, operational and regulatory risks. In 2024, we commenced a review of our global Materials Management Standard to implement controls aiming to further reduce risk exposure. We also conducted a comprehensive risk assessment of inventory management, which helped refine our preventive, detective and mitigation controls and verification processes.



OUR STORIES

CADIA BECOMES FIRST NEWMONT SITE TO EARN THE COPPER MARK CERTIFICATION

In 2024, Newmont's Cadia operation in Australia achieved a major milestone by becoming the first site within the Company to earn both The Copper Mark and The Molybdenum Mark.

The Copper Mark and The Molybdenum Mark are internationally recognized assurance frameworks that promote responsible mining practices. The Copper Mark sets rigorous criteria for copper producers to demonstrate their commitment to responsible production, while The Molybdenum Mark applies similar principles to the molybdenum sector. Both frameworks focus on areas such as environmental stewardship, ethical business practices and respect for human rights, ensuring that operations meet the highest standards of transparency and accountability.

These certifications aim to increase the availability of responsibly produced metals, supporting sustainable development and addressing the growing regulatory and market expectations for ethical sourcing and production. Cadia's achievement highlights its dedication to responsible mining, with the independent assessment confirming the site met over 30 criteria related to environmental, social and governance performance. We will continue to work with The Copper Mark in 2025 to progress improvement plans at Cadia against the standard's criteria. Our progress is available on The Copper Mark [website](#).

Social

Empowering People and Communities

Realizing our potential means prioritizing what matters most – the health and safety of our workforce, their professional growth and our contribution to a positive legacy. This includes effectively managing workplace hazards, respecting human rights, embracing diverse cultures and building enduring relationships that create opportunities for all.

[See our highlights →](#)



SOCIAL HIGHLIGHTS

Health, Safety and Security	43
People and Culture	49
Human Rights	52
Social Acceptance	60

Investigated workplace fatalities, shared findings with industry peers, and **launched a comprehensive safety review** to prevent future tragedies →

Completed more than **994,000 critical control verifications across the Company** to ensure key safety controls are in place and working as intended →

Developed **action plans to reduce silica and other hazardous dust exposures** by focusing on dust control, ventilation and respiratory protection →

Launched the Working Together program to help leaders foster a culture where employees are inspired to give their best →

Conducted social performance gap assessments at the sites acquired in the Newcrest transaction, **identifying strengths and opportunities for improvement** →

Updated our global Human Rights Strategy to reflect new due diligence requirements and growing stakeholder expectations →



HEALTH, SAFETY AND SECURITY

Safeguarding the health, safety, wellbeing and security of our employees, contractors and communities is fundamental to how we operate. Mining activities pose risks and hazards that must be effectively managed and controlled to minimize their impact. Safety is one of Newmont's core values, and our global Health, Safety and Security Strategy advances our journey toward a workplace free from fatalities, injuries and illnesses.

We measure the effectiveness of our approach to managing the wide range of health, safety and security risks by setting measurable objectives and targets.



Read more about [Our Approach to Health, Safety and Security](#), including details on our governance, risk, strategy and management approach.

Safety Performance

PUBLIC TARGET

The most important target we set for the business is achieving zero work-related fatalities at any Newmont-operated site or facility. Unfortunately, in 2024, we tragically lost four colleagues.

In February, Ike Cobbina “Cobbi” Morrison, a Buicon employee, was fatally injured at the Ahafo North project during a weather event with high winds. Personnel, including Cobbi, sought shelter in a maintenance facility made from shipping containers and a canvas dome roof. The strong winds caused the containers to topple, trapping and crushing Cobbi under one. Three others sustained minor injuries.

In April, Rosana Ledesma, a Laboratory Technician Supervisor, and Daniel Ochoa, a Technical Services Operator, tragically passed away after entering an irrespirable atmosphere underground at our Cerro Negro operation.

In September, Antoine Fortin, a mechanic for contract partner Duroking at our Éléonore site, was fatally injured while preparing an excavator for demobilization. The counterweight he was working on came loose and fell onto him.

These incidents marked five fatalities in a 12-month period beginning in December 2023 after having gone five years without any. Each event was thoroughly investigated, and the findings were shared internally and with the International Council on Mining and Metals (ICMM) and other industry peers to promote collaborative learning. We also launched a comprehensive review, incorporating feedback from all levels of the organization, benchmarking our safety practices, systems and processes against industry best practices. This review identified several short- and medium-term focus areas, which we discuss in more detail on [page 48](#).

Read more about our health and safety performance in the [2024 Performance Data tables](#).



Photo: Cadia, Australia

CRITICAL CONTROLS

A key focus in our ongoing safety journey is preventing significant potential events (SPEs). In 2024, we recorded 88 significant potential events (SPEs), up from 56 in 2023. The increase is largely due to the inclusion of data from sites acquired in November 2023.

Additionally, 21 of the 2024 SPEs were repeat events, mostly involving falls from height. This highlights the need to prioritize effective critical control verifications (CCVs) – a process to ensure key safety controls are in place and working as intended – and apply lessons from previous incidents.

The quality and quantity of CCVs in the field are key leading indicators in preventing fatalities and SPEs. In 2024, we completed more than 994,000 CCVs across the Company, a 53 percent increase from 2023, driven in large part by the addition of new sites from the Newcrest transaction and the four-month-long labor strike in 2023 at our Peñasquito operation. Through these efforts, we identified more than 120,000 controls that were either absent or failed, allowing us to take corrective actions in the field and reduce the risk of serious events.

SAFETY CULTURE REVIEWS AND OTHER ACTIONS

To better understand workforce perceptions of safety performance, leadership commitment to safety and respectful workplaces, in 2024, we conducted Safety Culture reviews at four sites – Brucejack, Cadia, Lihir and Red Chris. These reviews involved experienced operational and safety leaders engaging with a cross-section of the workforce through focus groups, in-field observations and one-on-one interviews. The goal was to gain insights into the factors influencing safety performance.

The reviews revealed a positive attitude toward adopting Newmont’s safety standards and Fatality Risk Management. However, areas of concern included inconsistent consequence management and insufficient feedback and follow-up on fundamental safety issues. Additionally, there were concerns about disrespectful behavior occurrences and a lack of confidence in the confidentiality and effectiveness of reporting processes. All sites developed corrective action plans, and key findings were shared across the business.



Photo: Cadia, Australia

Other key actions in 2024 to improve safety performance included:

- **Vehicle-pedestrian near misses:** In response to a growing number of near misses between vehicles and pedestrians, including a serious injury, we launched a global initiative to reduce reliance on paperwork and rules alone. The focus is on exploring the effectiveness of vehicle-pedestrian segregation solutions such as physical barriers, designated pathways, proximity detection technology and access control systems.
- **Event reporting process update:** We updated our safety and sustainability event reporting process to encourage more meaningful engagement and discussions on environmental and social performance incidents. Simplified templates for event alerts and investigation outcomes aim to help leaders share lessons learned with their teams and drive continuous improvement.
- **Fatality risks:** Our Fatality Risk Management program monitors 21 fatality risks, each sponsored by a senior leader to ensure accountability. We regularly review and update critical control verifications and supporting systems to strengthen performance across these areas. In light of recent fatalities and an analysis of industry risk taxonomies, we identified irrespirable atmospheres and drowning as risks that could be more effectively managed. To address these, we are developing new safety standards and CCVs. A team of subject matter experts is working with our Planning and Mining teams to assess risks related to underground ventilation and create a fatality risk standard and associated critical controls. This approach will also be applied to drowning risks.

- **Safety coaching and leader routines:** Safety Leadership Coaches continued to enhance safety leader capabilities by dedicating their time at several operations and focusing on mentoring senior management in leadership coaching techniques. The “coaching the coaches” approach aims to equip these leaders with the skills necessary to effectively coach frontline supervisors. This includes helping establish both individual and team-based routines at the operations, designed to promote continuous improvement and enhance leadership effectiveness.



OUR STORIES

CEO SAFETY AWARDS HONOR SAFETY EXCELLENCE

In 2020, Newmont launched the CEO Safety Awards to recognize exceptional safety performance and promote best practices across our organization. In 2024, Newmont CEO Tom Palmer honored the following recipients:

- **CEO Safety Leader: Emmanuel Yeboah (Polo), Technical Services Manager, Ahafo South** – Emmanuel led the implementation of initiatives focused on quality CCVs, including a fall-of-ground (FOG) program to reduce FOG events. His leadership contributed to the underground Technical Services team’s five-year record of zero fatalities or recordable injuries at Subika Underground.

- **CEO Safety Team: Near Mine Americas (NMAX) Exploration Team, North America Business Unit** – The NMAX team has implemented innovative safety practices, such as automated rod handling and live work registries, and focused on quality CCVs, resulting in the team experiencing zero SPEs over the past two years.
- **CEO Partners in Safety: Grupo Maya, Peñasquito** – Grupo Maya, a Mexican security provider, adopted the Fatality Risk Management system, implemented several safety improvement initiatives and established a robust training program.

In recognition of each winner, Newmont donated to local community organizations. Since the award’s inception, Newmont has contributed over \$200,000 to local charitable initiatives.

Health and Hygiene Performance

Newmont's global health and hygiene standards collectively address Newmont's primary health and hygiene risks while establishing requirements for operations and projects to protect worker health and promote wellbeing and productivity. The following health and hygiene standards were implemented in 2023 and are scheduled for audits in 2025:

- **Environmental Health Risks:** This standard focuses on key control measures, which aim to minimize health risks associated with the workplace environment. It addresses risks such as altitude, thermal extremes, infectious diseases, and food and water safety.
- **Workplace Exposures:** Aimed at ensuring consistency in industrial hygiene programs across the business, this standard shows what key exposure management controls are effective in protecting workers from exposure to hazardous substances, such as carcinogens, in the workplace. It also covers common physical mining hazards, such as noise and radiation, and biological hazards such as legionella bacteria.
- **Health, Wellbeing and Fit for Work:** This standard outlines key control requirements that aim to minimize health and safety risks for individuals who may not be fully fit for work because of personal and/or organizational factors. It includes alcohol and drug programs, medical evaluations, wellbeing initiatives and the prevention of musculoskeletal injuries and fatigue.

WORKPLACE EXPOSURES

In 2024, the focus across the enterprise was on reducing silica exposure, with site and business unit-level action plans developed to improve the effectiveness of engineering and other dust controls. Our efforts to reduce unprotected exposures to hazardous dust and fumes not only target silica exposure but also address other carcinogens such as diesel exhaust, arsenic and welding fumes. Each site has implemented plans that aim to reduce exposures in high-risk work areas, improve dust suppression, enhance ventilation, ensure proper coverage and enforce the correct use of respiratory protection devices.

At the enterprise level, our Asset Management team conducted a global review of operator cabin integrity controls across our fleet, focusing on seal integrity, filtration systems, and cleaning and testing procedures. Additionally, our enterprise Health team conducted workshops to revise our approach to lung health surveillance, including reviewing which workers are enrolled, the testing protocols, frequency and assessment criteria. This work aims to ensure our health surveillance programs are based on risk and are effective in detecting adverse health impacts early through sensitive lung imaging high-resolution CT scanning, where available.

FATIGUE MANAGEMENT

We saw continued improvements in fatigue-related SPEs in 2024. The implementation of fatigue detection technology on haul trucks, ancillary equipment, buses and light vehicles, along with enhanced sleeping conditions in camp accommodations, led to a significant reduction in fatigue-related SPEs over the last five years. While there were four fatigue-related SPEs in 2024, this is a substantial improvement from 24 in 2019.

WELLBEING

In 2024, we offered Wellbeing Personal Health Checks for the third consecutive year, with 4,800 employees (24 percent) completing them online. Participation varied by region, with support from Wellbeing Champions, who advocate for workplace and personal health at the site level. The Latin America and Caribbean business unit, which includes our operations in those regions, led with the highest employee participation rate of 43 percent.

A core dimension of the assessment is mental health, which has allowed us to develop responsive, locally tailored programs to support employee wellbeing. This initiative has been very effective in quickly identifying individual health risks and offering tailored recommendations for health improvement. The data also helps us direct wellbeing resources where they will have the most impact. Since introducing the Personal Health Checks, the improvements, while appearing modest, reflect good progress in workforce health, which is often an overlooked but important driver of productivity.

Highlights in 2024 include:

- **Cerro Negro:** A program was implemented to target cholesterol reduction, resulting in a decrease in the prevalence of high cholesterol rates from 24 percent in 2023 to 16 percent in 2024.
- **Yanacocha:** Of those who completed Personal Health Checks, 76 percent expressed interest in nutrition improvement, and 9 percent made health-enhancing dietary changes following nutrition education sessions held on site.
- **Ghana:** The continued presence of an on-site mental health support person helped reduce barriers to care. This led to a 220 percent increase in service use – from 0.9 percent to 2.9 percent – across the sites.

INFECTIOUS DISEASE

In August 2024, the World Health Organization declared the Mpox virus a Public Health Emergency of International Concern, particularly in Africa. Newmont's enterprise Health team developed an Mpox Virus Response Plan to guide our business response. In 2024, the business impact was limited to exploring alternative routing options for workers transiting through central Africa.

Additionally, we continued to monitor Human Metapneumo Virus (HPMV), COVID-19, Bird Flu and Oropouche Fever, which had outbreaks in Cuba and Brazil. Fortunately, none of these diseases posed a significant threat to Newmont's operations or workforce during the year.

In Ghana, malaria, cholera, tuberculosis and HIV are endemic. In 2024, site medical teams continued to maintain close contact with public health agencies who monitor these and other infectious diseases in the community. Additionally, the Akyem medical team undertook a desktop review to assess their practical readiness for a potential MPOX outbreak or similar public health emergency.

Security Performance

The greatest security concerns facing Newmont in 2024 were at our Ahafo South, Lihir, Merian, Peñasquito and Yanacocha operations and the Ahafo North project.

- **Ahafo South** – Artisanal small-scale mining (ASM) activities, which are often illegal and pose significant safety risks, remain the primary security risk at Ahafo South. During the latter half of 2024, the site managed numerous incursions per week. Vandalism and disruption have also increased in parallel. The risk necessitates an adaptive security approach that adjusts based on emerging risks and includes monitoring high-risk areas using world-class technology within Newmont’s concession. Ahafo South completed a security improvement plan in 2024, hardening perimeter fencing, installing cameras, improving lighting and implementing a specialist canine unit with trained handlers. Newmont’s Security and Social Performance teams continue to collaborate to ensure human rights are respected while working toward positive outcomes.
- **Ahafo North** – Ahafo North, set to pour its first gold in 2025, faces a similarly complex, yet emerging, risk profile as Ahafo South. Newmont is working with internal and external partners to support a resilient and mutually beneficial coexistence with the surrounding communities.

- **Lihir** – Although Papua New Guinea’s risk profile was elevated throughout 2024, in the Enga Province, our Lihir operation remains more resilient with a relatively lower risk profile. In response to the gold theft investigations that began before Newmont acquired the site in November 2023, Newmont’s Security team has implemented new procedures and strengthened coordination between the Processing and Security teams to improve deterrence.
- **Peñasquito** – Cartel violence remains a significant security concern throughout Mexico, including near our Peñasquito operation. In 2024, cartels became more emboldened in directly targeting Newmont shipment routes, including a sophisticated theft of concentrate in October. Following the theft incident, new controls were implemented, and the federal government increased its focus on highway security within the state of Zacatecas.
- **Merian** – ASM remains a challenge near Merian; however, Newmont’s strategy of engaging with legitimate miners and the federal government remains highly effective in the areas proximate to Newmont’s operational area. In 2024, the Surinamese military focused on the threat of violent gangs in remote areas along the French Guiana border. This sporadically resulted in adaptations to Newmont’s exploration activities to ensure the safety of our workforce. However, this has not resulted in significant disruption to Newmont’s core operations in Suriname.

- **Yanacocha** – Security challenges at Yanacocha persist, with community demonstrations intermittently disrupting work activities, but not core operations. We continue to closely monitor the security environment and collaborate with Social Performance teams to work toward positive outcomes.

All on-site security personnel, as well as those from contracted security firms, are required to complete annual training based on the Voluntary Principles on Security and Human Rights. More details on this can be found in the [Human Rights](#) section.

CRISIS MANAGEMENT

Newmont continues to develop its long-running Rapid Response crisis management system. On-site drills and training were done at 17 operational sites and offices in 2024, including all sites acquired in the November 2023 Newcrest transaction. As part of this work, we tested emergency response plans at five sites with priority tailing storage facilities – Boddington, Cadia, Marlin, Tanami and Telfer – to strengthen our emergency management and readiness capabilities.



Photo: Red Chris, Canada

OUR STORIES

STRENGTHENING SAFETY: A RESPONSE TO TRAGEDY

The tragic loss of five colleagues in less than a year prompted a comprehensive review of Newmont's safety systems, practices and processes in 2024. Despite five years without fatalities, the incidents revealed areas for improvement in the application of our safety protocols. In response, we launched a series of immediate and medium-term initiatives to prevent further tragedies.

Our immediate focus areas included:

- Holding immersive Fatality Risk Management sessions at all sites to ensure all employees and contractors understand our safety standards.
- Reviewing our critical control verification (CCV) targets, resulting in reducing the number of targets to ensure we focus on quality.
- Closing out significant potential event (SPE) actions, conducting effectiveness reviews and sharing lessons learned.

- Enhancing clarity on everyone's accountability for the safety of themselves and their colleagues and reinforcing the consequences for non-compliance.

In the medium term, we established the following objectives:

- Refresh our compliance and assurance program with a focus on improving timeframes for closing out actions.
- Review our safety risks and standards to assess that they are aligned with our evolving risk profile.
- Modify field interactions process to strengthen engagement skills when undertaking CCVs and having discussions on hazards, wellbeing or respect behaviors.
- Develop safety and risk leadership skills across the organization.

In parallel, lessons from the fatalities were shared across the business through several methods, including animated videos and a formal critical

lesson process. Across the organization, the following actions are currently being implemented:

- **New remote-control guards:** Guards are being installed on remote controls, and physical controls are being implemented to prevent individuals from moving with a remote in front of machines.
- **Standards for temporary structures:** We developed a Building Standard to clarify accountabilities, engineering controls and assurance measures.
- **Underground safety measures:** We developed a global Underground Irrespirable Atmosphere Standard that requires sites to have a ventilation management plan and all underground personnel to wear oxygen-generating self rescuers.

- **Planning for infrequent high-risk tasks:** We developed guidance for tasks that are infrequent but higher risk. This guide helps subject matter experts assist workers in the task and includes checkpoints to pause work if needed until proper supervision is available.
- **Contractor safety:** We are developing an end-to-end system to facilitate understanding and acceptance of work scopes and expectations for contractors. Newmont subject matter experts will support contractors, with relevant Newmont representatives overseeing work practices and intervening when there is a deviation from standards.

PEOPLE AND CULTURE

As our business evolves, one constant remains: our commitment to fostering an environment where every team member willingly gives their best and thrives through their work.

To measure the effectiveness of our People Strategy, we track key metrics and performance objectives across three pillars – leadership; the people experience; and inclusion, diversity and equity. We also focus on other areas of stakeholder interest, including how we respect workforce rights and provide fair, living wages to those who work on our behalf.



Photo: Merian, Suriname

Leadership Performance

Our leadership approach aims to attract and develop exceptional leaders who create a productive culture for all team members to excel in their roles.

In 2024, we launched the Working Together program aimed at equipping leaders with models that help cultivate a culture where every team member willingly gives their best because the organization inspires them to do so.

Based on **Systems Leadership Theory**, the program emphasizes the principles of meritocracy, clarity, mutuality and simplicity as foundational to our culture. It also focuses on connecting symbols, systems and behaviors with our desired culture, while setting clear expectations for team leaders and team members.

In 2024, 119 of Newmont’s senior leaders participated in multi-day Working Together sessions. A broader rollout of this program is planned for 2025, with the Working Together models eventually being integrated into all leadership development programs.

Additionally, 282 employees participated in our two-day Frontline Leadership Development program, designed to enhance operational leaders’ skills and address common challenges. In 2024, we refreshed the curriculum of the Frontline Leader program to include key Working Together models, such as the task assignment and teamwork models, which are particularly relevant for frontline leaders. Since its launch in 2022, around 1,265 employees have participated in the program.



Read more about **Our Approach to People and Culture**, including details on our governance, risk, strategy and management approach.

People Experience Performance

Our goal is to create a meaningful work experience that supports both our culture and strategy. In 2024, key activities we focused on included optimizing our People systems and ensuring alignment aligning them across our growing global portfolio.

A significant activity was the redesign of our organizational structure to improve efficiency, clarify roles and better support core operations. This included defining responsibilities, reducing duplication and ensuring decision-making occurs at the appropriate level. A key aspect of the redesign was clarifying the types of work – core, support and service – to streamline contributions and focus on operational priorities. We also introduced a capability framework to align people with the right roles and help leaders effectively assess and develop their teams. We completed organizational design for all in-scope roles in 2024. A new compensation and job architecture system supports this work, with implementation ongoing through 2025. Other activities include:

- Deployed effective change management, communications and talent strategies for sites impacted by portfolio optimization, including divestitures.

- Evaluated scenarios for evolving Newmont’s performance management and people systems to reinforce Working Together at Newmont. This included:
 - Harmonizing People systems, such as Total Rewards and others, to enhance the overall employee experience for employees who were part of the Newcrest acquisition in November 2023.
 - Integrating SuccessFactors – our human capital management system – into a single environment across the business.
 - Maintaining and improving global dashboards.

The results of our 2023 Global Employee Listening Survey continued to guide our efforts to build on strengths and address areas for improvement, such as recognizing outstanding performance, enhancing growth and development opportunities, and keeping employees informed about Company developments.

In 2024, we worked with an external organizational culture firm to analyze 100 “artifacts” (both tangible and intangible elements that reflect Newmont’s deeper culture) across the organization, including the sites acquired in the November 2023 Newcrest acquisition. This analysis captured our current cultural state and will serve as the foundation for ongoing discussions about the aspects of our culture we aim to preserve and enhance. A listening survey planned for 2025 will provide further insights into our progress and evolution, as well as offer feedback on changes within our operating portfolio.

WORKFORCE RIGHTS

Through our [Business Integrity Helpline](#), we investigated actual or potential breaches of our Code of Conduct, policies, standards and/or applicable laws. This included addressing reported concerns related to discrimination, misconduct and/or inappropriate behavior in the workplace. Further details on these matters can be found in the [Business Integrity and Compliance](#) section.

LABOR RELATIONS

In 2024, we began developing a global labor relations strategy and framework to be implemented at both the business unit and site levels. It will provide a consistent approach for creating country-specific strategies, guided by shared principles and supported by tools such as a maturity model, risk identification model and resolution mechanisms. Implementation is planned for 2025.

At Peñasquito, Newmont and the union representing employees at the operation agreed on a new collective bargain agreement (CBA) for 2024 through 2026. The agreement, the result of open dialogue and collaboration, reflects a shared focus on the safety and wellbeing of our workforce, protects workers’ rights and provides a solid foundation for continuing operations at Peñasquito.

In Ghana, we implemented the action plan from the 2022 human rights assessment we conducted, which aims to ensure the new employment model upholds human and union rights. In 2024, we successfully completed contract renewals on the new employment model, in line with the agreed-

upon principles and without any disruptions to the workplace or productivity. In 2023, the Ghana Labor Department issued collective bargaining certificates to two unions, requiring them to negotiate with Newmont on conditions of service for their bargaining units, which include employees on the new employment model. Salary negotiations with both unions were successfully completed in 2024.

At our Cadia operation, we initiated the bargaining process by issuing a Notice of Employee Representational Rights to employees covered by the enterprise agreement, inviting nominations for bargaining representatives. Negotiations are set to begin in early 2025.

LIVING WAGE

Newmont defines a living wage as a base compensation package for a standard work week that enables a worker and their family to maintain a decent standard of living.

In 2024, we conducted our third annual living wage survey, engaging a third-party expert to analyze compensation across all countries where we have full-time employees. The analysis compared Newmont’s compensation for the lowest-paid employees in each country/site against the proportionate amount needed for a primary household worker to earn to maintain the entire household above a living wage. All employees across Newmont are above a living wage, with only three employees requiring adjustment after three years of studies.

Inclusion, Diversity and Equity Performance

Inclusion is one of our five core values, and we support this through a focus on our culture and key areas of inclusion. Newmont is an equal employment opportunity employer, and our employment-related decisions are not based on gender or any other protected basis.

Newmont voluntarily reports workforce and labor information in line with GRI Standards. This includes data on workforce demographics, compensation and equal remuneration, gender diversity, union representation, labor relations, employee turnover, hiring representation, and training and development.

At the end of 2024, women represented 33 percent of our senior leadership and 50 percent of our Executive Leadership Team. At the end of 2024, women represented 17 percent of the enterprise-wide workforce and 11 percent within our core operations (i.e., those within the General Manager's reporting structure).

Newmont's inclusion activities in 2024 included:

- **Local and Indigenous employment:** We continue to monitor our local/Indigenous employment and discuss these efforts in more detail in the [Value Sharing](#) section.
- **Culture:** We define our culture through the symbols, systems and behaviors that shape our workplace. In line with our vision of creating a culture where all employees feel they belong, thrive and are valued, we continually identify and eliminate symbols of exclusion across our operations. We also address opportunities to improve inclusivity (e.g., introducing gender-neutral job titles, providing female-specific and maternity uniforms, and adding wellness and lactation rooms).
- **Strengthening business resource groups (BRGs):** Our employee-led BRGs play a crucial role in fostering an environment of connection and driving engagement and growth among our team members. By the end of 2024, we had 27 BRGs, with two new BRGs added during the year. These BRGs have continued to strengthen their communities, enhance experiences and create meaningful impact. They focus on a broad set of topics important to our workforce, including cultural awareness, diversity, health and wellness initiatives and more, all aimed at creating an inclusive environment for every team member.

RESPECT AT WORK

The Respect at Work program at Newmont focuses on creating a respectful and safe workplace for all employees. This program is built around four key areas:

- 1 Accountable leadership
- 2 People-centric approaches
- 3 Sharing and learning from incidents
- 4 Safe and secure workplaces

The goal is to shape a sustainable, positive workplace culture across the Company by raising awareness, integrating respect into core processes and responding to employee feedback.

We continue to build momentum with Upstander training, which encourages employees to recognize and address disrespectful behaviors. All senior executives and the majority of their direct reports have participated, and the training continues to cascade across other leadership levels.



Photo: Tanami, Australia

HUMAN RIGHTS

Human rights are inherent to everyone. Demonstrating respect for human rights is crucial for sustainable development and addressing global challenges, such as modern slavery and the right to a clean, healthy and sustainable environment. At Newmont, our practices are guided by universally recognized human rights principles and our global Human Rights Strategy. This strategy is our framework for integrating respect for human rights into all aspects of our operations and actions.



Photo: Merian, Suriname

We monitor various metrics and objectives to assess our journey to improve human rights systems, due diligence processes and performance. We aim to identify and mitigate potential impacts whenever possible. When adverse impacts occur, we are committed to ensuring affected individuals have access to remedy and support.

Human Rights Performance

In 2024, we updated our global Human Rights Strategy to reflect new due diligence requirements and growing stakeholder expectations. As part of this update, we began reviewing and updating our Human Rights Standard. This updated version, set to be rolled out in 2025, will include an explicit commitment to respecting human rights defenders (HRDs) – people who, individually or with others, act to promote or protect human rights in a peaceful manner. Although Newmont has publicly committed to respecting HRDs, we are in the process of integrating this commitment into our standards.

In 2024, we conducted human rights impact assessments at Ahafo North, Ahafo South, Merian and Red Chris. Human rights considerations were also integrated into social impact assessments conducted at Cadia and Tanami. At Yanacocha, we held a human rights workshop to address human rights considerations as the site approaches the closure phase. Additionally, we conducted a Community Climate Resilience pilot project to assess community climate vulnerability at Yanacocha and Boddington. Information on this project is discussed in the [Energy and Climate](#) section.



Read more about [Our Approach to Human Rights](#), including details on our governance, risk, strategy and management approach.

Several current and past human rights assessments, or summaries of them, are available on our [website](#).

SALIENT HUMAN RIGHTS ISSUES

Although we manage the full spectrum of potential human rights risks, our salient human rights issues represent the highest potential risks and most severe negative impacts associated with our activities and business relationships. In 2023, we refreshed our salient human rights issues, transitioning from a “rights” framework to an “issues” framework. This broader approach helps

us address all relevant human rights, not just a select few. In 2024, we validated this assessment with Newmont’s executive and senior leaders and integrated these issues into our Human Rights Strategy and approach.

Details on our salient human rights issues can be found in [Our Approach to Human Rights](#) publication, with performance updates discussed throughout this report.

Salient human rights issues

Salient issue	More information about how Newmont managed the issue and associated risks in 2024
Labor rights	People and Culture Human Rights Value Sharing
Workplace health and safety	Health, Safety and Security Materials
Environmental impacts	Water Stewardship Tailings Management Biodiversity and Nature Closure and Reclamation Materials
Indigenous Peoples’ rights	People and Culture Human Rights Value Sharing
Land rights	Social Acceptance Human Rights
Community impacts	Social Acceptance Human Rights Value Sharing
Security and human rights	Health, Safety and Security Human Rights

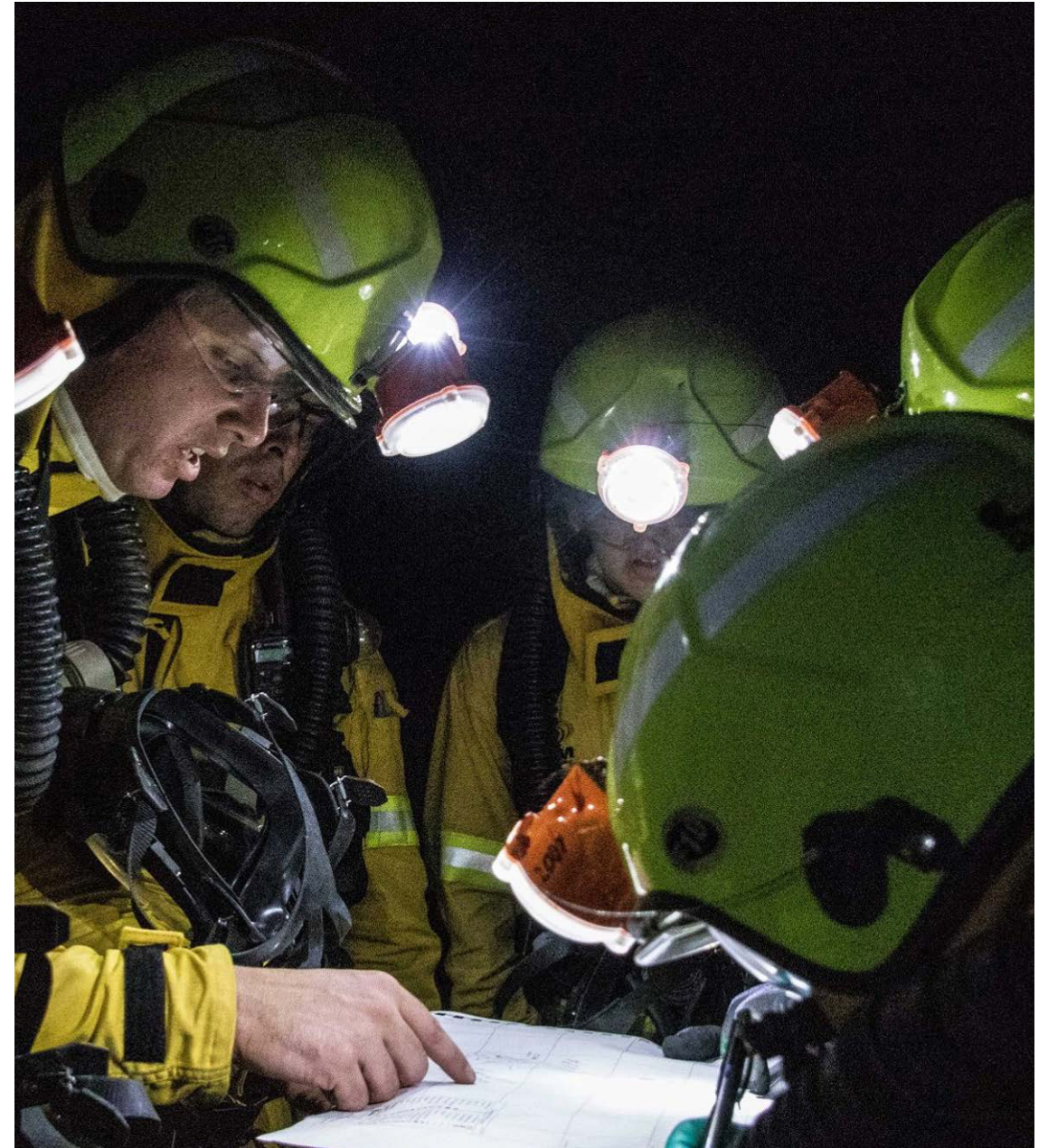


Photo: Yanacocha, Peru

TRAINING

Our online employee training program aims to raise awareness of the Company’s human rights commitments, potential risks and the collective responsibility to respect everyone’s rights. In 2024, participation was voluntary and used with targeted groups, with approximately 250 employees completing the training. To further integrate human rights into our business, we partnered with the Business Integrity and Compliance team to include human rights topics in the mandatory compliance and ethics training for eligible employees. This training featured a real-world case study on child labor related to a third-party supplier.

As part of our Social Performance Learning Series, more than 100 employees across the Social Performance function attended training on Newmont’s human rights commitments and programs. Sites that conducted human rights impact assessments in 2024 also received training on human rights due diligence, led by expert third-party consultants. As a result, we developed a training program and facilitation guide for conducting human rights impact assessments, which can be used by other sites in the future.

In 2024, all active Newmont security personnel (115 employees and 2,210 contractors) completed annual training based on the [Voluntary Principles on Security and Human Rights](#) (VPs). Additionally, 1,613 members of public security/law enforcement and 33 external stakeholders also participated in the training.

Human rights training conducted with suppliers is discussed below.

REPORTING COMMITMENTS

Voluntary Principles on Security and Human Rights (VPs)

As members of the VPs, we commit to providing an annual report summarizing our efforts to

implement the VPs. Our most recent Annual Plenary Report, which includes examples of how we promote awareness and support implementation, is available on our [website](#).

Modern slavery

We publish our annual [Modern Slavery Statement](#) in May of each year in compliance with the Australian Modern Slavery Act (2018) and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023). This statement reflects our commitment to respecting human rights. It outlines the policies, programs and actions we implemented in the calendar year to address modern slavery and child labor risks in both our operations and supply chain.

Corporate Human Rights Benchmark

Since 2019, Newmont has been included in the [Corporate Human Rights Benchmark](#) (CHRB), which assesses a company’s performance across several areas (i.e., governance and policy commitments, embedding respect and human rights due diligence, remedies and grievance mechanisms, company human rights practices, and responses to serious allegations). In the 2023 CHRB, Newmont received the second-highest score among 110 companies across the extractive and apparel industries. The next benchmark is scheduled for 2025.

United Nations (UN) Guiding Principles on Business and Human Rights

We are committed to the UN Guiding Principles on Business and Human Rights, which defines the duty of states to protect human rights and the responsibility of companies to respect those rights and provide access to remedy. Since 2016, Newmont has used the UN Guiding Principles Reporting Framework to disclose our human rights performance.

KEY HUMAN RIGHTS ACTIVITIES AND MATTERS

Newmont actively engages with key stakeholders on human rights issues and legal matters. We regularly update our [website](#) with details on significant cases. Key activities in 2024 related to human rights included:

- **Fatalities investigations** – In 2024, we tragically lost four colleagues, bringing the total number of fatalities to five in less than a year, after five years without any fatalities. Each incident was thoroughly investigated, and the findings were shared internally and with industry peers to foster collaborative learning. We also initiated a comprehensive review, gathering feedback from all levels of the organization and benchmarking our safety practices, systems and processes against industry best practices. This review identified several key focus areas, which we discuss in more detail on [page 48](#).
- **Human rights review of the resettlement process at Ahafo North** – Following the independent human rights risk assessment of the Ahafo North project’s land access process in 2023, we conducted a standalone human rights impact assessment in Ghana to address changing circumstances, particularly regarding our operations, land access and local communities. The assessment included approximately 800 internal and external stakeholder interviews at both our Ahafo North and Ahafo South sites. It identified key human rights issues at the sites, including those related to livelihoods, land access, security and health. We plan to publish the report findings and recommendations on our [website](#) once they are available.
- **Review of Lihir resettlement process** – Since the 1990s, several resettlement projects have taken place at our Lihir mine, including two efforts to resettle the Kapit community, which were

incomplete. In 2024, we reviewed the resettlement outcomes and determined they fell short of our Land Acquisition and Involuntary Resettlement Standard and international best practice guidelines of providing resettled households a quality of life equal to or better than before. As a result, we have engaged external resettlement experts to help us design a corrective resettlement project to provide remedy and address adverse impacts.

- **Respect at Work** – After the Western Australia parliamentary report on sexual harassment of women in the mining sector was issued in 2022, Newmont has been working to eliminate harassment, discrimination, bullying and racism at all our sites. In 2024, we continued to advance this multi-year program, embedding it into our People function to further emphasize our commitment to the program’s goals. Details on our Respect at Work program are discussed in the [People and Culture](#) section of this report.
- **Wafi-Golpu OECD complaint** – In 2022, a complaint was filed with the [Australian National Contact Point](#) (AusNCP) against Newcrest (acquired by Newmont in November 2023) and Harmony Gold (Australia) Pty Ltd regarding the Wafi-Golpu Joint Venture (WGJV) project in Papua New Guinea. The project is currently under regulatory review and awaiting approval. The complaint alleged that the WGJV’s deep-sea tailings placement plans violated the human rights, disclosure and environmental chapters of the OECD Guidelines for Multinational Enterprises. At the time this report was published, the AusNCP had not issued its final statement on the matter. Once the statement is available, Newmont will work with the WGJV to review and respond to its findings. Details on how Newmont manages deep sea tailings placement are available on our [website](#).



Photo: Tanami, Australia

Supplier Risk Performance

Our Supplier Risk Management (SRiM) program is one of the tools we use to identify and manage risks related to health, safety, corruption, human rights and other critical issues across our global supplier network.

In 2024, the corporate office and the seven operating sites that have SRiM in place issued 1,040 pre-qualification surveys to new suppliers. Of these, 812 (78 percent) responded with information on human rights risks. Among the suppliers that responded, we identified 194 suppliers with a higher likelihood of impacting human rights and conducted further due diligence.

Our [Business Integrity Helpline](#) and local site community complaint and grievance channels are critical for identifying human rights issues, including those within our supply chain. In 2024, we investigated 71 reported issues involving supplier conduct, the majority of which were related to sexual misconduct and workplace harassment. We reviewed each case and worked with the suppliers to provide remedy where violations were substantiated.

We provided supplier training across our operations in Australia, Ghana, Peru, Suriname and the U.S., using in-person and virtual formats. This training targets suppliers that work in potential high-risk categories or those identified during the onboarding due diligence process as having elevated potential human rights risks. The training focuses on raising awareness of Newmont's human rights commitments, educating suppliers on potential risks, and providing resources and tools, including best practices for grievance mechanisms. The number of suppliers trained is discussed in the following section on public targets.

PUBLIC TARGETS

We set a public target to help embed human rights due diligence into our supply chain practices. The target focuses on engaging potential high-risk suppliers to raise awareness of Newmont's human rights commitments, our expectations and risk mitigation measures.

In 2024, our target was to implement risk mitigation plans for 100 percent of contracts with suppliers identified as having an elevated likelihood of impacting human rights at operating sites where our SRiM program has been implemented. Cross-functional teams reviewed potential supplier risks to identify suppliers for human rights training, to build supplier capacity to mitigate risks. We engaged 72 percent (165 out of 230) of targeted suppliers in training. We fell short of our target due to challenges with supplier uptake and attendance. Supplier training is conducted virtually or in person, which we believe is more effective than online by allowing time for questions and discussion, but it also requires time and resources. We will continue to look at ways to increase attendance and participation.

Indigenous Peoples' Rights Performance

Newmont recognizes the unique rights, cultures and histories of Indigenous Peoples, as well as their distinct interests and concerns, which may differ from those of other stakeholder groups. As a member of the International Council for Mining and Metals (ICMM), Newmont aligns with the ICMM [position statement on Indigenous Peoples and Mining](#), which was revised in 2024. This update, developed after more than two years of engagement with Indigenous Peoples' representatives, civil society organizations, and human rights and legal experts, clarifies how mining companies should ensure the equitable participation of Indigenous Peoples in projects on their lands. We are committed to obtaining the consent of Indigenous Peoples when a project is located on land they traditionally own or use and is likely to impact their rights. We also acknowledge that there may be instances where we do not obtain consent, and we respect their right to withhold it. More information on such a project can be found on [page 59](#).

The following is a summary of key engagement activities in 2024 with Indigenous communities near our operations in Australia, Canada and Suriname, with which we have formal agreements. Additional examples are discussed in the [Social Acceptance](#) and [Value Sharing](#) sections.

HIGHLIGHTS FROM ENGAGEMENT WITH INDIGENOUS COMMUNITIES NEAR OUR OPERATIONS AND SITES IN 2024¹

AUSTRALIA	
Boddington	Activities
<p>Indigenous communities</p> <p>Gnaala Karla Booja (GKB)</p> <p>Background on agreements</p> <p>The <i>Moorditj Booja Community Partnership Agreement (CPA)</i> is a voluntary Indigenous Land Use Agreement (ILUA) between Newmont, the Gnaala Karla Booja (GKB) Aboriginal Corporation, and its representative body – the South West Aboriginal Land and Sea Council (SWALSC). The <i>Preservation of Aboriginal Heritage Agreement (PAHA)</i> underpins the CPA and details the operation's specific cultural heritage management obligations.</p>	<p>The Gnaala Work Ready program welcomed 12 new graduates in 2024, including seven men and five women. This marks the 16th group to complete the program, with all graduates transitioning into permanent roles at the site. These roles include ancillary operators, mill and mine maintenance, warehouse logistics, and site and mine services.</p>
AUSTRALIA	
Tanami	Activities
<p>Indigenous communities</p> <p>Warlpiri</p> <p>Background on agreements</p> <p>Newmont's Tanami mine, located within Aboriginal Freehold Land, operates under a <i>Consolidated Mining Agreement (CMA)</i>. The CMA is regulated by the Central Land Council (CLC), which acts as agents for the Warlpiri (Yapa) Traditional Owners of the Tanami Region. The <i>Tanami Desert Ten Year Plan (TYP)</i> commenced in 2017 and builds on the CMA commitments. It is a planning and governance framework, guiding the collaborative work among Warlpiri, the CLC and Newmont. The TYP focuses on actions that improve Yapa employment, Yapa education and Yapa voice and supports the delivery of long-term benefits for Warlpiri across the Tanami region in line with their aspirations.</p>	<p>To monitor, update and implement activities under the Tanami Desert TYP, we participated and supported the following governance forums and planning workshops:</p> <ul style="list-style-type: none"> • The Granites-Kurra Liaison Committee, which is composed of Traditional Owners and facilitated by Newmont and the CLC. • An annual planning workshop with the Warlpiri, CLC and Newmont. <p>Key TYP priority actions progressed during the year included:</p> <ul style="list-style-type: none"> • Tanami Highway: Planned and contracted for the installation of shade shelters, watering points and mobile phone boosters along the highway. • Tanami Regional Biodiversity Monitoring Project: Progressed planning, governance and implementation, integrating Warlpiri ecological knowledge with western science for landscape management in Indigenous Protected Areas in collaboration with Warlpiri Rangers.

¹ Refer to the [2024 Performance Data tables](#) for specific GRI and SASB disclosures relating to lands, agreements and significant events.

CANADA

Brucejack

Activities

Indigenous communities
Tahltan Central Government (Iskut Band and Tahltan Band)
Nisga’a Nation
Gitanyow Huwilp
Tsetsaut Skii Km Lax Ha Nation

In 2024, the Brucejack Cultural Alliance Committee commissioned original artwork from Nisga’a, Tahltan and Gitxsan artists to be displayed at Brucejack. This art is now featured on the welcome wall at the Wildfire Camp security building and also on colorful decals on buses at site. The circular art pieces symbolize shared cultural aspects and the rich history of the lands we work on, emphasizing the unique cultures ingrained in each person from birth. This project helped to raise cross-cultural awareness, inform employees and visitors, foster conversations, and acknowledge our First Nations partners and diverse Indigenous workforce.

Background on agreements

Newmont’s Brucejack operation has individual cooperation and benefit agreements (CBAs) with the Tahltan Central Government, the Nisga’a Nation, the Gitanyow Huwilp (Gitanyow Hereditary Chiefs) and the Tsetsaut Skii Km Lax Ha Nation. In 2021, an addendum was signed with the Tahltan Central Government updating terms in the 2017 agreement.

Éléonore

Activities

Indigenous communities
Cree Nation of Wemindji
Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government

In May, Éléonore hosted Louisa Mayappo, an Eeyou Istchee leader, to rebuild a teepee that collapsed from heavy rains a couple months earlier. Louisa shared the teepee’s cultural significance and led participants through the construction process, including material selection, pole arrangement, lashing techniques and covering installation. The hands-on activity fostered teamwork and reflected the communal spirit central to Eeyou culture.

Background on agreements

Newmont’s Éléonore operation and the Cree Nation of Wemindji and the Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government are signatories to the *Opinagow Collaboration Agreement*.

CANADA

Musselwhite

Activities

Indigenous communities
North Caribou Lake First Nation
Cat Lake First Nation
Wunnumin Lake First Nation
Kingfisher Lake First Nation
Windigo First Nation Council
Shibogama First Nation Council
Mishkeegogamang First Nation

At the request of the Mishkeegogamang First Nation (MFN), we reviewed the MFN Cooperation Agreement. As part of this process, we met with Chief Merle Loon, Band Councillors, and their external advisors.

Background on agreements

The Musselwhite agreement’s signatories include Cat Lake First Nation, North Caribou Lake First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, Windigo and Shibogama Councils. Musselwhite also has an agreement with the Mishkeegogamang First Nation.

In July, the Chief and Deputy Chief of Kingfisher Lake First Nation signed an Access Agreement with Musselwhite, ensuring the community’s continued access to the Musselwhite Mine Access Road and Zeemel Lake Exploration Trail for the development of a High Ground Winter Road. This road, initially proposed in the 2001 Musselwhite Agreement, provides a safer, shorter route for transporting supplies and addresses climate change impacts by extending the winter road season. The agreement also reduces mine closure costs, as the roads will no longer require reclamation after closure.

Porcupine

Activities

Indigenous communities
Mattagami First Nation
Matachewan First Nation
Flying Post First Nation
Apitipi Anicinapek Nation, formerly known as Wahgoshig First Nation
Chapleau Cree First Nation
Brunswick House First Nation
Chapleau Ojibwe First Nation
Michipicoten First Nation

At Porcupine, we engaged with the Métis Nation of Ontario and Taykwa Tagamou Nation (TTN) following the federal government’s recognition of their rights and the duty of the government to consult with both Nations on permitting. In 2024, we signed a negotiations protocol with the TTN and held multiple negotiation meetings.

Background on agreements

Newmont has a Resource Development Agreement with the Mattagami, Matachewan, Flying Post and Apitipi Anicinapek First Nations.

Newmont has a Benefits Agreement with the Michipicoten First Nation and an Impacts and Benefits Agreement with Chapleau Cree, Brunswick House and Chapleau Ojibwe First Nations.

CANADA

Red Chris	Activities
<p>Indigenous communities Tahltan Central Government (Iskut Band and Tahltan Band)</p> <p>Background on agreements Newmont’s Red Chris operation holds one Cooperation and Benefits Agreement (CBA) with the Tahltan Central Government.</p> <p>In 2023, the Tahltan Central Government and British Columbia established a consent-based agreement requiring mining companies to obtain Free, Prior, and Informed Consent (FPIC) from the Tahltan Nation for significant changes to the Red Chris mine, ensuring their decisive role in environmental assessment amendments.</p>	<p>As part of our agreement with the Tahltan Nation at Red Chris, which was acquired in November 2023, Newmont’s North America Managing Director and key team members met with elected representatives of the Tahltan Band in Telegraph Creek. The meeting aimed to introduce Newmont and establish a positive path forward for implementing the CBA and ongoing engagement.</p> <hr/> <p>In March, Newmont leadership participated in the first Project Advisory Committee (PAC) meeting. The PAC, formed in 2024, oversees the implementation of the co-management agreement with the Tahltan Nation and fosters strong relationships between the parties to the agreement.</p>

Newmont’s [Global Center for Indigenous Community Relations](#) (“the Center”) promotes meaningful engagement with Indigenous Peoples and aims to serve as a resource for Newmont and the broader industry. The Center also leads the Indigenous Peoples Working Group (IPWG), a cross-functional team that shares challenges, successes and resources to build respectful relationships with Indigenous communities. In 2024, the IPWG’s quarterly meetings included in-depth discussions on topics such as the Brucejack mine’s transition from agreement to collaboration with the Nisga’a Nation and an update from the ICMM on the new Indigenous Peoples and Mining Position Statement. Our sites also celebrated Indigenous Peoples Day with various initiatives and activities both within their communities and on site, as highlighted in a [blog post](#) we published on our website.

SURINAME

Merian	Activities
<p>Indigenous communities Pamaka Maroon Tribe of the Marowijne River Kawina Maroon Tribe of the Commewijne River</p> <p>Background on agreements Newmont has a Cooperation Agreement and Funding Agreement with the Pamaka.</p>	<p>We continued negotiations with the Kawina Tribe via the Kawina Negotiation Committee (appointed by the Kawina Traditional Authority, including the Paramount Chief). The goal is to establish a Cooperation Agreement that will lay the foundation for ensuring the Kawina peoples benefit from the Merian operations. This agreement will include provisions for mitigating potential impacts and obtaining consent for future projects. While we have agreed on a general framework, the specific details are still under discussion.</p> <hr/> <p>We also engaged the Kawina peoples to obtain their free, prior and informed written consent of the construction of a new tailings storage facility at Merian, and conditions are being implemented within the agreed-upon timeline (discussed further in the Social Acceptance section).</p>

In 2024, Newmont continued to support the [FPIC Solution Dialogue](#), a multi-sector initiative to help communities and companies collaborate on implementing free, prior and informed consent (FPIC) in community engagement processes for mining, oil and gas projects. As active participants, we engaged in discussions on how companies like Newmont are operationalizing FPIC and shared examples of how peers respect communities’ decisions when consent is not provided.

Cultural Heritage Management Performance

All our sites continue to work toward conformance with our Cultural Heritage Standard, which defines the requirements to identify, protect and manage cultural heritage within our area of influence, aiming to prevent adverse impacts.

This standard requires all sites and projects to annually review their planned disturbance workplans and to document their assessment of planned new disturbances against existing cultural heritage survey data, community-provided information and inventory of known sites to confirm that impacts to cultural heritage are prevented or mitigated. For the areas in which there are no known sites, we require sites and projects to have chance-find procedures in place to address the discovery of previously unknown sites of significance.

Key activities in 2024 to improve our cultural heritage management performance included:

- The Ailaya Rock is a culturally significant site on Lihir Island in Papua New Guinea, where we operate the Lihir mine. Because the site is important to the Lihirian people's cultural and spiritual beliefs, as part of the development of Lihir's social performance risk management plan, we included a focus on cultural heritage. This included updating the Cultural Heritage Management Plan and redesigning mining activities near Ailaya Rock to respect its significance and preserve the site.
- We developed a cross-cultural awareness training program and piloted it at our Boddington and Tanami operations in Australia. Site leadership, including the General Manager, participated in the training at Boddington and Tanami. Participants in the training included Warlpiri leaders, members of the Yapa Crew and representatives from King's Narrative, a social enterprise focused on providing culturally appropriate counseling and support services for Aboriginal men. By hosting these sessions, we are promoting awareness of local Indigenous culture throughout our operations and the importance of respecting the tangible and intangible cultural heritage in the areas in which we operate.



OUR STORIES

RESPECTING TAHLTAN NATION'S WITHHOLDING OF CONSENT

In 2022, Newmont acquired the Saddle North project as part of its purchase of GT Gold Corp. The project, located in British Columbia's Golden Triangle, lies within Tahltan Territory. In partnership with the Tahltan Nation, the Iskut community and the British Columbia government, Newmont is committed to supporting the land use planning objectives of the local communities while also addressing concerns about land development.

At the time of the acquisition, Newmont emphasized its dedication to creating a sustainable mining jurisdiction in the region that balances resource development with conservation. Newmont also made a firm commitment that any development, including exploration, would only proceed with the explicit free, prior and informed consent (FPIC) of the Tahltan Nation.

At Newmont's Red Chris operation (acquired in the November 2023 Newcrest transaction), the Block Cave project is subject to Tahltan Consent through the Declaration Act Consent Decision-Making Agreement between the Tahltan Nation and the Province of British Columbia.

To date, the Tahltan Nation has not granted consent for either project, and Newmont will not consider proceeding until consent is granted.

SOCIAL ACCEPTANCE

Building and maintaining the trust of stakeholders is a key priority at Newmont. We take a collaborative approach to managing stakeholder relationships and fostering social acceptance. By understanding the impacts of our activities on communities and involving local stakeholders in decision making, we aim to build enduring relationships based on respect and focused on achieving mutually beneficial and sustainable development outcomes.

We track various metrics to assess the effectiveness of our social acceptance approach. Additionally, we set public targets to meet our commitments and address concerns in a timely manner.



Read more about [Our Approach to Social Acceptance](#), including details on our governance, risk, strategy and management approach.



Photo: Peñasquito, Mexico

Community Relationships Performance

PUBLIC TARGETS

To earn and maintain social acceptance, we set targets in two key areas:

- **Community commitments** – Our annual target is for all sites to fulfill 100 percent of community commitments by their due dates. In 2024, all our operating sites met this target.
- **Complaints and grievances** – Our goal is for every site to respond to, address, track and, if necessary, escalate 100 percent of tier 1 stakeholder complaints recorded on site registers within 30 days. In 2024, all sites achieved this target.

The three most common categories of tier 1 stakeholder complaints and grievances across our operations were related to land compensation, noise/vibration and driving behavior.

For 2025, these targets remain the same and will be expanded to include the sites acquired through the November 2023 Newcrest transaction.

Read more about our site performance in addressing complaints in the [2024 Performance Data tables](#).

TIER 1 COMPLAINTS: SITE LEVEL¹

Country/site	Number received	Percent addressed within 30 days
Ghana	180	
Ahafo South	137	100%
Akyem	43	100%
Australia	123	
Boddington	9	100%
Cadia ²	114	N/A
Tanami ³	0	N/A
Argentina	22	
Cerro Negro	22	100%
Mexico	11	
Peñasquito	11	100%
Peru	45	
Yanacocha	45	100%

TIER 1 COMPLAINTS: SITE LEVEL¹

Country/site	Number received	Percent addressed within 30 days
Suriname	25	
Merian	25	100%
Canada	50	
Brucejack ²	2	N/A
Éléonore	17	100%
Musselwhite ³	0	N/A
Porcupine	29	100%
Red Chris ²	2	N/A
U.S.	6	
CC&V	6	100%
Papua New Guinea	31	
Lihir ²	31	N/A
TOTAL	493	

¹ Complaints reported in this table show only tier 1 complaints to be resolved in 2024. Newmont manages complaints through a tiered resolution system that follows one or more of the following processes:

- a. Tier 1: Complaints that can be resolved between Newmont and the complainant.
- b. Tier 2: Complaints that cannot be resolved directly between Newmont and the complainant, and which therefore requires the involvement of a third party (other than the judicial system).
- c. Tier 3: Complaints that require recourse to the judicial system.

² Sites acquired from Newcrest in 2023 are not included as part of the 30 day target reporting due to extended software transition timelines.

³ Tanami and Musselwhite received zero complaints in 2024, across all tiers.

KEY COMMUNITY MATTERS AND ACTIVITIES

At the end of 2024, all sites – except Brucejack, Lihir and Red Chris – had a social impact assessment (SIA) in place and updated within the past five years. Merian and Porcupine completed their SIAs earlier in the year. Tanami and Cadia commenced SIAs, which are expected to be completed in 2025. In November 2024, Red Chris commissioned a socio-economic baseline report to support the site’s Block Cave project, which will transition the operation from surface to underground mining using block cave techniques.

In 2024, we conducted social performance gap assessments at the sites acquired in the November 2023 Newcrest transaction. These assessments highlighted both strengths and opportunities for improvement. At Lihir, we identified significant risks related to resettlement, cultural heritage (notably potential impacts to Ailaya Rock, which we discuss in the [Human Rights](#) section) and human rights issues, prompting the development of a social risk management plan for the site that aims to address human rights concerns, honor commitments, manage risks and strengthen stakeholder relationships.

Throughout 2024, we undertook several initiatives that demonstrate our commitment to positive relationships and driving meaningful impact in the communities where we operate. The following is a summary of these efforts across our operations.

ARGENTINA

Newmont was recognized by the Argentine Business Council for Sustainable Development (CEDS) for our commitment to sustainable mining practices and business actions.

To ensure the sustainability of its initiatives, the Cerro Negro team updated its social closure plan in early 2025, working collaboratively with key stakeholders, the local community and various regulatory entities. This update marks the beginning of a new phase, focused on fostering long-term, shared value by involving the community in shaping the Company’s actions and contributions.

AUSTRALIA

Newmont continued to support the Warlpiri Project – a multi-year project to identify and repatriate Warlpiri secret sacred objects to Warlpiri communities. The project involved auditing every major museum in Australia holding Warlpiri cultural heritage materials and coordinating returns from museums in other countries. In October 2024, members of the Walpiri Project and Walpiri leaders from the remote Australian community of Yuendumu attended a handover ceremony in Frankfurt, Germany, to initiate the repatriation of significant cultural heritage materials from a private collection back to the Walpiri community.

At Cadia, we engaged with the community and regulatory authorities on proposed changes to the Cadia Mining Approval (Modification 15) and the Cadia Continued Operations Project. During this process, community stakeholders expressed concerns about potential impacts to air quality, groundwater, closure and rehabilitation, climate change, and other social and environmental issues. These, as well as the findings from the New South Wales parliamentary inquiry, which addressed the impacts of mining on human health and land, air and water quality, helped prioritize our stakeholder engagement efforts. The site has implemented measures to mitigate air quality non-compliances and has remained in compliance with air quality standards since August 2023. To support transparency and accountability, real-time air quality monitoring data is [available online](#). We are also investigating other concerns in collaboration with regulatory authorities.

At Boddington, we extended our partnership with the Peel-Harvey Catchment Council (PHCC) through 2027. This partnership includes incorporating Indigenous cultural knowledge into environmental efforts and supports the restoration and remediation of eight priority sites in the Hotham-Williams Catchment, including the culturally and historically significant Pumphrey’s Bridge location.

Details about our engagement with Indigenous communities in Australia are discussed in the [Human Rights](#) section.

 CANADA

As part of integrating sites acquired in the November 2023 Newcrest transaction, the Brucejack Operations team conducted over 75 engagement activities across 10 communities to introduce Newmont to local community members. These activities included several events such as community cultural celebrations, dinners, career fairs and in-person meetings with leaders. Five BBQs were held in the Gitanyow and Nisga'a communities, attracting over 350 local attendees. These events provided an opportunity to share clear and transparent information about the operation with community members while offering Newmont leadership a chance to learn about and engage with local culture.

Through a CAD\$300,000 contribution to the Disrupt Mining Fund at Brucejack in 2024 – a scholarship program developed with CBA partners – we worked with the site's First Nations communities to establish three new post-secondary education programs. This includes the creation of the Nisga'a Nation Mining Education Legacy Fund, providing opportunities to support the next generation of mining professionals, and support for the Gitanyow local apprenticeship program. The first awards to students will be given in 2025.

Newmont hosted the Tahltan Central Government Mining Exploration training camp at the Bear Paw Lodge in Iskut. This week-long camp brought members of the Tahltan Nation from across Canada back to Tahltan territory to learn about mining, exploration and Tahltan culture. Participants toured the Red Chris mine, visited the Shaft Creek project camp near the Galore Creek project, and engaged with Tahltan elders at culturally significant sites, including the Telegraph Creek Fish Camp.

Additional details about our engagement with Indigenous communities in Canada are discussed in the [Human Rights](#) section.

 GHANA

At Akyem, we continued implementing recommendations from the socio-economic assessment conducted in 2023. In March, the implementation lead, Liaison Group for Mining in Forest Reserves (LGMFR), withdrew its services due to concerns raised between the Environment Protection Agency and farmers, resulting in an eight-month pause in the program. Newmont held several meetings with LGMFR to resolve the issue, resume implementation and ultimately take back accountability for delivery. We then commissioned the Organization for Livelihood Enhancement Services (Olive) to lead the implementation of various projects, including the following:

- The Akyem Social Protection Program aims to mitigate project impacts on vulnerable populations. It includes providing bi-monthly food baskets, small payments and health insurance premium assistance to 190 project-affected people.
- The Agriculture Improvement Program helped restore food security to resettled households and offered small business opportunities to farmers seeking alternative livelihoods. Throughout the year, this program provided funding to 1,222 project-affected people for improved cocoa, oil palm and citrus seedlings, as well as agro-chemicals to boost agricultural productivity.

At Ahafo South, Newmont continued to mitigate land access impacts. We closely monitored the 148 farmers who received support under the Skills Development for Income Improvement Program. This included training in sheep rearing, cooking and baking, fashion and design, welding and fabrication. Additionally, 969 farmers who participated in Ahafo South's Agriculture Improvement and Land Access Program received training on pesticides and insecticide management and were provided with seedling replacement.

As part of Newmont's long-standing partnership with Project C.U.R.E., the world's largest distributor of medical donations to developing countries, we supported its efforts to enhance monitoring and evaluation (M&E) processes. This includes aligning core programs to the United Nations Sustainable Development Goals (SDGs) and measuring their contributions. In 2024, our Ahafo South operation and Ahafo North project were the first locations to participate in the M&E program, allowing us to track and assess impact. This initiative is highlighted on [page 67](#).

 MEXICO

As part of the agreement between Newmont and the community of San Juan de Cedros signed in 2019, we are advancing 14 community infrastructure projects. In 2024, two major community infrastructure projects were completed – a recreational area with a swimming pool, benefiting 1,700 residents, and a soccer field for local youth. Construction also started on a hostel for students at the Conalep-Plantel secondary technical school in the community of Mazapil.

Additionally, three water-related projects were advanced to support the sustainable use and preservation of local natural resources. These included the completion of an agricultural well in the community of Enrique Estrada, remediation work on the La Pardita highway to improve rainwater collection and flow, and construction of a new wastewater treatment plant.

Newmont also supported emergency response drills for community members and helped local schoolteachers obtain certification in STEM subjects.

 PAPUA NEW GUINEA

In 2020, our Lihir operation signed a set of new landowner agreements after an extended negotiation that was delayed by the pandemic. The agreements covered compensation, relocation and resettlement benefits. During the process, several additional issues were identified, which the parties agreed to address separately. These discussions took place in 2023, resulting in a list of resolutions for the mine and relevant government agencies to implement. Upon acquiring the mine in the November 2023 Newcrest transaction, Newmont launched an engagement campaign to reaffirm the resolutions and create action plans for their execution. Over two months, Newmont met with each of the 15 parties to clarify the resolutions and corrective actions for over 200 issues. We aim to finalize action plans in 2025, with implementation starting in partnership with the government and landowners.

 PERU

Newmont, together with the regional and national governments and other private sector representatives, signed an agreement to construct the La Chonta Dam. Financed by the government, the dam will create a reservoir to provide a long-term water supply to the City of Cajamarca. By addressing critical water needs, the dam is expected to reduce the risks of social tension in the region.

Newmont partnered with the Servicio Forestal y de Fauna Silvestre (SERFOR) in Cajamarca to create a regional forestry board. This board brings together various organizations to tackle issues like illegal logging and expired timber permits. It also promotes sustainable forest management, improving seedling quality and exploring economic opportunities for local farmers. A legal framework

for the board is currently being developed, and, once approved, it will support the growth of the forestry sector, including seed collection, commercialization and potential exports.

Yanacocha held 20 stakeholder engagement workshops on closure, involving over 400 community members. During these sessions, we presented closure options and gathered community input and questioning. Key concerns raised included water availability and quality, the long-term stability of tailings and the potential economic impact of job losses.

 SURINAME

We partnered with Project C.U.R.E. and the Ministry of Health to donate approximately \$1.8 million worth of medical consumables and equipment – about five shipping containers' worth – to six local health facilities. 2024 also marked the successful restart of Project C.U.R.E. clinics after the COVID-19 pandemic. In collaboration with Regional Health Services and the Medical Mission, we provided free medical support to around 250 patients in surrounding communities.

The Cooperation Agreement with the Pamaka outlines provisions to deliver benefits to the community, including a focus on prioritizing local procurement and employment. The agreement also establishes a multi-stakeholder Community Development Fund, which consists of two representatives from Newmont, the Surinamese government and Pamaka community representatives. In 2024, the fund approved approximately \$130,000 in upgrades to the Paramount Chief's main meeting house and gathering place, including the installation of solar panels, electrical outlets and security systems.

Newmont supported the construction of a playground, which was completed in 2024 and officially handed over to the communities of Dantapoe, Patamaca and Ovia Olo. This project provides a safe place for children to play, fostering their physical and social development.

Details about our engagement with Indigenous communities in Suriname are discussed in the [Human Rights](#) section.

 U.S.

The Southern Teller County Focus Group (STCFG), founded in 1998, aims to promote outdoor recreation and foster community engagement. Since its inception, the group has had access to CC&V lands for the development of hiking trails. In July 2024, after a year and a half of collaboration, CC&V and the STCFG renewed the memorandum of understanding that granted public access to these lands, ensuring the continuation of the STCFG's work in preserving history and promoting local hiking opportunities.

CC&V representatives engaged in a range of community events, including STEM education initiatives with local schools, participating in parades that celebrated local traditions, supporting young 4-H members by purchasing livestock at the county fair, shopping for holiday gifts for children in need, and serving a holiday lunch to the community.

Resettlement and Land Use Performance



Ahafo South

At Ahafo South, the resettlement project for the tailings storage facility (TSF) expansion progressed for the two project-affected communities, Apensu South and Dokyikrom. The resettlement project experienced delays due to demands from some Dokyikrom community members for compensation related to their illegal, speculative structures. Despite mediation, no agreement was reached, and protests that began in July resulted in site access being blocked for three days. Following discussions between the Paramount Chiefs and the Ghana Minister for Lands and Natural Resources, a proposal was agreed upon for Newmont to pay \$1.3 million in humanitarian relief payments to the 223 speculative structure owners, allowing the process to move forward. Additionally, it was agreed that the local government would enact bylaws in line with existing land development laws to prevent future illegal construction. The resettlement process for eligible households continued, with compensation provided for legitimate structures. TSF construction resumed after receiving approval from the Ghana Environmental Protection Agency. We also began construction of resettlement housing for the two communities using local contractors. Around 700 houses will be built in phases, with completion expected by 2027.

We conducted an independent third-party resettlement completion audit for the resettlement conducted at Ahafo South from 2008 to 2014 involving the physical resettlement of 242 households. The audit confirmed that compensation entitlements were delivered per our commitments,

and the resettlement sites are now active communities with strong infrastructure. It also found that around 75 percent of affected households have re-established or significantly improved their livelihoods. We will develop corrective actions to help support the 25 percent of households that have not yet successfully re-established their livelihoods.

Ahafo North

An important priority for the Company is advancing the Ahafo North project. The first phase of the project will require the physical resettlement of approximately 220 households and will economically impact over 3,400 landowning households. Although 98 percent of the land required for the project has been acquired through community consultation, the project faced delays due to challenges from a group organized as the Concerned Farmers Association (CFA). Despite engagement and mediation efforts, the CFA rejected the community-led resettlement land acquisition process, prompting the government to implement a Compulsory Land Acquisition process in October 2023. The government has processed a total of 93 affected farm parcels, which were made available for the project construction to proceed. Affected landowners have six months to make claims to the government, and the compulsory acquisition process is expected to be completed with full compensation provided in 2025. Newmont has released compensation funds to the Lands Commission of Ghana as required by law. In September 2024, the government issued Letters of Entry, granting Newmont access to the land. Newmont has offered the CFA the opportunity to participate in livelihood support programs. To improve communication and rebuild relationships with the CFA, which is represented by the NGOs Center for Public Interest Law (CEPIL), Wacam and Oxfam, meetings were held in 2024, and the parties

agreed to draft an Engagement Framework that focuses on resetting and strengthening relationships beyond the land acquisition process. The physical resettlement of affected households is targeted for completion by 2026.



Two communities are identified for relocation near our Peñasquito operation, specifically Mesas del Portezuelo (“Mesas”) and Los Charcos. Mesas is south of the site and could potentially be affected by the tailings storage facility, while Los Charcos lies east of Mesas and near the mine’s waste rock dump facilities. In 2024, the resettlement implementation process was started for the Los Charcos community. The first meeting of the Resettlement Committee was held to discuss the resettlement process, compensation and livelihood support programs. By the end of 2024, 44 out of 46 Los Charcos families had signed the final resettlement agreement. The project-affected households received an upfront payment to formalize the agreements. The Mesas community resettlement process was delayed and negotiations will continue in 2025 with the aim to reach an agreement with project-affected households.



Our Merian mine is expected to operate until 2040, but its current tailings storage facility (TSF1) will reach capacity in 2028. After evaluating four locations, the preferred site is on the traditional lands of the Kawina Maroon Tribe. In line with our Indigenous Peoples Standard and the Global Industry Standard on Tailings Management (GISTM), the Merian team was successful in obtaining the free, prior and informed written consent from the Kawina peoples in support of the construction of the new facility (see the [Human Rights](#) section for more information).



Since the 1990s, several resettlement projects have taken place at our Lihir mine, including two efforts to resettle the Kapit community. Because the outcomes of the Kapit community resettlement have fallen short of expectations, Newmont engaged an external resettlement consultancy to help us design a corrective resettlement project. The dedicated team will be largely composed of Papua New Guinea nationals with experience in community engagement and resettlement, who will focus on rebuilding trust with the Kapit Resettlement Committee and the community and identifying solutions to correct the previous relocation issues.

We are also reviewing all of Lihir’s resettlement projects to ensure that relocated communities have achieved a quality of life equal to or better than before, in line with our [Land Acquisition and Involuntary Resettlement Standard](#) and international best practices.

Artisanal and Small-Scale Gold Mining Performance

In 2024, we held a workshop with representatives from the site, region and enterprise functions, as well as external experts, to update our global Artisanal and Small-scale Mining (ASM) Strategy. The refreshed strategy reflects the evolving approach to ASM in recent years and recognizes its complex impact on local communities and economies. It also highlights the important role large-scale mining can play in sharing technical expertise and collaborating with multi-stakeholder initiatives to support more responsible ASM practices.

Throughout the year, we continued managing ASM risks and opportunities in Ghana, Peru and Suriname – three jurisdictions where our operations intersect with ASM activities on and/or near our mining concessions. Due to record-high gold prices and low entry costs, informal and illegal ASM activity is increasing globally.



In 2024, we enhanced our governance framework to establish a single point of accountability and better integrate ASM risk management into the business. We engaged an external firm to update our 2016 baseline survey to better understand current ASM activities both on and near our concession areas. With the rise in ASM activities in Ghana, much of which is illegal, there is increased pressure from local communities to develop strategies that address the adverse social and environmental impacts associated with illegal ASM activities. Based on insights from the updated baseline study and an assessment of the Government of Ghana's Community Mining Scheme, we are updating our ASM strategy for Ghana. Our revised approach includes seeking partnerships and multi-stakeholder initiatives to support responsible ASM. Additionally, we are exploring opportunities to extend our existing livelihood programs to complement our ASM strategy and foster broader economic opportunities.

At our Ahafo South operation, we continued to address security risks related to illegal ASM operators at the site. We discuss these matters in the [Health, Safety and Security](#) section.



Peru continues to face significant challenges with informal and illegal mining, including on or near our concession. Despite government efforts to formalize the sector, these initiatives have not been effective and informal mining has grown, driven by high gold prices. Due to ongoing instability, capacity constraints in both national and local governments, and rising violence associated with ASM in other parts of the country, Yanacocha is conducting a study to better understand this evolving issue and develop appropriate strategies. At the same time, we are closely monitoring legislative developments and working to strengthen our coordination with relevant stakeholders. We remain committed to supporting responsible practices and will actively engage with stakeholders to find effective solutions.



Merian's ASM Strategy aims to protect Company assets while respecting the cultural and livelihood importance of ASM to the Pamaka community. The strategy takes a multi-faceted approach, focusing on improving mining practices for safety and environmental responsibility, training miners for complementary livelihoods (such as earthwork and site reclamation) and fostering entrepreneurship to diversify the local economy. A key component of the strategy involves working with the government to minimize ASM encroachments on Newmont's mining concessions and facilitating the voluntary relocation of miners to the Pamaka Mining Reserve (PMR) for those who wish to remain ASM operators.

After receiving government approval for the PMR exploration license, Merian began exploration studies to identify resources that could be viable for ASM operations. In collaboration with a third party, we are helping ASM operators improve their environmental management practices, productivity and gold recovery. We are working to develop a pilot processing plant that uses mercury- and cyanide-free technology. Additionally, through our partnership with the Suriname National Development Bank Ltd., we continued to support ASM operators seeking alternative livelihoods by providing loans for small business development. In 2024, four loans were granted, bringing the total to eight. We also hired consultants to assist with business development and capacity building.

OUR STORIES

PARTNERING TO STRENGTHEN HEALTHCARE IN GHANA

Since 2005, Newmont and Project C.U.R.E. have been working together to enhance the healthcare systems in the regions near the Ahafo and Akyem operations in Ghana. Over 19 years, this partnership has delivered over \$9 million worth of medical equipment, instruments and supplies to more than 35 health facilities, including clinics, centers and hospitals.

The partnership has extended beyond donations. Since 2014, Project C.U.R.E. has dispatched over 160 healthcare volunteers to the communities near Ahafo and Akyem. These teams have provided primary healthcare, gynecology, obstetrics, vision care and emergency services to more than 14,500 patients. Additionally, the Essential Newborn Care (ENC) training program has equipped over 400 local health providers with life-saving neonatal resuscitation skills. More than 45 of these professionals have become Master Trainers who teach peers neonatal resuscitation and safe newborn care skills.

To ensure the effectiveness and transparency of these activities, each program is supported by a customized Monitoring and Evaluation system that Newmont developed with Project C.U.R.E. This system tracks the objectives, activities and outcomes with the partnership's goals and includes models that show how the programs are interconnected. Key indicators are used to assess a program's effectiveness and help inform decisions about future donations and programs. In 2024, we piloted the M&E system in Ghana.

Project C.U.R.E. also conducted impact evaluation surveys with more than 20 healthcare facilities in Ghana that have received medical donations from the Newmont/Project C.U.R.E. partnership. Key findings include 96 percent of respondents reporting improved medical services due to the donations, with significant benefits across post-natal, newborn and cardiology care. Additionally, 87 percent of respondents said they were able to offer new services, such as obstetrics, surgery and emergency care. The impact on staff morale was also notable, with 96 percent of respondents reporting an improvement.

The ENC training has also proven beneficial, with 90 percent of the surveyed facilities now employing an ENC graduate or Master Trainer. As a result, 95 percent of respondents reported a reduction in stillbirths. Furthermore, 29 percent of all births had a trained ENC birth attendant present, and 100 percent of ENC-certified healthcare workers reported increased confidence in their neonatal resuscitation skills after completing training with Project C.U.R.E.

These findings will help inform decisions about future donations and programs to maximize impact.



Photo: ENC training team, part of Project C.U.R.E., in Ghana



Environment

Committed to Environmental Stewardship

We aim to manage environmental impacts throughout the mining lifecycle through responsible and sustainable practices. In addition, we collaborate with others and forge partnerships that strengthen our ability to positively impact shared resources.

[See our highlights →](#)



ENVIRONMENT HIGHLIGHTS

Energy and Climate Change	70
Water Stewardship	74
Tailings Management	85
Biodiversity and Nature	88
Closure and Reclamation	92
Materials	95

Engaged an external firm to expand and refresh analysis of physical climate risks across Newmont’s value chain and help **create actionable climate adaptation roadmaps** for three sites →

Increased water recycled to 71% compared to 2018 baseline →

Developed and published **Deep Sea Tailings Placement Factsheet** detailing Newmont’s approach to managing deep-sea tailings placement →

Completed reclamation on 192 hectares, **exceeding our target of 162 hectares** →


Began **first phase of implementing the Taskforce on Nature-related Financial Disclosures**, identifying interactions with nature and prioritizing areas where Newmont operates →

Reduced cyanide-related spills above a certain threshold by 33% from 2023 →



ENERGY AND CLIMATE CHANGE

Newmont recognizes climate change as an existential threat that demands urgent action and shared responsibility. As stewards of both our business and the environment, we understand our vulnerability to the physical and transitional impacts of climate change, such as extreme weather events and water scarcity, that can disrupt operations and production. To address these challenges, Newmont is committed to its Energy and Climate Strategy, which includes aspirational decarbonization targets by 2030 and a goal of becoming carbon neutral by 2050. We are also developing plans to support resilience in both our operations and surrounding communities.



Read more about [Our Approach to Energy and Climate Change](#), including details on our governance, risk, strategy and management approach.



Photo: Ahafo, Ghana

Adaptation and Resiliency Performance

Preparing for the impacts of climate change is a key element of our Energy and Climate Strategy. We focus on two main areas: assessing the physical climate risks that could impact our operations, communities and supply chains, and implementing strategies to enhance resilience.

PHYSICAL AND TRANSITION CLIMATE RISKS

We conduct detailed climate-related risk assessments to evaluate both the physical risks of climate change and the financial risks associated with the transition to low-carbon solutions. The results of these assessments inform the development of top-level business risks and controls and associated standards.

In 2024, we engaged consultants ENGIE Impact to analyze the physical climate risks across our value chain and assess risks at four sites – Brucejack, Cadia, Lihir and Red Chris – acquired in the November 2023 Newcrest transaction. This process included documenting each site’s exposure and vulnerability to specific climate hazards and creating heat maps that illustrate the risk exposure across the value chain.

Because our Brucejack mine is located above the Knipple Glacier and relies solely on a single access road for all vehicle traffic, in 2024, we conducted a scenario-based risk assessment to evaluate the potential climate impacts on road access. This critical access route is increasingly at risk, and climate impacts, including further glacier retreat, could exacerbate these problems over time. That assessment identified glacier deterioration, landslides and rockfalls as significant risks to the business and safety of others. To mitigate these risks, we initiated a life-of-mine site access study to identify and prioritize actions.

For a detailed overview of these risks, please refer to our comprehensive [Climate Risk tables](#).

ADAPTATION AND RESILIENCY ROADMAPS

All our sites have completed the first three steps of our climate change adaptation planning process – screening, climate impact analyses, and risk and opportunity assessments. The final phase of our climate change adaptation planning includes developing actionable adaptation and resiliency roadmaps that enhance climate resilience for both the business and host communities.

In 2024, we partnered with ENGIE Impact consultants to create actionable adaptation roadmaps for our priority sites – Ahafo South, Boddington and Yanacocha. The outcomes of these roadmaps include both immediate actions, such as installing flood prevention measures, and ongoing initiatives like seasonal weather forecasting and nature-based solutions. The process also identified collaborative adaptation measures to help mitigate the impacts of climate risks on local communities.

Community Climate Resilience

In 2024, we conducted a Community Climate Resilience pilot project to assess climate impacts in the community context. The pilot considered climate risks and vulnerabilities and assessed the social impacts of climate impacts at Yanacocha and Boddington, building off of the climate risk assessments conducted for these operations. The pilot included stakeholder mapping and interviews, as well as a review of existing national, regional and local climate adaptation plans. The goal of the pilot was to see how community climate risk assessments can help inform our adaptation plans and to provide an understanding of climate impacts on communities that we can use in engaging local stakeholders on climate issues and adaptation planning.

2024 Emissions and Energy Performance

In 2024, our estimated absolute Scope 1 and Scope 2 emissions were 5.0 million metric tonnes of CO₂ equivalent (Mt CO₂e), a 7 percent reduction from our 2018 baseline (5.4 Mt CO₂e). Our Scope 3 emissions were 6.6 Mt CO₂e, which is 4 percent above our 2019 baseline (6.3 Mt CO₂e). These baselines reflect Newmont’s portfolio at the end of 2024 (excluding Telfer) and do not include the changes to Newmont’s portfolio following the completion of our non-core divestment strategy. A comparison to our updated baseline will be reported separately.

SCOPE 1 AND 2

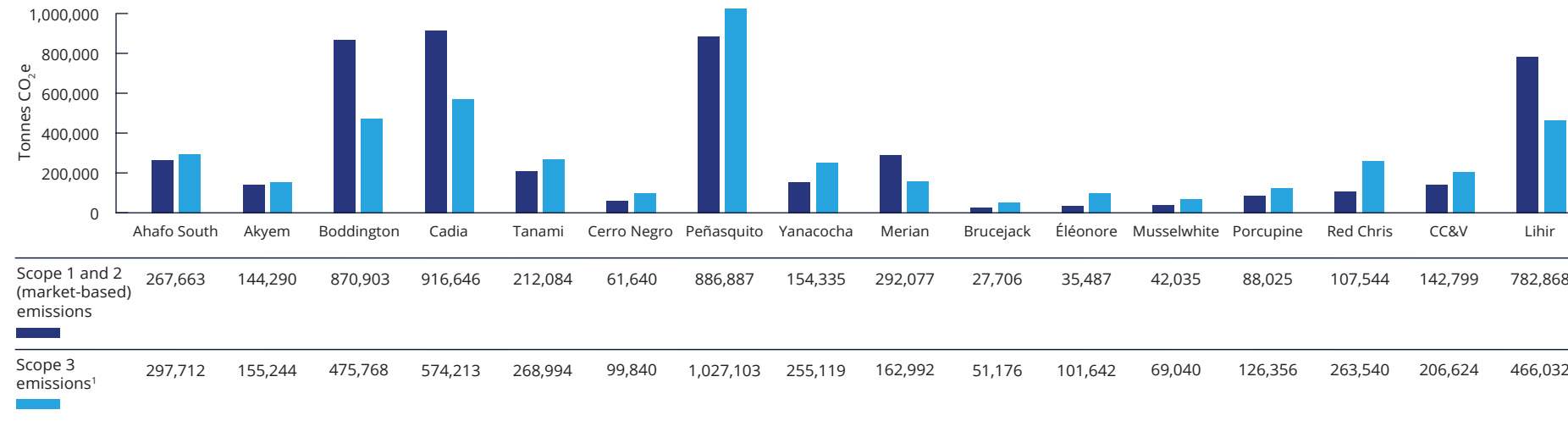
Our Scope 1 and 2 absolute GHG emissions increased by 8 percent compared to 2023, driven by increased electricity, diesel and natural gas consumption, primarily due to the resumption of full operations

at Peñasquito following a four-month long strike in 2023. This increase more than offset reductions in refrigerants.

Some sites, such as Boddington and Lihir, decreased their direct energy consumption and reduced emissions associated with diesel and used oil. Additionally, several sites reduced on-site waste disposal, which resulted in lower associated emissions. As part of our continuous improvement initiatives, we now include emissions from acetylene used in welding and maintenance activities in Scope 1.

For Scope 2, increased market-based electricity emission factors and higher electricity use resulted in increased emissions. However, excluding the Peñasquito strike impact, our 2024 Scope 2 emissions were lower than 2022. Renewable energy now accounts for 27 percent of our total purchased grid electricity, which is consistent with 2023.

2024 SITE LEVEL GLOBAL TOTAL GHG EMISSIONS BREAKDOWN



¹ 2,011,928 CO₂e of Scope 3 emissions associated with activities or spend not related to operating sites are excluded from the Scope 3 emissions shown in this graphic. This includes emissions from joint ventures, which Newmont reports in Scope 3 Category 15.

While our absolute Scope 1 and 2 GHG emissions increased in 2024, our energy and emissions intensities were stable compared to 2023.

In 2024, we advanced the evaluation and implementation of power purchase agreements (PPAs) to support our Scope 1 and 2 GHG emissions reduction efforts. Key activities at the following sites included:

- **Boddington:** We evaluated and negotiated the Collgar Wind PPA, which will supply 70 percent of the site's energy needs beginning in 2027. Additionally, we signed a memorandum of understanding to explore battery storage and solar opportunities at the Boddington substation.
- **Cadia:** The Rye Wind Park PPA began commercial operation in the second half of 2024, providing approximately 50 percent of the site's energy needs. We also advanced negotiations for additional PPAs. We highlight this agreement on [page 73](#).

- **Tanami:** In collaboration with our current energy provider, we continued to progress the Tanami energy study to develop renewable options that aim to provide around 40 percent of the site's energy needs.

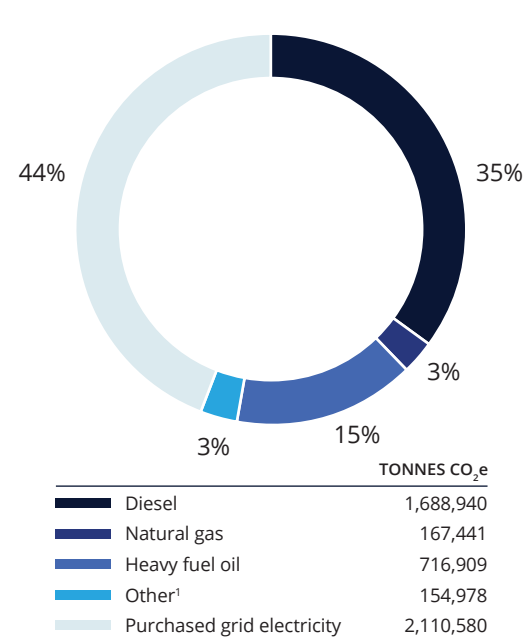
SCOPE 3

Our Scope 3 emissions increased by 9 percent from 2023, driven by higher fuel consumption (Category 3), supply transportation (Category 4), and increased business travel (Category 6). Emissions from our joint venture partner (Category 15) rose due to greater use of lime for acid neutralization and increased power consumption for operations.

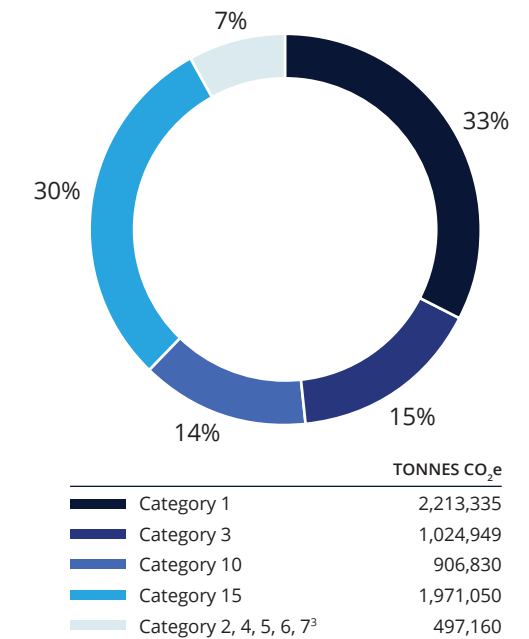
We continued to improve the accuracy of our Scope 3 reporting by shifting to supplier- and product-specific emission factors, particularly in Categories 1 and 10.

Further details about our 2024 energy use and GHG emissions performance by site and in prior years are available in the [2024 Performance Data tables](#).

2024 SCOPE 1 AND 2 EMISSIONS BY SOURCE



2024 SCOPE 3 EMISSIONS BY CATEGORY²

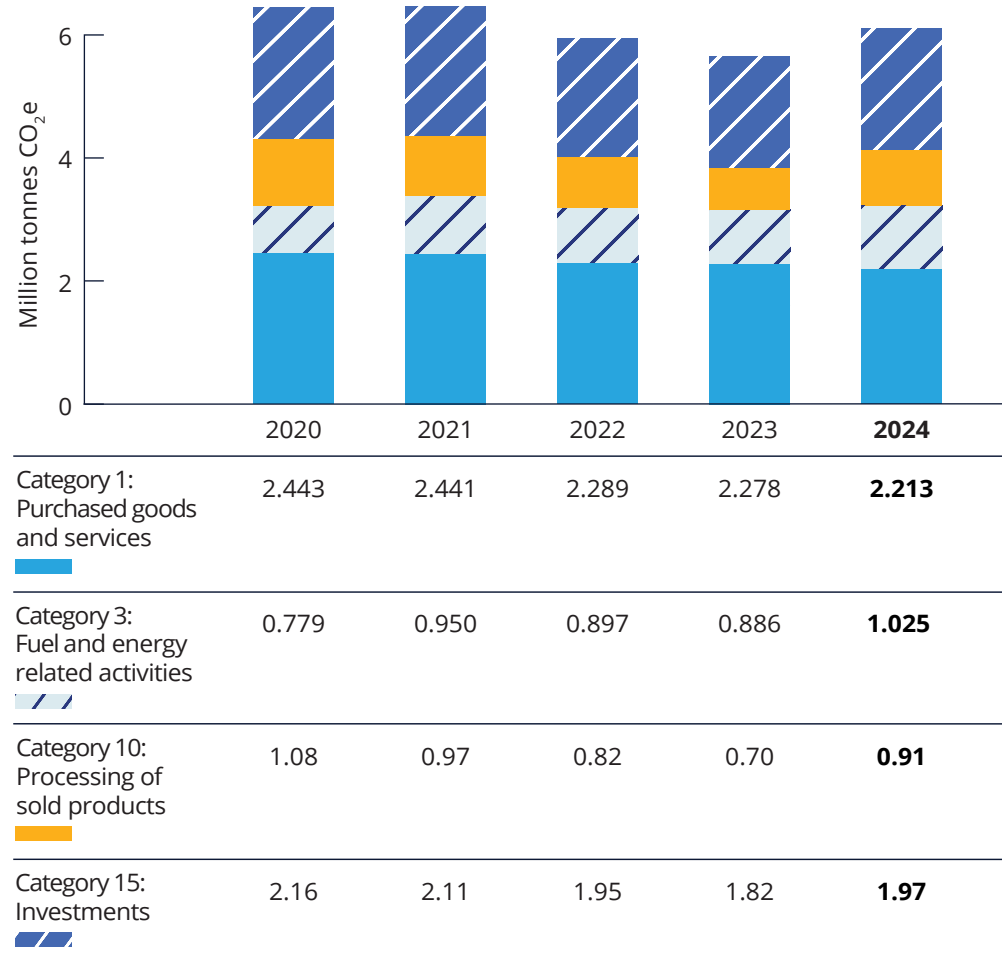


¹ 'Other' includes emissions from used oil, gasoline, propane, aviation fuel, acetylene and biodiesel, as well as process emissions, fugitive emissions and emissions from on-site waste disposal.

² Categories 8, 9, 11, 12, 13 and 14 have been assessed and deemed as not relevant to Newmont based on the relevance test set out within the GHG Protocol Corporate Accounting and Reporting Standard.

³ Categories 2, 4, 5, 6 and 7 include emissions associated with the following: capital goods, upstream transport and distribution, waste generated in operations, business travel and employee commuting.

TOP FOUR EMITTING SCOPE 3 CATEGORIES: TRAILING FIVE YEARS^{1,2}



¹ Categories 2, 4, 5, 6 and 7 make up the remaining portion of our Scope 3 emissions profile. Categories 8, 9, 11, 12, 13 and 14 have been assessed and deemed as not relevant to Newmont based on the relevance test set out within the GHG Protocol Corporate Accounting and Reporting Standard.

² The trailing year calculations include available data for the full calendar years from former Newcrest assets (acquired by Newmont in November 2023) that are still currently owned and operated by Newmont as of February 14, 2025. The current year and all trailing years remove data from Telfer (sold by Newmont on December 4, 2024) only.



OUR STORIES

POWERING AUTOMATION WITH CLEAN ENERGY AT CADIA

Newmont’s Cadia mine, located in New South Wales, Australia, is the country’s largest underground mine and a global leader in mining technology. It features one of the world’s most advanced underground automation networks, including the first-ever fleet of remotely controlled bulldozers. This system enhances operational efficiency and significantly improves safety for workers. However, its success relies on a stable and sustainable energy supply.

To meet this need, Cadia has prioritized renewable energy through power purchase agreements (PPAs). In 2020, Cadia signed a 15-year PPA with the Rye Park Wind Farm in New South Wales. Fully operational since mid-2024, today Rye Park supplies approximately 50 percent of Cadia’s electricity needs.

This agreement will reduce greenhouse gas emissions, support Newmont’s emissions reduction goals and help manage power costs, demonstrating the viability of renewables in large-scale mining.

Cadia also contributes to the clean energy transition. In 2022, the mine produced enough copper to manufacture nearly 21,000 three-megawatt wind turbines. Additionally, Cadia operates Australia’s only molybdenum processing plant, producing a critical mineral for the high-strength steel alloys used to construct wind turbines and components, such as gears, shafts and bearings.

OUR STORIES

WATER STEWARDSHIP

Access to clean and safe water is a fundamental human right, and responsible water management and stewardship are essential to upholding this right for surrounding communities. Newmont's Global Water Strategy helps us understand shared challenges, reduce risks and improve our water management performance. We also recognize the importance of water management and stewardship in nature-positive actions that contribute to the wellbeing and resilience of ecosystems and shared natural resources.



Photo: Body of water near Boddington, Australia

We measure the effectiveness of our water stewardship approach by monitoring several performance objectives. We also set public targets to improve water efficiency and advance water stewardship maturity.

Water Risks

We focus on understanding and mitigating risks in two main areas: watershed- and operational-based risks.

WATERSHED-BASED RISKS

As part of our Global Water Strategy, we annually assess water-related risks at the catchment level in areas where Newmont operates, considering factors such as baseline water stress, water quality, water governance and climate conditions. In 2024, we refreshed our water stewardship maturity and watershed risk assessment using the latest version of the [World Resources Institute \(WRI\) Aqueduct Water Risk Atlas](#). We also cross-referenced the results with the World Wildlife Fund Water Risk Filter (WWF WRF) where needed.

Baseline water stress measures the ratio of total water demand (i.e., domestic, industrial, irrigation and livestock uses) to available renewable water supplies (i.e., surface and groundwater sources and the impact of upstream consumptive water users and large dams on downstream water availability). Per the International Council on Mining and Metals (ICMM) Water Reporting guidance, sites with baseline water stress can be identified by baseline water stress indicator values equal to or greater than "high" (40–80 percent) or classified as "arid and low water use" when assessed using WRI Aqueduct.



➤

Read more about **Our Approach to Water Stewardship**, including details on our governance, risk, strategy and management approach.

Our latest analysis indicates:

- Two operations (CC&V and Yanacocha) are in a watershed classified as having high or greater baseline water stress.
- Two operations (Peñasquito and Tanami) are in arid watersheds with low water use.

Groundwater resources used to support Tanami operations are brackish to highly saline, and there are no known other beneficial uses of these resources. Groundwater abstraction for Tanami's operations is well below the sustainable yield and represents a very low percentage of the aquifer's total storage. As such, Tanami is not classified as a water-stressed site.

Cerro Negro, which was previously designated as a water-stressed site, now shows the watershed has low baseline water stress and low water depletion (WWF WRF data also indicates an area of low water depletion). However, because the area has limited water availability to meet operational demand – factors that may not be included in the WRI Aqueduct and WWF WRF indicators – it remains classified as a water-stressed site.

Yanacocha operates in two basins – the Pacific Basin, which has high or greater baseline water stress, and the East Basin, which has low baseline water stress. Interbasin water transfers are used to manage the risk of baseline water stress. The WWF WRF results for Yanacocha also indicate an area of low water depletion. As such, Yanacocha is not designated as a water-stressed site.

Therefore, three sites – CC&V, Cerro Negro and Peñasquito – are classified as water-stressed.

In addition to assessing baseline water stress, we refreshed our watershed-based risk assessment for water quality, excess water and watershed challenges. The water quality assessment focused on water quality suitability for beneficial uses (e.g., domestic, agricultural, industrial or environmental). The excess water assessment included WRI Aqueduct data on seasonal and interannual variability, as well as riverine flood risk. The watershed challenges assessment examined threats related to governance regime (i.e., policy and regulations) and access to water and sanitation.

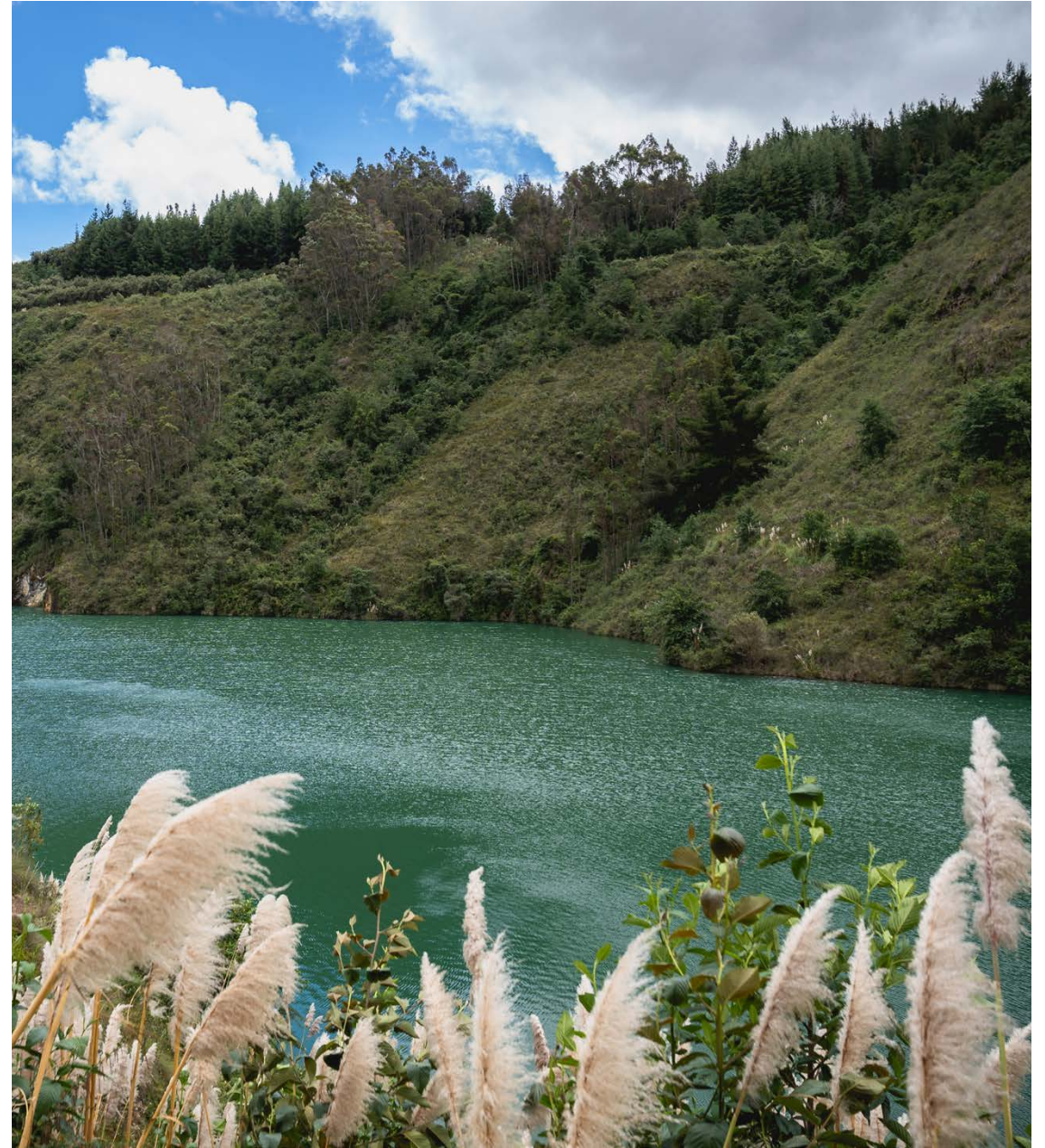


Photo: Yanacocha, Peru

WATERSHED-BASED RISKS



¹ Main water supply sources are defined as groundwater (GW), surface water (SW), sea water (CW) and municipal/third-party water (MW). Precipitation inputs to operations are not identified as surface water supplies for this figure.

² Baseline water stress as defined by WRI Aqueduct and adjusted per the narrative.

³ Baseline water stress does not consider interannual variability. Interannual variability can also increase the risk of water stress. For example, Boddington can have years of baseline water stress in dry years or excess water in wet years, but overall it is not considered to be situated in a watershed with high or greater baseline water stress.

⁴ The Tanami desert experiences seasonal flooding attributable to cyclonic and tropical low precipitation and topography. Road access may be disrupted. Tanami was previously considered a water-stressed site. However, beginning with the 2024 reporting period, Tanami is no longer designated as a water-stressed site, and, as such, the “water stress” water risk designation has been removed from our Watershed-based Risks map.

⁵ Portions of Yanacocha are located in water-stressed areas, while other portions are not, and the risk of water stress is managed through water transfer between areas.

Legend

Main Water Supply¹

- SW Surface Water
- GW Groundwater
- MW Municipal Water
- CW Sea water

Water Risk

- Water Stress²
- Water Quality
- Excess Water
- Watershed Challenges

OPERATIONAL-BASED RISKS

In 2024, each operating site conducted quarterly reviews of water risk critical controls, and we carried out a water risk audit at Peñasquito. The reviews identified key opportunities for improvement in managing water risks, including:

- Updating water management plans and water balance models to meet standards.
- Developing and monitoring performance metrics for water quantity and water quality.
- Implementing and maintaining barriers, detection and recovery systems to better manage seepage and sediment.
- Engaging with stakeholders to align on changing regulations and expectations, and improving the documentation of stakeholder expectations, commitments and requirements.

Water Management Performance

Transparency around our water management performance is one of the pillars of our Global Water Strategy. To more accurately represent our water stewardship progress, we recalculated historical water balance and public target data to reflect our 2024 portfolio. This includes full-year 2024 data for assets acquired in the November 2023 Newcrest transaction that remained owned and operated by Newmont through the end of 2024. We will update our baseline again in 2025 to reflect the portfolio changes occurring during that year.

WATER BALANCE

Newmont’s total water withdrawals (including operational and other managed water) increased by 9,470 megaliters (ML), or 2 percent, compared to the previous year, while water discharges decreased by 2,223 ML, or 1 percent. As a result, overall water consumption rose by 11,693 ML, or 9 percent, compared to 2023. The increase in consumption was primarily due to Peñasquito returning to normal operations following a 2023 strike, Boddington refilling a reservoir that underwent repairs in the prior year, and Merian restoring volumes in its tailings storage

facility after a draw down in 2023. The percentage of water recycled or reused was 71 percent.

PUBLIC TARGETS

We set a public target for all sites to reduce water consumption by more than 5 percent from the 2018 baseline. Sites in water-stressed areas aim to reduce water consumption by at least 10 percent to manage operational risk and enhance water stewardship.

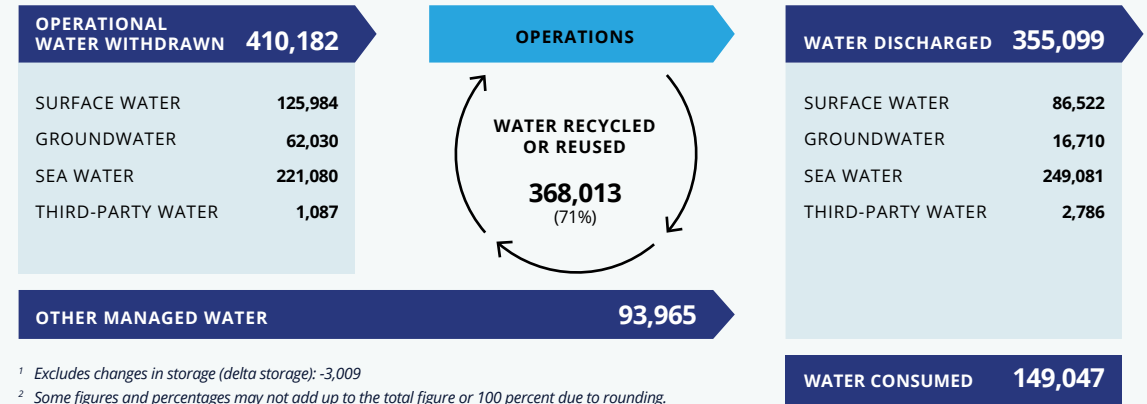
In 2024, water consumption across our operating sites decreased by 7 percent compared to the 2018 baseline. The percentage of water recycled increased to 71 percent in 2024, up from 65 percent in 2018, supporting our water efficiency targets. Water intensity per gold equivalent ounce (GEO) increased by 3 percent, while water intensity per tonne of ore processed decreased by 5 percent compared to 2018.

At the three operating sites identified as having a risk of water stress (CC&V, Cerro Negro and Peñasquito), combined water consumption was 17 percent lower compared to 2018, primarily due to continued water efficiency activities. Water recycling rates improved from 75 percent to 80 percent, the water intensity per GEO decreased by 26 percent and water intensity per tonne of ore processed decreased by 16 percent compared to 2018.

The year-on-year increase in water consumption at our water-stressed sites from 2023 to 2024 is largely attributable to the return to normal operations at Peñasquito, which experienced a four-month strike in 2023.

We are committed to continuing efforts to improve water efficiency, reduce water intensity and meet our reduction targets. This includes increasing the use of lower-quality water sources and increasing the quantity and quality of the water discharged back to the environment where possible. For 2025, all Newmont sites will aim to achieve continuous improvement in water efficiency according to a site-specific water target. We will measure improvements in water efficiency as water intensity per tonne of ore processed as compared to the prior year and as compared to the average water intensity of the previous five years.

NEWMONT 2024 WATER BALANCE^{1, 2} – ALL SITES
MEGALITERS (ML)



¹ Excludes changes in storage (delta storage): -3,009
² Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Definitions for Water Balance Graphic:

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

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).

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

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

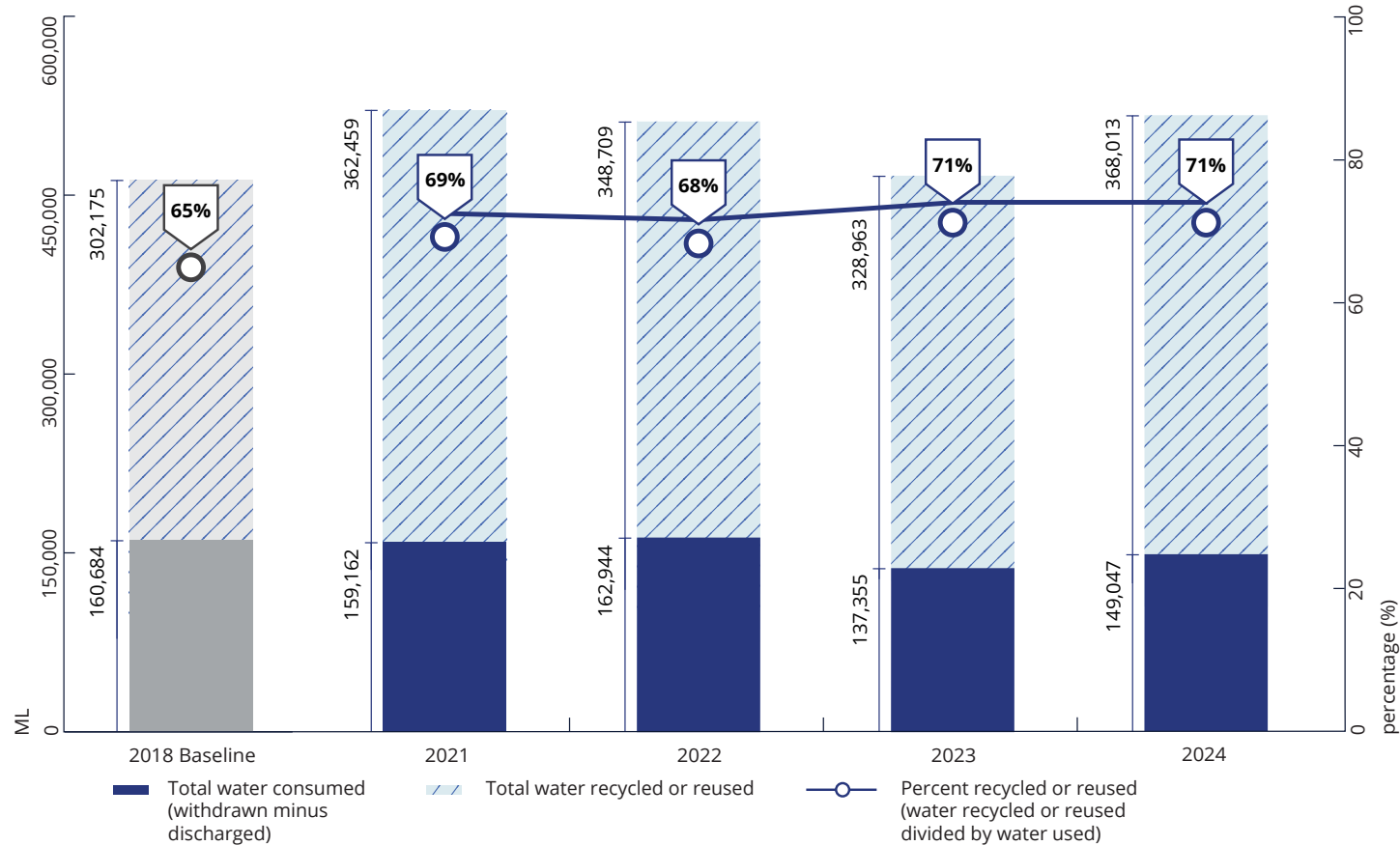
Water consumed – The sum of all water that has been withdrawn, including operational water and other managed water, and not released back to surface water, groundwater, sea water or a third party.

Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM’s definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition was 127,461 ML in 2024.)

WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED¹
MEGALITERS (ML)

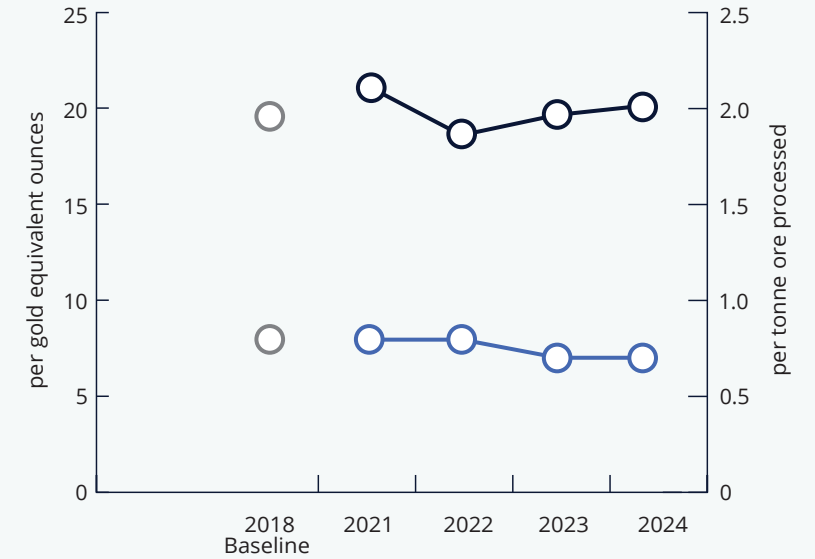


¹ For comparability purposes and to more accurately represent our water stewardship progress, we recalculated the trailing year data shown within the water graphics to reflect our 2024 portfolio. This includes full-year 2024 data for assets acquired in the November 2023 Newcrest transaction that remained owned and operated by Newmont through the end of 2024. Note that the trailing year values presented here differ from those reported in our [2024 Performance Data](#) water stewardship tables due to differences in portfolios.

² Water intensity by Gold Equivalent Ounces (GEO) is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our [2024 Form 10-K](#), adjusted to match the reporting boundary of our 2024 Sustainability Report.

³ Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2024 Regional Operating Statistics, adjusted to match the reporting boundary of our 2024 Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

WATER INTENSITY: TRAILING FIVE YEAR DATA¹



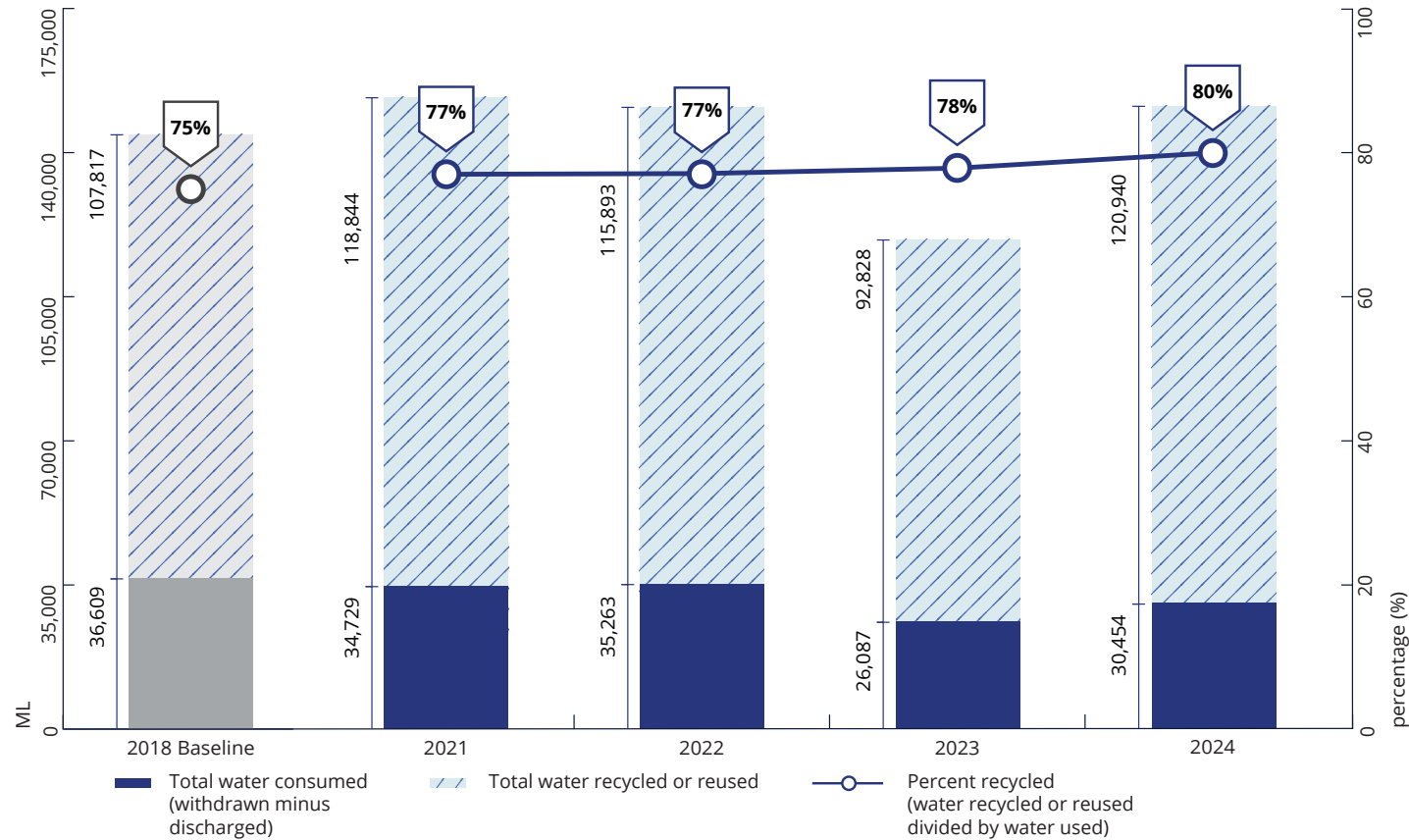
Water consumed (ML) / GEO (thousands) ²	19.6	21.1	18.7	19.7	20.1
Water consumed (ML) / tonne of ore processed (thousands) ³	0.8	0.8	0.8	0.7	0.7

Read more about each site's water data in the [2024 Performance Data tables](#).



SITES IN WATER-STRESSED AREAS SUMMARY¹

MEGALITERS (ML)

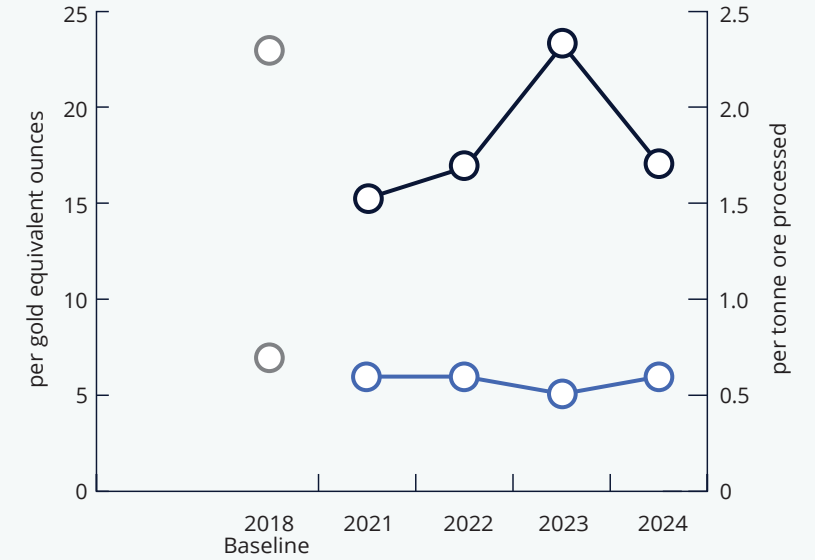


¹ Our Tanami site was previously considered a water-stressed site. However, based on our 2023 analysis of catchment-level risks at our operations (considering baseline water stress, water quality, water governance and climatic conditions) using the latest version of the World Resources Institute (WRI) Aqueduct Water Risk Atlas, Tanami was determined to no longer be designated as a water-stressed site. For comparability purposes and to more accurately represent our water stewardship progress, we recalculated the trailing year data shown within the water graphics to exclude Tanami operations data. Note that the trailing year values presented here differ from those reported in our [2024 Performance Data](#) water stewardship tables due to differences in portfolios.

² Water intensity by Gold Equivalent Ounces (GEO) is represented as the volume of water consumed (ML) per thousand GEO. The GEO figure includes total produced and co-product GEO as defined in our [2024 Form 10-K](#), adjusted to match the reporting boundary of our 2024 Sustainability Report.

³ Water intensity by ore processed is represented as the volume of water consumed (ML) per tonne of ore processed. The tonnes of ore processed is based on the operational statistics defined in our Full Year & Fourth Quarter 2024 Regional Operating Statistics, adjusted to match the reporting boundary of our 2024 Sustainability Report. Beginning in 2022, our water intensity metric for tonnes of ore processed was updated from only including ore milled to including both ore milled and leached, to more accurately represent total water intensity for all ore processed at the site.

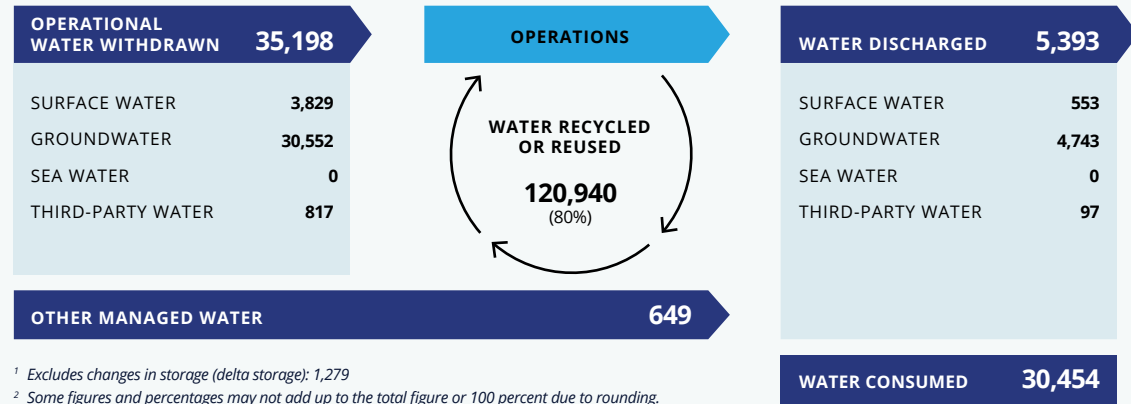
WATER INTENSITY: TRAILING FIVE YEAR DATA¹



Water consumed (ML) / GEO (thousands) ²	2018 Baseline	2021	2022	2023	2024
Water consumed (ML) / tonne of ore processed (thousands) ³	0.7	0.6	0.6	0.5	0.6

Read more about our water management performance in the [2024 Performance Data tables](#).

NEWMONT 2024 WATER BALANCE^{1,2} – SITES IN WATER-STRESSED AREAS
MEGALITERS (ML)



Definitions for Water Balance Graphic:

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

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).

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

Water discharged – Water that is released to the water environment (e.g., surface water,

groundwater or sea water) or to a third party, including operational water and other managed water.

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, sea water or a third party.

Total consumption = Total withdrawal (including operational water and other managed water) – Total discharge

Water in storage is not identified as having a significant water-related impact, therefore total consumption is not adjusted for changes in water storage.

(ICMM’s definition of consumption includes water that is removed by evaporation, entrainment or other losses. Consumption based on ICMM definition for sites in water-stressed areas was 28,121 ML in 2024.)

Water Stewardship Performance

Our 2024 public water stewardship target required each site to complete actions that contribute to collective water management, focusing on improving the quality and supply of water. These actions include participation in multi-stakeholder watershed governance bodies such as our site-based community participatory monitoring programs.

In 2024, eight out of 16 sites met or mostly met the target, completing 121 of 172 (around 70 percent) of their actions. Resource constraints, supply chain delays and reprioritization led to many of the remaining actions being deferred to 2025, while 19 actions were canceled as they were no longer deemed relevant.

Additionally, we refreshed our water stewardship maturity assessment in 2024 using the ICMM’s [Water Stewardship Maturity Framework](#), which was released in late 2023. As part of this process, we conducted workshops at all sites not part of the Company’s planned divestitures. Along with the refreshed watershed risk assessment and operational water risk and critical control reviews, the water stewardship maturity update helped sites develop more meaningful context-informed water stewardship action plans for 2025.

Other key activities in 2024 to advance our water stewardship approach included:

- **Water governance** – As part of our revised operating model, we began identifying site water leaders and regional water planners for the sites acquired in the November 2023 Newcrest transaction. The planners work alongside site water teams and collaborate with our Technical Services and Environment teams to update and refine water balances and management plans. Additionally, we continued revising our Water Management Standard to integrate the latest scientific findings and water quality criteria for various beneficial uses. This update aims to minimize downstream and downgradient impacts while reducing long-term water management liabilities.
- **Integrating climate change into water balances** – We continued our strategic partnership with Piteau Associates to develop standardized, industry-leading water balance models for all our sites. This partnership leverages our work with the National Center for Atmospheric Research (NCAR) to incorporate climate projections into site water balance models.
- **Water dashboards** – We expanded the use of water dashboards, which provide greater visibility into site performance and track progress against internal and external metrics. As of the end of 2024, Ahafo South, Boddington, Cerro Negro, Merian and Yanacocha had these dashboards in place, up from two sites at the end of 2023.

- **Best practices** – As active participants in the ICMW Water Working Group, Newmont supported the following initiatives:
 - In collaboration with the ICMM and International Network for Acid Prevention (INAP), we helped develop a new resource to support the implementation of INAP’s highly regarded Global Acid Rock Drainage (GARD) Guide. This tool assists non-specialist audiences in mining operations and is expected to be published in early 2025.
 - We submitted our 2023 water reporting for review, meeting our commitment as an ICMM member to public water reporting by 2024. The review determined that our reporting fully conforms to ICMM’s [Water Reporting Good Practice Guide](#).
- **Thought leadership** – At the 2024 International Conference on Acid Rock Drainage conference, Newmont presented advanced extraction methods using cobalt cyanide as a tracer to detect the presence of process water and treatment options for managing process water containing cobalt cyanide. Newmont representatives also participated in the Water in Mining Global Summit and the British Columbia Mine Environment Neutral Drainage (BC MEND) conference.

- **Machine learning** – We launched a machine learning R&D project aimed at improving our ability to predict water toxicity and relate watershed vegetation to water security.
- **Building skills and capacity** – The Global Water Strategy team met six times in 2024 to discuss global programs and site updates and share lessons learned. We also worked with sites to identify areas for improvement and continue to support competency-building, mentoring and communication. In partnership with Piteau, we launched a new training program on water balance development across our sites.

Key water stewardship activities at our operating sites are described in the following table.

WATER STEWARDSHIP ACTIVITIES IN 2024

Country	Site	Activities
ARGENTINA	Cerro Negro	Carried out a river catchment cleanup of the Fenix River in collaboration with the community of Perito Moreno.
		Revised water balance to meet Newmont requirements, updated water management plan and developed a water dashboard.
		Developed performance metrics for groundwater quality around the tailings storage facility.
AUSTRALIA	Boddington	Renewed our long-standing Hotham-Williams River and Tributaries Natural Resource Management and Conservation Project partnership with Peel Harvey Catchment Council (PHCC). The renewal focuses on the next stage of the River Action Plan, which includes restoration work on four of eight priority areas within the Harvey Williams Catchment.
		Engaged year 9 and 10 science students from Boddington District High School in environmental monitoring at the Hotham River. Under the guidance of specialist ecologist consultants, the students had the opportunity to observe and actively participate in river health surveys.
		Completed remediation of a major water storage dam to address facility stability concerns and restore water security for the operation.
		Completed a 10-year review of fish demographic studies, conducted targeted surveys of freshwater cobbler and assessed the impact of water abstraction on the ecological water requirements of the Hotham River.
	Cadia	Revised water balance to meet Newmont standards and completed water dashboard development.
		Initiated a revision of the water balance in collaboration with Piteau Associates and began developing a water dashboard.
Tanami	Updated the water management plan.	
		Revised water balance to meet Newmont standards, updated water management plan and initiated water dashboard development.

WATER STEWARDSHIP ACTIVITIES IN 2024

Country	Site	Activities
CANADA	Brucejack	Implemented explosives best management practices to improve source control for nitrogen species.
	Éléonore	Continued the participatory monitoring program with the Cree community.
	Musselwhite	Continued in-person Environmental Working Committee meetings, water blessing ceremonies, and participatory monitoring with members from First Nations communities and Musselwhite personnel.
		Conducted a two-day environmental training session for 12 community members, focusing on the environmental management system at Musselwhite. The training covered surface water, groundwater and monitoring of fish and benthic organisms. It included both classroom and field components, with visits to the tailings, water treatment facilities, groundwater monitoring network and waste rock facility. Additionally, the training coincided with the annual fall aquatic study, during which aquatic biologists demonstrated fish tissue sampling and data collection techniques used to assess the health of fish populations in the surrounding lakes.
	Advanced complex models of tailings facility hydrogeology and geochemistry, along with the development of monitoring instrumentation, to support closure planning.	
	Developed performance metrics for groundwater quality.	
	Implemented a new underground pump and solids removal station to improve water recycling.	

WATER STEWARDSHIP ACTIVITIES IN 2024

Country	Site	Activities
CANADA	Porcupine	Continued to collaborate with local watershed organizations (Mattagami Region Conservation Authority and Friends of the Porcupine River Watershed, among others), regional authorities, and other water users via the Porcupine Watershed Public Liaison Committee; shared meteorological and drone survey data to support watershed planning, manage beaver activity in shared waterways, improve collective understanding of the watershed and identify stewardship opportunities.
		Engaged daily with representatives from First Nations communities on inspections, sampling events and reporting. The representatives provide regular reports to their communities.
		Developed a machine learning application to predict and proactively mitigate water quality impacts from tailings storage facility seepage.
		Conducted a pilot of advanced water treatment technology to improve discharge quality from the Dome site.
	Red Chris	Advanced the implementation of a tailings thickener to reduce consumptive losses of water to tailings entrainment and reduce seepage.
GHANA	Ahafo North	Inaugurated two boreholes at the Nkubesa cluster of hamlets near Tanoso, a community in the Tano North Municipality. These boreholes will supply clean, high-quality water to households in the community for domestic and other needs. The initiative is part of the project's impact management plan, aimed at mitigating potential risks associated with the development of the Ahafo North mine by providing an alternative source of drinking water to communities that depend on surface water downstream of our operations.

WATER STEWARDSHIP ACTIVITIES IN 2024

Country	Site	Activities
GHANA	Ahafo South	<p>Participated in board meetings and coordinated on selecting activities from the Integrated Water Resources Management Plan to be funded for 2024 and 2025 under the memorandum of understanding with the Water Resources Commission, on behalf of the Tano Basin Board (TBB).</p> <p>Funded community awareness campaigns focused on water resource management.</p> <hr/> <p>Progressed stakeholder engagement for the Dry Season Irrigation (DSI) project with traditional authorities and community members; formed six farmer-based organizations (FBOs) and trained farmers and youth groups to operate the irrigation facility; provided compensation for permanent structures and conducted pacification rites; commenced construction on the facility in December 2023 (completion is expected in 2025).</p> <hr/> <p>Completed two deep wells to support community water supply at OLA resettlement (Kenyasi) and Gyedu communities.</p> <hr/> <p>Completed the reduction of the operating volume of the water storage facility and erected a fence around it to prevent unauthorized access and reduce risk to nearby communities.</p>
	Akyem	<p>Commissioned a cyanide destruction treatment plant to treat excess water from the tailings storage facility, returning more high-quality treated water to the environment.</p> <hr/> <p>Advanced procurement of additional mobile water treatment capacity to manage future water balance conditions.</p> <hr/> <p>Engaged with the Pra Basin Board (PBB) to authenticate the memorandum of understanding, which will govern our collaboration and implementation of watershed action plans.</p>
MEXICO	Peñasquito	<p>Revised water balance to meet Newmont standards and updated water management plan.</p> <hr/> <p>Advanced complex models of tailings facility hydrogeology and geochemistry, as well as instrumentation for monitoring to support closure planning.</p>
PAPUA NEW GUINEA	Lihir	Updated water management plan.

WATER STEWARDSHIP ACTIVITIES IN 2024

Country	Site	Activities
PERU	Yanacocha	<p>Partnered with the Provincial Municipality of Cajamarca, National University of Cajamarca, ALAC, SEDACAJ, ANA and JASS on the "Water for Cajamarca" program, aimed at improving access to drinking water through infrastructure projects and health and environmental education. The program includes eight tubular wells benefiting around 70,000 people in Cajamarca, along with five water storage reservoirs in rural areas. The program received the Aguafondo Water Responsible Company Seal and won the Technical Works contest at the AGROMIN2024 agromining convention. In 2024, the partnership inaugurated the Qhapac Ñan tubular well to supply drinking water to more than 20,000 people.</p> <hr/> <p>Signed an inter-institutional cooperation agreement for the development of the Chonta Dam. This collaboration among government, private institutions and civil society marks a significant step toward a project that will store 44 million cubic meters of water, ensuring water availability in Cajamarca and supporting agricultural business growth.</p>
	Merian	<p>Completed additional trials to assess the effectiveness of flocculation and vetiver mats within stormwater management infrastructure to improve discharge quality.</p> <hr/> <p>Improved quantification of potable water volumes used throughout the site by installing additional flow meters.</p> <hr/> <p>Organized on-site engagements with watershed stakeholders to enhance understanding of water management and stewardship and align on common water challenges.</p> <hr/> <p>Initiated a collaboration with the Anton de Kom University of Suriname to support watershed investigations and studies through a memorandum of understanding.</p> <hr/> <p>Developed performance metrics for groundwater quality near the tailings storage facility.</p>
U.S.	CC&V	<p>Continued participation in the Colorado Water Conservation Board Arkansas Basin Roundtable meetings and the Colorado Department of Public Health and Environment Water Quality Control Division stakeholder meetings.</p> <hr/> <p>Conducted ongoing engagement with Trout Unlimited on the upper Arkansas River Watershed.</p>

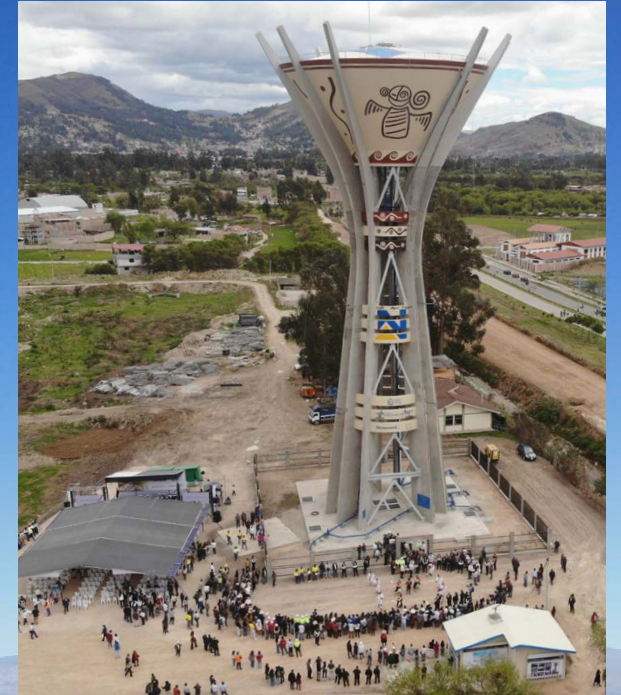
OUR STORIES

YANACOCA PARTNERS TO ADDRESS WATER SUPPLY CHALLENGES IN CAJAMARCA

In October 2024, the Qhapac Ñan tubular well was inaugurated, marking a significant milestone in addressing the water supply challenges in Peru's Cajamarca region. This project, developed through a collaboration that includes Newmont's Yanacocha operation, the Provincial Municipality of Cajamarca and the drinking water and sanitation service provider (SEDACAJ), will benefit over 20,000 residents. The well marks the first of four planned systems of wells and elevated tanks for the city.

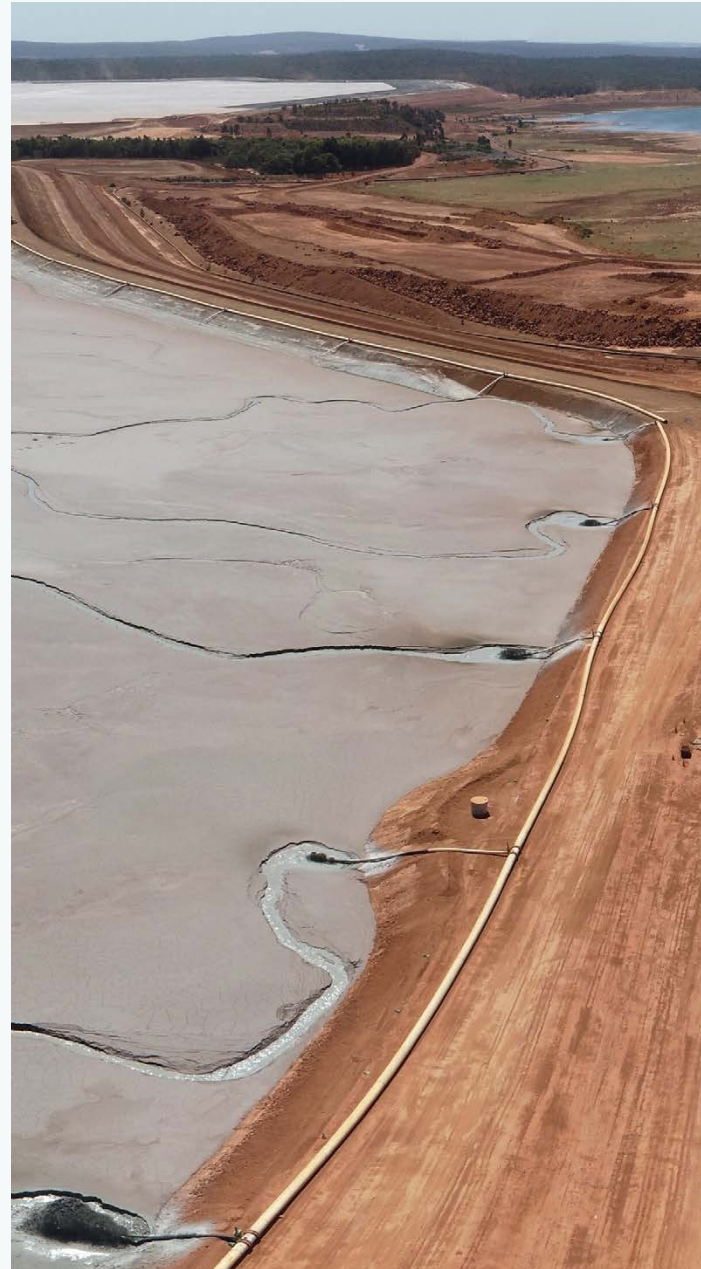
Although the Cajamarca region experiences abundant rainfall in the rainy season, insufficient infrastructure has hindered the efficient storage and distribution of water year-round. Rising demand, combined with climate change, has increased pressure on surface water sources, which are inadequate during the dry season to meet the city's needs.

The Qhapac Ñan tubular well, part of the broader "Water for Cajamarca" initiative, showcases modern water infrastructure. It combines advanced technology to efficiently extract water from deep underground sources with a design that honors the Cajamarquino Tripod, a cultural symbol of the region. Along with the other three planned systems in Ajoscancha, Huacariz and Chontapaccha, these projects will reduce the city's water supply gap by 90 percent by 2026, ensuring a more reliable and continuous water source for residents.



TAILINGS MANAGEMENT

To safeguard human health and the environment, it is crucial to effectively manage tailings, a waste produced by mining and mineral processing activities. Newmont is dedicated to implementing best practices for the responsible management of all wastes.



Our commitment extends to implementing the Global Industry Standard on Tailings Management (GISTM) and achieving the goal of zero harm to people and the environment. We are aligned with the International Council on Mining and Metals (ICMM) in our commitment to end catastrophic tailings dam failures through engagement with peer companies, industry associations, governments and communities. Our focus is on the safe management of tailings facilities, maintaining emergency preparedness and response capability, and supporting recovery efforts in the event of a failure.

Newmont is dedicated to responsible tailings management for the wellbeing of our workers, communities and stakeholders. The GISTM is one of the key tools we use to guide and enhance our tailings management practices.

Photo: Boddington, Australia



Our Approach to Tailings Management

Read more about **[Our Approach to Tailings Management](#)**, including details on our governance, risk, strategy and management approach.

Tailings Management Performance

Our commitment to responsible tailings management focuses on continuous improvement to enhance operational excellence.

Key activities in 2024 included:

- **Updated guidelines and standards** – We updated our tailings storage facility (TSF) Critical Control Report (CCR) Guideline, expanding the critical control categories.
- **Emergency and crisis response** – We conducted drills using our Rapid Response crisis management system to test the emergency response plans (ERPs) for each site with priority TSFs. Insights from the drills were incorporated into action plans to further improve our ERPs and Rapid Response system.
- **Internal capacity building** – In February 2024, we held an in-person Tailings Summit, bringing together the Responsible Tailings Facility Engineer/Persons and key tailings management personnel from various functions. The event focused on the governance and technical aspects that are designed to prevent catastrophic tailings failures, drawing insights from lessons learned and case studies.

- **Third-party, independent reviews** – We held Independent Tailings Review Board (ITRB) meetings at our operations with tailings facilities, advanced-stage projects and most of our significant legacy sites (i.e., those with the most significant consequence classification). Launched at five Newmont sites in 2018, the ITRB program now includes over 20 sites.
- **Risk assessments** – Our Corporate Tailings and Dams Team continued to conduct ongoing risk assessments for all sites with tailings facilities. These reviews inform design, address potential failure modes, minimize risks and establish our tailings risk profile baseline.
- **Marine environmental impact assessment** – Our Lihir operation completed a five-year update to its marine environmental impact assessment and plans to share the results with stakeholders in 2025.
- **Industry collaboration** – Key activities in 2024 included:
 - **Society for Mining, Metallurgy & Exploration (SME)** – As part of our partnership with SME, Newmont co-sponsored a webinar series based on SME's *Tailings Management Handbook: A Lifecycle Approach*. We also co-sponsored an SME documentary on tailings, released in April 2024, featuring employees from our Ghanaian operations and corporate tailings team at our Akyem operation during an ITRB meeting. The documentary aims to engage employees and local stakeholders by explaining what tailings are, how we mitigate and manage their environmental and community impacts, and the importance of ongoing stakeholder engagement throughout a tailings facility's lifecycle.

- **GeoStable Tailings Consortium** – As participants in the GeoStable Tailings Consortium, we held a workshop to begin trialing guidelines for geostable tailings solutions at our Peñasquito operation.
- **ICMM** – We actively participated in the ICMM Tailings Management Working Group and Tailings Reduction Working Group. We continued to support the ICMM in its collaboration with PRI and UNEP to establish the independent Global Tailings Management Institute (“the Institute”). The purpose of the Institute is to oversee the implementation of, and conformance with, the GISTM and will play a central role in the process to independently assess company conformance with the GISTM. In September, we participated in the MIT Global Summit on Mine Tailings Innovation, a collaboration between ICMM and MIT, where we presented on Newmont’s tailings reduction initiatives.
- **BGC Engineering** – We are collaborating with BGC, an international applied earth sciences consulting firm, to develop a machine learning application for estimating tailings facility bathymetry from remote satellite imaging.

CONFORMANCE TO THE GISTM

Following the August 2023 release of our [external disclosures](#) and [self-assessment](#) for GISTM conformance at our priority tailings storage facilities (TSFs) classified as a “very high” or “extreme” consequence, we began the next phase of work. This phase focuses on integrating the tailings facilities acquired in November 2023 as part of the Newcrest transaction and conducting self-assessments for more than 50 non-priority TSFs – those with a classification of “low,” “significant” or “high” under the GISTM – to meet the August 2025 conformance commitment.

As part of the process, we are also reassessing the priority facilities evaluated in 2023 to track progress on addressing any identified gaps.

We annually review and update our GISTM conformance self-assessments and tailings disclosure. The GISTM disclosures published by Newmont in 2024 and Newcrest in July 2023 are available on our [website](#).

TAILINGS FACILITIES INVENTORY STATUS

As of December 2024, Newmont’s inventory of tailings facilities included 23 active, 28 inactive and 42 reclaimed and closed facilities.

Notable changes in facility status and consequence classifications from 2023 include:

- Six facilities (two active and four inactive) at Telfer were removed following the divestiture of the operation to Greatland Gold plc in December 2024. In line with the GISTM requirements, we made our best effort to assess and take into account the acquirer’s ability to maintain conformance with GISTM throughout the lifecycle of the tailings facilities.
- In accordance with the GISTM, some facilities’ consequence classifications were changed due to updated risk assessments, breach analysis and inundation mapping.

Further details on our tailings inventory are included on our [website](#).

The graphic features a thumbnail of a factsheet titled "Deep Sea Tailings Placement: An option for tailings disposal" with a Newmont logo. To the right of the thumbnail, there is a call to action: "For more details on marine tailings placement, refer to our [Deep Sea Tailings Placement Factsheet](#)."

TAILINGS FACILITY INVENTORY AT NEWMONT OPERATIONS¹



¹ At our Lihir operation in Papua New Guinea, tailings are managed through [deep sea tailings placement](#), which does not qualify as a tailings storage facility under Newmont's or the GISTM definitions.

BIODIVERSITY AND NATURE

Nature includes all life on earth (i.e., biodiversity) plus inanimate components (i.e., geology, water and climate) across four key areas – land, fresh water, ocean and atmosphere. Newmont recognizes the interconnection among people, climate and nature and how it is essential for human health, wellbeing and economic stability. Nature Positive is a global society goal to halt and reverse nature loss by 2030 (on a 2020 baseline) and achieve full recovery by 2050. To contribute to Nature Positive, Newmont is committed to achieving No Net Loss of Key Biodiversity Values (KBVs) from mine-related activities.

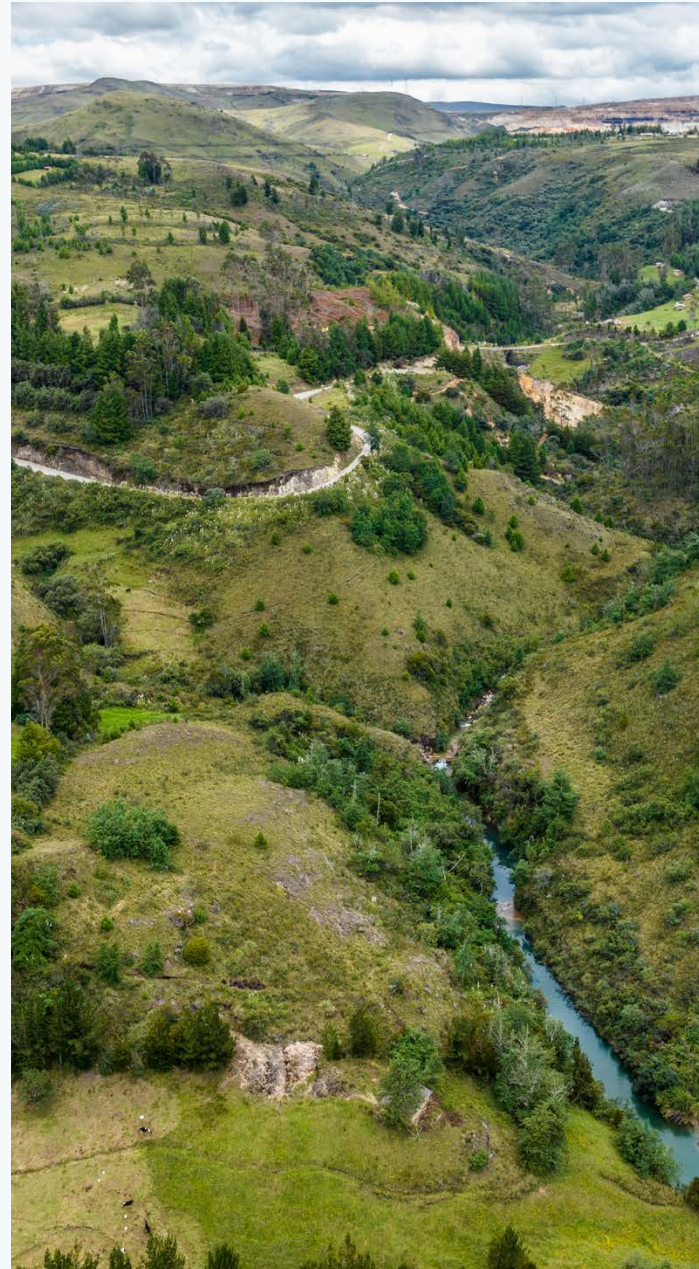


Photo: Yanacocha, Peru

We monitor several metrics to support our No Net Loss commitment and drive progress toward achieving nature-positive outcomes.

Biodiversity Management Performance

As a member of the International Council on Mining and Metals (ICMM), Newmont supports its [Nature Position Statement](#), which was finalized in January 2024. The statement aligns with the UN Kunming-Montreal Global Biodiversity Framework (GBF), developed at the 2022 Conference of the Parties (COP15) to the Convention on Biological Diversity. It focuses on the following nature-positive actions to halt global impacts on habitats and species:

- Achieving No Net Loss or a net gain of biodiversity by completion of closure.
- Mapping all nature risks and opportunities across the value chain by 2030.
- Disclosing material nature-related impacts, dependencies, risks and opportunities for priority operations by 2026.

In 2024, Newmont committed to being an early adopter of the Taskforce on Nature-related Financial Disclosures (TNFD). This framework provides guidelines for disclosing nature-related risks and opportunities and requires the establishment of metrics and targets for nature.



➤

Read more about [Our Approach to Biodiversity](#), including details on our governance, risk, strategy and management approach.

In the first phase of implementing the TNFD, we applied the “Locate, Evaluate, Assess, Prepare” (LEAP) framework to identify our interactions with nature and prioritize areas where we operate. Key actions included:

- **Locate** – We developed a priority-setting matrix to assess which nature-related factors, across all four realms of nature, require immediate attention and action.
- **Evaluate** – We assessed Newmont’s dependencies on nature and the impacts of our operations using guidance from the Science Based Targets Network (SBTN) and the [Exploring Natural Capital Opportunities, Risks and Exposure](#) (ENCORE) tool. This evaluation will be updated as needed to reflect changes in our future operations.
- **Assess** – We will engage with priority sites and business units to validate nature-related risks and opportunities.
- **Prepare** – In 2025, we will continue setting targets and preparing for TNFD disclosure, which will begin in 2026.

In alignment with the ICMM Nature Position Statement and the TNFD guidelines, we began developing a Nature Positive approach in 2024. This work represents a shift toward a long-term approach to managing land and closure activities, requiring significant cross-functional collaboration and alignment across strategies, including:

- Reviewing and consolidating nature-related risks from direct operations and assessing value chain risks.
- Documenting existing governance mechanisms and proposing enhancements to align with our Nature Positive approach.

- Analyzing and mapping co-benefits (i.e., understanding how primary objectives, such as wetland restoration, might have other positive impacts like improved water quality) and ranking nature-related projects.
- Updating our [Biodiversity Management Standard](#) to incorporate the latest developments in nature conservation.

No Net Loss Actions

We use a systematic method, supported by independent experts, to measure our progress toward achieving No Net Loss. This process focuses on the four sites where we use offsets to meet our No Net Loss commitment. Our methodology uses information and data collected during the closure planning process, including total disturbance footprint and designated rehabilitated areas, to accurately capture costs in our business plans. As part of Newmont’s participation in the ICMM’s Nature Working Group, we helped develop the [Achieving No Net Loss](#) guidance, which was finalized in early 2025. Assessments for operations acquired through the November 2023 Newcrest acquisition are still ongoing and are not yet included.

To further support our No Net Loss efforts, we partner with the International Union for the Conservation of Nature (IUCN), a leading NGO focused on conservation. In 2024, IUCN completed a technical review of our No Net Loss biodiversity efforts at Merian (see details below). We also extended our partnership with IUCN for another three years to advance our Nature Positive approach.



Photo: Yanacocha, Peru

At our sites that use offsets, notable activities in 2024 that contributed toward our No Net Loss commitment included:

AKYEM

- We continued to progress the Akyem biodiversity offset project. A steering committee – consisting of Ghana’s Forestry Commission, Environmental Protection Agency, Minerals Commission and the IUCN – provides strategic direction and oversees the biodiversity offset activities. We worked to confirm the technical and economic feasibility of the project and validated the final vegetation cover map. We also engaged with community and traditional leaders from over 44 communities to assess the social, economic and ecological viability and compatibility of the project’s livelihood options.
- We collaborated with Business on the Frontlines (BOTFL) from the University of Notre Dame to strengthen the Akyem biodiversity offset program, with BOTFL conducting a two-week field visit to the Atewa Forest. Outcomes of the visit and evaluation were included in the final Biodiversity Offset Management Plan.



Photo: Akyem, Ghana

BODDINGTON

- At the Hotham Farm restoration project, we completed infill seeding and planting, using a local Indigenous business. Over 50,000 seedlings of 30 species were planted, and black cockatoos were seen feeding in the restored areas. We also applied for a “soil covenant” to protect the restoration project area until the regulator confirms it meets conservation standards.
- At the 190-hectare Conservation Covenant area, we began monthly surveys of black cockatoo nesting structures (“cockatubes”) using a pole-top camera.
- We extended our agreement with Peel Harvey Catchment Council for another five years, continuing to implement the Hotham-Williams River Action Plan, support land management and collaborate with Traditional Owners on cultural land management. In 2024, we participated in community planting and river restoration events at Pumphrey Bridge and Tunbridge Gully.
- As part of the renewal process for the 10-year Hotham River abstraction license, we voluntarily agreed to conduct three sustainability studies to assess the impact of abstraction on the Hotham River.



Photo: Boddington, Australia

YANACOCHA

- We continue to monitor and study the seven KBVs present across the site to track the progress of the biodiversity action plan to achieve No Net Loss. In collaboration with Cayetano Heredia University and the National University of Cajamarca, we conducted seasonal field studies, focusing on the reptile *Petracola ventrimaculatus*.
- The regeneration of the *Polylepis racemosa* (quinual) plant species continues to be successful, with our target return of 2,250 specimens far surpassed and showing a net gain. We have also begun propagation trails for three other KBV plant species (*Ascidiogyne sanchezvegae*, *Acaulimalva alismatifolia* and *Solanum jalcae*), with results expected to inform closure planning.
- In collaboration with the National University of Cajamarca, we began ecological studies on two newly identified plant species – *Noticastrum sanchezvegae* and *Valeriana rumicoides*.
- We continued to conduct seasonal evaluations of the “Encajon” wetland recovery using national guidelines.



Photo: Yanacocha, Peru

MERIAN

- A technical review of our No Net Loss biodiversity commitment at Merian was conducted by a team from the IUCN. The preliminary findings and recommendations focus on areas such as rehabilitation quality, offset pilots and monitoring, artisanal and small-scale mining risk mitigation, community engagement and the development of a comprehensive strategy. A [summary of the review](#) is available online.
- We continued efforts on our No Net Loss commitment, with ongoing monitoring of the offset pilot projects.
- We monitored historical rehabilitation and conducted annual monitoring of terrestrial fauna and aquatic life during the dry and wet seasons to track fauna trends.
- To enhance our understanding of species on the site, we will begin environmental DNA (eDNA) monitoring for water and soil in 2025. This will help identify species that are not typically captured by traditional monitoring methods.



Photo: Merian, Suriname

Nature Positive Actions

At Newmont, we go beyond achieving No Net Loss, creating Nature Positive outcomes across our sites, where possible. Examples of these efforts include:

- **Ontario Birds Atlas data collection** – The Musselwhite team continued its collaboration with Birds Canada, the national organization dedicated to bird conservation, by providing both in-kind and financial support for updates to the Ontario Birds Atlas. The team assisted with ongoing field data collection near the mine site to improve understanding of migratory bird patterns, identify species at risk, and develop potential mitigation measures.
- **Nature awareness campaign** – At Éléonore, we organized a Biodiversity Discovery Day, with support from the third-party consulting group FaunENord. The event aimed to educate employees, contractors and First Nation members about the site’s biodiversity management program.
- **Wildlife monitoring innovation** – Our Red Chris operation introduced a wildlife QR code system to improve the collection of wildlife observations across the site. This innovative tool allows personnel to easily log sightings, streamlining the reporting process, ensuring accurate and timely data collection, and significantly improving the site’s ability to monitor wildlife movements, track species, and gain insights into habitat use and biodiversity trends.

- **Assisted revegetation** – As part of Cerro Negro’s progressive closure program, we developed propagation protocols for six native plant species to facilitate assisted revegetation. These protocols will support the large-scale production of seedlings tailored to the specific conditions of the site.
- **Reforestation** – Through Newmont’s nonprofit FONCREAGRO in Peru, we continue to support the Huella Verde reforestation project in Cajamarca. The project aims to plant one million trees by 2025 to combat climate change, conserve biodiversity and foster community development. As of the end of 2024, more than one million trees have been planted, benefiting more than 800 families. The project received the “Continuous Improvement Special Award” in 2024 from Ciudadanos al Día, aligning with Peru’s national “Sustainable Productive Forests” initiative led by the Ministry of Agricultural Development and Irrigation (MIDAGRI).



Photo: Boddington, Australia

CLOSURE AND RECLAMATION

Since mines operate for a finite period, careful closure planning is crucial to address the diverse social, economic, environmental and regulatory impacts associated with the end of mining operations. Newmont's global Closure Strategy integrates closure planning throughout each operation's lifespan, aiming to create enduring positive and sustainable legacies that last long after mining ceases.



Photo: Merian, Suriname

Closure and Reclamation Performance

In 2024, we updated our Closure and Reclamation Management Standard to align with current industry best practices. Gap assessments were conducted to ensure that all our sites meet the updated requirements, with full compliance expected by the end of 2025.

PUBLIC TARGETS

We set annual targets for concurrent (progressive) reclamation to reduce our impacted footprint, minimize acid rock drainage and other environmental impacts, and reduce closure liabilities and financial assurance requirements.

In 2024, we onboarded four new operations (as part of the November 2023 Newcrest transaction) and supported the transition of six assets slated for divestiture. We also met our global public closure target by completing 192 hectares¹ of concurrent reclamation and achieving 95 percent of planned activities, studies and trials to progress reclamation and closure planning.

Nine of our operating sites met or exceeded their reclamation activity plans for the year, while seven operations met most of their site targets, achieving 80 percent or more of their planned actions. Merian reached 63 percent of its target due to the deferral to 2025 of certain field activities that address safety concerns related to congestion in the planned work area.

With Cerro Negro, Merian and Telfer exceeding their concurrent reclamation targets, we surpassed our global concurrent reclamation target by 30 hectares.

In 2024, our operations disturbed 415 hectares globally. As of December 31, 2024, a total of 3,174 hectares are in various stages of reclamation.² A notable achievement was Yanacocha reclaiming 38 hectares in 2024, reaching a significant milestone of completing 1,000 hectares of reclamation under its progressive closure program, which began in 2003 (highlighted on [page 94](#)).

¹ Data from the Telfer operation is not included in our [2024 Performance Data tables](#) due to timing of the divestiture. The hectares disturbed and in various stages of reclamation discussed here include Telfer because this work occurred before the sale closed in December 2024.



➤

Read more about [Our Approach to Closure and Reclamation](#), including details on our governance, risk, strategy and management approach.

Future targets

In 2024, we continued refining our process for setting concurrent reclamation targets and updated our targets for 2025 through 2029 to exclude sites soon to be divested. Initial assessments revealed limited near-term opportunities for concurrent reclamation at the sites acquired in the November 2023 Newcrest transaction, but we plan to explore this further in 2025.

Our approach to developing integrated nature targets that include closure considerations is discussed in more detail in the [Biodiversity and Nature](#) section.

CLOSURE STUDIES AND ASSESSMENTS

Newmont’s global Investment Standard requires risk-based closure studies for brownfield sites, and our updated Closure and Reclamation Management Standard requires that closure planning matures throughout the mine life. In 2024, site-wide closure studies or assessments were initiated or advanced at Boddington, Cerro Negro, Lihir, Merian, Red Chris and Yanacocha.

Yanacocha’s ongoing closure planning study continues to address several complex closure issues, including water management, social impacts and tailings. The long-term water management solution under construction at Yanacocha will replace five existing water treatment facilities with two, addressing the watersheds along the continental divide. Newmont anticipates spending an average of \$600 million annually over the next two years on the water treatment plants at Yanacocha, with expenditures expected to decline starting in 2027 upon project completion and in line with its regulatory compliance commitment.

Technical closure reviews

We conduct on-site technical reviews of closure plans to identify material risks and opportunities, prioritize risk mitigation activities and capture potential opportunities. In 2024, we completed reviews at Brucejack, Cadia, Lihir and Red Chris – sites acquired through the Newcrest transaction in 2023. These reviews identified several priorities, including the need for integrated planning and improved closure governance. In 2024, we completed more than 40 percent of the actions identified during these reviews, such as establishing governance structures at the new sites and updating closure estimates using Newmont’s processes.

Technical reviews scheduled for 2025 include Peñasquito and Tanami. The review of Peñasquito was completed in February, while Tanami’s review is planned for June.

In addition to the formal reviews, we introduced progress check-ins in 2024 to provide ongoing support for sites and to maintain momentum on action plans. Check-ins were completed at Cerro Negro, Merian and Peñasquito in 2024, with check-ins planned at Ahafo South, Boddington, Cadia and Lihir in 2025.

CLOSURE WORKING GROUP ACTIVITIES

The Global Closure Working Group, consisting of representatives from each operating site and business unit, along with input from enterprise subject matter experts, continued its quarterly meetings in 2024. These sessions focused on aligning work programs and sharing best practices and lessons learned. Each site also completed its annual closure planning and estimate updates.

Other notable continuous improvement efforts during the year included:

- **Integration of sites acquired in Newcrest transaction** – Closure Technical Reviews at Brucejack, Cadia, Lihir and Red Chris provided an opportunity to introduce Newmont’s Closure Strategy, standards, processes and procedures. Action plans were developed to address findings and establish governance structures to manage effective implementation.
- **Improved closure planning tools and processes** – In 2023, the Closure Group, in collaboration with other functions and an external consultant, began developing a Closure Planning Progression guideline. This guideline supports the Closure and Reclamation Management Standard by outlining the maturity progression requirements for both design and cost estimation, based on the remaining mine life. After updates to the Closure and Reclamation Management Standard were finalized and published in 2024, the guideline was revised, and maturity assessment templates were created. The application of the guideline will be piloted in early 2025, with plans for publication soon after.

- **Social aspects of mine closure** – Closure is a time of significant transition for employees, host communities and other stakeholders. Planning for closure should commence at the earliest stage of a mine’s life. This social transition refers to the process of adapting to a mine’s changing stages in the lifecycle and includes planning considerations and activities to help host communities transition to a post-mining economy. In 2024, an external expert helped develop a practical guide for sites to assess and document essential information for social transition planning at closure, applicable to any stage of the mine lifecycle.

INDUSTRY ENGAGEMENT

Newmont actively collaborates with industry groups and research consortia to advance closure planning and improve industry standards. We focus on a range of opportunities and challenges, including acid mine drainage, mine water treatment, Indigenous inclusion, stakeholder engagement, post-mining land use and climate adaptation strategies.

In 2024, Newmont continued its support for the Cooperative Research Centre for Transformations in Mining Economies (CRC TiME), contributing both financial and in-kind resources. Newmont played a key role in several CRC TiME initiatives, including:

- Continued participation in a five-year study to improve the prediction, remediation and closure of acid and neutral metalliferous drainage (AMD/ NMD) sites.
- Developing climate-adaptive seed-sourcing strategies to meet future reclamation needs.

- Conducting Regional Cumulative Effects Assessments to aid transitions in mining economies.
- Creating optimization frameworks to enhance strategic decision making in surface mining.
- Evaluating the challenges of using the Discounted Cash Flow (DCF) method for valuing mine closure and post-mine closure.

Newmont also contributed to the International Council on Mining and Metals (ICMM) Closure Working Group, which worked on updates to the Integrated Mine Closure Good Practice Guide. The group addressed gaps in the “Safe Closure” requirements for tailings and examined emerging closure risks, such as asset divestiture. Additionally, they developed multi-stakeholder models for asset transitions.

As a member of the International Network for Acid Prevention (INAP), Newmont helped update the Sustainable Mine Closure chapter in the Global Acid Rock Drainage (GARD) Guide and finalize the Building Better Waste Rock Piles report. We also supported the joint ICMM-INAP project to develop a Decision Support System for managing acid rock drainage (ARD) and metal leaching, providing an interactive tool to help technical staff implement best practices for ARD and metal leaching management at mine sites.



OUR STORIES

YANACOCHA REACHES 1,000-HECTARE RECLAMATION MILESTONE

In December 2024, Yanacocha achieved a major environmental milestone by rehabilitating 1,000 hectares as part of its progressive closure program, which began in 2003. This accomplishment marks a significant step in the mine’s ongoing efforts to restore the land impacted by its operations.

While Yanacocha’s disturbed footprint spans 4,500 hectares, there are still 2,300 hectares left to rehabilitate. A key component of the mine’s closure strategy is concurrent reclamation, which allows for continuous monitoring of rehabilitation progress.

By actively monitoring reclamation efforts, Yanacocha is able to review and refine its design criteria, ensuring that objectives are met and that environmental impacts are effectively mitigated. This approach also provides an opportunity to demonstrate Newmont’s commitment to stakeholders, including local communities and regulators, to leaving a positive and sustainable legacy.

MATERIALS

Properly managing materials and waste in mining is essential to mitigating environmental risks and protecting public health and safety. Mining involves using various materials and generating byproducts and waste like chemicals, mercury and waste rock, which, if mismanaged, can have negative impacts. Newmont employs effective management systems and controls to prevent adverse impacts on people and the environment and reduce long-term liabilities throughout the mine's lifecycle.



Photo: Merian, Suriname

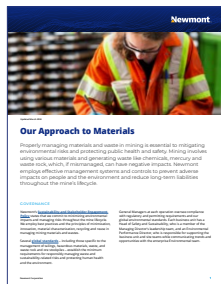
We monitor various metrics and performance objectives to effectively manage the risks associated with hazardous materials, byproducts and waste streams.

Environmental Events Performance

In 2024, Newmont recorded seven environmental events classified as having a level 3 or higher consequence, specifically related to environmental impacts.¹ Among these, three were cyanide-related spills. For the sites acquired in the November 2023 Newcrest transaction, these incidents were tracked separately using a different software system, which applies a 4-level impact rating scale, compared to Newmont's 5-level rating system. To enforce consistency and accurate reporting, weekly reviews of all events are conducted, and material events are promptly escalated. This process will continue through 2025, with plans to align the rating scales and improve event reporting in advance of the planned transition to one software platform for all sites.

None of the cyanide-related events resulted in the cyanide solution leaving the property, and there was no threat to surrounding communities or wildlife. All incidents were reported to regulatory authorities where required, and the spills were cleaned up and remediated in accordance with environmental standards.

¹ Newmont assesses environmental events such as a spill on a scale of 1-5 with level 3 and above considered "significant." To drive consistency of reporting, an environmental impact calculator has been implemented to assess the gravity (e.g., contaminant/concentration), extent (e.g., volume) and vulnerability (environment receptors) of the impact.



Read more about [Our Approach to Materials](#), including details on our governance, risk, strategy and management approach.

Read more about these events in the [2024 Performance Data tables](#).

Cyanide Management Performance

In 2024, our Merian, Musselwhite and Porcupine operations were recertified in full conformance to the Cyanide Code. The ICMC audits scheduled for 2024 at our Akyem, Éléonore and Yanacocha operations were completed as planned and we received formal certification from the International Cyanide Management Institute (ICMI) for Akyem and Yanacocha in April 2025. Éléonore was divested prior to receipt of formal certification; however, it is expected in 2025.

PATH TO ZERO CYANIDE SPILLS

The goal of our Path to Zero Cyanide Spills program is to eliminate spills of cyanide-bearing solutions or materials with levels of weak acid dissociable cyanide (WAD CN) above 50 milligrams per liter (mg/L) outside of secondary containment. In 2024, we refreshed the program, enhancing engagement with Cyanide Points of Contact at each site and improving performance communications across the organization.

In 2024, we experienced 30 cyanide-related spills, four of which were above 50 mg/L, representing a 33 percent decrease from 2023 in the number of spills containing greater than 50 mg/L WAD CN. Investigations showed that equipment failures/maintenance were common contributing factors to these spills. Our operating sites advanced the implementation of control improvements to address identified vulnerabilities.

Examples of control improvements in 2024 include repairs and replacement of equipment and improvements of secondary containments, spray guards on pipeline flanges, process control logic and leak/spill detection systems.

Mercury Management Performance

Newmont responsibly manages naturally occurring mercury byproducts in line with international standards. Although mercury is not used in our gold extraction process, we recover and control mercury emissions during ore processing using advanced technologies, and securely store captured material on site prior to safe disposal.

In 2024, two of our operating sites – Peñasquito and Yanacocha – assessed options for the permanent retirement of elemental mercury. At Peñasquito, approximately 260 kilograms of elemental mercury must be retired to comply with regulations. Although our due diligence identified a Swiss-based contractor as the preferred disposal option, Mexican hazardous waste export restrictions and the uncertainty of obtaining an export permit led Peñasquito to evaluate domestic disposal options. This evaluation is ongoing.

At Yanacocha, we developed a plan to safely transport, stabilize and retire approximately 80 tonnes of elemental mercury in an underground salt mine in Germany. Transportation is expected to take place in 2026.

As an active participant in the ICMM Mercury Working Group, Newmont supported the development and finalization of guidance on the best available techniques and environmental practices to control mercury releases to land and water. This guidance was published by the Minamata Convention Expert Group on Mercury Releases. Additionally, Newmont participated in a Minamata Convention webinar on mercury releases, sharing insights on how we manage mercury from a process and product stewardship perspective.

Air Emissions

In 2024, we took additional steps to assess and mitigate air emissions risks within our Risk Management System (RMS). This system supports sites in evaluating potential risks associated with air emissions exceeding established levels. Preliminary risk assessments identified Cadia, CC&V and Peñasquito as sites for prioritization. These risks are monitored quarterly with mitigation plans in place and/or actively being implemented. We developed a critical control verification process to help sites address any inconsistencies in their management controls and implement actions that will further reduce risks. We also commenced updates to our Air Emissions Management Standard to clarify minimum expectations and controls.

In 2024, our Cadia operation introduced real-time air quality monitoring to improve information sharing with the nearby community. Specialized monitors placed around the site boundary continuously track dust levels and report hourly averages. This data is actively monitored by Cadia staff and is [available online](#).

Circularity

As a member of the International Council on Mining and Metals (ICMM), Newmont supported the development of [Tools for Circularity](#), a publication released in 2024 to help mining and metals companies enhance their circular economy practices. The guide focuses on minimizing waste and maximizing resource use throughout the entire lifecycle. It includes business cases for increasing circularity in the industry, along with good practices and detailed case studies.

Economic

Realizing Shared Value

Mining is a long-term endeavor, and our commitment to creating shared value is central to realizing our potential. This focus shapes our policies and practices, contributing to both Newmont's lasting success and socio-economic progress in the communities we serve.

[See our highlights →](#)



ECONOMIC HIGHLIGHTS

Value Sharing

99

Paid **\$1.9B in taxes, royalties and other payments** to governments →

Spent **\$2.6B with local suppliers** in host countries →

Contributed **\$69M in investments in community** projects and programs →

VALUE SHARING

Businesses are increasingly expected to actively contribute toward solutions that address societal challenges, enhance outcomes and involve communities in decisions that impact them. To fulfill these expectations, Newmont aims to create shared value, act as a catalyst for sustainable development, and build trust and credibility through meaningful engagement and transparent reporting.



Photo: Doré bars ready for transport to refinery

We monitor various metrics and performance objectives to measure our performance in managing our value-sharing risks and opportunities.

Economic Impact Performance

In 2024, Newmont’s direct economic contributions totaled \$16.0 billion. This included \$6.0 billion in operating costs, \$2.5 billion in employee wages and benefits, \$2.7 billion in capital spending, \$2.9 billion in payments to providers of capital, \$1.9 billion in taxes, royalties and other payments to governments, and \$69 million in community investments.

Contributing to Public Revenue Transparency

As part of Newmont’s commitment to strengthening transparency in reporting on tax and royalty payments, contracts and beneficial ownership, we are members of the Extractive Industries Transparency Initiative (EITI). We supported a [statement](#) that makes several commitments to Beneficial Ownership Transparency, in line with EITI’s expectations for supporting companies. In June 2023, EITI published its assessment of 62 companies, including Newmont, and their progress in meeting the expectations for EITI supporting companies. The review confirmed Newmont met all nine expectations. The review is available [online](#), with the next assessment scheduled for fall 2025.



Read more about [Our Approach to Value Sharing](#), including details on our governance, risk, strategy and management approach.

Read more about our economic contributions in the [2024 Performance Data tables](#) and [2024 Taxes and Royalties Contribution Report](#).

ECONOMIC VALUE DISTRIBUTED: COUNTRY LEVEL (MILLIONS)¹

Country	Operating costs ²	Employee wages and benefits ³	Capital spend ⁴	Payments to providers of capital ⁵	Payments to governments ⁶	Community investments ⁷	Total
ARGENTINA	\$158	\$133	\$185	\$1	\$79	\$16	\$572
AUSTRALIA	\$1,435	\$590	\$1,068	\$69	\$809	\$4	\$3,975
CANADA	\$1,009	\$476	\$601	\$10	\$95	\$2	\$2,193
GHANA	\$693	\$169	\$360	\$24	\$597	\$15	\$1,858
MEXICO	\$929	\$203	\$123	\$21	\$50	\$2	\$1,328
PAPUA NEW GUINEA	\$807	\$181	\$177	\$8	\$74	\$19	\$1,266
PERU	\$515	\$115	\$49	\$14	\$66	\$8	\$767
SURINAME	\$247	\$103	\$80	\$1	\$95	\$2	\$528
U.S.	\$197	\$539	\$39	\$2,719	\$36	\$1	\$3,531
TOTAL	\$5,990	\$2,509	\$2,682	\$2,867	\$1,901	\$69	\$16,018

¹ The value-sharing data disclosed in this report (economic value generated and distributed) have been adjusted to exclude Nevada and other operations where we are not the operator to ensure comparable reporting boundaries across value sharing data disclosed. Amounts presented are on a consolidated basis as described in our 2024 10-K.

² Operating costs comprise costs applicable to sales of \$7,700 (excluding Nevada of \$1,263), exploration of \$243 (excluding Nevada of \$23), advanced projects, research and development of \$197, and general and administrative expenses of \$433 (excluding Nevada of \$9) on an accrued basis and cash paid for reclamation in 2024 of \$309 (excluding Nevada of \$19 and legacy sites of \$131). Operating costs omit employee wages and benefits of \$2,402, included in the employee wages and benefits column; \$981 in payments to governments for royalties, employer taxes, property taxes and sales/production taxes included in the payments to governments column; (\$382) of indirect costs; \$178 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2024 10-K, and \$69 of community investments included in the community investments column.

³ Employee wages and benefits is presented on an accrued basis and includes employee wages and benefits of \$2,402, capitalized employee wages and benefits of \$90, and severance expense, which is reported within Other Expense in our 2024 10-K, of \$17.

⁴ Capital spend is presented on an accrued basis and includes capital expenditures of \$2,876 (excludes Nevada of \$448) and excludes capitalized employee wages and benefits of \$90 and capitalized interest of \$104 (excludes Nevada of \$10).

⁵ Payments to providers of capital includes interest expense of \$372 (excluding Nevada of \$3), net of capitalized interest of \$104 (excluding Nevada of \$10), dividends paid to common stockholders of \$1,145, and repurchases of common stock of \$1,246.

⁶ Taxes included in payments to governments include current year cash payments for income and mining taxes, and accrued expenses for all other amounts. Amounts may not calculate due to rounding.

⁷ Community investments data includes direct spending for community benefit, monetary donations and the monetary value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. includes the Denver corporate headquarters and excludes Nevada. Telfer is excluded from community investment data for 2024.

Local and Indigenous Employment Performance

PUBLIC TARGETS

Our local/Indigenous employment targets aim to create opportunities that provide mutual benefits to both local communities and Newmont. These targets are based on formal agreements with communities, regulatory requirements or internal commitments. The following table summarizes our performance.

2024 LOCAL/INDIGENOUS EMPLOYMENT PERFORMANCE¹

Country	Site	
ARGENTINA	Cerro Negro	At the end of the year, 73.3 percent of employees were from the Santa Cruz Province, exceeding the goal of 70 percent.
AUSTRALIA	Boddington	Aboriginal and Torres Strait Islander representation among employees was 7 percent, exceeding the site's target of 5.7 percent. This was largely due to the intake from the Gnaala Work Ready trainee program and a low number of voluntary exits among Aboriginal and Torres Strait Islander employees.
	Cadia	The site aimed for 3.2 percent Aboriginal and Torres Strait Islander representation among employees, but ended the year at 2.1 percent. This shortfall was mainly due to a lack of targeted programs and gaps in Indigenous employee data. Efforts are underway to strengthen initiatives and improve data accuracy to better reflect Indigenous representation.
	Tanami	Aboriginal and Torres Strait Islander representation among employees was 12.8 percent, exceeding the site's target of 11.2 percent.
CANADA	Brucejack	The site set a goal of 27 percent Indigenous employment across employees and contractors from affiliate First Nations, achieving 22.6 percent by year end. Although Indigenous employee representation increased, the overall percentage was impacted by a significant decline in contractor numbers due to workforce exits.
	Éléonore	The site achieved a 5 percent improvement over the prior year in hiring, promoting and retaining Cree and other First Nations employees, driven by recruiting, training and development efforts.
	Musselwhite	The site missed its goal to increase Indigenous employment among employees and contractors from signatory, affiliate First Nations and Mishkeegogamang First Nation to 10.2 percent, achieving 8.9 percent. Although the number of Indigenous employees increased, the overall percentage was affected by a decline in contractor headcount due to contractor exits.

2024 LOCAL/INDIGENOUS EMPLOYMENT PERFORMANCE¹

Country	Site	
CANADA	Porcupine	The site exceeded its goal of achieving a 10 percent improvement over the previous year in Indigenous employment and capacity, reaching a 95 percent improvement. This progress was driven by recruitment, training and promotions of Indigenous employees and contractors from both signatory and non-signatory communities.
	Red Chris	The site fell short of its goal to increase Indigenous employment among affiliate First Nations employees to 20.9 percent, reaching 19.9 percent. This was primarily due to voluntary departures of Indigenous employees from the Tahltan, Tahltan Associates and other First Nations.
GHANA	Ahafo	Local community members represented 43.1 percent of employees, indicating progress toward our target of 53 percent by the next review of the local Employment Agreement in 2026.
	Akyem	Local community members represented 52.2 percent of employees, exceeding our target of 40 percent.
MEXICO	Peñasquito	At the end of the year, 77.8 percent of the unionized workforce was from the State of Zacatecas, narrowly missing the site's target of 78 percent due to involuntary exits.
PAPUA NEW GUINEA	Lihir	The site set a goal of 25 percent Lihirans among employees but reached 20.7 percent by year end. This shortfall was mainly due to trainee exits and a rise in national employment, which offset the gains in local employment.
PERU	Yanacocha	Residents of Cajamarca represented 66.9 percent of the workforce, exceeding our target of 60 percent.
SURINAME	Merian	At the end of the year, 16.7 percent of the total workforce was of Pamaka ancestry, missing the target of 19 percent. This shortfall was primarily due to the higher intake of non-Pamaka employees.

¹ For more information on the local/Indigenous employment definitions and targets by site, review the [2024 Sustainability Report Methodology](#) document.

2025 Targets

We continuously work to improve the collection of data from all our sites and gain insights into trends that support a more inclusive and representative workplace. The goal is to evolve our targets to measure improved retention, increased representation, and meaningful career development for local and Indigenous talent.

Our 2025 public targets for local and Indigenous employment are summarized in the following table.

2025 LOCAL/INDIGENOUS EMPLOYMENT TARGETS BY SITE^{1, 2}

Country	Site	
ARGENTINA	Cerro Negro	71 percent of employees to be from the Santa Cruz Province
AUSTRALIA	Boddington	7 percent of employees to be Aboriginal and Torres Strait Islanders
	Cadia	3.2 percent of employees to be Aboriginal and Torres Strait Islanders
	Tanami	12.8 percent of employees to be Aboriginal and Torres Strait Islanders
CANADA	Brucejack	24 percent of employees to be from Affiliate First Nations
	Red Chris	21 percent of employees to be from Affiliate First Nations
GHANA	Ahafo	53 percent local employment by the next review of the Local Employment Agreement in 2026
MEXICO	Peñasquito	78 percent of unionized employees to be from the State of Zacatecas
PAPUA NEW GUINEA	Lihir	20 percent of employees to be from Lihir
PERU	Yanacocha	50 percent of employees to be from Cajamarca
SURINAME	Merian	19 percent of employees to be from the Pamaka community

¹ For 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 Aboriginal and Torres Strait Islanders in Australia, First Nations and Métis in Canada, the Pamaka and Kawina in Suriname and Native Americans in the U.S. - with whom we engage and collaborate.

² For more information on the local/Indigenous employment definitions and targets by site, review the [2024 Sustainability Report Methodology](#) document.

Local and Indigenous Procurement Performance

In 2024, Newmont spent \$1.521 billion across the 12 sites with local/Indigenous supplier spend targets, exceeding our overall target of \$1.364 billion.

2025 Targets

The overall and site-level 2025 targets for local and Indigenous procurement are in the process of being finalized. We are working to align and standardize the methodology across our portfolio to ensure consistency and accuracy in tracking progress. As part of this process, the draft methodology is being shared with sites for feedback and refinement. Once this is complete, we will set targets that align with our 2025 business plans and reflect our ongoing commitment to local and Indigenous procurement.

The following table highlights key activities at our operating sites in 2024 that aim to create job and business opportunities while helping local and Indigenous community members build educational and vocational skills.

2024 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS

Country	Activities
GLOBAL/ ENTERPRISE	We advanced efforts to refine our public local and Indigenous employment and procurement targets to highlight the progress to enhance career and supplier development opportunities. These new targets were finalized in 2024, and we will begin reporting against them in 2025.
ARGENTINA	<p>Cerro Negro held a business roundtable with more than 30 companies in the cities of Rio Gallegos, Perito Moreno, Los Antiguos and Caleta Olivia to discuss ways to strengthen the local supplier network.</p> <p>Cerro Negro partnered with local educational institutions to create the More Technology and Literacy program, which aims to:</p> <ul style="list-style-type: none"> • Equip classrooms with screens, projectors and blackboards. • Provide training and support for both teachers and students on using these technologies. • Align educational content with current market needs, preparing students for future job markets. • Foster a passion for reading, improve literacy skills through various activities and develop competencies in science, technology, engineering and math (STEM).
AUSTRALIA	<p>At Boddington, the Gnaala Work Ready program welcomed 12 new graduates in 2024, including seven men and five women. This marks the 16th group to complete the program, with all graduates transitioning into permanent roles at the site. These roles include ancillary operators, mill and mine maintenance, warehouse logistics, and site and mine services.</p> <p>Activities to support local and Aboriginal and Torres Strait Islander (ATSI) employment and procurement commitments included the following:</p> <ul style="list-style-type: none"> • Our two-year Regional Reconciliation Action Plan (RAP) concluded in June, showing significant progress in key areas such as ATSI recruitment, retention and development, procurement, and cultural learning initiatives. • At Tanami, we expanded employment pathways for Warlpiri people through the Yapa Crew program, hired a second First Nations coordinator, established operational crews and increased crew numbers.

Read more about our spending with local suppliers in the [2024 Performance Data tables](#).



2024 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS

Country	Activities
CANADA	<p>At Red Chris, a partnership committee was established between Newmont and Tahltan Nation Development Corporation (TNDC), the business arm of the Tahltan Nation. This committee aims to enhance TNDC’s capacity to participate in and benefit from Newmont’s operations and other mining activities in the region. Newmont supports the TNDC’s Heavy Equipment Operator (HEO) program, which is designed to address skill shortages in the region and provide hands-on work experience for men and women in the Tahltan Nation. In 2024, six Tahltan participants graduated from the HEO program, which received the 2024 AME Robert R. Hedley Award for its community-driven approach to training and employment. The Red Chris mine also continued its collaboration with the Tahltan Central Government to strengthen the capacity of other Tahltan businesses and optimize their access to business opportunities from Red Chris Mine.</p> <p>At Éléonore, we held a workshop with community leaders and entrepreneurs in the Cree Nation of Wemindji to review the site’s procurement processes, tools, resources and Indigenous procurement plans to identify opportunities or gaps.</p> <p>At Porcupine, the Niiwin General Partnership Inc. (Niiwin) was formed as a joint venture to provide full-time employment and training for community members. Niiwin was established through the Resource Development Agreement between Newmont and the Mattagami, Matachewan, Flying Post and Wahgoshig First Nations. Niiwin has provided the site services like earthworks, site security and fencing. In 2024, Porcupine awarded Niiwin with a CAD\$1 million contract to help reclaim 4.6 hectares in the Pamour Reclamation Area.</p>
GHANA	<p>We hired the first group of process plant operators for the Ahafo North project – seven men and three women, all from the nearby communities. The trainees went through an eight-month classroom and field training program to equip them with the skills needed to operate the plant safely and efficiently.</p> <p>The Enhanced Local Procurement Program (ELPP) and the Local Economic Diversification Support (LEDS) program at Akyem and Ahafo aim to boost the skills and capacity of local suppliers and contractors. These initiatives also focus on diversifying the economy and creating business and livelihood opportunities. To date, 161 businesses, including 36 female-owned businesses, are benefiting from the ELPP.</p> <p>As part of our efforts to prepare youth in the communities near our Ahafo North project for job interviews, we piloted a Community Youth Soft Skills Training Program. Nearly 300 youth from five host communities in the Ahafo North mine catchment area participated in the program’s resume writing, interviewing skills and basic work etiquette training courses. In 2024, internal teams evaluated ways to better collaborate to sustain these efforts moving forward.</p>

2024 LOCAL/INDIGENOUS EMPLOYMENT AND PROCUREMENT HIGHLIGHTS

Country	Activities
MEXICO	<p>Our Peñasquito mine, the state of Zacatecas and the Ministry of Economy developed a local business platform that includes the requirements and processes for conducting business with Newmont, while providing support and training for potential suppliers. As of the end of 2024, 295 local and local-local suppliers were registered on the platform, up from 227 at the end of 2023. The platform has also helped close performance gaps to help local suppliers meet the required standards. Additionally, in 2024, monthly meetings were introduced with local suppliers to track their progress in renewing their Registry of Specialized Service Providers (REPSE) registration, as required by federal labor law.</p>
PAPUA NEW GUINEA	<p>Lihir’s Mine Development Contract includes a commitment to support local business development. Since 2019, we have partnered with Australian Business Volunteers (ABV) who help community members build business skills. ABV programs include Family Money Management, the “Your Enterprise Scheme (YES) Bisnis” program, “Inspire and Learning Sessions” for entrepreneurs and ongoing coaching for local businesses. In 2024, we extended the partnership with ABV for another year to help local businesses improve their governance and align more closely with Newmont’s standards.</p>
PERU	<p>Yanacocha’s development foundation, Los Andes de Cajamarca Association (ALAC), continued its partnership with the United Nations World Food Program to foster financial inclusion and entrepreneurship in local communities. The program aims to build nutrition and food security capacity by directing resources to small community credit unions that provide low-interest loans to its members, who are farmers and entrepreneurs. With over 530 small credit unions (called UNICAs) currently serving 9,000 community members, the initiative aims to strengthen local economies and empower rural populations. A 2024 study assessing the project’s impact found that members’ average annual income increased by 40 percent, leading to an improved quality of life.</p>
SURINAME	<p>For over three years, farmers in the Merian mine’s transport corridor communities have supplied fresh vegetables to the mining camps. In 2024, we expanded support to help them access additional markets and grow production, resulting in weekly deliveries of vegetables like antroewa (African eggplant). The farmers are now able to meet Newmont’s vegetable needs and sell excess to other markets, helping support the farmers’ long-term success.</p>

Community Investments Performance

In 2024, Newmont invested almost \$69 million in community projects and programs, consisting of \$61 million in direct investments and \$7.5 million in donations.

The following table summarizes key community investments and activities at our operating sites in 2024.

2024 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
GLOBAL/ ENTERPRISE	<p>In 2020, Newmont launched the COVID-19 Global Community Support Fund (the Fund) to address the pandemic’s impacts. By January 2024, the Fund achieved its goal of distributing \$20 million to host communities, focusing on immediate impacts and long-term resilience.</p> <p>Newmont continued to support partnerships through the Newcrest Sustainability Fund, valued at over A\$5 million. These included collaborations with the Kokoda Track Foundation and Australian Doctors International in Papua New Guinea and the Sticky Nightshade Project and Literacy for Life program near Cadia. These partnerships aim to address local community priorities aligned with the UN Sustainable Development Goals.</p> <p>Since 2005, Newmont has partnered with Project C.U.R.E. to distribute more than \$45 million in medical supplies and equipment (partially funded by Newmont). For more details, see the Social Acceptance section.</p> <p>Newmont’s enterprise Socially and Environmentally Responsible Volunteer Employees Committee (SERVE) donated over \$86,500 to 32 volunteer organizations and charities in Denver. Additionally, 311 employees volunteered more than 775 hours, supporting initiatives like Foothills Animal Shelter, Junior Achievement, Serenity House and Tour de Cure.</p>
ARGENTINA	<p>Cerro Negro added \$3 million to the UNIRSE Mining Trust, helping the government of Santa Cruz to complete a project connecting the Perito Moreno and Los Antiguos communities to the national electric grid. This contribution builds on the \$36 million Newmont had previously invested in the project.</p> <p>Cerro Negro and the Municipality of Perito Moreno established a Municipal Trust Fund in 2022 to provide long-term funding for sustainable development in Perito Moreno. In 2024, Newmont contributed \$1.8 million to the fund, supporting key infrastructure and economic development projects.</p> <p>Through Newmont’s partnership with Fundación Leer, a nonprofit organization focused on promoting literacy among children and youth in Argentina, we support the “Leer Te Ayuda” program, which trains educators and teachers and delivers books to schools and libraries. In 2024, Newmont donated 1,855 books that cover science, technology, engineering and mathematics (STEM) concepts, all designed to strengthen both reading skills and knowledge in these fields.</p>

2024 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
AUSTRALIA	<p>At Cadia, we donated 105 laptops and 10 desktop computers to schools in nearby communities to support local education. Additionally, as part of a \$150,000 contribution from the Newcrest Sustainability Fund in 2022 to aid flood recovery in Central West New South Wales, the Foundation for Rural and Regional Renewal (FRRR) had allocated \$86,814 of these funds by the end of 2024. This was directed toward projects under the FRRR’s Strengthening Rural Communities program, which provides grants that directly benefit local communities. These funds supported initiatives such as mental health support and infrastructure rebuilding in flood-affected areas.</p> <p>Boddington’s partnership with the Bibbulmun Track Foundation continued through the “Eyes on the Ground” initiative, which has led to 97 percent of the iconic 1,000-kilometer track maintenance being managed by volunteer groups. Over 400 maintenance reports have been processed, and a walker survey is planned for 2025 to measure perceptions of how the experience has improved.</p> <p>At Tanami, we continued to support the Central Land Council’s Community Development role, which assists the nine Warlpiri communities receiving income from the Granites Mine Affected Areas Aboriginal Corporation (GMAAAC). This role supports the planning, implementation and administration of community projects, such as local elections and governance initiatives. We also continued our strategic partnership with the Charles Darwin University Foundation, providing scholarships to female and Indigenous candidates pursuing higher education tertiary studies and vocational training apprenticeships.</p> <p>We awarded A\$380,000 to community development initiatives, including a four-year strategic partnership with Shooting Stars for the Gnaala Karla Booja (GKB) Narrogin Hub Outreach Program. This partnership supports female ATSI students by promoting secondary education and employing Aboriginal role models to empower and guide these girls through their educational journey. We are also in the third year of sponsoring the University of Western Australia’s Girls in Engineering program, which supports outreach and engagement activities for female secondary students across Western Australia. Additionally, we continued our support for Murdoch University’s Gnaala Karla Booja Tertiary Scholarship and Secondary Education Outreach Program.</p>

2024 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
CANADA	<p>Newmont’s Éléonore operation, the Cree Hunters Economic Security Board (CHESB), and 16 mining and exploration companies donated \$750,000 to the Reconstruction Initiative Forest Fires Fund (RIFF). The RIFF was established to help rebuild cabins destroyed in the 2023 wildfires in the Eeyou Istchee James Bay territory of Quebec, Canada. The fund will also complement ongoing efforts by the Cree Trappers’ Association to restore the most affected traplines.</p> <p>Musselwhite continued its support for community development through three multi-year investments:</p> <ul style="list-style-type: none"> • A three-year, CAD\$50,000 agreement with NorthWind Family Ministries in Thunder Bay, Ontario, for their Next Steps program, which provides counseling, mental health services and other essential support to individuals who are homeless or at risk (one year remaining). • A five-year, CAD\$225,000 agreement with the Thunder Bay Regional Food Distribution Association to improve food security in remote communities (three years remaining). • A three-year, CAD\$90,000 agreement with North Caribou Lake First Nation to help purchase a Zamboni for their community arena (one year remaining). <p>At Porcupine, we supported the Friends of the Porcupine River Watershed’s annual spring community cleanup event, where around 50 volunteers removed over 1,400 pounds of litter from local trails, public areas, roadsides and large ditches. Newmont provided volunteers with garbage bags, gloves, sanitizer and water, and sponsored the barbeque lunch.</p> <p>Our Red Chris operation donated CAD\$75,000 to the Iskut Band for the Iskut School Playground Project, promoting outdoor activity, physical literacy and youth fitness. In 2024, Red Chris also provided charter flight services to local health agencies that provide emergency services to 2,000 people in the surrounding area.</p> <p>At Brucejack, we donated CAD\$25,000 to the BC Farmers’ Market Nutrition Coupon Program, which helps low-income families, pregnant individuals and seniors buy fresh produce at farmers’ markets. The program supports local businesses and stimulates the economy, benefiting nine partners in Northwest British Columbia.</p>

2024 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
GHANA	<p>In July 2024, the Newmont Akyem Development Foundation (NAkDeF) began constructing a two-story building for the Akyem Vocational Training Institute (AVTI). The new facility will feature 24 classrooms, teacher accommodations and additional spaces to expand programs, particularly those attracting interest from women. Since its launch in 2022, the AVTI has provided free education to over 344 students. In 2024, female enrollment increased to 51, up from 39 in 2023. The AVTI is accredited by the Ministry of Education’s Technical and Vocational Education and Training Services. Additionally, NAkDeF provided 5,903 scholarships across various educational levels during the year.</p> <p>Contributions to the Newmont Ahafo Development Foundation (NADeF) in 2024 totaled \$4.46 million. Through NADeF’s micro-credit project, 479 community members at Ahafo North received \$100,300 in disbursements to support their small businesses and improve income levels. NADeF also granted 182 scholarships to students pursuing tertiary education.</p> <p>We donated \$10,000 worth of medical supplies to the Korle Bu Teaching Hospital’s children’s ward to support critical health needs. The donation included pulse oximeters, oxygen cylinders, food warmers and suction machines.</p>
MEXICO	<p>Newmont invested 14.9 million pesos in two scholarship programs for students in 25 communities near our Peñasquito mine. We highlight this program on page 106.</p> <p>Newmont donated \$30,000 worth of personal and rescue equipment to the State Coordination of Civil Protection of Zacatecas. The donated items included firefighter kits, encapsulated suits for chemical emergencies, helmets, fall arrest harnesses, breathing equipment, ropes, stretchers and safety signaling devices. Additionally, Newmont provided a week of specialized training for the staff, covering emergency response, natural disaster rescue and psychological care for trauma survivors.</p>
PAPUA NEW GUINEA	<p>Newmont supports the Kokoda Track Foundation’s Archer Leaders Development program, which has been helping develop future leaders in Papua New Guinea since 2011. In 2024, 11 final-year university students were chosen to participate in the program.</p>

2024 COMMUNITY INVESTMENT HIGHLIGHTS

Country	Activities
PERU	<p>To enhance the skills of mayors and community leaders in planning, prioritizing local projects and coordinating with municipalities, Yanacocha’s ALAC partnered with the National University of Cajamarca, the Cajamarca Chamber of Commerce and Production (CCPC), the Roundtable for the Fight Against Poverty (MCLCP) and CEDEPAS Norte (a nonprofit focused on strengthening the economic and social capacity of women and men) to launch the “Development Managers” program. As a result, 163 authorities and leaders from 30 Cajamarca communities completed the program and received a certification.</p> <p>Yanacocha, the Provincial Municipality of Cajamarca and the drinking water and sanitation service provider (SEDACA) continued to collaborate on a project to increase the city of Cajamarca’s drinking water supply. The first of four planned wells was completed in 2024. We highlight this project on page 84. One well was financed directly by Yanacocha while the other three will be funded through Works for Taxes, a public-private funding mechanism that allows companies to fund public works projects through their taxes.</p>
SURINAME	<p>For over three years, farmers in the Merian mine’s transport corridor communities have supplied fresh vegetables to the mining camps. In 2024, we expanded support to help them access additional markets and grow production, resulting in weekly deliveries of vegetables like antroewa (African eggplant). The farmers are now able to meet Newmont’s vegetable needs and sell excess to other markets, helping support the farmers’ long-term success.</p>
U.S.	<p>CC&V donated \$200,000 through its Community Investment Fund and \$94,875 through the Newmont Legacy Fund to 92 local organizations and nonprofits. CC&V also awarded \$50,000 to school districts in Teller and Fremont Counties, \$15,000 to various scholarship funds, and \$50,000 to Trout Unlimited to support its Colorado Abandoned Mine Reclamation program.</p> <p>CC&V employees dedicated 131 volunteer hours to support various events and nonprofits within the local communities, including The Aspen Mine Center (a community-based facility, focused on assisting low-income, seniors and vulnerable citizens), the Two Mile High Club (a volunteer organization that cares for Cripple Creek’s wild donkey herd) and several community holiday events.</p>



OUR STORIES

SUPPORTING ZACATECAS STUDENTS AND COMMUNITIES

In 2024, Newmont invested 14.9 million pesos in the “Together for Education” initiative to empower the next generation of leaders and expand educational opportunities in the Zacatecas region of Mexico.

This investment includes:

- **Scholarships for over 700 students:** Ranging from primary school to university, in the 25 communities around our Peñasquito operation in Mexico.
- **University scholarships:** At an event at the Universidad Autónoma de Zacatecas (UAZ), Newmont awarded 30 university scholarships, with 58 percent going to women, reinforcing the program’s dedication to gender equality in education.

- **Community scholarships:** A total of 689 new scholarships for students in neighboring areas, enhancing access to education.
- **Partnership with UAZ:** This partnership aims to expand and promote STEM education, vocational training and mentoring programs at UAZ.
- **Special contribution:** Newmont contributed 100,000 pesos for a scholarship supporting a social service medical position at the Rural Medical Unit in San Juan de los Cedros, Mazapil.

PERFORMANCE DATA

Detailed performance data, reflecting the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator, is available in our [2024 Performance Data tables](#).

Order of Performance Data Tables

The following data sets can be found in our [2024 Performance Data tables](#) Excel file.

Business integrity and transparency

- Compliance and significant events
- Integrity and anti-corruption measures
- Policy influence

Environment

- Air emissions
- Biodiversity
- Closure and reclamation
- Cyanide management
- Energy and emissions
- Significant materials consumption
- Spills
- Tailings management
- Waste
- Water stewardship

Health and safety

- Emergency preparedness
- Workforce safety

Social

- Artisanal and small-scale mining
- Community impacts
- Complaints
- Human rights assessments
- Human rights supplier screening
- Human rights security personnel training
- Human rights workforce training
- Indigenous Peoples
- Land or resource use disputes
- Resettlement and/or relocation activity
- Social impact assessments and engagement

Value sharing

- Community investments
- Economic value generated and distributed
- Supply chain spending
- Tax transparency

Workforce

- Workforce demographics overview
- Compensation and equal remuneration
- Diversity
- Labor management relations
- Talent attraction and retention
- Training and professional development

REPORTING INDEX

The disclosures in this report align with the requirements in the following sustainability standards and frameworks:

- Global Reporting Initiative (GRI) Universal Standards 2021 and Topic Standards for material topics;
- G4 Mining and Metals Sector Disclosure;
- Sustainability Accounting Standards Board (SASB) Version 2023-12 of the SASB Metals & Mining Industry Standard;
- United Nations Guiding Principles (UNGP) on Business and Human Rights Reporting Framework;
- Extractive Industries Transparency Initiative (EITI) Expectations;
- International Council on Mining and Metals (ICMM) Social and Economic Reporting Framework;

- ICMM Mining Principles;
- World Gold Council (WGC) Responsible Gold Mining Principles; and
- Task Force on Climate-related Financial Disclosures (TCFD) (2017 version) and the TCFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry).

Our [Reporting Index](#) complements this report, guiding readers to our disclosures under the respective reporting frameworks. We also include several references to our [website](#), [2024 Annual Report](#) (or [2024 Form 10-K](#)), [CDP 2024 Questionnaire Response](#), and other sources.

ABOUT THIS REPORT

SCOPE

This report is our annual disclosure (January 1 to December 31, 2024) of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. See [Report Assurance](#) for more details. Unless otherwise noted, Newmont’s headquarters, regional offices, exploration sites and legacy sites are not included in this report. The current year and all trailing years do not include data from the Telfer site acquired through Newcrest in November 2023, as Newmont sold the asset on December 4, 2024.

References to “Newmont,” “the Company,” “we” and “our” refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to “Newcrest” refer to Newcrest Mining Limited prior to its acquisition by Newmont in November 2023. Data presented in this report covers our performance for the 2024 calendar year, which corresponds to our fiscal year.

As part of an organizational design undertaken in 2023 and 2024, Newmont revised references to business descriptions and some function names and titles. This includes changing “corporate” to “enterprise and “regions” to “business units.” The “Human Resources” function is now the “People” function, and “Supply Chain” is now the “Commercial” function.

Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The previous report was published in April 2024, and this report was published in May 2025.

All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Exceptions to this scope are noted in the applicable sections and data tables.

METHODOLOGY AND BASIS OF PREPARATION

The methodology and basis of data preparation related to the selected performance metrics in scope for 2024 assurance are available on our [website](#).

CAUTIONARY

This report contains forward-looking statements that are intended to be covered by the safe harbor created by securities laws. Words such as expect, feel, believe, will, may, anticipate, estimate, intend, target and similar expressions are intended to identify forward-looking statements. Such statements may include, without limitation, expectations regarding future performance, innovation and efficiencies, achievement of targets, performance indicators and goals, including emissions and other ESG targets, and long-term value creation, which are subject to risks and uncertainties that could cause actual results to differ materially. The targets used herein are aspirational and subject to change. For example, as noted in our emissions calculation methodology, any change of 5 percent is considered a material change and requires rebaselining. See Forward-Looking Statements and Risk Factors in the [2024 Form 10-K](#) for additional information.

NOTE REGARDING TIER 1 ASSETS

“Tier 1 Asset” is defined as having, on average over such asset’s mine life: (1) production of over 500,000 GEOs/year on a consolidated basis, (2) average all-in sustaining cost (AISC)/oz in the lower half of the industry cost curve, (3) an expected mine life of over 10 years, and (4) operations in countries that are classified in the A and B rating ranges for Moody’s, S&P and Fitch. For the definition of GEOs and AISC, see Newmont’s annual report on Form 10-K on file with the SEC. With respect to other assets in the industry, such terms and metrics are as published in public filings of the third-party entities reporting with respect to those assets. Newmont’s methods of calculating operating metrics, such as AISC, and those of third parties may differ for similarly titled metrics published by other parties due to differences in methodology.

Note that this classification is based on the reasonable good faith expectations of management as of the date hereof based on an assessment that considers past performance, as well as expectations over the remainder of the life of mine. As such, Tier 1 Asset classifications are forward-looking statements with respect to the average over the life of mine. For example, an asset may not fit one element of such definition due to a change over a select period, but continue to be designated as a Tier 1 Asset based on an aggregated assessment of the asset over the life of mine. Estimates or expectations of future production, AISC, mine life and country ratings are based upon certain assumptions, which may prove to be incorrect. Such assumptions, include, but are not limited to: (i) there

being no significant change to current geotechnical, metallurgical, hydrological and other physical conditions; (ii) permitting, development, operations and expansion of Newmont’s operations and projects being consistent with current expectations and mine plans; (iii) political developments being consistent with current expectations; (iv) certain price assumptions for gold, copper, silver, zinc, lead and oil; (v) prices for key supplies; (vi) the accuracy of current mineral reserve, mineral resource and mineralized material estimates; and (vii) other planning assumptions.

BOUNDARIES

We prepared our 2024 Sustainability Report in accordance with the GRI Standards, including the Mining and Metals Sector Supplement, and with the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2023-12).

Newmont Corporation’s consolidated financial statements included within its 2024 Annual Report and Form 10-K for the year ended December 31, 2024, filed with the SEC on February 21, 2025, were audited by Ernst & Young LLP (PricewaterhouseCoopers LLP audited the financial statements of the Nevada Gold Mines LLC and its subsidiaries). Ernst & Young’s opinion on the December 31, 2024, financial statements does not extend to the data included in this report.

RESTATEMENTS

Continuous improvements to our data collection systems and measurement methodologies may lead to restatements of previously reported data. Restatements will be provided when a change in measurement methodology or an error in previously reported information has the potential to impact a user’s decision making. Restatements will also be provided in cases of significant changes in reporting parameters (e.g., mergers, acquisitions, divestments). These restatements are included as footnotes where applicable.

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes in 2024 to the organization’s sectors, value chain or other business relationships compared to the previous reporting period.

POLICIES AND STANDARDS

Newmont’s six global policies state our intentions, aspirations and commitments across key aspects of our business. These policies are supported by more than 100 global standards that set the minimum acceptable requirements for behaviors, decisions and performance, and many of these standards are mentioned throughout this report.

All our policies, as well as the following standards, are posted on our website (available in English, Spanish, Dutch and French).

POLICIES	Asset and Value Protection Business Integrity Health, Safety and Security Operations and Resource Development People Sustainability and Stakeholder Engagement
SOCIAL AND ENVIRONMENTAL STANDARDS	Air Emissions Management Biodiversity Management Closure and Reclamation Management Community Investment and Development Cultural Heritage Hazardous Materials Management Human Rights Indigenous Peoples Land Acquisition and Involuntary Resettlement Local Procurement and Employment Product Stewardship Social Baseline and Impact Assessment Stakeholder Relationship Management Tailings Storage Facility and Heap Leach Facility Environmental Management Tailings Storage Facility Technical and Operations Waste Management Waste Rock and Ore Stockpile Management Water Management
HUMAN RESOURCES STANDARDS	Compensation and Benefits Conduct and Non-discriminatory Treatment in Employment Employment Global Inclusion and Diversity Labor Relations Talent and Performance Management Third Party Worker

ADDITIONAL INFORMATION

More information about Newmont is available on our [website](#). For details on our financial performance and governance structure, please refer to our [2024 Form 10-K](#), an annual overview of Newmont's business and financial condition submitted to the U.S. Securities and Exchange Commission. Our [2025 Proxy Statement](#) includes details on shareholder voting matters, our Board of Directors and practices related to executive compensation.

Our Sustainability [website](#) includes information on our approach (i.e., governance, risk management, strategy and management approach) for the following material sustainability issues:

- Business Integrity and Compliance
- Responsible Sourcing
- Health, Safety and Security
- People and Culture
- Human Rights
- Social Acceptance

- Energy and Climate Change
- Water Stewardship
- Tailings Management
- Biodiversity
- Closure and Reclamation
- Materials
- Value Sharing

We also include details on our [Responsible Mining Standards and Disclosures, Stakeholder Engagement](#) and our support for the [United Nations Sustainable Development Goals](#).

CONTACT INFORMATION

We welcome feedback on this report or any other aspect of our sustainability performance. For a full list of contacts at Newmont, please visit [Contact Us](#) on our website.

REPORT ASSURANCE

PricewaterhouseCoopers (PwC) is Newmont's independent assurance provider for 2024 sustainability reporting.

Assurance on select publicly reported material data was completed using the internationally recognized ISAE 3000 (Revised) and ISAE 3410 standards, aligned to recommendations from the ICMM.

PwC's assurance is reflected in the [Independent Limited Assurance Report](#) for the following disclosures:

- Selected performance metrics in our 2024 Sustainability Report;
- Our self-assessment of our conformance with the International Council on Mining and Metals Performance Expectations; and
- Our self-assessment of our conformance with the World Gold Council Responsible Gold Mining Principles.



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