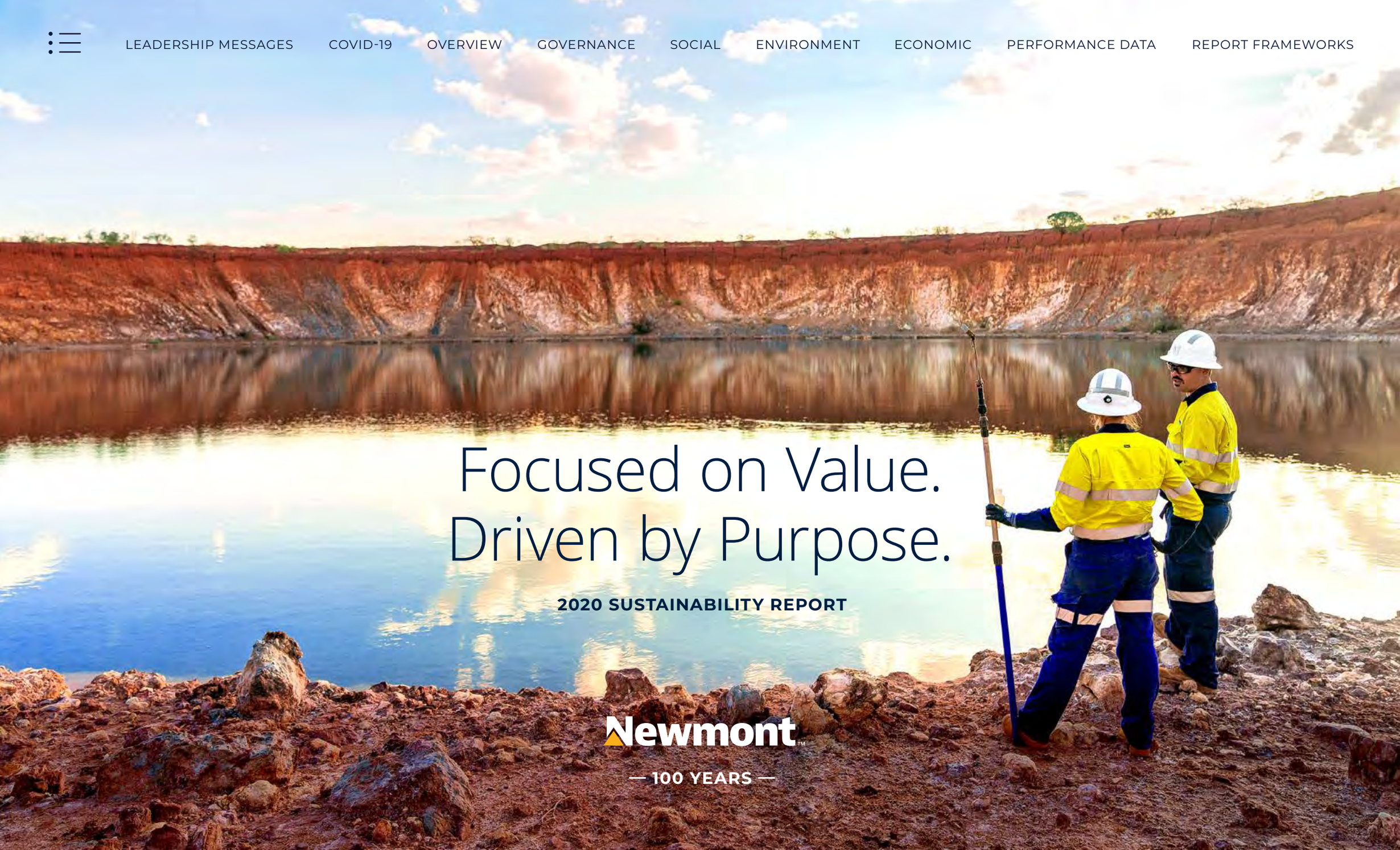

Focused on Value. Driven by Purpose.

2020 SUSTAINABILITY REPORT

Newmont™

— 100 YEARS —

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Photo (cover):
Tanami, Australia

Photo (below):
Tanami, Australia

2020 HIGHLIGHTS

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

Launched a **$20 million** COVID-19 Global Community Support Fund

Provided **financial support for employees and local contractors** who were unable to work due to COVID-19

Named top gold miner on the Dow Jones Sustainability World Index for the **sixth straight year**

Announced **$500 million investment** to address climate change

Named a 2021 Best Place to Work for **LGBTQ+ Equality** by the Human Rights Campaign Foundation

Invested **$8 million** in employee training and development programs

Formed the **Newmont Global Center for Indigenous Community Relations**

Began implementing the new **Global Industry Standard on Tailings Management**

Distributed **$7.7 billion** in direct economic contributions

Photo:
Musselwhite, Canada

LETTER FROM TOM PALMER, PRESIDENT AND CHIEF EXECUTIVE OFFICER

As we celebrate our 100th year in 2021, the milestone presents Newmont with an inflection point – to take stock of who we were, who we have become, and who we hope to be.

From our early days, Newmont has transformed dramatically over the years into the geographically diverse mining house we are today. Through a century of exploration, development and innovation, we have worked alongside host communities in a variety of jurisdictions. With the acquisition of Goldcorp and the creation of the Nevada joint venture in 2019, Newmont emerged as the world's leading gold company, with an unmatched portfolio of world-class, long-life operations and an organic project pipeline that is the best in the industry. All of this is underpinned by our clear strategic focus, strong leadership team, proven operating model, superior execution and disciplined capital allocation.

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

NEWMONT'S RESPONSE TO COVID-19

Early in 2020, the world, and Newmont faced the COVID-19 pandemic, a global event the likes of which has not been seen for generations. We took swift action to preserve the health and safety of our workforce, our operations, host communities and nearby Indigenous communities. This rapid response, including our safety protocols and controls, is detailed in the 2020 Annual Report and 10-K.

As part of our actions, nearly 10,000 employees changed work locations from Newmont sites and offices to remote work environments. At the same time, we still had important parts of our workforce fundamental to our operations on site and facing the realities of operating through the pandemic. These parallel tracks have created a profound shift in our understanding of how and where work can be done, the technologies required and, most importantly, new aspects to employee health and wellbeing.

I am incredibly proud of the way our organization responded to this challenge. Throughout the changes and disruptions, our employees have risen to the occasion. They have shown incredible sacrifice, resilience and commitment to each other, the Company and host communities.

It became clear that whilst we protected the health of our workforce, we also needed to support the communities hardest hit by COVID-19. In April 2020, Newmont created the COVID-19 Global Community Support Fund, a $20 million fund established to address three key areas of need: workforce and community health, food security, and local economic resilience. At the close of the year, we had contributed nearly $11 million, bolstering our existing local community contributions and efforts.

We have worked closely with local and regional agencies to ensure that Fund contributions are responsive to the specific circumstances faced by each jurisdiction and host community as a result of the pandemic. Page 15 of this report details the support the Fund has enabled across the three areas of need.

This pandemic will continue to challenge all of us for some time and our commitment to protect the health and safety of our workforce and host communities will remain our underlying principle. We believe that the COVID-19 vaccine is critical for the health and wellbeing of our workforce and host communities. The availability of COVID-19 vaccines provides a further opportunity for Newmont to partner through the Fund to support vaccine rollouts, which we will do in partnership with host governments.

TREATING PEOPLE WITH DIGNITY: THE INTERSECTION OF INCLUSION AND DIVERSITY, INDIGENOUS COMMUNITY RELATIONS AND HUMAN RIGHTS

At our core, Newmont is a values-driven organization with a respect for human rights. We continue to implement the UN Guiding Principles on Business and Human Rights and see the direct intersection and influence of human rights in how we manage water and nature and in our continued engagement with our business partners; actions with Indigenous communities; inclusion of the LGBTQ+ community, as well as actions in the areas of gender and racial diversity.

We are proud of our employees' commitment to creating an inclusive work environment. At the close of 2020, Newmont has 22 employee-led business resource groups focusing on women and allies, multiculturalism, LGBTQ+, veterans and local employees with additional groups being integrated in 2021. These organizations create a space for conversation, education, inclusion and recognition. An indicator that their work matters and is impactful, in 2020 Newmont was named one of the best places to work for LGBTQ+ equality by the Human Rights Campaign Foundation.

For the second year in a row, Newmont was included in the Corporate Human Rights Benchmark. In 2020, we enhanced our Human Rights Policy to reflect changing and growing stakeholder expectations and our progress in several areas including cultural heritage management and engagement with Indigenous peoples. We continue to focus on suppliers, recognizing the impact our supply chain can have on human rights. To mitigate possible and future violations, we have incorporated questions relating to human rights, and environmental policies and practices in our pre-screenings along with enhanced supplier trainings and audits.

Our relationships with Traditional Owners, First Nations and Indigenous communities are critically important to Newmont. We are committed to learning from and improving upon our own experiences and those from across the industry. In February 2021, the Global Center for Indigenous Community Relations was formally launched. The Center will assist Newmont and the industry to form meaningful partnerships and create a dialogue in order to improve outcomes for Indigenous communities around our mines, as well as act as a catalyst for the industry.

We also continue to make gender parity a priority. We have a focused and deliberate strategy, as well as our partnership with Paradigm for Parity, to increase female representation in our workforce and our leadership. Today, women comprise 25 percent of Newmont's senior leadership; however, only 13 percent of our overall workforce identifies as female, providing a clear sign we must improve our recruitment and retention programs.

Many events in 2020 highlighted social inequalities and systemic racism. Newmont has taken these difficult moments to create a space for further discussions on inclusion and diversity.

CARING FOR OUR FUTURE WORLD: A LEADING APPROACH TO CLIMATE RESILIENCY

In 2020, Newmont took a significant step in furthering our commitment to the environment by announcing industry-leading climate change targets: more than 30 percent reduction in greenhouse gas emissions by 2030, with an ultimate aspiration of being net carbon zero by 2050.

As we begin to identify the pathways to achieving our 2030 targets and our 2050 aspirations, we have committed $500 million over the next five years to deliver on these goals. These investments will focus on site-level energy efficiencies, along with the application of technologies across Newmont in the areas of renewable energy sources, fuel switching and enhanced energy efficiencies.

We have also committed to being fully transparent in our process and the steps we take to meet these goals, and their impact on our business. Our inaugural Climate Strategy Report aligns with recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) and details Newmont's governance and climate-related risks, scenarios and opportunities. The annual Climate Strategy Report, our proxy statements, annual reports, and sustainability reports such as this, are all important documents where we share our standards, metrics and the way we achieve those results.

At Newmont we believe that strong ESG performance is a key indicator of a well-managed, sustainable business. At the same time, we are focused on operational excellence, creating value and lasting shareholder returns. In March 2021, we linked these two — our sustainability performance and our financial performance — with the creation of a $3.0 billion sustainability-linked revolving credit facility. With one of the industry's first such links, we are holding ourselves to account for delivering on both critical areas.

CLOSING

As we chart the next 100 years, we have a rich tradition and culture upon which to build. We understand that as miners, we have a lasting impact and an immense responsibility to operate our business in a sustainable way. As we look to the future, we remain committed to delivering on our purpose to create value and improve lives, whilst staying true to our values of safety, integrity, sustainability, inclusion and responsibility.

On behalf of all of Newmont, thank you for your confidence and support as we begin the next 100 years of sustainable and responsible value creation.

Please stay safe and well,

Tom Palmer,
President and Chief Executive Officer

LETTER FROM JANE NELSON, SAFETY AND SUSTAINABILITY COMMITTEE CHAIR

Transparency and accountability are key attributes of governance. On behalf of the Board of Directors, Newmont's Safety and Sustainability Committee (S&S Committee or Committee) provides oversight to ensure these qualities guide Newmont's operations as we work to achieve our corporate purpose, "To create value and improve lives through sustainable and responsible mining."

The year started out with the S&S Committee focused on the progress of integration activities related to the transformative Goldcorp acquisition in 2019, as well as on the introduction of enhanced strategies in key sustainability areas including Indigenous relations, climate change and energy, tailings management and water stewardship.

As the COVID-19 outbreak turned into a pandemic in March, the Board of Directors, the S&S Committee, leadership team and everyone working on Newmont's behalf shifted attention to keeping our employees, contractors and communities safe and healthy and supporting the global fight to limit the spread of the virus.

PANDEMIC RESPONSE

The full Board received regular updates on the Company's business continuity and COVID-19 management plans. These included travel restrictions, health and safety controls and protocols at our corporate and regional offices and all our operating, exploration and legacy sites, along with efforts to manage the wellbeing risks and economic uncertainties facing the workforce as a result of lockdowns.

The updates also included details of how the $20 million COVID-19 Global Community Support Fund, which Newmont established in April 2020, was helping employees, host communities and host governments around the globe combat the effects of COVID-19. Through partnerships with community stakeholders, charities, medical institutions, schools and non-governmental organizations, Newmont delivered needed relief to support long-term community resiliency.

With COVID-19 vaccines underway around the world, the Committee commends Newmont's management, employees and partners for all their efforts to date, including vaccine education and awareness campaigns and support for government vaccine rollouts.

LEADING IN SAFETY AND SUSTAINABILITY

The Committee also continued to provide oversight and guidance on Newmont's strategic commitment to safety, sustainability and sound environmental, social and governance principles and practices, including approval of enhanced standards, strategies and public goals and targets.

In 2020, Newmont made an important change to its Fatality Risk Management program, through increased focus on the leading indicators of injury and on preventing and learning from potential fatal events, as well as focusing on fatigue and wellbeing. Work in this area included equipping leaders throughout the organization to engage and verify that critical controls are present at all times to prevent fatalities. The Committee commends Newmont's management for the approximately 104,000 critical control verifications completed in the field and the Company's achievement of the lowest number of injuries in its history.

In 2020, the Committee approved Newmont's enhanced global Energy and Climate strategy, which includes industry-leading climate targets to reduce greenhouse gas (GHG) emissions more than 30 percent by 2030, with an ultimate aspiration of being net carbon zero by 2050. These new targets build off the Company's first public climate targets to reduce GHG emissions intensity by 16.5 percent between 2013 and 2020. Newmont missed the target, reducing emissions intensity by 13.9 percent, mainly as a result of lower production in 2020 due to temporarily placing some sites in care and maintenance during the initial stages of the COVID-19 pandemic. However, the exercise of striving toward the initial target provided lessons and insights necessary to set the more ambitious future targets.

FURTHER ISSUES BEFORE THE COMMITTEE

Although the pandemic was a significant area of focus, it did not take our attention away from other critical issues.

In May 2020, the destruction of culturally significant rock shelters in the Juukan Gorge area at Rio Tinto's iron ore mine in Western Australia brought scrutiny to the mining sector's efforts to protect cultural heritage sites. The Committee discussed with management Newmont's cultural heritage management practices and controls and the findings of an internal review on how to strengthen these. The review found several strengths in the Company's practices but also identified inconsistencies in their application. To address these inconsistencies, a comprehensive Cultural Resource Management Action Plan was developed, and the Committee will regularly review progress on the action plan with management as part of our ongoing commitment to respect human rights and build trust and mutual respect with host communities.

Other safety and sustainability matters the Committee reviewed with management during 2020 included:

- Progress and priorities in implementing Newmont's Fatality Risk Management program and a data-driven, risk-based and consistent approach across the Company's global operations to manage health risks and establish an enterprise-wide physical and mental wellbeing program;
- Assessment of security-related threats to the organization and the implementation of control action plans that are performance-driven, community-focused and respect human rights;
- The Company's continued efforts to enhance its tailings management, including the implementation of the Global Industry Standard on Tailings Management, launched in August 2020;
- Extending the Company's water targets for five years, with a focus on progressing toward a maturity of water stewardship and enhancing our water efficiency measures to reduce water consumption primarily in water-stressed areas.
- The formal establishment of the Global Center for Indigenous Community Relations to create meaningful engagement between Newmont, its neighboring Indigenous peoples and the industry. An external Advisory Council on Indigenous Affairs was also established to provide oversight and consultation with the Center in its endeavors;
- Ongoing efforts to strengthen our sustainability compliance management systems and audit and assessment programs.

THE IMPACT OF MEGATRENDS

The COVID-19 pandemic was one of the most disruptive events in modern times. Nearly overnight, a large portion of the global workforce adopted remote work, healthcare systems came under significant strain and economic, racial, gender and other inequalities were exposed and often exacerbated. Understanding how the pandemic and other events of 2020 have accelerated or scaled megatrends that transcend geographic boundaries, shape the world and define our future, is essential in identifying potential threats and opportunities within and beyond the mining industry. The megatrends that Newmont is tracking closely from a safety and sustainability perspective include:

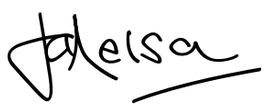
- Climate Change — both the physical, financial and transition risks it poses to Newmont's business and the Company's role in being a proactive partner in investing in new technologies, operating models and strategic partnerships toward achieving net carbon zero by 2050;
- COVID-19 and the risk of future pandemics and systemic shocks, and Newmont's ability to respond to and be resilient in the face of such crises, both operationally and in the Company's relationships with communities;
- Digital transformation — the risks and opportunities of accelerated technological change for the Company's safety and sustainability performance, including the nature of work post-pandemic;
- Equity, inclusion and diversity — the important role these play in the workforce and the workplace of the future, as well as the Company's relationships with communities and other stakeholders.

In addition to reporting on our governance and annual performance on material ESG issues, this report provides an opportunity to share views from Newmont's leadership on how some of these megatrends will influence and provide opportunities for the Company's future.

The Committee would like to thank Noreen Doyle, who retired in April 2021 as Newmont's Independent Chair of the Board, for her dedicated leadership and perspective in the area of sustainability. Throughout her tenure, Noreen was committed to sustainability, provided sound governance and championed inclusion and diversity. With Noreen's retirement from Newmont's Board, we are pleased to welcome Greg Boyce as the Board Independent Chair. The Board and the S&S Committee have long appreciated Greg's deep understanding of operations and global mining and the insights he brings in the areas of safety, sustainability, operational delivery, risk management and governance. We look forward to his strategic leadership. The following Board directors were appointed to serve on the Committee from 2021: Patrick Awuah, Matthew Coon Come, José Manuel Madero and myself.

As I close, the Committee is very proud of Newmont's global workforce for demonstrating resilience and commitment throughout 2020, and achieving the best safety performance in our company's history. They have responded to unprecedented challenges with compassion to others and an unwavering commitment to the Company's values. Their contributions and the dedication to delivering on the Company's purpose positions Newmont well for the next 100 years.

Sincerely,

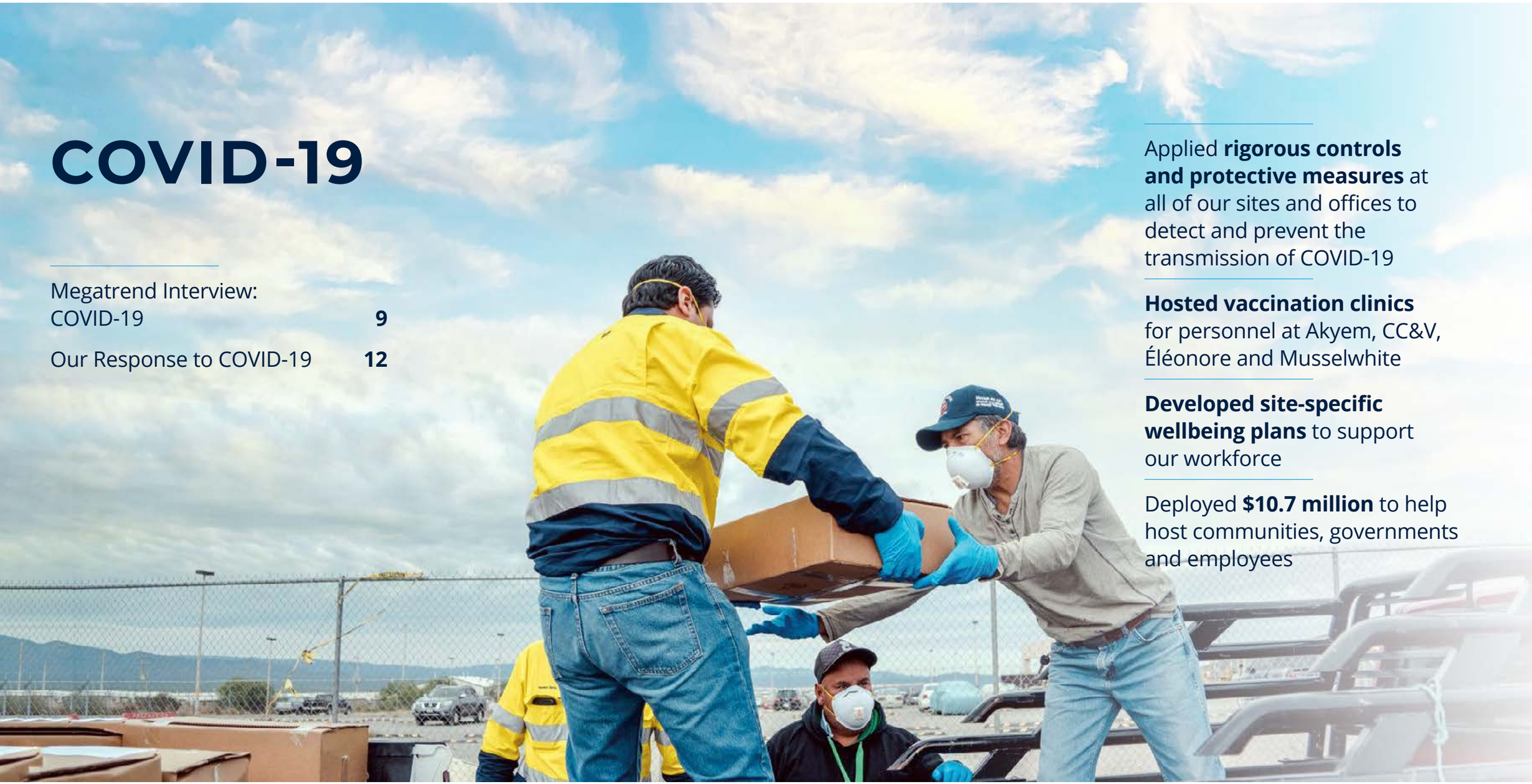


Jane Nelson,
Safety and Sustainability Committee Chair

COVID-19

Megatrend Interview: COVID-19 **9**

Our Response to COVID-19 **12**



Applied **rigorous controls and protective measures** at all of our sites and offices to detect and prevent the transmission of COVID-19

Hosted vaccination clinics for personnel at Akyem, CC&V, Éléonore and Musselwhite

Developed site-specific wellbeing plans to support our workforce

Deployed **$10.7 million** to help host communities, governments and employees

MEGATREND INTERVIEW: COVID-19

Rob Atkinson, Executive Vice President and Chief Operating Officer, and Steve Gottesfeld, Executive Vice President, Chief Sustainability and External Affairs Officer, discuss the impact of the COVID-19 pandemic and how Newmont responded to help secure the safety of its employees and the communities where it operates.

NEWMONT: *The global pandemic was declared in March 2020. How has the world changed since then with respect to healthcare, supply chains, workforce, socio-economic inequities, technology and the global economy? How will these changes impact the world, mining and Newmont?*

ROB ATKINSON: We talk about disruptors. What we saw a year or so ago was almost like the ultimate disruptor. At first some people said, well, it's a very localized thing, but it quickly built up to the stark reality that we were all facing an enormously challenging situation. What I saw — whether it was where I was living or taking feedback from around the world — was that many organizations responded very, very differently. We saw multiple speeds, with some countries acting more quickly, some parts of a country acting more quickly, some industries working more quickly, initially just in terms of their acceptance of the reality of the situation. Of course, over the year, we saw a kind of momentum, where everybody was working hard, though in some cases the horse had bolted.

What really struck me was that the resilience of people and the resilience of the systems are what really defined those that have been successful and will be successful in the future. Because what we saw during the pandemic is going to happen again — whether it's in this form or another.

So, the biggest thing for me, now and with an eye to the future, has been that rate of change and the willingness to turn paradigms on their head, which has allowed us to deal with this so quickly and hopefully effectively. Steve, what are your thoughts?

STEVE GOTTESFELD: The pandemic was and continues to be a global challenge, and, as you noted, it affected our different operations in different ways, and it affected countries in different ways and at different rates. Newmont has 12 operations in eight countries, and the ways in which the jurisdictions responded to the pandemic were interesting in that even countries that had very similar responses had very disparate outcomes.

"The silver lining out of this terrible year is ... to realize the importance of resilience."

ROB ATKINSON
Executive Vice President and Chief Operating Officer

Photo (previous page):
Peñasquito, Mexico

NEWMONT: *You've both mentioned the "rate of change" as a defining aspect of the pandemic year. Could you expand on that?*

ROB ATKINSON: I was struck by the pace of change, the acceleration, and the world being caught up in the momentum, because you had to act now. As a consequence, the world was becoming more technologically sufficient, and now it has become even more connected. I think the world surprised itself in terms of what it's been able to do.

I think 2020 will be the catalyst for a lot of different thought leaders to say, we're actually going to go in a different direction to make sure this type of event won't happen again.

STEVE GOTTESFELD: When you talk about 2020 being a catalyst, Rob, I completely agree. The need was urgent and people were forced to try things that they would never have tried, but for this situation and this dynamic. I think it was a huge opportunity to learn about a lot of things we never envisioned would be possible and, certainly, would never have been brave enough to try but for having to respond to this incredibly challenging situation.

ROB ATKINSON: Once we knew the situation was very, very real, the speed at which the company came together — I can't overstate how important that was. Newmont is a company that can come together quite quickly. We can bring the key leaders together and did so on a regular basis. There was discussion and consultation, but once a decision had been made, we marched to the tune to make sure that the necessary things were in place. And I think that really sent a clear message out to the whole organization that we were doing things differently, we were taking it very seriously, and we were going to be incredibly consistent. But I also look at it in terms of the pride that I've got for the organization — really, the discretionary efforts by people have been absolutely stunning.

STEVE GOTTESFELD: As we looked at our response to the pandemic, first and foremost, it was around making sure we were doing everything we could and focusing on the health and safety of our employees and communities. But we also had to react to the different approaches taken by each of the countries where we operate and respond accordingly.

The COVID-19 situation is not something which lends itself to historical precedent and certainly not in any recent context. Even though many of us believe such situations may occur more often in the future, to a certain extent you need to rely on the systems and the training already in place for dealing with global crises, regardless of what that global crisis might be. We relied heavily on our global Rapid Response system and training. Of course, you have to adjust to the nature of each situation, but making sure you have the right systems and training in place in advance is critical.

NEWMONT: *How did the industry as a whole respond to this unprecedented challenge?*

STEVE GOTTESFELD: We've seen more global collaboration between mining companies to share best practices and lessons learned, as everyone was trying to respond and react at a time when very little was actually known about the disease. There has been significant cooperation, particularly among members of the International Council on Mining and Metals. And, Rob, I know there's been significant collaboration in your area.

ROB ATKINSON: There has been a much greater level of transparency between companies. Rather than being sensitive about strategic differences, the focus has been "How much can we learn from each other? What haven't we considered? How can we further improve?"

The pandemic has also increased collaboration internally. As Steve mentioned, each country is different, but there are so many similarities in terms of, how do we deal with things like the testing regime and social distancing? But also importantly, how do we deal with the community and the different governments? As a result, we have become incredibly connected as an organization, which really is the foundation for collaboration.

Another thing that has been made clear is the importance of the mine to the community. We often think that we're just a mine, but I think during this period of time, it's become very clear that the mine is not only a source of employment, but it's an economic engine. It's the influencer and the catalyst for education, for health, for logistics, et cetera. Mines play an incredibly important part in society with not only the local communities but also the national and provincial governments that we're there to support.

STEVE GOTTESFELD: I just want to add to that last point, Rob, because we spent so much time trying to figure out how to establish appropriate protocols. How do we make sure people have access to appropriate PPE [personal protective equipment]? How do we make sure we understand what the protocols need to be when there's a suspected case and how to do tracing? We were able to share the lessons we were learning from our various operations around the globe, first among those operations and then with the regulators, governments and communities where we operate.

NEWMONT: *In April 2020, the Company launched the $20 million Newmont Global Community Support Fund. Could you tell us what the Fund has meant for your communities and the Company?*

STEVE GOTTESFELD: When you're in unprecedented times like these and trying to make decisions in an uncertain and challenging environment, you need to rely heavily on your company's culture and values to ground you.

With the Fund, we understood that the multiple jurisdictions and host communities would go through significant challenges but at different times and with different needs. And, we were going to have to meet them where they were. We also recognized that it was important for us to be clear about areas of focus where we thought we could make the most difference. To have that clarity, the Fund focuses on three primary areas: the first being the health and safety of our workforce and host communities; the second being food security; and then the third being economic resilience. These pillars guided us and our local teams through a global, cross-functional effort with strong governance and oversight in providing and delivering critical resources to the various sites and host communities.

NEWMONT: *You both touched on the fact that we think this may not be the last such event. Given how interconnected the world is becoming, how much we're working together, how is Newmont getting ready?*

STEVE GOTTESFELD: Our responsibility is to make sure that we have the right systems and the right people who can respond regardless of whether it's a global pandemic or some other event or disruption.

ROB ATKINSON: We need to recognize a number of things: that as a company with our operating model, we're stronger together than apart, and I think it's really just building on what's in place — building greater and greater trust, confidence and reliance on one another. We've got to be a leader in the industry and in our communities.

"Our response was ... focusing on the health and safety of our workforce and host communities."

STEVE GOTTESFELD
Executive Vice President, Chief Sustainability and External Affairs Officer

OUR RESPONSE TO COVID-19

Following reports in early January 2020 about a novel coronavirus causing a cluster of pneumonia cases in Wuhan, Hubei province, China, our Health, Safety and Security (HSS) team began closely monitoring the progress of the virus.

By the end of January, the team recommended that Newmont restrict all business travel to China, as most of the confirmed cases were still within the country. Less than a month later, we expanded business travel restrictions as the virus — now referred to as COVID-19 — spread to other parts of the world, and all our operations began reviewing their contingency plans.

At the beginning of March, President and CEO Tom Palmer began receiving daily updates to ensure he and the Executive Leadership Team had timely information on the risks and were able to make decisions accordingly to protect our people, nearby communities and the business. By March 13, all three tiers (site, region and corporate) of our crisis communications system, called Rapid Response, were activated so that trained personnel from relevant functions could proactively plan for various contingencies and respond appropriately to the rapidly changing circumstances of what had become a pandemic.

Governance

The COVID-19 pandemic tested the effectiveness of our Rapid Response system and crisis management and business continuity processes, which are detailed in our Rapid Response Standard.

All relevant functions and levels of the organization were mobilized to identify the risks COVID-19 posed to employees, contractors, suppliers and host communities and to our business.

The corporate Rapid Response team, which included members of Newmont's senior leadership team and was led by Tom Palmer, provided overarching decision making, support and advice to the Company's global response. One early action was to establish a global pandemic team — composed of leaders in our HSS, Human Resources and Communications functions — to provide support to all the Rapid Response teams and timely updates to employees.

Newmont's Group Executive of Health and Hygiene — in partnership with our external medical advisor — was responsible for monitoring and analyzing information provided by global health authorities such as the World Health Organization (WHO), the U.S. Centers for Disease Control and Prevention (CDC), and recognized health experts and sources.

Photo (right):
Peñasquito, Mexico

Regional and site HSS teams were responsible for monitoring local and country-specific information on the local public health response and any relevant regulations, as well as on cases that occurred near Newmont's operations. The teams also engaged with relevant local health authorities and medical providers to ensure sites had timely information on local disease patterns, regulatory changes, and response needs and activities.

Newmont's Chief Operating Officer and Chief Sustainability Officer provided updates to the Board of Directors during quarterly Board meetings and two additional times outside of the regularly scheduled meetings. The reports included updates on cases and trends at our operations, projects, and exploration and legacy sites; workforce policies and impacts; the COVID-19 Global Community Support Fund contributions; and significant pandemic-related risks.

Due to the significant impact of the pandemic on the wellbeing of our people, in April 2020 we incorporated site wellbeing action plans that addressed the top three wellbeing risks facing each site into our short-term incentive plan. Sites were measured against their progress, with each operation successfully closing out their action plans for the year.

Risk Management

The primary risk posed by the pandemic was the impact on the health and wellbeing of people. Significant potential risks to the business included large-scale workforce absenteeism, interventions from governments worldwide (including expectations for greater financial contributions) and supply chain disruptions.

At the end of January 2020, we implemented a risk-based travel assessment and restriction program, which required approval from a senior leadership team member and the Vice President of Health, Safety and Security prior to anyone booking travel. Initially, business-related travel was restricted to the hardest-hit countries, but once it became clear that the virus was communally spreading undetected in many countries, we restricted all international travel on March 3, 2020, with only business critical travel allowed.

Business-related travel activities were significantly reduced in 2020, with the risk-based assessment program continuing throughout the year based on a combination of factors including fluctuations in community transmission rates, medical system capacity, government restrictions and quarantine rules.

We developed a global COVID-19 management plan (based on our global pandemic management plan), which was tailored to reflect the risk profile of COVID-19 and outlined measures to minimize the impact of the pandemic on our workforce, operations and host communities. Each site developed a local plan that was consistent with the global plan but adapted to the local context (e.g., regulations, logistics) and reflected stakeholder input.

Business continuity plans were established and implemented at the global, regional and site levels.

We discuss our government engagement approach in the **Value Sharing** section.

Strategy and Management Approach

WORKFORCE

Our approach to managing the pandemic risks to our workforce is guided by the following principles:

- Our decisions will be consistent with Newmont's values.
- Our response to this worldwide crisis will demonstrate to our employees that they are our most valued resource.
- Our decisions will consider long-term impacts, not just short-term answers.
- Our decisions will incent the right behaviors and outcomes.
- We will communicate frequently and transparently.
- The care of our employees will be paramount, and we will err on the side of caution when determining our risk tolerance.

Newmont's pandemic management plan stresses the importance of our HSS team obtaining the latest information from global and local health authorities and providing timely communications to employees through multiple channels.

All company-wide communications on COVID-19 were coordinated through the corporate Rapid Response Team. We created a central email account for workforce inquiries and established a dedicated intranet site and COVID-19 community on Yammer (an internal social networking tool that helps employees connect and collaborate across the organization) to provide updates, post educational materials and address questions and concerns.

Control measures

Due to the contagious nature of COVID-19, we applied multiple layers of controls to reduce the overall risk of the virus spreading among our workforce and within the communities where we operate. Many of these controls evolved as our understanding of the virus grew throughout the year.

The most extreme control measure we took was to temporarily shut down mining and development activities at some sites, focusing only on maintaining critical safety, environmental management, infrastructure maintenance and security activities. The wide-ranging and rigorous controls and protective measures at our sites and offices around the globe to detect and prevent the transmission of COVID-19 to our people and nearby communities included:

COVID-19 controls and protective measures

Prevention level	Actions taken by Newmont at office locations	Actions taken by Newmont at operations
Primary		
Vaccine	• Conducted education and awareness campaigns to encourage vaccinations among the workforce • Hosted vaccination clinics for employees, contractors and community members at Akyem, CC&V, Éléonore and Musselwhite in collaboration with local health authorities • Supported the efforts of governments, health services and other external stakeholders to provide access to, and deployment of, vaccines for our workforce and local communities	
Secondary		

Social distancing	• Closed office locations
	• Implemented flexible and remote working plans
	• Canceled non-essential face-to-face meetings
	• Increased use of teleconferencing
	• Applied a risk-based approach to travel including cancellation of all non-essential travel
		• Temporarily shut down some operations
		• Implemented a 6-foot social distancing directive, which required the following adjustments:
		  • Reduced on-site workforce to essential personnel only
		  • Restricted site entrance to business-critical visits, essential deliveries and critical contract workers
		  • Adjusted camp accommodations at certain locations (e.g., additional accommodations, staggered meal times)
		  • Reduced occupancy on buses and flights providing personnel transportation to the mine sites
		  • Changed rosters to reduce workforce and community interactions

Screening	• Implemented building-entry protocols including screening for symptoms, travel and contact history	• Enhanced screening at all site entry points including testing, travel and contact history and symptom checks
Personal protective equipment	• Established a sufficient supply of masks and gloves for personnel at each office and operating site, particularly for those at on-site medical clinics	
Hygiene and cleaning	• Launched educational campaign on the correct methods of hand-washing and cough and sneeze etiquette • Provided hand sanitizer and handwashing stations • Increased frequency of deep cleaning and implemented cleaning protocols for office locations	• Launched educational campaign on the correct methods of handwashing and cough and sneeze etiquette • Provided hand sanitizer and hand-washing stations • Increased frequency of deep cleaning and implemented cleaning protocols for high traffic areas, including buses and other vehicles used for passenger transport and medical centers • Implemented cleaning/closure protocols for areas used by someone who is suspected or confirmed to have COVID-19
Tertiary		
Testing and contact tracing	• Established and implemented contact-tracing protocols • Worked closely with external medical experts to evaluate the best COVID-19 tests for use with our workforce • Implemented testing — including molecular PCR testing at several sites and antibody testing — either on site or in partnership with local laboratories	
Quarantine	• Established/implemented quarantine protocols and facilities across all operations • Established clear return to work protocols	
Clinical management	• Established treatment protocols for suspected COVID-19 cases, including transportation and transfer arrangements with local and state hospitals	

Return to work locations
The safety and wellbeing of our workforce is the primary concern guiding our decisions related to plans for those who have been working remotely since last spring to return to the office or work location. A key factor in our return-to-work-location plans is the case-rate by location going below a certain threshold as determined by external health officials and our HSS team.

Flexible work arrangements are likely to be more the norm than the exception post-COVID-19, and we are exploring various flexible work options to determine what works best for our business and our employees.

Wellbeing
The pandemic presented an acute risk to the physical, social, emotional and financial wellbeing of our workforce. This required us to adjust our wellbeing approach in 2020, focusing on three areas:

- Credible information: A network of wellbeing champions across the business worked to deliver relevant, regular and timely health information and guidance to the workforce.
- Formal support: We improved the accessibility of our employee assistance program (EAP), developed temporary roster designs (including rest days), and enhanced communications technologies (e.g., Wi-Fi availability) so team members could maintain regular contact with their family and friends while on site.
- Supportive resources: We provided the entire workforce free access to a wellness app that offers exercise classes, meditation, financial advice and informative videos and articles.

Recognizing the unique circumstances affecting each location, our operations developed site-specific wellbeing plans to support their workforce throughout the pandemic.

Employment and compensation
Guided by our purpose and values, we worked to provide as much certainty as possible to our employees so they were able to focus on working safely, staying healthy, and caring for their families and friends. For employees whose jobs were impacted by pandemic-related factors and unable to work, we helped manage the economic uncertainty by continuing to pay employees throughout 2020.

We also engaged relevant agencies to reduce economic impacts due to the pandemic. For example, in Australia, where there were closures and travel restrictions between states and territories, personnel at our Tanami mine agreed to temporarily relocate their homes to Darwin so they could continue to work at the mine (which is at a fly-in-fly-out site in a remote area of the Northern Territory). We worked with the Minerals Council of Australia and the Australian Taxation Office to ensure that there were no unexpected tax consequences associated with the need to relocate staff due to border restrictions.

SUPPLIERS

To assess critical commodities, monitor our supply chain and rapidly deploy supplies and support to any sites in need, we established a global Supply Chain Task Force, which was led by our Vice President, Global Supply Chain. Our corporate and regional Supply Chain managers communicated daily with strategic and critical suppliers, and task force members provided updates to the corporate Rapid Response Team and regional and operational leaders. Our Supplier Risk Management team established a COVID-19 Global Trend Analysis Dashboard to track supplier risks within the context of the pandemic.

We activated alternative supply sources to address supply disruptions at the onset of the pandemic, and we worked to build and maintain a 90-day inventory of key supplies. As part of our focus on maintaining our diverse and in-region supply chains, during 2020 we provided more than $1.2 million in salary support (via our COVID-19 Global Community Support Fund) for local contractors that were adversely affected by the pandemic.

Due to our key strategic supplier relationships and global partnerships, we were able to manage our supply of critical materials and contract labor with minimal to no disruptions at our operations.

Our Supply Chain team across the organization also played a critical role in procuring personal protective equipment (PPE) and other medical supplies for communities as part of Newmont's COVID-19 Global Community Support Fund. This work leveraged Newmont's resources to access and ship supplies in an efficient manner that helped protect communities against hoarding, price gouging and other corruption risks.

COMMUNITIES

To protect the health and safety of our families and the neighboring communities, each site's pandemic plan included measures to prevent transmitting COVID-19 from the workplace to the community and to integrate health response protocols (including testing, contact tracing and notifications). These plans were developed through close collaboration with relevant government health authorities and community leaders and were adjusted as global health experts learned more about the virus.

COVID-19 Global Community Support Fund
Because the pandemic created unprecedented challenges for many of our employees as well as those living in the communities where we operate, in April 2020, we launched a COVID-19 Global Community Support Fund (the Fund) and committed $20 million to help local communities confront and recover from the impacts of this global pandemic.

To maximize the Fund's impact and ensure that aid reached those who need it most, employees at the site, region and corporate levels partnered with governments, institutions, charities and NGOs to target funding across the following three areas that aim to fight the pandemic and support rebuilding and resilience:

- **Workforce and community health:** includes procuring medical supplies and/or PPE, supporting medical institutions in COVID-19 response needs, and providing soap and sanitizer to the workforce and communities;
- **Food security:** donating food or resources to organizations working with those in need such as schools providing meals to children and senior centers; and

- **Local economic resilience:** creating conditions for recovery and growth through micro-credit programs; salary support for local-local contractors; and support for small businesses to reopen with COVID-19 safety protocols in place.

With lockdowns and other restrictions continuing throughout the year and into 2021, one of the impacts has been a significant rise in domestic violence (referred to by the UN as the "**shadow pandemic**"). Included in contributions from the Fund is support for agencies that help women and children seek safer environments.

We established a rigorous governance, tracking and transparency system for the Fund, which includes a cross-functional Steering Committee providing oversight. Our public **website** records and posts every donation and recipient organization by region.

Throughout 2020, we deployed approximately $10.7 million of the Fund. Based on engagement with government, healthcare and community stakeholders to understand the greatest and most immediate needs and where the Fund could have the most impact, around 60 percent of the Fund was directed toward the workforce and community health pillar, 21 percent toward local economic resilience and 15 percent toward food security. The overwhelming demand in the early months of the pandemic was for healthcare support, including procuring and providing supplies such as medical-grade PPE and ventilators.

In some instances, the opportunity to fill an immediate need will likely serve communities long into the future. For example, in Cajamarca, Peru, we purchased and installed an oxygen plant, which provides oxygen for the Cajamarca regional hospital as well as for health clinics across the region. In Argentina and Suriname, we purchased ambulances to help with the safe transportation of COVID-19 patients, and these ambulances will be used for many years to come. And at Éléonore, we donated trailers to warehouse medical equipment, which the Cree Health Board will continue to use after the pandemic.

Highlights of contributions across the three focus areas are included in the following At-a-Glance table.

Performance, Metrics and Targets

Although we believe our efforts to date have been largely successful, we continue to adapt and adjust to the changing and challenging situation of managing our business during a pandemic involving a novel virus.

AT A GLANCE: NEWMONT'S RESPONSE TO COVID-19

COVID-19 cases at Newmont sites (as of December 31, 2020)[1]

Region	Total cases (employees and contractors)	Total tests
Africa	87	246
Australia	0	697
North America	528	109,897
South America	1,274	78,462

[1] *This table does not include COVID-19 related fatalities because they are not work-related.*

COVID-19 operational impacts

Operations overview	
Sites that went into care and maintenance/operated at diminished capacity	Five sites were temporarily put into care and maintenance — Peñasquito, Éléonore, Musselwhite, Yanacocha, and Cerro Negro. Cerro Negro operated at reduced capacity from the second quarter of 2020 to year end.
Projects	Project development delays due to supply chain disruptions and government restrictions/mandates varied from insignificant to moderate.
Exploration sites	All exploration activities not on active mine sites were placed into care and maintenance for various periods starting in the second quarter of 2020. Before each exploration site recommenced field activities, back-to-work plans were developed that included specific considerations for host community interaction during a pandemic.
Care and maintenance costs[1]	$178 million
Workforce support	Newmont supported the wellness, financial wellbeing and retention of the workforce through a variety of financial support mechanisms including paid leave and pay continuation.
Salary support for local contractors	$1.2 million (funded through COVID-19 Global Community Support Fund)

[1] Care and maintenance costs represent direct operating costs and depreciation and amortization costs incurred at five operating sites (Musselwhite, Éléonore, Peñasquito, Yanacocha and Cerro Negro) during the period the sites were temporarily placed into care and maintenance or operating at reduced levels in response to the COVID-19 pandemic.

COVID-19 Global Community Support Fund overview (as of December 31, 2020)[1]

Region	Spend on workforce and community health	Spend on food security	Spend on economic resiliency	Spend on other areas[2]	Total spend
Africa[3]	$2,118,060	$ —	$37,655	$ —	$2,155,715
Australia	$173,000	$401,600	$226,000	$54,000	$854,600
North America	$1,436,303	$815,262	$1,078,112	$290,389	$3,620,066
South America[4]	$2,732,330	$389,800	$880,322	$54,063	$4,056,515
Total	**$6,459,693**	**$1,606,662**	**$2,222,089**	**$398,452**	**$10,686,896**

[1] There is a disclosure of the Fund's current figures on our website. These are just the allocations for 2020.

[2] 'Other' focus area is used for donations not related to health, food security, or economic resilience.

[3] Donations made to organizations outside of the local community with a national or regional focus.

[4] Specific legacy site data was not collected, but refers to San Martin (Honduras) and Marlin (Guatemala).

Photo: Akyem, Ghana

COVID-19 Global Community Support Fund 2020 donation highlights

Country	Highlights
Argentina	• Delivered medical equipment, PPE, two fully equipped ambulances and six intensive therapy beds to the province of Santa Cruz • Contributed to a PCR testing facility in the Caleta Olivia hospital to increase the local capacity for COVID-19 testing • Established a micro-credit program ($200,000), which extends credit and provides economic support to 67 small businesses and entrepreneurs
Australia	• In partnership with Foodbank WA, Foodbank NT and Foodbank SA, funded food security initiatives that provide low-cost, quality food to those most at risk (including a $172,000 grant to establish a food distribution hub in Alice Springs) • Donated and provided in-kind support to the South West Aboriginal Medical Service's vaccination clinics in the Gnaala Karla Booja Region surrounding Boddington • Contributed to the Stopping Family Violence organization in Western Australia to support the training and development of staff who are responding to a changing community risk profile driven by the COVID-19 pandemic
Canada	• Arranged temporary housing for Cree community members to comply with Cree laws related to COVID-19 • Donated to North Caribou First Nation in northern Ontario to support counseling for community members suffering from grief and mental health impacts during the pandemic • Provided $250,000 to Timmins Chamber of Commerce to create the Business Resiliency fund • Donated to Tr'ondëk Hwëch'in First Nation to help expand their Meals-on-Wheels program and supported the harvesting of country foods for community members during the pandemic
Ghana	• Partnered with the Kumasi Centre for Collaborative Research in Tropical Medicine to establish PCR testing laboratories in Ahafo and Akyem • Assisted with the construction of a pediatric ward and accommodation facilities for doctors at a district hospital in Kenyasi • Helped a regional mental health institution upgrade its out-patient department to support COVID patients with mental health needs • Partnered with local radio stations and the Ghana Education Service to teach school curriculum while schools were closed due to the pandemic

Country	Highlights
Mexico	• Supported local and state hospitals and donated medical equipment, sanitizing kits and support to local contractors impacted by the pandemic • Provided 6,100 food baskets for families in need • Provided salary support to local-local contractors
Peru	• Purchased, transported and built an oxygen plant for the Cajamarca Regional Hospital • Provided 13,000 food baskets for families in need • Expanded existing micro-credit program focused on women entrepreneurs • Delivered PPE and other medical equipment and supplies
Suriname	• Organized a food support program and delivered food parcels to address food security challenges for the Pamaka community and other communities located in the transport corridor • Procured medical equipment to upgrade intensive care units • Collaborated with SU4SU (Surinamese for Suriname) — an organization created to address the country's needs during the pandemic — to donate PPE and other medical supplies and equipment
U.S.	• Contributed $500,000 to the Colorado COVID Relief Fund, a statewide relief effort established by the Governor of Colorado; the Colorado Health Foundation matched the contribution to increase the donation to $1 million. Newmont's $500,000 donation was committed to Fremont and Teller counties, where our CC&V operation is located • Donated to domestic violence shelters • Provided laptops to help bridge the digital divide and support remote learning for primary school kids in economically challenged areas of Denver

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Refreshed sustainability Compliance Audit program to proactively manage our risks and opportunities

22 employee-led Business Resource Groups across our operating sites

Developed racial equity strategy in support of a more equitable society

Initiated human rights audits for five suppliers with an elevated likelihood of impacting human rights in Australia, Ghana and Peru

PUBLIC TARGETS

Newmont's public targets demonstrate our commitment to transparency, improve our ability to manage risks, and provide insight into our management of those sustainability areas that matter most to stakeholders and our business. Newmont first established targets in 2014 and has publicly reported performance against targets since 2015.

Performance Against 2020 Sustainability Targets

The following targets, which are based on the business plan and our overall strategy, measure our progress in areas where we have opportunities for improvement, reflect input from the regions and senior leaders, and incorporate Board-level oversight.

All Newmont operations had public targets in 2020. However, the "former Goldcorp" operations — Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine (which were acquired by Newmont as part of the Goldcorp acquisition in 2019) — had different targets for the year as they focused on adopting and integrating Newmont standards.

The COVID-19 pandemic created unprecedented challenges for our business during 2020 and impacted some of our target objectives. These impacts are described in the following table and in relevant sections throughout this report.

Sites	Target definition	2020 Performance	Commentary	More information
Safety				
All sites	Zero fatalities	✓	No work-related fatalities occurred at any Newmont site or facility in 2020.	Health, Safety and Security
Local/Indigenous employment				
Former Newmont	All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site	✓	The Ahafo, Akyem, Merian and Yanacocha operations met their targets while Boddington and Tanami slightly missed their targets due to lack of hiring during the pandemic.	Value Sharing
Former Goldcorp	100% of sites develop an auditable local/Indigenous employment tracking system	✓	All sites met their target to develop an auditable system to track local/Indigenous employment.	

✓ Met ✓ Almost Met ✗ Not Met

Photo (previous page):
Cripple Creek & Victor, United States

Sites	Target definition	2020 Performance	Commentary	More information
Local/Indigenous procurement				
Former Newmont	All regions achieve spend target with local/Indigenous suppliers	⊗	We met our overall target, spending $846 million across six sites. Although our Africa and Australia regions surpassed their targets, our North America and South America regions fell short of their respective targets. Our South America region reduced its overall spend due to the pandemic (and a temporary shutdown at Yanacocha) while in North America, we updated the classification of a few critical vendors/contractors, which pushed some spend from local to national.	Value Sharing
Former Goldcorp	100% of sites develop an auditable local/Indigenous procurement tracking system	✓	All sites have tracking systems in place, and 2020 local procurement spend totaled $274 million across the five sites.	
Stakeholder complaints and grievances				
Former Newmont	All sites achieve target to respond to, address, track, and if necessary, escalate 100% of tier 1 complaints within 30 days	✓	All sites met the target with the exception of Ahafo (resolved 94% of tier 1 complaints within 30 days and 99% within 49 days) due to the limited availability of staff and ability to engage with stakeholders during the pandemic.	Social Acceptance
Former Goldcorp	100% of sites implement an auditable system to respond to, address, track and, if necessary, escalate tier 1 complaints	✓	All sites have an auditable system in place.	
Community commitments				
Former Newmont	All sites complete 95% of community commitments on or before due date	⊗	Three historical commitments from Yanacocha and one commitment from Ahafo were delayed due to the pandemic, resulting in 85% of commitments completed on or before due date.	Social Acceptance
Former Goldcorp	100% of sites develop an auditable system for registering and tracking commitments	✓	All sites have an auditable system in place.	
Human rights and the supply chain				
Former Newmont	Implement an auditable process to manage human rights risks for applicable suppliers with an elevated likelihood of impacting human rights	✓	The supplier human rights audit program has been initiated at former Newmont sites where the Supplier Risk Management program has been implemented.* ** Excludes CC&V and Merian*	Human Rights

✓ Met ✓ Almost Met ⊗ Not Met

Sites	Target definition	2020 Performance	Commentary	More information
Water stewardship				
Former Newmont	All sites achieve annual site plan to participate in multi-stakeholder watershed governance bodies that support collective action/management of water, improved water quality and quantity	⊗	On average, about 50% of site actions were completed as priorities shifted to support the Company's response to the COVID-19 pandemic. Sites progressed collective action through engagement with watershed governance in Ghana, the U.S. and Australia, identified efficiency improvements through modeling and forecasting activities, and supported watershed governance by mapping stakeholders and developing supporting models.	Water Stewardship
Former Goldcorp	All sites complete activities to integrate Newmont Water Management Standard into site activities	⊗	On average, around 50% of site actions were completed as priorities shifted to support the Company's response to the COVID-19 pandemic. The sites advanced several activities — such as improving governance, developing predictive modeling and completing assessments — that will support improved performance in 2021.	
Water efficiency				
Former Newmont	Reduce consumption by 5% based on a 2016 baseline (excludes Merian)	✓	Akyem, Ahafo, Boddington, CC&V, Tanami and Yanacocha reduced water consumption by approximately 6.8% compared to the 2016 baseline. All sites, except Boddington, met their target.	Water Stewardship
Former Goldcorp	Achieve site target to: • Reduce withdrawal intensity from surface and groundwater • Refine processes to reduce water use and loss • Increase reused and recycled water as a percentage of total water used in mineral processing	✓	All sites met their targets for intensity (m^3/tonne processed) or recycle rate.	
Energy and climate change				
All sites	Reduce greenhouse gas (GHG) emissions intensity (tonnes of carbon dioxide per gold equivalent ounce) 16.5% by 2020, based on the 2013 re-baseline	⊗	Lower production in 2020, due to temporarily placing some sites in care and maintenance during the initial stages of the COVID-19 pandemic, was the largest contributor to not achieving our target. As a result, compared to the 2013 baseline, we have reduced our GHG emissions intensity by 13.9%.	Energy and Climate Change
Closure and reclamation				
All sites	Achieve 90% of planned reclamation activities/associated actions across the Company	⊗	The pandemic impacted planned activities, resulting in several delays.	Performance Data

✓ Met ✓ Almost Met ⊗ Not Met

2021 Targets

In line with our commitment to continuous improvement, we have set the following future targets, which are annual except for our long-term, science-based climate targets.

Additional details are discussed in the respective sections throughout this report.

Target definition	More information
Safety	
Zero fatalities	Health, Safety and Security
Local/Indigenous employment	
All sites achieve local/Indigenous targets as defined in formal community agreements or defined by site	Value Sharing
Local/Indigenous procurement	
All sites achieve spend target with local/Indigenous suppliers	Value Sharing
Stakeholder complaints and grievances	
All sites achieve target to respond to, address, track, and if necessary, escalate 100% of tier 1 complaints within 30 days	Social Acceptance
All sites engage in the development of root cause analysis methodology for complaints and grievances	
Community commitments	
All sites complete 100% of commitments on or before due dates as captured in register	Social Acceptance
Human rights and the supply chain	
Implement risk mitigation plans for 60% of new contracts* with suppliers that have been identified as having an elevated likelihood of impacting human rights ** Applies to new suppliers or suppliers at sites where Newmont's Supplier Risk Management program has been rolled out and whose contracts are up for renewal beginning in January 2021.*	Human Rights
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	Water Stewardship
Water efficiency	
Sites to reduce fresh water consumption from the 2018 baseline (which reflects our current operating portfolio) — sites in water-stressed areas aim to reduce fresh water consumption by at least 10 percent, and the remaining sites aim to maintain our greater than 5 percent reduction target	Water Stewardship
Energy and climate change	
Achieve the following by 2030: • Reduce absolute GHG emissions (Scope 1 and 2) by more than 30% • Reduce GHG emissions intensity (Scope 1 and 2) by more than 30% • Reduce absolute Scope 3 emissions (i.e., joint venture assets and supply chain) by 30%	Energy and Climate Change
Achieve our goal of net-zero carbon emissions by 2050	
Closure and reclamation	
Achieve 95% of planned reclamation activities/associated actions across the Company	Performance Data

OUR BUSINESS

Newmont — headquartered in Denver, Colorado — is the world's leading gold company and a producer of copper, silver, zinc and lead.

As of the end of 2020, around 14,500 employees and 13,500 contractors worked on Newmont's behalf in favorable mining jurisdictions in North America, South America, Australia and Africa. Newmont is the only gold producer listed in the S&P 500 Index and is widely recognized for its principled environmental, social and governance practices. The Company is an industry leader in value creation, supported by robust safety standards, superior execution and technical expertise. Newmont was founded 100 years ago (in 1921) and has been publicly traded since 1925.

During a year of unprecedented challenges, Newmont continued to differentiate itself as the clear industry leader by delivering record-breaking results. We had the best safety performance in our company's history, and we produced more than 5.9 million attributable ounces of gold and an additional 1 million attributable gold equivalent ounces of co-products (copper, zinc, silver and lead). Demonstrating our culture of continuous improvement, Newmont's 12 managed operations delivered $790 million in cost and productivity improvements through our Full Potential continuous improvement program. Details on our financial and operating performance are disclosed in our **2020 10-K report**.

NEWMONT LOCATIONS[1]

[1] As of December 2020. See cautionary statement.

[2] Yanacocha Sulfides and Ahafo North are included in Newmont's outlook but remain subject to approval.

[3] Newmont holds a 38.5 percent interest.

[4] Newmont holds a 40 percent interest.

Our commitment to acting responsibly as individuals and as a business is reflected in our Purpose and Values, which have been developed over Newmont's 100-year history. These articulate the path we will follow in the future and how we will conduct business along the way.

Purpose

To create value and improve lives through sustainable and responsible mining.

Values

Our five core values are the cornerstone of what we believe and what we do:

Safety
We take care of our safety, health and wellness by recognizing, assessing and managing risk, and choosing safer behaviors to drive a fatality, injury and illness free workplace.

Integrity
We behave ethically and respect each other and the customs, cultures and laws wherever we operate.

Sustainability
We serve as a catalyst for local economic development through transparent and respectful stakeholder engagement and as responsible stewards of the environment.

Inclusion
We create an inclusive environment where employees have the opportunity to contribute, develop and work together to deliver our strategy.

Responsibility
We deliver on our commitments, demonstrate leadership and have the courage to speak up and challenge the status quo.

Photo (right):
Cripple Creek & Victor, United States

Business Strategy

Our business strategy serves as a blueprint for creating sustainable value over the long term. The three pillars of the strategy include:

Deliver superior operational execution by ensuring fatality risks are managed at all times with strong leadership and systems, continually improving operational performance, and meeting commitments without fail;

Sustain a global portfolio of long-life assets by growing margins, Reserves and Resources from profitable expansions, exploration and value accretive investments; and

Lead the sector in profitability and responsibility by consistently generating superior returns, demonstrating our values, and leading in environmental, social and governance performance.

Five foundational principles help guide us in our journey of continuous improvement and establish the objectives by which we measure our performance:

Health and safety
Maintaining a fatality, injury and illness-free performance and culture by ensuring visible and caring leadership, fatality prevention and physical and mental wellbeing

Operational excellence
Growing margins and delivering a culture of continuous improvement through Full Potential and a rigorous application of operating, technical and exploration discipline

Growth
Optimizing our project pipeline of world-class assets in top-tier jurisdictions to support value-accretive growth and a focus on industry-leading return on capital employed

People
Developing competitive advantage through people with industry-leading engagement, leadership and commitment to inclusion and diversity

Environment, social and governance
Achieving long-term competitive advantage through leading sustainability practices to enable business continuity and growth, support positive social transformation and create shared, long-term value for all our stakeholders

Newmont built on the transformational transactions in 2019 and adapted to the COVID-19 pandemic.

SIGNIFICANT CHANGES IN 2020

In 2020, Newmont built on the transformational transactions in 2019 and adapted to the COVID-19 pandemic. Among the significant events that resulted in changes to the business:

- In January, we completed the sale of our 50 percent interest in Kalgoorlie Consolidated Gold Mines (KCGM) to Northern Star Resources Limited for cash proceeds of $800 million.
- In February, President and CEO Tom Palmer announced a change to the Company's operating model, focusing operational leaders on the safe, reliable and productive delivery of our commitments and improving the efficiency and effectiveness of our functions and systems.
- In March, we completed the sale of our interest (including its convertible debt) in Continental Gold and the sale of our Red Lake complex in Ontario, Canada, for $253 million and $375 million in cash proceeds, respectively.
- In September, we entered into a definitive agreement with Maverix Metals to sell 11 royalties for $90 million ($15 million in cash, 12 million Maverix common shares at $5.02 per share and up to $15 million in contingent cash payments), and we formed an exploration joint venture with Agnico Eagle Mines Limited to explore the Anzá project and advance other prospective gold targets in Colombia.

Additional information about these events and more can be found in our online newsroom as well as in our **2020 10-K report**.

OUR APPROACH TO SUSTAINABILITY

Newmont has 100 years of experience developing the natural resources people want and need. We are committed to continuously advancing our methods and practices that protect people, support host communities, and safeguard the environment and, in turn, earning the right to operate for the next 100 years.

Our Sustainability Strategy

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

We also recognize that sustainability means protecting the safety and health of our workforce and those who reside near our operations. Our **health and safety programs** — notably our Fatality Risk Management program — aim to keep people safe and ensure their wellbeing.

Photo (right):
Cerro Negro, Argentina

FRAMEWORK

Our sustainability strategy's implementation framework provides a systematic and pragmatic approach. A foundational **Sustainability and Stakeholder Engagement Policy** is supported by the strategies, standards, systems and metrics that drive our performance.

In 2020, we updated the policy to reflect our progress and commitments, as well as changing and growing stakeholder expectations, since first publishing the policy in 2014, particularly in the areas of climate change, water, tailings management, cultural heritage and Indigenous peoples.

SUSTAINABILITY FRAMEWORK

STRATEGIC IMPERATIVES

Three strategic imperatives — performance, social acceptance and reputation, and risk management — drive the programs necessary to deliver our sustainability strategy:

- **Performance**: Investors and other stakeholders are increasingly interested in the link between non-financial performance and long-term value creation. For the sixth year in a row, Newmont was ranked the top gold miner in the Dow Jones Sustainability World Index (DJSI). Membership in the index was evaluated through the 2020 SAM Corporate Sustainability Assessment (CSA). Newmont was the top mining company in *CR Magazine*'s 100 Best Corporate Citizens list and *Newsweek*'s first-ever list of America's Most Responsible Companies for 2020. We are committed to continuous improvement and reporting our performance in line with two new disclosure frameworks — ICMM's Mining Principles' Performance Expectations (PEs) and the World Gold Council's Responsible Gold Mining Principles — that incorporate robust site-level performance validation.
- **Social acceptance and reputation**: Examples of programs and activities that build trust-based relationships with stakeholders include community participatory monitoring programs at several sites, community development initiatives, and transparently disclosing our performance in addressing human rights matters and community complaints and grievances.
- **Risk management**: Strategies and programs — such as those related to fatality risks, human rights, responsible sourcing, closure, energy and climate, water stewardship and tailings management — are examples of our proactive approach to managing both short- and long-term risks and preparing for emerging issues.

TECHNOLOGY AND INNOVATION

Through Full Potential — our structured program focused on continuous improvement — we are identifying opportunities and implementing technological solutions that support our broader objectives related to operating safer and more responsible mines. The program follows a "diagnose, design and deliver" framework to accelerate the value delivery of technology solutions.

In the sustainability and external relations area, we are exploring opportunities to use digitalization and automation technologies to increase efficiencies while also benefiting host communities.

Some of the key technologies that we have deployed or are in the process of implementing include:

- In late 2020, we announced $500 million in investments between 2021 and 2025 on energy efficiency improvements, electrification projects and renewable energy projects that are designed to help us achieve our **2030 science-based climate targets**.
- Our Borden mine in Ontario features state-of-the-art health and safety controls, digital mining technologies and processes, and an electric underground fleet that eliminates diesel particulate matter from the underground environment and lowers greenhouse gas emissions.
- Across our haul truck fleet and in other heavy vehicles, we installed Driver Safety System (DSS) technology, which monitors driver fatigue and distraction and provides instant intervention for tired operators.
- We use various monitoring technologies, including installed instrumentation and remote monitoring techniques such as aerial drones, to ensure the safe operation of our tailings storage facilities.

- In 2020, we began developing a proof-of-concept for deploying an enterprise approach to real-time tailings storage facility performance monitoring, which we plan to implement in 2021.
- At our Éléonore mine in Quebec, a joint investment from our Cree partner, Eeyou Communications Network, and the Government of Quebec's Société du Plan Nord will connect the mine to the regional fiber optic network, supporting our vision of creating the first "4.0 mine" — an interconnected mine of the future — in Quebec.
- In early 2020, we announced a $150 million investment to fully automate the haul truck fleet at our Boddington operation in Australia. This investment enhances safety by removing people from the so-called "line of fire" (which refers to workers who are at risk of coming into contact with some form of energy) and reducing the potential for vehicle-to-vehicle interactions.
- We are implementing and evaluating technologies and innovative solutions to accelerate our goal to eliminate "live work" tasks that expose personnel to risks associated with unisolated or energized equipment.
- Personnel at our Operations Support Hubs (OSH) in Denver and Perth use a consistent technology platform to analyze real-time, near-real-time and batch data and then deliver actionable recommendations or insights to our operations. The overall objective is to more effectively monitor and maintain the health and productivity of our mobile fleet and fixed plant assets.
- To ensure we learn from the best examples across the Company and rapidly replicate those across the entire enterprise, we use a range of internal collaboration technology tools including Yammer.

Materiality

Each year, we analyze the sustainability issues that matter most to our stakeholders and our business to determine the content of this report.

In 2020, we conducted a robust formal materiality assessment to identify, understand and prioritize our current, near-term and emerging sustainability issues. The review followed the GRI's Principles for Determining Report Content (sustainability context, stakeholder inclusiveness, materiality and completeness) and included the Sustainability Accounting Standards Board (SASB) material topics for our sector. The materiality assessment adhered to the following process:

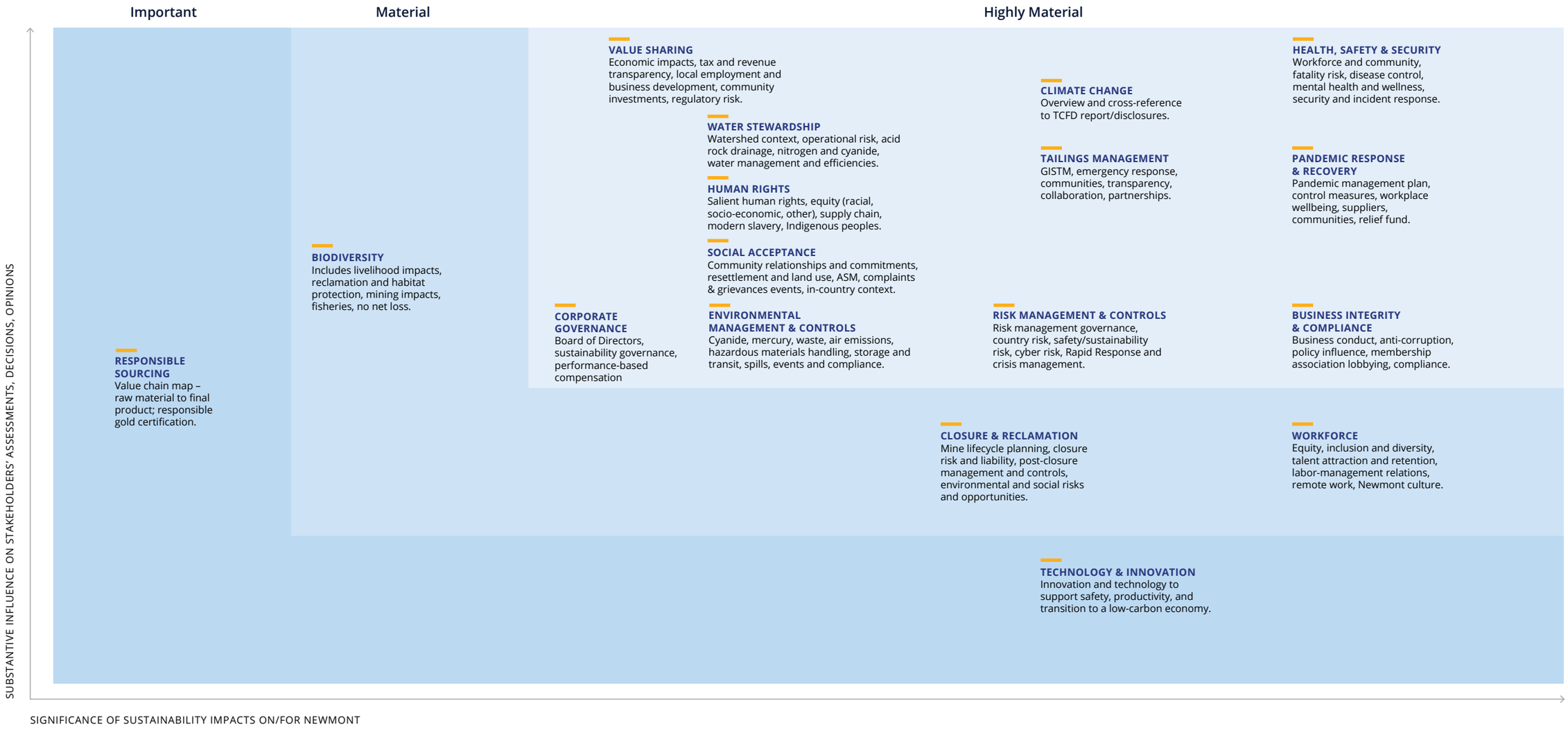
- **Initial mapping:** Taking into account the prior year's materiality matrix, we identified material and emerging issues using a cloud-based software tool that uses natural language processing (NLP) techniques; an artificial intelligence (AI) technology that interprets, analyzes and categorizes financial and non-financial filings; voluntary and mandatory regulations; and news media related to ESG across environmental, social, governance, economic and geopolitical and technological themes.
- **Board review:** We presented the preliminary results of the mapping exercise to the Board's Safety and Sustainability (S&S) Committee and interviewed each committee member to solicit opinions and adjust how we ranked the preliminary issues.
- **External opinion leader review:** We then engaged external opinion leaders through one-on-one interviews to discuss the issues and solicit feedback on the issue rankings. These external thought leaders included:
  - Key representatives from four leading global investment management firms representing our largest shareholders
  - Chief Operating Officer of ICMM
  - President and CEO of RESOLVE
  - Extractives and Minerals Sector Lead at SASB
  - Director, Centre for Social Responsibility in Mining, University of Queensland
- **Internal leadership review:** We conducted a series of in-person interviews and group sessions with executives and functional leaders and held a formal calibration workshop to confirm the final issues rankings shown in the materiality matrix.
- **Follow-up review:** Re-submission to the S&S Committee to review, discuss and adjust the ranking of the material issues identified in this process.
- **Risk management evaluation:** Our leaders reviewed and evaluated the final materiality matrix to confirm that there were no significant gaps between the material sustainability issues identified through our **risk management process**.

The S&S Committee reviewed and approved the final matrix, which includes the 12 highly material issues and their related report topics and performance indicators that are the focus of this report. An overview of our approach and performance for five other important and material topics is included in the report, GRI Content Index, ESG Data Tables and/or via links to other public disclosures such as our **2020 10-K report** and **2021 Proxy Statement**.

For 2020, the topic of pandemic response and recovery became highly material due to the multiple impacts of the COVID-19 pandemic on our business, stakeholders and the world at large. Issues related to equity — racial, socio-economic and other forms of inequities – were also added to the human rights topic. Other topics that increased in importance include safety and health, climate change, tailings management and value sharing. Key competencies — related to corporate governance, environmental and risk management practices and controls, and business integrity and compliance — remain highly material to the business. Other topics remain largely consistent with the previous year, with responsible sourcing incrementally increasing in relevance, both to the business and to stakeholders.

All material issues are addressed in this report, with the highly material topics discussed in four main sections — Governance, Social, Environmental and Economic. We also have material issues included in the **Workforce Development and Culture** section. Key performance indicators for all issues shown on the 2020 materiality matrix are included in the **Performance Data** section of this report and are available on our **website** as downloadable ESG Data Tables.

2020 MATERIALITY MATRIX



SALIENT HUMAN RIGHTS RISKS

In addition to our materiality analysis is the concept of salience, which focuses on potential risks to people, not the business.

As early adopters of the UN Guiding Principles Reporting Framework, we engaged internally across regions and functions and externally with human rights experts and key stakeholders to identify our salient human rights risks – that is, those human rights issues at risk of the most severe negative impacts through our activities and business relationships.

For our initial salience analysis, which was in 2015, we held a cross-functional workshop and identified 26 potential human rights issues. The workshop was followed by sessions with regional and site teams to determine the most salient human rights risks within the three characteristics of saliency — severity, scope and ability to be remedied. In 2018, our cross-functional human rights working group led a review of our salient human rights risks to consider the increased data we have on risks that may have a human rights component. Currently, our eight salient issues are:

- Right to life
- Right to water and sanitation
- Right to an adequate standard of living
- Right to enjoy just and favorable conditions of work
- Right not to be subject to discrimination in employment or occupation
- Right to health
- Right not to be subject to slavery or forced labor
- Right to self-determination

We discuss each of these issues in greater detail in our publication, **Respecting Human Rights: Our Approach** and in the **Human Rights** section of this report.

Photo (right):
Tanami, Australia

Stakeholder Engagement

Engaging with relevant stakeholders — who we consider to be any person or organization potentially impacted by our activities or influential to our success — allows us to share information about our activities and gain a greater understanding of their needs, interests and perspectives while, at the same time, encouraging shared decision making to promote mutually beneficial outcomes.

Stakeholder engagement plans are developed, and regularly reviewed and updated, at the corporate, regional and site levels to ensure we maintain ongoing and honest dialogue and provide transparent, timely and fact-based communications with stakeholders in an accessible and clear manner. These elements are critical to building relationships based on mutual respect and managing risks present in our business. Stakeholder engagement also helps inform our site-level management plans and validate our priorities and salient human rights issues.

The channel and frequency of engagement vary depending on the stakeholder's area of interest. An overview of our approach to engaging with our main stakeholders is described below, with additional detail provided throughout this report.

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2020
Business partners (e.g., joint ventures, strategic business partners)	• Financial and operating performance • Reserves and resources • Safety, health, environmental and social performance • Government regulations and permitting	Terms of agreements, annual and quarterly reports, regulatory filings, regular meetings and communications via telephone, email, website and mailings	Formed an exploration joint venture with Agnico Eagle Mines Limited to explore the Anzá project and advance other prospective gold targets in Colombia. Details on these and other activities are discussed in **Our Business** and **2020 10-K report**.
Employees	• Safe and healthy work environment • Strategy and direction of the organization • Workplace inclusion and diversity • Wages, benefits, recognition and commitments • Opportunities for career advancement and/or development • Workplace agreement terms and conditions • Responsible business practices • Impacts of technology, automation and innovation • Impacts of merger and acquisition (M&A) activities • Investments and partnerships in host communities	Employee assistance programs (e.g., guidance resources), collective bargaining/contract negotiations, lessons learned and leadership coaching, training and development programs, Integrity Helpline, conversations between managers and employees, performance feedback, engagement surveys, town hall meetings with the CEO and other leaders, manager learning series training, online training, newsletters, employee-led business resource groups and employee communications channels	Established official channels to communicate timely updates and answer questions about the COVID-19 pandemic and workplace impacts. Launched Yammer — an internal social networking tool that allows employees to connect and collaborate across the organization. Details on these and other activities are discussed in **Our Response to COVID-19** and **Workforce Development and Culture**.

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2020
Governments and regulatory bodies	• Safe operations and responsible business practices • Regulatory and legal compliance • Compliance with mining license • Government regulations and permitting • Taxes and royalties • Jobs • Infrastructure • Contribution to national and local socio-economic development priorities • Environmental stewardship • Enforcement of rule of law	Regulatory filings, responses to requests for information, participation in events and forums, collaboration on government/industry campaigns and programs, public advisory processes, dispute mediation and dialogue tables, tours of operations and site visits (limited or temporarily suspended due to COVID-19), meetings and personal communications	Engaged governments to support their COVID-19 response and recovery efforts. Held several meetings with government officials of the State of Zacatecas on the ecological tax ("eco-tax") they levied upon businesses operating in the state. Details on these and other activities are discussed in **Business Integrity and Compliance** and **Value Sharing**.
Host communities	• Safe and healthy operations • Jobs and local business opportunities • Community investment • Environmental stewardship including access to clean water • Tailings facility management • Access to education and skills development • Infrastructure • Transparency in the distribution of direct and indirect economic contributions • Indigenous peoples' rights • Community wellbeing • Reputation and ethics	Participation in social and environmental assessments, socio-economic programs, foundations and funds, complaints and grievances mechanisms, forums, conferences, site visits (limited or temporarily suspended due to COVID-19), surveys, community development committees and boards, participatory monitoring, meetings and personal communications	Created COVID-19 Global Community Support Fund to address the greatest needs, with a view to serving as a catalyst for recovery and long-term resiliency. Continued efforts to maximize employment and business opportunities for members of local/Indigenous communities. Details on these and other activities are discussed in **Our Response to COVID-19** and **Value Sharing**.
Media	• Financial and operating performance • Health and safety performance • Social performance • Environmental stewardship • Government regulations and permitting • Mergers, acquisitions and divestments	Press releases, interviews, regulatory filings, presentations, publications, site visits (limited or temporarily suspended due to COVID-19), editorial board meetings, communications via phone and email, company website and social media channels	Ongoing engagement with media during COVID-19 pandemic. Please visit the **newsroom** on our website for more information.

Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of engagement in 2020
Non-governmental organizations (NGOs), multinational organizations and civil society	• Transparency and accountability • Governance • Social performance • Human rights and free, prior and informed consent of Indigenous peoples • Environmental stewardship • Mutual value creation • Disclosure standards, guidelines and frameworks	Social/community/other assessments, participation in multi-stakeholder initiatives and global working groups for developing disclosure standards, strategic partnerships, forums, conferences, participation in thought-leadership panels and advisory councils, questionnaires, meetings and personal communications	Engaged NGOs to identify the greatest community assistance needs during the COVID-19 pandemic. Partnered with the International Union for the Conservation of Nature (IUCN) on our biodiversity programs. Encouraged governments where Newmont operates to support the Extractive Industry Transparency Initiative's efforts to improve governance and revenue transparency. Details on these and other activities are discussed in **Our Response to COVID-19** and **Environment**.
Peers and industry associations	• Safe and healthy operations • Responsible business practices • Environmental stewardship • Collaborating with peers via industry organizations and with other business, political and academic leaders via global forums on sustainability issues and policy positions • Industry targets, reporting, standards and site-level performance expectations and audits • General knowledge sharing on lessons learned and best practices	Active participation as members and on boards or other leadership assignments, conferences, engagement through business bodies and **industry-wide initiatives**, meetings and personal communication	Committed to implementing the Global Industry Standard on Tailings Management — the outcome of a review by the International Council on Mining and Metals, the United Nations Environment Program and the Principles for Responsible Investment to improve tailings safety and establish best practices. Details on these and other activities are discussed in **Tailings Management**.
Shareholders, investors and analysts	• Financial and operating performance • Environmental, social and governance (ESG) performance • Share price performance • Dividend payments • Balance sheet strength • Reserves and resources • Government regulations and permitting • Mergers, acquisitions and divestments • Corporate governance	Annual and quarterly reports, regulatory filings, investor conferences, annual general meeting, investor roadshows, credit rating agency engagement, tours of operations and site visits (limited or temporarily suspended due to COVID-19), analyst days, regular meetings and communications via telephone, email, website and mailings	Engaged investor-led climate group regarding public disclosure of trade association memberships and climate-related policy positions. Engaged with faith-based investor groups through interactive calls organized by the Mining and Faith Reflection Initiative and the Interfaith Center on Corporate Responsibility. Details on these and other activities are discussed in **Energy and Climate Change** and on our **investors site**.
Suppliers/contractors	• Safe and healthy work environment • Contract terms and conditions • Business opportunities • Financial and operating performance • Responsible business practices • Innovation • Operating efficiencies • Strong partnerships	Contract negotiations, Supplier Risk Management program, participation in contractor safety programs and continuous improvement initiatives, global and regional supplier summit conferences, local content partnerships, social responsibility partnerships, meetings and personal communications	Engaged with strategic and critical suppliers to manage supply of critical materials and procure PPE and medical supplies during pandemic. Screened all new suppliers against top risks and conducted targeted audits and/or training to those identified with a higher level of certain risks. Details on these and other activities are discussed in **Our Response to COVID-19** and **Supply Chain**.

Supporting the Sustainable Development Goals

In 2015, governments from 193 countries unanimously adopted the United Nations' 2030 Agenda for Sustainable Development — an action plan to end poverty, protect the environment and promote prosperity by 2030. The agenda includes 17 Sustainable Development Goals (SDGs) that are an ambitious call-to-action for governments, businesses and civil society organizations to address the most pressing problems facing our world today.

As a mining company, we recognize the opportunity and potential to positively contribute to all 17 SDGs and the dynamic relationship between the goals in the countries and communities where we operate. Following an extensive mapping exercise and analysis in 2016, we prioritized five SDGs, which are most aligned to our business strategy and where we can have the greatest impact through our business activities:

- **Goal 3** — Good health and wellbeing
- **Goal 5** — Gender equality
- **Goal 6** — Clean water and sanitation
- **Goal 8** — Decent work and economic growth
- **Goal 17** — Partnerships for the goals

COMMITMENTS AND REPORTING

Our reporting aligns with many of the SDG targets (see the GRI Content Index). Our global inclusion and diversity strategy supports Goal 5 (gender equality), and we have metrics and indicators related to creating an inclusive workplace and diverse workforce. We also identified gaps in the way we report on outcomes for three of our priority SDGs. During a global workshop in 2018, we developed five outcome-based objectives to address these gaps.

Priority SDG	Outcome-based objective
Goal 3	Improved access to quality healthcare
	Reduction in maternal and infant mortality
Goal 6	Improved community access to potable water
	Improved access to irrigation
Goal 8	New non-Newmont and non-mining jobs created

Through our work on the SDGs, we have experienced several challenges in measuring and reporting progress on the goals. Firstly, it is difficult to define global indicators that are meaningful in every context. For example, increasing community access to potable water has a greater impact in certain regions of Ghana or Peru than in the U.S. or Canada. Secondly, determining attribution to an improvement or positive impact is difficult. For instance, there may be an improvement in health outcomes following implementation of a Company health program, but attributing this improvement to our activity, as opposed to a wider contextual factor (such as a change in policy, a government-led initiative or a change in community sentiment related to healthcare), is difficult. Finally, as many of our programs have evolved over time, we do not always have robust baseline data to measure progress.

Greater transparency at a country level will go some way to addressing these challenges. We are working on developing country-specific contribution reports that we plan to publish on our website.

COLLABORATION AND PARTNERSHIPS

We recognize that we cannot reach the goals on our own or by working in silos. As stated in Goal 17, collaboration is essential. In addition to our voluntary commitments and work with governments, businesses and civil society that have the expertise and/or shared intention to have an impact on advancing the SDGs, we have formed several partnerships to help our efforts. These include:

- **World Resources Institute (WRI):** We collaborate with the WRI — a global research nonprofit focused on wise management of natural resources — to provide context on how global water risks translate to our operations and to evaluate the water quantity, quality and management-related challenges in the watersheds where we operate.
- **International Union for the Conservation of Nature (IUCN):** The IUCN supports our performance in biodiversity conservation and impact management, including restoration and offset activities. This partnership aims to contribute to improved conservation practices throughout the natural resources sector.

- **Proteus:** Newmont is a member of Proteus — a collaboration between the UNEP World Conservation Monitoring Centre and around 14 large resource development companies. Proteus's mission is to provide companies with the biodiversity information needed for better informed decisions and to help companies understand their conservation responsibilities and strengthen engagement and cross-section collaboration.
- **FPIC Solutions Dialogue:** The FPIC Solutions Dialogue was formed in 2012 by Newmont and other companies, thought-leaders and NGOs to help translate free, prior and informed consent (FPIC) of Indigenous peoples into site-based practices.
- **Mining, Resettlement and Livelihood Research and Practice Consortium:** Newmont and four other mining companies, along with the University of Queensland's Centre for Social Responsibility in Mining, formed this first-of-its-kind industry-university working group to better understand how resettlement risks are managed, identify strategies to improve livelihood outcomes for those affected by resettlement, conduct research, and help inform policies that lead to more effective practices.
- **Project C.U.R.E.:** Our long-standing partnership with Project C.U.R.E., the world's largest distributor of medical donations to developing countries, focuses on delivering much-needed medical supplies to operating countries; conducting on-site clinics; and training healthcare providers on techniques to prevent infant mortality.
- **University of Queensland and RESOLVE:** With support from the Australian Research Council, Newmont, RESOLVE and the University of Queensland's Centre for Social Responsibility in Mining are partnering on a project to research the effectiveness of corporate-sponsored independent inquiries to major issues and community grievances. The project will draw on lessons learned in government-led commissions of inquiry to define guidelines for industry to conduct inquiries that achieve meaningful change and improve the outcomes for affected peoples.

Photo (right):
Akyem, Ghana
(February 2020)

Voluntary Commitments and Disclosures

Newmont engages with a variety of organizations at a global, regional, national and local level to adhere to high standards of governance, social and environmental policies and performance.

These memberships and voluntary commitments reflect our values, support our approach to working collaboratively on best practices across several key matters and allow external stakeholders to hold us accountable. Our participation in industry initiatives, wherein we often take a leadership role, allows us to inform and influence global standards and practices, as well as gain insight into emerging expectations, issues and risks.

Some of the more notable voluntary commitments, initiatives, memberships and disclosure frameworks include the following:

Organization	Organizational purpose, goal and/or commitment
Industry initiatives	
Cross-Sector Biodiversity Initiative (CSBI)	Newmont is a founding member of the CSBI, a partnership created in 2013 by the mining, oil and gas, and banking sectors, which provides a forum for cross-industry learning on biodiversity and ecosystem services best practices.
FPIC Solutions Dialogue	In 2012, Newmont joined other companies, thought leaders and NGOs, including RESOLVE — an independent nonprofit organization dedicated to multi-stakeholder consensus building — to establish the FPIC Solutions Dialogue. The FPIC Solutions Dialogue works to better understand successful approaches and best practices to translate free, prior and informed consent of Indigenous peoples into an effective site-based approach.
Global Industry Standard on Tailings Management (GISTM)	The GISTM, which launched globally in August 2020, is the outcome of a review by ICMM, the United Nations Environment Program and the Principles for Responsible Investment to improve tailings safety and establish best practices. As a member of ICMM, Newmont is committed to implementing and meeting the full requirements of the GISTM.
International Council on Mining and Metals (ICMM)	As an ICMM founding member, we support and commit to the CEO-led organization's membership requirements that aim to address the industry's core sustainable development challenges. Newmont has committed to the ICMM's 10 Principles for Sustainable Development since their publication in 2003. Building on these principles, in 2019, the ICMM finalized its Mining Principles — a comprehensive set of Performance Expectations (PEs) that define good practice in the areas of environmental, social and governance and that support progress toward global efforts such as the UN Sustainable Development Goals and the Paris Agreement on climate change. We **report on our progress against the PEs** in this report.
International Cyanide Management Code (ICMC)	In 2005, Newmont became one of the first signatories of the ICMC, which aims to improve the safe transport, storage and use of cyanide to protect human health and reduce the potential for environmental harm. Signatories commit to upholding ICMC's principles and standards, commissioning independent audits, and reporting on their performance.
International Network for Acid Prevention (INAP)	INAP is an international body that facilitates knowledge transfer and research to address the challenges and reduce the liabilities associated with acid rock drainage.
Salmon Gold	Launched in 2018 by RESOLVE, the Salmon Gold initiative is a voluntary partnership to responsibly re-mine historical placer gold mine sites and restore fish habitat in Alaska, the Yukon Territory, and British Columbia. Salmon Gold brings together communities, miners, conservationists, manufacturing and retail companies, and government agencies to support stream habitat restoration using modern techniques.
World Gold Council (WGC)	Since 1987, Newmont has been a member of the WGC, which promotes responsible mining practices across the gold industry. Our **Conflict-Free Gold Report** and our approach to reporting all-in sustaining costs are largely informed by guidelines and standards developed by the WGC and its member companies. As a member, we commit to comply with the Responsible Gold Mining Principles (RGMPs) — a new framework that recognizes and consolidates existing international standards for responsible mining under a single structure. We **report on our progress against the RGMPs** in this report.

Organization	Organizational purpose, goal and/or commitment
Global and business initiatives	
Extractive Industries Transparency Initiative (EITI)	Newmont is an original signatory to the EITI and is actively involved in the efforts to promote revenue transparency and accountability in the extractive industry, whereby we report on annual tax and royalty payments.
Partnering Against Corruption Initiative (PACI)	Newmont is a founding member of the World Economic Forum's PACI, which was formed in 2004. We require training based on PACI principles for employees most likely to encounter bribery or corruption risks.
Responsible Minerals Initiative (RMI)	In 2018, Newmont joined the RMI, a multi-industry initiative focused on minerals supply chain due diligence. Through the RMI's Mining Engagement Team, Newmont engages with downstream users on the risks and opportunities of the mining industry and supports the development of best practices around responsible sourcing.
United Nations (UN) Global Compact	The UN Global Compact promotes responsible corporate citizenship and a collaborative approach to forging a more sustainable and inclusive global economy. This report serves as our advanced-level annual Communication on Progress (COP) toward implementing the 10 Global Compact Principles into our strategies and operations. We also participate in the UN Global Compact LEAD Program, which promotes the adoption of the Blueprint for Corporate Sustainability Leadership.
United Nations (UN) Guiding Principles on Business and Human Rights (the "Guiding Principles")	We are committed to implementing the UN Guiding Principles, which provide details on the first two principles of the UN Global Compact, addressing businesses' responsibility to respect human rights. Unanimously endorsed by the UN Human Rights Council in 2011, the Guiding Principles are a global standard that defines the duties of states to protect human rights and the responsibilities of companies to respect human rights and access to remedy. Newmont discloses its human rights performance using the UN Guiding Principles Reporting Framework, the world's first comprehensive guidance for companies to report on how they respect human rights. Newmont was the first extractive company to adopt this framework.
Voluntary Principles on Security and Human Rights (VPSHR)	The VPSHR global initiative, established in 2000, seeks to protect human rights through leading safety and security practices. Signatories include 10 governments — including Argentina, Australia, Canada, Ghana and the U.S. — and more than 40 industry and NGO participants. Newmont annually reports on our efforts to implement and promote the Voluntary Principles.
World Economic Forum (WEF)	Newmont is an active member of the WEF. In 2017, Newmont became a signatory to the WEF's Compact for Responsive and Responsible Leadership, which commits businesses to create a corporate governance framework focused on the long-term sustainability of corporations and the long-term goals of society. In 2019, Newmont joined the WEF's Alliance of CEO Climate Leaders, a CEO-led group committed to actively engaging in global efforts to deliver the Paris Agreement.

Organization	Organizational purpose, goal and/or commitment
Voluntary public disclosures	
CDP (formerly the Carbon Disclosure Project)	CDP is a nonprofit that works with corporations and shareholders to disclose major corporations' environmental impacts, namely greenhouse gas (GHG) emissions and management of water resources. Newmont has participated in CDP's annual questionnaire related to GHG emissions since 2007 and water since 2012. Newmont's responses to the 2020 CDP Climate Change assessment and 2020 Water Security report received an "A-" and a "B" score, respectively. Both assessment grades are above the average for the mining sector and all global respondents.
GRI (formerly Global Reporting Initiative)	GRI is an independent international organization that helps businesses and governments worldwide understand and communicate their impact on critical sustainability issues. The GRI Sustainability Reporting Standards reflect multi-stakeholder contributions.
International Organization for Standardization (ISO)	ISO 14001 is a series of environmental standards that provide a framework for implementing effective controls and a systematic approach to setting and achieving improvement targets. We have committed to certifying our operations to ISO 14001, and we report on the status of our operations' ISO 14001 standards certification in this report.
Science-Based Target initiative (SBTi)	Our 2030 climate targets are registered with the SBTi — a partnership between the UN Global Compact, CDP, World Wildlife Fund and World Resources Institute that defines and promotes best practice in setting emission reduction targets in line with leading climate science.
Sustainability Accounting Standards Board (SASB)	Newmont follows the SASB Metals & Mining Sustainability Accounting Standard version 2018-10. Newmont began reporting to the SASB standards in 2019.
Task Force on Climate-related Financial Disclosures (TCFD)	In December 2015, the Financial Stability Board created the TCFD to develop voluntary climate-related financial risk disclosure recommendations that provide investors, lenders, insurers, regulators, policymakers and other stakeholders in the financial markets climate-related information useful to decision making. Newmont aligned its 2019 annual sustainability report with TCFD disclosure guidelines and will publish its first Climate Strategy Report in mid-2021 as part of its 2020 suite of public sustainability disclosures.
Towards Sustainable Mining (TSM)	The Mining Association of Canada's TSM standard is a globally recognized sustainability program that requires site-level assessments of key environmental and social risks. Newmont's operations in Canada participate in the TSM program, and our operations in Argentina and Australia are preparing to assess their performance across the TSM protocols.

SUSTAINABILITY COMPLIANCE

Sound environmental and social management practices drive operational excellence, reduce costs and mitigate operational risks — all of which are foundational to Newmont's broader purpose and business strategy.

In all the jurisdictions where we operate, our activities are subject to several laws and regulations, as well as other externally driven commitments such as industry initiatives and community agreements. Ensuring compliance in this complex and dynamic environment is crucial to securing our license to operate and protecting our reputation.

Management Systems

Newmont currently applies its Integrated Management System (IMS), which incorporates our standards, procedures and management systems into a single framework and provides the means to systematically:

- Identify, evaluate and manage risks
- Comply with applicable laws and regulations and voluntary commitments
- Conform to international health, safety and environmental standards
- Conform with Newmont's technical standards
- Track our performance against internal metrics and public targets

The IMS is supported by software tools that collect, manage and generate reports on risk information and performance data.

Throughout the year, Newmont's sites in Australia, Ghana, Suriname and the U.S. maintained certification with the International Standards Organization (ISO) 14001:2015 Standard for environmental management systems.

Photo (right):
Musselwhite, Canada

More information about how the IMS is used to manage our sustainability risks is included in the **Risk Management** section. Details about Newmont's approach to environmental management and controls related to cyanide, mercury waste, air emissions, and hazardous materials handling, transport and storage is discussed in **Environmental Management and Controls**.

Compliance Management

To verify that our policies, standards and procedures are effectively mitigating the Company's significant risks and that our sites are in conformance with their various commitments, we have implemented several compliance management programs that fall within one of the three Lines of Defense model (self-assessment, independent assessment and validation, and Board-level internal audit review). Some of these key programs are detailed below.

TECHNICAL STANDARDS AUDIT PROGRAM

Our social and environmental technical standards are keystone documents to Newmont's IMS and outline the minimum expectations at all our operations for managing social and environmental aspects. These standards are based on industry good practice, developed with specialist technical input, and regularly reviewed and updated.

Through our technical standards audit program, we formally review sites' conformance to these standards. The audits are conducted on a regular cadence by qualified Newmont personnel independent of the site. Since implementing the program several years ago, the audits have helped identify areas for improvement, which are followed up through tracked action plans and updates that further strengthen the standard-based requirements.

COMPLIANCE AUDIT (CA) PROGRAM

Audits that verity our compliance to our sites' legally binding commitments are critical for ensuring that our operations maintain compliance and manage any current and emerging compliance-related trends.

Past compliance audits of sustainability matters mainly focused on environmental requirements outlined in operational permits and applicable environmental regulations. In late 2020, we launched a Compliance Audit (CA) program, which expands the compliance audits' scope to incorporate any social commitments to host communities where we operate, ensuring we also have a good understanding of, and management controls around, these obligations.

By centralizing the management of all audits, the CA program aims to proactively manage risks and opportunities and prevent regulatory or other external actions being taken against the Company. The program uses a standardized methodology, reporting format and process for following up on actions associated with findings. Audits will be conducted for all operating sites on a three-year cycle, according to a risk-based schedule.

We piloted the CA program remotely at Merian in late 2020 and began rolling it out across our operations in early 2021.

SUSTAINABILITY AND EXTERNAL RELATIONS ASSURANCE PROGRAM

Newmont is committed to transparently reporting our sustainability performance through this annual report as well as several other public reporting programs. Since 2006, Newmont has conducted third-party assurance of its data and processes on material public disclosures for the following:

- Annual sustainability report;
- Greenhouse gas inventory (informing Newmont's CDP Water and Climate questionnaires and Newmont's Task Force on Climate-related Disclosures aligned report);
- WGC Conflict-Free Gold Standard;
- ICMM Performance Expectations; and
- WGC Responsible Gold Mining Principles.

For 2020, these assurance activities were conducted by Apex Companies, LLC in accordance with AA1000AS (2008) and ISO 14064-3:2006.

Beginning in 2021, Newmont's annual sustainability reporting will include data and processes associated with its Risk Management System (RMS). Assurance activities for the Towards Sustainable Mining (TSM) program, currently managed by the North America region, will be added to the existing Sustainability and External Relations Assurance Program.

Events

Through our IMS, we track environmental, social, safety, health, security, operational and legal events and rate the actual and potential consequences on a severity scale of zero to five. In late 2020, we deployed environmental and external relations impact calculators to help improve the consistency of reporting through the evaluation of the gravity, extent and vulnerability of the impact.

"Level 0" events are "potential" events (i.e., near misses that did not result in injury or cause harm but had the potential to do so). Level 1 and 2 "actual" events have insignificant or minor impacts, and level 3 to 5 actual events are those that can or did result in more significant impacts. When reviewing events, we focus on potential consequences and require investigation on all events having a potential consequence of level 3 or higher. All events are continuously tracked, and leaders within the Sustainability and External Relations team review and discuss the events on a quarterly call with the Chief Sustainability Officer. Each quarter, significant events are reported to and discussed with the Board's Safety and Sustainability Committee.

In 2020, we experienced 10 events that were designated as having an actual "level 3" or higher consequence specific to the environmental and/or social impacts. We discuss the details of these matters in our **Performance Data** section.

Sanctions

In 2020, we incurred $276,970 in monetary fines/sanctions due to non-compliance with environmental and/or social laws and regulations. We discuss the details of these matters in our **Performance Data** section.

MEGATREND INTERVIEW: NATURE OF WORK

Jennifer Cmil, Newmont's Executive Vice President, Human Resources, discusses the transformative impact of the COVID-19 pandemic on how we work today and how we will need to work in the future.

NEWMONT: *Imagine it's 2040 and you're looking back on the period 2020–21, what do you think you'll recall as the most significant trend or change in the nature of work?*

JENNIFER CMIL: Twenty years from now, looking back, we'll say this was when we learned that our ability to strategically plan has to be so much more dynamic and agile. We will look back and see this as the time when we truly learned how to lead through crisis, disruption and unpredictability. And we will have also learned that the successful organizations embraced the disruption as a catalyst for change. It was a inflection point in moving organizations forward in a more agile way.

NEWMONT: *So, 2020 will change our approach to strategy and planning for work. From the perspective of 2040, can you think of any issues or trends that had an equally significant impact on our thinking or perceptions?*

JENNIFER CMIL: 2020 further emphasized that there is a clear responsibility for corporations to address societal issues both internally and externally. In particular, companies like Newmont, which are in a position of strength, have the responsibility to take a leadership role in this regard and galvanize action beyond their own organization. This includes partnering with companies in our industry and with companies in our supply chain. This requires the capacity and trust amongst companies to solve the big problems, such as systemic talent gaps or racial and gender inequity. Accepting the status quo and only looking inwardly is not an option.

NEWMONT: *Going into and during the pandemic, what were your greatest concerns about the workforce and resiliency at Newmont?*

JENNIFER CMIL: Change and disruptions are going to be continual. We have to be continuously building and supporting that resilience, flexibility and agility in our workforce. And we need to do so intentionally because if we're not approaching it that way, we are left with a fatigued and less effective and engaged workforce.

I believe we need to integrate our approach to wellbeing and resiliency into our work environment and the work that we do versus it being a separate set of actions. It is an integration of our employees' physical, mental, financial and social wellbeing.

"Broadening our thinking on where work can be done can be quite an opportunity for Newmont."

JENNIFER CMIL
Executive Vice President, Human Resources

NEWMONT: *From a practical, worksite perspective, how would you integrate wellbeing and resiliency into the day-to-day experience of employees?*

JENNIFER CMIL: It can mean looking at our rosters and schedules for our sites and establishing organizational and team norms for working across our time zones; all with the aim of reducing fatigue and ensuring the sustainability of our workforce. It's designing work environments that promote team collaboration, connectedness, relationships and community. It is considering how technology can not only help us connect and collaborate but also help us put in boundaries to the workday…when we disconnect and recharge our batteries. And it is leaders role modeling the self-care behaviors they want to see in their teams, such as truly taking time off or using the wellbeing resources provided by Newmont.

NEWMONT: *When it comes to considering employees' mental health and wellbeing, how do you factor in the different needs of your workforce in varying countries?*

JENNIFER CMIL: What works well is a global framework which identifies what Newmont stands for and expects that is then adaptive for the needs of our countries in how we approach it, how we talk about it and how we solve for it. This requires the local understanding and in some countries, how we remove the stigma.

NEWMONT: *The pandemic has shown us that people don't always have to be on site to do the job, even in mining. How will that impact Newmont in the years to come, particularly as mining is often presented to local communities as a source of dependable employment?*

JENNIFER CMIL: It is important to remember that work that can be taken off of the mine site doesn't necessarily have to be taken out of the community or country. Organizing work in a different way does not mean it all has to be co-located; we have just proven we can work together globally. Broadening our thinking on where work can be done can be quite an opportunity for Newmont, expanding our ability to attract, develop and retain talented people in every country in which we operate.

NEWMONT: *Returning to Newmont's response to the pandemic, what were the hardest decisions that came out of the pandemic and what are you proudest of?*

JENNIFER CMIL: We really leaned into our values and our purpose right away and this made decisions much easier. For example, we made the decision to continue paying our employees even if they were not able to work because their site was in care and maintenance. While this decision required thoughtful analysis and consideration, it was not a difficult one for the Executive Leadership Team because we leaned on our values.

I am most proud of our people. Their dedication, commitment and sacrifice was absolutely incredible. They continued to deliver for Newmont day in and day out, while dealing with concerns about their own health and safety, as well as that of their teammates, families and friends. We had employees relocate their families so they could continue to work and keep our mines operating. Our employees worked tirelessly to secure ICU beds and ventilators for those that were in need and helped those that were sick navigate the healthcare systems of their country. It was our values in action on a daily basis by so many individuals which makes me so proud to work at Newmont.

WORKFORCE DEVELOPMENT AND CULTURE

The 28,008 employees and contractors who work on our behalf give us a distinct competitive advantage. Attracting and retaining those with the technical expertise required to achieve our strategic objectives and effectively competing for talent in tight labor markets are two significant risks our business faces. We aim to mitigate these risks by creating a workplace that is respectful and inclusive, protects worker rights, provides fair and equitable compensation, and offers a range of experiences, growth opportunities and benefits.

Our global **People Policy** states our commitments to employees and those with whom we work. The policy is supported by **a set of global standards** on employment practices that detail the minimum requirements for creating an environment where rights are respected and people can grow and thrive.

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

Human Resources leaders in each region serve as business partners to the Regional Senior Vice Presidents and report directly to the Executive Vice President of Human Resources, who reports to the President and CEO. The Board of Directors' Leadership Development and Compensation Committee provides oversight, holding formal reviews with management every quarter and on an ad hoc basis as needed. The Committee's Chair apprises the full Board of any significant matters or developments.

Photo (right):
Porcupine, Canada

Pandemic Impacts on the Workplace

The COVID-19 pandemic has resulted in adjustments to every work environment across Newmont, with some changes more significant than others. As discussed in the **Our Response to COVID-19** section, numerous safety protocols were put in place to keep workers, their families and community members safe.

The greatest change for our employees at our office locations was the move to remote work. Each office location developed remote work guidelines designed to set expectations and provide the necessary productivity tools. Company leaders provided frequent updates to keep everyone informed about state and local directives on essential and non-essential activities and actions to minimize work disruptions.

In early 2021, we implemented a Global Workplace Guideline to establish a consistent, but flexible, approach to workplace and location management. Meeting face-to-face on a regular basis and collaborating in person will continue to be foundational to Newmont's culture. We also recognize the tremendous evolution the workplace underwent in 2020 with regards to where and how work can be done, and we will continue to aim to leverage these learnings and opportunities going forward. The guideline will be regularly reviewed to ensure it meets the evolving needs of the business.

In March 2020, we enhanced our global intranet by adding Yammer — a social networking tool that engages employees and helps them connect and collaborate with colleagues across the organization. Yammer includes a "Communities" feature that allows employees to create groups based on topic or interest, and we created two communities — COVID-19 Updates and CEO Corner — to share the latest information, exchange ideas and engage with employees on questions and concerns.

Photo: Boddington, Australia

Global Inclusion and Diversity

By embracing inclusion as a core value, we commit to creating an inclusive environment where employees have the opportunity to fully contribute, develop and work together to deliver our strategy.

We continue to focus on achieving gender parity, elevating nationals in the countries where we operate, and maximizing employment opportunities for local and Indigenous stakeholders. Supporting these objectives are activities within the three pillars of our global inclusion and diversity strategy — embedding our value of inclusion and the importance of diversity into our culture, improving diversity by disrupting our people systems and removing unconscious bias, and taking advantage of opportunities to accelerate our efforts.

In addition to diversity metrics on gender, nationals and local/Indigenous employee representation, we continued to progress and measure the creation of an even more inclusive workplace culture where everyone can thrive.

2020 INCLUSION AND DIVERSITY ACTIVITIES

Progressing an inclusive workplace culture is critical for tackling the challenge of retaining and attracting diverse top talent in the mining industry.

In light of the COVID-19 pandemic and Black Lives Matter protests in 2020, both of which highlighted global social challenges, we reaffirmed our commitment to inclusion and diversity, by creating a safe space for difficult conversations about racial inequalities. We also developed and are implementing a strategy toward racial equity to do our part to build a more equitable society. This strategy reflects our journey to evolve along with the landscape and our understanding.

In 2020, we reached an important milestone, achieving gender parity for non-executive members of our Board of Directors. Membership on our Board at the end of 2020 was also 80 percent regionally and ethnically diverse. As active participants in the Paradigm for Parity framework — a coalition of business leaders committed to a workplace where women and men have equal power, status and opportunity in senior leadership by 2030 — we are committed to advancing the UN Sustainable Development Goal to achieve gender equality (Goal 5).

During the year, we analyzed the outcomes and impacts of a 15-month trial of various interventions within our recruitment process. The trial tested whether disruptive approaches — such as blind resumes, more inclusive language in jobs posts, diverse hiring slates and diverse interview panels — could interrupt unconscious biases within the recruitment process. The findings concluded that these interventions positively affect our talent acquisition process, and we have begun implementing many of the recommendations from the trial across the business.

Within our North and South American regions where new mine sites have been added to Newmont's operating portfolio, our regional and site Human Resources teams held workshops to better understand where the sites are on their inclusion and diversity journey. In 2020, each site outlined near-term, location-specific priorities required to align with Newmont's Global Inclusion and Diversity Strategy. These actions include improving awareness among personnel of the strategy, establishing new employee-led business resource groups (BRGs) and enabling inclusive leadership behaviors.

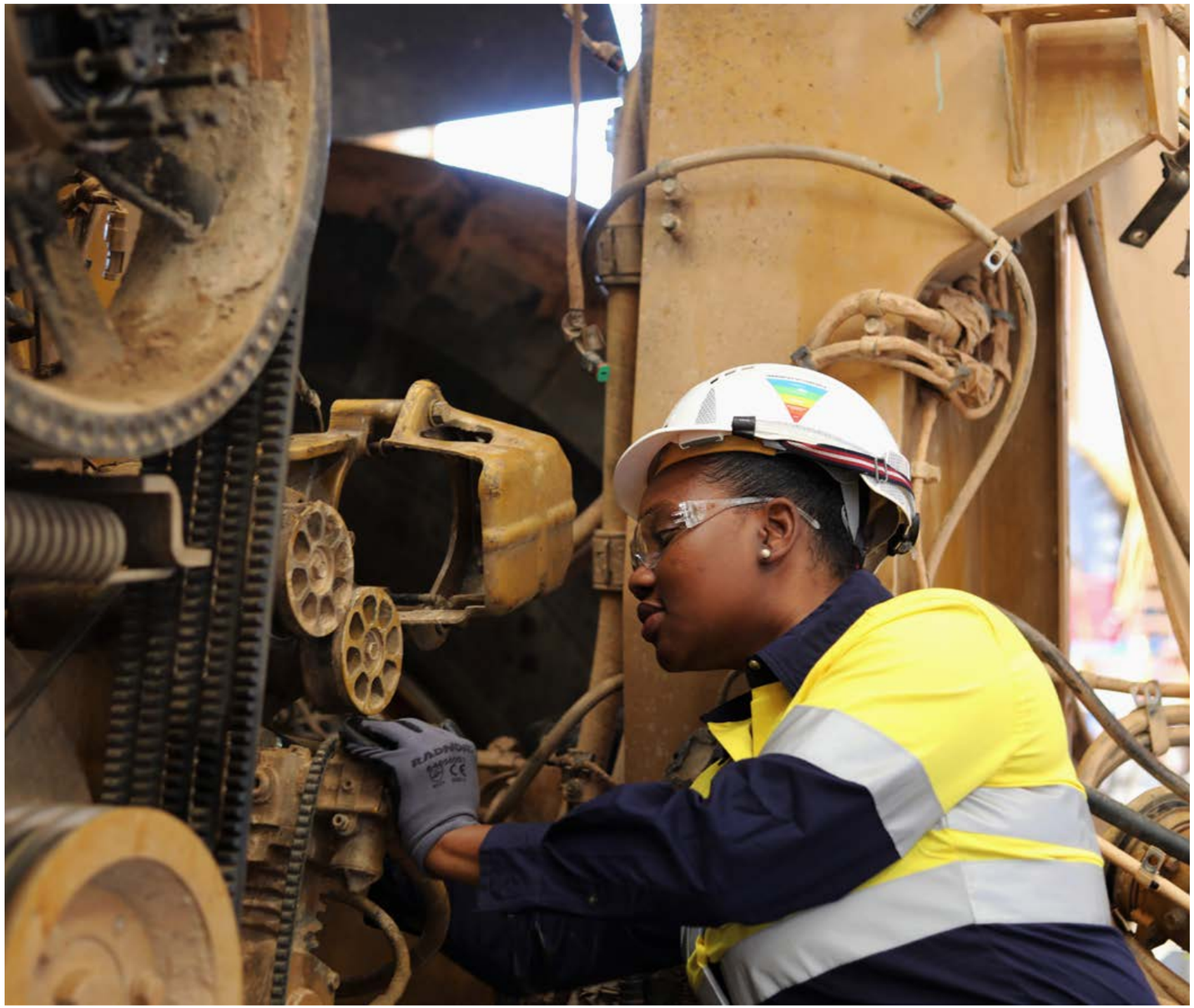


Photo (left):
Merian, Suriname

At the end of 2020, we had 22 BRGs across our operating sites. The BRGs continued to promote our value of inclusion and were key to keeping employees connected through virtual online sessions that allowed people from across time zones and regions to engage, participate and learn together, especially as our workforce adjusted to changes in the work environment due to the COVID-19 pandemic.

On an enterprise-wide level, at the end of 2020, female representation was 13 percent — down from 14.6 percent in 2019. Although our Board of Directors reached gender parity in 2020, and female representation was 43 percent among the Executive Leadership Team and grew to 25 percent among senior leaders, the overall enterprise level is below our expectations. To support our inclusion and diversity objectives, we have committed to making strategic and targeted investments to better understand challenges, especially within our operating sites, and implement targeted actions to accelerate female representation through 2030.

For the third consecutive year, Newmont was one of 380 companies included in Bloomberg's Gender-Equality Index (GEI). The index includes companies that are committed to an inclusive work environment, work-life balance and flexible work options. Newmont was also named a 2021 Best Place to Work for LGBTQ Equality by the Human Rights Campaign Foundation, meeting all the criteria to earn a 100 percent rating, and was recognized as the top mining company on FORTUNE's 2020 list of the World's Most Admired Companies.

We discuss our performance related to local/ Indigenous employment in the **Value Sharing** section of this report.

Labor Relations

Approximately 47 percent of our workforce are members of a union or participate in a collective bargaining agreement, and labor strikes and/or unrest within our workforce present significant risks to our business. We are committed to fostering solid relationships based on trust, treating workers fairly and providing them with safe and healthy working conditions.

Every employee has the right to freedom of association and to engage in collective bargaining without interference or fear of retaliation. We have collective bargaining/enterprise agreements (covering wages, benefits and other employment terms) with unions in Australia, Canada, Ghana, Mexico, Peru and Suriname.

Newmont commits to disclose significant operational changes to all employees in a timely manner. Our global Management of Change Standard and supporting guideline ensure that changes are identified, assessed, managed and appropriately communicated to all affected personnel and stakeholders. The guideline requires a minimum of two weeks' notice to personnel for changes that have site-wide, regional and/or global impacts. The collective bargaining agreements that include minimum notice periods for communicating significant changes are summarized in the Performance Data section.

2020 UNION ENGAGEMENT ACTIVITIES

In 2020, key engagement activities with the unions representing our employees included the following:

- **Argentina:** At our Cerro Negro operation, during the year there were five short partial strikes and one general industry strike by the Miners' Labor Union (AOMA). All strikes were solved through a conciliation process with the Ministry of Labor of Santa Cruz. Meetings among provincial government authorities, AOMA and Newmont representatives took place every two weeks in 2020 until the operation was put on care and maintenance due to the pandemic. Our Labor Relations and External Relations teams at Cerro Negro aim to maintain a proactive agenda with AOMA, the Hierarchical Mining Union (ASIJEMIN) and the authorities. The agenda aims to maintain social peace and continue working together on issues related to the wellbeing of employees including hiring, compensation and COVID-19 health and safety protocols.
- **Canada:** Our Porcupine operation in Ontario successfully negotiated a new collective agreement with the United Steel Workers Union, which represents 28.5 percent of the employees at the operation. Since 1996, Porcupine has followed the "Principled Negotiations" model, and for 30 straight years, Porcupine and the union have negotiated an agreement without a labor disruption.
- **Mexico:** After a short work stoppage due to the COVID-19 pandemic at our Peñasquito operation, the federal government declared mining an essential industry, and it granted Peñasquito permission to resume operations in accordance with strict health and safety protocols. Newmont's engagement and collaboration with the union that represents 73 percent of our employees at Peñasquito has been key to maintaining operations and keeping personnel, their families and the nearby communities safe during the pandemic. In May 2020, the Undersecretary of Mining and representatives of the union visited Peñasquito to observe the COVID-19 protocols at the site. Both parties publicly commended Newmont for its controls and protocols. During the year, we also successfully negotiated the renewal of the collective bargaining agreement for two more years.

Workers' Rights

As stated in our People Policy and employment standards, we are committed to maintaining a workplace free from corruption, discrimination, harassment and retaliation. We do not adversely discriminate against one another on the basis of national origin, race, religion, gender, gender identity, gender expression, sexual orientation, disability, age or any other attribute that is protected by local laws.

We encourage employees to raise questions and concerns with their managers or functional leaders. Our site-based complaints and grievances (C&G) mechanism and our online Integrity Helpline, which allows someone to anonymously file a complaint, are additional tools employees can use to raise concerns.

In 2020, we investigated, substantiated and closed 63 cases of misconduct or inappropriate behavior that often involved issues between employees and their managers. Actions based on the investigations' findings ranged from counseling to termination of the employees involved.

Talent Management and Skills Development

Ongoing career and skills development through training and education is critical to ensuring we have the right people with the necessary skills to deliver on our business strategy now and into the future. We invest in development programs that include on-the-job and technical training for specific job functions, management and leadership programs, and ongoing educational opportunities through apprenticeships, tuition assistance and scholarships to universities and technical schools.

In 2020, we invested approximately $8 million in training and development programs.

As we updated our operating model in 2020, we better aligned job responsibilities to the right roles and personnel, which translated to growth and development opportunities for more team members. Although we believe the most meaningful career development happens on the job, we continued our journey to advance our leadership development programs, beginning with a pilot program for frontline supervisors. We plan to expand the program in 2021. The recent deployment of mobile technology to all supervisors provides a platform for virtual learning opportunities.

Newmont strives to provide all employees with feedback on their performance. The structure of that feedback varies among locations, job categories and workforce agreements. Where no formal process for performance management is in place (for example, with our unionized employees), we follow local protocols to make the connection between employee skills and competencies and business performance. In 2020, we introduced manager toolkits to help improve the quality and impact of manager-employee interactions, including career development and job performance conversations.

The Performance Data section of this report includes several workforce data and performance metrics.

SUPPLY CHAIN

Newmont's supply chain includes 11,352 direct suppliers worldwide and thousands of additional subcontractors. Such a diverse and dynamic supply chain has inherent risks. There also is an increasing expectation that businesses actively combat some of society's most pressing issues — such as human rights abuses and climate change — and we recognize that our ability to meet these expectations requires a greater understanding of our suppliers and their activities.

Our **Supplier Code of Conduct** sets the minimum standards of responsible business conduct expected from those wishing to do business with, or on behalf of, Newmont. Suppliers, and all sub-contractors working on their behalf, must comply with our contract terms including provisions to adhere to our Code of Conduct, policies, standards and human rights clauses.

Supplier Risk

Detailed in our global Supplier Management Standard are the key elements of our Supplier Risk Management (SRiM) program — an end-to-end process framework that drives a more proactive and consistent approach to managing supplier-related risks and performance.

A global, cross-functional governance steering committee monitors compliance and the program's performance, and regional governance committees, which include members of the regional leadership team, review compliance and supplier performance. A governance support team within our Supply Chain organization provides updates to mine site General Managers and to management directly overseeing contracted work.

Photo (right):
Cerro Negro, Argentina

The SRiM process applies to all phases of the supplier lifecycle and must be applied to suppliers that provide critical services or goods, with additional actions required for suppliers identified as extreme risk (tier 1) or high risk (tier 2) suppliers based on the nature of their work. As of the end of 2020, five sites have fully implemented SRiM (Ahafo, Akyem, Boddington, Tanami and Yanacocha), one has begun implementation (Merian) and six sites are in the process of aligning systems and standards to support future implementation (CC&V, Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine).

Among the key activities in 2020 to address potential risks in Newmont's supply chain:

- All prospective suppliers received an initial screening for anti-corruption and anti-bribery. During the year, two potential suppliers were flagged as having anti-corruption and/or anti-bribery risks that disqualified them from conducting business with Newmont.
- To evaluate and identify potential risks, all tier 1 and tier 2 suppliers were issued a pre-qualification questionnaire related to social, environmental, human rights, health and safety, ethics and compliance, security and information technology risks. Any outstanding or incomplete questionnaires were escalated to the Newmont contract owner to discuss and resolve with the supplier. We then analyzed each scope of work against additional risk indicators, resulting in a tier risk rating. Supplier responses to the questions determined whether a risk mitigation activity was necessary and activated along with a scope of work. For example, if a scope of work was related to the use or production of hazardous materials, the Newmont contract owner would ensure the supplier had a hazardous material management plan in place.
- At the end of 2020, 100 percent of our identified tier 1 and tier 2 suppliers had approved mitigation plans (supplier management plans) in place.
- We audited 18 suppliers that were identified as high risk from a corruption perspective and initiated audits for five suppliers with an elevated risk of impacting human rights (see the **Human Rights** section for more information).

Following the launch of the SRiM program in late 2018, constructive feedback from the regions and sites informed a recalibration of the program that was initiated in mid-2019 to better align the SRiM to the needs of the business, further strengthen the identification and mitigation of risks, and increase adoption by removing cumbersome tools and processes. The system enhancements and simplified processes addressed in the recalibration exercise were fully implemented in 2020. The rollout of SRiM to all remaining sites began in 2021.

Smelting and Refining

The gold we produce is transported in the form of doré to refineries certified by the **London Bullion Market Association (LBMA)**. All refineries used by Newmont comply with the LBMA Responsible Sourcing Guidance to ensure the entire chain of custody is responsible and does not source gold from areas and operations that finance conflict or degrade the environment. They also conform to the **Responsible Minerals Initiative's** (RMI) Responsible Minerals Assurance Process, in which independent audits validate a smelter or refinery's management processes for responsible mineral procurement.

The copper, lead and zinc we produce are sold to smelters and manufacturers in the form of concentrates for further treatment and refining. All concentrate sales contracts include requirements to comply with permits, approvals and other laws, and to agree to anti-bribery measures. All the concentrates sold by Newmont contain gold, and provisions within the concentrate sales contracts require the buyer to acknowledge our **Conflict-Free Gold Standard**. Most of our concentrates are sold directly to smelters with which we have long-term relationships. However, when we produce more concentrate than anticipated, sales will occasionally be made to independent trading companies.

Our Product Stewardship Standard aims to reduce downstream environmental, safety, health and social impacts through minimum requirements for managing and vetting downstream buyers. The standard also establishes a set of environmental, health, safety, technical and social criteria and a due diligence and review process. Although the standard does not implicitly apply to doré, our refining agreements include provisions that address the spirit of the standard and allow for due diligence, as well as audits, should we identify any concerns with a refiner.

In 2020, we announced new public climate targets to reduce our greenhouse gas (GHG) emissions and intensity by 2030 and achieve net-zero carbon emissions by 2050. The 2030 target includes a 30 percent reduction in absolute Scope 3 emissions. Scope 3 includes indirect emissions from our value and supply chain and from investments (non-managed joint ventures — JVs). This target will be met through planned emissions at our JVs and a phased approach with our suppliers, including understanding supplier commitments and reporting protocols, integrating emissions performance metrics into procurement standards and monitoring progress.

More information about our products is in our **2020 10-K report**. More information about our Scope 3 emissions and climate targets will be in our Climate Strategy Report, which we plan to publish in mid-2021.

Responsible Sourcing

As stated in our **Sustainability and Stakeholder Engagement Policy**, it is our intention to be recognized as a responsible source of gold and copper through operational performance and value chain management.

To achieve this, we must fully understand the physical and chemical characteristics and value stream impacts of the products we produce and align our reporting and assurance practices with the expectations of key stakeholders.

In the past few years, we have collaborated with industry peers and organizations — such as the Responsible Mineral Initiative (RMI) as part of the mining engagement team and the International Council on Mining and Metals (ICMM) Responsible Sourcing Working Group — to support the research of our products, their uses and value streams to better understand potential impacts on human health and the environment. These efforts have resulted in new independent assurance frameworks, which we manage through our Combined Voluntary Commitments Assessment (CVCA) program.

Our Responsible Sourcing strategy is designed to address the latest reporting obligations and align with the business strategy and existing efforts, including our global artisanal and small-scale mining (ASM) strategy, SRiM program, Product Stewardship Standard, and the technical audits carried out under our Integrated Management System.

Photo: Porcupine, Canada

The strategy includes the following broad objectives and desired outcomes:

- **Operational performance reporting and independent assurance:** demonstrate, through credible data, performance indicators and assurance, that our products have been responsibly produced;
- **Value chain management:** optimize value chain management to enhance business value, attract new investor groups and demonstrate value creation;
- **Internal governance and capacity:** enhance implementation and reputation, support value creation and improve cross-functional coordination through organizational alignment and governance; and
- **External engagement:** support access to land, capital and markets through effective engagement that consolidates external initiatives with Newmont's responsible sourcing framework.

COMBINED VOLUNTARY COMMITMENTS ASSESSMENT (CVCA) PROGRAM

Newmont commits to **several global initiatives and voluntary frameworks** that establish standards and expectations for strong environmental, social and ethical performance across the mining industry. These key frameworks are evolving in their number and level of requirements, and expectations are expanding and increasingly require regular asset-level performance verification.

To ensure sites are not overburdened with the activities covering multiple framework standards, we developed a CVCA program, which aims to develop a single self-assessment tool that covers multiple assessment obligations. In late 2020, we successfully implemented the tool at all three operations in Canada (Éléonore, Musselwhite and Porcupine) and at Ahafo in Ghana. The tool design was updated based on lessons learned and feedback from the sites and is being rolled out to all sites through 2022.

Included in the CVCA program, and as members of the ICMM and WGC, Newmont has committed to meeting the timelines for completing all verification-related implementation requirements for the ICMM Performance Expectations and WGC Responsible Gold Mining Principles by September 2022.

The following industry frameworks are included in the CVCA program:

Organization	Voluntary framework	Status/activities in 2020
Global Tailings Review (GTR)	The Global Industry Standard on Tailings Management (GISTM) — developed in cooperation with industry under the GTR — is the outcome of a review to improve tailings safety and establish best practices.	With the release of the GISTM in mid-2020, tailings management across Newmont is being evaluated and updated in the areas of governance, risk, strategy and performance to reflect GISTM requirements. Additional information on these efforts and Newmont's progress toward conformance with the GISTM can be found in the **Tailings Management** section of this report and on Newmont's **Tailings Management website**.
International Council on Mining and Metals (ICMM)	ICMM's Performance Expectations (PEs) define good practice in the areas of environmental, social and governance.	ICMM is in the process of requiring member companies to perform self-assessments of their conformance to the PEs at a corporate and asset level, and to obtain third-party validation of these assessments. Of the four sites that completed self-assessments during 2020 — Ahafo in Ghana and Éléonore, Musselwhite and Porcupine in Canada — all were found to "fully meet" the ICMM PEs. Assessment data from all four sites were validated by an independent assurance provider, Apex Companies, LLC to AA1000AS (2008).
Mining Association of Canada/ Minerals Council of Australia/ Argentine Chamber of Mining Companies	Newmont's Canadian operations participate in the Mining Association of Canada's Towards Sustainable Mining (TSM) program, a reporting framework that aims to improve the industry's performance and help companies evaluate and manage their environmental and social responsibilities.	All three of Newmont's Canadian operating sites completed their TSM self-assessments in 2020 and conducted the required reporting activities required for 2019 data. Newmont is also preparing for the introduction of TSM at our sites in Australia and Argentina. Results from 2019 self-assessments conducted at our Canadian sites were published on the **TSM website**. Site protocol results ranged from C to AAA across the three sites. Assurance for the assessments was not required for 2020.
World Gold Council (WGC)	WGC's Responsible Gold Mining Principles (RGMPs) are a framework that recognizes and consolidates existing international standards for responsible mining under a single structure.	The RGMPs, which were published in 2019, require member companies to assess themselves against a set of performance criteria at the corporate and asset level using a phased approach beginning in 2020. Independent assurance of these assessments is also required. Of the four sites that completed self-assessments during 2020 — Ahafo in Ghana and Éléonore, Musselwhite and Porcupine in Canada — all were found to be in "full conformance" to the WGC RGMPs. Assessment data from all four sites were validated by an independent assurance provider, Apex Companies, LLC to AA1000AS (2008).
	Each year, we complete an independent assurance process to verify our compliance with the World Gold Council's (WGC) Conflict-Free Gold (CFG) Standard.	Per the CFG Standard, we completed conflict, company and commodity assessments for all Newmont sites, and our externally sourced gold was assessed as in line with the CFG Standard. In June 2021, we published our annual **Conflict-Free Gold Report**, which concluded that one of Newmont's mines (Peñasquito in Mexico) may operate in an area classified by the Heidelberg Conflict Barometer as "conflict-affected" or "high-risk." Newmont remains in conformance with the criteria established by the CFG Standard.

The following voluntary programs and frameworks are managed through other systems and processes and are not included in the CVCA program at this time.

Organization	Voluntary framework	Status/activities in 2020
International Cyanide Management Institute (ICMI)	As an ICMI signatory, Newmont commits to upholding the International Cyanide Management Code (ICMC or the "Cyanide Code") Principles and Standards, commissioning independent audits, and reporting on their performance. Every site that uses cyanide for processing gold must conduct third-party certification of compliance with the Cyanide Code.	During 2020, Newmont maintained conformance to the ICMC. ICMC audits scheduled for 2020 were completed as planned for the Porcupine and Musselwhite operations in Canada, Merian in Suriname, and CC&V in the U.S. All four sites were found to be in full conformance with the ICMC. CC&V received its certification from ICMI in December 2020, Porcupine received its in April of 2021, and Merian and Musselwhite received theirs in May of 2021.
United Nations Guiding Principles (UNGP) Reporting Framework	The UNGP Reporting Framework provides guidance for companies to report on how they respect human rights. Newmont was the first mining company to comply with the UNGP Reporting Framework.	The **Human Rights** section details Newmont's salient human rights risks and 2020 human rights performance. Apex Companies, LLC **independently assured** our human rights reporting and the **UNGP Reporting Framework index** provides details on our human rights approach and activities.

Photo: Cerro Negro, Argentina

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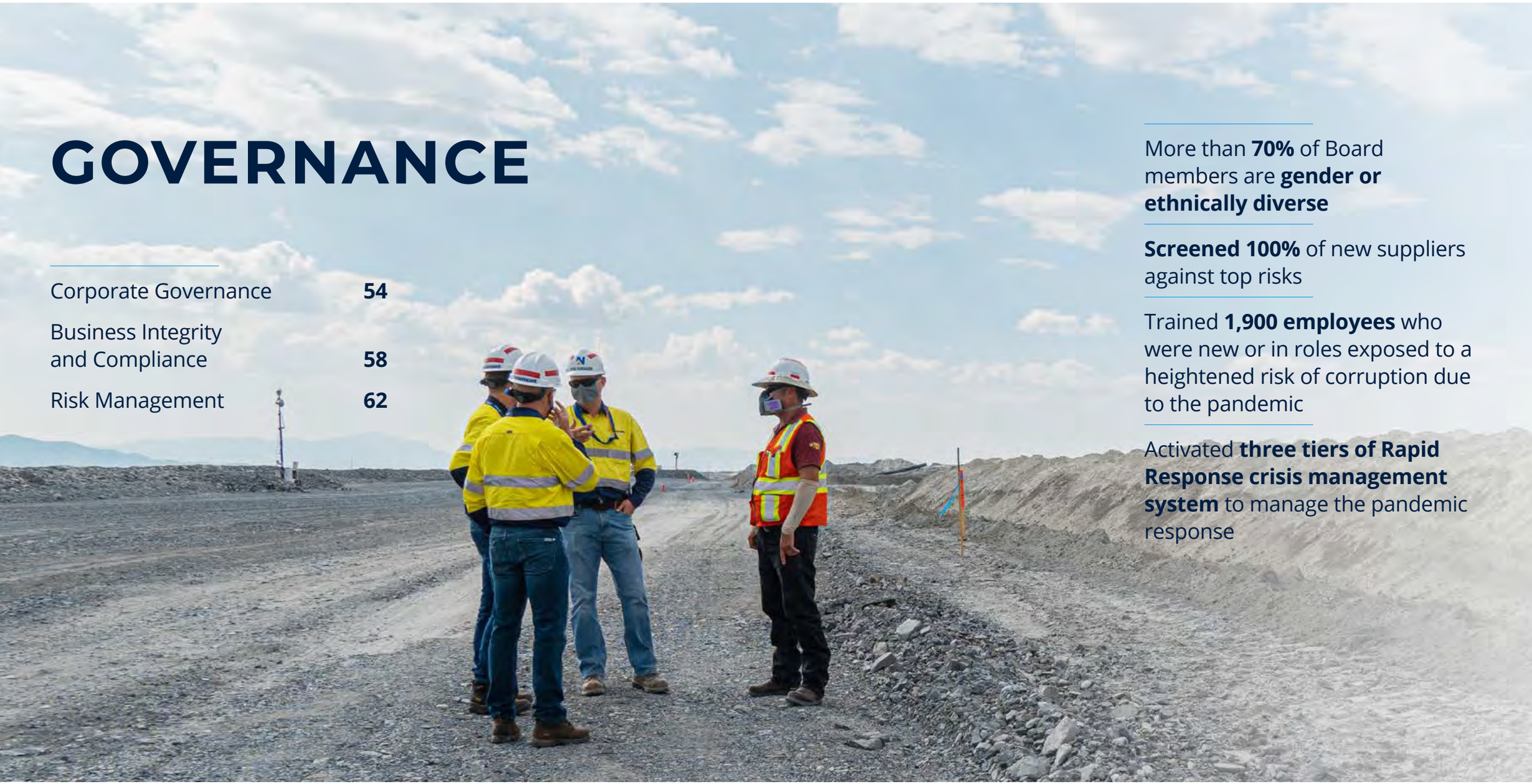
Risk Management **62**



More than **70%** of Board members are **gender or ethnically diverse**

Screened 100% of new suppliers against top risks

Trained **1,900 employees** who were new or in roles exposed to a heightened risk of corruption due to the pandemic

Activated **three tiers of Rapid Response crisis management system** to manage the pandemic response

CORPORATE GOVERNANCE

Strong corporate governance — with management accountability and active oversight from an experienced Board of Directors — is essential for mitigating risk, serving in the best interests of all stakeholders and creating long-term value.

Board of Directors

The highest level of oversight at Newmont resides with Newmont's Board of Directors (the "Board"). The Board plays a critical role, overseeing the Company's business strategy and the overall goal of delivering long-term value creation for shareholders and other stakeholders.

Four core Board committees — Audit, Corporate Governance and Nominating, Leadership Development and Compensation, and Safety and Sustainability (S&S) — provide oversight and guidance in key areas. Each committee assists the Board in carrying out responsibilities such as assessing major risks, ensuring high standards of ethical business conduct, succession planning and talent management, and approving and providing oversight of the sustainability strategy.

The Board also has an Executive-Finance Committee that, as stated in the Company's bylaws, reviews transactions, expenses and projects between regular Board meetings.

Details of our Board's bylaws, committee charters, guidelines and other governance practices are available on our website.

Photo (previous page):
Peñasquito, Mexico

Photo (right):
Peñasquito, Mexico

BOARD COMPOSITION AND DIVERSITY

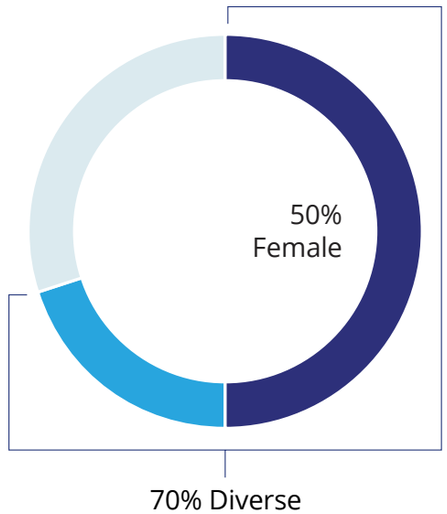
The directors who serve on our Board have a broad range of experience and perspectives, which benefits the Company in many ways including enhanced governance and greater efficiencies.

In 2020, the Board reduced the number of directors from 15 to 11 (10 independent non-executive directors and one executive director) to better balance robust dialogue and accountability with diverse backgrounds and skills. At the end of the year, female representation among independent directors — including Board Chair Noreen Doyle — was 50 percent, and more than 70 percent were either gender or ethnically diverse. The diversity of our directors, along with their experiences across various industries and operating regions, enhances their oversight of our global organization and strategy.

The Corporate Governance and Nominating Committee of the Board regularly considers director succession planning and the long-term makeup of our Board, including how Board members will change over time. This includes striking an appropriate balance between the deep expertise and knowledge that comes from longer-term service and the new experiences and perspectives from additions to the Board. The Board's retirement policy reflects a commitment to refresh the Board and seek that balance. Tenure and age are factors considered, and directors who have reached the age of 75 or 15 years of service as of the date of the upcoming Annual Meeting of Stockholders will not stand for re-election. However, the Board, upon the Corporate Governance and Nominating Committee's recommendation, may waive the retirement for any director if the Board determines it is in the best interest of the Company and its stockholders to do so.

More information about Newmont's Board members and committees is available in our **2021 Proxy Statement**.

NEWMONT BOARD OF DIRECTORS' DIVERSITY (AS OF DECEMBER 31, 2020)



Gender and ethnic diversity among independent directors includes:

5 women
1 Hispanic/Cuban
1 Indigenous Cree

Sustainability Governance

Sustainability and safety are integrated into the business at all levels of the organization, with key objectives incorporated into our global standards, strategies, business plans and remuneration plans.

BOARD OVERSIGHT

The Board's Safety and Sustainability (S&S) Committee actively engages with management and provides advice and oversight on matters relating to health, safety, security, sustainable development, environmental management and affairs, stakeholder relations, human rights, cultural heritage, government relations and communications issues. The Committee also conducts oversight of risks related to such matters.

Jane Nelson — who has a long and distinguished career advocating for sustainable business practices and is the Founding Director of the Corporate Responsibility Initiative at Harvard Kennedy School — took over as the Committee Chair in 2020. Other Committee members as of the end of 2020 included Gregory Boyce and Matthew Coon Come.

As a former Executive Chairman and Chief Executive Officer of Peabody Energy Corporation, Gregory Boyce provides extensive industry expertise and brings to the Committee a strong operational perspective.

Matthew Coon Come provides invaluable advice on Indigenous affairs to the Committee. As a past Grand Chief of the Grand Council of the Crees (Eeyou Istchee) and Chairperson of the Cree Regional Authority, he now chairs Newmont's Advisory Council on Indigenous Community Relations, which provides support and oversight to the company-led Global Center for Indigenous Community Relations.

The S&S Committee meets quarterly to consider matters related to promoting a healthy and safe workplace and environmentally sound and socially responsible resource development. The Committee meetings include in-depth discussion on the strategies that aim to mitigate Newmont's top safety and sustainability risks, progress on internal metrics and public targets, and plans to continuously improve the Company's performance. The Committee also provides input on our annual materiality assessment (which we conduct to identify sustainability risks and concerns) and reviews and approves Newmont's annual sustainability report.

Other Board committees conduct oversight over relevant sustainability matters including anti-corruption, ethical conduct, taxes and royalties, and inclusion and diversity.

Each committee Chair has a call with management before committee members formally meet, and then he or she provides a report summarizing the meeting to the full Board. Every Board member has access to the materials reviewed by each committee, and the full Board reviews key sustainability risk matters — such as physical and cyber security, tailings management, COVID-19 response, cultural heritage management, climate strategy and human capital.

MANAGEMENT RESPONSIBILITIES

Primary responsibility for the daily implementation and management of sustainability matters rests with Newmont management.

The Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to Newmont's President and CEO, is responsible for the Company's sustainability strategy and oversees the Sustainability and External Relations (S&ER) function. The S&ER team plays a central role in developing and implementing management frameworks, creating and ensuring compliance with strategies and standards, and tracking and reporting on our environmental and social performance. Our Vice President of Health, Safety and Security, who reports to the Executive Vice President and Chief Operating Officer, is responsible for the Company's safety, health and security performance.

Executives and functions across the business also have responsibility for sustainability-related programs and efforts. For example, Newmont's Executive Vice President and Chief Technology Officer serves as the Accountable Executive for the safety of Newmont's tailings storage facilities in accordance with the requirements of the Global Industry Standard on Tailings Management (GISTM). We also have several cross-functional working groups that develop and lead our global strategies and programs around country risk, human rights, supplier risk management, responsible sourcing, water stewardship, tailings management, climate change and mine closure.

PERFORMANCE-BASED COMPENSATION

Executives and employees eligible for our short-term incentive plan (STIP) are held accountable for the Company's health, safety and sustainability performance through Newmont's performance-based compensation structure. The Executive Leadership Team (ELT) has business — as well as personal — objectives aligned with each pillar of the business strategy including safety and sustainability. Stock-based long-term performance incentives represent the largest component of executive pay to encourage sustained performance aligned with shareholder interests.

Safety, health and sustainability metrics represented around 48 percent of the actual 2021 STIP performance bonus payout (based on 2020 performance) and between 68 percent and 80 percent of the regional and site performance bonus payouts, with the remaining percentage covering operating measures such as efficiencies/cost controls, free cash flow generation and exploration objectives (the percentage varies according to whether an employee is at the site, region or corporate level). Our safety and health metric was based on verifying critical controls and reducing fatigue and wellbeing risks, and the sustainability metric relates to Newmont's ESG, risk management and disclosure performance as measured by three public scoring agencies (Bloomberg ESG, Sustainalytics and SAM S&P).

Newmont holds an annual advisory vote on executive compensation, allowing shareholders to approve, reject or abstain from voting on executive compensation programs and policies. Management and the Leadership Development and Compensation Committee engage directly with top shareholders to discuss programs and initiatives and gather feedback on these and other governance-related matters. More information on director and executive compensation and the process for communicating with the Board is reported in our **2021 Proxy Statement**.

Photo: Cerro Negro, Argentina

SUSTAINABILITY GOVERNANCE

BOARD OF DIRECTORS

Audit Committee | **Corporate Governance and Nominating Committee** | **Leadership Development and Compensation Committee** | **Safety and Sustainability Committee**

The Board and its committees oversee the sustainability strategy. The Safety and Sustainability Committee provides advice, counsel and recommendations on key sustainability matters while other Board committees have oversight over other sustainability matters such as anti-corruption (Audit Committee) and inclusion and diversity (Leadership Development and Compensation Committee).

EXECUTIVE LEADERSHIP TEAM (ELT)

President and Chief Executive Officer

Chief Financial Officer | **Chief Operating Officer** | **Chief Sustainability and External Affairs Officer** | **Chief Technology Officer** | **EVP, Human Resources** | **EVP, Strategic Development** | **General Counsel**

Primary responsibility for managing sustainability matters rests with Newmont leadership, with the Executive Vice President and Chief Sustainability and External Affairs Officer responsible for executing the sustainability strategy.

SENIOR LEADERSHIP TEAM

RSVP, Africa | **RSVP, Australia** | **RSVP, North America** | **RSVP, South America** | **SVP, Corporate Development** | **SVP, Exploration** | **SVP, External Relations** | **SVP, Projects**

Senior leaders are responsible for delivering on the sustainability strategy by prioritizing initiatives and functional approaches and establishing objectives.

REGIONAL/SITE TEAMS

Exploration | **Finance** | **Health, Safety and Security** | **Human Resources**

Legal | **Projects** | **Sustainability and External Relations** | **Technical Services**

Regional/site teams are focused on safe production and the integration of and compliance with Newmont's sustainability standards.

CORPORATE TEAMS

Exploration | **Finance** | **Health, Safety and Security** | **Human Resources**

Legal | **Projects** | **Sustainability and External Relations** | **Technical Services**

Corporate teams are responsible for establishing sustainability standards and guidelines, providing shared services to all regions and monitoring regional and site performance.

Legend: Represents sustainability throughout the organization

BUSINESS INTEGRITY AND COMPLIANCE

Integrity is one of our core values. Operating all facets of our business honestly and ethically is a competitive differentiator and is essential in achieving our short- and long-term goals, protecting our reputation, avoiding financial harm and earning the trust of all stakeholders.

Governance

Our global **Code of Conduct** (the "Code") forms the foundation for our integrity expectations, and **six overarching policies**, along with our standards on Anti-Corruption, Conflicts of Interest, Gifts and Entertainment and U.S. Export Compliance, state the minimum requirements for conducting business honestly, ethically and in the best interests of Newmont.

Newmont's global business integrity and compliance (BI&C) program seeks to ensure that the Code's principles are adhered to by everyone working on Newmont's behalf. A dedicated team within our legal department — led by our Chief Integrity and Compliance Officer and comprising lawyers, auditors and other compliance professionals — is responsible for the program's day-to-day implementation and management.

Regional site compliance professionals and integrity advocates, including at least one site compliance manager (except in Australia, which will have one in 2021), support the program in addition to their other duties. In 2020, we supplemented our program within our global functions by piloting a new functional compliance coordinator role in our Exploration function, and we expect to add this role to two other functions in 2021.

Although Newmont's General Counsel has overall responsibility for the BI&C program, Newmont's Executive Leadership Team (ELT) serves as the Business Integrity and Compliance Steering Committee, which provides guidance to the program. The Board of Directors' Audit Committee provides oversight, receiving quarterly reports and updates as needed. In 2020, the Audit Committee approved a governance charter for the BI&C program that formally documents the program mandate, purpose and scope, roles and responsibilities, and program authority. Our Board of Directors approves any material changes to the Code and re-evaluates it in conjunction with management as needed.

Photo: Tanami, Australia

Risk Management

An alleged or actual ethical, compliance or legal violation is a significant risk to our business, potentially impacting our ability to operate in a certain jurisdiction or resulting in fines and/or penalties and reputational harm.

Every year, our internal audit group conducts a company-wide fraud risk assessment to identify potential fraud risk scenarios and to ensure that formal controls are in place to address each identified scenario. The 2020 assessment did not identify any significant gaps in either control design or operating effectiveness.

As part of the integration of Goldcorp's operations in 2019, we evaluated our third-party due diligence and monitoring program, consolidated activities with a single vendor and have begun developing and deploying this program globally. We also revamped our annual BI&C risk assessment in 2020, and we launched the process in March 2021.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Strategy and Management Approach

The primary goal of Newmont's BI&C program is to prevent misconduct. The program is also designed to detect, mitigate and remediate violations of legal and regulatory requirements and/or internal policies across several ethics and compliance risk areas. It achieves this through a focus on two interdependent areas — building a culture of integrity and employing effective compliance controls.

INTEGRITY CULTURE

We encourage ethical behavior by empowering all Newmont personnel to take personal accountability and responsibility in identifying, addressing and resolving situations in which ethical conduct is critical. The BI&C team uses several tools to achieve this goal, including:

- **Direct communications:** Regular emails and other electronic communications to employees highlight key cases, lessons learned, trends and timely items of importance. A new internal publication launched in 2020, the quarterly Organizational Justice and Integrity Dashboard (OJID), shares key integrity messages and sheds additional light on quarterly activities and Integrity Helpline case details including outcomes.
- **Training:** Newmont requires all employees and directors to acknowledge our Code. Employees with regular computer access at work must complete additional online courses on specific topics. Regular and targeted in-person, virtual and online training is made available to employees to address Code-related issues relevant to their region and/or function.
- **Outreach:** BI&C team members conduct ongoing sessions with various groups on relevant topics to encourage ethical behavior, help navigate compliance issues and prevent potential misconduct before it occurs.
- **Personnel management practices:** To set employees up for success at the beginning of their careers with Newmont, we provide new employees with information about our approach to integrity and responsibility during the onboarding process. Conversations about our company values are included in leadership calls, performance evaluations and annual goal-setting meetings.
- **Celebrating role models and exemplary behavior:** Through our annual integrity award, we recognize those employees who demonstrate they live our value of integrity.

COMPLIANCE CONTROLS

Ensuring compliance with laws and regulations requires a system of checks and balances that help prevent inappropriate actions before they happen and detect such instances when they do occur.

- **Quarterly certification of effective controls:** As part of our commitment against corruption, leaders across the business must certify each quarter that their respective region maintained effective controls for all aspects of their operations, including exploration activities, and that they are not personally aware of any interaction or payment by Newmont, or on our behalf, that would violate our Code, policies, standards or applicable laws.
- **Supplier risk:** We evaluate and manage our third-party relationships via the Supplier Risk Management Program and other supporting programs. To ensure we identify, assess and manage corruption risks in our global network of suppliers, the BI&C team collaborates with the supply chain organization to conduct targeted anti-corruption audits of selected suppliers identified as high risk.
- **Integrity Helpline:** Employees are encouraged to speak up and report any incidents where a possible violation has occurred. Employees and non-employees — including suppliers and community members — can anonymously report a concern online or by phone using our third-party-run Integrity Helpline (available in English, Spanish, Dutch and French), which supports whistleblower-related allegations. Code-related cases that originate through other channels, such as human resources or security, are also incorporated into the Integrity Helpline, and matters that have a human rights impact are flagged as such. Substantiated compliance issues lead to some form of action, which may include a recommended process improvement, training, counseling, formal discipline or termination. Managers are typically reminded of substantiated outcomes so that they can be factored into performance appraisals, thereby potentially affecting ratings and remuneration. Every quarter, we report on the cases that come into the Integrity Helpline to our ELT and the Board of Directors' Audit Committee.

PUBLIC POLICY ADVOCACY

Our participation in the public policy process ensures sound policy on responsible mineral development. We advocate for sustainable local, national and international policies, and we aim to be part of the solution to the full range of issues that affect our business.

Because risks of corruption exist when interacting with government officials, employees must secure prior approval before conducting such engagement and do so in strict accordance with our global integrity and ethical conduct standards, all applicable laws, and external commitments such as the Extractive Industry Transparency Initiative and Partnering Against Corruption Initiative.

Reports of our U.S. and Canadian lobbying activities are publicly available online. We also engage in public policy through our membership in trade associations and coalitions that represent the interests of the mining industry and help shape future regulations and policies.

Political contributions

Newmont makes political contributions, where permitted, to candidates and organizations whose views and likely actions may support the Company's business goals. Newmont only makes political donations in the U.S. Every contribution — made either directly by the Company or by our nonpartisan political action committee (PAC) called NEWPAC — must comply with our Political Contributions Standard and all applicable federal, state and municipal laws. Employee contributions to NEWPAC are voluntary and kept separate from those made by the Company. NEWPAC is registered with the U.S. Federal Election Commission (FEC), and all funds received and distributed by the PAC are publicly disclosed on the FEC website.

We report our political contributions and U.S. trade association memberships to our Board of Directors on a semi-annual basis and annually on our website.

Performance, Metrics and Targets

To measure the effectiveness of how we are managing our integrity and compliance risks and executing our BI&C program, we monitor several metrics related to Integrity Helpline cases, supplier risk and training.

ETHICS INVESTIGATIONS

Ethics matters opened, addressed and substantiated in 2020

New issues captured in Integrity Helpline	383
Total matters addressed (substantiated and unsubstantiated)	383
Total substantiated cases	71

Nature of ethics matters opened in 2020

Nature of cases	Number	Percentage
Allegations of misconduct or inappropriate behavior	163	42%
Concerns about corruption[1]	57	15%
Inquiries	126	33%
Environmental health and safety regulations	10	3%
Other	27	7%
Total	**383**	**100%**

[1] *"Concerns about corruption" are defined to include the following types of matters: conflicts of interest (31 cases), improper supplier or contractor activities (23 cases), and corruption (3 cases). Newmont's Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interests, gifts/entertainment and bribery/corruption.*

Approximately 41.5 percent (71) of the total cases escalated to an investigation in 2020 were substantiated. The substantiated cases resulted in either a recommended change of business process or a human resources-related action. These actions involved employees across all levels of the organization who were counseled, disciplined, resigned or terminated.

For 2020, we received a total of 16 nominations through various channels for our annual integrity award, and three individuals were recognized for displaying outstanding integrity-based behaviors and serving as role models for ethical decision making.

More information about the nature of the cases and outcomes is included in the **Performance Data** section.

SUPPLIER RISK

As part of our Supplier Risk Management program, the BI&C team conducted targeted audits of certain high-risk vendors to ensure contracting requirements for bidding, contracting and vendor lifecycle management were met, and to evaluate the ethics and compliance practices of such vendors. No significant supplier corruption risks were found; however, the audits continued to identify opportunities to improve internal processes and served as an effective, positive engagement tool with suppliers.

TRAINING

In 2020, we suspended our in-person BI&C training due to COVID-19 and, instead, held virtual training for more than 1,900 employees, including those newly onboarded and those in roles that were exposed to a heightened risk of corruption, bribery and fraud due to the pandemic (e.g., supply chain, security, community/government relations).

Our annual online training for employees with a work-issued computer and email account was delayed due to the pandemic, taking place in early 2021 rather than at the end of 2020. Participation in the online training programs was approximately 86 percent as of the end of March 2021.

In 2021, we plan to return to our in-person training (as allowed by health guidelines), hold our annual online training toward the end of the year, and continue to identify and support those employees facing the highest risks.

PUBLIC POLICY ACTIVITIES

During 2020, we conducted extensive engagement with government and regulatory officials in all our operating regions to address the COVID-19 pandemic. Our BI&C team worked with internal leaders to advise on strategy and issues involving donation and support requests from government officials. These efforts included revising policies and procedures, establishing a global donations approval committee led by senior leaders and deploying software tools to manage the donation process.

Other public policy advocacy efforts in our operating jurisdictions included the following:

- **Argentina:** Newmont representatives met with the government of Santa Cruz to discuss the potential of the Cerro Negro operation, current challenges facing the operation, and the relationship between the Santa Cruz mining union (AOMA) and Cerro Negro. Cerro Negro reached an agreement with AOMA to increase local employment and to implement an apprentice program. There also was regular engagement with government authorities related to implementing COVID-19 health and safety protocols at the operation.
- **Australia:** Regional leaders engaged with Western Australia (WA) and Northern Territory (NT) government officials and worked closely with trade associations, the WA Chamber of Minerals and Energy and the Minerals Council of Australia to ensure safe business operations. We also engaged with the NT government on Newmont's aspirations in the Tanami district and with the WA government in support of draft legislation on Aboriginal heritage reform.
- **Canada:** Engagements in Canada focused on COVID-19 related restrictions, provincial and federal proposals and plans related to clean fuel standards, far north infrastructure, resource revenue sharing, Indigenous apprenticeships, carbon pricing systems and economic reactivation plans.
- **Ghana:** Regional leaders engaged with the Environmental Protection Agency to resolve permitting delays and challenges; the Ghana Revenue Authority to ensure the provisions of the Company's Investment Agreements are respected; and the Ahafo regional and district governments to address increasing levels of illegal mining activity. Through representation with the Ghana Chamber of Mines, the Company worked to ensure mineral royalties paid by mining companies are properly returned to the mining communities.
- **Mexico:** In August, the General Assembly of Cedros ratified the agreement resulting from the government-sponsored dialogue table that resolved disputes with the communities near our Peñasquito operation. Another significant activity was negotiating with the Government of Zacatecas on an "eco-tax," which we discuss in greater detail in the Value Sharing section of this report.
- **Peru:** Our engagement with government officials focused on permitting timelines, economic reactivation plans and restrictions related to the COVID-19 pandemic. Additionally, Newmont provided input, through our membership in Peru's National Society of Mining, Petroleum and Energy, on government efforts to reform the country's mining law.
- **Suriname:** The regional team engaged with representatives of the national government on its efforts to increase government revenues through a contribution from the two operating mining companies in the country, IAMGOLD and Newmont, to alleviate the financial crisis in the country.
- **U.S.:** In coordination with the National Mining Association, other hard rock mining companies and state associations, we supported amendments to the General Mining Law related to a federal hard rock royalty, permitting, reporting and cleanup.

Newmont's U.S. political contributions totaled $60,000 in 2020 and did not include any contributions to individual candidates for office. In the aftermath of the riots at the U.S. Capitol in Washington, D.C. on January 6, 2021, Newmont joined the majority of its U.S.-based Fortune 500 corporate colleagues in re-examining political giving programs, including NEWPAC.

In 2020, we began developing an approach to disclosing the lobbying activities of the large trade and industry associations of which we are members and the potential climate-related policy differences between Newmont and these associations.

Throughout 2021, Newmont will evaluate areas where associations and organizations with which we are members may align (or misalign) with Newmont's commitments, such as on climate change, and assess the benefits and trade-offs of continued membership. For example, some organizations may represent the industry in advancing stringent safety standards, while lagging in their commitment to achieving the Paris Agreement's goal. Where significant misalignment occurs, Newmont is committed to engaging the association's leadership and membership to align the association with the Paris Agreement, which Newmont believes is in the best interest of the mining industry and society as a whole.

CONTINUOUS IMPROVEMENT

An essential part of Newmont's BI&C program is learning and identifying opportunities for improvement. Every year we strive to strengthen the overall program, further reduce the likelihood of misconduct and provide greater transparency to our stakeholders.

In 2020, we rebranded the organization and programs once referred to as "Ethics and Compliance" as "Business Integrity and Compliance" to better reflect our core value of Integrity and anchor these efforts into our business activities. We announced new roles and hires as well as expanded areas of coverage for the site compliance managers.

The Ethics Solutions Tool (or Hotline) was also rebranded as the **Integrity Helpline** and relaunched with an expanded focus on asking questions as well as managing whistleblower and other complaints.

RISK MANAGEMENT

Newmont's risk profile is inherently broad and evolving as we explore and operate in newer and sometimes volatile geopolitical regions, pursue innovative methods of production and adopt new technologies. Effectively managing these risks and changes is crucial to delivering on our strategy and achieving our purpose.

Governance

Our global Risk Management Standard requires that all areas of the business use a common risk assessment framework based on the International Standard for Risk Management (ISO 31000:2019) to identify, evaluate and manage business risks. This six-step framework helps create informed decisions on risk treatment options that directly impact our business.

Newmont tracks and reports risk information in a company-wide risk register that documents identified risks and assigns risk ownership to the region and/or function within Newmont that has the most influence and experience with the risk. Senior leaders are responsible for the day-to-day management of the risks within their function and/or region, and management periodically reviews top risks to determine whether additional risk analysis is required.

Through our Enterprise Risk Management (ERM) process, we identify, analyze and report the Company's top risks to senior leaders and the Board of Directors. A team, reporting to the Executive Vice President and Chief Financial Officer, manages the ERM process and works to expand a risk-aware culture aimed at minimizing risk exposures and creating and protecting value.

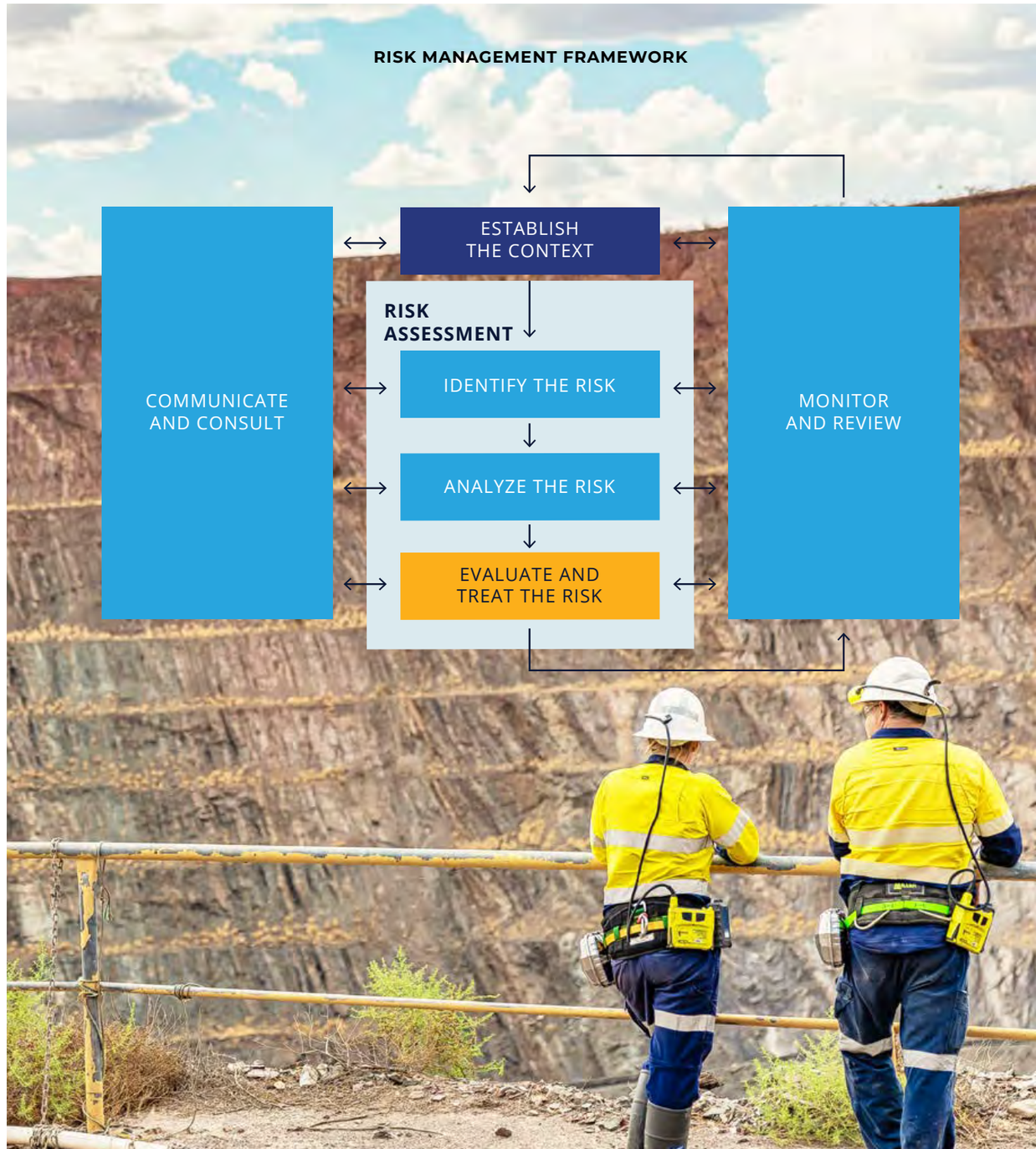


Photo (right):
Tanami, Australia

Our Board of Directors, acting directly and through its committees, oversees Newmont's risk management activities, with each committee assigned specific risk oversight responsibilities. Board committees, along with the functional leaders responsible for managing the risks, review the risk assessments and corresponding management action plans. For example, top risks related to sustainability matters are reviewed quarterly by the Sustainability and External Relations leadership team and the Board's Safety and Sustainability Committee to ensure effective controls and mitigation plans are in place. Each committee provides regular updates to the full Board on the top risks within the committee's purview.

Risk Management

Our global Risk Management System Procedure (MSP) details the process each operating region and function must follow to analyze, manage and communicate risks, controls and actions.

Risk assessment methods may differ, but the risk management framework must be consistent. All assessments include the following elements:

- **Risk identification:** identifies threats and conditions based on a knowledge of the Company's objectives and/or strategic direction
- **Risk analysis:** selects the appropriate risk analysis methodology, describes the risk, and identifies potential causes/consequences and the controls to mitigate or prevent the described risk
- **Risk evaluation:** uses a "consequences-likelihood" matrix to establish a risk rating that management evaluates to prioritize mitigation efforts and to determine if the risk is within the Risk Tolerance Threshold established by senior leadership
- **Risk treatment:** considers whether additional controls (e.g., critical controls) and action plans are needed to further mitigate risks outside the tolerability level
- **Recording and reporting:** records risk assessment outcomes in our Integrated Management System (IMS) and establishes reporting requirements
- **Communication and consultation:** validates new risk assessments, treatment plans and updates, and ensures significant risks are validated and communicated to senior leadership
- **Monitoring and review:** ensures that risk owners review all risk information about their assigned risks, management reviews relevant risk treatment action plans, and leadership reviews the effectiveness of the risk management processes at least annually, with an internal cross-functional disclosure committee meeting quarterly and designated top risks reviewed at least semi-annually

COUNTRY RISK PROGRAM

Our Country Risk Program is an important component of our risk management approach. Within the jurisdictions where we currently operate, as well as when new prospects arise, it is vital that we thoroughly understand the socio-political risks when making investments and other business decisions. Key components of the program include:

- **Country Tier Framework:** prioritizes country risk-identification and management efforts across countries of interest to Newmont and classifies high-risk countries
- **Country Risk Model:** provides a consistent measurement of country risk that is embedded in investment decision making
- **Country Risk Strategies:** mitigate and manage country risk

In 2020, the Country Risk Program was updated to improve the Company's ability to identify, assess and manage socio-political risks. On a quarterly basis, the corporate and regional Sustainability and External Relations teams review key active and emerging country risks as well as mitigation actions in all Newmont operating jurisdictions. Additionally, the Board of Directors reviews Country Risk program developments annually.

Strategy and Management Approach

Currently, Newmont uses various management systems and approaches to help identify strategic and operational risks, mitigate issues and leverage opportunities to achieve our business objectives and meet stakeholder expectations.

SAFETY AND SUSTAINABILITY RISKS

Mining activities can be hazardous, and the risk of a fatality occurring at one of our sites is one of our top risks. Our Fatality Risk Management program is designed to eliminate fatalities in the workplace. We discuss the program in more detail in the **Health, Safety and Security** section.

As of the end of 2020, the Company's top sustainability risks identified through our ERM process and key controls to mitigate the risks are:

- **Catastrophic tailings storage facility failure:** We have made, and continue to make, significant improvements to our tailings management approach. We have established management systems that are aligned to ICMM's **Tailings Governance Framework: Position Statement**, and we are committed to implementing the **Global Industry Standard on Tailings Management**.
- **Cyanide ban:** All Newmont operations that use cyanide for gold processing must be in full compliance with the **International Cyanide Management Code**.

- **Value loss from government action:** We engage with government officials and other key stakeholders and collaborate with industry peers to influence policy. Our Country Risk program monitors and assesses these risks and serves as an early warning mechanism on key developments such as the increase in governments' revenue-enhancing efforts due to rising gold prices and the COVID-19 pandemic.
- **Increasingly stringent environmental regulations that limit our ability to operate:** All sites are required to comply with the criteria in our internal environmental standards and be audited against these standards. Extensive stakeholder engagement and programs that build mutual understanding of mining activities and stakeholder concerns — such as community participatory monitoring — also help mitigate this risk.
- **Water management:** Our Global Water Strategy, governance and targets aim to effectively manage our four water-related risk categories — water resources, water discharge, dewatering and long-term water obligations — as well as support management of the shared challenges that exist in the watersheds in which we operate.

For several of our top risks, we have established, or are in the process of establishing, the critical controls that need to be in place to effectively manage the risk. These controls are evaluated and verified on a regular basis, reported to senior leaders and used to support performance improvements. The Board's Safety and Sustainability Committee conducts a formal review of our tier 1 sustainability risks and the governance programs and assurance activities in place to manage the risk and track performance.

Details about these and other sustainability risks associated with the topics most material to our stakeholders and our business are included throughout this report.

In addition to identifying the risks to our business, we assess the risks our business may have on others through an assessment of our salient human rights risks. We discuss the salience assessment in the Materiality section and how we manage our salient human rights risks in the Human Rights section.

A list of our significant risk factors can be found in our 2020 10-K report, beginning on page 13.

CYBER RISKS

The operating and control systems at our mines increasingly leverage high-tech solutions based on a combination of on-premises and cloud-based platforms. Because these systems are crucial for operating our mines safely and efficiently yet are vulnerable to increasing and evolving cyber threats and security breaches, cyber security is one of our most significant business risks.

Our global Technology Standard details a principle- and objective-based approach to protecting the confidentiality, integrity and availability of all our technology assets including those we rely on at our operations. The standard is particularly applicable to technology-based high-value assets (HVAs) — defined as the technology that is critical for business and operational consistency, stability and regulatory compliance — and focuses on the risks and critical controls around our HVAs. Several other standards and guidelines support the standard and govern Newmont's information technology and cyber security practices, including our Acceptable Technology Use, Information Management and Personal Data Privacy Standards.

Newmont's Chief Technology Officer is responsible for managing our cyber security risks, and the Board's Audit Committee provides oversight.

Our global cyber program focuses on five strategic areas to enhance our cyber security capabilities across the business and reduce the risk of these threats:

- Governance
- Network and application segmentation
- Identity and access management controls
- Detection of malicious activity
- System, data and application resilience

Based on a review in 2020 of our top cyber risks, we developed four key initiatives to modernize our framework and reach our target security posture and maturity level:

- **Compliance and controls:** refresh global IT standards and procedures, and align with ERM and legal and regulatory compliance requirements
- **Integrations and consolidation:** continue to drive toward a consolidated cyber platform that helps realize synergies, and reduce complexity through platform rationalization and economies of scale
- **Identity and access management (IAM):** implement processes and tools — starting with Privileged Access Management — to reduce the risk inherent in both internal privileged accounts and vendor access
- **Operations cyber program:** apply a network segmentation strategy at operating sites to decrease the risk of threats between the operations technology and information technology

Implementation of the initiatives began in 2019 and will continue through 2022.

CRISIS MANAGEMENT

Taking precautionary measures to prevent negative impacts and minimize potential risks to people and the environment is the focus of our risk management program. However, when risk factors materialize, or significant incidents occur, our Rapid Response system ensures timely activation of the teams, plans and resources required to mitigate impacts, proactively engage with relevant stakeholders and safely and responsibly resume normal operations.

Rapid Response is an integrated system of defined roles, processes, training and decision-making tools designed to maintain a state of readiness to mitigate and prevent the escalation of adverse consequences when existing risk management controls fail or are inadequate in the face of unusual circumstances. Three tiers of teams — site, region and corporate — use the system to ensure an effective and coordinated response at the local, regional and global levels. Teams are required to conduct training and run a simulation at least annually. Typically, we hold an annual global simulation involving a hypothetical scenario that activates all three tiers, and, depending on the scenario, the exercise may include active Board participation. However, in 2020 a global simulation was not needed due to the ongoing activation of all three tiers of Rapid Response teams to manage the Company's continuing response to the COVID-19 pandemic.

Performance, Metrics and Targets

OPTIMIZING RISK MANAGEMENT APPROACH

In 2020, Newmont initiated a redesign of our risk management approach to improve how we identify and manage risk as a company. The review identified several opportunities to further streamline and standardize our management systems and processes across functions and locations. This work resulted in the design of a Risk Management System (RMS), which provides a consistent, top-down approach to risk identification and management, and includes the introduction of a single, global technology solution (which will replace our current IMS) for consistently managing risk information across our operations.

A cross-functional team is leading the effort to consolidate functional risk-related processes, re-align standards, consolidate audit activities, reduce duplication and establish a standardized data platform to support the risk framework. The initial rollout of the simplified RMS is expected in 2021.

COVID-19 CRISIS MANAGEMENT RESPONSE

In early 2020, we activated our Rapid Response system across all three tiers — site, region and corporate — to ensure relevant functions proactively prepared for contingencies and responded to daily developments related to the COVID-19 pandemic. We also established a cross-functional global pandemic team who provided advice and support to all our Rapid Response teams (see **Our Response to COVID-19** for more information).

2020 Rapid Response members and activities by country[1]

Country[2]	Rapid Response team members	Trainings and simulations[3]
Argentina	44	1
Australia	123	3
Canada	136	2
Chile	61	1
Ghana	121	0
Mexico	45	0
Peru	68	1
Suriname	31	2
U.S.	156	3
Other	305	0
Total	**1,090**	**13**

[1] Non-mine sites are: Accra, Africa regional headquarters; Denver, Colorado (U.S.) corporate headquarters and metallurgy lab; Perth, Australia regional headquarters; Miami, South America regional office; Vancouver, North America regional office.

[2] Due to the COVID pandemic, many response teams had an active emergency response all year long. As such, some leeway was given to the standard requirement that all teams conduct an annual exercise.

[3] This does not include the site exercises to support emergency response related to our tailings storage facilities.

RANSOMWARE ATTACK

In May 2020, our team detected a cyber attack on our systems. Although we were able to respond within minutes to stop the continued spread of the threat, it took significant time and resources to fully identify the scope of the attack and to recover our systems and data. Large portions of the Newmont network were minimally impacted, or not impacted at all, due to the quick response, existing controls and improvements that had recently been put in place.

The attack did not have a material impact on the business and no compliance issues occurred. However, there was some loss of data and changes to access processes for certain applications. We had to rebuild and/or restore systems and data from backup. None of the financial or human resources systems were impacted, and critical data was recovered through existing backup systems. Additional prevention, detection and resilience initiatives were accelerated to further reduce the risk of potential future events.

Photo: Cerro Negro, Argentina

SOCIAL

Health, Safety and Security 67
Social Acceptance 73
Megatrend Interview: Equity 80
Human Rights 82

Completed approximately **104,000** critical control verifications

Reduced serious potential events by **66%** compared to 2019

Developed a **Cultural Resource Management Action Plan** following a global review of cultural heritage management practices

HEALTH, SAFETY AND SECURITY

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

Governance

Our core value of safety is articulated in our global **Health, Safety and Security Policy**, which we updated in 2020 to clearly state our commitments to pursuing a fatality, injury and illness-free culture. We aim to achieve this by focusing on people, consistently applying leading practices and systems across the business, and taking a balanced approach to safety, health and security to ensure we focus on actual and potential severity.

A global set of health, safety and security (HSS) standards, guidelines, operating procedures and systems detail the accountabilities, mandatory controls and minimum requirements for managing work-related and community safety and health risks. All these requirements apply to contractors undertaking work on behalf of Newmont.

Site General Managers are responsible for ensuring personnel are fully complying with our safety and health procedures and best practices. Our Vice President of Health, Safety and Security is responsible for implementing Newmont's efforts to eliminate fatalities, reduce injuries and protect people and assets. This role reports to Newmont's Executive Vice President and Chief Operating Officer, who directly reports to the President and CEO. Management provides detailed reports on our HSS performance to the Safety and Sustainability Committee of the Board of Directors each quarter. The full Board reviews all significant safety and health matters (e.g., fatalities and pandemics).

To hold ourselves accountable for our performance, we incorporate safety and health metrics in our annual incentive plan for executives and employees.

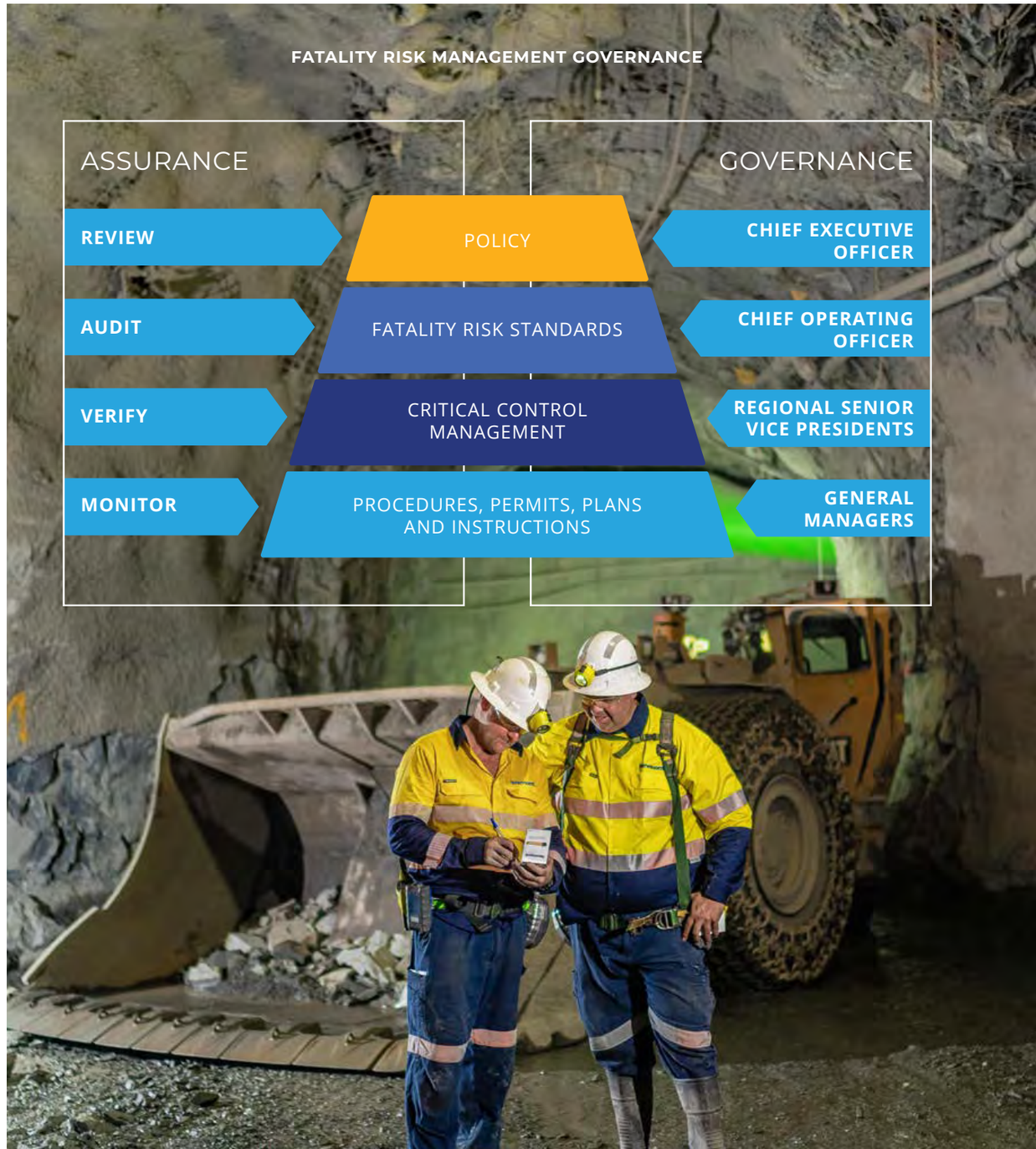


Photo (previous page):
Tanami, Australia

Photo (right):
Tanami, Australia

Risk Management

FATALITY RISKS

Eliminating fatalities in the workplace addresses one of the top risks facing our business, and the right to life is one of our salient human rights risks. Our Fatality Risk Management program is the most important system across our company to keep people out of harm's way.

Under the program, we have identified the top 18 fatality risks common across our business, with activities involving vehicles and driving events among the highest of these risks.

All top fatality risks are supported by global standards that set the minimum mandatory requirements for everyone working on Newmont's behalf. Every Fatality Risk Management Standard incorporates a risk analysis identifying the critical controls that must be in place every time we undertake a task involving each risk. In 2020, our General Managers sponsored each one of the risks and completed a global review of the risk analysis against historical fatalities and serious potential events (SPEs) across the industry to ensure all the critical controls were captured and remained relevant.

As part of that review, we added two fatality risks:

- **Hazardous materials:** The standard was previously managed under our Sustainability and External Relations team due to the environmental risks. Making it a fatality risk ensures we highlight the potential harm to people and increase the visibility of hazardous materials risks.
- **Explosives handling:** A new standard is under development to improve the consistency with which each site manages explosive materials.

Internal risk-based site audits are conducted approximately every two years to verify that all fatality risk standards are consistently, properly and effectively implemented.

HEALTH RISKS

Our global Occupational Health and Wellbeing Standards aim to minimize health risks to employees, business partners, and visitors by employing the principles of anticipation, recognition, evaluation and control to manage various health hazards.

As part of our effort to building a data-driven, risk-based and consistent approach across our global operations to manage our health risks, in 2020, we conducted a risk analysis to identify potential causes and consequences of a significant health or wellbeing risk scenario. The outcome of this exercise was prioritizing our near-term focus areas on reducing the risks associated with fatigue and establishing an enterprise-wide physical and mental wellbeing program.

At the operational level, our health risk management (HRM) program identifies our top workplace health hazards — predominantly related to airborne agents such as silica dust, lead, mercury, welding fumes, manganese and diesel particulate matter — and measures our ability to reduce exposure to these hazards. Because it is not practical to assess each individual's risk, we identify groups of workers with similar exposures (called "similar exposure groups" or SEGs). Control management plans monitor the effectiveness of critical controls, and our exposure profile is reviewed regularly to measure our performance and prioritize our efforts.

SECURITY RISKS

Our global Security function works within Newmont and alongside host communities to protect people and assets, respect human rights and enhance the Company's reputation. Through evidence-led threat and risk assessments (TRAs), we identify security-related threats to the organization and develop controls and action plans that are performance-driven and community-focused.

The TRA uses a multi-stage approach that prioritizes threats based on intent and capacity to harm, and then assigns a consequence and likelihood score to determine the severity of the risk. Risks identified by TRAs are entered into our Integrated Management System's (IMS) global risk register.

Action plans prioritize the controls to appropriately mitigate identified risks. To identify required actions, the Security team uses lessons learned, industry best practices and a security vulnerability assessment (SVA), which determines whether a site's controls are fit-for-purpose given the risk environment. To ensure new and emerging risks are effectively identified and mitigated, sites must review risks at least annually.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Photo: Cerro Negro, Argentina

Strategy and Management Approach

Our global HSS strategic plan aims to build a culture that translates to a fatality, injury and illness-free workplace.

FATALITY PREVENTION

The objectives of our Fatality Risk Management program are to have no fatalities, reduce significant potential events (SPEs) — which are events that could have resulted in a permanently disabling injury or fatality — and reduce repeat SPEs.

To ensure the critical controls that prevent fatalities are in place and effective at the time the work occurs, site leaders perform frequent field-based observations, called verifications. Any deficiencies found during the verifications must be addressed before work resumes.

Other key elements of our Fatality Risk Management program include:

- **Systems:** All recordable health and safety incidents are entered and tracked in our global Integrated Management System (IMS). In 2020, we implemented mobile technology across our sites, providing frontline leaders with mobile devices and applications to support critical control verifications in the field. Our teams also use Yammer — a social networking tool that helps employees connect and collaborate with colleagues across the organization — to drive replication of best practices and problem solving.
- **Behaviors:** Establishing a safety culture starts with setting the tone at the top and ensuring operational leaders are actively participating in the program. A governance framework showing clear accountabilities throughout the organization up to our Chief Executive Officer is essential for successfully managing our fatality risks. General Managers sponsor fatality risks and lead teams that manage critical controls and ongoing improvements. Frontline leaders are responsible for verifying and implementing critical controls in the field.

VISIBLE AND CARING LEADERSHIP

Creating a positive health and safety culture to support injury and fatality prevention requires leaders who are highly visible and engaged and demonstrate care and concern for people's health and safety.

Our Fatality Risk Management program emphasizes leadership and coaching. Every interaction between personnel, particularly with critical control verifications, is designed to be a meaningful and engaging conversation. Our training program ensures frontline leaders (Managers, Supervisors, Superintendents and General Forepersons) have the skills and confidence to have discussions with their teams that support a safety culture and encourage everyone to speak up.

Ensuring lessons are genuinely learned and adopted is essential to preventing fatalities. Near misses — known as serious potential events (SPEs) — are investigated for system failures or ineffective controls, and the findings are communicated across all our operations. Investigations and corrective actions to prevent recurrence related to SPEs and fatalities are reviewed with the Executive Leadership Team (ELT) and during quarterly Board meetings.

Training and emergency response

Technical safety training is provided to all employees working at our mine sites, and safety inductions are conducted for all site visitors. With contractors constituting more than 50 percent of our workforce, each region conducts contractor training programs and regular safety reviews in contractor work areas.

Photo: Tanami, Australia

In the event of an emergency, every Newmont facility is required to have a plan to effectively respond to such events. Our mine rescue teams (MRTs) play a significant role in driving a culture of safety. MRT members are often trained first responders and firefighters, and all members participate in extensive specialized training, classroom activities, hands-on instruction and mock drills. Several our MRTs also participate in competitions that test the teams' preparedness and competencies against industry peers.

PHYSICAL AND MENTAL WELLBEING

A key pillar of our global HSS strategic plan is a focus on occupational health and hygiene as well as healthy lifestyles and wellbeing.

Fatigue

Fatigue represents a critical risk across our business. Our fatigue risk management framework focuses on shift and roster design and accommodation standards as the primary control to effectively manage this risk. The framework also includes the application of Driver Safety System (DSS) fatigue detection technology, which is installed in our haul truck fleet and other heavy vehicles. The technology helps identify fatigued employees and raises awareness of fatigue risk.

Wellbeing
Our wellbeing framework, which we developed in 2020, recognizes that wellbeing is broadly defined and heavily influenced by both work and personal environments. The framework focuses our efforts across the following three pillars:

- **Support:** Studies show that many people who need help do not seek it. We are working to reduce the barriers (e.g., easing access, reducing stigma, raising awareness) so that those experiencing mental (or physical) health concerns receive support.
- **Prevent:** Mining activities can have impacts on people's health and wellness. Our objective is to make sure our work tasks, the way we work and our workplaces are designed to support all elements of an individual's wellbeing (physical, mental, social, financial).
- **Promote:** We want to go beyond preventing ill health and promote optimal health. Good work design is recognized as both a protective factor for mental health and a contributor to improved health.

Because the COVID-19 pandemic presented an acute wellbeing risk for our workforce, we adjusted our wellbeing approach in 2020 (see the section, **Our Response to COVID-19**, for more information).

Community and public health
Every mine site either operates an on-site clinic or partners with external facilities that provide emergency care, primary care and health services to company personnel and community members.

In addition to **working with communities** on the impacts of the COVID-19 pandemic, we are working toward advancing the UN Sustainable Development Goal related to good health and wellbeing (Goal 3) by tracking communicable and non-communicable diseases in our workforce, improving community access to quality healthcare, and reducing maternal and infant mortality.

We support the goal by partnering with external health experts and organizations, such as Project C.U.R.E. — the world's largest distributor of medical donations to developing countries. Since 2005, we have worked with Project C.U.R.E. to provide free healthcare, deliver donated medical supplies, and facilitate neonatal training for healthcare providers to communities near our operations in Ghana, Peru and Suriname.

SECURITY PROGRAM

Due to their higher potential security risks, our operations in Argentina, Ghana, Mexico, Peru and Suriname employ or contract with on-site security personnel. As a formal member of the **Voluntary Principles on Security and Human Rights** (VPSHR) and in accordance with our global **Human Rights Standard** and Security Standard, we commit to implement the Voluntary Principles (VPs) — an operating framework for maintaining the safety and security of our operations based on respect for human rights and fundamental freedoms. All security personnel must complete annual training based on the VPs, and we encourage public security agencies to participate as well. Annual training participation is disclosed in the **Performance Data** section.

Security-related allegations and events must be recorded and fully investigated. Events found to be credible are reported to the appropriate authorities as well as to the VPSHR plenary, Newmont's Executive Leadership Team and our Board of Directors. We also annually report to the VPSHR on our efforts to implement and promote the VPs.

COLLABORATION

We are committed to learning from and sharing best practices with others. We actively participate in programs to improve our performance as members of the International Council on Mining and Metals (ICMM). We also participate in regional health and safety programs, such as those of the Western Australia Chamber of Minerals and Energy and the Ghana Chamber of Mines.

Developed wellbeing framework focused on support, prevention and promotion

Performance, Metrics and Targets

Achieving industry-leading health and safety performance and a fatality, injury and illness-free culture is how we measure the effectiveness of our management approach. We set measurable objectives and targets — such as Fatality Risk Management critical control verifications and zero fatalities — to drive continuous improvements, and we publicly disclose metrics tracked by our industry such as injury and illness rates (see the **Performance Data** for more information).

FATALITY RISK MANAGEMENT

In 2020, we achieved the most important target we set for the business and that is to experience no work-related fatalities at any Newmont site or facility. Sadly, we lost 11 colleagues in 2020 due to complications from COVID-19, experiencing firsthand the devastating impact of the pandemic. We will always honor and remember them for their friendships and contributions. For each of these deaths, we applied our investigations and lessons-learned process to determine if a critical control failed or was absent and to share those findings across our business.

In 2020, we completed approximately 104,000 critical control verifications in the field, with over 11,000 controls identified as absent or failed, which means we were able to implement the control in the field and prevent a serious event. Despite the impacts of the COVID-19 pandemic, frontline leaders significantly increased their time in the field, conducting 22 percent more critical control verifications in 2020 than in 2019. The number of SPEs fell 66 percent compared to 2019, demonstrating the positive impact visible felt leadership has on mitigating our most significant safety risks.

Continuous improvement

In 2019, we initiated a significant review of our Fatality Risk Management program to identify improvements needed to support our goal to remain fatality free and how to make the Fatality Risk Management program resonate more with frontline personnel.

Implementation of the improvements began in 2020, with activities during the year focused on capabilities and enabling technology. These improvements included:

- **Training:** We developed a manager and supervisor training program that incorporates coaching, quality critical control verifications and pre-start activities. More than 1,500 frontline leaders participated in the training during the year.
- **Mobile technology:** During the year, we launched a new mobile app and data portal and deployed around 600 mobile devices to frontline leaders so they can conduct critical control verifications in the field. Around 80 percent of all frontline leaders were accessing the app by the end of the year.
- **Audits:** We completed our risk-based audits across our sites to ensure sites were in compliance and/or had addressed gaps to our Fatality Risk Management standards and processes. Scheduled audits in 2020 against our HSS standards at Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine were impacted by the COVID-19 pandemic and are expected to resume in 2021.
- **Workshops:** More than 150 frontline leaders participated in workshops that were facilitated by a risk sponsor (either General Manager or Vice President). The purpose of the workshops was to review the fatality risk standards, critical controls and verification procedures and then propose adjustments or improvements. A key outcome from the workshops was the standardization of light vehicle specifications, including safety-critical equipment, and permit requirements for confined space entry.

Over the next two years, our focus is on embedding these improvements, ensuring our contractor partners have fully embraced the program, continuing to identify improvements and implementing technologies to eliminate risks.

Live work elimination project

"Live work" is a task that places personnel at risk of exposure to unisolated or energized equipment with the potential to strike, crush or entangle (e.g., a technician bleeding oil on hydraulic brakes underneath a haul truck with the truck operator depressing the brake while the engine is running). This type of work presents a much higher risk of causing harm. Although Newmont has created some innovative practices and deployed several technologies to address this risk, in 2020, we launched a program to accelerate our efforts to eliminate this work wherever possible by either implementing a solution to the live work or ensuring that there are authorized processes and controls in place to safely complete the task. The program includes the following key initiatives:

- **Awareness:** Our operations, projects and exploration functions need to be aware of what live work is and where it is going on. All regions and sites have a manager sign-off process to ensure we are working to eliminate live work. If there is no current solution, then robust procedures must be in place to minimize or control risks.
- **Focus on drills:** Because work on live drilling equipment is a significant risk area within the industry and at Newmont, we are focused on the live work exposures when conducting work on our drilling equipment. This includes both operational and maintenance tasks, and we are working with equipment providers to find solutions in this area.
- **Global register:** To record where live work is being undertaken and capture opportunities to prevent live work, we established a global repository to access live work information that is occurring in all our operations. The register will be a source to identify and share solutions quickly.
- **Replication:** Through communities of practice and working groups, solutions are highlighted so they can be quickly replicated and implemented.

PHYSICAL AND MENTAL WELLBEING

Fatigue management

A significant focus in 2020 was implementing our fatigue risk management framework and fully understanding our current state against this framework. We completed gap assessments, and our operations developed and progressed action plans to address any deficiencies. This important work will continue into 2021 and beyond, with significant resources committed to addressing gaps (e.g., camp upgrades at several locations to improve accommodations).

Planned activities in 2020 related to roster changes were impacted by the COVID-19 pandemic. In 2021, our operations plan to advance this important work by identifying solutions, aiming to achieve compliance with the framework by the end of 2022.

Wellbeing

Our wellbeing efforts in 2020 addressed both the immediate need to respond to the COVID-19 pandemic (discussed in the **Our Response to COVID-19** section) and our longer-term wellbeing strategy.

In the second half of 2020, we began efforts to improve the baseline understanding and mental health literacy across the business (e.g., for types of mental health disorders such as anxiety and depression). Recognizing that mental health awareness varies across the countries where we operate, we established a network of local champions to tailor material for each operation and to support the rapid sharing and replication of mental health initiatives across the business.

Photo: Ahafo, Ghana

Our focus in 2021 will be to maintain the momentum and engagement gained throughout 2020. We will implement the wellbeing framework across the business through a maturity assessment to identify priority areas across all three pillars of the framework. We also plan to commence a leader wellbeing training program that focuses on leader accountability and expectations for supporting their teams' wellbeing.

Community health

Our primary community health activities throughout 2020 have focused on supporting host communities in their response to the COVID-19 pandemic through our COVID-19 Global Community Support Fund (see **Our Response to COVID-19** section for more information).

We continued our long-standing partnership with Project C.U.R.E. to provide healthcare supplies and services to the communities near our operations. Under our partnership, Newmont commits to an annual contribution of $200,000, which helps facilitate several programs and activities. Although many of the planned efforts for 2020 — including medical supply shipments, in-person healthcare clinics and neonatal training sessions — did not happen due to the pandemic, activities Newmont supported in 2020 included the following:

- In February, Project C.U.R.E. conducted on-site evaluations at five recipient health facilities near our Ahafo operation that measured the impact that medical equipment and supply shipments (received in 2018) had on the facilities' capacity, quality of care and sustainability.
- Also in February, Project C.U.R.E. visited four hospitals in the Upper East and Upper West regions of Ghana and conducted a needs assessment to determine which programs best align to the facilities' needs.
- Newmont helped fund 13 shipments of more than $4.5 million worth of donated medical equipment and supplies to communities in Cambodia, Cameroon, Democratic Republic of Congo, Ghana, Mexico, Nigeria, Rwanda, Serbia, Tanzania and Togo.
- Newmont's annual grant helped fund an external review of Project C.U.R.E.'s program monitoring and evaluation processes and systems. In addition to identifying opportunities for improving data and processes, the review will map Project C.U.R.E.'s core programs to the UN Sustainable Development Goals.

SOCIAL ACCEPTANCE

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

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to the following guiding principles for earning social acceptance:

- Build relationships founded on respect and a commitment to each other's success;
- Act with humility and a willingness to listen and be committed to constructively and transparently resolve differences and conflicts; and
- Seek mutually beneficial outcomes in our decision making such that we contribute to sustainable development.

A suite of global standards details Newmont's minimum requirements to effectively identify, manage and monitor the wide range of social risks and opportunities. Associated guidelines and procedures also support teams with on-the-ground implementation and compliance.

Personnel at each site are responsible for conducting stakeholder engagement and relationship building activities in accordance with our standards and guidelines. A member of the Regional Senior Vice Presidents' leadership team is responsible for activities at the site and across the region, and these individuals report to their functional leader at the corporate office.

Photo (right):
Cripple Creek & Victor, United States

Responsibility for the management of our social acceptance approach resides with the Senior Vice President for External Relations and Social Responsibility. This role reports to the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO. The Board of Directors' Safety and Sustainability Committee provides oversight, holding quarterly formal reviews with management. The Committee's chair apprises the full Board of any significant matters or developments.

Risk Management

Among the top risks facing our business are incidents or actions by Newmont that result in the community or other key stakeholders withdrawing or not granting the support we need to operate. Potential events include impacting the health and safety of the community or not meeting our commitments or community expectations in areas such as local employment.

Our **Social Baseline and Impact Assessment Standard** requires each operating site to update its social impact assessment (SIA) — which provides critical information about social baseline conditions and potential impacts of our business activities — at least every five years.

These assessments include extensive input and review from the host communities, and most are conducted by external, independent experts. Final reports are expected to be made public and available to local communities. Findings from the studies are addressed through social management plans, which are designed to mitigate and minimize impacts while enhancing the benefits associated with mining activities.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Strategy and Management Approach

Our overarching external relations strategy provides the framework for managing our top risks and achieving broad social acceptance throughout the mine lifecycle. We recognize that social acceptance is granted by local communities as well as national and global stakeholders. To achieve our objectives, we focus on three key areas:

- **Engagement:** proactively engage stakeholders based on inclusion, transparency and integrity
- **Risk and impact management:** integrate stakeholder considerations into managing risks to develop long-term, positive cumulative impacts
- **Mutual value creation:** collaborate to catalyze socio-economic development so communities can thrive during operations and after mining activities cease

COMMUNITY RELATIONSHIPS

The strength of our relationships with host communities directly correlates with our ability to obtain and maintain social acceptance. Our **Stakeholder Relationship Management Standard** guides our approach to stakeholder engagement and relationship building, applying consistent processes and requirements across all sites while ensuring each site's approach is culturally appropriate and responsive to local stakeholders. All sites must have a comprehensive plan to effectively engage those who are, or potentially could be, impacted by our business activities.

All sites also have an open and transparent process where stakeholders' concerns are addressed fairly and promptly. A complaints and grievances (C&G) register records matters using a three-tier system. Tier 1 complaints are those that can be resolved between Newmont and complainants without the need for external mediation and/or legal proceedings. These tend to be related to matters that we directly control. If an independent third party (such as a local leader or committee) is needed to facilitate the resolution of the matter, it is classified as a tier 2 complaint. Disputes that cannot be resolved by the parties involved (e.g., those that require legal intervention) are categorized as tier 3. Sites must ensure stakeholders know how to raise concerns and use our feedback mechanisms. Since 2015, we have reported on an annual public target to respond to stakeholder matters in a timely manner.

RESETTLEMENT AND LAND USE

We conduct mining activities where ore bodies are located, and, at times, mine development requires unavoidable relocation and resettlement of households and restoration of livelihoods.

Our Land Acquisition and Involuntary Resettlement Standard states the minimum requirements for assessing and addressing the rights and needs of landowners and local communities before any land acquisition or involuntary resettlement.

All land acquisitions are conducted in compliance with applicable laws, regulations, and international best practice as defined by **International Finance Corporation (IFC) Performance Standard 5**, which aims to avoid resettlement whenever possible, but when resettlement is required, ensures affected people and communities are able to make informed decisions, adverse impacts are minimized, and livelihoods and living conditions are restored or improved.

Before any resettlement activities begin, we work with local stakeholders and international experts to develop a resettlement action plan (RAP) and/or a livelihood action plan (LAP) that identifies physical displacement and economic impacts. Sites implement and closely monitor RAPs and LAPs and are required to conduct annual audits by qualified external experts to ensure activities fulfill commitments and meet the needs of affected persons.

We are one of five mining industry partners in the Mining, Resettlement and Livelihood Research and Practice Consortium. Together with the University of Queensland's Centre for Social Responsibility in Mining, this first-of-its-kind industry-university working group aims to better understand how resettlement risks are managed, identify strategies to improve livelihood outcomes for those affected by resettlement, conduct research, and help inform policies that lead to more effective practices.
Key outcomes in the Consortium's first four years include:

- Launched a dedicated **website** that includes research papers, case studies, data and more;
- Established the first global, publicly available Mining-Induced Displacement and Resettlement (MIDR) events dataset;
- Developed an online risk assessment tool for the design and planning stages of resettlement projects in mining; and
- Established the first publicly available global e-library on mining and resettlement.

While planned activities in 2020 were impacted by the COVID-19 pandemic, we renewed our commitment to the Consortium through 2023.

Photo: Boddington, Australia

ARTISANAL AND SMALL-SCALE GOLD MINING

Artisanal and small-scale mining (ASM) and its associated value chain support the livelihoods of an estimated 100 million people (according to the World Bank). ASM can pose significant security, safety and environmental risks to ASM miners, communities and to Newmont and our workforce. These risks include the use of mercury in unregulated gold processing, which can cause serious health issues and contaminate community water sources. There are also significant security risks, and potential business continuity risks, when those engaged in ASM trespass onto Newmont's concessions. ASM has also been associated with forced and child labor.

We are committed to managing and mitigating these risks while recognizing ASM's importance to those who depend on it as a livelihood or who have historical, cultural and symbolic rights to land use and ownership.

Our global ASM strategy has four objectives that help us explore, develop and operate in places where small-scale miners work:

- **Security:** ensure safe and secure access to Newmont's assets, interests and concessions and minimize conflicts between illegal small-scale miners and Newmont personnel
- **Performance:** manage our environmental, social, security, health and safety risks and impacts caused by ASM activities
- **Livelihood development:** collaborate to empower and improve livelihood options associated with the local economy
- **Influence, learn and align:** monitor, engage and influence ASM policy and practices

Currently, ASM activities take place on or near three of our operations — Ahafo in Ghana, Merian in Suriname and Yanacocha in Peru. It also takes place at exploration projects in several jurisdictions, and because our exploration teams are often the first contact with communities, our approach emphasizes early engagement and building positive relationships with small-scale miners. Our S&ER Exploration Guidebook and associated management workbook include requirements to identify and characterize ASM in or near exploration areas of interest based on the legitimacy and legality of the activity, its scale, and the impacts to, and role of, local community members.

Because ASM is not an issue that we can solve on our own, we pursue partnerships with governments, international institutions, civil society and ASM experts to promote solutions and international best practices. Newmont participates in several global forums — including the Intergovernmental Forum on Mining, Minerals, Metals and Sustainable Development — to share on-the-ground implementation insights and encourage policy alignment.

Performance, Metrics and Targets

We track several internal and external metrics and use public targets to measure and monitor our performance in managing our social acceptance risks and opportunities.

The **Performance Data** section of this report includes site-level social data and performance metrics on the following:

- Artisanal and small-scale mining activity
- Community development practices (see **Value Sharing** section for local/Indigenous employment and procurement)
- Actual and/or potential community impacts and mitigation responses
- Complaints and grievances by site and category
- Significant land or resource use disputes
- Resettlement and/or relocation activities
- Social impact assessment and engagement practices
- Significant social incidents (i.e., those with an actual consequence of level 3 or higher on a severity scale of zero to five)

PUBLIC TARGETS

Community commitments

For 2020, we set a public target for seven sites — Ahafo, Akyem, Boddington, CC&V, Merian, Tanami and Yanacocha — to complete 95 percent of community commitments by the due date. Five sites met the target, but three historical commitments from Yanacocha and one from Ahafo were delayed due to the pandemic, resulting in 85 percent of commitments completed on or before the due date.

The other five sites — Cerro Negro, Éléonore, Musselwhite, Porcupine, Peñasquito — met their target to develop an auditable system to both register and track commitments and to respond to, address, track and, if necessary, escalate tier 1 complaints.

Complaints and grievances

The seven sites with a community commitment target also had a public target to address and resolve 100 percent of tier 1 complaints within 30 days. All sites met the target, with the exception of Ahafo (which resolved 94 percent of tier 1 complaints within 30 days and 99 percent within 49 days) due to the limited availability of staff and stakeholders during the pandemic.

The other five sites met their target to implement an auditable system for responding to, addressing, tracking and, if necessary, escalating tier 1 complaints.

A total of 587 complaints or grievances were recorded on site registers in 2020.

Complaints and grievances due in 2020: Site level

Site	Number	% resolved within 30 days
Ahafo	115	94%
Akyem	75	100%
Boddington	6	100%
CC&V	14	100%
Cerro Negro[1]	84	N/A
Éléonore[1]	24	N/A
Merian	7	100%
Musselwhite[1]	0	N/A
Peñasquito[1]	82	N/A
Porcupine[1]	172	N/A
Tanami	0	N/A
Yanacocha	8	100%

[1] *Tracking the percent of complaints resolved within 30 days is expected to be available at these sites (i.e., the former Goldcorp sites) later in 2021.*

More information on the nature of the complaints and grievances is included in the **Performance Data** section.

Photo: Peñasquito, Mexico

2021–2023 Public targets

To better address systemic issues and avoid repeat complaints when possible, our targets for the next three years include a "root cause analysis" component. By applying to community complaints the same investigation methodologies applied to environmental and safety events, we aim to increase our understanding of community concerns and the cross-functional needs to resolve them.

Our community commitments target changed from completing 95 percent to completing 100 percent of community commitments by the due date.

Future targets: Community commitments

Year	Target description	Target for sites/regions	Target for Newmont
2021–2023	100% of commitments completed on or before due dates as captured in register	100% completion of community commitments on or before the due date	100% of sites achieve the annual site targets

Future targets: Complaints and grievances

Year	Target description	Target for sites/regions	Target for Newmont
2021	Percentage of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated	100% of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated within 30 days	100% of sites achieve the annual site targets
	Root cause methodology developed and applied to all complaints to reduce or eliminate repeat complaints and understand underlying drivers	Engage in the development of root cause analysis methodology for complaints/grievances	Root cause methodology adapted for social performance
2022	Percentage of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated	100% of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated within 30 days	100% of sites achieve the annual site targets
	Root cause methodology developed and applied to all complaints to reduce or eliminate repeat complaints and understand underlying drivers	Pilot test root cause analysis at operating sites and implement corrective actions	Root cause methodology adapted for use with complaints
2023	Percentage of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated	100% of tier 1 complaints responded to, addressed, tracked and, if necessary, escalated within 30 days	100% of sites achieve the annual site targets
	Root cause methodology developed and applied to all complaints to reduce or eliminate repeat complaints and understand underlying drivers	100% of sites are using root cause analysis for all complaints and implementing corrective actions	100% of sites achieve the annual site targets

KEY COMMUNITY MATTERS AND ACTIVITIES

In accordance with our Social Baseline and Impact Assessment Standard, at the end of 2020, all sites — except Éléonore, Musselwhite, Peñasquito and Yanacocha — had a social impact assessment (SIA) in place and updated within the past five years. All sites out of compliance have plans in place to initiate an SIA update.

Site community impacts are discussed in the Performance Data section and key matters in 2020 are discussed below.

Argentina

In 2020, the Inter-American Development Bank (IDB) completed a regional development plan in partnership with Cerro Negro, and the findings were presented to local government authorities. The next steps include jointly prioritizing key projects, developing conceptual/pre-feasibility studies for the priority projects, and formalizing a municipal trust fund. In addition to the work conducted in partnership with IDB, Cerro Negro invested in infrastructure development in Perito Moreno and supported direct health, food security and local economic resilience programs resulting from the COVID-19 pandemic.

Australia

We conducted ongoing stakeholder engagement with local and Traditional Owner communities and local government stakeholders to understand their needs and concerns as the COVID-19 pandemic unfolded. Following the announcement of the COVID-19 Global Community Support Fund in April 2020, we established a process to receive and process community requests for support, which largely originated from ongoing site interactions employing safe, pandemic-appropriate engagement methods with stakeholders. Approximately $855,000 of the COVID-19 Global Community Support Fund was distributed to organizations in Australia during 2020, with most of the funds allocated to supporting families facing food insecurity due to the economic impacts of the pandemic.

Canada

In Canada, we worked closely with the communities in and around our mine sites (including First Nations) to respond to the unique challenges of the COVID-19 pandemic. This included developing COVID-19 management plans, setting up testing at our fly-in-fly-out mine sites and providing donations through Newmont's COVID-19 Global Community Support Fund.

Despite restrictions due to the pandemic, our sites made adjustments where necessary to maintain community engagement activities. At Éléonore, we aim to meet regularly with the Jamésie Mayors and economic development corporations (COMAX). In 2020, we held two meetings to track and monitor the co-developed community investments strategy. We also provided the tallyman (a Cree leader) with the technology needed to connect to the mine's teleconference system so that we were able to continue to address any concerns raised through the Cree land-use monitoring program and ensure the exploration program identified high cultural value sites.

In early 2020, the Musselwhite community relations team led a trapping course in the community of Mishkeegogamang First Nation. The course, which had a total of 15 youth participants, taught fur trapping, wildlife biology, pelt preparation skills and fur harvesting ethics. This course was done in support of the community's Choose Life program, which helps promote positive life habits and reconnects participants with the land. The site also held its annual water ceremony, which was carried out virtually in 2020.

Ghana
Based on insights from an extensive stakeholder relationship review that began in 2018, we updated our community engagement practices to better resolve community issues and improve our relationships with the traditional leaders, youth groups, farmers, business owners and other stakeholders in Ghana. As part of the action plan to address the recommendations from the review, we launched the Local Economic Diversification Support (LEDS) program to help diversify the local economies and create job opportunities for community members.

As part of the project, we commissioned a market study, which identified two initial economic development opportunities — a greenhouse agriculture (EnviroDome) project in Akyem and expanding the value chain of the Asutifi Processing and Service Center (APSC) in Ahafo. In 2021, we will begin executing the two projects and will undertake additional studies to identify other opportunities.

At our Ahafo operation, we have had social responsibility agreements in place with the 10 communities near the mine site since 2008. The agreements are reviewed every five years, and although the review was impacted by the COVID-19 pandemic, we expect to finalize the revised agreements in 2021. Significant enhancements include the following:

- **Relationship Agreement:** increasing representation of youth and women on the Social Responsibility Forum's Standing Committee, which oversees the agreements' implementation, and establishing a Company-Community Relationship Committee to oversee the implementation of the Relationship Agreement, which addresses resolution mechanisms related to community issues and provides incentives to motivate employees and contractors to stay within the community.
- **Employment Agreement:** increasing local employment target to 50 percent (from 35 percent).
- **Foundation Agreement:** increasing community and company representation on the Newmont Ahafo Development Foundation's board and allocating significant funds for economic diversification projects that create jobs and generate income.

Mexico
After a trucking contractor and some members of the San Juan de Cedros (Cedros) community (one of 25 neighboring communities) blockaded our Peñasquito operation in Mexico in 2019, we participated in the Ministry of Interior (SEGOB)-led dialogue/negotiations with the Cedros community. In August 2020, the General Assembly of Cedros ratified an agreement that resolved all disputes between the Cedros community and Newmont. The agreement formalizes Newmont's use of Cedros' common land for exploration and operations, a 30-year water agreement, and infrastructure and social investments. The agreement expressly states that any future disputes will be resolved through dialogue and not blockades.

Peru
In 2019, our Yanacocha operation conducted hydrological studies to understand the impact that an expansion of the China Linda quarry (as part of the Yanacocha Sulfides project) would have on the water supply. In November 2019, when turbidity (cloudy water) was detected in the water supply of the nearby community of Totoracocha, around 200 people were involved in a protest of the proposed expansion where some protesters became violent and burned a drill rig. Following the protests, Yanacocha developed a plan to re-engage with local leaders and the communities around China Linda.

The comprehensive engagement strategy includes local-local procurement opportunities (discussed in the Value Sharing section), social investment and a community participatory monitoring program. In December 2020, the Yanacocha team, along with representatives from the communities near China Linda, conducted environmental monitoring and sampling activity around China Linda. The water samples were taken from the piezometers that were installed in 2019 as part of the hydrological studies mentioned above. The information collected will be used to understand the water table within the area and for future expansion plans of the quarry.

Suriname
The COVID-19 pandemic significantly impacted our stakeholder engagement and other planned activities with the Pamaka and the Kawina communities in Suriname. However, we were able to renew the Support Agreement with the Pamaka, which is a commitment under the comprehensive Cooperation Agreement between Newmont and the Pamaka. Negotiations on a comprehensive Cooperation Agreement with the Kawina have been postponed until 2021; however, we did sign a Support Agreement with the Kawina in December (see the Human Rights section for more information).

The U.S.
Our CC&V operation found innovative ways to maintain connections to the community through the COVID-19 pandemic and associated social distancing restrictions. The site organized a contact-free porch-pick-up food drive for local food banks in the spring. In the spring and fall, site personnel delivered computers to the homes of local students to assist with remote learning. CC&V conducted virtual community open houses in September and December, where the community was provided updates on CC&V's business plan, dust and blast vibration mitigation efforts, permitting efforts and concurrent reclamation progress.

Our responses to some of our key community and stakeholder engagement matters are on our website.

RESETTLEMENT AND LAND USE

Ghana

At Ahafo, due to the proximity of the Dokyikrom community to the Ahafo tailings storage facility (TSF) expansion facility, the country's Environmental Protection Agency (EPA) determined 412 homes required resettlement and 427 unoccupied structures needed to be removed. In 2020, 80 of the 412 homes were resettled. The EPA requested an environmental and health impact-monitoring program to determine if impacts require additional resettlement, and monitoring and water sampling commenced in February 2020. In accordance with the Dokyikrom resettlement action plan approved by the EPA and community stakeholders in 2019, we completed boundary demarcation and proceeded with a Full Built Assets Survey, farm surveys and crop compensation assessments. Extensive engagement with local government authorities, traditional leaders, impacted farmers/landowners, and other concerned stakeholders resulted in the resumption of crop compensation and land acquisition activities needed for resettlement.

The communities identified in an analysis of potential impacts caused by a hypothetical TSF dam breach were compensated approximately $3.1 million, and the distribution of compensation will continue into 2021.

In 2017, Projected Affected People (PAPs) at Akyem petitioned Newmont about perceived discrepancies in the compensation paid, requesting enhanced livelihood support. The claims highlighted the need for our resettlement completion audits to understand the effectiveness of our mitigation actions, corrective actions and resettlement action plan obligations.

The region also commissioned a third-party socio-economic and vulnerability assessment of the Akyem PAPs to review the concerns raised. The draft report was reviewed with community stakeholders and is being finalized. Recommendations — such as extending the Agricultural Improvement and Land Access Program (AILAP) and Vulnerable Peoples Program to those who had not successfully transitioned to new or reestablished livelihoods — are being implemented. The recommendations and lessons learned were incorporated into the land access and resettlement planning for the Ahafo North project.

During the year, we initiated work on an independent completion audit of the RAP for Akyem and several resettlement phases at Ahafo to assess the achievement, effectiveness, impacts and outcomes of their RAPs.

In 2020, we conducted an internal audit of our land acquisition, land management and compensation payments. In response to the audit's findings, we revised our guidance for monitoring resettlement action plans to improve performance and minimize the risks associated with compensation payments and involuntary resettlement.

Mexico

We developed a project charter to jointly explore with relevant stakeholders the potential need to resettle the communities of Mesas del Portezuelo ("Mesas"), which is located south of our Peñasquito operation and potentially within the area of influence of the site's TSF, and Los Charcos, which is just east of Mesas. In 2020, fieldwork activities related to this effort were impacted due to the COVID-19 pandemic while preparations were made to engage each community and conduct baseline surveys in 2021.

ARTISANAL AND SMALL-SCALE MINING LIVELIHOODS

We continued to execute our global ASM strategy and implement our strategic objectives in those locations where ASM activities take place on or near our operations.

Ghana

In Ghana, we finalized an ASM strategy that focuses on collaboration with the government, regulatory reporting to document ASM impacts, security surveillance and exploring potential alternative livelihood opportunities to manage our ASM risks.

In 2020, illegal mining activities across Ghana, including in and around Newmont's mining concession areas, increased due to several factors including the government's launch of an initiative to formalize ASM in select communities, the 2020 parliamentary and presidential elections, and rising gold prices. We worked closely with the traditional authorities who are the landowners and various regional government agencies (including public security organizations) to responsibly engage and remove illegal miners. We also provided routine updates to regulatory agencies on the environmental, health and safety impacts of illegal mining, as well as monthly reports on illegal ASM activities to the Ghana Minerals Commission through the Ghana Chamber of Mines.

Suriname

At our Merian mine in Suriname, our approach recognizes the cultural and livelihood importance of ASM to the Pamaka community while protecting Newmont's assets. In 2020, we introduced a strategy to manage the ASM activities occurring within the Company's mining concession (under a 2016 memorandum of understanding between Newmont and the Pamaka, miners can operate on or near Newmont's concession provided it is outside the industrial zone). The strategy's livelihood element includes offering ASM stakeholders programs that provide technical support for exploration, mine planning and mineral processing to improve recoveries and economics. An alternative livelihood program will be offered for those who would like to transition out of mining.

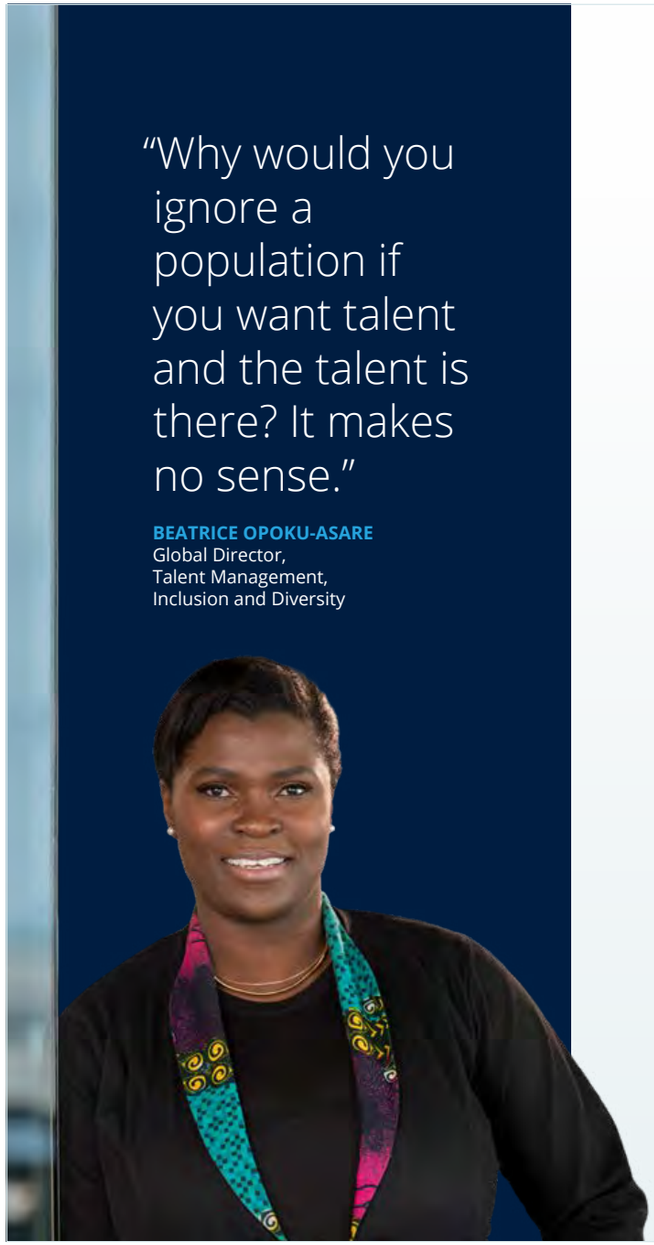
Engagement with the government of Suriname is another key aspect of the strategy. In addition to supporting the government's efforts to formalize ASM for those miners who would like to secure their own mining license, the strategy aims to directly contribute to the government's UN Sustainable Development Goal (SDG) commitments, particularly those related to economic growth and sustainable development, job creation, and fostering micro- and small-sized enterprises.

Peru

At our Yanacocha operation in Peru, ASM has historically been absent. However, we have identified contained ASM activities within and near the Yanacocha and Conga concessions, including in an ecologically sensitive area called "Lagunas de Alto Perú." Peru established a legislative framework to formalize ASM, and Yanacocha is actively participating in this process. Although the COVID-19 pandemic had an impact on our efforts, we are exploring opportunities to minimize the negative impacts of ASM while contributing to the livelihood of local communities engaged in ASM activities.

"Why would you ignore a population if you want talent and the talent is there? It makes no sense."

BEATRICE OPOKU-ASARE
Global Director,
Talent Management,
Inclusion and Diversity



MEGATREND INTERVIEW: EQUITY

Beatrice Opoku-Asare, Newmont's Global Director, Talent Management, Inclusion and Diversity, offers her thoughts about the pandemic and why diversity, equity and inclusion matter to mining.

NEWMONT: *Imagine you could look back on your career from the perspective of 2040. What do you think you would see as the most significant impact of the 2020-21 COVID-19 pandemic on the global economy, business and society?*

BEATRICE OPOKU-ASARE: The location of work and what we thought work was. In 2019, I was going to the office every morning, and for a year now, I've been working from home and my commute is from my bedroom to my study.

Twenty years from now, as a Black woman, I also cannot overlook the murder of George Floyd. That nine minute and 29 second video impacted me more from a racial perspective than anything else that I had experienced. It made me realize how much I needed to speak up about this topic, and it has impacted corporations.

Corporations don't have a choice but to speak up about race. And that is a megatrend, because 20 years from now, we'll still be talking about it. It's a change that is going to stay with us for a long time. Because it is no longer allowing us to do nothing, it is no longer allowing us to be in the silent space of "I don't know what to do." You have to figure out what to do. And if you don't know what to do, you have to admit that "I don't know what to do, can you help me?"

Finally, the impact of the pandemic on progress towards equity in any space. Women are working from home, but, in most cases, they are also having to be the online educators, the Zoom activity coordinators for their kindergartners and middle schoolers. The pandemic has eroded a portion of the progress made towards gender equity.[1] And 20 years from now, if we don't do anything different, women will be among the population that has lost work experience over a number of years and that will have an impact on organizations and countries.

[1] *Source: McKinsey & Company, "Women In the Workplace 2020" study conducted in partnership with LeanIn.Org. More information can be found at* Women in the Workplace | *McKinsey*

NEWMONT: *Building on the murder of George Floyd, how do we bring issues of systemic racial injustice out into the open and address them? How do we have these uncomfortable conversations?*

BEATRICE OPOKU-ASARE: Progress will require acknowledging that there is a problem and that systemic racism is real. Organizations have the responsibility to try and bring awareness of the fact that there is racism, and that people experience it every single day – in their community, in their churches, in their organizations. The second step is really improving awareness. I share my story as a Black woman, as an immigrant and as a woman in mining, with people all the time. And I know there are parts of my story that some Americans may not yet understand. For instance, I use a Ghanaian passport. Whenever I get to any border patrol, the assumption is "you're here to do something bad." I may be traveling first-class or on a private jet, nobody cares. I'm asked about my return ticket, about what I do, tons of questions every single time. With my passport, unlike the American passports, I cannot just get up and go wherever I want to. So increasing awareness through storytelling helps other people to live vicariously through your experience; awareness helps people to understand.

NEWMONT: *The business case for diversity and inclusion, things like access to a wider range of thoughts and opinions and reflecting and connecting to communities and markets, seems clear. So how do we move beyond the business case?*

BEATRICE OPOKU-ASARE: I know it sounds cliché, but it's just the right thing to do. Why would you ignore a population if you want talent and the talent is there? It makes no sense. However, it's not about "tell me how much money or profit I can make if I add more Black people or more Indigenous people to my workforce." I think just asking for the business case is inhumane, it's asking people to justify their existence as I have come to learn.

Recognizing that it's the right thing to do doesn't make it easy. To open the doors to inclusion and diversity, we all need to create a safe space. An inviting space to learn and to improve awareness and to provide people with the tools, skills, whatever they need to be able to become true champions of this work. We also have to be willing to make the tough call and say, "This is who we are: Inclusion is a core value. And if you don't think inclusion is something you can get behind, then maybe this is not the right place for you."

If any industry can be able to figure this out, it should be mining. We have engineers, scientists and other people whose job is to constantly solve problems and find solutions. If we applied all these skills to the progress we want to see with racial equity or gender diversity or inclusion and diversity in general, I have confidence that our industry will figure it out. We just need to decide that we want to do it.

"I have confidence that our industry will figure it out. We just need to decide that we want to do it."

BEATRICE OPOKU-ASARE
Global Director,
Talent Management,
Inclusion and Diversity

HUMAN RIGHTS

The global spotlight on systemic racial inequities and the COVID-19 pandemic in 2020 were unprecedented. How we address these challenges within Newmont and as partners in communities where we operate is integral to our commitment to advancing human rights. Embedding respect for human rights into our policies, due diligence, systems, programs and activities across the business is central to delivering on our strategy and broader purpose.

Governance

Newmont's **Code of Conduct** (the "Code") serves as the foundation for our commitment to respect and promote the human rights of all people. Our **Sustainability and Stakeholder Engagement Policy** includes an explicit commitment to respect the dignity, wellbeing and human rights of employees and the communities in which we operate, as well as others affected by our operations in line with the UN Guiding Principles on Business and Human Rights. In 2020, we enhanced the policy to reflect changing and growing stakeholder expectations as well as our progress in several areas, including cultural heritage management and engagement with Indigenous peoples.

Supporting the policy is our **Human Rights Standard**, which requires sites to have a human rights management plan and details other requirements for managing human rights risks. Several other Newmont global standards address human rights in areas such as the protection of cultural resources, security at our operations, engagement with Indigenous peoples and impacts to livelihoods.

Because many areas of the business can impact human rights (both positively and negatively), ownership and accountabilities for performance and compliance with our policies, standards and guidelines reside in various functions. All regions are required to have working groups with cross-functional accountability for monitoring compliance with our Human Rights Standard and implementing their respective human rights management plans.

Photo (right):
Cerro Negro, Argentina

Responsibility for the management of our human rights approach resides with the Senior Vice President for External Relations and Social Responsibility. This role reports to the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO. The Board of Directors' Safety and Sustainability Committee provides oversight, holding formal reviews with management every quarter. The Committee's Chair apprises the full Board of any significant matters or developments.

Risk Management

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

As stated in our Human Rights Standard, all sites must maintain processes to identify, integrate and manage human rights risks on an ongoing basis. For new projects or significant changes to existing operations, sites shall integrate an evaluation of human rights into their impact or risk assessments and consider undertaking standalone human rights impact assessments (HRIAs) under certain circumstances.

Our **Social Baseline and Impact Assessment Standard** requires each operating site to update its social impact assessment (SIA) at least every five years and to include human rights considerations.

A list of all human rights-related assessments (including standalone human rights impact assessments and those integrated into comprehensive impact assessments) conducted since 2017 is disclosed in the **Performance Data** section.

Our overall approach to managing risks is detailed in the **Risk Management** section.

HUMAN RIGHTS RISKS IN THE SUPPLY CHAIN

A continued focus of Newmont's human rights program involves mitigating risks in our supplier base.

Our **Supplier Risk Management (SRiM) program** — a proactive and consistent approach to managing supplier-related risks and performance — aligns to the Guiding Principles and incorporates human rights due diligence activities into all stages of the supplier lifecycle. The program's robust framework helps identify potential human rights risks a supplier may pose and establishes the plans and actions needed to mitigate those risks. Key elements of the program include pre-qualification and screening, scope-of-work risk assessments, human rights training and an audit process. At the closeout stage, a supplier dashboard highlights how risks have been addressed and the supplier's performance against several criteria including human rights.

One important lesson learned since implementing the SRiM program in 2018 is that automated processes alone are not enough to adequately identify and manage risk. The pre-qualification screening is effective in flagging potential human rights risks; however, the process also requires a review by individuals who have an awareness of the supplier, their current controls, and the type of goods or services they provide. For example, in some cases, site-level teams that have the most knowledge about a supplier's risk profile may feel that even though a particular supplier scores as "lower risk" in the pre-qualification stage, the supplier should still be audited. While this takes more time, it provides a more accurate assessment of risk and ensures appropriate suppliers are selected for human rights training.

SALIENT HUMAN RIGHTS RISKS

Although we manage the full spectrum of human rights risks, we align our reporting with the UN Guiding Principles (UNGP) Reporting Framework by focusing on Newmont's salient human rights risks. The eight salient risks included in the following table were identified through an internal and external stakeholder engagement process in 2015 and an internal refresh in 2018 (the analysis to determine salience is discussed in **Our Approach to Sustainability**). Definitions, examples of mitigation measures and stakeholder engagement tools, and other details about each salient human rights risk are included in our publication, **Respecting Human Rights: Our Approach**.

Salient issue	More information about how we managed the issue and associated risks in 2020
Right to life	Health, Safety and Security Human Rights
Right to water and sanitation	Water Stewardship Tailings Management
Right to an adequate standard of living	Value Sharing Social Acceptance
Right to enjoy just and favorable conditions of work	Health, Safety and Security Value Sharing Workforce Development and Culture
Right not to be subject to discrimination in employment or occupation	Our Business Value Sharing
Right to health	Health, Safety and Security Social Acceptance Water Stewardship Tailings Management Our Response to COVID-19
Right not to be subject to slavery or forced labor	Business Integrity and Compliance Human Rights
Right to self-determination	Value Sharing (Local Employment and Procurement) Social Acceptance Human Rights (Indigenous Peoples)

MODERN SLAVERY

In 2018, Newmont published its first Modern Slavery Statement, highlighting our actions to address modern slavery risks in our operations and supply chain. The statement was updated and published in 2020.

Download Newmont's Modern Slavery Statement from our website.

Photo: Tanami, Australia

Strategy and Management Approach

Newmont's global human rights strategy — which is detailed in our guide, **Respecting Human Rights: Our Approach** — outlines the strategic programs, processes and tools we employ to identify human rights issues on an ongoing basis. These include stakeholder engagement, training, and complaints and grievances mechanisms.

ENGAGEMENT

Ongoing and transparent engagement with community members and other rights holders is essential for managing human rights risks. Our Social Baseline and Impact Assessment Standard requires that communities and key stakeholders are actively involved in conducting baseline studies and impact assessments. Under our Stakeholder Relationship Management Standard, the effectiveness of the site's stakeholder engagement must be measured every year and stakeholder perception studies are required at least every three years.

Indigenous peoples

At our sites on or adjacent to Indigenous peoples' territories, we respect and acknowledge the individual and collective rights and interests of Indigenous peoples in line with the ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples. 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.

Our **Indigenous Peoples Standard** defines how we will work to obtain the consent of Indigenous peoples for new projects — and changes to existing projects — when Indigenous peoples, and/or areas of cultural significance to Indigenous peoples, are located within the area of influence of the site or will be impacted by the development and operation of the site. Our **Cultural Heritage Standard** details the process for identifying and managing cultural resources that fall within the area of our operations in cooperation with local Indigenous communities and preventing unauthorized or undesired disturbance by our business activities.

As a member of the International Council on Mining and Metals (ICMM), we commit to its **position statement** to work toward obtaining free, prior and informed consent (FPIC) of Indigenous peoples. We also actively participate in **RESOLVE's FPIC Solutions Dialogue**, a multi-sector initiative that is developing practical approaches to translate FPIC into successful site-based implementation. Under the principles of FPIC, Indigenous peoples are able to make decisions free from coercion, intimidation or manipulation, with sufficient time to work through traditional decision-making processes, and are provided accurate and understandable information about a project and its potential impacts and benefits.

The commitments in our policies and standards are reflected in the agreements we reach with Indigenous groups to respect cultural heritage and work together on opportunities that translate responsible mineral development into improved socio-economic outcomes for their communities. More information about specific commitments, activities and engagement with Indigenous peoples is discussed in the Performance, Metrics and Targets discussion that follows.

Policy influence

It is becoming increasingly important for Newmont to engage, monitor and influence human rights policies and practices to align with stakeholder expectations. Advancing our commitment to respecting human rights requires collaboration through partnerships and multi-stakeholder initiatives as well as engagement with global civil society organizations.

Newmont representatives participate in multi-stakeholder initiatives — including the Business and Social Responsibility Human Rights Working Group and the FPIC Solutions Dialogue — and in several forums on human rights including events in the industry and with broader audiences (e.g., academia and other sectors).

Newmont engages regularly with global civil society organizations such as the Corporate Human Rights Benchmark, Verité, Oxfam and the Business and Human Rights Resource Centre.

TRAINING

Currently, Newmont conducts human rights training targeted at three groups – employees, security personnel and suppliers.

Our online human rights training program for employees is designed to raise awareness among all employees about our human rights commitments, the risks we may face, and how everyone working on our behalf might prevent and address potential human rights violations. In December 2020, we refreshed and relaunched the training to reach former Goldcorp sites, and 775 employees completed it before the end of the year. Employees and contractors also participate in various human rights training modules during cross-cultural educational sessions, human resources and social responsibility inductions, and as part of annual refresher courses.

Each region and site conducts human rights training tailored to their specific operating context. These sessions support the commitment in our **Stakeholder Relationship Management Standard** to develop culturally appropriate engagement mechanisms that are relevant to stakeholders. All Newmont security personnel must complete annual training based on the **Voluntary Principles on Security and Human Rights** and the most relevant human rights risks, and we encourage public security agencies to participate as well. For example, in Peru and Ghana we facilitate training and human rights workshops for government officials through third-party organizations. Some sites also choose to extend the VP training to those who do not work in a security role, while other operations integrate human rights modules into training programs within other functions.

In 2018, we launched an online supplier training program focused on suppliers with an elevated risk potential related to human rights.

The objectives of the program are to:

- Introduce suppliers to Newmont's expectations for supplier performance on human rights (including those outlined in our Supplier Code of Conduct);
- Provide an overview of labor rights in the context of international frameworks and expectations, highlighting red flags around freedom of association and collective bargaining; and
- Provide additional information, resources and tools to help suppliers identify and address possible issues associated with their activities.

Details about training participation in 2020 are disclosed in the **Performance Data** section.

COMPLAINTS AND GRIEVANCES MECHANISMS

Effective grievances mechanisms are a key element in the Guiding Principles and are an important tool for building trust, solving problems and bringing to light concerns before they become larger issues.

Newmont has three main channels for internal and external stakeholders to raise human rights concerns:

- Having an internal discussion with one of Newmont's human resources representatives;
- Filing a case online or over the phone via the Integrity Helpline, our confidential channel for personnel and external stakeholders to report potential Code of Conduct violations including human rights issues; and
- Formally registering a matter via complaints and grievances (C&G) registers — a mechanism required at all sites to address stakeholder concerns in a timely, transparent manner.

Details on the human rights complaints and grievances reported in 2020 are disclosed in the **Performance Data** section.

Performance, Metrics and Targets

Improving our human rights systems, due diligence processes and performance is a continuous journey.

REPORTING COMMITMENTS

Newmont was an early adopter of the UNGP Reporting Framework, and we commit to using the framework as a guide to publicly disclose our human rights performance in a meaningful way.

In 2020, Newmont was included in the **Corporate Human Rights Benchmark** (CHRB) for the second time, ranking 19th out of 200 global companies across five sectors. The assessment highlighted the areas where Newmont performed well (governance and policies, embedding respect and human rights due diligence), as well as areas for improvement (evaluating the effectiveness of actions and incorporating lessons learned). We have engaged CHRB to better understand their methodology so that our disclosures fully capture our activities and to identify opportunities to improve our performance.

SUPPLIER PRE-SCREENING AND TRAINING

In 2020, Newmont sites that have fully implemented SRiM screened 100 percent of their new suppliers using human rights criteria as part of the supplier pre-qualification process. In addition to pre-qualification screenings, we completed scope-of-work risk assessments to determine if the nature of the work will pose human rights-related risks.

For 2020, Ghana, Peru and Australia conducted live "virtual" human rights supplier trainings or online self-guided trainings.

PUBLIC TARGETS

We set public targets to hold ourselves accountable for integrating human rights due diligence processes into our supply chain.

For 2020, our public target was to begin implementing an auditable process to manage human rights risks for suppliers that have an elevated likelihood of impacting human rights. Newmont engaged Verité — an independent nonprofit civil society organization focused on highlighting labor rights violations in the supply chain — to undertake audits of select suppliers in Australia, Ghana and Peru. After a process to redesign the audits to be completed virtually, they were initiated in Australia and Ghana and completed in Peru. Key findings in Peru included the following:

- Policy gaps in the suppliers' frameworks;
- Lack of training on human rights for suppliers' employees; and
- The perception of discriminatory questions asked during worker interviews.

The audit highlighted the need to change suppliers' C&G mechanisms to allow for anonymous reporting of concerns. Another issue identified was the use of temporary contractors for roles that should have been filled by permanent employees. We are working directly with the suppliers to address the findings, including the use of Newmont's C&G mechanism when the supplier's mechanism is inadequate. Findings from the audits in Australia and Ghana will be reported in 2021.

2021–2023 Public targets

Our public targets from 2018 to 2020 helped drive risk mitigation measures in our supplier base through pre-qualification, training and audits. Future targets promote a more tailored approach, with corporate and site teams working together to determine appropriate mitigation measures. These may include continued training, audits, direct engagement with suppliers and/or issuing supplier guidance. We will consider additional ways to encourage uptake of our online supplier training, which has been limited to date, and we will consider how best to bring assessments to scale as our audit processes are resource-intensive for our employees and the suppliers being audited.

The targets for the next three years incorporate these insights to reduce the likelihood of human rights issues from high-risk suppliers by reinforcing and embedding mitigation action plans. The mitigation measures will be tracked through our IMS or the online training platform.

Future targets: Human rights and the supply chain

Year	Target definition	Target for regions/sites	Target for Company
2021	Manage human rights risks for applicable suppliers that have an elevated likelihood of impacting human rights	Risk mitigation plans are implemented for 60% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights	100% of sites/regions achieve the annual targets
2022		Risk mitigation plans are implemented for 80% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights	100% of sites/regions achieve the annual targets
2023		Risk mitigation plans are implemented for 100% of contracts with suppliers* identified as having an elevated likelihood of impacting human rights	100% of sites/regions achieve the annual targets

* *Target will apply to suppliers with new or updated contracts starting January 1, 2021, at Newmont sites where the SRiM program has been implemented.*

We disclose our responses to key community and stakeholder engagement matters on our website.

SIGNIFICANT HUMAN RIGHTS MATTERS

Newmont maintains ongoing engagement with key stakeholders on the status of human rights-related issues and legal cases. A description of the more significant matters, and the actions that are taken to respond to them, include the following:

- **Chaupe family land dispute in Peru:** We remain committed to finding a dialogue-based solution to resolve a complex land dispute in Peru with members of the Chaupe family, who allege human rights violations by those working on behalf of our Yanacocha operation. Since 2016, Yanacocha has focused on improving communications and relationships with members of the Chaupe family following recommendations from the "Yanacocha Independent Fact Finding Mission." In September 2017, EarthRights International (ERI), on behalf of the Chaupe family, filed suit against Newmont in U.S. federal court. The lawsuit was dismissed twice by the U.S. trial court, and the dismissal was affirmed by the U.S. appellate court in December 2020. We continue to express our desire for dialogue and dispute resolution. Developments and our statements on the matter are publicly available on our website.
- **Allegation from former Yanacocha employees:** In 2018, the International Finance Corporation's Compliance Advisory Ombudsman (CAO) initiated a review of allegations from former employees alleging exposure to heavy metals during their employment at Yanacocha. The review aims to determine the IFC's compliance with policies, standards and practices during the execution of supervisory visits during the time IFC held partial ownership in Yanacocha (1993 through 2017). Newmont and Yanacocha have supported the review by organizing a site visit for the CAO to gather information and engage with external stakeholders. In 2020, the CAO issued a final report, which showed some shortcomings with the IFC's approach and noted that Newmont had put in place a procedure for former workers to request their medical records.
- **Security threats in Mexico:** Drug-related violence and organized crime continue to be a major issue across Mexico. Newmont's Peñasquito mine is in the state of Zacatecas, which has the highest per-capita homicide, kidnap and extortion rates in Mexico due to rival drug cartel conflicts. Because criminal activity in this area is the highest of any location in Newmont's portfolio, our security team has taken several actions to protect the safety of Newmont's personnel, contractors and their families. This includes raising awareness of the threats and the appropriate actions to take if one is inadvertently caught in cartel activity. All Newmont vehicles have been marked and personnel have been trained to deal with the issue of interacting with cartel members. To date, over 25 of these interactions have occurred outside the mine site without incident. They have been peaceful and in accordance with the training provided.
- **National unrest in Ethiopia:** Newmont has an exploration concession in Ethiopia's Tigray province. In November 2020, military confrontations between the federal government and the regional government (known as Tigray's Peoples Liberation Front) broke out in Tigray, with the federal government blocking all access to the province. Due to extreme security risks, Newmont evacuated all personnel from Tigray proper as the military confrontations escalated. To date, the conflict has resulted in significant aid shortages and thousands of displaced Tigrayans. Newmont continues to monitor the situation closely to understand when it can safely restart exploration activities; however, security risks in Tigray are expected to remain high through mid-2021 as reports of sporadic violence continue.

Toward racial equity
Many events in 2020 highlighted social inequalities and systemic racism. We took these difficult moments to evaluate how Newmont could do more to be part of the solution. During the year, we developed and began implementing a strategy toward racial equity. The strategy's actions are both internal facing, reaching across the business, and external facing, partnering with organizations to meaningfully address both systemic racism and its consequences. In 2020, these activities included:

- In early June, Newmont's employee-led Diversitas business resource group (BRG) hosted a webinar on having "A Safe Space for Difficult Conversations about Race" for people to openly express their thoughts and attitudes without fear of ridicule.
- President and CEO Tom Palmer sent out a company-wide communication, emphasizing Newmont's values, particularly inclusion and responsibility, and reaffirming Newmont's commitment to creating a more inclusive workplace and a kinder, more equal world.
- Tom Palmer also signed the BlackNorth Initiative CEO Pledge and Newmont contributed $200,000 to the Canadian-based organization. The initiative was created by the Canadian Council of Business Leaders Against Anti-Black Systemic Racism, and signatories to the pledge commit to actions that address, change and end anti-Black systemic racism across their organizations.
- In the U.S., we contributed $200,000 to the Rocky Mountain Micro-Finance Institute, which supports capacity building and access to capital for entrepreneurs with a focus on women and Black, Indigenous and People of Color (BIPOC) entrepreneurs. In lieu of the annual corporate holiday party, we donated $25,000 to the Denver (CO) chapter of The Links, Incorporated to support social service programs in Denver's African American community.
- We will continue to support the Colorado School of Mines and the implementation of its Strategic Plan for Diversity, Inclusion and Access. Our support includes an initial donation of $100,000 toward racial equity-related programs and membership on its President's Council on Diversity, Inclusion and Access industry advisory board.

Planned activities for 2021 and beyond include the following:

- **Internal:** Progress employee conversations and education, establish an internal and external Advisory Council on Race to advise on best practices and proposed actions, formalize funding for programs that accelerate inclusion and diversity efforts, and refresh global inclusion and diversity strategy.
- **External:** Contribute to and/or partner with organizations and programs that support business and educational opportunities for Black and other BIPOC groups, incorporate anti-racism focus into volunteer and charitable contributions programs, and identify and progress long-term actions on both the global and local levels.

INDIGENOUS PEOPLES

In 2020, we formed the Global Center for Indigenous Community Relations (the "Center"), which was formally launched in February 2021. The purpose of the Center is to advocate for excellence in engagement with Indigenous peoples within Newmont and across the industry. The Center advances opportunities for dialogue and knowledge sharing wherever there is an intersection between mining and Indigenous communities. We created an Advisory Council on Indigenous Community Relations, which reports to the Board's Safety and Sustainability Committee and advises on the operation of the Center. During the year, we also reinstituted an internal Indigenous Peoples Working Group (IPWG), a cross-functional team that shares experiences to improve our practice of engagement and collaboration with Indigenous communities.

Throughout the year, we continued strengthening our relationships with Indigenous communities in areas where we are exploring or operating. Although the COVID-19 pandemic significantly impacted planned engagement activities and the typical channels for communicating, we continued to work with communities to address the challenges of the pandemic and opportunities for advancing socio-economic programs. Most critically, at our Canadian sites, we worked in close collaboration with local First Nations leaders to keep employees and the remote First Nations communities safe during the pandemic. Details on these activities are included in the following table.

Photo: Tanami, Australia

Engagement with Indigenous communities near our operations and sites in 2020[1]

Site (country)	Indigenous communities	Background	2020 Notable activities
Boddington (Australia)	Gnaala Karla Booja	The Moorditj Booja Community Partnership Agreement (CPA) is a voluntary Indigenous Land Use Agreement (ILUA) under the Native Title Act (NTA). Newmont, the Gnaala Karla Booja (GKB) Noongar Native Title Claimants, and their representative body — the South West Aboriginal Land and Sea Council (SWALSC) — are parties to the agreement. The parties also have a separate and connected Preservation of Aboriginal Heritage Agreement (PAHA) that underpins the CPA and details the operation's specific cultural heritage management obligations.	Newmont's Boddington operation is subject to the Western Australia Aboriginal Heritage Act, and Section 18 of the act allows proponents to apply for Ministerial consent if impacts to a registered or known cultural heritage site are unavoidable. Newmont has been issued four Section 18 consents since 2005, but only one is subject to active new disturbance — the construction of a water dam in the Junglen Gully area of the Hotham River, which is a registered Aboriginal cultural heritage site. The area around Junglen Gully is a place of significance to the local Wiilman Traditional Owners (TO) and the GKB people as a fresh water source, meeting place and part of their local-regional waterways oral history. Traditional Owners heritage monitors were on site when dam construction commenced in January 2020 and for 21 days through early March. Monitoring ceased in mid-March due to the COVID-19 pandemic and associated restrictions. Regular progress updates of clearing and dam construction activities were provided via a heritage consultant to the monitors. On-site monitoring resumed at the end of July and continued through December. The Committee and TO heritage monitors also engaged throughout the year on a new tailings storage facility (RDA2).
Tanami (Australia)	Warlpiri	Newmont's Tanami mine, located within Aboriginal Freehold Land, operates under a Consolidated Mining Agreement (CMA) directed by the Aboriginal Land Rights Act 1976. The CMA is governed through the Central Land Council (CLC), which acts as the statutory authority representing the Traditional Owners and custodians of the Tanami area — the Warlpiri people (Yapa). Supporting and complementing the CMA is the voluntary Tanami Desert Ten Year Plan (TYP), which began in 2017 and works to improve the relationship between the Warlpiri and Newmont through an action-driven focus on improving Yapa employment, Yapa education and Yapa voice.	The pandemic had a significant impact on planned activities, with the CLC suspending access and direct engagement with the communities in the mine's area of influence. The site developed a COVID-19 Management Plan to demonstrate to the CLC and Northern Territory Government it was mitigating risks to the communities. As part of the plan, we temporarily closed the Front Gate (a center at the mine's entrance that provides support services for the Warlpiri), suspended access to exploration areas, demobilized the Yapa crew and other high-risk Aboriginal and Torres Strait Islander employees from the site, and delayed statutory meetings until the latter part of the year (or shifted to virtual in line with strict COVID-19 engagement protocols). Engagement efforts during the pandemic included: • Establishing protocols at the Front Gate to safely provide emergency support for Warlpiri travelers • Developing screening for around 130 Aboriginal and Torres Strait Islander employees and establishing a grant to maintain pay and offsite work for employees in the Indigenous Entry Level Work Program (Yapa crew) • Engaging remotely with the CLC and Warlpiri communities to provide updates and assistance through the COVID-19 Global Community Support Fund • Coordinating priority heritage Work Area Clearance (WAC) site visit with CLC and relevant Traditional Owners • Completing critical meetings through alternative avenues, such as the Granites Mines Affected Area Aboriginal Corporation and the annual Traditional Owner Liaison Committee, to progress key mining approvals and existing agreements

Site (country)	Indigenous communities	Background	2020 Notable activities
Éléonore (Canada)	Cree Nation of Wemindji Grand Council of the Crees (Eeyou Istchee)/Cree Nation Government	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.	The Éléonore operation voluntarily went into care and maintenance on March 23 before the government forced mining to ramp down operations in the province. The mining industry was allowed to restart operations a few weeks later, but before we did so, Éléonore obtained approval from the surrounding First Nations communities. The site's COVID-19 Management Plan was developed in collaboration with the Cree, the Cree Health Board of Health and Provincial Health Authorities. Following the gradual resumption of operations in early May, Éléonore worked with the Cree community of Wemindji to ensure staff safely returned to their community at the end of their rotation at the mine. This included providing temporary dormitories for those who needed to self-isolate (per local mandatory self-isolation law) and conducting molecular/PCR tests on-site prior to returning to the community. During the year, the quarterly committee meetings to implement the Opinagow Agreement were conducted virtually.
Musselwhite (Canada)	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	The Musselwhite Agreement's signatories include Cat Lake First Nation, North Caribou First Nation, Kingfisher Lake First Nation, Wunnumin Lake First Nation, Windigo and Shibogama Councils. The mine also has an agreement with Mishkeegogamang First Nation.	At Musselwhite, Newmont voluntarily suspended its operations on March 23 due to the COVID-19 pandemic. While mining remained an essential service in Ontario, out of an abundance of caution and considering the concerns raised by local First Nations communities, the decision was made to suspend operations. In June, the mine began ramping up operations in close consultation with First Nations communities. Throughout 2020, virtual bi-weekly engagement meetings occurred with community leaders to provide updates on Musselwhite's COVID-19 response. Other regularly scheduled stakeholder engagement activities occurred virtually during the year as per community agreements.
Porcupine (Canada)	Mattagami First Nation Matachewan First Nation Flying Post First Nation Wahgoshig First Nation Chapleau Cree First Nation Brunswick House First Nation Chapleau Ojibwe First Nation Michipicoten First Nation Métis Nation of Ontario	Newmont has a Resource Development Agreement with the Mattagami, Matachewan, Flying Post and Wahgoshig 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.	Porcupine developed an Indigenous Employment Annual Strategic Plan that forms the framework to provide a year-to-year approach on the way we establish an employment/job skills building target for current and future Indigenous employees. In the fourth quarter, we engaged with Michipicoten First Nation to improve communications and address outstanding issues, with a goal of working collaboratively to oversee the requirements of the Benefits Agreement.
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River Kawina Maroon Tribe of the Commewijne River	Newmont has a Cooperation Agreement with the Pamaka (2016). Negotiations on a Cooperation Agreement with the Kawina, which were to start in 2020, were delayed due to COVID-19 but continue in 2021.	In 2020, we finalized two support agreements (under the umbrella Cooperation Agreement with the Pamaka) that provide resources for the community representative group and the Traditional Authorities to monitor the execution of the commitments made by Newmont under the Cooperation Agreement. The Kawina also signed a Support Agreement, which provides them the support needed to conduct negotiations, which were restarted in February 2021.

[1] *Refer to the Performance Data section of this report and/or the ESG Data Tables for specific GRI and SASB disclosures relating to lands, agreements and significant events.*

Cultural heritage management review
In May 2020, a scheduled blast occurred in the Juukan Gorge area of Rio Tinto's Brockman 4 iron ore mine in Western Australia. The blast destroyed two rock shelters of high significance to the Puutu Kunti Kurrama and Pinikura (PKKP) peoples. The event undercut confidence in the mining sector's practices to protect cultural heritage.

The incident prompted Newmont to review its current cultural heritage management practices to evaluate the processes and controls that were in place, identify gaps and develop corrective actions across our business. We began implementing the critical actions in the second half of 2020, and completion will continue throughout 2021.

Newmont's Cultural Heritage Standard, Indigenous Peoples Standard and Human Rights Standard govern the Company's cultural heritage management approach. The standards were designed to respect and protect cultural heritage in partnership with Indigenous communities. The review found several strengths in our standards and practices but also identified inconsistencies in their implementation across the organization and at different stages of the mine lifecycle.

A key lesson drawn from the Juukan Gorge incident and the review of Newmont's practices is the importance of understanding and adequately mitigating potential social impacts in the mine planning process. Other lessons learned include understanding the importance of a strong organizational culture of cross-functional collaboration on cultural heritage management; having sustained and fulsome engagement with Indigenous and custodial communities; and recognizing that an understanding of cultural values may evolve over time.

Considering these insights, we developed a comprehensive Cultural Resource Management Action Plan that includes the following critical actions:

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

We identified incomplete mapping and record management of known and relocated cultural sites at our Ahafo operation in Ghana. Because our records were not accurate in late-2020, we initially believed we had impacted a site that, in fact, had been relocated around 10 years ago. We engaged the community in a manner as if we had impacted the site, providing compensation and participating in pacification rituals led by the local Traditional Authority. We are working with the local Traditional Authority to undertake a region-wide review of cultural site information to ensure its accuracy and stronger collaboration going forward.

Investment Canada commitments
As part of the government of Canada's approval of the Goldcorp acquisition, Newmont made 30 commitments. Five of these are related to Indigenous peoples in Canada, and actions taken in 2020 to fulfill our commitments are summarized in the following table.

Investment Canada commitments	Progress in 2020
Create a Newmont Global Center for Indigenous Community Relations (the "Center")	The Center was formed in 2020, with the naming of a Director and undertaking a process of strategic planning. The Center convened the first meetings of the Advisory Council on Indigenous Community Relations, which advises the S&S Committee of the Board of Directors and provides guidance on the operation of the Center. The Center also reinstated an internal Indigenous Peoples Working Group (IPWG), which provides a forum for sharing and collaboration for those who engage directly with Indigenous peoples. The IPWG kicked off in August. The official public launch of the Center took place in February 2021.
Establish the Canada Indigenous Affairs Coordinator to oversee and coordinate relationships with Canadian Indigenous groups	In March, Newmont appointed Catherine Tegelberg as the Director of the Global Center for Indigenous Community Relations. The GCICR Director acts as the Canadian Indigenous Affairs Coordinator as well as the Center Director. Currently, support and advice on agreement making and issue-specific engagement strategies are provided to the Canadian Sustainability and External Relations team.
Establish an Advisory Council on Indigenous Community Relations that reports to Newmont's Board of Directors (the "Advisory Council")	The Advisory Council was officially formed in 2020, with Newmont Board Member Matthew Coon Come serving as Chair and three external Indigenous leaders invited to serve on the Council. The first Advisory Council meeting, which took place in June 2020, focused on reviewing the role of the Council and seeking feedback on the GCICR's draft strategic plan. The second meeting in October focused on Newmont's review of the Juukan Gorge incident and Cultural Resource Management Action Plan and planned activities for 2021.
Implement local procurement at Canadian sites, including Indigenous-owned businesses	We developed a Canadian Local/Indigenous Procurement Strategy that aims to strengthen local and Indigenous vendors through progressive, enhanced procurement of goods and services from local economies in Canada. We also commenced work on identifying all local and local-local suppliers in Canada to support external reporting on local procurement (see the **Value Sharing** section for more information).
Honor commitments to local communities, including all agreements between former Goldcorp and Indigenous groups	At the end of 2019, Newmont's Internal Audit function completed an audit of the Company's First Nations commitments at each Canadian site and project. All sites addressed the resulting management action plans (MAPs) by the end of the year. Key corrective actions include implementing measures to ensure better transparency and tracking and reporting on payments made to First Nations through commitments. Through 2021, the GCICR will review how the agreements with First Nations are tracked and monitored, and, as a result, a consistent tracking mechanism will be put in place for all Indigenous agreements.

ENVIRONMENT

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Set GHG emissions and intensity reduction targets of more than **30%** (Scope 1 and Scope 2) and **30%** (Scope 3) **by 2030** and **net zero carbon by 2050**

Began implementing the **Global Industry Standard on Tailings Management**

Increased the amount of water recycled at operating sites in water-stressed areas to **78%**

ENVIRONMENTAL MANAGEMENT AND CONTROLS

Among our highly material sustainability issues are **climate change**, **tailings management** and **water stewardship**, and we discuss in detail the environmental management and controls related to these issues in each respective section of this report. For other material issues — such as understanding and managing our closure risks and impacts to biodiversity — our global standards aim to take a proactive approach to successfully closing and reclaiming mines and achieving our goal of no net loss of key biodiversity values. Our operations also produce and consume a wide variety of materials and substances. Minimizing waste and air emissions and ensuring the safe handling and transport of hazardous and non-hazardous materials are crucial for maintaining responsible and sustainable operations.

Governance

Newmont's **Sustainability and Stakeholder Engagement Policy** outlines our commitments to adhere to and update environmental standards that avoid, minimize and mitigate our impacts on the environment and proactively manage risks throughout the mine lifecycle.

Several standards related to environmental matters establish requirements to manage risks and protect human health and the environment.

General Managers have responsibility for ensuring each site fully complies with external obligations including regulatory and permitting requirements and our internal environmental standards and procedures. A member of the Regional Senior Vice Presidents' leadership team is responsible for environmental management activities at the site and across the region, and these individuals report to their functional leader at the corporate office.

Photo (previous page):
Tanami, Australia

Photo (right):
Peñasquito, Mexico

In 2020, our Group Executive, Environment, was responsible for the overall governance and strategy related to Newmont's environmental performance and for ensuring sites comply with all laws, regulations and Newmont's standards. This role reported to Newmont's Executive Vice President and Chief Sustainability and External Affairs Officer, who directly reports to the President and CEO. Management provides detailed reports on our environmental performance to the Safety and Sustainability Committee of the Board of Directors each quarter.

Risk Management

Our structured, risk-based management system includes a hierarchy of policies, standards, guidelines and procedures, and sites are regularly audited to ensure conformance and to promote continuous improvement.

All sites must have management plans that include assessing the range of environmental risks including those related to the use of hazardous material and the potential impacts of waste streams.

Our overall approach to managing risks is detailed in the **Risk Management** section and our control verification processes are discussed in the **Sustainability Compliance** section.

Strategy and Management Approach

Our mining operations generate waste rock as well as hazardous and non-hazardous waste materials. In addition, potentially hazardous substances, such as mercury, are naturally present in ores at several of our operations, and the mining process can produce air emissions or byproducts that require us to apply techniques and environmental practices to prevent or limit their impact on human health and the environment.

Our standards and procedures support our commitment to employ responsible waste management and disposal practices. We follow strict protocols and processes for handling and transporting all materials including chemical substances — such as cyanide and other reagents — used in processing that may be hazardous.

HAZARDOUS MATERIALS

Under our **Hazardous Materials Management** and **Waste Management** Standards, sites must develop management plans, or equivalent documentation, to minimize the consumption of hazardous materials and manage all expected waste streams. The standards also state that transport contracts must require transporters to meet the appropriate regulatory and other requirements for the safe transportation and handling of hazardous materials.

The use of cyanide in gold processing and the production of mercury byproduct are particular areas of focus.

Cyanide

Cyanidation — the process of using a sodium cyanide solution to separate gold from ore — is currently the safest, most effective and economical metallurgical technique to recover gold. However, at certain concentrations and when not adequately managed, cyanide can pose serious health risks to human health and the environment.

Our Hazardous Materials Management Standard requires sites to responsibly manage cyanide in accordance with the **International Cyanide Management Code** (ICMC or the "Cyanide Code"), a voluntary industry program that promotes best practices to safeguard workers, communities and the environment.

All our gold processing facilities that use cyanide must have a cyanide management plan, be certified to the Cyanide Code, and comply with the requirement to conduct independent third-party audits and recertification every three years. We require new operations that use cyanide to carry out an initial certification audit within 12 months of commercial production. Our practice is more stringent than the Cyanide Code's requirement, which is for new sites and facilities to achieve certification within three years. Between formal audits, sites engage trained internal and third-party auditing teams to review conformance. Newmont requires all suppliers and transporters of cyanide products to our mines to comply with the Cyanide Code.

Audit documents and details for each of our mines that use cyanide for processing can be found on the **ICMC website**.

Mercury

Our approach to responsibly manage mercury byproduct aligns with **ICMM's Mercury Risk Management Position Statement**. We do not use mercury to mine or extract gold. However, naturally occurring mineralized forms of mercury exist in ores at our Peñasquito (Mexico), Yanacocha (Peru), Merian (Suriname) and CC&V (U.S.) operations, and ore processing can generate mercury compounds and gaseous elemental mercury.

Mercury by-products (liquid or gaseous) are recovered using techniques and environmental practices in line with the Minamata Convention requirements, which aim to prevent the release of mercury into the environment. We capture point-source mercury from air emissions using Maximum Achievable Control Technology (MACT) standards, and we continuously evaluate opportunities to reduce emissions.

We are committed to permanently removing mercury waste from circulation using long-term safe storage solutions. In the U.S., the Mercury Export Ban Act (MEBA) prohibits the export of elemental mercury, and the U.S. Department of Energy (DOE) oversees the long-term storage of elemental mercury. Until the DOE constructs a permanent facility and begins accepting mercury, we are safely storing mercury on site. For the management of mercury outside of the U.S., we have a disposal agreement with Batrec, a Swiss-based subsidiary of the German company SARPI-VEOLIA, to transport and permanently retire elemental mercury. Batrec's stabilization process involves converting metallic liquid mercury into a stable mercury sulfide compound, which is then permanently and safely disposed of in an engineered underground salt mine in Germany. This process was used in early 2021 to dispose of mercury from Yanacocha. The agreement with Batrec applies to all our operations, and we plan to dispose of mercury from Peñasquito and Merian, where both sites currently responsibly manage their small volume of mercury by-product within a secured onsite storage area.

Small amounts of mercury can be generated at some operations — such as Cerro Negro (Argentina) and CC&V (U.S.) — through waste carbon fines, a by-product of the milling process. Other minor amounts of mercury can be generated through the disposal of compact fluorescent lights and thermometers, such as at our Éléonore (Canada) and Cerro Negro operations. Both of these practices are managed through jurisdictional-specific hazardous waste management programs. We continuously strive to look for opportunities to reduce the production of these wastes.

AIR EMISSIONS

In addition to mercury, our material air emissions include sulfur and nitrogen oxides (SO_x and NO_x) and particulate matter (PM). SO_x emissions are primarily generated at coal-fired power plants and during thermal processes that heat pyritic ore. NO_x emissions are produced during the combustion of fossil fuels, including diesel that powers generators and heavy equipment (e.g., haul trucks) and coal, natural gas and propane in stationary sources such as furnaces and power plants.

All our diesel fuel suppliers must provide ultra-low sulfur diesel, which contains 97 percent less sulfur than low-sulfur diesel and allows for the use of pollution-control devices that are more effective at reducing diesel emissions but can be damaged by sulfur.

In our underground operations where diesel PM (DPM) is a health risk, we are retrofitting higher horsepower equipment to decrease DPM emissions, and at Borden — one of Porcupine's underground mines — the entire fleet of vehicles and heavy equipment is either electric or battery-powered. Our fugitive PM emissions are primarily dust from mining activities such as blasting, excavating and crushing ore. Our approach to managing emissions characterized as greenhouse gases (GHG) will be further detailed in our 2020 Climate Strategy Report, which we plan to publish in mid-2021.

All sites must comply with local laws and regulations for source air emissions, fugitive dust emissions and ambient air quality. For those jurisdictions where laws are non-existent or incomplete, we apply the U.S. Environmental Protection Agency (EPA) National Ambient Air Quality standards.

REDUCE, REUSE, RECYCLE

We minimize the use and amount generated of hazardous materials — inclusive of hydrocarbons and cyanide — by replacing hazardous chemicals with less hazardous products whenever possible. For example, we often use citrus-based solvents in our maintenance facilities instead of chlorinated ones.

Hydrocarbon wastes (e.g., used oil) are the largest portion of our hazardous waste stream, which also includes equipment maintenance activity waste, such as grease and solvents, and laboratory chemicals. Our sites minimize the volume requiring disposal by recycling almost all waste oils and greases, either through third-party vendors or on-site processes, such as using waste oil for fuel in combustion processes or explosives.

We also make every effort to recycle or reuse non-hazardous waste. Through Full Potential —our global continuous improvement program — we have identified opportunities such as increasing the tire life on haul trucks, optimizing the use of reagents and other consumables, and identifying materials (e.g., HDPE pipes and valves) that could be recycled rather than disposed of in a landfill.

WASTE ROCK

Each operation is required to manage waste rock and ore stockpiles in a manner that promotes beneficial post-mining land use, mitigates the release of pollutants to the environment, and reduces closure and reclamation liabilities. Sites must also minimize the risk to surface and groundwater quality from acid rock drainage (ARD), which is generated when water comes into contact with certain minerals in the rock that are oxidized by exposure to air, precipitation and naturally occurring bacteria. In instances where prevention is not possible, we collect and treat ARD in a manner that protects human health and the environment.

Newmont is an active member of the **International Network for Acid Prevention** (INAP), an industry-led group that promotes best practices in handling potentially acid-generating materials such as waste rock and tailings.

BIODIVERSITY

Our **Biodiversity Management Standard** aims to proactively manage risks with a target of achieving no net loss of key biodiversity values (KBVs) in areas affected by our activities. We align our efforts with **ICMM's Mining and Protected Areas position statement**, in which we agree to respect legally designated protected areas and not explore or mine in World Heritage sites.

CLOSURE AND RECLAMATION

The closure stage is a multifaceted process with complex risks. Successfully closing and reclaiming mines is crucial for gaining stakeholder trust and maintaining our social license to operate. Our approach to providing long-term environmental stability and a positive legacy is detailed in our **Closure and Reclamation Management Standard**, and our public target promotes progressive reclamation at our operations.

Performance, Metrics and Targets

We track and report on several internal and external metrics to measure and monitor our performance in managing our hazardous materials, air emissions and waste streams, which we disclose in the **Performance Data** section.

During 2020, Newmont maintained conformance to the Cyanide Code. ICMC audits were completed at our Musselwhite and Porcupine operations in Canada, Merian in Suriname and CC&V in the U.S. All four sites were found to be in full compliance with the Cyanide Code.

Through our Integrated Management System (IMS), we track events and rate the actual and potential consequences on a severity scale of zero to five, with level 0 events categorized as near misses that did not result in injury or damage but had the potential to do so, and level 5 being the most severe. We publicly disclose all events categorized as level 3 and above.

In November 2020, we updated how cyanide events are classified, with a spill/loss of cyanide-bearing materials involving the following being classified as level 3 or above:

- 0.5–5 milligrams per liter (mg/L) weak acid dissociable (WAD) cyanide (CN) and more than 1,500 liters
- 5–50 mg/L WAD CN outside current disturbance and more than 100 liters
- 5–50 mg/L WAD CN off site and more than 100 liters
- Above 50 mg/L WAD CN and more than 100 liters
- Any spill offsite greater than 100 liters (assumes less than 5 mg/L WAD CN)

In 2020, we experienced three cyanide-related level 3 events. These events and the actions taken are discussed in the **Performance Data** section.

None of the cyanide spill events resulted in the solution leaving the property and there was no threat to communities or wildlife. Where required, the events were reported to regulatory authorities and the spills were cleaned up and remediated.

"This is about us as an industry having the courage to set targets that make us uncomfortable."

TOM PALMER
President and Chief Executive Officer

MEGATREND INTERVIEW: CLIMATE CHANGE

Newmont is committed to an industry-leading climate target of more than 30 percent reduction in greenhouse gas (GHG) emissions by 2030 and to achieving net zero carbon by 2050. In this April 2021 interview, Tom Palmer, Newmont President and CEO, shares his thoughts on the impact of the pandemic and meeting the longer-term challenge of climate change.

NEWMONT: *As we consider the challenge of climate change and the targets Newmont has set, what was your personal "wake-up call" regarding climate change? What makes climate change a corporate issue?*

TOM PALMER: Climate change is not a new issue for Newmont or me; it has become a material risk for the world, our industry and our organization. For me, the wake-up call was the bushfires in Australia in January 2020. I grew up in the Australian outback, and I've seen bushfires all my life, but this series of fires was like nothing I'd ever seen before. The scale and devastation of these events are changing and linked to climate change. So that very personal link was my wake-up call that we need to take action as a global community.

NEWMONT: *Over the long term, how is climate change going to affect the role mining plays in society?*

TOM PALMER: I had the privilege to attend [the World Economic Forum in] Davos early in 2020. And the conversation taking place across all forums was around climate change and the need to make a step-change in how, as a global society, we are addressing the challenge.

Companies, governments and civil society are starting to respond in a step-change manner to address the impact and threats from climate change. I also think we will see disruptive forces where organizations and countries that choose not to get on board and not take meaningful action will be left behind.

Mining plays a fundamental role in society; gold has been a store of wealth for eons, and gold mining is a part of that. Mining provides the metals that the world needs to grow and develop and improve while also lifting the standards of living in the communities in which we have our mining operations.

NEWMONT: *Generating support among investors is a key consideration for CEOs. How will climate change, and Newmont's response to it, affect the Company from an investor's perspective?*

TOM PALMER: As the investment community and the industry rally around to make an impact on greenhouse gas emissions and climate change, we see our efforts around ESG [environment, social and governance] leadership, transparency and performance becoming a differentiator. We also see that any competitive advantage comes with accountability to provide leadership to the industry. So it's setting stretch targets, putting a flag up for the industry to follow — while recognizing we don't have all the answers, we must learn from our mistakes and from others.

NEWMONT: *Among Newmont's peers, do you find that there are any individuals or organizations who still don't appreciate the challenge?*

TOM PALMER: Most people in mining understand the challenge. This is about us as an industry having the courage to set targets that make us uncomfortable. And if we're not prepared to lead through these areas of dissonance, we won't change the culture and won't get to where we need to go. It is essential that we work together as an industry, stay aligned and constantly challenge ourselves to do better.

NEWMONT: *How are employees shaping Newmont's response to climate change? How do you see that evolving over time?*

TOM PALMER: Our employees are demanding leadership from Newmont. They want to see that we're setting challenging targets, and they're going to expect that we meet those targets or exceed them. They'll also be looking for opportunities to help along the way. So, we're going to see increasing momentum from within to change — expect change, support change and reward change in the climate space. And our success will ultimately be measured by whether we can continue to attract and retain the very best and brightest in the places we operate around the globe.

NEWMONT: *How should mining companies, including Newmont, approach managing climate-related risk in the near, mid and long term?*

TOM PALMER: To manage for the near and mid-term, you need clarity about targets. To meet or beat those targets by 2030, in the near term, you need to start doing things now because 2030 will come around very quickly. And we may need to get a lower temperature increase, which means going beyond the Paris Agreement, beyond that 30 percent reduction in greenhouse gas emissions by 2030. That's one of the reasons we set the aspirational target of net zero carbon by 2050. Because you'd better be looking past 2030 to 2050, the mid-term, to guarantee a more than 30 percent reduction.

For the long term, Newmont is in a fortunate position. We've engineered a portfolio that includes operations with a very long life. What we need to do today is think about designing our future mines. We can see them in our project pipeline, so how do we build and operate those mines so they have net zero climate impact?

We also need to think about our role in communities and the social responsibility that comes with developing mines. Mines are going to be much more automated, are going to involve a lot more electrification — using renewable energy, not fossil fuels — but they still must provide economic livelihood for communities near the projects.

We need to think beyond the traditional premise where mining provides that livelihood through jobs. There will still be some of those traditional jobs, but it's going to be a much more automated operation. We'll need to lift the level of skill required, which creates an opportunity to increase the skill level in the communities. We also need to remember that a key part of our purpose is to create value and improve lives. It's going to challenge us to think about how we create an economic livelihood that may be secondary to the mining operation and ultimately lives beyond the mining operation.

ENERGY AND CLIMATE CHANGE

Alongside government and communities, we recognize Newmont has the ability and responsibility to take action on climate change. We acknowledge the human contribution to climate change, and the actions we take today aim to ensure that the world is not just sustainable, but thriving for generations to come.

Climate Strategy

In 2014, Newmont developed a global energy and climate strategy to bring a strategic, operationally driven approach to managing energy and climate change threats and opportunities. Since then, we have focused on our performance and risk mitigation efforts across five key pillars:

- **Supply:** Secure stable, reliable, consistent quality and cost-effective electric power and fuel supplies to power Newmont's operations
- **Cost efficiency:** Achieve sustainable cost and efficiency improvements
- **Collaboration:** Collaborate internally and engage externally on energy policies and regulations, energy supplies, challenges and opportunities
- **Carbon reduction:** Reduce Newmont's carbon footprint through renewable energy, energy efficiency strategies and carbon offsetting
- **Adaptation:** Adapt Newmont's operations and provide assistance to local communities to mitigate predictable physical impacts tied to climate change

Our efforts also support the objectives set by the Paris Agreement to limit global temperature rise to "well below 2°C."

In recognition of the growing investor and stakeholder interest in how companies are combating climate change, Newmont is committed to transparently disclosing the impacts of climate-related risks and opportunities to our business. In mid-2021, Newmont plans to publish its first Climate Strategy Report, which will be prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and published in mid-2021. The report will detail the governance and oversight of our strategy; explore various business and climate scenarios based on global, national and business responses to climate change; outline the climate targets and metrics we use to measure our performance; and include other information on climate risks, mitigation actions and emissions reduction pathways.

Targets

2020 TARGET PERFORMANCE

Our Climate Strategy Report, which we plan to publish in mid-2021, is another milestone in our ongoing journey to improve the efficiency of our operations, lower our greenhouse gas (GHG) emissions, build resilience to climate variability and contribute to broader climate change solutions.

For 2020, we set a target to reduce our GHG emissions intensity by 16.5 percent as measured from our 2013 base year.

At the end of 2019, we were on track to meet the target, reducing GHG emissions intensity by 13.7 percent compared to 2013 (based on Newmont's asset portfolio at the end of 2019). However, in 2020 our production was lower as we temporarily ramped down some sites during the initial stages of the COVID-19 pandemic to protect the health of personnel, their families and nearby communities.

Our absolute GHG emissions in 2020 were slightly higher compared to 2019, but lower production in 2020 (which is the denominator used to calculate our emissions intensity) was the largest contributor to not achieving our target. As a result, compared to the 2013 baseline, we reduced our GHG emissions intensity by 13.9 percent (based on Newmont's asset portfolio at the end of 2020).

Although factors outside of our control, like the global pandemic, can impact our GHG intensity performance, it remains an important metric for measuring our performance and evaluating decisions.

Details about our energy use and GHG emissions performance by site and over the past five years are in the ESG Data Tables available on our **website** and in our Climate Strategy Report, which we plan to publish in mid-2021.

Photo: Akyem, Ghana

2030 SCIENCE-BASED TARGETS

In November 2020, we announced new public targets that build on our understanding of our Scope 1 and Scope 2 emissions and position Newmont at the forefront of the response to climate change.

Newmont set three science-based climate targets for 2030 — more than 30 percent reduction in Scope 1 and 2 absolute emissions and intensity-based emissions (from a 2018 base year) and 30 percent reduction in Scope 3 emissions (from a 2019 base year). The target criteria, which align with the Science-Based Targets initiative (SBTi), assist Newmont in developing specific emissions reduction pathways.

We developed our climate targets to align with the Paris Agreement and the "well below 2°C" global temperature rise scenario. We have committed to SBTi's call for demonstrating climate leadership by publicly committing to science-based targets. In November 2020, we registered our commitments with the global SBTi database, joining more than 1,000 global leaders taking action on climate. In March 2021, we submitted our targets to the SBTi for their official validation against the SBTi criteria.

2030 Climate Targets[1]

Category	Target	Base year (million metric tons of CO_2e — $MMtCO_2e$)	2030 target ($MMtCO_2e$)
Absolute GHG emissions (Scope 1 and 2)[2]	More than 30% reduction of combined emissions	3.57	2.42
GHG emissions intensity (Scope 1 and 2)[2]	More than 30% reduction of combined emissions intensity	0.61	0.42
Absolute GHG emissions of joint venture assets and supply chain (Scope 3)[3]	30% reduction of emissions	4.64	3.25
2050 Ambition	**100% carbon neutral**		

[1] Between January 1, 2021 to December 31, 2030; registered under Science-Based Target initiative (SBTi) criteria.

[2] Base year 2018.

[3] Base year 2019.

PATHWAY TO ACHIEVING GOALS

Supporting our global strategy is a roadmap that describes the pathways for achieving our 2030 climate targets and setting the foundation for our 2050 ambition.

In late 2020, we announced that we will direct $500 million between 2021 and 2025 to implement renewable energy projects, build energy efficiency into our capital expenditures and adopt innovative new technologies. The projects under evaluation will be detailed in our Climate Strategy Report, which we plan to publish in mid-2021.

More than a 30% reduction in Scope 1 and Scope 2 greenhouse gas (GHG) emissions and 30% reduction in Scope 3 GHG emissions by 2030, with an ultimate goal of becoming net zero carbon by 2050

TAILINGS MANAGEMENT

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

Recent high-profile tailings facility failures have increased scrutiny and demands for government and regulatory action. Shortly after the January 2019 failure near Brumadinho, Brazil, the International Council on Mining and Metals (ICMM), the United Nations Environment Program (UNEP) and the Principles for Responsible Investment (PRI) co-convened a review to improve tailings safety and establish best practices. The outcome of the review is the Global Industry Standard on Tailings Management ("GISTM" or the "Standard"), which launched globally in August 2020. As a member of ICMM, Newmont is committed to implementing the Standard.

Governance

The new Standard raises the bar for integrating social, environmental, economic and technical considerations, elevating accountabilities and strengthening oversight and governance.

An important focus of the Standard is establishing the policies, systems and accountabilities to support the safety and integrity of TSFs. In 2020, we enhanced our **Sustainability and Stakeholder Engagement Policy** to include an explicit commitment to implementing the GISTM and achieving the goal of zero harm to people and the environment.

Photo (right):
Yanacocha, Peru

To meet the full set of requirements of the GISTM, we revised our global **Tailings Storage Facility (TSF) and Heap Leach Facility (HLF) Environmental Management Standard** and introduced a new **Tailings Storage Facility (TSF) Technical and Operations Standard** that addresses the many technical and governance aspects of tailings management. These standards are supported by several guidance documents.

Our new Tailings Management Governance Framework Guideline aligns with the GISTM and details the roles, responsibilities and accountabilities for tailings management within Newmont. The framework uses a four-lines-of-defense model:

- **First line of defense:** A site team that actively manages the facilities and includes the General Manager; a Responsible Tailings Facility Engineer/ Person (RTFE/P), who is accountable for the integrity of the site's TSFs and oversees their design, construction and monitoring; and a dedicated Engineer of Record (EoR), who provides technical expertise and assurance that the TSF is safely designed, constructed and operated. The Regional Senior Vice President is responsible for their respective site teams.
- **Second line of defense:** A systematic third-party review process that includes independent tailings review boards (ITRBs) for TSFs with "very high" or "extreme" consequence classifications or with perceived high risks and senior technical review for other TSFs, as well as periodic dam safety reviews (DSRs).
- **Third line of defense:** An Accountable Executive (AE), who reports directly to the CEO, communicates regularly with the Board and is accountable for the safety of Newmont's TSFs. In 2020, Dean Gehring, Newmont's Executive Vice President and Chief Technology Officer, was selected to serve as Newmont's AE for tailings. The Corporate Tailings Management Team (CTMT) provides centralized support across Newmont's portfolio (including inactive and legacy operations).
- **Fourth line of defense:** Newmont's Executive Leadership Team (ELT) has overall accountability and the Board of Directors commits to the safe management of Newmont's TSFs. The Board's Safety and Sustainability (S&S) Committee provides oversight and the AE communicates with the Board through the S&S Committee.

The CTMT provides the AE a monthly tailings management report that is based on the RTFE/P's reporting on the status of critical controls, material risks and developments, design and construction status and other updates. We provide a quarterly update on tailings management and our alignment to the GISTM to the Board. Newmont has developed a **Tailings Management website**, which includes an overview of our approach, inventory of TSFs (including tailings disclosure) and status of the GISTM's implementation.

Photo (left):
Éléonore, Canada

Risk Management

A catastrophic failure of any Newmont-managed TSF is a significant risk both to our business and in terms of its impact on the human rights of others and on the environment. Risk management associated with TSFs includes risk identification, an appropriate control regime and the verification of critical control performance. Risk assessments, which are evaluated on a TSF-specific basis, consider all phases of the TSF lifecycle and are used to inform the design. As a project or facility matures, the level and detail of the risk assessment also matures.

Where practicable and economically feasible, we use alternative technologies for tailings management that minimize the use of dams for tailings containment including enhanced dewatering and in-pit tailings deposition. For example, several of our underground operations use tailings paste for structural backfill to reduce surface deposition requirements, and our Éléonore operation in Canada uses filtered tailings (where tailings are dewatered to a soil-like consistency prior to being placed in the TSF).

Newmont's tailings standards include requirements to protect human health and the environment, and they establish requirements for closure and reclamation. The management and protection of water in and around our TSFs is a key component of our risk management approach. This includes requirements for engineered liner and drainage systems, downstream seepage interception systems, surface water diversions and environmental monitoring programs. Aligning our Environmental Management System (EMS) with the Tailings Management System (TMS) supports a holistic approach to TSF risk management.

TSF RISK ASSESSMENTS

Our TSF Risk Assessment Guideline ensures we assess our tailings management risks, manage our facilities in a manner commensurate with the risks, and make performance-based, risk-informed decisions.

Risk assessments are conducted by a multi-disciplinary team using best practice methodologies at a minimum of every three years, and more frequently whenever there is either a significant change to the TSF (e.g., expansion) or a material change to the social, environmental and local economic context. Risk assessments are provided to our ITRBs or senior technical reviewers for review, with our AE made aware of the assessments' key outcomes and how risks are being managed.

CRITICAL CONTROLS

To mitigate the risks inherent in the design, construction, operation and closure of TSFs, we developed the following four critical controls (i.e., the controls that are most effective at preventing or mitigating the consequences of our most significant risks):

- Monitoring instrumentation against established thresholds or trigger levels
- Monitoring reclaim pond levels against operating criteria and freeboard requirements
- Conducting independent geotechnical reviews and executing recommendations
- Implementing change management requirements related to TSFs

Sites submit monthly Critical Control Reports (CCRs) to evaluate control performance by answering questions related to each of the four identified critical controls. CCR performance is discussed in monthly Global Tailings Management Team meetings with regular reporting to leadership. Our enterprise-level risk management process ensures that the potential risks and controls in place receive Board-level attention.

In 2020, we implemented a web-based application to enhance the reporting and visibility of the CCRs. We also developed a TSF Critical Control Report (CCR) Guideline to ensure sites consistently report on their critical controls.

In 2020, Newmont's CTMT performed a landscape review of existing TSF geotechnical monitoring within the portfolio as well as external real-time monitoring platforms. We are developing a proof-of-concept of a real-time monitoring platform that provides enhanced visibility of critical control performance to corporate personnel. We plan to implement the platform in 2021.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Photo: Boddington, Australia

Strategy and Management Approach

As a member of ICMM, we commit to aligning our strategy and approach to the GISTM, which is expected to enhance our approach to tailings risk management. Actions to fully integrate the GISTM into our tailings management practices began in 2020 and will take place over the next five years. During the first three years, we are prioritizing active operations and legacy TSFs with an "extreme" or "very high" consequence classification.

EDUCATION AND TRAINING

Implementation of the GISTM is a company-wide initiative that requires support and understanding at all levels and across functions. In 2020, we held a series of informational sessions including high-level overviews for management, targeted sessions on specific focus areas (e.g., legal, human resources), and detailed mandatory sessions for personnel who have a key role in tailings management at our active operations and legacy sites.

The CTMT held a virtual workshop with the newly appointed RTFE/Ps that included training and education around the new standards and guidelines, change management, risk management and event escalation. The CTMT also held workshops to train our EoRs on the new standards, guidelines and expectations of the role.

EMERGENCY RESPONSE AND LONG-TERM RECOVERY

In alignment with the GISTM, in 2020, we finalized a Breach Analysis, Inundation Mapping and Emergency Response Plan Guideline. The guideline defines the roles, communications and plans to be used in an emergency that results in a release of tailings, leached ore, waste and/or water from a TSF, HLF, water retention dam, or any other structure that could exhibit flow failure.

Sites are required to have emergency response plans (ERPs) that describe the preventative measures to be taken and the procedures and actions to be followed in the event of an emergency. Inundation studies inform these plans. Emergency procedures are reviewed at least annually and tested every three years with certain facilities conducting reviews and training drills more often. For example, facilities that have an "extreme" or "very high" consequence classification should conduct internal training drills twice a year and coordinate with external stakeholders at least annually.

Because training for potential incidents is critical to our preparedness objectives, training exercises include performing mitigation measures (e.g., repairs, berm construction) and testing chain of command notifications. Participants in the exercises include both internal and external stakeholders who play a key role in implementing the ERP.

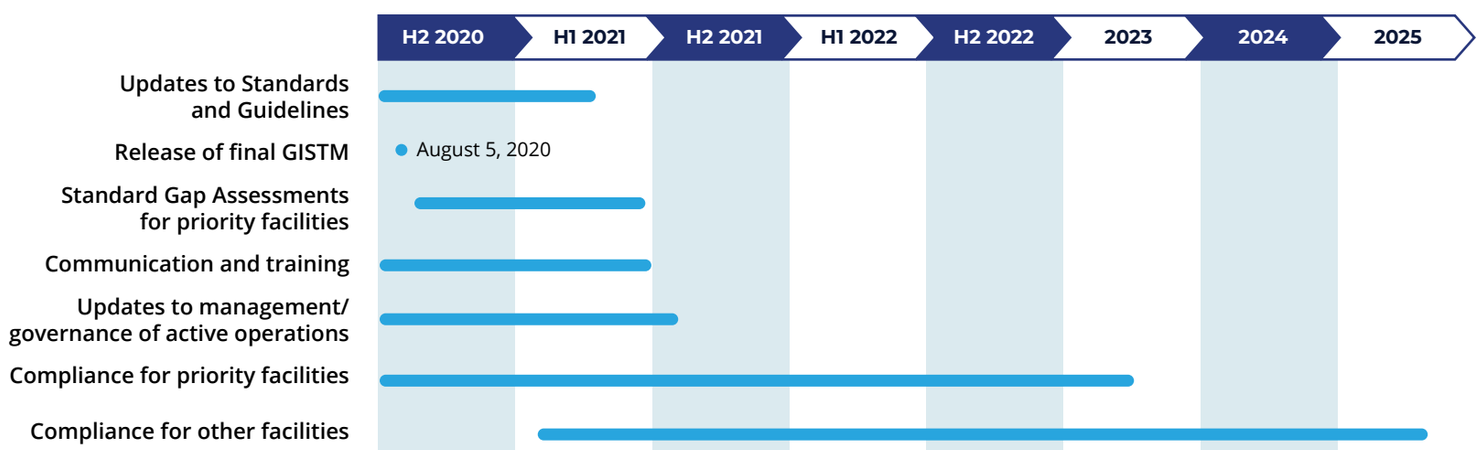
We are committed to working with public sector agencies and other stakeholders to develop and implement reconstruction, restoration and recovery plans that address the social, environmental and local economic impacts of a potential failure. As part of our alignment to the GISTM, our site teams will engage with the appropriate organizations and stakeholders to understand existing recovery plans and the gaps that need to be addressed in the locations where we operate.

PUBLIC DISCLOSURES AND ACCESS TO INFORMATION

The GISTM requires that we regularly publish updates on our commitment to safe tailings facility management. This includes providing information on the status of the implementation of our tailings governance framework, and organization-wide policies, standards or approaches to the design, construction, monitoring and closure of TSFs.

Our Tailings Management website includes a full inventory of our facilities and additional details on our approach to tailings management. The inventory supports a request in 2019 for information on our tailings management from the Church of England Pensions Board and the Swedish National Pension Funds Council on Ethics (collectively referred to as "CoE"). We have updated the inventory on our website several times since the initial submission, and it is reviewed and updated at least biannually. As we align with the GISTM, we will continue to use this report, as well as our website, to disclose information, and we will continue to respond to requests for specific information on the safety and integrity of our TSFs.

GISTM IMPLEMENTATION TIMELINE



To support stakeholder inquiries and concerns related to our tailings management approach, we are updating our Integrity Helpline and site-based complaints and grievances mechanisms.

COLLABORATION AND PARTNERSHIPS

Sharing knowledge and working collaboratively with others is vital to continuously improving our facilities and procedures and achieving the highest standards of safety and performance at our operations. Through our participation in ICMM's Tailings Aspirational Goals (TAG) and Tailings Working Group (TWG), we provided input on the development of technical guidance and conformance protocols that serve to support the implementation of the GISTM.

We also continue to evaluate alternative tailings management methods through ICMM's TWG, and we are evaluating other industry collaboration and educational consortium opportunities to advance tailings management technologies.

Through our participation in a consortium of mining companies that are working with the University of Western Australia, we support research that expands our understanding of tailings liquefaction. Additionally, Newmont's tailings team members serve on the advisory boards of the TAilings and IndustriaL waste ENGineering (TAILENG) Center (a consortium of four universities) and the Tailings Center of Excellence (a consortium of three universities), which were launched to support the development of tailings education and research. Team members also lead the newly formed tailings and mine waste committee for the Society for Mining, Metallurgy & Exploration (SME) and serve on the Global Mineral Professionals Alliance (GMPA) Global Action on Tailings (GAT) task force.

Our membership in the Mining Association of Canada (MAC) requires our operations in Canada to adhere to the Toward Sustainable Mining (TSM) principles, including implementation of the Tailings Management Protocol.

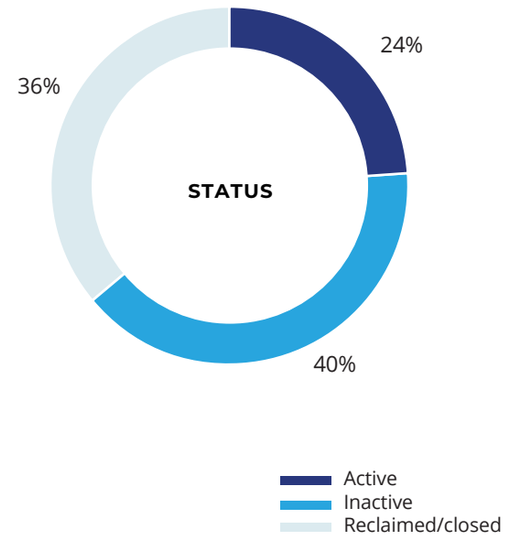
We also collaborate with several other industry-led consortiums — including the Canadian Dam Association (CDA), United States Society on Dams (USSD), International Commission on Large Dams (ICOLD), Australian National Committee on Large Dams (ANCOLD), Association of State Dam Safety Officials (ASDSO) and the Canadian Institute of Mining (CIM) — to discuss and share best practices.

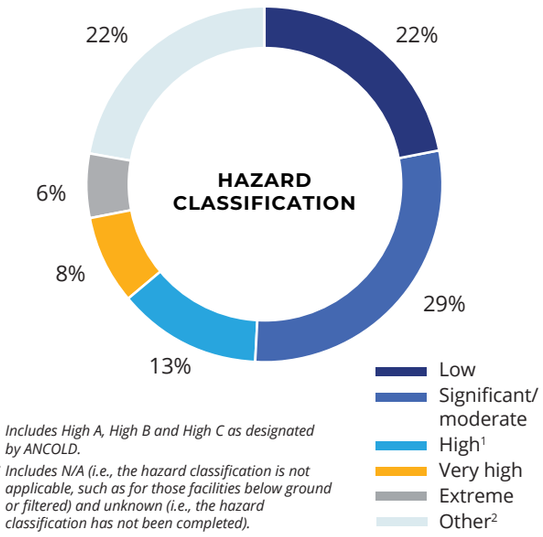
Performance, Metrics and Targets

We evaluate our tailings management performance through our defined levels of defense. This is supported by our internal and external reviews, including the **Compliance Audit program** we launched in 2020.

As of March 2021, Newmont's inventory of TSFs included 21 active and 37 inactive facilities and 32 reclaimed and closed facilities. There were no incidents at any of our TSFs during the year that affected areas outside the mine boundary and/or threatened human health or the environment.

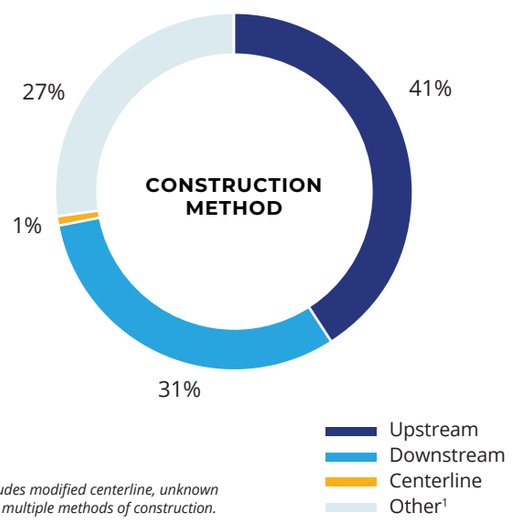
NEWMONT'S TAILINGS FACILITIES — AT-A-GLANCE



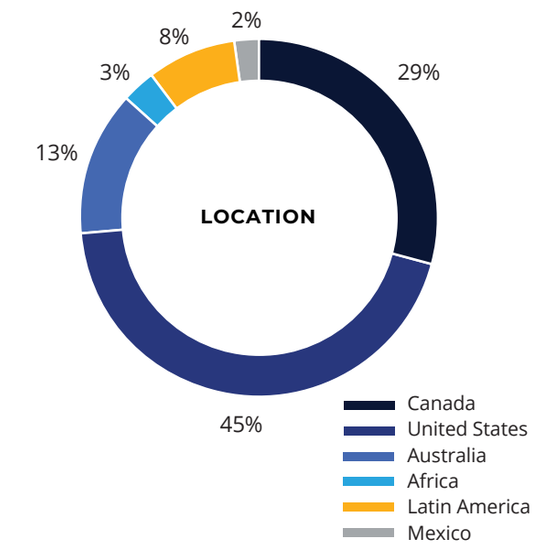


[1] *Includes High A, High B and High C as designated by ANCOLD.*

[2] *Includes N/A (i.e., the hazard classification is not applicable, such as for those facilities below ground or filtered) and unknown (i.e., the hazard classification has not been completed).*



[1] *Includes modified centerline, unknown and multiple methods of construction.*



2020 TAILINGS FACILITY INVENTORY FOR OPERATING SITES

North America

Éléonore
ACTIVE: 1

Musselwhite
ACTIVE: 1

Porcupine Gold Mines
ACTIVE: 1 | INACTIVE: 3, 6, 1, 5, 1

Peñasquito
ACTIVE: 1

South America

Merian
ACTIVE: 1

Yanacocha
INACTIVE: 2

Cerro Negro
ACTIVE: 1

Africa

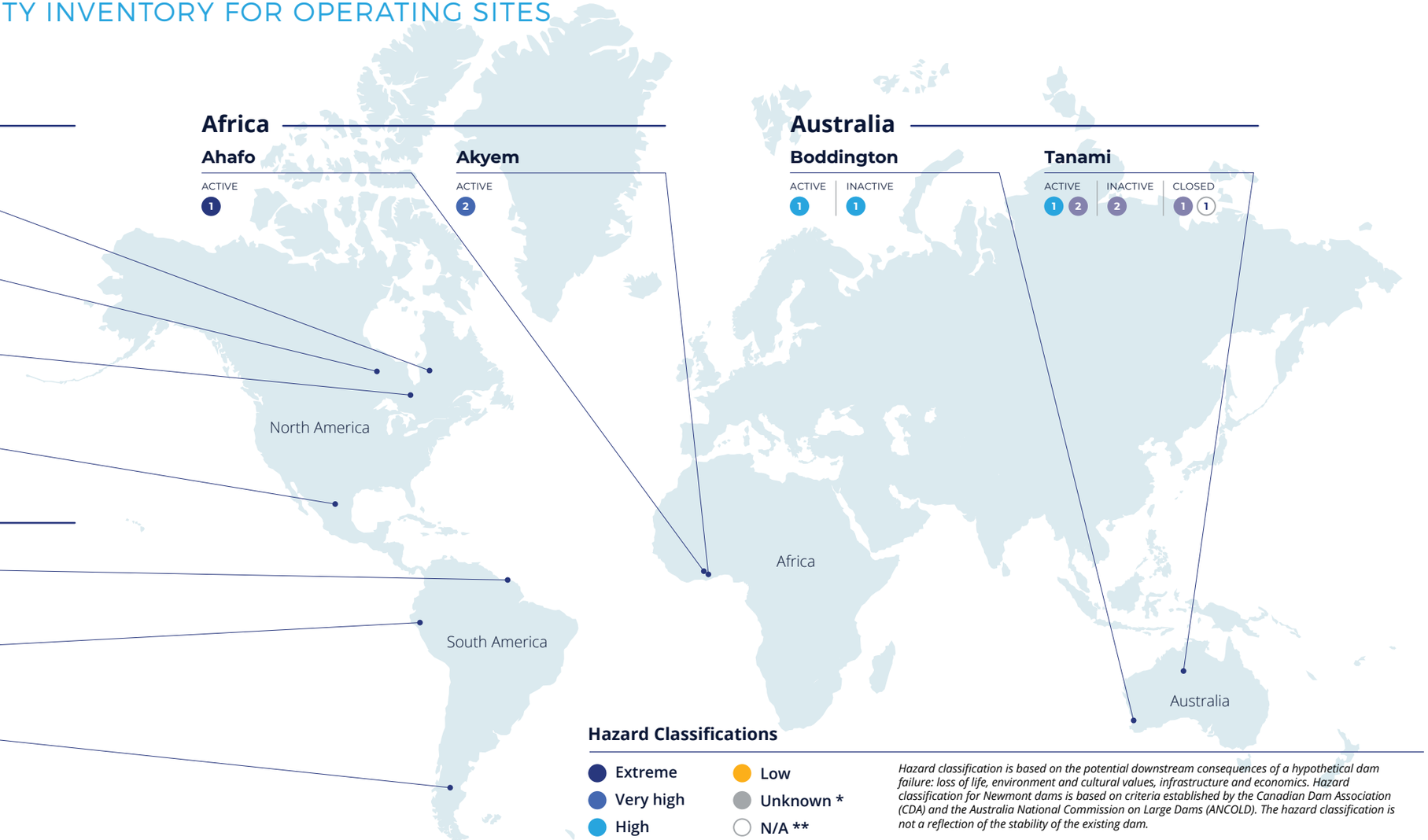
Ahafo
ACTIVE: 1

Akyem
ACTIVE: 2

Australia

Boddington
ACTIVE: 1 | INACTIVE: 1

Tanami
ACTIVE: 1, 2 | INACTIVE: 2 | CLOSED: 1, 1



Hazard Classifications

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

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

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

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

WATER STEWARDSHIP

Access to clean, safe water is a human right, and reliable water supplies are vital for hygiene, sanitation, livelihoods and the health of the environment. Because water is also critical to our business, we recognize the need to use water efficiently, protect water resources, and collaborate with the stakeholders within the watersheds where we operate to effectively manage this shared resource.

Governance

As stated in our **Sustainability and Stakeholder Engagement Policy**, we recognize access to water as a human right, and we are committed to strong governance, transparent reporting and responsible water management. Through active engagement with stakeholders, we aim to identify water challenges and opportunities and implement sustainable solutions in the watersheds where we operate.

Our **Water Management Standard** details the minimum requirements for proactively managing our water risks throughout the mine lifecycle and ensuring our activities protect human health, stakeholder water needs and the environment. Sites must have a life-of-mine water management plan that employs an integrated watershed approach.

Photo (right):
Musselwhite, Canada

Water governance is achieved through multiple levels of the organization. Supporting the policy, standard and guidelines is our Global Water Strategy (GWS). The GWS provides a governance framework that defines roles and responsibilities, identifies and prioritizes activities to ensure alignment with operations and business planning, and promotes continuous improvement. More details on our GWS can be found in our **Guide to Water**.

All sites and regions have technical water teams. In 2020, we added a site water coordinator role to align with our operating model and strengthen accountability at the site level. The role serves as a liaison among functions on site and reports water management performance to the Global Water Strategy Team (GWST). Our cross-functional GWST and water technical advisory committee (composed of subject matter experts in our Technical Services function) support the sites in achieving performance objectives, aligning with the strategy and developing metrics and targets that reduce risks. The GWST reports to, and receives direction from, the Water Steering Committee (WSC), which is led by a Regional Senior Vice President and is responsible for integrating water impacts into business planning processes.

Executive sponsorship resides with the Executive Vice President and Chief Sustainability and External Affairs Officer, who reports to the President and CEO. The Board of Directors' Safety and Sustainability Committee provides oversight, holding formal reviews with management on a quarterly basis and on an ad hoc basis as needed. The Committee's Chair apprises the full Board of any significant matters or developments.

Photo (left):
Boddington, Australia

Risk Management

Gold mining and ore processing activities are water intensive, and our operations require access to a reliable water source. The limited availability of water for operations due to competition for water resources is one of the most significant risks our business faces. The right to water and sanitation is also one of our salient human rights risks, and our activities must ensure a safe, reliable and accessible water supply for the communities near our operations.

An important part of our Global Water Strategy is understanding and mitigating key water risks, and we have completed work in two key areas: risks within the watersheds where we operate and operational-based risks.

WATERSHED-BASED RISK

In 2018 and 2019, we collaborated with the World Resources Institute (WRI) to assess the catchment-level risks in the areas where Newmont operates. This work included understanding baseline water stress, impacts to water quality, water governance and climatic conditions. This risk analysis, which we update annually, ensures that our efforts will meaningfully contribute to stewardship, and as a result, lower risk and secure resources to support operations and growth over the long term.

Water-related risk by site

			Water risks			
Operation	**Climate conditions**	**Water sources[1]**	**Water stress[2]**	**Water quality**	**Excess water**	**Watershed challenges[3]**
Ahafo	Humid	SW, GW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington[2]	Semi-arid	SW, GW				
Cerro Negro	Arid	GW	X			X
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Merian	Moderate precipitation	GW		X	X	X
Musselwhite	Moderate precipitation	SW, GW		X		
Peñasquito	Arid	GW	X			X
Porcupine[4]	Moderate precipitation	GW, MW		X		X
Tanami	Arid	GW	X			
Yanacocha[5]	Moderate precipitation with a distinct dry season	GW		X	X	

[1] Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW).

[2] Water stress is considered the baseline water stress as defined by the World Business Council for Sustainable Development (WBCSD) Water tool and/or the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress; Boddington can have years of baseline water stress or excess water in wet years that may not be reflected in the WBCSD/WRI water stress assessments.

[3] A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.

[4] Porcupine, as well as other sites in high rainfall areas, may have an excess water risk depending on rainfall that the site receives in an annual period.

[5] There are challenges in regulations and management of water at the watershed level for Yanacocha, but this is not designated as a Watershed Challenge because the site follows a fairly robust regulatory framework that identifies the water users and water usage (by beneficial use) for each of the watersheds in which we operate. We continue to manage our water quality and quantity and work closely with stakeholders to manage expectations.

Newmont's water-stressed areas are shown in the risk table above. According to the **WRI Water Risk Aqueduct Tool**, there are two operations (approximately 16 percent of our operations) that are considered to have high baseline water stress — CC&V and Peñasquito. Tanami is considered to be in an arid and low-water-use area, and Cerro Negro, although considered to have a low baseline water risk in WRI, is in an area with a limited amount of water available at the site to support supply and is, therefore, designated internally as water-stressed to support improved management measures.

Operational-based risk
To drive consistency, evaluate performance and ensure that controls are in place to support risk mitigation at the operational level, we evaluated our **risk management system**. For water, this included reviewing all our identified water-related risks and aligning them with four categories that define water risks at the enterprise level:

- **Water resources:** Water availability becomes constrained.
- **Water discharge (external):** Water discharge quality or quantity results in unacceptable impacts (real or perceived, with perceived impacts relating to the perception that the Company caused the impact — rather than caused by other water users, climate change or unsustainable uses — and real impacts caused by the Company and allowed by permit or approvals).
- **Dewatering:** Current or future dewatering impacts to aquifers and surface water flows are or become unacceptable.
- **Long-term water obligations:** Long-term or perpetual water management obligations are significantly under scoped or not well understood.

Using these four identified categories, we completed risk assessments and identified six critical controls. Critical controls are those that significantly influence the likelihood and/or consequence of an unwanted event. The absence or failure of a critical control would significantly increase the risk, despite the existence of other controls. We completed workshops within each of our regions and developed performance verification procedures for each of the following critical controls:

- Life of Mine (LOM) Water Management Plan
- The use of baseline data
- Predictive water balance
- Key performance indicators (KPIs) and parameters for surface water and groundwater
- Stakeholder engagement plan
- Barrier, detection and recovery systems

The critical controls may vary between sites and are largely dependent on water management infrastructure and the operating status of the sites. Critical control verifications will begin in early 2021. To drive consistency in risk management and mitigation strategies across multiple levels of the organization, the site water coordinator will report critical control verification performance to the GWST and WSC.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Strategy and Management Approach

Since 2014, our Global Water Strategy has guided our efforts to reduce our water-related risks, improve our governance and performance, and engage with watershed stakeholders on shared water challenges.

The strategy's framework aligns with the International Council on Mining and Metals' (ICMM) Water Position Statement as well as the UN's Sustainable Development Goal (SDG) to ensure availability and sustainable management of water and sanitation for all (Goal 6). It also supports other internal strategies such as those related to respecting human rights, responsibly closing and rehabilitating our mining operations, and preparing for impacts related to a changing climate.

Newmont's **Guide to Water** provides an overview of the strategy, highlighting:

- The strategy's objectives, strategic programs and desired outcomes;
- The spectrum of our identified water-related risks within the watersheds in which our operations reside and how we manage them;
- An overview of the maturity model and path toward water stewardship; and
- Ongoing work that supports collective management and action through site-, regional- and corporate-level partnerships.

RESEARCH AND DEVELOPMENT

One key component of our water strategy is research and development (R&D), which is currently focused on the three water quality constituents — acid rock drainage (ARD), nitrogen and cyanide — and strategies for source control, prediction and treatment. Examples of R&D work and collaboration include:

- **ARD:** ARD is generated when water comes into contact with certain minerals in the rock, and the costs to manage and treat impacts due to ARD are large and often long term. We are working with external consultants to evaluate methods to reduce ARD generation. These include measuring how bacteria and reduced oxygen levels impact ARD outcomes on intermediate and low-sulfide waste, and evaluating chemical amendment methods to reduce sulfide oxidation through the use of biocides, alternative bacteria and sulfide mineral coatings that are inert. As a member of the International Network for Acid Prevention (INAP), we work with other members of the industry to support data collection and identify best management practices for data collection and modeling.
- **Nitrogen and cyanide:** We are working with internal and external partners to study concurrent biological treatments as well as processes that couple a biological treatment to other treatment technologies.

Opportunities to partner with research institutions on improved water management systems, as well as distribution and treatment methodologies that support our journey toward water stewardship, are under evaluation. We also collaborate internally across functions (e.g., tailings management, processes and metallurgy) to identify methods that reduce the amount of water needed for processing, reduce system losses and improve efficiency in water usage across the Company.

Performance, Metrics and Targets

Securing access to water in a socially, economically and environmentally responsible way, while protecting our license to operate and grow, is our overarching goal. To measure our progress, we established performance criteria — such as recycle/reuse rate and consumption by water quality — as well as public targets.

IMPROVING OPERATIONAL PERFORMANCE AND EFFICIENCIES

We collect and manage water data at all our operations and incorporate it into site-wide water balances and annual Water Accounting Frameworks (WAFs). Each site defines, measures and reports water use by inputs, outputs, diversions and water quality. The WAFs align with the Minerals Council of Australia's model and ICMM's Practical Guide to Consistent Water Reporting. Our understanding of the amount of water that we withdraw, consume and discharge is integrated into our business planning and operational performance objectives.

Understanding our water balance is key to improving our water management practices and performance, managing risk, developing business plans and making better decisions. Our operations use water primarily for material processing and transport, cooling and dust control. Some of the water we use is consumed through entrainment in our products and tailings or through evaporative processes. Water used to support operations includes surface water, groundwater, precipitation and third-party (municipal) water. Newmont withdraws a large volume of water during dewatering activities, which are required to support access to our assets (both above and below ground).

We recycle and use lower-quality water, if available, and discharge a significant proportion of our water withdrawals without use. The water we discharge — to surface and groundwater sources, as well as to third parties — is monitored and treated where necessary. Water that is withdrawn, managed and not used to support operational activities is currently included in our total volume of withdrawals metric (i.e., dewatering water). In 2021, we will work to identify "other managed water" (as defined below) to distinguish between water that is used to support operations and water that is withdrawn, managed and discharged.

The following graphic provides an overview of our overall water balance for 2020. In general, our withdrawal and consumption remained the same for 2020 compared to the previous year. There was a slight increase in surface and groundwater withdrawal, due to drier-than-average conditions resulting from lower precipitation at some of our operations. Our discharge increased slightly in 2020 (due to the addition of seepage in our reporting and increased treated water discharge), and our total volume of recycled/reused water increased.

A breakout of each site's water performance data is included in the Performance Data section.

NEWMONT 2020 WATER BALANCE
IN MEGALITERS (ML)[1]

Water withdrawn: water that is received, extracted or managed by an operation; designated by type — surface water, groundwater, third party (municipal) or seawater.

Other managed water: water that is actively managed (withdrawn, captured, treated or released) without intent to supply the operational water demand (i.e., for use in a task or operational activity that requires water). This is currently included in water withdrawn and will be reported separately in subsequent years.

Water reused or recycled: water that is reused or recycled within the site for operational use.

Water discharged: water removed from the operation and returned to the environment including treated and untreated water and water that is provided to third parties.

Water consumption: water that is no longer available for use. The figure in the graphic above reflects the GRI definition for water consumption (withdrawal minus consumption). Our water consumption under the ICMM definition — evaporation plus entrainment (tailings/waste) plus other losses for operational use — is 165,435 ML.

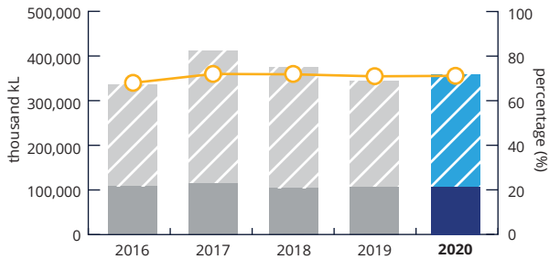
[1] Several changes were made to our reporting in 2020 including adding entrainment in ore to our groundwater withdrawals and adding seepage (that is not captured) to discharge. Seepage that is impacting water quality is captured and returned to the system for use in operations, treated and discharged. Disclosure follows Mining Canada Association (MCA) Water Accounting Framework and site-wide water balance reporting.

[2] Several changes were made to our reporting in 2020 including adding entrainment in ore to our groundwater withdrawals and adding seepage (that is not captured) to discharge. Seepage that is impacting water consumed is defined as water that is no longer available for use.

WATER MANAGEMENT PERFORMANCE METRICS

We monitor and measure our performance by evaluating consumption, recycling and water intensity metrics for all our active operations, with a particular focus on those sites that are in water-stressed areas. In 2020, a number of our sites ramped down or went into care and maintenance to support the health and safety of our employees and nearby communities during the COVID-19 pandemic. This reduced production negatively impacted our water intensity targets by increasing our intensity for 2020. We have continually reduced our intensity since 2019 and expect this to continue in the future.

WATER CONSUMED, RECYCLED AND PERCENTAGE RECYCLED (THOUSAND kL)[1]



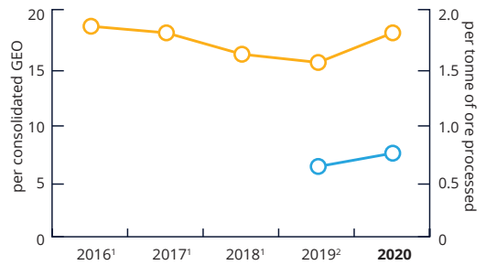
	2016	2017	2018	2019	2020
Water consumed[2]	107,585	115,747	104,816	106,413	**101,541**
Water recycled[3]	227,960	297,379	271,699	263,210	**257,563**
% Recycled	68%	72%	72%	71%	**71%**

[1] The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2016–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

[2] Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2019, the total consumption based on this definition is 165,435 ML

[3] Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

WATER INTENSITY (kL)



	2016[1]	2017[1]	2018[1]	2019[2]	2020
Water consumed per consolidated gold equivalent ounce	19.0	18.6	17.3	16.8	**18.6**
Water consumed per tonne of ore processed	N/R	N/R	N/R	0.61	**0.73**

[1] 2016–2018 data has not been adjusted or backcast to reflect the current asset portfolio.

[2] 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenue figures for pre-acquisition Goldcorp sites from January 1 to April 17, 2019 includes adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processes and revenues) in 2019; prior years are not reported (N/R), but may be updated in future disclosures.

Water consumption at our four operating sites located in water-stressed areas — CC&V, Cerro Negro, Peñasquito and Tanami — is approximately 32 percent of our total consumption. Compared to 2019, consumption at these four sites declined by approximately 19 percent. The amount of water recycled increased to 78 percent and water intensity decreased to 13.5 even with production at two sites — Cerro Negro and Peñasquito — down year-over-year due to the COVID-19 pandemic.

Water-stressed areas: Water consumed, recycled and percentage recycled (thousand kL)[1]

	2018	2019	2020
Water consumed (withdrawn minus total discharges)	38,380	39,808	32,424
Water recycled	115,473	106,516	116,422
Percent recycled	75%	73%	78%
Water intensity (water consumed/ GEO)	16.7	13.8	13.5

[1] Figures are for totals for four operating sites — CC&V, Cerro Negro, Peñasquito and Tanami. Please see the Performance Data for site-level water performance.

PUBLIC TARGETS

Our 2020 public targets were enhanced to measure two areas of performance — improving water efficiency and maturing our journey toward water stewardship by working with others to enhance the benefits and availability of water resources.

2020 Water stewardship targets

Sites	Target	Performance
Former Newmont	All sites achieve annual site plan to participate in multi-stakeholder watershed governance bodies to support collective action/management of water, and improved water quality and quantity	On average, about 50% of site actions were completed as priorities shifted to support the Company's response to the COVID-19 pandemic. Sites progressed collective action through engagement with watershed governance in Ghana, the U.S. and Australia, identified efficiency improvements through modeling and forecasting activities, and supported watershed governance by mapping stakeholders and developing supporting models.
Former Goldcorp	All sites complete activities to integrate Newmont Water Management Standard into site activities	On average, around 50% of site actions were completed as priorities shifted to support the Company's response to the COVID-19 pandemic. The sites advanced several activities — such as improving governance, developing predictive modeling and completing assessments — that will support improved performance in 2021.

2020 Water efficiency targets

Sites	Target	Performance
Former Newmont	Reduce consumption by 5% based on a 2016 baseline (excludes Merian)	Akyem, Ahafo, Boddington, CC&V, Tanami and Yanacocha reduced water consumption by approximately 6.8% compared to the 2016 baseline. All sites except Boddington met their target.
Former Goldcorp	Achieve site target to: • Reduce withdrawal intensity from surface and groundwater • Refine processes to reduce water use and loss • Increase reused and recycled water as a percentage of total water used in mineral processing	All sites met their targets for intensity (m^3/tonne processed) or recycle rate.

PROGRESS TOWARD WATER STEWARDSHIP

Our water stewardship approach recognizes that water is a shared, vital resource, and that coordinated, collective actions involving all water users have a greater impact than any party acting alone. A maturity model supports our sites in understanding what future actions need to be taken to advance their progress and aligns with our public target to reach a maturity of water stewardship in the next five years.

All our sites completed work to support maturity in 2020 including holding workshops to understand current and future maturity levels and align with priority areas and site-level targets.

Key activities during 2020 to mature toward water stewardship by region and site are described in the following table.

The maturity model describes four levels of maturity — water management, watershed-based management, water stewardship and water innovation. Each level includes priority objectives to support improved performance, alignment with business objectives, stakeholder engagement and collaboration. Further detail on the maturity model can be found in Newmont's publicly available **Guide to Water**.

Region	Site	Maturity level of activities	Activity description
Global		Supporting overall governance and implementation of maturity model	• Added a question to our Supplier Risk Management prequalification screening process to better understand how the suppliers across our value chain are supporting water resilience practices. • Completed review of water risk categories and held workshops with regions and sites. • Developed critical controls and a verification process that we plan to implement in 2021. • Updated the water strategy governance and began reviewing opportunities to develop integrated targets that support multiple strategies (e.g., biodiversity, water, energy and climate).
LATAM	Peñasquito	Watershed management/ water stewardship	• Began working with the Mexican National Water Commission (CONAGUA) to develop a long-term efficient water use plan for Peñasquito. • Developed a Cedros aquifer availability study to support the life-of-mine (LOM) water requirements. • Achieved ratification of the Cedros Water Plan from the General Assembly of Cedros.

Region	Site	Maturity level of activities	Activity description
LATAM	Cerro Negro	Water management	• Established site governance and began work on a LOM plan for water supply that increased reuse of water from the TSF, reduced impact from well fields, and identified roles and responsibilities. • Updated the site water balance and hydrogeologic model and completed a well pump evaluation to better understand LOM water supply needs and impacts.
	Merian	Watershed management/ water stewardship	• Increased the direct discharge of unimpacted water using the Storm Water Model erosion and sediment control best management practices and other techniques to reduce contact water. • Implemented methods to support sediment control through flocculation. • Updated governance at the site to support alignment with projects and planning.
	Yanacocha	Water management/ watershed management	• Completed upgrades to increase on-site water treatment plant capacity and reliability. • Expanded the scope of the participatory monitoring committee (COMOCA) to include discharge and compliance points across the site.
North America	CC&V	Watershed management	• Engaged the City of Victor and Division of Water Resources (DWR) on a water supply issue resulting from changes to rules and below-average water storage in the reservoir that was a water source for the operation. • Reinstated its use of the water source supply and reached an agreement with the City of Victor to store purchased water. • Completed Water Evaluation and Planning (WEAP) model to understand scenarios for planning.
	Éléonore	Water management	• Initiated a sampling program in collaboration with the Mining department to better understand the underground hydrogeology and predict the future quality and volumes of water infiltration. • Updated governance within the site to support cross-functional collaboration.
North America	Musselwhite	Water management/ watershed management	• Conducted wetland assessment to provide a clear understanding of the long-term functionality of the wetland after 20-plus years of use. • Hosted a virtual water blessing ceremony in lieu of First Nations communities visiting the site due to COVID restrictions.
	Porcupine	Water management/ watershed management	• Conducted water-taking impacts assessment of the Dome mine site on Porcupine Lake to better understand the risks and more effectively consult with the local environmental group Friends of the Porcupine River Watershed. • Completed receiver-based assessment of Porcupine River for all parameters of concern related to a tailings discharge to the environment at the Dome mine and evaluated new receiver-based approvals being implemented by the Ministry of the Environment, Conservation and Parks. • Participated in local Watershed Liaison Group and initiated discussions with other large users to collectively better understand the watershed.
Australia	Boddington	Watershed management/ water stewardship	• Participated in planting activities at the local Tunbridge Gully area in Boddington (with the Peel-Harvey Catchment Council) • Participated in the monitoring program for the development of the River Action Plan and provided study reports for fish monitoring to the River Health Assessment for the Hotham River
	Tanami	Watershed management	• Worked with exploration, legal, the Central Land Council (CLC) and the Traditional Owners to determine options for water access at Dakoty Bore (which is located on an exploration lease and is a source for exploration drilling but not fit for drinking) for agriculture and wetland ecosystem use; systems will be installed in 2021 to support this water access. • Continued to engage with the CLC and the University of Queensland's Centre for Social Responsibility in Mining to develop a briefing paper that is inclusive of watershed conditions; and identified stakeholders, including Northern Star and Prodigy Mining Organizations, to hold a workshop with in 2021.

Region	Site	Maturity level of activities	Activity description
Africa	Ahafo	Watershed management/ water stewardship	• Continued work on the Community Health Assessment and working with the Kintampo Health Research Centre on an independent assessment to inform the path forward. • Engaged the Tano Basin Board (TBB) on Newmont Water Stewardship Strategy to align expectations for the watershed. • Partnered with Asutifi North District Assembly to improve community water systems and management under the WASH program.
	Akyem	Water management/ watershed management	• Developed dashboard to further understand and communicate performance. • Advanced activities to support the management of excess water including procurement of temporary water treatment.

To support transparency and build credibility with our stakeholders, several sites have developed participatory monitoring programs that include both internal and external stakeholders. This work supports Newmont's maturity toward water stewardship. Activities completed in 2020 as part of these programs included:

- **Porcupine (Canada):** Three representatives from the First Nations communities are on site every day and work closely with the site environmental technician on inspections, sampling events and reporting. The representatives provide monthly reports to the community. A First Nations Consultation Committee holds meetings both within the communities and on site where the committee participates in monitoring/inspections. Site personnel hold multiple meetings with local stakeholders where water issues are discussed, and they are members of the local watershed committee.
- **Musselwhite (Canada):** Participatory monitoring is completed three times per year for remote locations that are accessed by helicopter. Community members are offered onsite training on the environmental monitoring programs, and water quality reports are provided and discussed with the community on a regular basis. The site also employs an environmental monitor from a local Indigenous community.
- **Peñasquito (Mexico):** The site partnered with an independent nonprofit to develop a participatory monitoring program, which includes members of four communities (Enrique Estrada, Tecolotes, Mesas and Matamoros). A third-party consultant samples the water, measures the water levels of the wells and presents the results to the community.
- **Yanacocha (Peru):** Since 2000, Yanacocha has supported a participatory monitoring program with local water users. In 2007, the water users formed the nonprofit Cajamarca Irrigation Channels Monitoring Committee (COMOCA) to monitor local irrigation channels. Together with local authorities, committee members — who have all undergone extensive training — collect water samples, and laboratories selected by COMOCA analyze both water quality and quantity. Results are presented at public community meetings.
- **Merian (Suriname):** Because the watershed at Merian covers the tribal areas of both the Pamaka and Kawina, the site's participatory monitoring committee includes four members of each tribe. Typically, participatory monitoring takes place each quarter over two to three days.
- **Ahafo and Akyem (Ghana):** We are currently developing a community participatory monitoring program in Ghana. The program will be piloted first with water monitoring and expanded later to include blasting and agreed upon social issues. Feedback from community leaders, government officials and water experts will be incorporated, and a governing steering committee established prior to the programs being implemented in the second half of 2021.

FUTURE TARGETS

Our annual water targets through 2023 focus on the following actions in support of our goal to achieve water stewardship by 2026.

Future targets: Water

Years	Target definition	Target for Company
2021–2023	**Water stewardship:** Sites to develop annual plans that include participation in multi-stakeholder watershed governance bodies that support collective action/ management of water and improve water quality and quantity.	100% of sites achieve the annual targets
2021–2023	**Water efficiency:** Sites to reduce fresh water consumption from the 2018 baseline (which reflects our current operating portfolio). Sites in water-stressed areas aim to reduce fresh water consumption by at least 10 percent, and the remaining sites aim to maintain our greater than 5 percent reduction target.	100% of sites achieve the annual targets

Over the next five years, we aim to achieve more ambitious long-term water goals, which integrate our operations and value chain and support collective management and actions through external partnerships and collaborations (e.g., World Resources Institute, Water for Cajamarca, Ghana Water-Sanitation Boards, Peel-Harvey Catchment Association). These goals include:

- **Net positive water impact** *(defined as contributing more to basin health than what is taken from it):* Deliver measurable positive impacts for watershed stakeholders and users, focusing on the availability, quality and accessibility of freshwater resources.
- **Global leadership** *(defined as advancing our maturing toward water stewardship):* Work toward water stewardship through collective management and actions that maintain water sustainability within the watersheds in which we operate, enabling resilience and inspiring other industry leaders.

Another objective is to develop a science-based objective for water and nature that aligns with our climate targets. This work includes developing performance criteria that support biodiversity, closure and reclamation, water stewardship, and energy and climate change objectives.

ECONOMIC

Value Sharing 115

Paid **$714 million** in taxes, royalties and other payments to governments

Spent **$3.9 billion** with local and national suppliers in host countries

Achieved local/Indigenous employment targets at **10 operating sites**

Invested **$20.5 million** in community projects and programs (in addition to $10.7 million in COVID-19 related contributions)

VALUE SHARING

Increasingly, governments and other stakeholders demand businesses play a greater role in driving sustainable development. Governments and host communities continue to seek ways to increase economic participation from natural resource development, including revenues and opportunities for employment, skills training and new businesses.

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

Governance

Our **Sustainability and Stakeholder Engagement Policy** states our commitment to the guiding principles for creating shared value, including:

- Generating resources, sharing knowledge, building capacity, and contributing to meaningful partnerships to enhance positive development outcomes in the communities where we operate; and
- Meeting expectations through local community economic development opportunities, foundations, employment, supply chain participation, and timely/fair payment of financial obligations.

A suite of global standards details Newmont's minimum requirements to effectively identify, manage and monitor the wide range of risks and opportunities related to government payments and socio-economic development activities in the countries and communities where we operate. Associated guidelines and procedures support teams with on-the-ground implementation and compliance.

The management of our value sharing approach is cross-functional, involving collaboration among the Finance, Human Resources, Supply Chain, and Sustainability and External Relations departments at the corporate, regional and site levels.

Photo (previous page):
Cerro Negro, Argentina

Photo (right):
Peñasquito, Mexico

Members of our Executive Leadership Team (ELT) are responsible for the day-to-day management of their respective areas. The Board of Directors, through its committees (particularly the Safety and Sustainability and the Audit Committees), provides oversight and advice to management.

Risk Management

Mining operations require significant investments and the return on those investments often takes years to materialize. Events that create instability and an uncertain geopolitical climate (e.g., elections, industry-related incidents and global pandemics) can lead to government actions that erode the value of our investments.

Our Country Risk program analyzes the socio-political risks across the countries of interest to Newmont and reports on key developments such as the increased risk related to governments' revenue-enhancing efforts due to rising gold prices and the fiscal impacts of the COVID-19 pandemic. Because this is one of the most significant risks to Newmont, we have strategies and programs in place to manage and mitigate this risk.

Social impact assessments (SIA) conducted by each operating site at least every five years provide critical information about social baseline conditions, the impacts of our activities and opportunities for sustainable development.

Our overall approach to managing risks is detailed in the **Risk Management** section.

Photo: Porcupine, Canada

Strategy and Management Approach

Engaging with key stakeholders and demonstrating to host governments and communities that we have measures in place to mitigate the negative impacts and fairly share the benefits of our activities are key to managing risks and opportunities. The overall goal is to agree on solutions that provide predictable revenues for governments, improved living standards for host communities, and assurances and increased certainty that allow Newmont to consider further investments.

ECONOMIC IMPACTS

To better understand and measure our economic contributions at the national level (and at the state level in Australia and the U.S.), we develop economic impact assessments and communicate the findings from these evaluations to stakeholders. The assessments, which are developed by a third-party consultant and **published on our website**, analyze Newmont's internal reporting data, along with Purdue University's Global Trade Analysis Project (GTAP) macro-economic data, and use a standard input/output model for country-specific data.

Our membership and active involvement in the following voluntary initiatives also supports efforts to promote good governance, transparency and accountability:

- Newmont is a founding member of the World Economic Forum's **Partnering Against Corruption Initiative** (PACI), which includes a pledge to zero tolerance for bribery in any form and a commitment to implement a company-wide anti-corruption program.
- **Publish What You Pay** is an international coalition of NGOs that advocates for more transparency and accountability in the extractive industries.
- The **Extractive Industries Transparency Initiative** (EITI) is a collaborative effort of governments, companies, investors and NGOs that reconciles company payments with government receipts from oil, gas and mining activities. As a founding member, we support the initiative's implementation in countries where we operate and are members of Suriname's EITI Multi-Stakeholder Group. We are also part of the multi-stakeholder groups in Ghana (via the Chamber of Mines), Peru (via La Sociedad Nacional de Minería, Petróleo y Energía), Mexico (via Mexican Mining Chamber), and Guatemala (lead industry representative on the EITI National Working Group). In Australia, the government is evaluating its ability to apply the EITI, and we are involved in this review through our support of the Minerals Council of Australia.
- In Canada, the government's Extractive Sector Transparency Measures Act (ESTMA) requires extractive companies to disclose certain payments made to governments. Our annual ESTMA reports for our Canadian assets are available on our **website**.

TAXES AND REVENUE TRANSPARENCY

The taxes and royalties we pay to national and local governments are important sources of income, particularly in countries where the mining and natural resources industries play a significant role in the national economies.

Our public tax strategy, which is available on our website, states our commitment to comply with all laws and regulations related to taxes and royalties in every jurisdiction in which we operate, to pay the right amount of tax, and to be transparent, cooperative and ethical. The strategy also describes:

- The governance of the Company's tax affairs;
- The method for identifying and managing tax risks;
- The approach to tax planning; and
- The approach to engaging with tax authorities.

All our material tax filings are reviewed/audited by external parties to avoid errors or omissions. When tax laws are unclear, we seek external guidance to ensure that our positions are likely to be upheld if questioned or challenged by regulators.

As an active member of the International Council on Mining and Metals (ICMM), we chair the Mineral Resource Governance Working Group and support its position statement on Transparency of Mineral Revenues. We also participate in ICMM's Tax Network Group, which promotes predictable, stable and transparent tax frameworks and practices. Although our current reporting follows jurisdictional requirements and is not necessarily site-based, we are working toward improving our government payment disclosures on a project-by-project basis. We continue to collaborate with ICMM to ensure that material project-related disclosures consider the requirements of each operating region.

As signatories to the Australian government's Tax Transparency Code (TCC), a voluntary framework for businesses to detail their tax affairs, our Australia region publishes a Tax Transparency report, which is available on our website. As part of advancing our tax transparency journey, in 2021 we will evaluate emerging trends and best practices in tax transparency reporting and assess our ability to publish a standalone tax transparency report.

LOCAL EMPLOYMENT AND BUSINESS OPPORTUNITIES

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

Our Local Procurement and Employment Standard sets the minimum requirements to mitigate risks and maximize opportunities through direct and indirect jobs and business opportunities.

Baseline studies and input from relevant stakeholders inform the development of site-specific plans that promote local employability and skills development, diversity of the workforce, small business development and sustainable business opportunities. Plans are reviewed annually to ensure they align with stakeholder expectations, as well as our global inclusion and diversity strategy, and to identify opportunities for improvement.

We also engage with local stakeholders to identify employment and business opportunities and agree on "local" and "local local" definitions and who qualifies in each category.

All suppliers regardless of size undergo an evaluation of a range of environmental, social and governance risks under our Supplier Risk Management process and must meet our quality, delivery, service and competitive pricing requirements. In regions where gaps in local capacity exist, we work with governments and NGOs — as well as our current suppliers — to develop the skills or capacity needed to work for Newmont or become a supplier to the Company.

We support ICMM's Skills for Our Common Future Initiative, which aims to strengthen local economic resilience through skills building efforts in the communities where mining occurs. The initiative addresses the profound need for communities to adapt to disruptive events and rapid changes and thrive in the economy of the future.

COMMUNITY INVESTMENTS

Our Community Investment and Development Standard guides our approach to working with host communities to help address challenges, catalyze long-term socio-economic development and minimize dependency on the mine during operations and upon closure.

Sites must use existing baseline studies, assessments and government development plans, along with robust community engagement, to develop a community investment strategy that identifies opportunities and available resources. Each site must review and update its strategy a minimum of every five years.

Our operations make direct investments in community infrastructure and social programs, and at certain operations, we have established foundations or funds that support community priorities during the mine life and after operations cease. These foundation boards include community members to ensure community ownership and participation in the foundations' efforts. Each foundation or fund is unique and focused on priorities identified by the communities.

We pursue partnerships with NGOs (e.g., Project C.U.R.E.), development agencies and nonprofit organizations — such as United Way in Canada, the Red Cross in Argentina and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in Ghana — and government agencies to ensure our investments effectively address local challenges and opportunities.

Performance, Metrics and Targets

We track several internal and external metrics and use public targets to measure and monitor our performance in managing our value sharing risks and opportunities.

ECONOMIC IMPACTS

Newmont's direct economic contributions in 2020 totaled $7.7 billion, which includes $3.0 billion in operating costs, $1.3 billion in employee wages and benefits, $1.0 billion in capital spend, $1.7 billion in payments to providers of capital, $714.1 million in taxes, royalties and other payments to governments, and $20.5 million in community investments. Our consolidated effective tax rate for the year was 22 percent.

2020 Economic value distributed (in millions)[1]

Country	Operating costs[2]	Employee wages and benefits	Capital spend[3]	Payments to providers of capital[4]	Payments to government[5]	Community investments[6]	Total
Argentina	$19.9	$48.4	$45.4	$2.0	$83.3	$1.6	$200.6
Australia	$672.9	$270.5	$369.9	$13.5	$254.6	$1.2	$1,582.6
Canada	$422.8	$232.5	$121.0	$11.5	$17.1	$2.2	$807.1
Ghana	$468.6	$132.5	$137.4	$2.6	$284.6	$8.5	$1,034.2
Mexico	$613.9	$142.8	$127.4	$21.3	$45.5	$2.1	$953.0
Peru	$292.7	$72.0	$101.3	$3.2	$56.4	$3.9	$529.5
Suriname	$196.2	$63.4	$41.5	$0.0	$98.5	$0.5	$400.1
U.S.	$318.2	$296.7	$89.6	$1,608.5	$(125.8)	$0.5	$2,187.7
Total	**$3,005.2**	**$1,258.7**	**$1,033.5**	**$1,662.6**	**$714.1**	**$20.5**	**$7,694.6**

[1] Amounts are on a consolidated basis as described in our 2020 10-K; however, to ensure comparable reporting boundaries across financial data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), the U.S. figures omit Nevada data. Amounts may not recalculate due to rounding.

[2] Operating costs are comprised of costs applicable to sales of $4,002 (excluding Nevada of $1,012), exploration of $148 (excluding Nevada of $39), advanced projects, research and development of $119 (excluding Nevada of $3), and general and administrative expenses of $259 (excluding Nevada of $10) on an accrued basis and cash paid for reclamation in 2020 of $101. Operating costs omit employee wages and benefits of $1,195, included in the employee wages and benefits column; $397 in payments to governments for employer and property taxes included in the payments to governments column; $82 of indirect costs; $71 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2020 10-K; and $21 of community investments included in the community investments column.

[3] Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of $64 and Nevada spend of $241.

[4] Payments to providers of capital includes interest expense, net of capitalized interest of $308, dividends paid to common stockholders of $834, and repurchases of common stock of $521.

[5] To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits $36.5 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled $(89.3).

[6] Community investments data includes direct monetary investments and the book value of in-kind donations. Australia includes Perth regional; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding. Community investments data excludes the COVID-19 Global Community Support Fund contributions.

The **Performance Data** section includes additional value sharing data and performance metrics for 2020 on the following:

- Economic Value Generated (by country)
- Payments to governments (by country)
- Effective tax rates (by country)
- Community investments (by site)
- Spending on local suppliers (by region)

COVID-19 AND ECO-TAX ENGAGEMENT

In 2020, our corporate and regional government relations teams conducted extensive engagement with local, state and national government stakeholders to work together on solutions and resolving challenges, most notably those related to the COVID-19 pandemic.

In 2017, Newmont, along with other companies, challenged the legality and constitutionality of environmental taxes ("eco-taxes"), which Mexico's State of Zacatecas approved in December 2016. An initial ruling was in favor of the Company, but it was overturned on appeal. However, several other courts have found the tax unconstitutional, creating ambiguity as to the viability of the tax. Although the State of Zacatecas has not issued a notice of tax or assessment to Newmont, in July and December of 2020, we made payments to demonstrate our commitment to meet our legal tax obligations while reserving the right to dispute future tax assessments. In December 2020, Newmont held meetings with the Secretary of Finances of the State of Zacatecas to review the tax calculations.

In the first quarter of 2021, the Company and the State of Zacatecas reached an agreement in principle for the Company to pay $29 million for the taxes in dispute related to tax years 2017-2020, and we also arrived at a formula for the payments for tax years 2021-2024, with an agreed-upon basis for the extraction, storage activities and gas emissions for such years. Additional details and updates on this matter are posted on our **website**.

PUBLIC TARGETS

Setting and achieving annual local/Indigenous employment and procurement targets for each site or region ensures programs are in place to identify and provide opportunities that deliver mutual benefits to local stakeholders and Newmont.

Our local/Indigenous employment targets are either long term or annually set and are often based on formal agreements between Newmont and local or Indigenous communities. The following table summarizes the targets and our performance in meeting them.

2020 Local/Indigenous employment performance

Region	Site	
Africa[1]	Ahafo Akyem	At the end of 2020, local community members represented 43.7 percent and 51.5 percent of employees at Ahafo and Akyem, respectively, exceeding our annual target of 35 percent for both sites, and Akyem achieved its goal to maintain a workforce that comprises at least 50 percent local community members, supporting its longer-term commitment for local employment to reach 50 percent within 10 years of commencing operations.
Australia[2]	Boddington Tanami	Aboriginal and Torres Strait Islander employment at Boddington and Tanami was 6.5 percent and 12.7 percent, respectively, missing the site targets of 7.2 percent and 14.4 percent, respectively, largely driven by hiring impacts due to the COVID-19 pandemic.
North America[3]	Éléonore Musselwhite Peñasquito Porcupine	All sites in North America met their target to develop an auditable system for tracking local or Indigenous employment and have set targets for 2021.
South America	Cerro Negro	Cerro Negro met its target to develop an auditable system for tracking local employment, updating its employment database and implementing a new tool to visualize employment information.
	Merian[4]	At the end of the year, 251 employees — representing 19.6 percent of the total workforce — were of Pamaka ancestry, exceeding our target of at least 200 employees from the Pamaka community.
	Yanacocha[5]	Residents of Cajamarca represented 65.4 percent of Yanacocha's workforce at the end of 2019, exceeding our target of 60 percent.

[1] "Local" refers to persons from within the catchment areas of our Ahafo and Akyem mines; employment validation processes are usually established through the local employment agreement.

[2] "Indigenous" refers to both Aboriginal and Torres Strait Islander peoples.

[3] "Indigenous" refers to members of the First Nations who are signatories to formal agreements with the operation.

[4] "Local" refers to persons from within the Pamaka community; employment validation processes are usually established through the local employment agreement.

[5] "Local" refers to the local Cajamarquino people per agreed upon definitions with the community.

For 2020, we set a target for the seven former Newmont sites within the four operating regions to spend $838 million with local or Indigenous suppliers. Although we met our overall target due to Africa and Australia regions surpassing their targets, our North America and South America regions fell short of their respective targets. Our South America region reduced its overall spend due to the pandemic (and a temporary shutdown at Yanacocha) while in North America, we updated the classification of a few critical vendors/contractors, which pushed some spend from local-local/local to national.

The target for the five remaining sites — Cerro Negro, Éléonore, Musselwhite, Peñasquito and Porcupine — was to develop an auditable system for tracking local or Indigenous procurement, which was met. We also were able to track their 2020 local procurement spend, which totaled $274 million across the five sites.

Around 92 percent of our total spend across all sites in 2020 was with in-country suppliers, which proved to be beneficial during the pandemic when some countries tightened or even shut down their borders to curb the outbreak.

The following table includes procurement spend for seven sites — Ahafo, Akyem, Boddington, Tanami, CC&V, Merian and Yanacocha. Please see the **Performance Data** section for data for all 12 operating sites.

2020 Spending on local suppliers by region for seven (out of 12) operating sites

	Total spent on all suppliers (in millions)	Total spent with local suppliers (in millions)	% spent with local suppliers	Total spent with national suppliers (in millions)	% spent with national suppliers
Africa[1]	$708.9	$24.3	3.4%	$534.9	75.5%
Australia[2]	$1,244.6	$475.5	38.2%	$707.2	56.8%
North America[3]	$195.8	$82.9	42.3%	$111.1	56.7%
South America[4]	$685.9	$263.5	38.4%	$300.1	43.8%
Total	**$2,835.1**	**$846.1**	**29.8%**	**$1,653.2**	**58.3%**

[1] "Local" or "local-local" refers to a micro-, small- or medium-size enterprise properly licensed and registered in Ghana. Local-local suppliers must have an office established in the mining lease area and be validated by community representatives and Newmont. Local suppliers must have an office in the region where the mine is located, but validation is not required.

[2] At Boddington, local suppliers are located in the state of Western Australia, and local-local suppliers are within a 50-kilometer radius of site. At Tanami, local suppliers are located in the state of Northern Territory, and local-local suppliers are from the Yuendumu and Lajamanu communities.

[3] Our North America spend is for Cripple Creek & Victor.

[4] Includes Merian and Yanacocha. "National" spend for Merian is included in "Local Procurement Spend." At Yanacocha, local suppliers must meet certain criteria and be registered in the city of Cajamarca, and local-local suppliers must be located in Yanacocha's geographical area of influence. At Merian, local suppliers are located in the country, and local-local suppliers are based close to the mine (predominantly Pamaka).

2021 Public targets

Our local/Indigenous employment and procurement targets for 2021 are described in the following tables.

2021 Local/Indigenous employment targets by site[1]

Region	Site	
Africa[2]	Ahafo	At least 35 percent local employment
	Akyem	At least 35 percent local employment, with an aim to maintain a workforce that comprises at least 50 percent local community members in support of its longer-term goal
Australia	Boddington	7 percent Indigenous employment
	Tanami	14 percent Indigenous employment
North America	Éléonore	5 percent improvement in suite of metrics (including employment, gender, career progression and retention) among Cree employees
	Musselwhite	Achieve 2 percent year-over-year improvement in Indigenous employment (contractors and employees), working toward achieving 30 percent employment per the Musselwhite agreement
	Peñasquito	76 percent of unionized workforce to be from the State of Zacatecas
	Porcupine	Achieve 15 percent year-over-year improvement in Indigenous employment/job skill capacity
South America	Cerro Negro	At least 70 percent of the workforce from the Santa Cruz Province
	Merian	At least 16 percent of the workforce from the Pamaka community
	Yanacocha	At least 60 percent of the workforce from Cajamarca

[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] "Local" refers to persons from within the catchment areas of our Ahafo and Akyem mines; employment validation processes are usually established through the local employment agreement.

For 2021, our local/Indigenous procurement target for all sites is $1.16 billion and is based on the work undertaken in each region to understand and identify opportunities within the context of the 2021 regional business plans.

2021 Local/Indigenous procurement targets by site (in millions)

Region	Site	
Africa	Ahafo	$14
	Akyem	$5
Australia	Boddington	$420
	Tanami	$45
	Other	$75
North America	CC&V	$80
	Éléonore	$39
	Musselwhite	$39
	Peñasquito	$45
	Porcupine	$110
South America	Cerro Negro	$30
	Merian	$180
	Yanacocha	$80
Total		**$1,162**

2020 COMMUNITY INVESTMENTS AND HIGHLIGHTS

In addition to the $10.7 million in contributions from our COVID-19 Global Community Support Fund to help local communities confront and recover from the impacts of the pandemic, we invested $20.5 million in community projects and programs during the year. Direct investments were $13.3 million, and donations were $7.3 million. Although many planned community investments and projects were disrupted and/or delayed due to the pandemic, we continued to engage with all host communities to support their pandemic responses and to update plans so that they remain relevant once the communities are prepared to focus on non-COVID-related matters.

Activities in 2020 at our operating sites to support local/Indigenous employment and business opportunities and invest in community development are summarized in the following table.

2020 Local employment, procurement and community investment highlights

Country	Local employment and procurement	Community investments
Global	Much of the focus during the year was on maintaining our diverse and in-region supply chains during the COVID-19 pandemic. We discuss these efforts in more detail in the section, **Our Response to COVID-19**.	In April 2020, we created the Newmont COVID-19 Global Community Support Fund (the Fund) and committed $20 million to help host communities, governments and employees combat the pandemic. The Fund builds upon other local contributions and efforts the Company has implemented. Newmont has partnered with local governments, medical institutions, charities and NGOs to target funds toward addressing the greatest needs and catalyzing long-term resiliency and future community development. Details about the Fund and activities at our operating sites are included in the section, see **Our Response to COVID-19**.
Argentina	Officials in the Santa Cruz province, where our Cerro Negro operation resides, considered legislation requiring local labor to be a least 70 percent for companies in the industrial sector. At the end of 2020, 63 percent of Cerro Negro's workforce lived in Santa Cruz and 37 percent were from other provinces/countries. We held weekly meetings with the union leaders to collaborate on a plan to ensure Cerro Negro complies with local employment requirements. Argentina's local procurement law requires that properly registered local suppliers, who provide competitive bids, are given contracting priority. In accordance with the law, we track local and local-local procurement at our Cerro Negro operation. In 2020, the site developed a local procurement strategy, updating definitions, operating procedures and reporting methods to align with Newmont's standards and annual sourcing plan. In 2021, the site will begin implementing the strategy's action plan, which includes stakeholder engagement, supplier workshops and a formal monitoring program to track the strategy's progress. The site also launched a new requirement for all future contracts (of a certain size) to prioritize local purchasing and hiring and support sustainable development programs.	Cerro Negro signed an agreement with the Town Council of Perito Moreno (Honorable Concejo Deliberante) to continue supporting its educational scholarship program by providing 50 scholarships to students pursuing post-secondary education, an increase from 45 scholarships in 2019. Cerro Negro has participated in this program since 2007 and has supported over 400 scholarships. Construction of the multi-level (kindergarten through grade 12) educational facility "Nucleo Educativo" in Perito Moreno was completed in early 2020. The facility is a partnership between the provincial and municipal governments with contributions from private companies including Newmont's $4.3 million multi-year pledge.
Australia	Newmont's Innovate Reconciliation Action Plan identifies key initiatives to hire and conduct business with Aboriginal and Torres Strait Islander people at our Australia operations. Although COVID-19 impacted our ability to engage with local communities, activities in 2020 to support this commitment included the following: • We launched a dedicated **website** for Aboriginal and Torres Strait Islanders and local businesses interested in doing business with Newmont and revised our regional procurement policy to give local and Indigenous suppliers higher consideration. • Our Boddington operation partnered with South West College of Technical and Further Education on a vocational education scholarship, with Newmont's Aboriginal and Torres Strait Islander employees supporting the scholarship award process. • Our Tanami operation continued to progress its Indigenous Recruitment and Familiarisation Program (ITFP), supporting the transition of ITFP trainees into full-time positions.	At Tanami, we engaged with the community on the Local Community Investment Program (LCIP), which provides grants and support for specific Warlpiri and Area of Influence (AOI) community development, health, cultural maintenance and education programs and initiatives. At the end of 2019 and beginning of 2020, Australia's east coast experienced devastating bushfires that resulted in the loss of Australian and American firefighters, unprecedented biodiversity impacts (an estimated billion land animals were lost during the blazes), and the destruction of many communities and towns. To support communities in need, Newmont donated A$1 million to the Australian Red Cross Relief Fund, which has since provided ongoing food, housing and social support to the thousands of impacted individuals.

Country	Local employment and procurement	Community investments
Canada	One of Newmont's commitments to the government of Canada, as part of its approval of the Goldcorp acquisition, was to give Canadian-based vendors, including Indigenous businesses, full and fair procurement opportunities at our Canadian mines. To meet this commitment, we developed a Canadian Local and Indigenous Procurement Strategy that identifies all local and local-local suppliers in Canada and sets public targets for future reporting. In 2021, our Canadian sites will implement local and Indigenous procurement plans aligned with the strategy and work toward meeting their local spend targets. Newmont also made progress on increasing and enhancing Indigenous employment. During the year, both Musselwhite and Porcupine finalized Indigenous Employment Plans, which include annual targets to increase and build the capacity of Indigenous employees. Éléonore also has a Cree employment target called the "5 Percent Tool," through which it aims to increase its performance across various Cree employment categories (e.g., retention, diversity, seniority) each year.	Another commitment to the government was to increase our charitable contributions to Canadian community organizations to 110 percent of the level of former Goldcorp's charitable giving (at least C$12.3 million between 2019 and 2022). As part of our **Toward Racial Equity strategy**, the Company donated $200,000 to the BlackNorth Initiative, an organization working to address root causes of systemic racism.
Ghana	In Ghana, our five-year local procurement plan aims to increase local manufacturing capacity and opportunities while providing a broader supply base for the mining industry. After a new local content law was enacted in 2020 that specified a cost premium for local companies, we worked with the Ghana Chamber of Mines and the government to address current challenges, such as cost, capacity, quality and standards for responsible practices. We also developed an Enhanced Local Procurement Program (ELPP), which seeks to diversify and sustain the local economy by enhancing the skills and capabilities of local suppliers and leveraging our development foundations in Ghana to support this effort. We plan to implement the initial phase of the ELPP in 2021.	As part of the review of the Newmont Ahafo Development Foundation, we agreed to provide an additional $300,000 annual contribution in addition to the contribution based on the $1 per ounce of gold produced and 1 percent of net profit. Newmont partnered with the Government of Ghana and the Ghana Cocoa Board (COCOBOD) and plans to invest $15 million in the construction and rehabilitation of 41 kilometers of road near Akyem to improve safety and open the region to greater economic activity. Volta Impex, a Ghanaian contractor, was awarded the construction project.
Mexico	Peñasquito developed a local procurement strategy to create new businesses in the state of Zacatecas and increase its spend with local micro, small and medium enterprises (MSMEs). Components of the strategy include tailoring our supply chain processes to support local procurement, building capacity for local MSMEs to meet Newmont's performance standards, diversifying the economy by linking local MSMEs to other market opportunities, and engaging with other suppliers and institutions to promote the development of entrepreneurs. Strategic activities include launching a local content website, training local MSMEs on doing business with Newmont and organizing business fairs to promote local MSMEs. Activities in 2020 included: • Around 30 MSMEs participated in the business school program and 20 MSMEs participated in a program aimed at improving business skills and outcomes. • Those participating in the business school program and three Ideas con Valor businesses saw sales increase by 78 percent on average.	Peñasquito's "Ideas con Valor" (Ideas with Value) program aims to strengthen and develop businesses in 25 communities in the mine's area of influence. Since the program was introduced in 2016, 343 people — across three generations (or rounds) — have received entrepreneurial training and advice. In 2020, Newmont invested $1 million in the third generation of the program, providing 57 people with synchronous virtual training through three workshops and offering 712 people advice via a helpline. Around 54 percent of the program's participants were women. Due to the pandemic, a rescue advisory program was implemented for those who participated in the first two generations of the program. In late 2020, specialized advisory services were provided to 20 businesses (continuing through June 2021).
Peru	At Yanacocha, our efforts were focused on providing economic support for our local-local and local contractors, who were most impacted by COVID-19. This support covered nearly 1,300 workers at 35 Cajamarca-based companies. In addition to this economic support, our contractors played an important role in supporting the community, donating more than 230 hospital beds and sterilizing equipment to combat the COVID-19 pandemic. We also developed and began implementing a local-local supplier strategy for the China Linda quarry, which is part of the Yanacocha Sulfides project. The strategy includes identifying local lime producers that meet our safety and quality standards and also having in place training and capacity-building programs that maximize opportunities for local businesses. In 2020, five local-local lime producers began the training program, and 13 companies will undergo training in 2021.	Prior to the pandemic, the Yanacocha team provided support to the regional government to procure medical equipment valued at $1.3 million for use at the Cajamarca Regional Hospital. These resources are part of a trust fund established in 2009 by the Regional Government and Yanacocha.

Country	Local employment and procurement	Community investments
Suriname	Our Merian operation supports textile and vegetable cultivation vocational training for local community members. In 2020, 14 women completed the textile training, which focuses on manufacturing PPE, shirts, trousers and other items that can be purchased by the mine. We also conducted a training program for 45 individuals from the Pamaka and Kawina communities as well as from communities along the transport corridor to the Merian operation. The training focused on the skills needed to conduct excavation work on behalf of Newmont. Although the program was delayed due to the COVID-19 pandemic, it restarted in September under COVID-19 safety protocols. All 45 participants completed the training and received a certificate they can use when applying for a job operating an excavator. Under our leadership skills training program, 14 members (six in 2020) of the Kawina community have completed the training, which aims to develop and enhance the leadership skills of the Traditional Authority.	Community investment projects and programs that took place during the year included: • A literacy program from which 21 participants graduated • Funding for cultural center renovations • Distribution of school supply packages for students and teachers • Support for holiday celebrations by delivering food and supplies for five schools and nine Pamaka communities to host their celebration.
U.S.	At CC&V, we completed a gap assessment on the Local Procurement and Employment Standard. This effort identified gaps with the current Human Rights Standard. In 2021, CC&V will conduct a full gap and risk assessment of both standards and apply the assessment findings to an update of the site's local procurement strategy.	The Newmont Legacy Fund includes an employee giving campaign to fund today's needs and a community endowment fund to support community needs in the future. The program, which began in Nevada in 2010, now receives support from employees at CC&V. In 2020, contributions from 97 employees benefited 66 local nonprofit organizations. The endowment for communities in northern Nevada and Colorado reached $3.9 million. As part of our **Toward Racial Equity strategy**, the Company donated $200,000 to the Rocky Mountain Micro-Finance Institute to support Black, Indigenous and People of Color entrepreneurs in business readiness and provide access to capital We also donated $25,000 to The Links Inc., Denver chapter, to support social service programming in the greater Denver area African American community.

PERFORMANCE DATA

The performance data reflects the annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator. Any variances from these boundaries are noted directly in the data table where they occur.

References to "Newmont," "the Company," "we" and "our" refer to Newmont Corporation and/or our affiliates, joint ventures and subsidiaries. References to "Goldcorp" or "former Goldcorp" refer to Goldcorp, Inc. prior to its April 2019 acquisition by Newmont. References to "former Newmont" refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. 2019 data sets generally omit the June 2020 formation of the Nevada Gold Mines ("NGM") joint venture with Barrick Gold Corporation ("Barrick"), in which Newmont and Barrick contributed their Nevada operations and assets in exchange for a 38.5 percent and 61.5 percent interest, respectively, with Barrick as the operator.

Data presented in this report covers our performance for the 2020 calendar year, which corresponds to our fiscal year.

Some data are calculated using a metric Newmont has developed called gold equivalent ounces (GEO). GEOs provide a comparable basis for analysis related to copper, silver, lead and zinc and are calculated as pounds or ounces produced multiplied by the ratio of other metals' price to the gold price.

Order of Performance Data Tables

Performance data tables are presented in alphabetical order by category:

- **Business ethics and transparency:** Compliance and significant events, ethics and anti-corruption measures, policy influence
- **Environment:** Air quality, biodiversity, closure and reclamation, cyanide management, significant materials consumption, spills and releases, tailings management, water stewardship, waste
- **Health and safety:** COVID-19 health and safety statistics, emergency preparedness, health and safety
- **Social:** Artisanal and small-scale mining, community development, community impacts, complaints and grievances, human rights assessments, human rights supplier screening, human rights training for security, human rights training for the workforce, Indigenous peoples, land or resource disputes, resettlement and/or relocation activity, social impact assessments and engagement
- **Value sharing:** COVID-19 Global Community Support Fund, community investments, economic value generated and distributed, supply chain, tax transparency
- **Workforce:** Workforce demographics, compensation and equal remuneration, diversity and inclusion, labor-management relations, talent attraction and retention, training and professional development

Detailed Energy and Climate Change data is available in our **2020 ESG Data Tables** and will be further discussed in Newmont's Climate Strategy Report, which we plan to publish in mid-2021.

Photo: Cerro Negro, Argentina

Business Ethics and Transparency:

COMPLIANCE AND SIGNIFICANT EVENTS

Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level[3]

	Site	Authority	Amount (US$)[1, 2]	Summary of issue
Environmental-related fine	Cerro Negro	Secretaría de Estado de Minería de la Provincia de Santa Cruz	$95,460	In October 2020, the Ministry of Mining conducted an inspection at Cerro Negro, and within its report it found recirculation pools that were used for exploration activities that were not authorized under the current permits. The Secretariat of the Province of Santa Cruz fined the operation for conducting activities not allowed and ordered the operation to develop a plan to close the pools and establish alternative methodologies.
Environmental-related fine	Yanacocha	National Forestry and Wildlife Service (SERFOR)	$184	Peru's National Forestry and Wildlife Service issued Yanacocha a small fine for conducting biodiversity monitoring activities without a permit during the 2017 dry season. Management has reinforced training to ensure permits are received prior to conducting activities.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	$41,907	Yanacocha was fined for non-compliance in 2017 with the Environmental Management Study. In one case, Yanacocha did not carry out the required maintenance activities during the post-closure stage for the Maqui Maqui North Pit. The other matter involved Yanacocha not carrying out the required biological maintenance activities during the post-closure stage for the San José Waste Disposal Deposit (eastern zone).
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	$116,593	Yanacocha was fined for not having sufficient freeboard in the facility in 2018, which is an Environmental Management Study requirement.
Environmental-related fine	Yanacocha	Environmental Assessment and Auditing Government Body (OEFA)	$22,826	Yanacocha was fined for not having in place adequate measures to prevent a barren (CN) solution spill in 2018 from a booster tank (located at kilometer 45 on the service access road) and reverse osmosis tank located in the plant.
		Total fines	**$276,970**	

[1] Fines are converted to U.S. dollars using the average 2020 exchange rate for each currency as of Dec. 31, 2020.

[2] Four Yanacocha fines were given in 2020, but based on events that occurred in 2017–2019.

[3] GRI Standards disclosures GRI 307-1: Non-compliance with environmental laws and regulations; and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level[1]

	Site	Authority	Amount (US$)[3]	Summary of issue
Non-compliance environmental-related sanction	Tanami	Central Land Council	N/A	Completed the following actions related to a 2019 Restricted Work Area breach: • Issued formal apology from Newmont leadership to the Traditional Owners at the 2020 Traditional Liaison Committee Meeting • Completed fencing and rehab work and converted Restricted Work Area 1 (RWA1) into Exclusion Zone No. 7 (EZ7) to prevent further access Committed to completing area inspection with Traditional Owners (still pending) in alignment with other site visit activities

[1] GRI Standards disclosures GRI 307-7: Non-compliance with environmental laws and regulations; and GRI 419-1: Non-compliance with laws and regulations in the social and economic area.

Significant environmental and/or social events: Site level[1, 2]

	Site	Level of event	Summary of issue
Loss of refinery sump pump during power outage	CC&V	3	On the night of May 24, 2020, the ADR 1 plant sustained a power bump that caused the sump pump in the refinery to lose power. During this time, fresh water used for the e-cell scrubber pump began to fill the sump area and lower furnace area. Once this area was at capacity, the flow began to exit the building under the closed garage door out front of the refinery. The flow was noticed on May 25, 2020 on the front apron and the sump was re-racked and turned back on. All of the water released from the refinery collected in a parking ditch and a low spot in the parking lot located in front of the refinery. Samples of the released solution were collected, ponded solution was pumped back into the refinery, and contaminated soil was excavated and placed on VLF 1.
Process solution spill	Peñasquito	3	On January 4, 2020, approximately 120 liters of 830 ppm WAD cyanide solution overflowed secondary containment and spilled onto the ground due to a power failure within the processing plant. The spillage was contained within the processing plant area, and material was neutralized and cleaned up.
Process solution spill	Porcupine	3	On January 10, 2020, approximately 65 cubic meters (m^3) of process solution with a WAD cyanide concentration of 3.62 ppm spilled out of secondary containment. The spill was due to a valve failure on the return line between the crusher and the mill. The spillage was contained and remainder was cleaned up.
Sanitary sewage spill	Porcupine	3	On September 27, 2020, approximately 1,000 liters of sewage spilled out of secondary containment due to a plugged discharge line and excess water from inclement weather. The material was cleaned up.
Process water spill	Peñasquito	3	On October 24, 2020, approximately 37 cubic meters (m^3) of process water, with concentration of less than 0.5 ppm WAD cyanide, spilled out of secondary containment due to an open drain valve. The material was cleaned up.
Low pH discharge	Yanacocha	3	Between December 5 and 11, 2020, the site recorded pH values below the legal limit at DCP8 — the discharge commitment point in the Ocuchomachay Creek. The pH values ranged between 4.26 and 5.86 (legal limit is 6 to 9). The discharges at this monitoring point come from the Ocuchomachay pond, which is used to collect treated water from the Acid Water Treatment Plant (WTP) and the East Excess WTP. The low pH values are believed to have come from the Carchugo Pad construction activity where surface flows are collected by sediment ponds and pumped into the Ocuchomachay pond. Although this practice has not been declared in the Environmental Impact Assessment (EIA), it was implemented as a contingency in 2019 due to the increased water levels in the sediment ponds and the inability to discharge directly to the environment. On December 9, the site recorded another low pH value at the DCP9 location with a reading of 5.20. This was due to the transfer of water from the Ocuchomachay pond to the Arnacocha pond. The transfer was done due to heavy rains, which resulted in high volumes in the Ocuchomachay pond. The transfer was done to reduce the volume to safe operating levels. The baseline data from the EIA indicates an acid pH value as low as 4.2 (in the year 2000), associated with the mineralogy of the area.
Impact to culturally significant site	Ahafo	3	We identified incomplete mapping and record management of known and relocated cultural sites at our Ahafo operation in Ghana. Because our records were not accurate in late 2020, we initially believed we had impacted a site that, in fact, had been relocated around 10 years ago. We engaged the community in a manner as if we had impacted the site, providing compensation and participating in pacification rituals led by the local Traditional Authority. We are working with the local Traditional Authority to undertake a region-wide review of cultural site information to ensure its accuracy and stronger collaboration going forward.
Discharge exceedance	Cajamarca	3	In October 2020, Newmont's Site Water Steering Committee approved the increase of the discharge flows above the maximum authorized by the water authority (ANA) at the DCP4B location in Grande Basin from 95 liters per second (l/s) to 200 l/s. The decision was made due to limited rainfall and water availability to downstream users. The increased discharge flow was communicated to water authorities and planned to remain in place until the beginning of the wet season and when increased natural flows would ensure supply of water to Cajamarca City.
Topsoil stockpiled on wetland	Yanacocha	3	In September 2020, during a review of the Sulfides Project by the Environmental Ministry, the regulator identified a non-approved topsoil stockpile which was impacting a wetland located in Encajon Creek. The topsoil stockpile was related to the construction of the Chugurana 2 acid water pond, which started in July 2018 and finished in November 2018. During construction, the topsoil was removed and stockpiled in the south area, impacting the wetland. Plans commenced for the removal of the stockpile.
Process water spill	Yanacocha	4	On July 24, 2020, the discharges of treated water from La Quinua did not meet the required levels. There was a one-hour period where no discharge occurred to DCP6 (discharge commitment point). Upon review, the site identified that both DCP3 and DCP6 fell below the minimum levels committed in the Environmental Impact Assessment (EIA). This was due to DCP6 discharge reliance on gravity feed and the capacity of pumps, which were not able to provide adequate discharge.
Total events		**10**	

[1] Due to acquisition activities that occurred In 2019, Newmont managed two separate event reporting systems, which are expected to be integrated in the 2020–2021 timeframe. Australia and Peru sites categorize "significant" events as those classified as level 3 or greater on a risk/impact scale of 1–5; both events were categorized as level 3 events. Sites in Argentina, Canada and Mexico utilize a separate, but comparable rating scale that also identifies "significant" events as those classified as level 3 or greater on a 1–5 risk/impact scale; the Cerro Negro and Éléonore events were classified as level 3, according to the comparable rating scale. The former Goldcorp risk/impact scale was updated in April 2019 to align it with Newmont's event reporting system where possible.

[2] GRI Standards disclosure GRI 411-1: Incidents of violations involving rights of Indigenous peoples.

ETHICS AND ANTI-CORRUPTION MEASURES

Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index[1, 2]

Newmont does not operate in any of the countries designated among the 20 lowest rankings in the 2020 Transparency International Corruption Perception Index.

[1] Transparency International's lowest 20 countries (ranking #161–180) for 2020 in descending order are: Nicaragua, Cambodia, Chad, Iraq, Burundi, Congo, Turkmenistan, Haiti, Dominican Republic of Congo, Libya, Guinea Bissau, North Korea, Venezuela, Equatorial Guinea, Sudan, Afghanistan, Yemen, Syria, South Sudan, and Somalia. Source: https://www.transparency.org/cpi2020.

[2] SASB Metals & Mining Sustainability Accounting Standard EM-MM-510a: Production in countries that have the 20 lowest rankings in TICP Index.

Total ethics matters addressed and substantiated: Trailing five years[1]

	2016	2017	2018	2019	2020
Total matters addressed	402	352	477	534	383
Total substantiated cases	165	134	215	169	71

[1] GRI Standards disclosure 103-2: The management approach and its components.

Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five years[1]

	2016	2017	2018	2019	2020
Total new issues captured in the Integrity Helpline[2]	**357**	**410**	**454**	**541**	**383**
Total cases open at beginning of the year[3]	**65**	**20**	**78**	**105**	**128**
Total matters closed at year end[4]	**402**	**352**	**477**	**518**	**460**
Total number of matters remaining open at year end[5]	**20**	**78**	**55**	**130**	**52**
Total substantiated cases[6]	**165**	**134**	**215**	**169**	**71**
Number of cases resulting in a recommended change of business process	40	30	65	51	7
Number of cases resulting in human resources or management actions[7, 8]	125	99	142	118	63
Number of cases resulting in employees being counseled on their actions or behavior[9]	N/R	49	80	54	24
Number of cases resulting in disciplinary action	N/R	25	38	29	14
Number of cases resulting in employee resigning or being terminated[10]	N/R	25	24	25	26
Average number of days cases were closed	**54**	**37**	**53**	**68**	**80**
Total number of unsubstantiated cases[11]	**237**	**218**	**311**	**365**	**100**
Total matters addressed (substantiated cases + unsubstantiated cases)[12]	**402**	**352**	**526**	**534**	**171**

[1] In 2020, we completed an overhaul of the process used to triage and categorize matters received through our Integrity Helpline process. This resulted in a re-baseline of data for 2020 forward which we believe more accurately reflects the nature of misconduct at Newmont. In addition, certain matters such as conflict of interest (COI) disclosures (as opposed to investigations) which were previously captured in the Integrity Helpline were moved to our COI Disclosure Platform. Similarly, we also began to divide allegations received into escalated and non-escalated matters based on the nature of the allegations. COVID-19, process overhaul changes, divestitures and employee headcount reduction of ~2,300 led to a decrease in the overall number of matters received and triaged as escalated investigations in 2020.

[2] All matters opened in FY 2020. This includes cases, nominations and inquiries.

[3] These are cases carried over from Q4 of the prior year and still in process as of Jan. 1, 2020.

[4] All matters closed in FY 2020 (includes allegations, inquiries, nominations).

[5] Total In-process allegations (escalated and non-escalated) on Dec. 31, 2020.

[6] Total number of escalated allegations that were substantiated.

[7] Newmont began categorizing the outcomes of human resources or management actions in 2017; detailed categorization of these cases for 2015 and 2016 was not reported (N/R).

[8] This only includes the number of allegations that resulted in some form of counseling or discipline.

[9] Number of allegations where parties involved were only counseled; does not include discipline or termination.

[10] Number of allegations that resulted in one or more terminations. Includes a case that had a disciplinary action different from termination.

[11] This includes all allegations closed in 2020 (even cases opened in 2019 and carried over).

[12] Out of 284, 245 were allegations. Out of the 245, 171 were escalated. 171 is the total number of escalated allegations and 71 of these were substantiated.

Number and outcomes of substantiated ethics cases: Country level[1]

			Breakout of substantiated cases by outcomes			
	Total cases addressed[1]	Total cases substantiated	Recommended change of business process	HR-related: Employees being counseled on their actions or behavior[2]	HR-related: Employee disciplinary action[3]	HR-related: Employee resignation or termination[4]
Ghana	18	9	1	4	1	12
Australia	5	4	0	1	0	4
U.S.	14	5	0	3	1	1
Canada	12	7	0	7	2	3
Mexico	21	10	0	3	5	2
Argentina	34	10	2	5	1	3
Suriname	31	8	1	3	1	3
Peru	28	15	2	5	4	5
Chile	4	2	1	0	1	0
French Guiana	3	1	0	0	0	5
Guatemala	1	0	0	0	0	0
Total	**171**	**71**	**7**	**31**	**16**	**38**

[1] Cases addressed are interpreted as all escalated allegations closed during FY 2020, regardless of when the allegation was received through the Integrity Helpline.

[2] Includes all instances of counseling related to escalated, substantiated allegations. One allegation can result in multiple instances of counseling.

[3] Includes all instances of disciplinary action (excluding terminations) related to escalated, substantiated allegations. One allegation can result in multiple instances of disciplinary action.

[4] Includes all instances of terminations/termination equivalents related to escalated, substantiated allegations. One allegation can result in multiple terminations.

Total number of ethics matters opened

	Number	Percentage
Allegations of misconduct or inappropriate behavior	163	42%
Concerns about corruption[1]	57	15%
Inquiries	126	33%
Environmental health and safety regulations	10	3%
Other	27	7%
Total	**383**	**100%**

[1] Concerns about corruption are defined to include the following types of matters: conflicts of interest (31 cases), improper supplier or contractor activities (23 cases), and corruption (3 cases). Newmont's Code of Conduct and Business Integrity Policy, both available at Newmont.com, outline our approach to preventing and addressing matters related to conflicts of interests, gifts, and bribery/corruption.

Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Trailing three years[1, 2, 3]

	2018	2019	2020
Percentage of employees attending Code of Conduct-related training[2]	90%	93%	28%
Percentage of employees taking online Code of Conduct training and anti-corruption training for certain job grades (employees with work-issued computers)[2]	98%	93%	86%

[1] Newmont began tracking in-person training in 2018.

[2] In 2020, Newmont's integrity and compliance training efforts were adapted due to the COVID-19 pandemic. Newmont delivered focused, targeted "virtual" training to high exposure roles and functions, including but not limited to Regional and Site Leadership teams, Sustainability & External Relations, Security, Supply Chain, Exploration and new employees. More than 1,900 employees received such focused, targeted training designed for their roles. In 2020, Newmont also completed online training for 945 former Goldcorp employees (mainly located in Canada, Mexico and Argentina) on Newmont's Code of Conduct and related policies and standards. Due to the pandemic, the annual in-person training requirement was suspended, and the company-wide 2020 online training to be was deferred to Q1 2021. As of March 23, 2021, 86% of the 2020 online training had been completed.

[3] GRI Standards disclosure GRI 205-2: Communication and Training about anti-corruption policies and procedures.

POLICY INFLUENCE

Political contributions[1, 2]

	Political affiliation	Amount
Democratic Governors Association	D	$25,000
Nevada Mining Association PAC	NP	$10,000
Democratic Lt. Governors Association	D	$10,000
Democratic Attorneys General Association	D	$15,000
Total		**$60,000**

[1] We have limited influence and no control over the political activities of Nevada Gold Mines joint venture (NGM). Nevertheless, our intention is to provide transparency consistent with the Company's standards on political contributions and disclose NGM's contributions as they relate to our 38.5% interest. In addition, NGM may elect to contribute to organizations or candidates that would not comport with our approach to political engagement and disclosure. In 2020, NGM made $1,991,250 in political contributions to Nevada candidates and political action committees associated with Nevada campaigns according to the office of the Nevada Secretary of State (SOS) and NGM. This amount included $750,000 to the American Exceptionalism Institute, a 501(c)(4) fund commonly referred to as a "dark money" fund. Such funds are not required by law to disclose the source of their funds. Newmont was not involved in and did not approve any of these NGM contributions. Newmont's own political contributions standard does not allow contributions to dark money funds. Newmont has advised Barrick management that it does not support such contributions and that disclosure will be made consistent with our standards in our annual sustainability report.

[2] GRI Standards disclosure GRI 415-1: Political Contributions.

Trade association dues: Amount and percentage attributable to political advocacy[1]

	Annual dues	Dues attributable to political advocacy	Percentage attributable to political advocacy
National Mining Association	$562,000	$112,400	20%
Colorado Mining Association	$75,000	$30,000	40%
American Exploration & Mining Association	$35,000	$8,750	25%
Nevada Mining Association	$10,000	$1,700	17%

[1] GRI Standards disclosure GRI 415-1: Political Contributions.

U.S. lobbying activities[1]

All 2020 reports filed by lobbyists representing Newmont (both internal government relations employees and external representatives) are available from the U.S. House of Representatives, using this link.

[1] Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records (lobbyingdisclosure.house.gov) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center (senate.gov).

NEWPAC contributions[1]

	Donors	Amount raised
Contributions	35	$17,124
Total		**$17,124**

[1] Information publicly reported and searchable on the Federal Election Commission website.

Policy influence: Largest individual contributions and main topics

Largest Individual contributions and expenditures[1]	National Mining Association	$562,000
	Michael Pieper GPA	$132,700
	Cassidy & Associates	$120,000
Main political topics in 2020	The following are the primary policy areas in which Newmont was involved in 2020: • General mining law • Strategic and critical minerals • Good Samaritan and other abandoned mine reclamation legislation • Omnibus Appropriations Act for 2021 • Public lands, including wilderness study areas • USMCA • TRI Regulations • Legislative efforts concerning tax sections of COVID-19 relief bills • COVID-19 related operational and travel restrictions	

[1] Newmont only makes political contributions in the U.S. and only where appropriate and allowed by law. Newmont complies with the Lobbying Disclosure Act of 1995 (Section 5) and publishes LD-2 Disclosure Forms, which are publicly available from the U.S. Secretary of the Senate, Office of Public Records (lobbyingdisclosure.house.gov) and/or the U.S. Clerk of the House of Representatives: Legislative Resource Center (senate.gov), and also from Newmont.com.

Policy influence: Trailing four years

	Institution/activity	2017	2018	2019	2020
Annual total monetary contributions and expenditures	Lobbying[1]	$988,000	$1,080,000	$1,282,593	$1,352,400
	Political contribution	$67,500	$186,514	$66,700	$60,000
	Trade associations[2]	$180,458	$180,458	$1,006,398	$682,000

[1] Through 2018, data included only federal lobbying expenses. Beginning in 2019, data includes state and federal lobbying expenses. For 2020, $1,080,000 was spent on federal expenses and $272,400 on state lobbying expenses.

[2] Through 2018, trade associations included only the portion of dues used for lobbying, and only if the lobbying expense exceeded $50,000. Beginning in 2019, data includes full dues payments for U.S. mining trade associations.

ENVIRONMENT

AIR QUALITY

Air quality: Site level (tonnes)[1, 2]

	Country/site	Sulphur oxides (SO_x)	Nitrogen oxides (NO_x)	Particulate matter (PM10)	Carbon monoxide (CO)	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	Persistent organic pollutants (POPs)	Volatile organic compounds (VOCs)
Africa	**Ghana**	**30.31**	**155.30**	**26.51**	**556.70**	**0.00**	**0.00**	**1.27**	**0.18**	**N/R**	**0.04**
	Ahafo	10.11	50.13	16.00	245.23	0.00	0.00	0.07	0.00	N/R	0.00
	Akyem	20.20	105.17	10.51	311.47	0.00	0.00	1.20	0.18	N/R	0.04
Americas: North	**U.S.**	**5.44**	**860.92**	**442.71**	**545.22**	**De minimis**	**N/R**	**N/R**	**N/R**	**N/R**	**353.80**
	CC&V	5.44	860.92	442.71	545.22	De minimis	N/R	N/R	N/R	N/R	353.80
	Canada	**7.90**	**1,528.70**	**395.30**	**632.70**	**0.10**	**0.00**	**0.20**	**0.00**	**0.00**	**7.50**
	Éléonore	5.70	114.80	151.80	120.40	N/R	N/R	N/R	N/R	N/R	5.20
	Musselwhite	1.70	285.70	100.20	203.70	0.00	0.00	0.10	0.00	0.00	2.30
	Porcupine	0.50	1,128.20	143.30	308.60	0.10	0.00	0.10	0.00	0.00	0.00
	Mexico	**6.00**	**2,504.40**	**3,473.90**	**2,059.60**	**0.00**	**0.00**	**2.60**	**0.00**	**0.00**	**12.10**
	Peñasquito	6.00	2,504.40	3,473.90	2,059.60	0.00	0.00	2.60	0.00	0.00	12.10
Americas: South	**Argentina**	**0.13**	**132.93**	**255.03**	**112.38**	**De minimis**	**0.00**	**0.00**	**0.00**	**0.00**	**0.65**
	Cerro Negro	0.13	132.93	255.03	112.38	De minimis	0.00	0.00	0.00	0.00	0.65
	Suriname	**822.04**	**2,173.27**	**110.34**	**154.60**	**0.01**	**0.00**	**N/R**	**N/R**	**N/R**	**N/R**
	Merian	822.04	2,173.27	110.34	154.60	0.01	0.00	N/R	N/R	N/R	N/R
	Peru	**0.16**	**0.20**	**0.25**	**0.49**	**0.15**	**0.07**	**0.01**	**N/R**	**N/R**	**N/R**
	Yanacocha	0.16	0.20	0.25	0.49	0.15	0.07	0.01	N/R	N/R	N/R
Australia	**Australia**	**4.36**	**3,251.27**	**13,259.47**	**1,676.48**	**0.00**	**2.42**	**0.45**	**0.07**	**0.00**	**291.24**
	Boddington	3.56	1,995.32	11,605.98	935.04	0.00	1.16	0.37	0.07	N/R	137.46
	Tanami	0.80	1,255.95	1,653.49	741.44	0.00	1.26	0.08	N/R	N/R	153.78
Global	**Total**	**876.34**	**10,606.99**	**17,963.51**	**5,738.17**	**0.26**	**2.49**	**4.52**	**0.25**	**0.00**	**665.33**

[1] Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N_2O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs); TR refers to trace amounts, defined as <0.0001

[2] GRI Standards disclosures GRI 305-6: Emissions of ozone-depleting substances; GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N_2O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs).

Air quality: Trailing five years[1, 2]

	Units	2016	2017	2018	2019	2020
Sulphur oxides (SO_x)	thousand tonnes	0.1	1.5	1.6	2.2	0.9
Nitrogen oxides (NO_x)	thousand tonnes	5.5	6.9	6.2	13.1	10.6
Particulate matter (PM10)	thousand tonnes	17.3	16.7	16.6	22.7	18.0
Carbon monoxide (CO)	thousand tonnes	3.4	3.0	2.8	7.0	5.7
Mercury (Hg)	tonnes	0.4	0.7	0.6	0.6	0.3
Arsenic (As)	tonnes	3.4	3.0	2.8	3.1	2.5
Lead (Pb)	tonnes	0.6	0.6	0.6	0.7	4.5
Selenium (Se)	tonnes	0.1	0.1	0.1	0.1	0.3
Persistent organic pollutants (POPs)	tonnes	TR	TR	TR	TR	TR
Volatile organic compounds (VOCs)	thousand tonnes	0.5	0.4	0.3	0.7	0.7

[1] TR refers to trace amounts, defined as <0.0001; figures for POPs, VOPs, mercury, arsenic, lead and selenium are not reported for 2019 former Goldcorp sites, but will be reported in future years as reporting systems are integrated.

[2] GRI Standards disclosures GRI 305-6: Emissions of ozone-depleting substances; GRI: 305-7: NO_x, SO_x and other significant air emissions; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-120a.1: Air emissions of the following pollutants: (1) CO, (2) NO_x (excluding N_2O), (3) SO_x, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs). The 2018 SO_x figure is restated on July 15, 2020. The restatement is based on adjustments made to the Suriname site operational engine runtime hours and emissions assumptions for 2018, resulting in a higher figure for Suriname, and a higher overall figure for the 2018 SO_x emissions.

BIODIVERSITY

Total wildlife mortalities: Site level[3]

	Country/site	Number mortalities
Africa	**Ghana**	**1,018**
	Ahafo	0
	Akyem[1]	1,018
Americas: North	**U.S.**	**9**
	CC&V	9
	Canada	**11**
	Éléonore	5
	Musselwhite	4
	Porcupine	2
	Mexico	**3**
	Peñasquito	3
Americas: South	**Argentina**	**0**
	Cerro Negro	0
	Suriname	**114**
	Merian[1]	114
	Peru	**1**
	Yanacocha	1
Australia	**Australia**	**69**
	Boddington	57
	Tanami	12
Global[2]	**Total**	**1,225**

[1] *The Akyem and Merian numbers are outliers because there were deaths of schools of fish at that site this year that are not considered threatened or endangered species.*

[2] *The total wildlife mortalities includes all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the Red List and those that are undefined.*

[3] *GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.*

Number of wildlife mortalities: Trailing five years[1, 3]

	2016	2017	2018[2]	2019	2020
Total	**129**	**117**	**609**	**171**	**1,225**
Critically endangered	0	0	0	1	0
Endangered	0	0	0	0	0
Vulnerable	0	0	2	3	0
Near threatened	1	2	1	3	3
Least concern	128	110	84	74	1,077
Not specified or undefined	0	5	522	90	145

[1] *The total wildlife mortalities includes all mortalities that occurred at the operations. The categories identify the number of wildlife mortalities by IUCN Red List category: Critically endangered, endangered, vulnerable, least concern. Those that are omitted from the 'not specified or undefined' categories include mortalities that are not on the red list and/or those that are undefined.*

[2] *We have restated the data for 2018 to update the disclosure based on the definition above. The increase in total mortalities between 2018 and 2019 is due to two incidents of fish mortalities found in a storm water drain at our Akyem site.*

[3] *GRI Standards disclosure GRI 304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.*

Newmont's operations in relation to key biodiversity areas: Site level[2]

	Country/site	High biodiversity value area (km²)[1]	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Africa	**Ghana**	**20**				
	Akyem	20	Contains portions of Ajenjua Bepo Forest Reserve (not KBA but habitat for species)	Forest reserve for IUCN red-listed tree species *Cola boxiana* (endangered) and *Necrosyrtes monachus* (critically endangered)	In 2020, continued to develop conceptual and pre-feasibility studies for Akyem offset. Partnering with Conservation Alliance to implement critical species management program (CSMP) for *Cola boxiana* and other nationally important species. Established nurseries to grow seedlings that will be planted within the mine area as part of the operation's closure rehabilitation plan.	Forestry Commission of Ghana Environmental Protection Agency, Ghana Ghana Minerals Commission Conservation Alliance The Wychwood Project International Union for Conservation of Nature (IUCN) Resource Management Support Centre (RMSC)
Americas: South	**Suriname**	**14**				
	Merian	14	Contains portions of upland and lowland ever-humid forest	Rainforest habitat for IUCN red-listed tree species *Virola surinamensis* (baboonwood) (endangered) and *Vouacapoua americana* (bruinhart) (critically endangered)	Implemented a process to avoid and minimize vegetation disturbance and unnecessary impacts to natural habitats and the two identified IUCN red-listed tree species. Creating an offset to compensate for biodiversity impacts and completed a pilot (developed plans for a second pilot but it was put on hold due to COVID-19) for the reforestation of land impacted by artisanal small-scale mining (ASM) within Merian's right of exploitation (RoE). Drafted preliminary report.	Global biodiversity experts, Golder and Hardner & Gullison Associates Develop partnership with University of Suriname IUCN
	Peru	**37**				
	Yanacocha	37	Contains portions of Rio Cajamarca IBA	The tropical Andes are considered a biodiversity hotspot by Conservation International, and a limited portion of the operation is located within rainforest habitat. Habitat for *Pristimantis simonsii* (Paramo Andes frog) (critically endangered)	Developed Biodiversity Management Plan and Biodiversity Action Plan (BAP-19), with a target of no net loss of key biodiversity value (KBV) by reclaiming areas with local species and biomonitoring to identify changes associated with our operations or other activities in the area. Achieve the following specific actions for each KBV: 1. Improve quality of *Pristimantis simonsii* habitats during closure 2. Prioritize planting of *Polylepis racemosa* species in reclamation areas 3. Use andean grassland (Pajonal) on every area that will be reclaimed 4. Prohibit disturbance of lagoons and bogs	Universidad Peruana Cayetano Heredia

	Country/site	High biodiversity value area (km²)[1]	Position relative to key biodiversity area (KBA)	Ecological sensitivity	Mitigation plan	Partners/collaborators
Australia	**Australia**	**136**				
	Boddington	92	Contains portions of Birdlife International "Endemic Bird Area of Southwest Australia"	Woodland and shrubland habitat for black cockatoo; *Calyptorhynchus latirostris* (endangered), *Calyptorhynchus baudinii* (endangered) and *Bettongia penicillata* (critically endangered)	Established 190 hectare (ha) Hotham Farm Conservation Covenant area over remnant Jarrah forest. Seeded/planted remnant vegetation in 470 ha Hotham Farm Restoration Area (approximately 300 ha seeded/planted over 2017–18). Working with Greening Australia for regular inspection and weed management (offset still requires placement of a protective mechanism and will most likely be a Soil Conservation Covenant). Working with Murdoch University on research to restore black cockatoo feeding habitats at mine sites within the Jarrah forest and, more generally, in landscapes throughout southwestern Australia.	Murdoch University Greening Australia
	Tanami	44	Granites and DBS operations are located within the south-west Tanami Site of Conservation Significance (SoCS) and the DBS Site of Botanical Significance (SoBS) and the Southern Tanami Indigenous Protection Area (IPA)	Newmont Tanami Operations (NTO) is located within the Southern Tanami Indigenous Protection Area (IPA); the south-west Tanami Site of Conservation Significance (SOCS); and the Dead Bullock Soak (DBS) Sites of Botanical Significance (SOBS); these areas are home to numerous fauna and flora species protected under both Territory and Federal legislation. As a result, NTO presents a number of risks to biodiversity values (species, habitat and ecosystem services) in areas of conservation significance.	Risk management and impact mitigation strategies are administered through the NTO Biodiversity and Land Management Plan and maintenance through the Biodiversity Risk Assessment Tool and are detailed in the operation's Mining Management Plan, submitted and regulatory approved via Mining Authorisation 0086-02.	In 2019 and 2020, NTO continued to use and develop the Newmont Vegetation Cover Model (VCM) and erosion modeling methodology utilizing multispectral imagery from unmanned aerial vehicles (UAV) and field surveys to calculate the coverage of vegetation classes (bare ground, litter, grass, shrub and tree), species diversity, and the stability of landforms, relative to selected analogue sites. This work was commissioned as a collaborative rehabilitation assessment between NTO, Low Ecological Services (LES) and CWS Surveyors. In October and November 2019, CWS Surveyors used UAV to capture 280 hectares of multispectral imagery (RGB, DEM, red edge, near-infrared and thermal) of the rehabilitated landforms and analogue sites at DBS, Granites and Windy Hill. This multispectral imagery was used in 2020 to train the VCM Model to assess the stability and performance of the entire rehabilitated landforms against analogue sites (conceptually background or natural sites) for each of these classes (where applicable). The methodology aims to simplify performance assessment by making the data collection methodology more repeatable and accurate of the entire rehabilitation landform with whole landform metrics. Eventually, it is hoped this technology can be extended to differentiate between species to allow for biodiversity mapping of rare flora and mapping of invasive species.

[1] These areas are defined as protected area based on jurisdiction or other regulatory identifications. Newmont has its own internal definition for key biodiversity values which aligns with IFC6.

[2] GRI Standards disclosure GRI 304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas; SASB Metals & Mining Sustainability Accounting Standard EM-MM-160a.1: Description of environmental management policies and practices for active sites. All of our sites comply with Newmont's Biodiversity Management Standard which calls for a risk assessment and Biodiversity Management Plan. A Biodiversity Action Plan is developed for those key biodiversity values (as defined by Newmont) that have a risk of high or greater. This information may not be fully described in the table above.

Status of acid rock drainage at Newmont's sites[1]

	Country/site	Not predicted to occur	Predicted to occur	Actively mitigated	Under treatment or remediation
Africa	**Ghana**				
	Ahafo			Yes	
	Akyem			Yes	
Americas: North	**U.S.**				
	CC&V			Yes	
	Canada				
	Éléonore			Yes	
	Musselwhite		Yes		
	Porcupine			Yes	
	Mexico				
	Peñasquito			Yes	
Americas: South	**Argentina**				
	Cerro Negro		Yes		
	Suriname				
	Merian	Yes			
	Peru				
	Yanacocha				Yes
Australia	**Australia**				
	Boddington			Yes	
	Tanami			Yes	
Global	**Total**	**8.3%**	**16.7%**	**66.7%**	**8.3%**

[1] *SASB EM-MM-160a.2: Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation.*

CLOSURE AND RECLAMATION

Amount of land disturbed or rehabilitated: Site level (ha)[1, 2, 3]

	Country/site	Total land disturbance – closing balance reported for 2019 calendar year	Subsequent survey corrections on 2019 balance	Total disturbance at beginning of reporting period (opening balance)	New disturbance during 2020	Previously reclaimed area re-disturbed during 2020	Achieved reclamation (to agreed upon end use) during reporting period	Total disturbance not yet reclaimed to agreed upon end use at end of reporting period (closing balance)
Africa	**Ghana**	**3,496.7**	**0.0**	**3,496.7**	**135.1**	**0.0**	**13.9**	**3,617.9**
	Ahafo	2,394.7	0.0	2,394.7	89.7	0.0	12.9	2,471.5
	Akyem	1,102.0	0.0	1,102.0	45.4	0.0	1.0	1,146.4
Americas: North	**U.S.**	**1,264.9**	**18.4**	**1,283.3**	**23.6**	**0.0**	**14.2**	**1,292.7**
	CC&V	1,264.9	18.4	1,283.3	23.6	0.0	14.2	1,292.7
	Canada	**3,249.5**	**66.2**	**3,315.7**	**5.4**	**0.0**	**8.0**	**3,313.1**
	Éléonore	379.4	66.2	445.6	5.4	0.0	0.0	451.0
	Musselwhite	323.0	0.0	323.0	0.0	0.0	0.0	323.0
	Porcupine	2,547.1	0.0	2,547.1	0.0	0.0	8.0	2,539.1
	Mexico	**238.7**	**0.0**	**238.7**	**34.2**	**0.0**	**0.0**	**272.9**
	Peñasquito	238.7	0.0	238.7	34.2	0.0	0.0	272.9
Americas: South	**Argentina**	**452.7**	**0.0**	**452.7**	**29.7**	**0.7**	**5.0**	**478.1**
	Cerro Negro	452.7	0.0	452.7	29.7	0.7	5.0	478.1
	Suriname	**1,269.2**	**0.0**	**1,269.2**	**110.0**	**0.0**	**14.5**	**1,364.8**
	Merian	1,269.2	0.0	1,269.2	110.0	0.0	14.5	1,364.8
	Peru	**4,014.3**	**442.7**	**4,457.0**	**1.6**	**0.0**	**0.0**	**4,458.6**
	Yanacocha	4,014.3	442.7	4,457.0	1.6	0.0	0.0	4,458.6
Australia	**Australia**	**5,695.6**	**(57.0)**	**5,638.6**	**178.5**	**8.8**	**0.0**	**5,825.9**
	Boddington	4,088.8	0.0	4,088.8	178.5	0.0	0.0	4,267.3
	Tanami	1,606.8	(57.0)	1,549.8	0.0	8.8	0.0	1,558.6
Global	**Total**	**19,681.6**	**470.3**	**20,152.0**	**518.1**	**9.5**	**55.6**	**20,624.0**

[1] Twelve of Newmont's sites, representing 100% of Newmont's active mine sites, have closure plans in place as of year-end 2020.

[2] Our 2020 Closure target was to achieve 90% of planned reclamation activities/associated actions across the Company. This was not met due to delays related to the pandemic. For 2021, the Closure target is to achieve 95% of planned reclamation activities/associated actions across the Company.

[3] GRI Mining and Metals Sector Supplement disclosures MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated; and MM10: Number and percentage of sites with closure plan in place.

Land disturbance: Trailing five years (thousand ha)[1]

	2016	2017	2018	2019	2020
Annual disturbance not yet reclaimed to agreed upon end use at year end	**31.64**	**33.12**	**34.18**	**27.09**	**20.62**

[1] GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

Mine lease area[1, 2]

	Country and site	Hectares
Africa	**Ghana**	**61,807**
	Ahafo	55,532
	Akyem	6,275
Americas: North	**U.S.**	**2,431**
	CC&V	2,431
	Canada	**72,451**
	Éléonore	882
	Musselwhite	65,189
	Porcupine	6,380
	Mexico	**88,462**
	Peñasquito	88,462
Americas: South	**Argentina**	**26,891**
	Cerro Negro	26,891
	Suriname	**25,916**
	Merian	25,916
	Peru	**99,420**
	Yanacocha	99,420
Australia	**Australia**	**14,037**
	Boddington	9,642
	Tanami	4,395
Global	**Total**	**391,416**

[1] Some figures might not add up correctly due to rounding.

[2] GRI Mining and Metals Sector Supplement disclosure MM1: Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated.

CYANIDE MANAGEMENT

Estimated cyanide use: Trailing five years (thousand tonnes)[1]

	2016	2017	2018	2019	2020
Cyanide use	57.8	68.6	59.1	47.3	45.4

[1] Cyanide usage data is estimated based on annual procurement data recorded in Newmont's accounting system.

Cyanide-related incidents: Site level (number of incidents)

	Country/site	Release off site requires response or remediation	Adverse effects on human health[1]	Adverse effects to the environment	Required reporting under applicable regulations	Exceedances of applicable limits of Cyanide Code	Impact to biodiversity[2]	Site has an ICMC certification[1]
Africa	**Ghana**	**0**	**0**	**0**	**2**	**2**	**0**	
	Ahafo	0	0	0	2	2	0	Yes
	Akyem	0	0	0	0	0	0	Yes
Americas: North	**U.S.**	**0**	**0**	**0**	**1**	**0**	**0**	
	CC&V	0	0	0	1	0	0	Yes
	Canada	**0**	**0**	**0**	**1**	**1**	**0**	
	Éléonore	0	0	0	0	0	0	Yes
	Musselwhite	0	0	0	0	1	0	Yes
	Porcupine	0	0	0	1	0	0	Yes
	Mexico	**0**	**0**	**0**	**0**	**1**	**0**	
	Peñasquito	0	0	0	0	1	0	Yes
Americas: South	**Argentina**	**0**	**0**	**0**	**0**	**0**	**0**	
	Cerro Negro	0	0	0	0	0	0	Yes
	Suriname	**0**	**0**	**0**	**0**	**0**	**0**	
	Merian	0	0	0	0	0	0	Yes
	Peru	**0**	**0**	**0**	**0**	**0**	**0**	
	Yanacocha	0	0	0	0	0	0	Yes
Australia	**Australia**	**0**	**0**	**0**	**1**	**5**	**0**	
	Boddington	0	0	0	0	1	0	Yes
	Tanami	0	0	0	1	4	0	Yes
Global	**Total**	**0**	**0**	**0**	**5**	**9**	**0**	

[1] International Cyanide Management Code (ICMC) certification is publicly available at: https://www.cyanidecode.org/signatory-company-categories/newmont-corporation-united-states.

[2] Cyanide-related biodiversity impacts are wildlife fatalities; for a full listing of wildlife fatalities, refer to the Biodiversity wildlife mortality table.

SIGNIFICANT MATERIALS CONSUMPTION

Estimated materials usage: Site level[2]

	Country/site	Grinding media	Sodium cyanide (NaCN)[1]	Lime	Cement	Tires (by weight)	Lubricants	Hydrochloric acid (HCL)	Sulfuric acid (H_2SO_4)	Nitric acid (HNO_3)
Units of measure		thousand tonnes					thousand kiloliters			
Africa	**Ghana**	**21.60**	**3.84**	**21.57**	**1.05**	**1.13**	**1.93**	**1.49**	**0**	**0**
	Ahafo	12.72	1.95	11.65	1.05	0.70	1.37	0.68	0	0
	Akyem	8.88	1.89	9.92	0	0.43	0.56	0.82	0	0
Americas: North	**U.S.**	**0.59**	**4.24**	**99.59**	**0**	**0.54**	**0.69**	**1.53**	**0**	**0**
	CC&V	0.59	4.24	99.59	0	0.54	0.69	1.53	0	0
	Canada	**5.25**	**1.71**	**5.66**	**37.34**	**1.59**	**1.14**	**0**	**0**	**0.02**
	Éléonore	2.35	0.71	1.97	26.39	0.28	0.31	0	0	0.02
	Musselwhite	0.75	0.27	0.46	0.33	0.20	0.19	0	0	0
	Porcupine	2.15	0.74	3.24	10.62	1.12	0.63	0	0	0
	Mexico	**8.20**	**9.32**	**16.34**	**0**	**2.26**	**1.54**	**0**	**0**	**0**
	Peñasquito	8.20	9.32	16.34	0	2.26	1.54	0	0	0
Americas: South	**Argentina**	**1.20**	**0.59**	**0.19**	**7.08**	**0.07**	**0.22**	**0**	**0**	**0**
	Cerro Negro	1.20	0.59	0.19	7.08	0.07	0.22	0	0	0
	Suriname	**7.02**	**3.22**	**16.24**	**0**	**0.95**	**0.88**	**2.88**	**0**	**0**
	Merian	7.02	3.22	16.24	0	0.95	0.88	2.88	0	0
	Peru	**9.09**	**12.47**	**117.23**	**0**	**0.51**	**1.32**	**1.40**	**3.88**	**0**
	Yanacocha	9.09	12.47	117.23	0	0.51	1.32	1.40	3.88	0
Australia	**Australia**	**14.87**	**9.99**	**23.01**	**7.33**	**1.74**	**2.34**	**2.26**	**20.60**	**0**
	Boddington	13.44	9.06	21.40	0	1.44	1.94	2.01	18.84	0
	Tanami	1.44	0.93	1.61	7.33	0.29	0.40	0.26	1.76	0
Global	**Total**	**67.82**	**45.38**	**299.83**	**52.81**	**8.79**	**10.05**	**9.57**	**24.49**	**0.02**

[1] Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

[2] GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system.

Estimated materials usage: Trailing five years[1, 4]

	Units	2016	2017	2018	2019	2020
Grinding media	thousand tonnes	83.20	97.90	103.10	84.17	67.82
Sodium cyanide[2]	thousand tonnes	57.80	68.60	59.10	47.26	45.38
Lime	thousand tonnes	513.10	513.50	473.80	285.06	299.83
Cement	thousand tonnes	65.10	71.20	78.10	63.12	52.81
Tires (by weight)	thousand tonnes	9.20	10.00	8.10	10.34	8.79
Lubricants	thousand kL	12.50	12.10	12.30	16.38	10.05
Hydrochloric acid (HCL)	thousand kL	7.00	12.10	10.70	41.54	9.57
Sulfuric acid (H_2SO_4)	thousand kL	78.00	78.70	81.40	24.46	24.49
Nitric acid (HNO_3)[3]	thousand kL	N/R	N/R	N/R	0.24	0.02

[1] 2019 data omits Australia KCGM site data; trailing 2016–2018 data reflects former Newmont sites only.

[2] Sodium cyanide quantities vary each year due to mineral variations in our ore bodies as well as processing variables.

[3] Nitric acid usage was not reported ('N/R') 2016–2018; this data will be reported from 2019 onwards on an annual basis.

[4] GRI Standards disclosure GRI 301-1: Materials used by weight or volume. Materials consumption data is estimated based on annual procurement data recorded in Newmont's accounting system; 2019 data includes former Goldcorp sites April 18 – Dec. 31, 2019.

SPILLS AND RELEASES

Environmental releases by number of incidents: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Total environmental releases on site	81	78	50	647	427
Total environmental releases off site	0	1	0	3	7
Total environmental releases	81	79	0	650	434
Cyanide releases	77	77	2	34	28
Mercury releases	2	0	0	0	0
Significant hydrocarbon releases	1	0	0	4	0
Significant chemical releases	0	2	0	0	8
Other significant releases	1	0	0	4	2

[1] There were five immaterial spills, which were removed from the data set.

[2] GRI Standards disclosure GRI 306-3: Significant spills.

Estimated environmental releases by volume: Trailing five years[2]

	2016	2017	2018	2019	2020
Cyanide releases (kL)[1]	2,500	3,406	5,768	4,745	17,447
Mercury releases (kg)	1.7	0	0	0	0
Significant hydrocarbon releases (kL)	2	0	0	1	0
Significant chemical releases (kL)	0	0	0	0	18
Other significant releases (kL)	31	0	0	46	38

[1] This includes cyanide in slurry and tailings and cyanide in process solutions.

[2] GRI Standards disclosure GRI 306-3: Significant spills. Data is normalized using global unit of measure conversion formulas and estimated concentration calculations based on data reported in internal reporting systems.

TAILINGS MANAGEMENT

Tailings generated and managed (metric tons)[1]

		Management method			
	Country/site	Surface tailings	Open pit tailings	Sub-surface tailings	Total produced and managed
Africa	**Ghana**	**17,984,815**	**0**	**0**	**17,984,815**
	Ahafo	9,569,103	0	0	9,569,103
	Akyem	8,415,712	0	0	8,415,712
Americas: North	**U.S.**	**1,658,790**	**0**	**0**	**1,658,790**
	CC&V	1,658,790	0	0	1,658,790
	Canada	**5,208,995**	**0**	**595,138**	**5,804,133**
	Éléonore	869,953	0	595,138	1,465,091
	Musselwhite	752,073	0	0	752,073
	Porcupine	3,586,969	0	0	3,586,969
	Mexico	**28,023,144**	**0**	**0**	**28,023,144**
	Peñasquito	28,023,144	0	0	28,023,144
Americas: South	**Argentina**	**607,945**	**0**	**0**	**607,945**
	Cerro Negro	607,945	0	0	607,945
	Suriname	**15,123,620**	**0**	**0**	**15,123,620**
	Merian	15,123,620	0	0	15,123,620
	Peru	**4,081,607**	**0**	**0**	**4,081,607**
	Yanacocha	4,081,607	0	0	4,081,607
Australia	**Australia**	**42,113,674**	**275,163**	**562,681**	**42,951,518**
	Boddington	40,288,195	0	0	40,288,195
	Tanami	1,825,479	275,163	562,681	2,663,323
Global	**All sites**	**114,802,590**	**275,163**	**1,157,819**	**116,235,572**

[1] *GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste, percentage recycled.*

Total waste rock/tailings generated: Trailing five years (million tonnes)[1]

	2016	2017	2018	2019	2020
Total waste rock generated	335.9	346.0	299.7	320.6	284.9
Total tailings produced and managed	96.8	110.9	112.1	120.7	116.2

[1] *GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste, percentage recycled.*

Tailings inventory and disclosures[1, 2]

Church of England disclosures: Newmont developed a disclosure in response to the Church of England's April 10, 2019 request for information concerning tailings management. This disclosure provides Newmont's approach to tailings; communications and risk management; a description of updates to our approach following recent disasters; and an inventory of tailings facilities for our operating sites, joint ventures, subsidiaries, and legacy sites as of July 1, 2019. **Full disclosure available**.

GISTM (Global Industry Standard on Tailings Management): Newmont provided a **response** to a request on December 17, 2020, from the Church of England Pensions Board, Principles for Responsible Investment, and Swedish Council on Ethics for AP Public Pension Funds regarding Newmont's commitment to implementing the GISTM.

Global Tailings Inventory: Newmont provides a full disclosure of tailings facilities, classifications, location, status, construction type and detailed data sets, which are periodically updated and available for **download**.

[1] *Church of England Pensions Board and Swedish Council on Ethics for the AP Public Pension Fund – Tailings Management Approach and Inventory Disclosure.*

[2] *GRI Mining and Metals Sector Supplement disclosure MM3: Total Amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.3: Number of tailings impoundments, broken down by Hazard Potential.*

WATER STEWARDSHIP

Water summary by site (thousand kL)[3]

	Country/site	Total water withdrawn	Total water discharged[1]	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/ total water used)	2020 Water intensity (GEO)[2]	2020 Water intensity (tonnes of ore processed)[2]
Africa	**Ghana**	**21,866**	**5,186**	**16,681**	**19,101**	**35,781**	**53.4%**	**19.6**	**0.8**
	Ahafo	10,183	2,990	7,193	10,248	17,441	58.8%	15.0	0.6
	Akyem	11,684	2,196	9,488	8,853	18,341	48.3%	25.6	1.1
Americas: North	**U.S.**	**4,109**	**1,977**	**2,132**	**53,593**	**55,725**	**96.2%**	**7.8**	**1.1**
	CC&V	4,109	1,977	2,132	53,593	55,725	96.2%	7.8	1.1
	Canada	**18,211**	**12,322**	**5,889**	**12,638**	**18,527**	**68.2%**	**9.5**	**0.8**
	Éléonore	3,823	3,019	804	3,407	4,211	80.9%	4.0	0.3
	Musselwhite	1,971	1,895	76	1,043	1,119	93.2%	0.8	0.1
	Porcupine	12,416	7,408	5,008	8,188	13,196	62.0%	15.7	1.2
	Mexico	**27,890**	**1,829**	**26,061**	**49,958**	**76,019**	**65.7%**	**18.4**	**0.6**
	Peñasquito	27,890	1,829	26,061	49,958	76,019	65.7%	18.4	0.6
Americas: South	**Argentina**	**592**	**18**	**574**	**696**	**1,270**	**54.8%**	**2.7**	**0.4**
	Cerro Negro	592	18	574	696	1,270	54.8%	2.7	0.4
	Suriname	**40,272**	**26,632**	**13,640**	**14,169**	**27,809**	**51.0%**	**29.6**	**1.0**
	Merian	40,272	26,632	13,640	14,169	27,809	51.0%	29.6	1.0
	Peru	**48,938**	**36,734**	**12,204**	**47,837**	**60,041**	**79.7%**	**35.9**	**2.3**
	Yanacocha	48,938	36,734	12,204	47,837	60,041	79.7%	35.9	2.3
Australia	**Australia**	**28,494**	**4,133**	**24,361**	**59,571**	**88,036**	**71.0%**	**18.8**	**0.5**
	Boddington	24,808	4,104	20,704	47,396	72,204	65.6%	25.9	0.5
	Tanami	3,686	29	3,657	12,175	15,832	76.9%	7.4	1.3
Global	**Total**	**190,371**	**88,830**	**101,541**	**257,563**	**363,208**	**70.9%**	**18.6**	**0.7**

[1] Discharge includes seepage that is not captured.

[2] Water intensity figures: GEO (gold equivalent ounces) includes total produced and co-product GEO as originally defined in the Newmont December 2020 Financial Summary results and then adjusted to match the reporting boundary of the 2020 Annual Sustainability Report. The tonnes of ore produced is based on the operational statistics, publicly available in our 10-K.

[3] GRI Standards disclosures GRI 303-3: Water withdrawal; GRI 303-4: Water discharge; GRI 303-5: Water consumption; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: Total freshwater withdrawn, consumed, percentage of each in high or extremely high baseline water stress.

Total water withdrawal and discharge by category and site[1, 2]

		Total water withdrawn				Total water discharged			
	Country/site	Category 1	Category 2	Category 3	Total	Category 1	Category 2	Category 3	Total
Africa	**Ghana**	**18,249**	**285**	**3,332**	**21,866**	**3,546**	**1,640**	**0**	**5,186**
	Ahafo	6,850	0	3,332	10,183	2,990	0	0	2,990
	Akyem	11,399	285	0	11,684	556	1,640	0	2,196
Americas: North	**U.S.**	**4,109**	**0**	**0**	**4,109**	**39**	**0**	**1,938**	**1,977**
	CC&V	4,109	0	0	4,109	39	0	1,938	1,977
	Canada	**6,038**	**1,989**	**10,184**	**18,210**	**0**	**4,868**	**7,454**	**12,322**
	Éléonore	593	0	3,230	3,823	0	2,973	46	3,019
	Musselwhite	270	1,702	0	1,971	0	1,895	0	1,895
	Porcupine	5,175	287	6,954	12,416	0	0	7,408	7,408
	Mexico	**2,487**	**0**	**25,402**	**27,890**	**183**	**0**	**1,646**	**1,829**
	Peñasquito	2,487	0	25,402	27,890	183	0	1,646	1,829
Americas: South	**Argentina**	**534**	**58**	**0**	**592**	**0**	**0**	**18**	**18**
	Cerro Negro	534	58	0	592	0	0	18	18
	Suriname	**2,085**	**38,187**	**0**	**40,272**	**0**	**26,632**	**0**	**26,632**
	Merian	2,085	38,187	0	40,272	0	26,632	0	26,632
	Peru	**28,156**	**1,550**	**19,232**	**48,938**	**14,053**	**17,153**	**5,528**	**36,734**
	Yanacocha	28,156	1,550	19,232	48,938	14,053	17,153	5,528	36,734
Australia	**Australia**	**8,560**	**6,373**	**13,561**	**28,494**	**0**	**0**	**4,133**	**4,133**
	Boddington	8,404	4,405	11,999	24,808	0	0	4,104	4,104
	Tanami	156	1,968	1,562	3,686	0	0	29	29
Global	**Total**	**70,219**	**48,440**	**71,712**	**190,371**	**17,821**	**50,292**	**20,717**	**88,830**

[1] Water quality categories are based on the Minerals Council of Australia definitions.

[2] GRI Standards disclosure GRI 303-3: Water withdrawal; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: (1) Total fresh water withdrawn.

Total treated water by destination and site (thousand kL)[1, 4]

	Country/site	Treated discharge by other	Treated discharge by process water treatment	Treated discharge by reverse osmosis (RO) or acid water treatment[2, 3]	Treated discharge by sewage treatment	Total treated water discharge
Africa	**Ghana**	**4,620**	**0**	**0**	**0**	**4,620**
	Ahafo	2,990	0	0	0	2,990
	Akyem	1,630	0	0	0	1,630
Americas: North	**U.S.**	**1,982**	**0**	**0**	**0**	**1,982**
	CC&V	1,982	0	0	0	1,982
	Canada	**7,037**	**0**	**0**	**0**	**7,037**
	Éléonore	3,019	0	0	0	3,019
	Musselwhite	1,895	0	0	0	1,895
	Porcupine	2,123	0	0	0	2,123
	Mexico	**260**	**0**	**0**	**0**	**260**
	Peñasquito	260	0	0	0	260
Americas: South	**Argentina**	**0**	**0**	**0**	**0**	**0**
	Cerro Negro	0	0	0	0	0
	Suriname	**26,596**	**0**	**0**	**0**	**26,596**
	Merian	26,596	0	0	0	26,596
	Peru	**0**	**0**	**31,206**	**0**	**31,206**
	Yanacocha	0	0	31,206	0	31,206
Australia	**Australia**	**0**	**0**	**0**	**0**	**0**
	Boddington	0	0	0	0	0
	Tanami	0	0	0	0	0
Global	**Total**	**40,495**	**0**	**31,206**	**0**	**71,701**

[1] Untreated discharge to surface water includes CC&V, Ahafo and Porcupine sites. Treated discharge to surface water includes Yanacocha and Red Lake sites. Treated discharge by other includes Merian, Musselwhite, Éléonore and Porcupine sites. Treated discharge by RO includes Yanacocha and Ahafo sites. Treated discharge by other (groundwater reinjection and supply provided to communities) includes Akyem and Penasquito sites. Untreated to groundwater includes KCGM site as well as untreated to third parties. Treated effluent (mining and domestic sewage) for Éléonore site.

[2] This number went up between 2019 and 2020 because seepage is now included. Seepage that impacts water quality is managed in our site water management plans.

[3] We increased the amount of reverse osmosis occurring at a few of our sites. We have combined our acid water treatment and reverse osmosis. Our RO has increased and we have combined acid water treatment and RO into one category.

[4] GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.

Total untreated water by destination and site (thousand kL)[1]

	Country/site	Untreated discharge to external organizations for reuse	Untreated discharge to groundwater	Untreated discharge to sewers	Untreated discharge to surface water	Untreated discharge to ocean	Total untreated water discharge
Africa	**Ghana**	**0**	**566**	**0**	**0**	**0**	**566**
	Ahafo	0	0	0	0	0	0
	Akyem	0	566	0	0	0	566
Americas: North	**U.S.**	**0**	**-5**	**0**	**0**	**0**	**-5**
	CC&V	0	-5	0	0	0	-5
	Canada	**0**	**0**	**0**	**5,285**	**0**	**5,285**
	Éléonore	0	0	0	0	0	0
	Musselwhite	0	0	0	0	0	0
	Porcupine	0	0	0	5,285	0	5,285
	Mexico	**0**	**1,569**	**0**	**0**	**0**	**1,569**
	Peñasquito	0	1,569	0	0	0	1,569
Americas: South	**Argentina**	**0**	**18**	**0**	**0**	**0**	**18**
	Cerro Negro	0	18	0	0	0	18
	Suriname	**0**	**36**	**0**	**0**	**0**	**36**
	Merian	0	36	0	0	0	36
	Peru	**0**	**5,528**	**0**	**0**	**0**	**5,528**
	Yanacocha	0	5,528	0	0	0	5,528
Australia	**Australia**	**0**	**4,133**	**0**	**0**	**0**	**4,133**
	Boddington	0	4,104	0	0	0	4,104
	Tanami	0	29	0	0	0	29
Global	**Total**	**0**	**11,845**	**0**	**5,285**	**0**	**17,130**

[1] *GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.*

Water withdrawal by site (thousand kL)[3]

	Country/site	Surface water	Groundwater[1]	Precipitation[2]	Municipal water	Total water withdrawn
Africa	**Ghana**	**0**	**4,668**	**17,198**	**0**	**21,866**
	Ahafo	0	3,332	6,850	0	10,183
	Akyem	0	1,336	10,348	0	11,684
Americas: North	**U.S.**	**0**	**1,345**	**998**	**1,766**	**4,109**
	CC&V	0	1,345	998	1,766	4,109
	Canada	**2,882**	**9,353**	**5,919**	**57.6**	**18,211**
	Éléonore	0	3,278	545	0.1	3,823
	Musselwhite	372	1,330	270	0	1,971
	Porcupine	2,510	4,745	5,104	57.5	12,416
	Mexico	**0**	**25,402**	**2,486**	**1.2**	**27,890**
	Peñasquito	0	25,402	2,486	1.2	27,890
Americas: South	**Argentina**	**8**	**539**	**44**	**1**	**592**
	Cerro Negro	8	539	44	1	592
	Suriname	**0**	**5,492**	**34,780**	**0**	**40,272**
	Merian	0	5,492	34,780	0	40,272
	Peru	**0**	**20,782**	**28,156**	**0**	**48,938**
	Yanacocha	0	20,782	28,156	0	48,938
Australia	**Australia**	**10,341**	**8,289**	**9,781**	**83**	**28,494**
	Boddington	10,341	5,138	9,246	83	24,808
	Tanami	0	3,151	535	0	3,686
Global	**Total**	**13,230**	**75,871**	**99,362**	**1,909**	**190,371**

[1] Groundwater does include entrainment in ore.

[2] Precipitation volumes include runoff that is captured from rainfall on tailings storage facilities and heap leaches for all facilities except Yanacocha, Akyem and Boddington which also include runoff that is captured from waste rock piles.

[3] GRI Standards disclosure GRI 303-3: Water withdrawal.

Water summary: Trailing five years (thousand kL)[1, 3]

	2016	2017	2018	2019	2020
Total water withdrawn	**201,152**	**217,327**	**230,257**	**198,549**	**190,371**
Surface water	14,595	8,285	5,458	12,132	13,230
Groundwater	111,420	110,701	115,238	75,458	75,871
Precipitation	70,800	94,216	106,003	107,288	99,362
Municipal water	4,337	4,126	3,557	3,671	1,909
Ocean water used for processing	0	0	0	0	0
Ocean water used for cooling	0	0	0	0	0
Total water consumed (withdrawn minus discharged)[2]	**107,586**	**115,747**	**104,816**	**106,413**	**101,541**
Total water recycled	**227,960**	**297,379**	**271,699**	**263,210**	**257,563**
Total water used (consumed plus recycled)	**335,546**	**413,126**	**376,515**	**369,623**	**359,104**
Percent recycled (water recycled divided by water used)	**68%**	**72%**	**72%**	**71%**	**71%**

[1] 2016–2018 data has not been adjusted or backcast to reflect the current asset portfolio.

[2] Water consumption is defined by the GRI as water withdrawn minus water discharged.

[3] GRI Standards disclosures GRI 303-3: Water withdrawals; GRI 303-4: Water discharge; and GRI 303-5: Water consumption; SASB Metals & Mining Sustainability Accounting Standard EM-MM-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed.

Total water discharge by destination: Trailing five years (thousand kL)[3]

	2016	2017	2018	2019	2020
Untreated discharge to external organizations for reuse	0	0	43	0	0
Untreated discharge to groundwater[1]	0	4,194	2,962	4,632	11,845
Untreated discharge to sewers	0	0	0	0	0
Untreated discharge to surface water	18,017	30,575	23,568	4,923	5,285
Untreated discharge to ocean	0	0	0	0	0
Total untreated water discharge	**18,017**	**34,769**	**26,573**	**9,555**	**17,130**
Treated discharge by other	35,858	27,795	60,247	47,425	40,495
Treated discharge by process water treatment	0	0	0	0	0
Treated discharge by reverse osmosis or acid water treatment[2]	39,691	39,016	38,621	35,099	31,206
Treated discharge by sewage treatment	0	0	0	58	0
Total treated discharge of water	**75,549**	**66,811**	**98,868**	**82,581**	**71,701**

[1] This number went up between 2019 and 2020 because seepage is now included. Seepage that impacts water quality is managed in our site water management plans.

[2] We increased the amount of reverse osmosis occurring at a few of our sites. We have combined our acid water treatment and reverse osmosis. Our RO has increased and we have combined acid water treatment and RO into one category.

[3] GRI Standards disclosures GRI 303-2: Water discharge; and GRI 306-1: Water discharge by quality and destination.

Consumptive water quality (ML)[1, 2, 3]

	Total	As % of total
Category 1	52,398	52%
Category 2	(1,852)	(2)%
Category 3	50,995	50%

[1] Water quality categories are based on the Minerals Council of Australia definitions.

[2] Consumption for water quality Category 2 is negative as more Category 2 water is withdrawn, then returned to the system as a higher quality water, Category 1.

[3] GRI Standards disclosure GRI 303-5: Water consumption.

Water balance[1, 2]

	Megaliters (ML)
Water withdrawn total[3]	**190,371**
Surface water withdrawn	13,230
Groundwater withdrawn	75,871
Precipitation water withdrawn	99,362
Third-party (municipal) water withdrawn[1]	1,909
Water recycled/reused[4]	**257,563**
Water consumed[5]	**101,541**
Water discharged total[6]	**17,130**
Surface water discharged	5,285
Groundwater discharged	11,845

[1] Several changes were made to our reporting in 2020 including adding entrainment in ore to our groundwater withdrawals and adding seepage (that is not captured) to discharge. Seepage that is impacting water quality is captured and returned to the system for use in operations, treated and discharged.

[2] Disclosure follows Mining Canada Association (MCA) Water Accounting Framework and site-wide water balance reporting.

[3] Water withdrawn is defined as water that is received, extracted or managed by an operation; designated by type — surface water, groundwater, third-party (municipal) or seawater.

[4] Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

[5] Water consumed is defined as water that is no longer available for use. The water consumed data in this table reflects the GRI definition for water consumption (withdrawal minus consumption); ICMM definition for water consumption is defined as evaporation plus entrainment (tailings/waste) plus other losses for operational use. Under the ICMM definition, our water consumption is 165,435 megaliters.

[6] Water discharged is defined as water removed from the operation and returned to the environment; discharged water includes treated and untreated water as well as water that is provided to third parties.

Water consumed, recycled and percentage recycled: Trailing five years (thousand kL)[1, 4]

	2016	2017	2018	2019	2020
Water consumed[2]	107,585	115,747	104,816	106,413	101,541
Water recycled/reused[3]	227,960	297,379	271,699	263,210	257,563
Percent recycled/reused[3]	68%	72%	72%	71%	71%

[1] The 2019 data includes former Goldcorp sites (Cerro Negro, Éléonore, Musselwhite, Peñasquito, Porcupine and Red Lake) and omits Nevada operations. 2016–2018 data has not been adjusted to reflect the 2019 asset portfolio; when adjusting 2018 data to reflect the performance of our current operating portfolio (i.e., including former Goldcorp sites and excluding Nevada Gold Mines sites), water consumed was reduced by 12,979 ML, water recycled increased by 13,970 ML, and the percent recycled increased from 68 percent to 71 percent.

[2] Water consumption is defined by GRI as water withdrawn minus water discharged. The ICMM definition for water consumption is water evaporated plus water entrained plus other water losses. For 2019, the total consumption based on this definition is 165,435 ML.

[3] Water recycled/reused is defined as water that is reused or recycled within the site for operational use.

[4] GRI Standards disclosure GRI 303-5: Water consumption.

Water intensity: Trailing five years[1, 2, 4]

	2016	2017	2018	2019	2020[3]
kL/gold equivalent ounces (GEO)	19.00	18.60	17.30	16.80	18.55
kL/tonnes ore processed	N/R	N/R	N/R	0.63	0.73
kL/billions revenues	N/R	N/R	N/R	0.12	0.11

[1] 2019 water intensity data includes former Goldcorp sites' full 2019 figures (rather than post-acquisition figures only) to provide greater year-over-year comparability. In addition to gold equivalent ounces, the methodology used to estimate comparable intensity-based revenues figures for pre-acquisition Goldcorp sites from Jan. 1 to April 17, 2019 includes adjustments to align former Goldcorp revenues with U.S. GAAP. Newmont began reporting multiple intensity-based denominators (GEO, ore processes and revenues) in 2019; prior years are not reported (N/R), but may be updated in future disclosures.

[2] 2016–2018 data has not been adjusted or backcast to reflect the current asset portfolio.

[3] Our intensity was higher in 2020 due to a lower production denominator due to the COVID-19 pandemic.

[4] GRI Standards disclosure GRI 303-5: Water consumption.

Water-related risk by site

Site	Climate conditions	Water sources[1]	Risk: Water stress[2]	Risk: Water quality	Risk: Excess water	Risk: Watershed challenges[3]
Ahafo	Humid	SW, GW		X	X	X
Akyem	Humid	GW		X	X	X
Boddington[2]	Semi-arid	SW, GW				
Tanami	Arid	GW	X			
CC&V	Moderate precipitation	MW	X			
Éléonore	Low to moderate precipitation	GW			X	
Musselwhite	Moderate precipitation	SW, GW		X		
Peñasquito	Arid	GW	X			X
Porcupine[4]	Moderate precipitation	GW, MW		X		X
Cerro Negro	Arid	GW	X			X
Merian	Moderate precipitation	GW		X	X	X
Yanacocha[5]	Moderate precipitation with a distinct dry season	GW		X	X	

[1] *Water sources are defined as groundwater (GW), surface water (SW), and municipal/third-party water (MW).*

[2] *Water stress is considered the baseline water stress as defined by the World Business Council for Sustainable Development (WBCSD) Water tool and/or the World Resources Institute (WRI) Aqueduct tool. The tools do not incorporate factors such as interannual variability in their assessments of water stress. For example, interannual variability for parts of Australia, South America and North America can also increase the risk of water stress; Boddington can have years of baseline water stress or excess water in wet years that may not be reflected in the WBCSD/WRI water stress assessments.*

[3] *A 2018–2019 collaborative initiative between Newmont and WRI evaluated watershed stewardship challenges to identify watersheds where Newmont operates that have minimal or no multi-stakeholder watershed-level collaboration and/or governance in place.*

[4] *Porcupine, as well as other sites in high rainfall areas, may have an excess water risk depending on rainfall that the site receives in an annual period.*

[5] *There are challenges in regulations and management of water at the watershed level for Yanacocha, but this is not designated as a Watershed Challenge because the site follows a fairly robust regulatory framework that identifies the water users and water usage (by beneficial use) for each of the watersheds in which we operate. We continue to manage our water quality and quantity and work closely with stakeholders to manage expectations.*

Consumption by ICMM water quality categories (high/low)[1, 2]

	2019		2020	
Category	Consumption	Percentage	Consumption	Percentage
High	47,246	44%	50,546	50%
Low	59,260	56%	50,995	50%
Total	**106,506**		**101,540**	

[1] *Category high includes WAF Category 1 and 2.*

[2] *Category low includes WAF Category 3.*

Water-stressed sites water summary (thousand kL)

Site	Total water consumed (withdrawn minus total discharged)	Total water recycled	Total water used (consumed + recycled)	Percent recycled (total water recycled/total water used)	2020 Water intensity – GEO	2020 Water intensity – tonnes of ore processed
CC&V	2,132	53,593	55,725	96.2%	7.8	1.1
Peñasquito	26,061	49,958	76,019	65.7%	18.4	0.6
Cerro Negro	574	696	1,270	54.8%	2.7	0.4
Tanami	3,657	12,175	15,832	76.9%	7.4	1.3
Total	**32,424**	**116,422**	**148,846**	**78.2%**	**13.5**	**0.7**

WASTE

Estimated site-level waste rock generated by type (metric tons)[2]

	Country/site	Acid generating/ metal leaching	Non-acid generating/non-metal leaching	Total waste rock brought to surface	Total waste rock generated
Africa	**Ghana**	**0**	**53,291,615**	**53,291,615**	**53,291,615**
	Ahafo	0	32,201,489	32,201,489	32,201,489
	Akyem	0	21,090,126	21,090,126	21,090,126
Americas: North	**U.S.**	**16,902,721**	**0**	**16,902,721**	**16,902,721**
	CC&V	16,902,721	0	16,902,721	16,902,721
	Canada	**406,579**	**6,253,133**	**6,662,696**	**7,041,882**
	Éléonore	268,986	0	268,986	459,126
	Musselwhite	137,593	74,192	211,785	403,815
	Porcupine	0	6,178,941	6,181,925	6,178,941
	Mexico	**11,383,555**	**77,369,074**	**88,752,629**	**88,752,629**
	Peñasquito	11,383,555	77,369,074	88,752,629	88,752,629
Americas: South	**Argentina**	**0**	**6,869**	**6,869**	**137,390**
	Cerro Negro	0	6,869	6,869	137,390
	Suriname	**0**	**35,274,254**	**35,274,254**	**35,274,254**
	Merian	0	35,274,254	35,274,254	35,274,254
	Peru	**22,543,962**	**11,452,209**	**33,996,171**	**33,996,171**
	Yanacocha	22,543,962	11,452,209	33,996,171	33,996,171
Australia	**Australia**	**31,250,995**	**18,264,564**	**48,692,304**	**49,515,559**
	Boddington	30,898,000	17,609,000	48,507,000	48,507,000
	Tanami[1]	352,995	655,564	185,304	1,008,559
Global	**Total**	**82,487,812**	**201,911,718**	**283,579,259**	**284,912,221**

[1] Every site is required to do acid-based accounting to check the acid generating potential and neutralizing potential of the rock. Tanami is an underground operation so not all of the waste rock of which acid generating potential is known is brought to the surface.

[2] GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.2: Total weight of mineral processing waste.

Estimated site-level other waste (metric tons)

	Country/site	Sludges or other process residues	Hydrocarbon-contaminated waste rock
Africa	**Ghana**	**1,620**	**133**
	Ahafo	N/R	2
	Akyem	1,620	131
Americas: North	**U.S.**	**0**	**0**
	CC&V	0	0
	Canada	**20,582**	**0**
	Éléonore	20,509	0
	Musselwhite	73	0
	Porcupine	0	0
	Mexico	**0**	**18**
	Peñasquito	0	18
Americas: South	**Argentina**	**0**	**0**
	Cerro Negro	0	0
	Suriname	**19**	**0**
	Merian	19	0
	Peru	**N/R**	**0**
	Yanacocha	N/R	0
Australia	**Australia**	**18,497**	**7,080**
	Boddington	1,065	7,080
	Tanami[2]	17,432	N/A
Global	**Total**	**40,718**	**7,231**

Estimated site-level mercury waste by site and type (metric tons)[1,2]

	Country	Elemental mercury	Mercuric chloride	Mercury-tainted carbon	Mercury-contaminated sludge	Other mercury-related waste	Total
Africa	**Ghana**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Ahafo	0.00	0.00	0.00	0.00	0.00	0.00
	Akyem	0.00	0.00	0.00	0.00	0.00	0.00
Americas: North	**U.S.**	**0.02**	**0.00**	**1.72**	**0.00**	**0.01**	**1.76**
	CC&V	0.02	0.00	1.72	0.00	0.01	1.76
	Canada	**0.00**	**0.00**	**0.00**	**0.00**	**0.30**	**0.30**
	Éléonore	0.00	0.00	0.00	0.00	0.30	0.30
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00
	Mexico	**0.00**	**0.00**	**0.00**	**0.00**	**0.80**	**0.80**
	Peñasquito	0.00	0.00	0.00	0.00	0.80	0.80
Americas: South	**Argentina**	**0.00**	**0.00**	**0.42**	**0.00**	**0.46**	**0.88**
	Cerro Negro	0.00	0.00	0.42	0.00	0.46	0.88
	Suriname	**0.00**	**0.00**	**18.00**	**0.00**	**0.05**	**18.05**
	Merian	0.00	0.00	18.00	0.00	0.05	18.05
	Peru	**2.88**	**0.00**	**0.00**	**0.00**	**0.00**	**2.88**
	Yanacocha	2.88	0.00	0.00	0.00	0.00	2.88
Australia	**Australia**	**0.00**	**0.00**	**0.00**	**0.00**	**De minimis**	**0.00**
	Boddington	0.00	0.00	0.00	0.00	0.00	0.00
	Tanami	0.00	0.00	0.00	0.00	De minimis	0.00
Global	**Total**	**2.90**	**0.00**	**20.14**	**0.00**	**1.62**	**24.67**

[1] Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is disposed of according to laws and regulations; this data is considered mineral processing waste for reporting purposes. Former Goldcorp sites omit data for mercuric chloride, mercury-tainted carbon, mercury-contaminated sludge, and other mercury-related wastes, shown as N/R (not reported); these data will be reported in future years as reporting systems and standards are fully integrated.

[2] GRI Standards disclosure GRI 306-2: Waste by type and disposal method; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.2: Total weight of mineral processing waste. Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2. Data table corrected 10 June 2020; original unit of measure was erroneously stated as million metric tons; figures in this table are metric tons.

Estimated site-level hazardous waste diverted from disposal (metric tons)[1]

		Reused		Recycled		Recovered		
	Country/site	On-site recovery	Off-site recovery	On-site recovery	Off-site recovery	On-site recovery	Off-site recovery	Total
Africa	**Ghana**	**0.00**	**143.80**	**163.94**	**193.30**	**0.00**	**0.00**	**501.04**
	Ahafo	0.00	0.00	163.94	193.30	0.00	0.00	357.24
	Akyem	0.00	143.80	0.00	0.00	0.00	0.00	143.80
Americas: North	**U.S.**	**0.00**	**0.00**	**0.00**	**6.02**	**0.00**	**0.00**	**6.02**
	CC&V	0.00	0.00	0.00	6.02	0.00	0.00	6.02
	Canada	**27.90**	**3.20**	**0.00**	**247.30**	**0.00**	**117.50**	**395.90**
	Éléonore	27.90	0.00	0.00	26.80	0.00	117.50	172.20
	Musselwhite	0.00	3.20	0.00	0.00	0.00	0.00	3.20
	Porcupine	0.00	0.00	0.00	220.50	0.00	0.00	220.50
	Mexico	**506.00**	**0.00**	**0.00**	**297.10**	**0.00**	**0.00**	**803.10**
	Peñasquito	506.00	0.00	0.00	297.10	0.00	0.00	803.10
Americas: South	**Argentina**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**
	Cerro Negro	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Suriname	**0.00**	**0.00**	**0.00**	**443.96**	**0.00**	**0.00**	**443.96**
	Merian	0.00	0.00	0.00	443.96	0.00	0.00	443.96
	Peru	**187.34**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**187.34**
	Yanacocha	187.34	0.00	0.00	0.00	0.00	0.00	187.34
Australia	**Australia**	**3,198.66**	**25.41**	**0.00**	**6,133.51**	**0.00**	**0.00**	**9,357.58**
	Boddington	3,198.66	25.41	0.00	5,607.22	0.00	0.00	8,831.28
	Tanami	0.00	0.00	0.00	526.30	0.00	0.00	526.30
Global	**Total**	**3,919.90**	**172.41**	**163.94**	**7,321.19**	**0.00**	**117.50**	**11,694.94**

[1] *GRI Standards disclosure GRI 306-4: Waste diverted from disposal.*

Estimated site-level non-hazardous waste diverted from disposal (metric tons)[1]

		Reused		Recycled		Recovered		
	Country/site	On-site recovery	Off-site recovery	On-site recovery	Off-site recovery	On-site recovery	Off-site recovery	Total
Africa	**Ghana**	**0.00**	**2,021.85**	**7.66**	**3,651.77**	**0.00**	**0.00**	**5,681.28**
	Ahafo	0.00	19.29	7.66	3,651.77	0.00	0.00	3,678.72
	Akyem	0.00	2,002.56	0.00	0.00	0.00	0.00	2,002.56
Americas: North	**U.S.**	**377.54**	**21.20**	**0.00**	**186.61**	**50.14**	**0.00**	**635.49**
	CC&V	377.54	21.20	0.00	186.61	50.14	0.00	635.49
	Canada	**40.00**	**74.30**	**9.50**	**4,223.20**	**327.60**	**0.00**	**4,674.60**
	Éléonore	0.00	69.20	9.50	1,675.50	327.60	0.00	2,081.80
	Musselwhite	0.00	0.00	0.00	92.50	0.00	0.00	92.50
	Porcupine	40.00	5.10	0.00	2,455.20	0.00	0.00	2,500.30
	Mexico	**374.60**	**0.00**	**0.00**	**8,668.30**	**0.00**	**0.00**	**9,042.90**
	Peñasquito	374.60	0.00	0.00	8,668.30	0.00	0.00	9,042.90
Americas: South	**Argentina**	**0.00**	**0.00**	**19.94**	**0.00**	**0.00**	**0.00**	**19.94**
	Cerro Negro	0.00	0.00	19.94	0.00	0.00	0.00	19.94
	Suriname	**0.00**	**0.00**	**13.30**	**525.68**	**0.00**	**0.00**	**538.98**
	Merian	0.00	0.00	13.30	525.68	0.00	0.00	538.98
	Peru	**0.00**	**0.00**	**0.00**	**1,795.43**	**0.00**	**0.00**	**1,795.43**
	Yanacocha	0.00	0.00	0.00	1,795.43	0.00	0.00	1,795.43
Australia	**Australia**	**0.00**	**0.00**	**0.15**	**5,414.59**	**0.00**	**0.00**	**5,414.74**
	Boddington	0.00	0.00	0.00	5,414.59	0.00	0.00	5,414.59
	Tanami	0.00	0.00	0.15	0.00	0.00	0.00	0.15
Global	**Total**	**792.14**	**2,117.35**	**50.54**	**24,465.58**	**377.74**	**0.00**	**27,803.35**

[1] *GRI Standards disclosure GRI 306-4: Waste diverted from disposal.*

Estimated site-level hazardous waste disposed (metric tons)[1]

		Incinerated (with energy recovery)		Incinerated (without energy recovery)		Deep well injected		Landfilled		Other		
	Country/site	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	Total
Africa	**Ghana**	**0.00**	**0.00**	**19.30**	**15.04**	**0.00**	**0.00**	**0.00**	**6.97**	**0.00**	**2.27**	**43.58**
	Ahafo	0.00	0.00	0.00	15.04	0.00	0.00	0.00	0.00	0.00	2.27	17.31
	Akyem	0.00	0.00	19.30	0.00	0.00	0.00	0.00	6.97	0.00	0.00	26.27
Americas: North	**U.S.**	**0.00**	**0.00**	**0.00**	**0.20**	**0.00**	**0.00**	**0.00**	**59.86**	**0.00**	**0.02**	**60.08**
	CC&V	0.00	0.00	0.00	0.20	0.00	0.00	0.00	59.86	0.00	0.02	60.08
	Canada	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,419.90**	**7.90**	**0.00**	**1,427.80**
	Éléonore	0.00	0.00	0.00	0.00	0.00	0.00	0.00	177.90	6.40	0.00	184.30
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.50	0.00	1.50
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,242.00	0.00	0.00	1,242.00
	Mexico	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,336.80**	**140.70**	**0.00**	**1,477.50**
	Peñasquito	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,336.80	140.70	0.00	1,477.50
Americas: South	**Argentina**	**0.00**	**314.98**	**0.00**	**0.68**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**315.66**
	Cerro Negro	0.00	314.98	0.00	0.68	0.00	0.00	0.00	0.00	0.00	0.00	315.66
	Suriname	**0.00**	**0.00**	**408.60**	**94.43**	**0.00**	**0.00**	**62.72**	**0.00**	**0.00**	**0.00**	**565.75**
	Merian	0.00	0.00	408.60	94.43	0.00	0.00	62.72	0.00	0.00	0.00	565.75
	Peru	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**546.46**	**0.00**	**0.00**	**546.46**
	Yanacocha	0.00	0.00	0.00	0.00	0.00	0.00	0.00	546.46	0.00	0.00	546.46
Australia	**Australia**	**0.00**	**0.00**	**30.93**	**0.00**	**0.00**	**0.00**	**0.00**	**302.22**	**2,202.15**	**86.17**	**2,621.47**
	Boddington	0.00	0.00	0.68	0.00	0.00	0.00	0.00	302.22	2,202.15	86.17	2,591.21
	Tanami	0.00	0.00	30.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30.26
Global	**Total**	**0.00**	**314.98**	**458.83**	**110.36**	**0.00**	**0.00**	**62.72**	**3,672.21**	**2,350.75**	**88.46**	**7,058.30**

[1] *GRI Standards disclosure 306-5: Waste directed to disposal.*

Estimated site-level non-hazardous waste disposed (metric tons)[1]

		Incinerated (with energy recovery)		Incinerated (without energy recovery)		Deep well injected		Landfilled		Other		
	Country/site	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	On-site disposal	Off-site disposal	Total
Africa	**Ghana**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**572.38**	**0.00**	**308.91**	**0.00**	**881.29**
	Ahafo	0.00	0.00	0.00	0.00	0.00	0.00	521.74	0.00	308.91	0.00	830.65
	Akyem	0.00	0.00	0.00	0.00	0.00	0.00	50.64	0.00	0.00	0.00	50.64
Americas: North	**U.S.**	**0.00**	**0.00**	**0.00**	**0.02**	**0.00**	**0.00**	**0.00**	**3.10**	**0.00**	**0.00**	**3.12**
	CC&V	0.00	0.00	0.00	0.02	0.00	0.00	0.00	3.10	0.00	0.00	3.12
	Canada	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**2,407.80**	**850.90**	**0.00**	**0.00**	**3,258.70**
	Éléonore	0.00	0.00	0.00	0.00	0.00	0.00	1,395.90	7.10	0.00	0.00	1,403.00
	Musselwhite	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Porcupine	0.00	0.00	0.00	0.00	0.00	0.00	1,011.90	843.80	0.00	0.00	1,855.70
	Mexico	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,580.00**	**0.00**	**531.50**	**154.40**	**2,265.90**
	Peñasquito	0.00	0.00	0.00	0.00	0.00	0.00	1,580.00	0.00	531.50	154.40	2,265.90
Americas: South	**Argentina**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**362.68**	**441.76**	**4.02**	**0.00**	**808.46**
	Cerro Negro	0.00	0.00	0.00	0.00	0.00	0.00	362.68	441.76	4.02	0.00	808.46
	Suriname	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**3,442.92**	**1.50**	**0.00**	**0.00**	**3,444.42**
	Merian	0.00	0.00	0.00	0.00	0.00	0.00	3,442.92	1.50	0.00	0.00	3,444.42
	Peru	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**1,174.63**	**0.00**	**0.00**	**1,174.63**
	Yanacocha	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,174.63	0.00	0.00	1,174.63
Australia	**Australia**	**0.00**	**0.00**	**4,784.40**	**0.00**	**0.00**	**0.00**	**6,221.52**	**303.52**	**1,620.00**	**0.00**	**12,929.44**
	Boddington	0.00	0.00	575.40	0.00	0.00	0.00	861.87	303.52	1,620.00	0.00	3,360.79
	Tanami	0.00	0.00	4,209.00	0.00	0.00	0.00	5,359.65	0.00	0.00	0.00	9,568.65
Global	**Total**	**0.00**	**0.00**	**4,784.40**	**0.02**	**0.00**	**0.00**	**14,587.30**	**2,775.41**	**2,464.43**	**154.40**	**24,765.95**

[1] GRI Standards disclosure 306-5: Waste directed to disposal.

Estimated waste generated by type: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Total waste rock generated (million tonnes)	335.9	346.0	299.7	320.6	284.9
Total waste rock brought to surface (million tonnes)	N/R	N/R	N/R	N/R	283.6
Total tailings generated (million tonnes)	96.8	110.9	112.1	120.7	116.2
Total hazardous waste generated (thousand tonnes)	12.0	12.2	18.4	32.1	18.8
Total non-hazardous waste generated (thousand tonnes)	34.8	38.1	66.9	66.6	52.6
Elemental mercury (Hg)	19.0	26.6	26.9	7.6	24.7

[1] *For a 2020 site-level breakout of tailings, reference the 2020 Site-level tailings by type data table in the* Tailings Management *section of the Performance Data tables.*

[2] *GRI Standards disclosure GRI 306-3: Waste generated; GRI Mining and Metals Sector Supplement disclosure MM3: Total amounts of overburden, rock, tailings, and sludges and their associated risks; SASB Metals & Mining Sustainability Accounting Standard EM-MM-150a.1: Total weight of tailings waste; and EM-MM-150a.2: Total weight of mineral processing waste.*

Health & Safety:

COVID-19 H&S STATS

COVID-19 cases at Newmont sites[1]

	Total cases (employees and contractors)	Total tests
Africa	87	246
Australia	0	697
North America	528	109,897
South America	1,274	78,462

[1] *This table does not include COVID-19 related fatalities because they are not work-related.*

EMERGENCY PREPAREDNESS

Rapid Response performance data: Country level[1]

	Country[2]	Number of emergency response simulations and trainings[3]	Number of Rapid Response team members at this location
Africa	Ghana	0	121
Americas: North	U.S.	3	156
	Canada	2	136
	Mexico	0	45
Americas: South	Argentina	1	44
	Suriname	2	31
	Peru	1	68
	Chile	1	61
Australia	Australia	3	123
Other	Undefined	0	305
Global	**Total**	**13**	**1,090**

[1] *Due to the COVID-19 pandemic, many response teams had an active emergency response all year long. As such, some leeway was given to the standard requirement that all teams conduct an annual exercise.*

[2] *Non-mine sites are: Accra, Africa regional headquarters; Denver, Colorado (U.S.), corporate headquarters and metallurgy lab; Perth, Australia regional headquarters; Miami, South America regional office; Vancouver, North America regional office.*

[3] *This does not include the site exercises to support emergency response related to our tailings storage facilities.*

WORKFORCE SAFETY STATS

Employee-only safety rates: Trailing five years[1, 2, 3]

	2016	2017	2018	2019	2020
Fatalities	0	0	1	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.20	0.30	0.24	0.27	0.18
Total Recordable Injury Frequency Rate (TRIFR)	0.44	0.49	0.36	0.41	0.30
Occupational Illness Frequency Rate (OIFR)	0.02	0.06	0.08	0.07	0.05

[1] *OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.*

[2] *2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for 2016 has been restated to reflect this reclassification.*

[3] *GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.*

Employee-only safety data: Site level[1, 2]

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**4,803,642**	**0**	**1**	**3**	**1**	**0.08**	**0.21**	**0**	**0.00**
Accra – regional office	232,069	0	0	0	0	0.00	0.00	0	0.00
Ahafo	2,618,182	0	0	1	0	0.00	0.08	0	0.00
Akyem	1,844,771	0	1	2	1	0.22	0.43	0	0.00
Exploration	57,981	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	50,639	0	0	0	0	0.00	0.00	0	0.00
Australia	**4,145,627**	**0**	**4**	**3**	**4**	**0.39**	**0.53**	**7**	**0.34**
Perth – regional office	303,874	0	0	0	0	0.00	0.00	0	0.00
Boddington	2,113,119	0	0	2	4	0.38	0.57	4	0.38
Tanami	1,396,226	0	4	1	0	0.57	0.72	3	0.43
Exploration	277,058	0	0	0	0	0.00	0.00	0	0.00
Projects	50,490	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	4,860	0	0	0	0	0.00	0.00	0	0.00
U.S.	**2,026,339**	**0**	**2**	**2**	**1**	**0.30**	**0.49**	**1**	**0.10**
Denver – headquarters	753,286	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	115,034	0	0	0	0	0.00	0.00	0	0.00
CC&V	1,080,625	0	2	2	1	0.56	0.93	1	0.19
Miami – regional office	74,970	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	2,424	0	0	0	0	0.00	0.00	0	0.00
Canada	**3,939,363**	**0**	**0**	**4**	**3**	**0.15**	**0.36**	**0**	**0.00**
Vancouver – regional office	630,630	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,242,131	0	0	0	0	0.00	0.00	0	0.00
Musselwhite	791,489	0	0	1	1	0.25	0.51	0	0.00
Porcupine	1,274,415	0	0	3	1	0.16	0.63	0	0.00
Legacy sites	698	0	0	0	1	286.53	286.53	0	0.00
Guatemala	**79,127**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Legacy sites	79,127	0	0	0	0	0.00	0.00	0	0.00
Mexico	**4,862,678**	**0**	**0**	**2**	**7**	**0.29**	**0.37**	**0**	**0.00**
Peñasquito	4,862,678	0	0	2	7	0.29	0.37	0	0.00
Legacy sites	0	0	0	0	0	0.00	0.00	0	0.00
Argentina	**3,008,601**	**0**	**0**	**1**	**1**	**0.07**	**0.13**	**0**	**0.00**
Cerro Negro	3,008,601	0	0	1	1	0.07	0.13	0	0.00
Suriname	**2,844,918**	**0**	**1**	**0**	**0**	**0.07**	**0.07**	**0**	**0.00**
Merian	2,844,918	0	1	0	0	0.07	0.07	0	0.00
Peru	**2,515,067**	**0**	**0**	**2**	**0**	**0.00**	**0.16**	**0**	**0.00**
Yanacocha	2,515,067	0	0	2	0	0.00	0.16	0	0.00
North America	**269,777**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Exploration	269,777	0	0	0	0	0.00	0.00	0	0.00
South America	**649,990**	**0**	**0**	**0**	**1**	**0.31**	**0.31**	**0**	**0.00**
Exploration	447,635	0	0	0	0	0.00	0.00	0	0.00
Projects	202,355	0	0	0	1	0.99	0.99	0	0.00
Total	**29,145,129**	**0**	**8**	**17**	**18**	**0.18**	**0.30**	**8**	**0.05**

[1] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

[2] GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Contractor-only safety rates: Trailing five years[1, 2, 3]

	2016	2017	2018	2019	2020
Fatalities	0	0	6	0	0
LTIFR	0.13	0.17	0.27	0.18	0.23
TRIFR	0.34	0.43	0.44	0.41	0.36
OIFR	0	0.01	0.11	0.06	0.08

[1] OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

[2] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

[3] GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Contractor-only safety data: Site level[1, 2]

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**7,735,555**	**0**	**4**	**1**	**2**	**0.16**	**0.18**	**6**	**0.16**
Accra – regional office	150,173	0	0	0	0	0.00	0.00	0	0.00
Ahafo	5,815,826	0	4	1	1	0.17	0.21	4	0.14
Akyem	1,224,323	0	0	0	1	0.16	0.16	2	0.33
Exploration	431,932	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	113,301	0	0	0	0	0.00	0.00	0	0.00
Australia	**4,042,942**	**0**	**10**	**5**	**7**	**0.84**	**1.09**	**6**	**0.30**
Perth – regional office	10,904	0	0	0	0	0.00	0.00	0	0.00
Boddington	2,285,699	0	4	4	4	0.70	1.05	3	0.26
Tanami	1,397,239	0	5	1	3	1.15	1.29	3	0.43
Exploration	8,217	0	0	0	0	0.00	0.00	0	0.00
Projects	334,511	0	1	0	0	0.60	0.60	0	0.00
Legacy sites	6,372	0	0	0	0	0.00	0.00	0	0.00
U.S.	**870,798**	**0**	**0**	**0**	**1**	**0.23**	**0.23**	**0**	**0.00**
Denver – headquarters	800,773	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	13,547	0	0	0	0	0.00	0.00	0	0.00
CC&V	53,174	0	0	0	1	3.76	3.76	0	0.00
Miami – regional office	0	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	3,304	0	0	0	0	0.00	0.00	0	0.00
Canada	**2,244,592**	**0**	**0**	**3**	**1**	**0.09**	**0.36**	**0**	**0.00**
Vancouver – regional office	53,170	0	0	0	0	0.00	0.00	0	0.00
Éléonore	581,875	0	0	1	0	0.00	0.34	0	0.00
Musselwhite	630,796	0	0	1	0	0.00	0.32	0	0.00
Porcupine	978,681	0	0	1	1	0.20	0.41	0	0.00
Legacy sites	70	0	0	0	0	0.00	0.00	0	0.00
Guatemala	**694,654**	**0**	**1**	**0**	**0**	**0.29**	**0.29**	**0**	**0.00**
Legacy sites	694,654	0	1	0	0	0.29	0.29	0	0.00
Mexico	**6,348,742**	**0**	**1**	**6**	**2**	**0.09**	**0.28**	**0**	**0.00**
Peñasquito	6,348,742	0	1	6	2	0.09	0.28	0	0.00
Legacy sites	0	0	0	0	0	0.00	0.00	0	0.00
Argentina	**1,455,154**	**0**	**0**	**0**	**2**	**0.27**	**0.27**	**0**	**0.00**
Cerro Negro	1,455,154	0	0	0	2	0.27	0.27	0	0.00
Suriname	**1,456,583**	**0**	**0**	**0**	**0**	**0.00**	**0.00**	**0**	**0.00**
Merian	1,456,583	0	0	0	0	0.00	0.00	0	0.00
Peru	**5,204,829**	**0**	**0**	**1**	**1**	**0.04**	**0.08**	**0**	**0.00**
Yanacocha	5,204,829	0	0	1	1	0.04	0.08	0	0.00
North America	**363,619**	**0**	**3**	**3**	**1**	**2.20**	**3.85**	**0**	**0.00**
Exploration	363,619	0	3	3	1	2.20	3.85	0	0.00
South America	**1,677,191**	**0**	**1**	**1**	**0**	**0.12**	**0.24**	**0**	**0.00**
Exploration	498,746	0	1	1	0	0.40	0.80	0	0.00
Projects	1,178,445	0	0	0	0	0.00	0.00	0	0.00
Total	**32,094,659**	**0**	**20**	**20**	**17**	**0.23**	**0.36**	**12**	**0.07**

[1] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

[2] GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Combined safety rates: Trailing five years[1, 2, 3]

	2016	2017	2018	2019	2020
LTIFR	0.16	0.23	0.26	0.22	0.21
TRIFR	0.39	0.46	0.40	0.41	0.33
OIFR	0.01	0.03	0.10	0.06	0.07

[1] OIFR rates include illnesses related to airborne agents as well as noise-induced hearing loss (NIHL), infectious diseases (such as malaria, tuberculosis and dengue fever) and musculoskeletal disorders.

[2] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. As we integrate reporting systems, Goldcorp data will be included in future data sets. We do not disaggregate safety data by gender. Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

[3] GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Workforce injury frequency rate (per 200,000 hours worked): Trailing five years[1, 2, 4]

	2016	2017	2018	2019	2020
TRIFR	0.39	0.46	0.40	0.41	0.33
LTIFR	0.16	0.23	0.26	0.22	0.21
Permanently Disabling Injury (PDI)[3]	0.003	0	0	0.003	0

[1] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender.

[2] Beginning in 2017, we began reporting TRIFR and LTIFR data in alignment with ICMM guidelines. Data for the years 2015 and 2016 have been restated to reflect this reclassification.

[3] As part of the updated reporting requirements that went into effect on January 1, 2018, our Serious Injury Frequency Rate (SIFR) classification has changed to Permanently Disabling Injury/Illness (PDI).

[4] GRI Standards disclosures GRI 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Combined safety rates: Site level[1, 2]

	Exposure hours	Fatalities	Restricted work injuries	Medical treatment injuries	Lost day injuries	LTIFR (lost time)	TRIFR (total recordable)	Recordable illnesses	OIFR (occupational illness)
Africa	**12,539,197**	**0**	**5**	**4**	**3**	**0.13**	**0.19**	**6**	**0.10**
Accra – regional office	382,242	0	0	0	0	0.00	0.00	0	0.00
Ahafo	8,434,008	0	4	2	1	0.12	0.17	4	0.09
Akyem	3,069,094	0	1	2	2	0.20	0.33	2	0.13
Exploration	489,913	0	0	0	0	0.00	0.00	0	0.00
Ahafo North project	163,940	0	0	0	0	0.00	0.00	0	0.00
Australia	**8,188,569**	**0**	**14**	**8**	**11**	**0.61**	**0.81**	**13**	**0.32**
Perth – regional office	314,778	0	0	0	0	0.00	0.00	0	0.00
Boddington	4,398,818	0	4	6	8	0.55	0.82	7	0.32
Tanami	2,793,465	0	9	2	3	0.86	1.00	6	0.43
Exploration	285,275	0	0	0	0	0.00	0.00	0	0.00
Projects	385,001	0	1	0	0	0.52	0.52	0	0.00
Legacy sites	11,232	0	0	0	0	0.00	0.00	0	0.00
U.S.	**2,897,137**	**0**	**2**	**2**	**2**	**0.28**	**0.41**	**1**	**0.07**
Denver – headquarters	1,554,059	0	0	0	0	0.00	0.00	0	0.00
Denver – metallurgy lab	128,581	0	0	0	0	0.00	0.00	0	0.00
CC&V	1,133,799	0	2	2	2	0.71	1.06	1	0.18
Miami – regional office	74,970	0	0	0	0	0.00	0.00	0	0.00
Legacy sites	5,728	0	0	0	0	0.00	0.00	0	0.00
Canada	**6,183,955**	**0**	**0**	**7**	**4**	**0.13**	**0.36**	**0**	**0.00**
Vancouver – regional office	683,800	0	0	0	0	0.00	0.00	0	0.00
Éléonore	1,824,006	0	0	1	0	0.00	0.11	0	0.00
Musselwhite	1,422,285	0	0	2	1	0.14	0.42	0	0.00
Porcupine	2,253,096	0	0	4	2	0.18	0.53	0	0.00
Legacy sites	768	0	0	0	1	260.42	260.42	0	0.00
Guatemala	**773,781**	**0**	**1**	**0**	**0**	**0.26**	**0.26**	**0**	**0.00**
Legacy sites	773,781	0	1	0	0	0.26	0.26	0	0.00
Mexico	**11,211,420**	**0**	**1**	**8**	**9**	**0.18**	**0.32**	**0**	**0.00**
Peñasquito	11,211,420	0	1	8	9	0.18	0.32	0	0.00
Legacy sites	–	0	0	0	0	0.00	0.00	0	0.00
Argentina	**4,463,755**	**0**	**0**	**1**	**3**	**0.13**	**0.18**	**0**	**0.00**
Cerro Negro	4,463,755	0	0	1	3	0.13	0.18	0	0.00
Suriname	**4,301,501**	**0**	**1**	**0**	**0**	**0.05**	**0.05**	**0**	**0.00**
Merian	4,301,501	0	1	0	0	0.05	0.05	0	0.00
Peru	**7,719,896**	**0**	**0**	**3**	**1**	**0.03**	**0.10**	**0**	**0.00**
Yanacocha	7,719,896	0	0	3	1	0.03	0.10	0	0.00
North America	**633,396**	**0**	**3**	**3**	**1**	**1.26**	**2.21**	**0**	**0.00**
Exploration	633,396	0	3	3	1	1.26	2.21	0	0.00
South America	**2,327,181**	**0**	**1**	**1**	**1**	**0.17**	**0.26**	**0**	**0.00**
Exploration	946,381	0	1	1	0	0.21	0.42	0	0.00
Projects	1,380,800	0	0	0	1	0.14	0.14	0	0.00
Total	**61,239,788**	**0**	**28**	**37**	**35**	**0.21**	**0.33**	**20**	**0.07**

[1] 2019 data includes former Nevada assets from Jan. 1 to June 30, 2019 and includes all office, metallurgy laboratory, project and exploration sites. We do not collect this data by gender. All data has been adjusted to reflect our reclassification of injuries and illnesses to align with ICMM guidelines.

[2] GRI Standards disclosures 403-9: Work-related injuries; and GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities.

Safety trainings: Site level[1, 3]

	General safety training			Topic-specific safety training[2]		
	Number of trainings	Duration (hours)	Number of people trained	Number of trainings	Duration (hours)	Number of people trained
Africa	**14**	**21,261**	**5,702**	**118**	**61,796**	**24,194**
Accra – regional office	2	38	14	7	73	20
Ahafo	6	12,733	3,445	64	38,880	15,721
Akyem	6	8,490	2,243	47	22,843	8,453
Australia	**72**	**4,056**	**1,304**	**178**	**13,801**	**2,744**
Perth – regional office	0	0	0	0	0	0
Boddington	1	156	104	97	7,311	1,271
Tanami	71	3,900	1,200	81	6,490	1,473
U.S.	**23**	**514**	**641**	**869**	**15,565**	**1,488**
Denver – headquarters	0	0	0	0	0	0
Denver – metallurgy lab	1	20	10	16	548	70
CC&V	22	494	631	853	15,017	1,418
Miami – regional office	0	0	0	0	0	0
Mexico	**595**	**24,858**	**14,287**	**244**	**6,601**	**4,653**
Peñasquito	595	24858	14287	244	6,601	4,653
Argentina	**1**	**891**	**470**	**98**	**8,982**	**5,306**
Cerro Negro	1	891	470	98	8,982	5,306
Suriname	**1**	**2,524**	**631**	**16**	**18,229**	**6,005**
Merian	1	2524	631	16	18,229	6,005
Peru	**1**	**1,201**	**1,201**	**23**	**40,585**	**24,841**
Yanacocha	1	1201	1201	23	40,585	24,841
Canada	**3,733**	**10,804**	**6,922**	**2,241**	**13,807**	**6,082**
Musselwhite	561	2404	1016	191	692	1743
Éléonore	2337	3292.5	2509	809	2738	809
Porcupine	835	5107	3397	1241	10377	3530
Total	**4,439**	**65,218**	**30,688**	**3,689**	**170,383**	**70,007**

[1] Note that emergency response training data is omitted from this SASB disclosure; please reference Emergency Preparedness data table for the number of emergency response trainings and simulations and number of Rapid Response global team members in 2020.

[2] Topic-specific safety training differs from general safety culture and awareness trainings; topics covered in 2020 include specific safety focus areas that include fatality risk management, fatigue prevention, hazardous situation trainings, materials handling, and hand injury prevention trainings.

[3] GRI Standards disclosure 403-5: Worker training on occupational health and safety; SASB Metals & Mining Sustainability Accounting Standard EM-MM-320a.1: (4) Average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees. Reference Emergency Preparedness data tables for relevant training and simulation data for 2020.

Social:

ARTISANAL AND SMALL-SCALE MINING

Artisanal and small-scale mining (ASM) activity: Site level[2]

	Country/site	Sites where ASM activity occurred in 2020[1]
Africa	**Ghana**	
	Ahafo	Yes
	Akyem	No
Americas: North	**U.S.**	
	CC&V	No
	Canada	
	Éléonore	No
	Musselwhite	No
	Porcupine	No
	Mexico	
	Peñasquito	No
Americas: South	**Argentina**	
	Cerro Negro	No
	Suriname	
	Merian	Yes
	Peru	
	Yanacocha	Yes
Australia	**Australia**	
	Boddington	No
	Tanami	No

[1] *Reference the Artisanal and Small-Scale Mining section of the 2020 Beyond the Mine annual sustainability report for a detailed discussion of Newmont's ASM risks and mitigation actions, along with Newmont's global ASM strategy and implementation of our strategic objectives in the above locations where ASM activities take place on or near our operations.*

[2] *GRI Mining and Metals Sector Supplement disclosure MM8: Number and percentage of company operating sites where ASM takes place on or adjacent to the site; the associated risks and actions taken to mitigate these risks.*

COMMUNITY DEVELOPMENT

Community development leading practices: Site level[3]

	Country/site	Site coordinates with other agencies for social and community development programs	Site has procedures for identifying and protecting subsistence-related resources of local communities[1]	Site engaged in community infrastructure development in 2020[2]
Africa	**Ghana**			
	Ahafo	Yes	Yes	No
	Akyem	Yes	Yes	No
Americas: North	**U.S.**			
	CC&V	Yes	Yes	No
	Canada			
	Éléonore	Yes	Yes	No
	Musselwhite	Yes	Yes	No
	Porcupine	Yes	Yes	No
	Mexico			
	Peñasquito	Yes	Yes	Yes
Americas: South	**Argentina**			
	Cerro Negro	Yes	Yes	No
	Suriname			
	Merian	Yes	Yes	No
	Peru			
	Yanacocha	Yes	Yes	No
Australia	**Australia**			
	Boddington	Yes	Yes	No
	Tanami	Yes	Yes	No

[1] Subsistence-related resources include water, plants and wildlife.

[2] Community infrastructure projects are defined as non-core business projects that have no direct business benefit to Newmont.

[3] GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs.

ACTUAL OR POTENTIAL NEGATIVE COMMUNITY IMPACTS

Actual and/or potential community impacts and mitigation responses by site[1]

		New in 2020					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Africa	**Ghana**						
	Ahafo	Potential impact on culturally significant site (Asuo Kofi shrine) near Awonsu pit	Engaged the Traditional Authority on the potential impact Provided compensation for and participated in pacification rituals performed by the Traditional Authority Re-established site in a suitable location and ensured the community has safe access to perform rituals Engaged with Traditional Authorities to undertake a region-wide review to properly and accurately record cultural site information	Delay in distributing land-access compensation to project affected persons associated with the tailings storage facility (TSF) expansion due to cyber attack and COVID-19 pandemic	1. Engaged project affected persons 2. Worked with personnel in Newmont's Information Technology and Corporate functions to resolve the cyber attack issues 3. Processed and paid 90-day-past-due penalty to impacted beneficiaries	Impacts to livelihoods (farming) and water source for the inhabitants in the operation's peripheral communities (Dupri and surrounding communities) due to clearing land for resettlement construction at Kenyase No. 2	1. Engaged inhabitants within the area 2. Processed and paid adequate compensation for the disturbed crops 3. Collaborated with the District Assembly, Assemblyman and traditional leaders to provide alternative water for the inhabitants
Americas: North	**U.S.**						
	CC&V	Air quality/dust	Provide general complaints and grievances (C&G) mechanism for community to lodge concerns Address concerns at community meetings and open houses				
	Canada						
	Éléonore	Land users' concern for safety related to transport trucks speeding on the access road to the mine (actual)	Provide formal complaints and grievances mechanism for land users to lodge grievances and for Newmont to track the follow-up on the matter Communicate grievances to transportation companies and call for an action plan to address matter Ensure communications plan with security agents is in place to constantly remind drivers to follow the speed limits Continue radar campaign to catch speeding transport trucks Purchase permanent photo radar, which will be installed in the land users' camp areas along the access road	Influx into Cree territory during moose season of non-native hunters accessing the area via the access road built for the mine (actual)	Use internal communications channels to communicate and build cultural awareness among employees about the importance of respecting the Cree way of life and ensuring Cree land users are informed when others are accessing the territory Collaborate with the Cree Nation government to deploy game wardens on the territory during moose season	Contamination of soils, water bodies and plants from dust generated by the conveyor belt (potential)	Installed a new scraper at the end of the conveyor to limit the blowing of dust Monitor the dust jars in the area and conduct environmental sampling Share the monitoring results with stakeholders on a continuous basis

		New in 2020					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Americas: North	Musselwhite	Concern with excessive speed of transport trucks hauling materials to site through the communities of Mishkeegogamang (highway is the local community main road) and Pickle Lake; and related impacts to First Nation community members traveling on NORD Road to North Caribou from excessive speed and rocks flying on passing vehicles (actual)	Provide notification to transport carriers through letter and telephone calls Request community members provide license plate numbers, truck company identification and any other information	Loss of use and noise impacts from the mine on local land users (actual)	Provide trappers compensation for area immediately impacted by mine infrastructure (however, noise travels past the area designated as loss of use) Install noise silencers on ventilation raises and diesel generators	Dusting issues from the tailings storage facility (actual and potential, with past incidents being rare)	Include irrigation system in budget Create a spigotting process to ensure area maintains saturation Develop a plan to conduct hydroseeding on potential dusting sources
	Porcupine	Concerns raised by local residents and land users related to noise originating from the Hollinger open pit (actual)	Monitor noise in real time around the clock via monitoring stations and noise alerts Create new list of possible noise sources for dispatch to accurately identify the source of the noise Conduct annual noise audits Ensure compliance with Best Management Plan Engage community on performance via Hollinger Project Community Advisory Committee	Impact to local residents and land users due to vibrations/overpressure originating from blasting activities in the Hollinger open pit (actual)	Monitor vibrations in real time around the clock via monitoring stations and vibration alerts Design blasts to comply with regulatory guidelines Schedule blasts during the week and avoid blasting on statutory holidays and weekends Conduct annual vibration audits Study the impact of overpressure on the community Ensure compliance with Best Management Plan Execute Property Damage Claim and Resolution programs Engage community on performance via Hollinger Project Community Advisory Committee	Impact to local residents and land users from dust originating from the Hollinger open pit, haul road traffic and Dome tailings facility (actual)	Monitor air quality in real time via monitoring stations and dust collection stations Issue early dust detection notifications Conduct annual audit of dust monitoring equipment Ensure compliance to Best Management Plan Plan for calcium application in the spring and throughout summer Regularly apply water and conduct cleaning activities Engage the community on performance via Hollinger Project Community Advisory Committee

		New in 2020					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Mexico						
	Peñasquito	Impact to the communities along the La Pardita-Cedros Highway (La Pardita, El Rosario, Tanquecillos, San Antonio, Palmas Grandes, Mesas del Portezuelo and El Trigo) from ditch cutting activities associated with the construction of the highway (actual)	Investigate complaint and establish mitigation and/or compensation plan Design and execute the highway construction works in a manner that mitigates recurring complaints by: • Visiting and assessing the alleged affected area • Conducting study by external expert, when warranted • Completing recommended works that address complaints; this includes leveling the land, constructing culverts, creating water passages and/or creating livestock passages	Impact to the nearby Palmas Grandes, Mesas del Portezuelo and El Trigo communities from the TSF sediment carryover (actual)	Investigate complaint and establish mitigation and/or compensation plan Similar to addressing concerns with the highway construction, design and execute works in a manner that mitigates recurring complaints by: • Visiting and assessing the alleged affected area • Conducting study by external expert, when warranted • Completing recommended works that address complaints; this includes leveling the land, constructing culverts, creating water passages and/or creating livestock passages		
Americas: South	**Argentina**						
	Cerro Negro	Increased demand for public and private services and infrastructure in Perito Moreno (actual)	Collaborated with Inter-American Development Bank (IDB) and municipality of Perito Moreno to prioritize local development projects Signed agreement with the provincial government to connect Perito Moreno to the national power grid; project will be deducted from future contributions to the Provincial Trust Fund	Local economic impacts including an increase in the cost of living (actual)	Help diversify the local economy through collaborative efforts with the IDB Present to the local government (and socialize with the provincial government) plans to foster other non-mining activities (agriculture and livestock, tourism, etc.) and create new opportunities for the local community Constructed new houses with the municipality to help relieve pressure on housing demands	Expectations for employment and local purchases (actual)	Provide transparent communications and information on commitments undertaken and report on their status to authorities and groups in the community Produce annual Community Contribution Report and Value Creation and Distribution Report, detailing commitments
	Suriname						
	Merian	Improve the functional capabilities of the Community Development Fund (CDF)	Revised the CDF Board and provided support to ensure the CDF functions effectively and successfully execute projects for the Pamaka community	Improve employment opportunities	Engaged consultant, who advised Newmont to consider training a selected group of community members for employment opportunities Executing programs, including vocational training among community members, to develop key skills that are applicable to a variety of job opportunities including those outside the mine		

		New in 2020					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
	Peru						
	Yanacocha	Complaints from landowners for alleged damages to their homes caused by vibrations from blasting activities at La Quinua Sur	Developed action plan to: • Explain to stakeholders La Quinua Sur's scope of work and that no blasting has been carried out since 2017 • Propose to perform vibration monitoring with OSINERGMIN (National Regulatory Organism Supervising Investment in Energy and Mining) or with an independent expert (landowners did not accept this proposal) • Propose to extend the improvement of their houses with the donation of materials (landowners did not accept this proposal) • Have the Environmental Evaluation and Oversight Agency (OEFA) of the Ministry of Environment propose to address the claim (landowners did not accept this proposal)	Incursions into the Antonio Explorations area by a family claiming that an area of land (11 hectares) was not sold by their grandfather to Yanacocha in the cited area and that the family should be compensated for the land and awarded contracting opportunities for their company	Developed action plan to: • Explain to the family that the land purchase process between 1992 and 1996 was agreed upon, and that there are not pending issues • Communicate to family members Yanacocha's Local Contracting Policy (and the limitations to contract with new companies), but offer subcontracting services through other contractors (family did not accept offer) • Activate site-level Rapid Response team to ensure all relevant functions were engaged in monitoring and responding to matter	Incursions into the Yanacocha area of operations by local-local entrepreneurs/ contractors demanding contracting opportunities	Developed action plan to: • Explain to local entrepreneurs the current hiring policy, the business context of Yanacocha, the opportunities that are being generated, as well as the limitations to meet the expectations of new business opportunities • Implemented plan for increasing local employment and local-local contractor opportunities in accordance with Yanacocha's business plan • Communicate job opportunities at Yanacocha to authorities and village leaders
Australia	**Australia**						
	Boddington	Perception of unmet community expectations exacerbated by lack of visibility/participation in the community, low awareness of social investments, higher vacancy rates of company-owned houses and a lack of development of the Banksia Estate residential subdivision	Refined stakeholder engagement management and social investment planning and implementation Leveraged greater employee volunteer participation in strategic and local community investment initiatives	Concerns raised regarding the potential future cumulative amenity impacts (e.g., changes in noise and vibration levels, visual amenity, air quality and the feeling of safety) as a result of Newmont operations and BHP's South 32 operations	Formally engaged with South 32 via the South West Biodiversity Partnership Indirectly approached via investment partners to co-contribute to existing strategic investment partnerships that address local environmental and water impacts Within the Community Reference Group (CRG), developed an overview of the South 32 and Newmont tenements, overlays and intersections and created an agreement scope of collaboration to address potential cumulative environmental impacts	Local Government Authority (LGA) and town of Boddington desire to reduce economic dependency on mining operations	Continue to consider and scope options for discretionary investment in local economic development and diversification Leverage opportunities through membership in the Hotham Williams Economic Development Alliance (HWEDA) and participation in regional economic development initiatives
	Tanami	Community safety and service issues related to heavy vehicle traffic usage on the Tanami Highway	Included a safety and service options analysis as a priority action in the Tanami Desert Ten Year Plan (TYP); progressed the analysis in 2020	Potential impact to significant cultural resources, including sacred trees, associated with the Tanami airfield extension project, including safety concerns	Engaged Central Land Council (CLC) as agents for Traditional Owners (TO) and external experts including legal, aviation regulators, anthropologists, ecologists and safety professionals to discuss options, processes and plans that achieve a suitable outcome that meets relevant statutory requirements and TO commitments Presented Sacred Site Clearance Certificate Application (SSCCA) and conducted subsequent presentation and consultation on options during the Traditional Owner Liaison Committee meeting Progressed planning for on-ground cultural heritage site visit with relevant TOs to consider options		

[1] GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site; Australia omits KCGM site, which was divested in the first quarter of 2020. Former Goldcorp sites will be included in future reporting years.

Actual and/or potential community impacts and mitigation responses by site[2]

		2019 Impacts still present					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Africa	**Ghana**						
	Ahafo	Reduction in local employment opportunities following the completion of the construction phase of the Ahafo Mill Expansion and Subika Underground projects	• Engage regularly with stakeholders to discuss local employment concerns • Support alternative livelihood opportunities such as the Local Economic Diversification Support (LEDS) project • Engage local contractors and suppliers to identify indirect employment opportunities	Loss of livelihoods related to physical and economic displacement due to the Awonsu and Apensu pit expansion projects and the Subika East waste dump expansion	• Conducted independent study to identify households affected by projects • Developed a resettlement action plan (RAP) and/or livelihood action plan (LAP) to address the impacts of resettlement • Formed committee led by community leaders to approve plans for resettlement, payment of adequate compensation and/or establishment of alternative livelihood support	Population influx due to mining activities resulting in increased pressure on social amenities and social disruptions (e.g., illegal mining, increase in crimes, gender imbalance, alcoholism) within the communities	• Directly, indirectly and through the Ahafo Development Foundation (NADeF), invest in social infrastructure and services (education, health, water and sanitation) • Implement Artisanal and Small-Scale Mining (ASM) strategy to address illegal mining incursions
	Akyem	Complaints of building cracks attributed to blasting activities at the mine	• Formed a joint Company-Community-District Assembly committee for engagement and resolution planning • Categorized complaint as tier 3 to involve legal resolution mechanisms, and agreed to a third-party (regulatory) assessment of cracks for adjudication at the direction of a court of law	Deprivation of land-based livelihoods	• Conduct ongoing and regular stakeholder engagement • Undertook socio-economic assessment, with vulnerability component, to identify individual farmer livelihood needs • Implemented livelihood intervention plan	Damage to farms (flooding) due to exploration activities	• Provide complaints and grievances process for community members to lodge complaints on flooding of farms • Provide fair and equitable compensation to those with affected farms
Americas: North[1]	**U.S.**						
	CC&V	Complaints associated with the mine's blasting activities	Blasting vibration grievance resolution program includes third-party facilitation of claims	Complaints related to noise generated by mining activities (e.g., back-up alarms)	Provide general complaints and grievances mechanism for community members to lodge concerns	Local business development issue related to access to public parking near offices in the towns of Cripple Creek and Victor	• Provide general complaints and grievances mechanism for community members to lodge concerns

		2019 Impacts still present					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Americas: South[1]	**Suriname**						
	Merian	Complaints related to contractors driving at the junction of Mora Kondre and Kraboe Olo	Ongoing communications with Newmont's Health and Safety and Supply Chain departments, the relevant contractors using this road, and the complainants	Local supplier concerns regarding procurement for seeds and plants for which the suppliers invested time and materials to complete preparation work	• Ongoing communication between Newmont's Environmental, Supply Chain and Accounts Payable departments and the local suppliers • Continued discussions between Newmont and the suppliers on the unit price of the plants	Excessive dust and speeding causing contaminated water and nuisance in communities along the transport route	Purchased a bigger truck for road wetting, which will be used until a more long-term solution has been implemented
	Peru						
	Yanacocha	Complaints from the Canal Tual users claiming the water catchment area has been reduced due to mining activities	• Formed a task force led by the Cajamarca Water Authority, the canal users and Yanacocha (2017) • Developed the Water Availability Study and Water Use Plan for the Quebrada Pampa Larga Hydrographic Unit (2018) • Installed a roundtable for dialogue and negotiations with Canal Tual users to determine the volume of water affected, and the environmental and social mitigation measures needed (2019)	Complaints from Canal Azufre Ventanillas users claiming decreased water and the disappearance of water sources due to Yanacocha's operations (Chaquicocha, Carachugo)	• Formed a task force led by the Management of Environment and Natural Resources (RENAMA) of the Regional Government of Cajamarca, the Cajamarca Water Authority (ALA/ANA), the canal committee, Azufre river basin users and Yanacocha • Proposed the Azufre river sub-basin, a water reservoir, as a water management alternative • Signed an inter-institutional agreement in July 2019 for the preparation of the technical profile of the project for a reservoir on the Azufre River (process underway)	Complaints regarding turbidity in the El Chorro spring water that supplies the drinking water system (SAP) of the Totorococha farmhouse, and claims that the turbidity was caused by drilling related to the China Linda quarry hydrogeological study	• Established a commission that includes the Office of Social Management of the Ministry of Energy and Mines-Cajamarca, Sub-Prefecture of Bambamarca, water users and Yanacocha • Reached agreement to recognize the social discomfort of 80 SAP users, improve and extend the SAP, and prepare both a technical study for the biodigester project and a technical profile for the improvement of a 4 kilometer road

		2019 Impacts still present					
	Country/site	**Impact #1**	**Sample(s) of management response to mitigate impact #1**	**Impact #2**	**Sample(s) of management response to mitigate impact #2**	**Impact #3**	**Sample(s) of management response to mitigate impact #3**
Australia	**Australia**						
	Boddington	Local employment	Locally advertise positions and encourage suppliers/business partners to recruit local people through criteria in tenders, employment pathways specific to local Indigenous people and the availability of scholarships through tertiary institutions	A negative perception that the operation is maintaining its mining camp accommodations and encouraging drive-in, drive-out (DIDO) workers rather than supporting local economic growth through hiring from the local community	• Engage in ongoing dialogue with the communities on Newmont's policies supporting local residency by workers • Facilitate opportunities for greater interaction between the camp workforce and the community	Traffic concerns related to the vehicle and truck movements through Boddington and the surrounding area	• Serve as a member of the Industry Road Safety Alliance South West • Implement curfews for transporting copper concentrate to reduce trucking during sensitive times of the day (e.g., end of school day)
	Tanami	Indigenous participation specific to employment and procurement	• Revised Indigenous recruitment and training procedures • Included a discrete Indigenous people engagement domain in a revised and extended stakeholder engagement management plan (SEMP) • Developed an Indigenous Employment Pathways (IEP) steering Committee and annual action plan	Delay in extension, renewal and recommencement of Yapa Crew (primary employment pathway/ program for Priority Warlpiri and AOI communities)	• Recruited internal central Australian language group (CALG) Yapa Crew supervisor • Completed program delivery model options analysis	Lack of coordinated and collaborative engagement with Indigenous rangers on land management programs	• Co-funding regional biodiversity monitoring program (RBM) to conduct independent data reviews in collaboration with the Central Land Council (CLC) • Engaged the University of Queensland Centre for Social Responsibility in Mining (CSRM) on a scoping study related to Indigenous groups land rehabilitation and mine closure • Participated in and contributed to RBM stakeholders planning workshop, and committed to expanding the partnership and supporting an independent-facilitated workshop in 2020 • Provided input on a consulting scoping project (to be conducted by Social Ventures Australia, which was engaged by the CLC) to identify and analyse market opportunities for expanding the ranger program's fee-for-service work

[1] Former Goldcorp sites were not reported in 2019.

[2] GRI Standards disclosure 413-2: Operations with significant actual and potential impacts on local communities. Actual and potential impacts are based on social impact assessments performed for each site; Australia omits KCGM site, which was divested in the first quarter of 2020. Former Goldcorp sites will be included in future reporting years.

COMPLAINTS AND GRIEVANCES

Complaints and grievances: Site level[1, 2]

	Country	Number received	% resolved within 30 days
Africa	**Ghana**	**190**	
	Ahafo	115	94%
	Akyem	75	100%
Americas: North	**U.S.**	**14**	
	CC&V	14	100%
	Canada	**196**	
	Éléonore	24	N/A
	Musselwhite	0	N/A
	Porcupine	172	N/A
	Mexico	**82**	
	Peñasquito	82	N/A
Americas: South	**Argentina**	**84**	
	Cerro Negro[4]	84	N/A
	Suriname	**7**	
	Merian	7	100%
	Peru	**8**	
	Yanacocha	8	100%
Australia	**Australia**	**6**	
	Boddington	6	100%
	Tanami	0	N/A
Global	**Total**	**587**	**96.9%**

[1] Tracking of the percent of complaints resolved within 30 days is expected to be available for former Goldcorp sites later in 2021.

[2] GRI Standards disclosure GRI 102-44: Stakeholder key topics and concerns raised.

Complaints and grievances by category: Site level[1, 3]

	Number received[2]	% of total by category
Access to vital resources (i.e., water, land)	3	0.5%
Affects relationship with key stakeholder	2	0.4%
Lack of engagement and consultation	4	0.7%
Land use and/or access to traditional lands affected	2	0.4%
Loss of jobs/income	4	0.7%
Loss of personal security	10	1.8%
Personal property	2	0.4%
Soil contamination	1	0.2%
Noise, vibration and air quality/dust	174	31.6%
Business partners (contractors)	14	2.5%
Compensation practices	147	26.7%
Other (miscellaneous)	29	5.3%
Land access	12	2.2%
Consultation and access to information	41	7.5%
Blast events	18	3.3%
Employment	9	1.6%
Infrastructure improvement	0	0.0%
Local business development	20	3.6%
Property damage	53	9.6%
Community investment	6	1.1%
Livelihoods/living conditions and wellbeing	9	1.6%
Workforce behavior	4	0.7%
Resettlement	6	1.1%
Environment	4	0.7%
Media request or attention	0	0.0%
Accounts payable	1	0.2%
Procurement practices	0	0.0%
Training	0	0.0%
Transport	1	0.2%
Government payments or financial regulations	0	0.0%
Community events	1	0.2%
Health and safety	0	0.0%
Industry engagement	0	0.0%
Small-scale mining	1	0.2%
Total	**550**	**100.0%**

[1] Data reflects the combined reasons for complaints and grievances for Newmont sites and former Goldcorp sites.

[2] A single complaint or grievance may have multiple categories.

[3] GRI Standards disclosure GRI 102-44: Stakeholder key topics and concerns raised.

HUMAN RIGHTS

Human rights assessments or reviews conducted 2017–2020: Site-level[1, 2]

	Country/site	Human rights assessment or review occurring 2017–2020	Assessment summary and context
Africa	**Ghana**		
	Ahafo	2019	Human Rights Baseline and Impact Assessment Study for the proposed Ahafo North project
	Akyem	2019	Newmont risk assessment process that incorporates human rights on an ongoing basis
	All-Ghana locations	2020	Audits initiated for two suppliers
Americas: North	**U.S.**		
	CC&V	2020	Desktop human rights risk assessment. Step 1: review of existing risks to determine their potential impact on human rights. Confirmation that controls were accurate if there were human rights risks identified; Step 2: identification of any additional human rights risks and necessary controls to be added to the risk register
	Canada		
	Éléonore	Forthcoming	Former Goldcorp site will be incorporating human rights into SIA during update process in 2022
	Musselwhite	Forthcoming	Former Goldcorp site will be incorporating human rights into SIA during update process in 2021
	Porcupine	Forthcoming	Former Goldcorp site will be incorporating human rights into SIA during update process in 2022
	Guatemala		
	Marlin	2017	Marlin Mine Closure: A Review of Goldcorp Commitments to the 2010 Human Rights Assessment
	Mexico		
	Peñasquito	Forthcoming	Former Goldcorp site will be incorporating human rights into SIA during update process in 2021
Americas: South	**Argentina**		
	Cerro Negro	Forthcoming	Former Goldcorp site incorporated human rights into social baseline and impact assessment in 2020
	Suriname		
	Merian	2019	Merian's cross-functional Human Rights Working Group refined the site's human rights action plan and undertook an assessment to determine the most salient human rights risks for the region
	Merian	2017	Human Rights Impact Assessment
	Sabajo	2018	Human rights integrated into the public Environmental and Social Impact Assessment
	Peru		
	Peru – all locations	2020	Audits initiated for two suppliers
	Peru	2018	Human Rights Risk Assessment of new security system
	Yanacocha	2017	Human Rights Impact Assessment
Australia	**Australia**		
	Australia – all locations	2020	Audit initiated for one supplier
	Boddington	2019	Newmont risk assessment process that incorporates human rights on an ongoing basis
	Tanami	2019	Newmont risk assessment process that incorporates human rights on an ongoing basis
Global	**Percentage coverage:**	**100%**	

[1] *All former Newmont sites conduct human rights assessments on an ongoing basis as part of Newmont's established risk assessment process. In addition to ongoing risk assessments that include human rights aspects, standalone and/or integrated assessments specific to human rights issues occurred in Ghana, Guatemala, Suriname and Peru. Assessments for each country are summarized in the table above. Former Goldcorp sites are addressing gaps to become fully compliant with Newmont's standards (including on human rights assessments).*

[2] *GRI Standards disclosure GRI 412-1: Operations that have been subject to human rights reviews or impact assessments.*

Human rights new supplier screening: Country level[1, 3]

		New supplier human rights screenings			
	Country	**Number of new suppliers**	**Number of new suppliers screened for human rights risks[2]**	**% of new suppliers screened for human rights**	**Number of suppliers identified through the automated pre-qualification process as having human rights risks[1]**
Africa	Ghana	95	94	99%	27
Americas: North	U.S.	188	141	75%	71
Americas: South	Peru	207	173	84%	82
Australia	Australia	173	112	65%	37
Global	**Total**	**663**	**520**	**78%**	**217**

[1] We pre-screened all new suppliers in Australia, Ghana and Peru and at the corporate level against human rights criteria. The automated pre-qualification system often flags too many suppliers as high or extreme risk. This number is validated with sites and often decreased based on a more nuanced understanding of the supplier's risk level. Sites that are not within the scope of the supplier risk assessment program (SRiM) are: U.S. CC&V; Canada sites; Mexico, Argentina and Suriname.

[2] The difference between new suppliers and suppliers screened reflects those suppliers whose pre-qualification questionnaires are outstanding.

[3] GRI Standards disclosure 412-1: Operations that have been subject to human rights reviews or impact assessments.

Security personnel trained in human rights policies or procedures: Site level[1, 4]

		Session details		Total number of participants in security training				
	Country/site	No. of sessions conducted	Total duration of all sessions (hours)	No. of employees trained	No. of public security/ law enforcement personnel trained	No. of private security contractors trained	Other external stakeholders trained[2]	Percentage of Newmont security personnel trained
Africa	**Ghana**	**28**	**51**	**12**	**267**	**652**	**0**	**100%**
	Accra	2	6	2	0	21	0	100%
	Ahafo	12	24	5	6	180	0	100%
	Akyem	14	21	5	261	451	0	100%
Americas: North	**Canada[3]**	**0**	**0**	**3**	**0**	**50**	**0**	**100%**
	Éléonore	N/R	Self-guided	1	0	10	0	100%
	Musselwhite	N/R	Self-guided	1	0	6	0	100%
	Porcupine	N/R	Self-guided	1	0	34	0	100%
	U.S.	**8**	**0**	**8**	**0**	**0**	**0**	**100%**
	CC&V	8	Self-guided	8	0	0	0	100%
	Mexico	**0**	**1,623**	**3,123**	**290**	**240**	**0**	**86%**
	Peñasquito	N/R	1,623	3,123	290	240	0	86%
Americas: South	**Guatemala**	**8**	**8**	**4**	**0**	**40**	**0**	**100%**
	Marlin	8	8	4	0	40	0	100%
	Honduras	**1**	**1**	**0**	**0**	**6**	**0**	**100%**
	San Martin	1	1	0	0	6	0	100%
	Argentina	**2**	**2**	**19**	**0**	**100**	**0**	**100%**
	Cerro Negro	2	2	19	0	100	0	100%
	Suriname	**21**	**43**	**23**	**26**	**141**	**0**	**100%**
	Merian	21	43	23	26	141	0	100%
	Peru	**133**	**1,540**	**8**	**518**	**538**	**0**	**100%**
	Yanacocha	133	1,540	8	518	538	0	100%
Global	**Total**	**201**	**3,268**	**3,200**	**1,101**	**1,767**	**0**	

[1] Security training did not take place in 2020 in Australia; these data are omitted from the table.

[2] Due to COVID-19 restrictions, external stakeholder engagement events were canceled or significantly curtailed.

[3] Training for security in Canada was online and self-guided so we do not have figures for the number of sessions conducted.

[4] GRI Standards disclosure GRI 410-1: Security personnel trained in human rights policies or procedures.

Human rights workforce trainings conducted: Site level[3]

	Country/site	Human rights training courses delivered in 2020	Total hours trained at site	Internal or external trainer(s) delivered course(s)	Number of employees trained[1]	Number of suppliers trained[2]	Total number of workforce trained
Africa	**Ghana**						
	Ahafo	2	166	Internal	0	166	164
	Akyem	0	0	N/A	0	166	165
Americas: North	**U.S.**						
	CC&V	0	0	N/A	0	0	0
	Canada						
	Éléonore	0	0	N/A	0	0	0
	Musselwhite	0	0	Internal	0	0	0
	Porcupine	1	30	Internal	30	0	30
	Mexico						
	Peñasquito	1	Not reported	Internal	4,518	0	4,518
Americas: South	**Argentina**						
	Cerro Negro	1	100	Internal	100	0	100
	Suriname						
	Merian	2	950	External	46	334	380
	Peru						
	Yanacocha	11	249	Internal	108	148	256
Australia	**Australia**						
	Boddington	2	248	External	35	30	65
	Tanami	2	1,700	External	126	48	174
Global	**Total**	**22**	**3,443**		**4,963**	**892**	**5,852**

[1] This does not include the online employee training figures which are reported in the main body of the report.

[2] Includes in-person and online supplier trainings. 331 suppliers were trained in Ghana through a virtual suppliers summit. The sessions included suppliers from both sites.

[3] GRI Standards disclosure 412-2: Employee training on human rights policies or procedures.

Lands, agreements, significant events: Site level[1, 2, 3]

	Indigenous/aboriginal/First Nations group	Formal agreement
Boddington (Australia)	Gnaala Karla Booja	Yes
Tanami (Australia)	Warlpiri	Yes
Éléonore (Canada)	Cree Nation of Wemindj	Yes
	Grand Council of the Crees (Eeyou Iscthee)/Cree Nation Government	Yes
Musselwhite (Canada)	North Caribou Lake First Nation	Yes
	Cat Lake First Nation	Yes
	Wunnumin Lake First Nation	Yes
	Kingfisher Lake First Nation	Yes
	Windigo First Nation Council	Yes
	Shibogama First Nation Council	Yes
	Mishkeegogamang First Nation	Yes
Porcupine – Chapleau (Canada)	Chapleau Cree First Nation	Yes
	Brunswick House First Nation	Yes
	Chapleau Ojibwe First Nation	Yes
	Michipicoten First Nation	Yes
Porcupine – Timmins (Canada)	Mattagami First Nation	Yes
	Matachewan First Nation	Yes
	Flying Post First Nation	Yes
	Wahgoshig First Nation	Yes
	Metis Nation of Ontario	No
Merian (Suriname)	Pamaka Maroon Tribe of the Marowijne River	Yes
Merian/Sabajo project (Suriname)	Kawina Maroon Tribe	In process

[1] *Canada has adopted the UN Declaration of the Rights of Indigenous Peoples legislation.*

[2] *The reporting boundary for this disclosure covers all Indigenous/aboriginal/First Nations groups near our operations (active, exploration) and sites in 2020 (beyond land agreements and events). Reference the narrative of our 2020 annual sustainability report for a detailed discussion of stakeholder engagement with all groups, including those with which Newmont has formal agreements in place (meeting the aspects of GRI MM5 that are not shown in the table above to ensure full coverage of this disclosure item). Of the 12 active operating sites within this reporting boundary (Ahafo, Akyem, CC&V, Eleonore, Musselwhite, Porcupine, Peñasquito, Cerro Negro, Merian, Yanacocha, Boddington, and Tanami), seven actively operating sites (50% ownership) are located in or adjacent to Indigenous peoples' territories*

[3] *GRI Mining and Metals Sector Supplement MM5: Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities; GRI Standards disclosure 411-1: Rights of Indigenous peoples; and SASB Metals & Mining Sustainability Accounting Standard EM-MM-210a.3: Security, human rights, & rights of Indigenous peoples.*

LAND OR RESOURCE USE DISPUTES

Significant disputes related to land or resource use: Site level[1, 2]

	Country/site	Number of significant land use disputes in 2020	Number of disputes addressed through complaints and grievances resolution process	If applicable, summary of significant disputes, actions taken and outcomes
Africa	**Ghana**			
	Ahafo	1	0	A small group of farmers disputed Newmont's exploration activities in the mine's Apensu area, which Newmont acquired in the 2004–2005 timeframe. According to the farmers, they were not compensated for their farms. Some farmers are also requesting that the court require the Company to compensate them for depriving them from using the land from 2004 to date. The claims are currently under legal review.
	Akyem	No	N/A	N/A
Americas: North	**U.S.**			
	CC&V	N/A	N/A	N/A
	Canada			
	Éléonore	N/A	N/A	N/A
	Musselwhite	N/A	N/A	N/A
	Porcupine	N/A	N/A	N/A
	Mexico			
	Peñasquito	N/A	N/A	N/A
Americas: South	**Argentina**			
	Cerro Negro	N/A	N/A	N/A
	Suriname			
	Merian	N/A	N/A	N/A
	Peru			
	Yanacocha	N/A	N/A	N/A
Australia	**Australia**			
	Boddington	N/A	N/A	N/A
	Tanami	N/A	N/A	N/A
Global	**Total**	**1**	**0**	

[1] Significant impacts are those that have had an impact on our ability to operate commensurate with a Level 3+ event in the Newmont Risk Matrix. Land disputes may be associated with current, planned or proposed future site operations.

[2] GRI Mining and Metals Sector Supplement disclosures MM6: Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples; and GRI MM7: The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes. Supports SASB Metals & Mining Sustainability Accounting Standard EM-MM-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests.

RESETTLEMENT AND/OR RELOCATION ACTIVITY

Resettlement and/or relocation activity: Site level[1, 2]

	Country/site	Resettlement and/or relocation activity occurred in 2020	Number of households resettled and/or relocated
Africa	**Ghana**		
	Ahafo	Yes	80
	Akyem	No	N/A
Americas: North	**U.S.**		
	CC&V	No	N/A
	Canada		
	Éléonore	No	N/A
	Musselwhite	No	N/A
	Porcupine	No	N/A
	Mexico		
	Peñasquito	No	N/A
Americas: South	**Argentina**		
	Cerro Negro	No	N/A
	Suriname		
	Merian	No	N/A
	Peru		
	Yanacocha	No	N/A
Australia	**Australia**		
	Boddington	No	N/A
	Tanami	No	N/A
Global	**Total**		

[1] Reference the Resettlement and Land Use section of the 2019 Beyond the Mine report for a detailed discussion of the Ahafo resettlement activities with the nearby Dokyikrom community. Twenty-five households were given relocation under the Subika East Waste Dump Expansion (SEWDE) project, which was a directive from the Minister of Lands and Natural Resources. The resettlement houses are under construction and will be handed over to the households in 2020. Three households were also relocated due to the Awonsu Oxide Pit development; one household was resettled from the tailings storage facility toe drain project.

[2] GRI Mining and Metals Sector Supplement disclosure MM9: Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.

SOCIAL IMPACT ASSESSMENT AND ENGAGEMENT

Social impact assessment and engagement practices: Site level[1, 2]

	Country/site	Social Impact Assessment (SIA) is conducted at this site: year of last SIA	Site's stakeholder engagement plans are based on stakeholder mapping	Site engages with broad-based local community consultation committees that include vulnerable groups	Site engages with works councils, occupational health and safety committees and other worker representation bodies to deal with social impacts	Site has formal local community grievance process
Africa	**Ghana**					
	Ahafo	2019	Yes	Yes	Yes	Yes
	Akyem	2015	Yes	Yes	Yes	Yes
Americas: North	**U.S.**					
	CC&V	2017	Yes	Yes	Yes	Yes
	Canada					
	Éléonore	2010	Yes	Yes	Yes	Yes
	Musselwhite	1995	Yes	Yes	Yes	Yes
	Porcupine	2018	Yes	Yes	Yes	Yes
	Mexico					
	Peñasquito	2015	Yes	No	No	Yes
Americas: South	**Argentina**					
	Cerro Negro	2020	Yes	Yes	Yes	Yes
	Suriname					
	Merian	2020	Yes	Yes	Yes	Yes
	Peru					
	Yanacocha	2014	Yes	Yes	Yes	Yes
Australia	**Australia**					
	Boddington	2020	Yes	Yes	Yes	Yes
	Tanami	2019	Yes	Yes	No	Yes

[1] *All sites out of compliance have plans in place to initiate an SIA update.*

[2] *GRI Standards disclosure GRI 413-1: Operations with local community engagement, impact assessments and development programs.*

Value Sharing:

COVID-19 GLOBAL COMMUNITY SUPPORT FUND

COVID-19 Global Community Support Fund: Site level (thousands US$)[1]

	Country/site	Spend on health focus area	Spend on food security focus area	Spend on economic resiliency focus area	Spend on other focus area[2]	Total spend
Africa	**Ethiopia**	**50**	**0**	**0**	**0**	**50**
	National[3]	50	0	0	0	50
	Ghana	**2,068**	**0**	**38**	**0**	**2,106**
	Ahafo	563	0	22	0	585
	Akyem	151	0	12	0	163
	National[3]	1,354	0	4	0	1,358
Americas: North	**U.S.**	**259**	**213**	**197**	**162**	**831**
	CC&V	256	213	197	162	829
	Denver	2	0	0	0	2
	Canada	**574**	**456**	**359**	**108**	**1,497**
	Éléonore	283	94	43	85	504
	Musselwhite	154	153	124	0	431
	Porcupine	122	156	192	24	493
	Coffee	16	53	0	0	69
	Mexico	**594**	**114**	**523**	**20**	**1,250**
	Peñasquito	594	114	523	20	1,250
	Other	**9**	**33**	**0**	**0**	**42**
	Legacy sites[4]	9	23	0	0	32
	Barbados	0	10	0	0	10
Americas: South	**Argentina**	**449**	**52**	**306**	**0**	**807**
	Cerro Negro	449	52	306	0	807
	Suriname	**698**	**0**	**0**	**0**	**698**
	Merian	698	0	0	0	698
	Peru	**1,585**	**338**	**574**	**54**	**2,552**
	Yanacocha	1,585	338	574	54	2,552
Australia	**Australia**	**173**	**402**	**226**	**54**	**855**
	Boddington	173	155	0	54	382
	Tanami	0	247	226	0	473
Global	**Total**	**6,460**	**1,607**	**2,222**	**398**	**10,687**

[1] There is a disclosure of the Fund's current figures on our website. These are just the allocations for 2020.

[2] Other focus area is used for donations not related to health, food security, or economic resilience.

[3] Donations made to organizations outside of the local community with a national or regional focus.

[4] Specific legacy site data was not collected, but refers to San Martin (Honduras) and Marlin (Guatemala).

COMMUNITY INVESTMENTS

Community investments: Site level (millions)[1, 5]

	Country/site[2]	Community development expenditures[3]	Donations[4]	Totals
Africa	**Ghana**	**$8.38**	**$0.11**	**$8.49**
	Ahafo	$3.92	$0.10	$4.02
	Akyem	$4.46	$0.01	$4.47
Americas: North	**U.S.**	**$0.18**	**$0.29**	**$0.47**
	CC&V	$0.18	$0.29	$0.47
	Canada	**$0.00**	**$2.21**	**$2.21**
	Éléonore	$0.00	$0.38	$0.38
	Musselwhite	$0.00	$0.09	$0.09
	Porcupine	$0.00	$0.37	$0.37
	Vancouver	$0.00	$1.37	$1.37
	Mexico	**$0.00**	**$2.10**	**$2.10**
	Peñasquito	$0.00	$2.10	$2.10
Americas: South	**Argentina**	**$0.26**	**$1.33**	**$1.59**
	Cerro Negro	$0.26	$1.33	$1.59
	Suriname	**$0.37**	**$0.16**	**$0.53**
	Merian	$0.37	$0.16	$0.53
	Peru	**$3.57**	**$0.29**	**$3.86**
	Yanacocha	$3.57	$0.29	$3.86
Australia	**Australia**	**$0.48**	**$0.76**	**$1.24**
	Boddington	$0.20	$0.03	$0.23
	Tanami	$0.10	$0.67	$0.77
	Perth	$0.19	$0.06	$0.24
Global	**Total**	**$13.25**	**$7.25**	**$20.50**

[1] Community investments data excludes the COVID-19 Global Community Support Fund contributions.

[2] Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters.

[3] Community development expenditures reported by sites reflect direct expenditures on programs and partnerships that support local community development programs and partnerships. Expenditures omit: outside grant funding received from partner agencies; overhead expenses such as community relations year-end reporting costs, salaries and administrative costs; monetary value of in-kind donations and volunteerism; and expenditures related to mitigation including exploration and land use payments.

[4] Donations data reflects direct monetary investments and the book value of in-kind donations.

[5] GRI Standards disclosure GRI 201-1: Direct Economic Value Generated and Distributed (this table shows GRI 201-1-iii only); full disclosures are detailed in the Economic Value Generated and Economic Value Distributed tables. Amounts may not recalculate due to rounding. Differences in community investments totals shown in this table and totals shown in the Economic Value Distributed data are due to decimal place rounding.

ECONOMIC VALUE GENERATED AND DISTRIBUTED

Economic value distributed: Country level (millions)[1, 7]

Country	Operating costs[2]	Employee wages and benefits	Capital spend[3]	Payments to providers of capital[4]	Payments to governments[5]	Community investments[6]	Total
Argentina	$19.9	$48.4	$45.4	$2.0	$83.3	$1.6	$200.6
Australia	$672.9	$270.5	$369.9	$13.5	$254.6	$1.2	$1,582.6
Canada	$422.8	$232.5	$121.0	$11.5	$17.1	$2.2	$807.1
Ghana	$468.6	$132.5	$137.4	$2.6	$284.6	$8.5	$1,034.2
Mexico	$613.9	$142.8	$127.4	$21.3	$45.5	$2.1	$953.0
Peru	$292.7	$72.0	$101.3	$3.2	$56.4	$3.9	$529.4
Suriname	$196.2	$63.4	$41.5	$0.0	$98.5	$0.5	$400.1
U.S.	$318.2	$296.7	$89.6	$1,608.5	$(125.8)	$0.5	$2,187.8
Total	**$3,005.2**	**$1,258.7**	**$1,033.5**	**$1,662.6**	**$714.1**	**$20.5**	**$7,694.6**

[1] Amounts are on a consolidated basis as described in our 2020 10-K; however, to ensure comparable reporting boundaries across financial data disclosed in this report (economic value generated, distributed and community investments data tables), the U.S. figures omit Nevada data. Amounts may not recalculate due to rounding.

[2] Operating costs comprise costs applicable to sales of $4,002 (excluding Nevada of $1,012), exploration of $148 (excluding Nevada of $39), advanced projects, research and development of $119 (excluding Nevada of $3), and general and administrative expenses of $259 (excluding Nevada of $10) on an accrued basis and cash paid for reclamation in 2020 of $101. Operating costs omit employee wages and benefits of $1,195 included in the employee wages and benefits column; $397 in payments to governments for employer and property taxes included in the payments to governments column; $82 of indirect costs; $71 of byproduct sales, which are recognized as credits to costs applicable to sales in our 2020 10-K; and $21 of community investments included in the community investments column.

[3] Capital spend is presented on an accrued basis and excludes employee wages and benefits capitalized of $64 and Nevada spend of $241.

[4] Payments to providers of capital includes interest expense, net of capitalized interest of $308, dividends paid to common stockholders of $834, and repurchases of common stock of $521.

[5] To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits $36.5 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled $(89.3).

[6] Community investments data includes direct monetary investments and the book value of in-kind donations. Australia includes Perth regional office; Canada includes Vancouver regional office; U.S. excludes Nevada and Denver corporate headquarters. Differences in community investments column totals shown in this table and totals shown in the Community Investments table are due to decimal place rounding. Community investments data excludes the COVID-19 Global Community Support Fund contributions.

[7] GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

Economic value generated: Country level (millions)[1, 2]

Country	Amount
Argentina	$429.0
Australia	$2,258.0
Canada	$1,185.8
Ghana	$1,525.7
Mexico	$1,886.3
Peru	$620.2
Suriname	$822.0
U.S.	$481.7
Total	**$9,208.7**

[1] Amounts are on a consolidated basis as described in our 2020 10-K; however, to ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. Economic value generated includes sales of $9,138 (excluding Nevada of $2,359), as well as byproduct sales of $71, which are recognized as credits to costs applicable to sales in our 2020 10-K.

[2] GRI Standards disclosure 201-1: Direct Economic Value Generated and Distributed.

SUPPLY CHAIN

Number of suppliers[1]

Number of suppliers in 2020	11,352

[1] GRI Standards disclosure GRI 102-09: Number of suppliers.

Spending on local suppliers: Region level (millions)[5]

Region	Total spent on all suppliers	Total spent with local suppliers	% spent with local suppliers	Total spent with national suppliers	% spent with national suppliers	Total spent with local and national suppliers	% spent with local and national suppliers
Africa[1]	$708.9	$24.3	3.4%	$534.9	75.5%	$559.1	78.9%
Australia[2]	$1,244.6	$475.5	38.2%	$707.2	56.8%	$1,182.7	95.0%
North America[3]	$1,474.8	$314.8	21.3%	$1,155.9	78.4%	$1,470.7	99.7%
South America[4]	$852.1	$305.4	35.8%	$421.1	49.4%	$726.6	85.3%
Total	**$4,280.3**	**$1,120.0**	**26.2%**	**$2,819.1**	**65.9%**	**$3,939.1**	**92.0%**

[1] "Local" or "local-local" refers to a micro-, small- or medium-size enterprise properly licensed and registered in Ghana. Local-local suppliers must have an office established in the mining lease area and be validated by community representatives and Newmont. Local suppliers must have an office in the region where the mine is located, but validation is not required.

[2] At Boddington, local suppliers are located in the Peel, South West and Wheatbelt districts, and local-local suppliers are within a 50 km radius. At Tanami, local suppliers are located in Alice Springs and Darwin districts, and local-local suppliers are from the Yuendumu and Lajamanu communities.

[3] For Éléonore, local-local suppliers must be owned by the Cree Nation of Wemindji, and local suppliers are owned by other Cree communities and the Cree Nation or are from the Nord-du-Québec region. For Musselwhite, local-local suppliers are those owned by signatory and affiliate First Nations and Councils, and local suppliers are from Winnipeg to Sault Ste. Marie in Musselwhite's indirect geographical area of influence. For Porcupine, local-local suppliers are from communities within 75 km of operations and from signatory First Nations, and local suppliers are from the northeastern Ontario region in Porcupine's indirect geographical area of influence. For CC&V, local-local suppliers are located in counties (Teller, Fremont, El-Paso) with close proximity to site, while local suppliers are from the rest of the state of Colorado.

[4] Includes Merian and Yanacocha. "National" spend for Merian is included in "Local Procurement Spend." At Yanacocha, local suppliers must meet certain criteria and be registered in the city of Cajamarca, and local-local suppliers must be located in Yanacocha's geographical area of influence. At Merian, local suppliers are located in the country, and local-local suppliers are based close to the mine (predominantly Pamaka).

[5] GRI Standards disclosure GRI 204-1: Proportion of spending on local suppliers.

Spending on local suppliers by region — targets vs. results: Trailing four years (millions)[1, 2]

	2017		2018		2019		2020	
Region	Spend target	Target results	Spend target	Target results	Spend target	Target results	Spend target	Target results
Africa	$10.0	$16.8	$14.0	$21.6	$22.0	$25.3	$22.0	$24.3
Australia	$96.0	$197.9	$160.0	$357.7	$273.0	$429.1	$390.0	$475.5
North America	$220.0	$358.3	$368.0	$439.1	$385.0	$247.4	$100.0	$82.9
South America	$80.0	$85.6	$279.0	$284.6	$320.0	$351.5	$326.0	$263.5
Total	**$406.0**	**$658.5**	**$821.0**	**$1,103.0**	**$1,000.0**	**$1,053.2**	**$838.0**	**$846.1**

[1] 2019 North America local supplier spending figures include Nevada supplier spend from January 1 to June 30 (pre-JV) and exclude the Colorado, U.S. corporate office; Australia local supplier spending figures exclude KCGM.

[2] This table only includes data from former Newmont sites.

Spending on local suppliers by site (millions)

	Country/site	Total spend	Local-local	Local	National	International
Africa	**Ghana**	**$708.87**	**$16.34**	**$7.92**	**$534.86**	**$149.75**
	Ahafo	$396.23	$11.91	$6.20	$358.00	$20.12
	Akyem	$312.64	$4.43	$1.72	$176.87	$129.63
Americas: North	**U.S.**	**$195.76**	**$19.84**	**$63.05**	**$111.07**	**$1.81**
	CC&V	$195.76	$19.84	$63.05	$111.07	$1.81
	Canada	**$500.26**	**$91.46**	**$115.82**	**$290.66**	**$2.31**
	Éléonore	$156.02	$21.50	$17.96	$115.59	$0.96
	Musselwhite	$122.79	$14.19	$26.08	$82.29	$0.23
	Porcupine	$221.46	$55.77	$71.78	$92.78	$1.12
	Mexico	**$778.77**	**$4.85**	**$19.77**	**$754.15**	**$0.00**
	Peñasquito	$778.77	$4.85	$19.77	$754.15	$0.00
Americas: South	**Argentina**	**$166.20**	**$20.92**	**$21.01**	**$121.05**	**$3.21**
	Cerro Negro	$166.20	$20.92	$21.01	$121.05	$3.21
	Suriname	**$258.26**	**$0.34**	**$0.85**	**$163.57**	**$93.50**
	Merian	$258.26	$0.34	$0.85	$163.57	$93.50
	Peru	**$427.60**	**$32.02**	**$66.72**	**$300.07**	**$28.80**
	Yanacocha	$427.60	$32.02	$66.72	$300.07	$28.80
Australia	**Australia**	**$1,244.57**	**$29.50**	**$446.01**	**$707.21**	**$61.85**
	Boddington	$605.02	$28.54	$315.92	$214.97	$45.60
	Tanami	$349.22	$0.96	$46.60	$291.42	$10.24
	Other	$290.33	N/A	$83.49	$200.82	$6.02
Global	**Total**	**$4,280.30**	**$215.27**	**$741.15**	**$2,982.65**	**$341.23**

TAX TRANSPARENCY

Payments to governments: Country level (millions)[1, 2, 5]

Country	Government royalties	Taxes	Payments to governments
Argentina	$19.22	$64.12	$83.34
Australia	$59.39	$195.17	$254.56
Canada	$0.0	$17.06	$17.06
Ghana	$77.79	$206.80	$284.59
Mexico	$0.0	$45.45	$45.45
Peru	$0.0	$56.42	$56.42
Suriname	$49.04	$49.42	$98.46
U.S.[3, 4]	$0.0	$(125.76)	$(125.76)
Total	**$205.44**	**$508.69**	**$714.14**

[1] Taxes include current year cash payments for income and mining taxes, and accrued employer, property, sales, production, and withholding taxes. In addition, taxes include export duties paid in Argentina. Amounts may not calculate due to rounding.

[2] Significant tax payments incurred are projected to be paid the following year for various countries that have installment rules impacting the timing of tax payments.

[3] To ensure comparable reporting boundaries across value sharing data disclosed in this report (economic value generated, distributed, payments to governments, and community investments data tables), Nevada data is omitted. The U.S. payments to governments figure omits $36.5 paid to the state of Nevada. Should that figure have been included, the total U.S. payments to governments would have totaled $(89.3).

[4] Under the Tax Cuts and Jobs Act of 2017, Alternative Minimum Tax ("AMT") paid in prior years became refundable incrementally from 2018 through 2021. The Coronavirus Aid, Relief, and Economic Security Act, signed into law in the spring of 2020, allowed for the full refund of any unused AMT credits in 2018 or 2019. Newmont received the AMT credits for both 2018 and 2019 in 2020.

[5] GRI Standards disclosure GRI 207-4: Country-by-Country Tax Reporting.

Effective tax rates: Country level (percentage)[1, 3]

Country	Rate
Argentina	134%
Australia	25%
Canada	140%
Ghana	37%
Mexico	27%
Peru	(40)%
Suriname	27%
U.S.[2]	(6)%
Other foreign	54%
Consolidated	**22%**

[1] The effective tax rate is driven by a number of factors and can fluctuate from year to year. For a more detailed discussion of tax expenses, refer to page 66 of Newmont's 2020 10-K report. Amounts may not calculate due to rounding.

[2] The U.S. effective tax rate includes CC&V, Corporate Headquarters (Colorado), Nevada, and other U.S.

[3] GRI Standards disclosure GRI 207-4: Country-by-Country Tax Reporting.

Workforce

WORKFORCE DEMOGRAPHICS

Total workforce: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Employees	10,804	12,569	12,442	16,636	14,468
Contractors	9,312	12,111	11,765	15,026	13,540
Total	**20,116**	**24,680**	**24,207**	**31,662**	**28,008**

[1] Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[2] GRI Standards disclosure GRI 102-08: Information on employees and other workers.

Employees by region: Trailing five years[1, 5]

	2016	2017	2018	2019	2020
Africa	1,954	1,953	2,043	2,192	2,088
Australia[2]	2,683	2,895	2,824	2,874	2,173
Americas: North[3]	4,438	4,838	4,762	7,260	6,070
Americas: South[4]	1,729	2,883	2,813	4,310	4,137
Total	**10,804**	**12,569**	**12,442**	**16,636**	**14,468**

[1] Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[2] Employees associated with reclamation in Indonesia are included in Australia employee count and total two employees in 2020.

[3] Two employees located in France and three employees located in Barbados are reported under the North America Region for consolidated reporting purposes.

[4] Thirty-three employees in Miami, U.S. are located in South America for consolidated reporting purposes.

[5] GRI Standards disclosure GRI 102-08: Information on employees and other workers.

Contractors by region: Trailing five years[1, 3]

	2016	2017	2018	2019	2020
Africa	2,022	3,261	3,469	3,448	3,271
Australia	2,038	1,541	1,539	1,706	2,450
Americas: North[2]	1,556	2,237	1,580	4,699	3,483
Americas: South	3,696	5,072	5,177	5,173	4,336
Total	**9,312**	**12,111**	**11,765**	**15,026**	**13,540**

[1] Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[2] Four contractors in Haiti are located in North America for consolidated reporting purposes in 2020.

[3] GRI Standards disclosure GRI 102-08: Information on employees and other workers.

COMPENSATION AND EQUAL REMUNERATION

Ratio of average female salary to average male salary: Employee category[1]

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/ male average salary
Senior leadership	41	$281,087	121	$290,992	1.0
People managers	281	$89,674	1,760	$113,303	0.8
Individual contributors	829	$78,902	2,620	$91,530	0.9
Operators and maintainers	729	$32,708	8,079	$31,536	1.0

[1] GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

Ratio of average female salary to average male salary: Country level[1, 2, 3]

	Number of female employees	Average female salary	Number of male employees	Average male salary	Ratio female/ male average salary
Argentina	127	$29,652	1,240	$28,022	1.1
Australia	363	$83,172	1,804	$94,209	0.9
Canada	267	$71,828	1,862	$73,649	1.0
Ghana	250	$23,620	1,821	$25,347	0.9
Peru	119	$48,158	1,234	$40,045	1.2
Suriname	201	$17,513	1,141	$20,074	0.9
U.S.	260	$127,131	832	$120,284	1.1
Mexico	280	$19,824	2,571	$15,823	1.3

[1] Countries with fewer than 10 employees by gender are excluded for privacy purposes.

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

[3] GRI Standards disclosure 405-2: Ratio of basic salary and remuneration of women to men.

DIVERSITY AND INCLUSION

Employee gender breakout: Country level[1, 2, 3]

	Female	Male	Total
Ghana	256	1,847	2,103
Ethiopia	3	13	16
Australia	363	1,804	2,167
U.S.	254	786	1,040
Canada	266	1,855	2,121
Mexico	280	2,571	2,851
Argentina	127	1,240	1,367
Suriname	201	1,141	1,342
Peru	119	1,234	1,353
Corporate	14	108	122
Other	3	7	10
Total	**1,880**	**12,580**	**14,460**

[1] Other category accounts for countries with fewer than 10 employees.

[2] Eight employees excluded who did not disclose gender.

[3] GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Employee gender breakout: Number by employee category[1, 2]

	Female	Male	Total
Senior leadership	41	121	162
People manager	281	1,760	2,041
Individual contributors	829	2,620	3,449
Operators and maintainers	729	8,079	8,808
Total	**1,880**	**12,580**	**14,460**

[1] Eight employees excluded who did not disclose gender.

[2] GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Female representation: Percentage by employee category: Trailing five years[1, 3]

	2016	2017	2018	2019	2020
Board of Directors[2]	30.0%	41.7%	41.7%	40.0%	45.5%
Executive leadership team	33.3%	33.3%	25.0%	44.4%	42.9%
Senior leadership	16.3%	17.4%	19.5%	21.0%	25.3%
People managers	12.2%	13.6%	14.6%	14.0%	13.8%
Individual contributors	25.3%	25.0%	24.7%	26.5%	24%
Operators and maintainers	11.8%	11.5%	12.5%	9.8%	8.3%
Total employees	**14.8%**	**15.4%**	**15.7%**	**14.6%**	**13.0%**

[1] Beginning in 2016, we have been reporting female representation to the tenth of a percent to better track our progress against our targets. Female representation includes all employees. Public targets discussed elsewhere in this report do not include fixed term positions such as internships and those with a contract that ends on a specific date.

[2] Our President and CEO is included in the Board of Directors data.

[3] GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

Employee age distribution: Number and percentage by age range and category[2]

	Age under 30: Number of employees	Age under 30: % employees	Age 30–50: Number of employees	Age 30–50: % employees	Age over 50: Number of employees	Age over 50: % employees	Total number of employees all categories[1]	Total % by category all ages
Senior leadership	0	0.0%	87	<1%	75	<1%	162	1.0%
People managers	47	<1%	1,513	10.0%	474	3.0%	2,034	14.0%
Individual contributors	510	4.0%	2,435	17.0%	502	3.0%	3,447	24.0%
Operators and maintainers	1,401	10.0%	5,834	40.0%	1,556	11.0%	8,791	61.0%
Total	**1,958**	**14%**	**9,869**	**68%**	**2,607**	**18%**	**14,434**	**100%**

[1] Total number of employees all categories excludes 31 employees where age is not available.

[2] GRI Standards disclosure 405-1: Diversity of governance bodies and employees.

LABOR MANAGEMENT RELATIONS

Percentage of workforce represented by union or workplace agreement: Trailing five years[1, 6]

	2016	2017	2018	2019	2020
Argentina	N/A	N/A	N/A	87.8%	87.2%
Australia	41.0%	38.5%	24.3%	24.0%	14.0%
Canada	N/A	N/A	N/A	6.6%	10.6%
Ethiopia	0.0%	0.0%	0.0%	0.0%	0.0%
French Guiana	0.0%	0.0%	0.0%	0.0%	0.0%
Ghana[2]	100.0%	100.0%	97.7%	85.3%	90.6%
Guatemala	N/A	N/A	N/A	0.0%	0.0%
Mexico	N/A	N/A	N/A	70.6%	72.9%
Other[3]	0.0%	0.0%	0.0%	0.0%	0.0%
Peru	28.0%	29.0%	34.0%	35.9%	44.4%
Suriname	N/A	0.0%	45.4%	42.4%	41.1%
U.S.[4]	35.0%	32.3%	31.0%	0.0%	0.0%
Total[5]	**51.0%**	**51.0%**	**42.0%**	**43.4%**	**47.2%**

[1] Country data marked as 'N/A' (not applicable) represent year(s) when Newmont did not have workforce in that country.

[2] Workplace agreement in Ghana represents Junior and Senior Staff members only.

[3] Other accounts for countries with fewer than 10 employees.

[4] Significant 2018-2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[5] The total figure here for 2020 does not match the Human Capital Management disclosure in the 2020 10-K due to different rounding.

[6] GRI Standards disclosure GRI 102-41: Collective bargaining agreements.

Minimum notice periods regarding operational changes: By country[1, 2]

	Site	Notification period
Ghana – Collective bargaining agreements (CBAs) only	Accra, Ahafo and Akyem	3 months for any workforce reductions
Australia	Boddington, Tanami and Perth	4 weeks
Mexico	Peñasquito and Mexico City	4 weeks
Canada	Musselwhite	2 weeks
Global – all workforce not covered by CBAs	All employees, all sites	Newmont's general workforce notification practices are governed by the Global Management of Change Standard and supporting guidelines which require a minimum of 2 weeks notice to personnel where these changes have site-wide, regional and/or global impacts.

[1] 2020 COVID-19 workforce notifications are omitted from this data table. Ongoing workforce updates and notifications specific to COVID-19 impacts are available at Newmont.com.

[2] GRI Standards disclosure GRI 402-1: Minimum notice periods regarding operational changes.

Strikes and lockouts exceeding one week's duration: Site level[1]

No strikes or lockouts exceeding one week's duration

[1] GRI Standards Metals and Mining Sector Supplement MM4: Number of strikes and lockouts exceeding one week's duration by country.

Number and duration of non-technical delays: Site level[1, 2]

No non-technical delays other than those related to the COVID-19 pandemic

[1] This does not reflect any delays due to COVID-19. See the COVID-19 section of our report to see which sites went into Care and Maintenance.

[2] SASB Metals & Mining Sustainability Accounting Standard EM-MM-210b.2: Number and duration of non-technical delays.

TALENT ATTRACTION AND RETENTION

Employee turnover: By region[3]

	Employee initiated	Company initiated	Total
Africa	3.6%	4.9%	8.5%
Australia	6.7%	5.1%	11.8%
Americas: North[1]	4.5%	8.9%	13.4%
Americas: South[2]	3.1%	3.2%	6.4%

[1] Employees located in France and Barbados are reported under the North America region for consolidated reporting purposes.

[2] Employees in Miami, U.S., the South America regional headquarters location in 2020, are counted as South America region employees for consolidated reporting purposes.

[3] GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: By age group[1]

Age	Total turnover	Turnover rate
<30	132	7.7%
30 to 50	736	7.6%
51+	427	15.3%

[1] GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Employee initiated	5.0%	6.3%	6.6%	4.6%	4.2%
Company initiated	4.4%	3.7%	4.4%	4.9%	4.9%

[1] 2019 data omits two withdrawn employees whose birth dates are not available. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[2] GRI Standards disclosure 401-1: New employee hires and employee turnover.

Employee turnover by gender and initiation: Trailing five years[1]

	2016	2017	2018	2019	2020
Males					
Company initiated	399	362	399	627	540
Employee initiated	417	563	585	581	500
Total number of males	**816**	**925**	**984**	**1,208**	**1,040**
Company-initiated rate	4.0%	3.8%	4.1%	4.5%	4.3%
Employee-initiated rate	5.0%	5.9%	6.0%	4.1%	4.0%
Total rate for males	**9.0%**	**9.7%**	**10.1%**	**8.6%**	**8.4%**
Females					
Company initiated	62	53	104	172	154
Employee initiated	108	140	169	172	104
Total number of females	**170**	**193**	**273**	**344**	**258**
Company-initiated rate	4.0%	3.3%	6.0%	7.4%	8.4%
Employee-initiated rate	8.0%	8.8%	9.8%	7.4%	5.7%
Total rate for females	**12.0%**	**12.1%**	**15.9%**	**14.7%**	**14.0%**

[1] GRI Standards disclosure 401-1: New employee hires and employee turnover. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

New hires: By country, gender and age group[4]

	Total new hires	Percent of enterprise population
By region		
Africa	329	4.5%
Australia	341	3.5%
North America[1]	409	3.9%
South America[2]	168	2.1%
Total new hires	**1,247**	**14.0%**
By gender		
Female	298	4.0%
Male	949	10.0%
Total new hires	**1,247**	**14.0%**
New hires by age group[3]		
<30	487	6.9%
30 to 50	635	5.8%
51+	120	1.3%
Total new hires[3]	**1,242**	**14.0%**

[1] North America Region includes employees in Barbados and France for consolidated reporting purposes.

[2] South America Region includes employees in Miami, U.S. for consolidated reporting purposes.

[3] Total by age group excludes five new hires whose birth date is not available.

[4] GRI Standards disclosure GRI 401-1: New employee hires and employee turnover.

TRAINING AND PROFESSIONAL DEVELOPMENT

Percentage of employees who have received performance reviews: By gender and employee category[1, 2]

	Number of female employees	Number of females who have received performance reviews	% females who have received performance reviews	Number of male employees	Number of males who have received performance reviews	% males who have received performance reviews
Senior leadership	41	38	92.7%	121	109	90.1%
People managers	281	268	95.4%	1,760	1,726	98.1%
Individual contributors	829	859	103.6%	2,620	2,695	102.9%
Operators and maintainers	729	305	41.8%	8,079	3,927	48.6%
Total	**1,880**	**1,470**	**78.2%**	**12,580**	**8,457**	**67.2%**

[1] Some of these numbers are over 100% because some people had performance reviews and then left the Company before they were counted in the year-end employee numbers.

[2] GRI Standards disclosure 404-3: Percentage of employees receiving regular performance and career development reviews; GRI disclosure modified for 2019 integration year – refer to GRI Content Index for full details.

Training and development investment spending and hours: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Total ($ million)	$7.90	$7.90	$8.00	$8.90	$8.00
Total (hours)	671,242	828,126	808,780	736,807	487,920

[1] The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019.

[2] GRI Standards disclosure 404-1: Average hours of training per year per employee.

Average hours of training per year, per employee by employee category: Trailing five years[1, 2]

	2016	2017	2018	2019	2020
Senior leadership	20	14	23	5	5
People managers	83	68	85	31	22
Business support	67	66	70	36	22
Operators and maintainers	57	62	60	51	42

[1] The CC&V operation is excluded from 2019 data due to changes related to the Nevada Gold Mines JV. The Red Lake site, which was divested in the first quarter of 2020, is excluded from this table.

[2] GRI Standards disclosure 404-1: Average hours of training per year per employee.

Average hours of training per employee: By employee category and gender[1]

	Female	Male
Senior leadership	3	5
People managers	18	23
Business support	18	23
Operators and maintainers	49	41

[1] GRI Standards disclosure 404-1: Average hours of training per year per employee.

REPORT FRAMEWORKS

GRI Content Index

As a founding member of the International Council on Mining and Metals (ICMM), Newmont commits to uphold the ICMM's 10 Principles for Sustainable Development and to report in accordance with the GRI framework, which is recognized as the international standard for sustainability reporting and used by thousands of companies worldwide.

We developed this report in accordance with the GRI Standards Core option, which focuses on the key risks and opportunities significant to our business and stakeholders. This report also includes indicators from the GRI Mining and Metals Sector disclosures.

The content in this report is also mapped to the five United Nations Sustainable Development Goals (SDGs) that we established as our "priority goals" due to their alignment with our business and our ability to have an impact on outcomes in these areas.

We engaged Apex Companies, LLC (formerly Bureau Veritas North America Inc.) to independently assure our report for inclusivity, completeness, responsiveness and accuracy on material and significant sustainability matters.

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102: General Disclosures 2016				
Organizational Profile				
102-1 Name of the organization	**Our Business**, p. 24			
102-2 Activities, brands, products, and services	**Our Business**, p. 24 **Supply Chain**, pp. 48–52 **2020 10-K report** – Item 1. Business, pp. 5–7			
102-3 Location of headquarters	**Our Business**, p. 24			
102-4 Location of operations	**Our Business**, p. 24			
102-5 Ownership and legal form	**Our Business**, p. 24 **2020 10-K report** – Item 1. Business, p. 5			
102-6 Markets served	**Our Business**, p. 24			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-7 Scale of the organization	Our Business, p. 24 2020 10-K report – Item 1. Business, pp. 5–6			
102-8 Information on employees and other workers	Performance Data – Total workforce: Trailing five years, p. 190 Performance Data – Employees by region: Trailing five years, p. 190 Performance Data – Contractors by region: Trailing five years, p. 190 Performance Data – Employee gender breakout: Country level, p. 191			
102-9 Supply chain	Our Response to COVID-19, p. 15 Value Sharing – 2021 Public Targets – 2021 Local/Indigenous procurement targets by site, p. 120 Targets – Human rights and the supply chain, pg. 21 Supply Chain, pp. 48–52 Human Rights, pp. 83–84 Value Sharing, pp. 116–119 Performance Data – Human rights new supplier screening: Country level, p. 177 Performance Data – Spending on local suppliers: Region level, p. 187			
102-10 Significant changes to the organization and its supply chain	Significant Changes in 2020, p. 26 2020 10-K report – 2020 Results and Highlights, pp. 2–4			
102-11 Precautionary Principle or approach	Our Business, p. 24 Newmont submits to the United Nations Global Compact (UNGC) an annual Communication on Progress, affirming our commitment to operate according to the UNGC's 10 universal principles, including Principle No. 7, which states, "Businesses should support a precautionary approach to environmental challenges." The precautionary approach — which is the process for investigating, addressing and mitigating how our actions may threaten the environment — is embedded in our risk management process as well as our purpose, vision and values.	Principle 2		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-12 External initiatives	Supporting the Sustainable Development Goals, p. 35 Voluntary Commitments and Disclosures, pp. 37–39 Supply Chain – Responsible Sourcing, pp. 50–52 Health, Safety and Security, pp. 70–72 Social Acceptance, pp. 75–79 Human Rights, pp. 86–90 Environmental Management and Controls, pp. 93–94 Tailings Management, p. 103 Water Stewardship, pp. 108–113 Value Sharing, pp. 116–123	Principle 1, 2	SDG 17	Yes
102-13 Membership of associations	Voluntary Commitments and Disclosures, p. 37–39 Performance Data – Policy Influence – Largest individual contributions and main topics, p. 131		SDG 17	Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Strategy				
102-14 Statement from senior decision-maker	Letter from Tom Palmer, President and Chief Executive Officer, pp. 4–5 Letter from Jane Nelson, Safety and Sustainability Committee Chair, pp. 6–7 Thought-leadership interview: Climate Change, pp. 95-96			Yes
102-15 Key impacts, risks, and opportunities	Letter from Tom Palmer, President and Chief Executive Officer, pp. 4–5 Our Response to COVID-19, pp. 12–18 Our Approach to Sustainability – Our Sustainability Strategy, pp. 27–29 Our Approach to Sustainability – Materiality, pp. 29–30 Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34 Sustainability Compliance, pp. 40–41 Workforce Development and Culture, pp. 44–47 Supply Chain – Supplier Risk, pp. 48–49 Business Integrity and Compliance, pp. 58–61 Risk Management, pp. 62–65 Health, Safety and Security, pp. 67–72 Social Acceptance, pp. 73–79 Human Rights, pp. 82–90 Environmental Management and Controls, pp. 92–94 Energy and Climate Change, pp. 97–98 Tailings Management, pp. 99–104 Water Stewardship, pp. 105–113 Value Sharing, pp. 115–123 2020 10-K report – Item 1A. Risk Factors, pp. 13–33 CDP Climate Response 2020 CDP Water Risk Response 2020	Principle 4		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Ethics and integrity				
102-16 Values, principles, standards, and norms of behavior	Our Business, p. 25 Business Integrity and Compliance, pp. 58–61	Principle 1, 2, 4		Yes
102-17 Mechanisms for advice and concerns about ethics	Workforce Development and Culture, p. 47 Business Integrity and Compliance, pp. 58–61 Social Acceptance, pp. 73–75 Human Rights, pp. 82–86	Principle 1, 2, 4		Yes
Governance				
102-18 Governance structure	Corporate Governance, pp. 54–57 2021 Proxy Statement – Committees of the Board of Directors and Attendance, pp. 28–31	Principle 1		Yes
102-19 Delegating authority	Corporate Governance, pp. 54–57 2021 Proxy Statement – Board Leadership and Independent Chair, p. 33	Principle 1, 2, 4		Yes
102-20 Executive-level responsibility for economic, environmental, and social topics	Corporate Governance, pp. 54–57 2021 Proxy Statement – Committees of the Board of Directors and Attendance, p. 28 Newmont Board of Directors Safety and Sustainability Committee Charter	Principle 1, 2, 4		Yes
102-21 Consulting stakeholders on economic, environmental, and social topics	Our Approach to Sustainability – Materiality, pp. 29–30 Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34	Principle 1, 2, 4	SDG 17	Yes
102-22 Composition of the highest governance body and its committees	2021 Proxy Statement – Director Nominee Overview, pp. 18-25, Committees of the Board of Directors and Attendance, pp. 28–31 Board and Committee Governance documents on Newmont.com	Principle 1, 2, 4		
102-23 Chair of the highest governance body	2021 Proxy Statement – Board Leadership and Independent Chair, p. 33	Principle 1, 2, 4		
102-24 Nominating and selecting the highest governance body	2021 Proxy Statement – Process for Selecting New Directors, p. 36	Principle 1, 2, 4		

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2021 Proxy Statement – Compensation Consultant, p. 39 Corporate Governance Guidelines – 3. Conflicts of interest, p. 6	Principle 1, 2, 4		
102-26 Role of highest governance body in setting purpose, values, and strategy	Corporate Governance, pp. 54–57			
102-27 Collective knowledge of highest governance body	2021 Proxy Statement – Director Nominee Overview, pp. 18–25			
102-28 Evaluating the highest governance body's performance	2021 Proxy Statement – Board, Committee and Director Assessment, p. 35			
102-29 Identifying and managing economic, environmental, and social impacts	Corporate Governance, pp. 54–57 Risk Management, pp. 62–63 2021 Proxy Statement – Board Committees, p. 28, and Board Oversight of Risk Management, p. 34	Principle 2, 4, 6		Yes
102-30 Effectiveness of risk management processes	Risk Management, p. 65 2020 10-K report – Item 1A. Risk Factors, pp. 13–33	Principle 4		Yes
102-31 Review of economic, environmental, and social topics	Our Approach to Sustainability – Materiality, pp. 29–30 Corporate Governance, pp. 54–57 Newmont Board of Directors Safety and Sustainability Committee Charter			
102-32 Highest governance body's role in sustainability reporting	Our Approach to Sustainability – Materiality, pp. 29–30 Newmont Board of Directors Safety and Sustainability Committee Charter			
102-33 Communicating critical concerns	Workforce Development and Culture, pp. 44–47 Business Integrity and Compliance, pp. 58–61 Social Acceptance, pp. 73–75 Human Rights, pp. 82–85			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
102-34 Nature and total number of critical concerns	**Workforce Development and Culture**, p. 47 **Business Integrity and Compliance**, pp. 59–60 **Social Acceptance**, pp. 76–79 **Human Rights**, p. 86 **Performance Data – Ethics and Anti-Corruption**, pp. 127–130 **Performance Data – Complaints and Grievances**, p. 175 **Performance Data – Significant disputes related to land or resource use: Site level**, p. 181 **Note:** We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.			Yes
102-35 Remuneration policies	**2021 Proxy Statement** – Compensation Discussion and Analysis, pp. 44–70			
102-36 Process for determining remuneration	**2021 Proxy Statement** – Compensation Discussion and Analysis, pp. 52–56			
102-37 Stakeholders' involvement in remuneration	**2021 Proxy Statement** – Compensation Discussion and Analysis, pp. 44–70 **Corporate Governance Guidelines**			
102-38 Annual total compensation ratio	**Performance Data – Ratio of average female salary to average male salary: Employee category**, p. 191 **Performance Data – Ratio of average female to average male salary: Country level**, p. 191 **Note:** Female to male salary data is not disclosed at the regional level; the U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont **2021 Proxy Statement**, p. 90			
102-39 Percentage increase in annual total compensation ratio	U.S. Securities and Exchange Commission (SEC) requires disclosure of the ratio of the median total compensation for global employees to the total compensation of the CEO, which is disclosed in the Newmont **2021 Proxy Statement**, p. 90			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Stakeholder Engagement				
102-40 List of stakeholder groups	Our Response to COVID-19, pp. 12–18 Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34 Social Acceptance, pp. 73–79 Human Rights, pp. 82–90	Principle 10	SDG 17	Yes
102-41 Collective bargaining agreements	Workforce Development and Culture, pp. 45–47 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years, p. 193 2020 10-K report – Item 1. Business, p. 8			
102-42 Identifying and selecting stakeholders	Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34			
102-43 Approach to stakeholder engagement	Our Response to COVID-19, pp. 12–18 Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34 Social Acceptance, pp. 73–79 Human Rights, pp. 82–90	Principle 10		Yes
102-44 Key topics and concerns raised	Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34 Social Acceptance, pp. 73–79 Human Rights, pp. 82–90 Performance Data – Total number of ethics matters opened, p. 130 Performance Data – Actual and/or potential community impacts and mitigation responses by site, p. 168 Performance Data – Complaints and grievances: Site level, p. 175 Performance Data – Significant disputes related to land or resource use: Site level, p. 181	Principle 10		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Reporting Practice				
102-45 Entities included in the consolidated financial statements	About This Report, pp. 241–242 2020 10-K report – Item 7. Management Discussion and Analysis of Consolidated Financial Condition and Results of Operations, p. 60	Principle 10		
102-46 Defining report content and topic Boundaries	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, pp. 241–242	Principle 10		Yes
102-47 List of material topics	Our Approach to Sustainability – Materiality, pp. 29–30	Principle 10		Yes
102-48 Restatements of information	About This Report, pp. 241–242 Performance Data, p. 124	Principle 10		Yes
102-49 Changes in reporting	About This Report, pp. 241–242	Principle 10		Yes
102-50 Reporting period	About This Report, pp. 241–242	Principle 10		Yes
102-51 Date of most recent report	About This Report, pp. 241–242	Principle 10		Yes
102-52 Reporting cycle	About This Report, pp. 241–242	Principle 10		Yes
102-53 Contact point for questions regarding the report	About This Report, pp. 241–242	Principle 10		
102-54 Claims of reporting in accordance with the GRI Standards	About This Report, p. 241	Principle 10		Yes
102-55 GRI content index	GRI Content Index, p. 197: also available as a separate downloadable file.	Principle 10		Yes
102-56 External assurance	About This Report, p. 242 Apex External Assurance statement			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GOVERNANCE: Corporate Governance				
Corporate Governance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	**Our Approach to Sustainability – Materiality**, pp. 29–30 **About This Report**, pp. 241–242 **Corporate Governance**, pp. 54–57			
GRI 103-2 The management approach and its components	**Corporate Governance**, pp. 54–57 **2021 Proxy Statement**, pp. 32–42			
GRI 103-3 Evaluation of the management approach	**Corporate Governance**, pp. 54–57 **2021 Proxy Statement**, p.35 **Newmont's Board of Directors Corporate Governance and Nominating Committee Charter**			
Corporate Governance: Disclosures and performance data				
GRI 102-18 Governance structure	**Corporate Governance**, pp. 54–57 **2021 Proxy Statement**, pp. 33–34			
GRI 102-19 Delegating authority	**Corporate Governance**, pp. 54–57 **2021 Proxy Statement** – Board Leadership and Independent Chair, p. 33			
GRI 102-20 Executive-level responsibility for economic, environmental, and social topics	**Corporate Governance**, pp. 54–57 **2021 Proxy Statement** – Committees of the Board of Directors and Attendance, p. 28 **Newmont Board of Directors Safety and Sustainability Committee Charter**			
GRI 102-22 Composition of the highest governance body and its committees	**2021 Proxy Statement** – Director Nominee Overview, pp. 18–25, Committees of the Board of Directors and Attendance, pp. 28–31 **Board and Committee Governance documents on Newmont.com**			
GRI 102-23 Chair of the highest governance body	**2021 Proxy Statement** – Board Leadership and Independent Chair, p. 33			
GRI 102-27:Collective knowledge of highest governance body	**2021 Proxy Statement** – Director Nominee Overview, pp. 18–25			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-28 Evaluating the highest governance body's performance	2021 Proxy Statement – Board, Committee and Director Assessment, p. 35			
GRI 102-35 Remuneration policies	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70			
GRI 102-36 Process for determining remuneration	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 52–56			
GRI 102-37 Stakeholders' involvement in remuneration	2021 Proxy Statement – Compensation Discussion and Analysis, pp. 44–70 Corporate Governance Guidelines			
GOVERNANCE: Ethics and Compliance				
Ethics and Compliance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, pp. 241–242 Business Integrity and Compliance, p. 58			
GRI 103-2 The management approach and its components	Business Integrity and Compliance, p. 59 Business Integrity Policy			Yes
GRI 103-3 Evaluation of the management approach	Business Integrity and Compliance, p. 61			
Ethics and Compliance: Disclosures and performance data				
GRI 102-16 Values, principles, standards, and norms of behavior	Our Business, p. 25 Business Integrity and Compliance, pp. 58–59			
GRI 102-17 Mechanisms for advice and concerns about ethics	Workforce Development and Culture, p. 47 Business Integrity and Compliance, p. 59 Social Acceptance, pp. 74–76 Human Rights, p. 85			
GRI 102-25 Conflicts of interest	Newmont Code of Conduct Business Integrity Policy 2021 Proxy Statement – Compensation Consultant, p. 39 Corporate Governance Guidelines – 3. Conflicts of interest, p. 6			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 102-33 Communicating critical concerns	**Workforce Development and Culture**, pp. 44–47 **Business Integrity and Compliance**, pp. 58–61 **Social Acceptance**, pp. 73–75 **Human Rights**, pp. 82–85			
GRI 102-34 Nature and total number of critical concerns	**Workforce Development and Culture**, p. 47 **Business Integrity and Compliance**, pp. 59–60 **Social Acceptance**, pp. 76–77 **Human Rights**, p. 85 **Performance Data – Ethics and Anti-Corruption Measures**, pp. 127–130 **Performance Data – Complaints and Grievances**, p. 175 **Performance Data – Significant disputes related to land or resource use: Site level**, p. 181 **Note:** We do not publicly disclose all critical information due to the confidential and sensitive nature of these concerns. In addition to a stakeholder feedback mechanism that all of our operations and significant projects have implemented, our proxy includes information on how to contact members of the Board of Directors. The Safety and Sustainability Committee of our Board of Directors reviews feedback on a quarterly basis. Feedback is rated on a scale of seriousness and critical concerns are flagged.			
GRI 205-1 Operations assessed for risks related to corruption	**Business Integrity and Compliance**, p. 58 **2020 10-K report** – Item 1. Business – Risks Related to the Jurisdictions in Which We Operate, p. 27; Legal Risks, p. 32	Principle 1		Yes
GRI 205-2 Communication and training about anti-corruption policies and procedures	**Business Integrity and Compliance**, pp. 60–61 Performance Data – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: Year over year, p. 130			Yes
GRI 205-3 Confirmed incidents of corruption and actions taken	**Business Integrity and Compliance**, p. 60 **Performance Data – Number and outcomes of substantiated ethics cases: Country level**, p. 129 **2020 10-K report** – Note 31. Commitments and Contingencies, pp. 160–164			Yes
GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	**2020 10-K report** – Note 31. Commitments and Contingencies, pp. 160–164			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 307-1 Non-compliance with environmental laws and regulations	Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level, p. 125 Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level, p. 125	Principle 6		
GRI 415-1 Political contributions	Business Integrity and Compliance, p. 59 Performance Data – Political contributions, p. 130 Performance Data – Trade association dues: Amount and percentage attributable to political advocacy, p. 130 Performance Data – Policy influence: Trailing four years, p. 131 Performance Data – U.S. lobbying activities, p. 131 Policy Influence Report	Principle 1		Yes
GRI 417-1 Requirements for product and service information and labeling	Supply Chain, pp. 49–51 Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2020 Conflict-Free Gold Report.	Principle 8		Yes
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	Newmont completes an annual independent assurance process to verify compliance with the World Gold Council's Conflict-Free Gold Standard; reference Newmont 2020 Conflict-Free Gold Report.	Principle 8		Yes
GRI 419-1 Non-compliance with laws and regulations in the social and economic area	Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level, p. 125 Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level, p. 125	Principle 6		
GOVERNANCE: Risk Management				
Risk Management: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Risk Management, p. 62			
GRI 103-2 The management approach and its components	Sustainability Compliance, pp. 40–41 Risk Management, pp. 63–64	Principle 4		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 103-3 Evaluation of the management approach	Sustainability Compliance, pp. 40–41 Risk Management, pp. 63–64 Newmont Board of Directors Audit Committee Charter			
Risk Management: Disclosures and performance data				
GRI 102-15 Description of key impacts, risks, and opportunities (2.2.1–2.2.12)	Letter from Tom Palmer, President and Chief Executive Officer, pp. 4–5 Our Response to COVID-19, pp. 12–18 Our Approach to Sustainability – Our Sustainability Strategy, pp. 27–29 Our Approach to Sustainability – Materiality, pp. 29–30 Our Approach to Sustainability – Stakeholder Engagement, pp. 32–34 Sustainability Compliance, pp. 40–41 Workforce Development and Culture, pp. 44–47 Supply Chain – Supplier Risk, pp. 48–49 Business Integrity and Compliance, pp. 58–61 Risk Management, pp. 62–65 Health, Safety and Security, pp. 67–72 Social Acceptance, pp. 73–79 Human Rights, pp. 82–90 Environmental Management and Controls, pp. 92–94 Energy and Climate Change, pp. 97–98 Tailings Management, pp. 99–104 Water Stewardship, pp. 105–113 Value Sharing, pp. 115–123 2020 10-K report – Item 1A. Risk Factors, pp. 13–33 CDP Climate Response 2020 CDP Water Risk Response 2020			
102-30 Effectiveness of risk management processes	Risk Management, p. 65 2020 10-K report – Item 1A. Risk Factors, pp. 13–33	Principle 4		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Safety and Health				
Safety and Health: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Health, Safety and Security, p. 68			
GRI 103-2 The management approach and its components	Our Response to COVID-19, pp. 13–16 Health, Safety and Security, pp. 69–70 Public Targets – Safety, p. 20 Health, Safety and Security Policy Newmont Board of Directors Safety and Sustainability Committee Charter	Principle 1, 5	SDG 5	Yes
GRI 103-3 Evaluation of the management approach	Our Response to COVID-19, pp. 12–18 Sustainability Compliance, pp. 40–41 Health, Safety and Security, pp. 71–72 Newmont Board of Directors Safety and Sustainability Committee Charter			
Safety and Health: Disclosures and performance data				
GRI 403-1 Occupational health and safety management system	Sustainability Compliance, pp. 40–41 Health, Safety and Security, pp. 69–70	Principle 4, 5		Yes
GRI 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Our Response to COVID-19, pp. 16–18 Health, Safety and Security, pp. 71–72 Performance Data – COVID-19 cases at Newmont sites, p. 158 Performance Data – Employee-only safety rates: Trailing five years, p. 159 Performance Data – Employee-only safety data: Site level, p. 160 Performance Data – Contractor-only safety rates: Trailing five years, p. 161 Performance Data – Contractor-only safety data: Site level, p. 162 Performance Data – Combined safety rates: Trailing five years, p. 163 Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five years, p. 163 Performance Data – Combined safety rates: Site level, p. 164	Principle 4, 5	SDG 5	Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 403-3 Occupational health services	Our Response to COVID-19, pp. 13–14 Health, Safety and Security, pp. 69–70			
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Our Response to COVID-19, p. 13 Health, Safety and Security, pp. 69–72	Principle 4, 5		Yes
GRI: 403-5 Worker training on occupational health and safety	Health, Safety and Security, pp. 69–72 Performance Data – Safety trainings: Site level, p. 165	Principle 5		Yes
GRI: 403-6 Promotion of worker health	Our Response to COVID-19, pp. 13–15 Health, Safety and Security, pp. 69–72 Performance Data – COVID-19 Global Community Support Fund: Site level, p. 184			
GRI: 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Response to COVID-19, pp. 15–17 Health, Safety and Security, pp. 68–70 Newmont Website: Safety & Wellbeing	Principle 5	SDG 5	
GRI 403-9 Work-related injuries	Performance Data – Employee-only safety rates: Trailing five years, p. 159 Performance Data – Employee-only safety data: Site level, p. 160 Performance Data – Contractor-only safety rates: Trailing five years, p. 161 Performance Data – Contractor-only safety data: Site level, p. 162 Performance Data – Combined safety rates: Trailing five years, p. 163 Performance Data – Workforce injury frequency rate (per 200,000 hours worked): Trailing five years, p. 163 Performance Data – Combined safety rates: Site level, p. 164	Principle 5		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
SOCIAL: Social Acceptance				
Social Acceptance: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Social Acceptance, p. 73			
GRI 103-2 The management approach and its components	Social Acceptance, pp. 74–75 Targets – Stakeholder complaints and grievances, community commitments, p. 21 Sustainability and Stakeholder Engagement Policy, pp. 4–8	Principle 1, 2, 9		Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance, pp. 40–41 Social Acceptance, pp. 76–79 Newmont Board of Directors Safety and Sustainability Committee Charter			
Social Acceptance: Disclosures and performance data				
GRI 413-1 Operations with local community engagement, impact assessments and development programs	Social Acceptance, pp. 76–79 Performance Data – Community development leading practices: Site level, p. 167 Performance Data – Social impact assessment and engagement practices: Site level, p. 183 Performance Data – Resettlement and/or relocation activity: Site level, p. 182	Principle 2, 3, 4, 10		Yes
GRI 413-2 Operations with significant actual and potential negative impacts on local communities	Performance Data – Actual and/or potential community impacts and mitigation responses by site, p. 168			Yes
GRI MM6 Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	Social Acceptance, pp. 76–79 Human Rights, p. 86 Water Stewardship, pp. 111–113 Performance Data – Significant disputes related to land or resource use: Site level, p. 181 Performance Data – Significant environmental and/or social events: Site level, p. 126	Principle 2, 3, 4, 9		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI MM7 The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples and the outcomes	Social Acceptance, p. 76 Human Rights, p. 85 Performance Data – Significant disputes related to land or resource use: Site level, p. 181 Performance Data – Significant environmental and/or social events: Site level, p. 126	Principle 2, 3, 4, 9		Yes
GRI MM8 Number and percentage of company operating sites where ASM takes place on, or adjacent to the site; the associated risks and actions taken to mitigate these risks	Social Acceptance, p. 79 Performance Data – Artisanal and small-scale mining (ASM) activity: Site level, p. 166	Principle 1, 5, 9	SDG 3, 6, 8	Yes
GRI MM9 Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	Social Acceptance, p. 79 Performance Data – Resettlement and/or relocation activity: Site level, p. 182	Principle 5, 9		Yes
	Newmont priority SDG 3: Good Health and Wellbeing Our Response to COVID-19, pp. 12–18 Health, Safety and Security, pp. 67–72 Our Approach to Sustainability – Supporting the Sustainable Development Goals, p. 35		SDG 3	
SOCIAL: Human Rights				
Human Rights: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Human Rights, p. 82			
GRI 103-2 The management approach and its components	Human Rights, pp. 84–85 Targets – Human rights and the supply chain, p. 21 Newmont Guide to Respecting Human Rights	Principle 1, 2		Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance, pp. 40–41 Human Rights, pp. 84–90 Newmont Board of Directors Safety and Sustainability Committee Charter			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Human Rights: Disclosures and performance data				
GRI 410-1 Security personnel trained in human rights policies or procedures	Human Rights, p. 85 Performance Data – Security personnel trained in human rights policies or procedures: Site level, p. 178	Principle 1, 2		Yes
GRI 411-1 Incidents of violations involving rights of Indigenous peoples	Performance Data – Lands, agreements, significant events: Site level, p. 180 There were no significant events involving the rights of Indigenous peoples in 2020.	Principle 1, 3		Yes
GRI 412-1 Operations that have been subject to human rights reviews or impact assessments	Human Rights, pp. 85–90 Performance Data – Human rights assessments or reviews conducted 2017–2020: Site level, p. 176 Performance Data – Human rights new supplier screening: Country level, p. 177 Performance Data – Social impact assessment and engagement practices, p. 183	Principle 1, 2		Yes
GRI 412-2 Employee training on human rights policies or procedures	Human Rights, p. 85 Performance Data – Human rights workforce trainings conducted: Site level, p. 179	Principle 1, 2		Yes
GRI MM5 Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations with sites where there are formal agreements with Indigenous peoples' communities	Human Rights, pp. 87–90 Performance Data –Lands, agreements, significant events: Site level, p. 180	Principle 3		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Water Stewardship				
Water Stewardship: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	**Our Approach to Sustainability – Materiality**, pp. 29–30 **About This Report**, p. 241 **Water Stewardship**, p. 105			
GRI 103-2 The management approach and its components	**Water Stewardship**, pp. 106–108 **Targets – Water stewardship and water efficiency**, p. 22 **Sustainability and Stakeholder Engagement Policy** **Newmont Guide to Water** **CDP Water Risk Response 2020** **2020 10-K report** – Item 1. Business – Environmental, Social and Governance, pp. 7–9	Principle 1	SDG 6	Yes
GRI 103-3 Evaluation of the management approach	**Sustainability Compliance**, pp. 40–41 **Water Stewardship**, p. 105 **Newmont Board of Directors Safety and Sustainability Committee Charter**			
Water Stewardship: Disclosures and performance data				
GRI: 303-1 Interactions with water as a shared resource	**Water Stewardship**, pp. 105–108 **Performance Data – Water-related risk by site**, p. 151 **Performance Data – Water summary by site (thousand kL)**, p.144 **Newmont Guide to Water** **CDP Water Risk Response 2020**	Principle 6, 9	SDG 6	Yes
GRI 303-2 Management of water-discharge related impacts	**Water Stewardship**, pp. 106–108 **Performance Data – Total treated water by destination and site**, p. 146 **Performance Data – Total untreated water by destination and site (thousand kL)**, p. 147 **Newmont Guide to Water**	Principle 8, 9		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 303-3 Water withdrawal	Water Stewardship, pp. 109–110 Performance Data – Water summary by site, p. 144 Performance Data – Total water withdrawal and discharge by category and site, p. 145 Performance Data – Water withdrawal by site, p. 148 Performance Data – Water summary: Trailing five years (thousand kL), p. 149 CDP Water Risk Response 2020	Principle 8, 9		Yes
GRI 303-4 Water discharge	Water Stewardship, pp. 109–110 Performance Data – Water summary by site, p. 144 Performance Data – Water summary: Trailing five years (thousand kL), p. 149 Performance Data – Total water withdrawal and discharge by category and site, p. 145 Performance Data – Total treated water by destination and site (thousand kL), p. 146 Performance Data – Total untreated water by destination and site (thousand kL), p. 147 Performance Data – Total water discharge by destination: Trailing five years (thousand kL), p. 149 CDP Water Risk Response 2020	Principle 6, 9		Yes
GRI 303-5 Water consumption	Water Stewardship, pp. 109–110 Performance Data – Water summary by site, p. 144 Performance Data – Water summary: Trailing five years (thousand kL), p. 149 Performance Data – Consumptive water quality (ML), p. 149 Performance Data – Water consumed, recycled and percentage recycled: Trailing five years (thousand kL), p. 150 Performance Data – Consumption by ICMM water quality categories (high/low), p. 151 CDP Water Risk Response 2020	Principle 6, 9		Yes
GRI 306-1 Water discharge by quality and destination	Performance Data – Consumptive water quality (ML), p. 149 Performance Data – Consumption by ICMM water quality categories (high/low), p. 151 CDP Water Risk Response 2020	Principle 8, 9		Yes
GRI 306-5 Water bodies affected by water discharges and/or runoff	CDP Water Risk Response 2020	Principle 6, 9		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
	Newmont priority SDG 6: Clean Water and Sanitation Water Stewardship – Water consumed, recycled and percentage recycled (thousand kL) in water-stressed areas, p. 110 Performance Data – Water balance, p. 150 Performance Data – Water intensity: Trailing five years, p. 150 Performance Data – Significant environmental and/or social events: Site level, p. 126	Principle 6, 9		
ENVIRONMENT: Tailings Management				
Tailings Management: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Tailings Management, p. 99			
GRI 103-2 The management approach and its components	Tailings Management, pp. 100–103 Sustainability and Stakeholder Engagement Policy Newmont's Tailings Management site on newmont.com	Principle 6		Yes
GRI 103-3 Evaluation of the management approach	Sustainability Compliance, pp. 40–41 Tailings Management, p. 103 Newmont Board of Directors Safety and Sustainability Committee Charter			
Tailings Management: Disclosures and performance data				
GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Environmental Management and Controls, p. 94 Tailings Management, p. 103 Performance Data – Tailings generated and disposed (metric tons), p. 143 Performance Data – Total waste rock/tailings generated: Trailing five years (million tonnes), p. 143 Newmont's Tailings Management site on newmont.com	Principle 8, 8		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT: Energy and Climate Change				
Energy and Climate Change: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	Our Approach to Sustainability – Materiality, pp. 29–30 About This Report, p. 241 Energy and Climate Change, p. 97			
GRI 103-2 The management approach and its components	Energy and Climate Change, pp. 97–98 Targets – Energy and Climate Change, p. 22 CDP Climate Response 2020 2020 10-K report – Item 1. Business – Environmental, Social and Governance, pp. 7–9 Sustainability and Stakeholder Engagement Policy			Yes
GRI 103-3 Evaluation of the management approach	Energy and Climate Change, pp. 97–98 CDP Climate Response 2020 Newmont Board of Directors Safety and Sustainability Committee Charter			
Energy and Climate Change: Disclosures and performance data				
GRI 201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Response 2020 2020 10-K report – Item 1. Business – Environmental, Social and Governance, pp. 7–9; Item 1A. Risk Factors, pp. 25–26	Principle 1		
GRI 302-1 Energy consumption within the organization	2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Site level 2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years 2020 ESG Data Tables – Estimated direct electricity consumed by source: Site level 2020 ESG Data Tables – Estimated total electricity consumed: Trailing five years 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years CDP Climate Response 2020	Principle 6, 10		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 302-2 Energy consumption outside of the organization	2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Site level 2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Site level 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years **CDP Climate Response 2020**	Principle 6, 10		Yes
GRI 302-3 Energy intensity	**CDP Climate Response 2020**	Principle 6, 10		Yes
GRI 302-4 Reduction of energy consumption	2020 ESG Data Tables – Estimated direct and indirect energy consumed by source: Trailing five years 2020 ESG Data Tables – Estimated total electricity consumed: Trailing five years 2020 ESG Data Tables – Estimated direct non-renewable energy consumed by source as percentage of total direct non-renewable energy consumed: Trailing five years **CDP Climate Response 2020**	Principle 6, 10		Yes
GRI: 305-1 Direct (Scope 1) GHG emissions	**Energy and Climate Change**, pp. 97–98 2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Site level 2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Trailing five years **CDP Climate Response 2020** Newmont's Scope 1 GHG emissions gases measure CO_2, CH_4, N_2O, and SF_6. Newmont reports biogenic CO_2 emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the **2020 ESG Data Tables**. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.	Principle 6, 10		Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI: 305-2 Energy indirect (Scope 2) GHG emissions	**Energy and Climate Change**, pp. 97–98 2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Site level 2020 ESG Data Tables – Estimated greenhouse gas (GHG) emissions: Trailing five years **CDP Climate Response 2020** Newmont's Scope 1 GHG emissions gases measure CO_2, CH_4 , N_2O, and SF_6. Newmont reports biogenic CO_2 emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the **2020 ESG Data Tables**. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.	Principle 6, 10		Yes
GRI 305-3 Other indirect (Scope 3) GHG emissions	2020 ESG Data Tables – Estimated Scope 3 GHG emissions **CDP Climate Response 2020**	Principle 6, 10		Yes
GRI: 305-4 GHG emissions intensity	**Energy and Climate Change**, pp. 97–98 2020 ESG Data Tables – Estimated GHG emissions intensity: Trailing five years **CDP Climate Response 2020** Newmont's Scope 1 GHG emissions gases measure CO_2, CH_4 , N_2O, and SF_6. Newmont reports biogenic CO_2 emissions in its CDP responses. HFCs and PFCs are reported separately in our Montreal Protocol tables, in the **2020 ESG Data Tables**. Newmont uses emissions factors from the Climate Registry: General Reporting Protocol, the Canadian government's official greenhouse gas inventory; and the Australia National Greenhouse Accounts Factor Emissions are reported based on operational control.	Principle 6, 10		Yes
GRI 305-5 Reduction of GHG emissions	**Energy and Climate Change**, pp. 97–98 2020 ESG Data Tables – Estimated GHG emissions intensity: Trailing five years 2020 ESG Data Tables – Estimated gross global Scope 1 emissions, percentage of sites operating in jurisdictions with emissions-limiting regulations: Site level **CDP Climate Response 2020**			Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ECONOMIC: Value Sharing				
Value Sharing: Management approach				
GRI 103-1 Explanation of the material topic and its Boundary	**Our Approach to Sustainability – Materiality**, pp. 29–30 **About This Report**, p. 241 **Value Sharing**, p. 115			
GRI 103-2 The management approach and its components	**Our Response to COVID-19**, pp. 15–16 **Value Sharing**, pp. 116–117 **Targets – Local/Indigenous employment and local/Indigenous procurement**, pp. 20–21 **Operations and Resource Development Policy** **Newmont Tax Strategy** **Newmont 2020 Extractive Sector Transparency Measures Act (ESTMA) report**	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
GRI 103-3 Evaluation of the management approach	**Value Sharing**, pp. 117–120 **Newmont Board of Directors Safety and Sustainability Committee Charter** **2020 10-K report** – Item 1A. Risk Factors, p. 13; Item 2. Properties, p. 34			
Value Sharing: Disclosures and performance data				
GRI 201-1 Direct economic value generated and distributed	**Our Response to COVID-19**, pp. 17–18 **Value Sharing**, p. 118 **Performance Data – Community investments: Site level**, p. 185 **Performance Data – Economic value distributed: Country level**, p. 186 **Performance Data – Economic value generated: Country level**, p. 186 **Performance Data – Payments to governments: Country level**, p. 189 Newmont's economic value distributed and generated data reporting methodologies vary slightly from GRI disclosure guidance in order to provide greater accuracy, comparability and transparency for the data presented. All figures and assumptions are noted in data table footnotes; the overall disclosure aligns with the intent of the GRI 201-1 indicator.	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 203-1 Infrastructure investments and services supported	**Our Response to COVID-19**, pp. 15–18 **Water Stewardship**, pp. 111–113 **Value Sharing**, pp. 117–123 Partially disclosed: Newmont updated its approach and internal controls for collecting, verifying and confirming infrastructure investments; specific projects are informally disclosed throughout the report; a detailed accounting and summary data table of all infrastructure projects and beneficiaries that fully aligns with the GRI 203-1 disclosure standard will be considered in future reporting years.			Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
GRI 203-2 Significant indirect economic impacts	**Our Response to COVID-19**, pp. 15–18 **Value Sharing**, pp. 117–123 Economic Impact reports for selected sites/regions available at **Newmont.com**.			
GRI 204-1 Proportion of spending on local suppliers	**Our Response to COVID-19**, pp. 15–18 **Value Sharing**, pp. 119–120 **Performance Data – Spending on local suppliers: Region and site level**, pp. 187–188	Principle 2, 9, 10		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
GRI 207-1 Approach to tax	**Value Sharing**, p. 117 **Newmont Tax Strategy** **2020 10-K report** – Item 2. Properties, pp. 34–41			
GRI 207-2 Tax governance, control, and risk management	**Newmont Tax Strategy**			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI 207-4 Tax Standard – Country-by-country reporting	Performance Data – Payments to governments: Country level, p. 189 Performance Data – Effective tax rates: Country level, p. 189 2020 10-K report – Item 2. Properties – Operating Statistics, pp. 41–58 Newmont 2020 Extractive Sector Transparency Measures Act (ESTMA) report	Principle 9		Yes (External assurance of financial data covers the data collection process and controls in place for reporting financial data within a non-financial context; i.e., used outside of 10-K filings)
	Newmont priority SDG 8: Decent Work and Economic Growth Our Response to COVID-19, pp. 12–18 Workforce Development and Culture, pp. 44–47 Value Sharing, pp. 115–123 Economic Impact reports, available at Newmont.com		SDG 8	

Performance data disclosures for topics identified in 2019 materiality assessment as "Material" and "Important", which are not disclosed in the main section of the annual sustainability report

Note: disclosures and data for topics identified as "Highly Material" are in the previous section

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
BUSINESS ETHICS AND TRANSPARENCY				
Compliance and Significant Events				
GRI 307-1 Non-compliance with environmental laws and regulations; GRI 419-1 Non-compliance with laws and regulations in the social and economic area	**Performance Data – Fines paid for non-compliance with environmental, social or economic laws and regulations: Site level**, p. 125 **Performance Data – Sanctions imposed for non-compliance with environmental or social laws and regulations: Site level**, p. 125 Detailed information about citations and orders issued to Newmont in 2020 by MSHA is disclosed on the **SEC website**	Principle 6		
	Newmont-specific KPI **Performance Data – Significant environmental and/or social events: Site level**, p. 126			
	Newmont-specific Ethics KPIs **Performance Data – Total ethics matters addressed and substantiated: Trailing five years**, p. 127 **Performance Data – Number and outcomes of ethics cases opened, closed, substantiated and addressed: Trailing five years**, p. 128 **Performance Data – Number and outcomes of substantiated ethics cases: Country level**, p. 129 **Performance Data – Total number of ethics matters opened**, p. 130 **Performance Data – Percentage of employees attending Newmont Code of Conduct and/or anti-corruption trainings: year over year**, p. 130			
Data tables: Policy Influence				
GRI 415-1 Political Contributions	**Performance Data – Political contributions**, p. 130 **Performance Data – Trade association dues: Amount and percentage attributable to political advocacy**, p. 130 **Performance Data – NEWPAC contributions**, p. 131			
	Newmont-specific Policy Influence KPIs **Performance Data – U.S. lobbying activities**, p. 131 **Performance Data – Policy Influence: Largest individual contributions and main topics**, p. 131 **Performance Data – Policy Influence: Trailing four years**, p. 131			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
ENVIRONMENT				
Air Emissions				
GRI 305-6 Emissions of ozone-depleting substances	2020 ESG Data Tables 2020 ESG Data Tables – Estimated Montreal Protocol refrigerant emissions: Site level (tonnes CO_2e)			
GRI: 305-7 NO_x, SO_x and other significant air emissions	Performance Data – Air quality: Site level, p. 132 Performance Data – Air quality: Trailing five years, p. 133	Principle 6, 10		
Biodiversity				
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Performance Data – Newmont's operations in relation to key biodiversity areas: Site level, p. 135 Sustainability Compliance, pp. 40–41 Biodiversity Management Standard In addition to the above references, GRI disclosures for GRI 304-1ii: Subsurface and underground land that may be owned, leased or managed by the organization, and GRI 304-1iv: Type of operation (office, manufacturing or production, or extractive) are available at Newmont.com	Principle 6, 7		
GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Performance Data – Total wildlife mortalities: Site level, p. 134 Performance Data – Number of wildlife mortalities: Trailing five years, p. 134	Principle 6, 7		
GRI MM2 Number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Performance Data – Newmont's operations in relation to key biodiversity areas: Site level, pp. 135–136	Principle 6, 7	SDG 6	
Closure and Reclamation: Disclosures and performance data				
GRI MM1 Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Performance Data – Amount of land disturbed or rehabilitated: Site level, p. 138 Performance Data – Land disturbance: Trailing five years, p. 139 Performance Data – Mine lease area: Site level, p. 139	Principle 6, 7	SDG 3, 6	Yes

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
GRI MM10 Number and percentage of sites with closure plan in place	Performance Data – Amount of land disturbed or rehabilitated: Site level (reference table footnote for MM10 disclosure), p. 138 2020 10-K report – Reclamation and remediation expense, pp. 132–133	Principle 1, 2, 6, 9, 10		Yes
Cyanide Management				
GRI 306-3 Significant spills	Performance Data – Environmental releases by number of incidents: Trailing five years, p. 142 Performance Data – Estimated environmental releases by volume: Trailing five years, p. 142			
	Newmont-specific Cyanide KPIs and International Cyanide Management Code disclosures (ICMC or "Cyanide Code") Performance Data – Estimated cyanide use: Trailing five years (thousand tonnes), p. 139 Performance Data – Cyanide-related incidents: Site level (discloses outcomes and impacts by category, exceedances of Cyanide Code limits; sites with ICMC certification), p. 140			
Materials Consumption				
GRI 301-1 Materials used by weight or volume	Performance Data – Estimated materials usage: Site level, p. 141 Performance Data – Estimated materials usage: Trailing five years, p. 142	Principle 1		
Spills and Releases				
GRI 306-3 Significant spills	Performance Data – Environmental releases by number of incidents: Trailing five years, p. 142 Performance Data – Estimated environmental releases by volume: Trailing five years, p. 142	Principle 6, 8		

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Waste Management				
GRI 306-2 Waste by type and disposal method	Performance Data – Estimated site-level waste rock generated by type, p. 152 Performance Data – Estimated site-level other waste, p. 152 Performance Data – Estimated site-level mercury waste by site and type, p. 153 **Note:** Newmont does not use mercury to process ore; however, some naturally occurring mercury exists in some ore bodies and is reported as mineral processing waste for purposes of aligning to SASB reporting standards for EM-MM-150a.2. Performance Data – Estimated site-level hazardous waste diverted from disposal (by site and disposal method), p. 154 Performance Data – Estimated site-level non-hazardous waste diverted from disposal (by site and disposal method), p. 155 Performance Data – Estimated site-level hazardous waste disposed, p. 156 Performance Data – Estimated site-level non-hazardous waste disposed, p. 157 Performance Data – Estimated waste generated by type: Trailing five years, p. 158	Principle 6, 8		Yes
GRI MM3 Total amounts of overburden, rock, tailings, and sludges and their associated risks	Performance Data – Estimated site-level waste rock generated by type, p. 152 Performance Data – Estimated site-level other waste, p. 152 Performance Data – Estimated waste generated by type: Trailing five years, p. 158			Yes
WORKFORCE				
Workforce Demographics				
GRI 102-08 Information on employees and other workers	Performance Data – Total workforce: Trailing five years, p. 190 Performance Data – Employees by region: Trailing five years, p. 190 Performance Data – Contractors by region: Trailing five years, p. 190 Performance Data – Employee gender breakout: Country level, p. 191			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Compensation and Equal Remuneration				
GRI 405-2 Ratio of basic salary and remuneration of women to men	Performance Data – Ratio of average female salary to average male salary: Employee category, p. 191 Performance Data – Ratio of average female salary to average male salary: Country level, p. 191	Principle 3		
GRI 102-35, 102-36, 102-37, 102-38, 102-39	For disclosures GRI 102-35–39, reference the General Standard Disclosures section of this GRI Content Index (above)			
Inclusion and Diversity				
GRI 405-1 Diversity of governance bodies and employees	Workforce Development and Culture, pp. 45–46 Value Sharing, pp. 119–123 Performance Data – Employee gender breakout: Number by employee category, p. 191 Performance Data – Female representation: Percentage by employee category, p. 192 Performance Data – Employee age distribution: Number and percentage by age range and category, p. 192 Newmont 2021 Proxy Statement, p. 37 **Note:** Newmont reports diversity measures for employees by category and gender, but does not publicly disclose minority or vulnerable group categories below the Board of Director level.	Principle 3	SDG 5	
Labor-Management Relations				
GRI 102-41 Collective bargaining agreements	Workforce Development and Culture, p. 47 Performance Data – Percentage of workforce represented by union or workplace agreement: Trailing five years, p. 193 2020 10-K report – Item 1. Business, p. 8			
GRI 407-1 Operations in which the right to freedom of association and collective bargaining may be at risk	2020 10-K report, pp. 30–31 None of our operations reported violations of — or have been identified as a significant risk of violating — the right to exercise freedom of association and collective bargaining.	Principle 1, 3		
GRI 402-1 Minimum notice periods regarding operational changes	Performance Data – Minimum notice periods regarding operational changes: By country, p. 193			
GRI MM4 Number of strikes and lockouts exceeding one week's duration, by country	Performance Data – Strikes and lockouts exceeding one week's duration: By site, p. 193			

GRI Standards Disclosure	Response	Alignment with ICMM 10 Principles for Sustainable Development	Alignment with Newmont's Priority Sustainable Development Goals (SDGs)	Externally assured; assurance level and assurance protocol(s)
Talent Attraction and Retention				
GRI 401-1 New employee hires and employee turnover	**Performance Data – New hires: By country, gender and age group**, p. 195 **Performance Data – Employee turnover: By region**, p. 194 **Performance Data – Employee turnover: By age group**, p. 194 **Performance Data – Employee turnover by gender and initiation: Trailing five years**, p. 194	Principle 3		
Training and Professional Development				
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	**Performance Data – Percentage of employees who have received performance reviews: By gender and employee category**, p. 195			
GRI 404-1 Average hours of training per year per employee	**Performance Data – Training and development investment spending and hours: Trailing five years**, p. 195 **Performance Data – Average hours of training per year, per employee by employee category: Trailing five years**, p. 196 **Performance Data – Average hours of training per employee: By employee category and gender**, p. 196			

SASB Standards

Newmont reports to the Sustainability Accounting Standards Board (SASB) framework, which is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of the capital markets by fostering high-quality disclosure of material sustainability information. Newmont's SASB disclosures are in accordance with Version 2018-10 of the SASB Standards and the Metals & Mining Standard (EM-MM) Sustainable Industry Classification System®.

In some instances, reference is made to our website, 2020 Sustainability Report, 2020 Annual Report, Annual Information Form, CDP Climate and Water 2020 responses, our TCFD Climate Strategy Report (to be published in mid-2021) and other sources.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions (2) Percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO_2e Percentage (%)	EM-MM-110a.1	(1) Gross global Scope 1 emissions – 1,603,872.3 t CO_2e (2) Percentage covered under emissions-limiting regulations – 53.3%	2020 ESG Data Tables
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	EM-MM-110a.2	Please see the discussion in the listed reference to the right.	Energy and Climate Change, p. 97
Air Quality	Air emissions of the following pollutants: (1) CO (2) NO_x (excluding N_2O) (3) SO_x (4) particulate matter (PM10) (5) mercury (Hg) (6) lead (Pb) (7) volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	EM-MM-120a.1	(1) CO – 5,625.79 t (2) NO_x – 10,474.06 t (3) SO_x – 876.21 t (4) PM10 – 17,708.47 t (5) Hg – 0.26 t (6) Pb – 4.52 t (7) VOCs – 664.68 t	Performance Data – Air Quality, p. 132

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Energy Management	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ) Percentage (%)	EM-MM-130a.1	(1) Total energy consumed – 37,393,389.5 GJ (2) Grid electricity – 39.6% [14,805,006.5 GJ indirect energy / 37,393,389.5 GJ total combined direct and indirect energy] (3) Renewables – .04% [9,224.6 GJ direct solar energy / 22,588,383.0 GJ total combined direct and indirect energy] *Note: This figure has a numerator of Newmont's onsite solar and a denominator of our direct-site energy. We just switched to market-based reporting this year and expect to expand this figure to include purchased energy in next year's SASB report.*	**2020 ESG Data Tables** – Climate Change **2020 ESG Data Tables** – Energy
Water Management	(1) Total fresh water withdrawn (2) Total fresh water consumed (3) Percentage of each in regions with high or extremely high baseline water stress	Quantitative	Thousand cubic meters (m^3) Percentage (%)	EM-MM-140a.1	(1) Total water withdrawal – 190,371 thousand m^3 (2) Total water consumption – 101,541 thousand m^3 (3) a) Total water withdrawal in operations in water-stressed areas – 19.06% b) Total water withdrawal for use in operations in water-stressed areas – 31.93%	**Performance Data – Water Stewardship**, p. 144
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140a.2	This information is currently unavailable. We are working to include it in future reporting.	

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Waste & Hazardous Materials Management	(1) Total weight of tailings waste (2) Percentage recycled	Quantitative	Metric tons (t) Percentage (%)	EM-MM-150a.1	(1) 116,235,572 t (2) Not applicable. We do not recycle tailings waste.	**Performance Data – Tailings Management**, p. 143
	(1) Total weight of mineral processing waste (2) Percentage recycled	Quantitative	Metric tons (t) Percentage (%)	EM-MM-150a.2	(1) 11,694.94 t hazardous waste diverted from disposal 27,803.35 t non-hazardous waste diverted from disposal 7,058.30 t hazardous waste disposed 24,765.95 t non-hazardous waste disposed 24.67 t mercury waste 7,231 t hydrocarbon-contaminated waste rock 40,718 t sludges or other process residues 284,912,221 t waste rock generated. Total weight: **285,031,517.54** tonnes (2) 34.83% *Note: Mining companies don't typically recycle waste rock or sludge. If you can reuse it, you do, but that is difficult to track. So the denominator for this is only the first five types of waste listed above.*	**Performance Data – Tailings Management**, p. 143
	Number of tailings impoundments, broken down by MSHA hazard potential	Quantitative	Number	EM-MM-150a.3	Low – 20 Significant/moderate – 26 High – 12 Very high – 7 Extreme – 5 Other – 20 *Note: In the mining industry, the hazard potential of our tailings dams is based on classification by jurisdiction. We, and others in our sector, don't classify tailings dams by MSHA.*	**Performance Data – Tailings Management**, p. 143 **Tailings Management Page**

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	n/a	EM-MM-160a.1	Please see the discussion in listed references to the right.	Performance Data – Biodiversity, pp. 135–136 Biodiversity Management Standard Closure and Reclamation Management Standard Sustainability and Stakeholder Engagement Policy
	Percentage of mine sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation	Quantitative	Percentage (%)	EM-MM-160a.2	(1) Predicted to occur – 25.0% (2) Actively mitigated – 66.7% (3) Under treatment or remediation – 8.3%	Performance Data – Biodiversity, p. 137
	Percentage of (1) proved reserves (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	Newmont currently discloses which sites are on or near endangered species habitats, but not the percentages of proved and probable reserves.	Performance Data – Biodiversity, pp. 135–136
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved reserves (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	This information is currently unavailable. We are working to include it in future reporting.	
	Percentage of (1) proved reserves (2) probable reserves in or near Indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	Newmont currently discloses which sites are on or near Indigenous land, but not the percentages of proved and probable reserves.	Human Rights, pp. 88–89 Performance Data – Indigenous Peoples, p. 180

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Security, Human Rights & Rights of Indigenous Peoples	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	n/a	EM-MM-210a.3	Please see the discussion in listed references to the right.	Human Rights Section, pp. 82–84 Human Rights Standard Newmont Conflict-Free Gold Report Indigenous Peoples Standard
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	n/a	EM-MM-210b.1	Please see the discussion in listed references to the right.	Social Acceptance Section, pp. 73–75 Social Baseline and Impact Assessment Standard Sustainability and Stakeholder Engagement Policy Stakeholder Relationship Management Standard
	Number and duration of non-technical delays (non-technical factors include, and are not limited to, those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict)	Quantitative	Number, days	EM-MM-210b.2	Newmont did experience non-technical delays due to the COVID-19 pandemic in 2020. Five sites were temporarily put into care and maintenance — Peñasquito, Éléonore, Musselwhite, Yanacocha and Cerro Negro. Cerro Negro operated at reduced capacity from the second quarter of 2020 to year end.	Our response to COVID-19, pp. 13–16
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and non-U.S. employees	Quantitative	Percentage (%)	EM-MM-310a.1	47.2% of our workforce is unionized. 0% of our U.S. workforce is unionized. Significant 2018–2019 changes reflect the April 18, 2019 acquisition of Goldcorp and the omission of Nevada workforce due to the Nevada Gold Mines JV formation on July 1, 2019. Country-by-country data is on the referenced page of our 2020 Sustainability Report.	Performance Data – Labor Management Relations, p. 193
	Number and duration of strikes and lockouts	Quantitative	Number, days	EM-MM-310a.2	6 strikes	Workforce Development and Culture, p. 47

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Workforce Health & Safety	(1) MSHA all-incidence rate (2) fatality rate (3) near miss frequency rate (NMFR) (4) Average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	Quantitative	Rate	EM-MM-320a.1	(1) Total Recordable Injury Frequency Rate – 0.30 (2) Number of fatalities – 0 (3) 2.41 based on 200,000 exposure hours (4) Newmont doesn't break this out by employee type or disclose averages, but we do have a table with safety training data that is referenced.	Safety and Health, p. 71 Performance Data – Safety and Health, pp. 160–164
Business Ethics & Transparency	Management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	n/a	EM-MM-510a.1	Please see the discussion in listed references to the right.	Business Integrity and Compliance Section, pp. 58–59 Newmont Code of Conduct Newmont Supplier Code of Conduct Newmont 2020 Policy Influence Disclosure Newmont 2020 Quarterly Lobbying Reports
	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Metric tons (t) saleable	EM-MM-510a.2	0 Newmont does not have operations in the 20 lowest rankings in Transparency International's Corruption Perception Index.	Performance Data – Policy Influence, pp. 130–131 Transparency International's Corruption Perceptions Index 2020
Activity Metrics	Production of (1) metal ores (2) finished metal products	Quantitative	Metric tons (t) saleable	EM-MM-000.A	(1) Gold – 165.31 t sold (2) Copper – 24,396.83 t Silver – 788.12 t Lead – 81,179.14 t Zinc – 172,789.12 t	2020 Annual 10-K, p. 6
	(1) Total number of employees (2) Percentage contractors	Quantitative	Number Percentage (%)	EM-MM-000.B	(1) 14,468 employees and 13,540 contractors = 28,008 total (2) 48.34% contractors	Performance Data – Workforce Demographics, p. 190

UN Guiding Principles Reporting Framework Index

Newmont was the first mining company to adopt the United Nations Guiding Principles (UNGP) on Business and Human Rights Reporting Framework. The UNGP Reporting Framework guides companies on how to report their human rights performance in a meaningful way. Along with publishing policy commitments, companies must identify their most salient human rights issues and the initiatives and programs in place to manage these risks and safeguard human rights.

Section of the framework			Where addressed (page, document, link)
A. GOVERNANCE OF RESPECT FOR HUMAN RIGHTS			
Policy Commitment	A1	What does company say publicly about its commitment?	Letter from Tom Palmer, pp. 4–5 Human Rights, pp. 82–84 Governance documents • Code of Conduct • Supplier Code of Conduct • Sustainability & Stakeholder Engagement Policy • Human Rights Standard Social Responsibility documents • Respecting Human Rights: Our Approach • Modern Slavery Statement
	A1.1	How was it developed?	Human Rights, p. 82 Human Rights Standard Respecting Human Rights: Our Approach
	A1.2	Whose human rights does the public commitment address?	Human Rights, pp. 82–84 Human Rights Standard Respecting Human Rights: Our Approach
	A1.3	How is the public commitment disseminated?	Newmont website Annual Sustainability report
Embedding Respect	A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	Human Rights, pp. 85–90 Newmont website UN Guiding Principles Reporting Framework – Early Adopter Modern Slavery Statement
	A2.1	How is day-to-day responsibility for human rights performance organized within the company and why?	Human Rights, pp. 82–83 Respecting Human Rights: Our Approach
	A2.2	What kinds of human rights issues are discussed by senior management and the Board, and why?	Letter from Jane Nelson, pp. 6–7 Human Rights, pp. 82–83 Respecting Human Rights: Our Approach
	A2.3	How are employees and contractor workers made aware of the ways in which respect for human rights should inform their decisions and actions?	Human Rights, pp. 83–85 Supply Chain, pp. 48–50 Code of Conduct
	A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	Human Rights, pp. 82–85 Supply Chain, pp. 48–49 Supplier Code of Conduct Modern Slavery Statement Conflict-Free Gold Report
	A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	Human Rights, pp. 85–90

Section of the framework			Where addressed (page, document, link)
B. DEFINING THE FOCUS OF REPORTING			
	B1	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Human Rights, p. 83 Our Approach to Sustainability – Materiality, pp. 29–30
	B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	Respecting Human Rights: Our Approach
	B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Report on all geographies
	B4	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	Integrity Helpline Business Integrity and Compliance, pp. 58–60

Section of the framework			Where addressed (page, document, link)
C. MANAGEMENT OF SALIENT ISSUES			
Specific Policies	C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Governance documents • Code of Conduct • Health, Safety and Security Policy • Sustainability and Stakeholder Engagement Policy • Tailings and Heap Leach Management Standard • Water Management Standard • Local Procurement and Employment Standard • Fatality Risk Management standards • Emergency Preparedness and Response Standard Risk Management – Crisis Management, p. 64 Voluntary Principles on Security and Human Rights Cyanide Code Respecting Human Rights: Our Approach
	C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Human Rights, pp. 83–85 Respecting Human Rights: Our Approach

Section of the framework			Where addressed (page, document, link)
Stakeholder Engagement	C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	Respecting Human Rights: Our Approach
	C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	Respecting Human Rights: Our Approach Stakeholder Engagement, p. 32
	C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	Human Rights, pp. 84–90 Stakeholder Engagement, pp. 32–34 Respecting Human Rights: Our Approach
	C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	Human Rights, pp. 84–90
Assessing Impacts	C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Human Rights, pp. 84–90 Health and Safety, p. 68 Water Stewardship, p. 108 Workforce Development and Culture – Workers' Rights, p. 47
	C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	Human Rights, pp. 84–90 Our Response to COVID-19, pp. 13–18 Social Acceptance, pp. 74–79
	C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Human Rights, pp. 86–90 Our Response to COVID-19, pp. 13–18

Section of the framework			Where addressed (page, document, link)
Integrating Findings and Taking Action	C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	Our Approach to Sustainability: Materiality, pp. 29–30 Human Rights, pp. 82–90
	C4.1	How are those parts of the company, whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	Human Rights, pp. 82–90 Respecting Human Rights: Our Approach
	C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	Our Approach to Sustainability, pp. 27–28 Respecting Human Rights: Our Approach
	C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	Human Rights, pp. 83–90 Our Response to COVID-19, p. 8 Health, Safety and Security, pp. 71–72 Social Acceptance, pp. 75–79 Environmental Management and Controls, p. 94 Water Stewardship, pp. 109–113 Tailings Management, pp. 102–103 Respecting Human Rights: Our Approach

Section of the framework			Where addressed (page, document, link)
Tracking Performance	C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	Human Rights, pp. 83–85 Our Response to COVID-19, pp. 13–16 Health, Safety and Security, pp. 69–72 Social Acceptance, pp. 74–76 Environmental Management and Controls, pp. 93–94 Water Stewardship, p. 108 Tailings Management, pp. 102–103 Modern Slavery Statement
	C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Human Rights, pp. 85–90 Our Response to COVID-19, pp. 16–18 Health, Safety and Security, pp. 71–72 Social Acceptance, pp. 77–79 Environmental Management and Controls, p. 94 Water Stewardship, pp. 109–113 Tailings Management, p. 103

Section of the framework			Where addressed (page, document, link)
Remediation	C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	Social Acceptance, pp. 73–76 Integrity Helpline Modern Slavery Statement
	C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	Respecting Human Rights: Our Approach Social Acceptance, p. 76 Integrity Helpline
	C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	Respecting Human Rights: Our Approach Social Acceptance, pp. 74–76 Integrity Helpline
	C6.3	How does the company process complaints and assess the effectiveness of outcomes?	Respecting Human Rights: Our Approach Social Acceptance, pp. 73–79
	C6.4	During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lesson has the company learned?	Human Rights, pp. 85–87 Social Acceptance, pp. 77–79 Business Integrity and Compliance, pp. 60–61
	C6.5	During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical and significant examples?	Human Rights, pp. 83–90 Social Acceptance, pp. 77–79

Task Force on Climate-related Financial Disclosures (TCFD) Recommendations

Newmont's 2020 Climate Strategy Report, which will be published in mid-2021, will be prepared in accordance with TCFD recommendations (2017 version) and the TCFD supplemental disclosures for the Materials and Buildings Group (which includes the metals and mining industry). Our 2020 Sustainability Report also follows the recommended TCFD reporting structure for our most material sustainability issues.

ABOUT THIS REPORT

SCOPE

This report is our annual disclosure of our sustainability performance at wholly owned operations and joint ventures where Newmont is the operator.

References to "Newmont," "the Company," "we" and "our" refer to Newmont Corporation (formerly Newmont Goldcorp Corporation and Newmont Mining Corporation) and/or our affiliates, joint ventures and subsidiaries. References to "Goldcorp" or "former Goldcorp" refer to Goldcorp, Inc. prior to its acquisition by Newmont. References to "former Newmont" refer to Newmont Mining Corporation — the entity name before the acquisition of Goldcorp. Although these transactions closed in the middle of 2019, where possible, data for the former Newmont sites and former Goldcorp sites have been consolidated. Data presented in this report covers our performance for the 2020 calendar year, which corresponds to our fiscal year.

Where noted, references may be made to historical results. We have published our global sustainability reports on an annual basis since 2003. The latest was published in May 2020.

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.

In January 2020, we sold our 50 percent interest in Kalgoorlie Consolidated Gold Mines (KCGM) in Australia to Northern Star Resources Limited, and in March 2020, we sold our Red Lake complex in Canada to Evolution Mining Limited. Data for these two operations are not included in this report. Exceptions to this scope are noted in the applicable sections and data tables.

BOUNDARIES

We prepared our 2020 global sustainability report in accordance with the GRI Standards Core option, including the Mining and Metals Sector Supplement, and the Sustainability Accounting Standards Board (SASB) Metals & Mining Sustainability Accounting Standard (version 2018-10). In mid-2021, we will publish our first Climate Strategy Report, which will be prepared in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Apex Companies, LLC (formerly the HSE division of Bureau Veritas North America, Inc.) provided limited level assurance on data for the 12 highly material topics in this report. Ernst & Young LLP audited the financial data reported in Newmont's **2020 10-K report**.

RESTATEMENTS

Ongoing improvements to our data collection systems, processes and quality can result in restatements of previously reported data. Such restatements have been provided in the body of this report and are noted as such in the footnotes or corresponding disclosures.

Restatement and/or re-baselined data	Reason
Local supplier spending — CC&V 2019 data	Due to CC&V formerly being managed along with Newmont's Nevada operations (prior to the joint venture with Barrick in 2019), several of the site's vendor master records had locality designation based on the local definitions attributed to Nevada. CC&V was carved out from Nevada as its own entity starting July 1, 2019, and the updating of the locality designation as defined by CC&V was conducted in 2020. As a result, the 2019 CC&V local procurement spend (local-local plus local) spend reported for North America in 2019 was originally $117.2 million for the full year; CC&V's revised local procurement spend for 2019 after updating the localities is $93.8 million (of note is that some suppliers have moved from being classified as "national" to "local" or "local-local" as part of this reconciliation process). For 2020, the original target set for CC&V's local procurement spend was $100 million and the revised 2020 estimate is approximately $70 million. The reduction in local procurement spend is mainly driven by two suppliers (Cyanco and Sinclair), which were classified as "local" suppliers to Nevada but not CC&V, which accounted for approximately $32.4 million in 2019 and $25.5 million in 2020.
Energy and GHG emissions data — Updated methodology for 2021–2030 targets and 2018 baseline data	Newmont is revising its approach for tracking and reporting its 2018 Scope 2 GHG emissions for the 2021–2030 science-based climate targets (SBTs). In previous reports, Newmont has disclosed its 2018 emissions using a location-based approach. For the 2021–2030 targets, 2018 is used as a baseline year for tracking progress against the goals. The 2018 baseline calculations for the SBTs applies a market-based method as opposed to the location-based method that has previously been disclosed in our annual sustainability reports and CDP Climate disclosures. The assumptions and methodologies used for the market-based accounting will be detailed in Newmont's Climate Strategy Report, which will be published in mid-2021. We will have dual market- and location-based reporting for 2020, and then only market-based reporting beginning in 2021.

SIGNIFICANT CHANGES IN REPORTING PARAMETERS

There were no significant changes to the scope of our reporting to the GRI Core Standards option in 2020.

COVID-19 IMPACTS

The COVID-19 pandemic that began in early 2020 created unprecedented challenges to our business and society as a whole. Information on our activities and engagement with stakeholders to limit the pandemic's impacts is included throughout this report and highlighted in the Our Response to COVID-19 section.

Statements in this report regarding planned future activities are subject to change due to the latest developments related to the pandemic.

POLICIES AND STANDARDS

Newmont has six global policies that 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 Resource Management
	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
	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 2020 10-K report, an annual overview of Newmont's business and financial condition submitted to the U.S. Securities and Exchange Commission. Our 2021 Proxy Statement includes details on shareholder voting matters, our Board of Directors and practices related to executive compensation.

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

Apex Companies, LLC (formerly the HSE consulting division of Bureau Veritas North America, Inc.) undertook the assurance for our 2020 report. The scope for the report's assurance includes the GRI Standards Core option and the International Council on Mining and Metals (ICMM) Assurance Procedure, the latter of which checks the following:

- Alignment of the Company's sustainability policies to ICMM's 10 Sustainable Development Principles and any mandatory requirements set out in ICMM Position Statements;
- The Company's material sustainable development risks and opportunities based on its review of the business and the views and expectations of its stakeholders;
- The existence and implementation status of systems and approaches the Company is using to manage the identified material sustainable development risks and opportunities;
- The Company's reported performance during the given reporting period for a selection of identified material sustainable development risks and opportunities; and
- The Company's self-declared application level of the GRI Standards Core option.

Apex provides an Assurance Statement, which is published with our annual global sustainability report. The organization also provides an extensive internal report detailing observations, findings and opportunities for improvement based on interviews with a range of our stakeholders, as well as visits to our operating sites.

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