



NewmontTM

Employee Welcome Kit



Welcome!

It is an exciting time here at Newmont and we are thrilled to have you join our company. We are welcoming more than 6,000 new colleagues, adding five new assets – growing our portfolio to 17 operations across 9 countries – and establishing a new business unit in Papua New Guinea to our global business. Despite our expanded size and scale - this alone will not create value... it is each one of you who makes the difference with your everyday contributions.

We appreciate everyone's patience as we work to combine these two great companies. We understand this may be a time of transition for you, and we want to assure you we are committed to making it as smooth and seamless as possible.

To help you get started, we've put together an Employee Welcome Kit filled with valuable information about our company and the transition process. You'll find helpful resources, such as a Frequently Asked Questions document and a What's Changing and What's Not Changing guide, to help you through this transition. Please read through all of these documents to help you get started at Newmont. We look forward to working together and achieving great things.



TABLE OF CONTENTS

LEADERSHIP MESSAGE	4
GET TO KNOW NEWMONT	5
UNDERSTANDING DAY 1 CHANGES	8
RESOURCES TO SUPPORT CHANGE	11
KEY CONTACT INFORMATION	12



LEADERSHIP MESSAGE



Tom Palmer

President and
Chief Executive Officer

Today marks a historic industry milestone with the coming together of Newcrest and Newmont to create the world's leading gold and copper company. I would like to extend a warm welcome to the many thousands of Newcrest employees who will be integral in helping Newmont to continue to set the standard for safe, profitable, and responsible gold and copper production.

As some of you may know, Newmont has been operating in Australia for over 60 years and we helped create Newcrest some 30 years ago when we merged our Australia assets with BHP's gold assets. By combining two of the industry's senior producers, we will be able to further enhance our environmental and social performance and contribute positively to the countries in which we operate.

And as we look toward tomorrow, it will be our values that will drive how we behave. It is essential that the decisions we make are grounded in our values and guided by our purpose to create value and improve lives through sustainable and responsible mining. I appreciate everyone's patience as we work to combine these two great companies.

I'm excited about the journey ahead and committed to achieving our goals in partnership with each of you, the people who make Newmont special. I also want to thank the many people who have worked extremely hard to get us where we are today. I look forward to meeting and working with our new colleagues and continuing to focus on delivering safe production as we create the best collection of gold and copper assets in the industry - supported by the industry's best people.

Please stay safe and healthy.

Tom



GET TO KNOW NEWMONT

We are excited to welcome you to the team. There is so much we want to share with you as we build the future together. Please take a few moments to learn about Newmont and the values and purpose that drive all we do.

OUR FOUNDATION

This section provides an overview of our values and purpose as a company. We believe it is important for our employees to have a clear understanding of our values, as they shape the way we do business and interact with each other and our community.

OUR VALUES



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.

OUR PURPOSE

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

OUR STRATEGY

As the world's leading gold company, Newmont's strategy is to create value for all shareholders and stakeholders through efforts to:

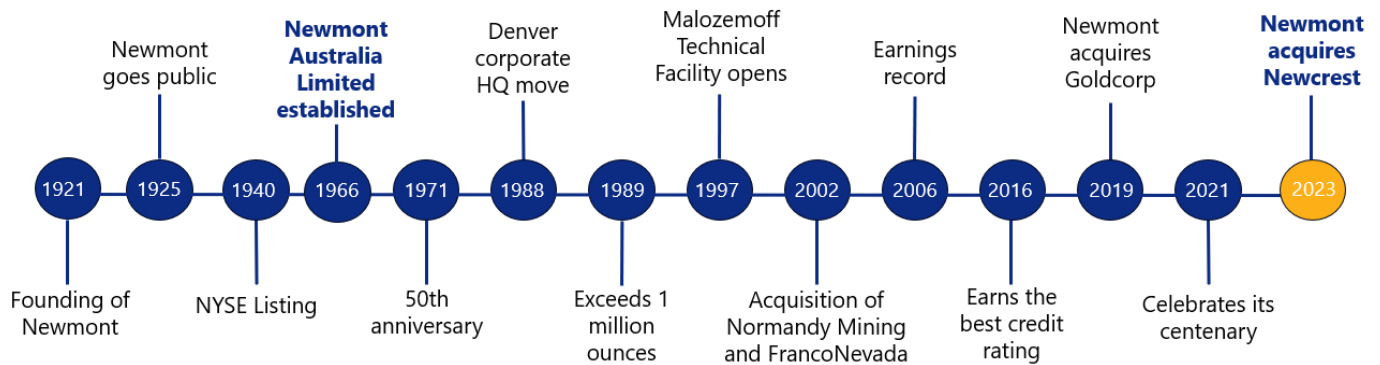
- **Deliver superior operational execution** by ensuring fatality risks are managed at all times with strong leadership and systems, continually improving operational performance, and meeting commitments without fail
- **Sustain a global portfolio of long-life assets** by growing margins, Reserves and Resources from profitable expansions, exploration and value accretive investments
- **Lead the gold sector in profitability and responsibility** by consistently generating superior returns, demonstrating our values, and leading in environmental, social and governance performance



OUR HISTORY

Founded in 1921 and publicly traded since 1925, Newmont is a leading gold and copper producer and the only gold producer listed in the S&P 500 Index. The Company's operations are primarily in North America, South America, Australia, Papua New Guinea, and Africa with more than 40,000 employees and contractors. The Company is an industry leader in value creation, supported by its leading technical, environmental, social and safety performance.

- Named the mining industry leader by the Dow Jones Sustainability World Index for four consecutive years
- Listed by The Wall Street Journal and the Drucker Institute in their ranking of the top 250 best managed companies in 2018 and 2019
- Earned designation of Best Places to Work for LGBTQ Equality for two consecutive years
- Added to Bloomberg's Gender Equality Index and recognized by the National Association of Corporate Directors for excellence in board diversity and innovation and for superior articulation of values, diversity, and inclusion programs





OUR EXECUTIVE LEADERSHIP TEAM

At the heart of Newmont's business is the talented team of employees and contractors around the globe who represent diverse cultures and backgrounds. In addition to embracing this diversity, we aim to create a workplace culture that fosters leaders and enables all to succeed in their positions and grow in their careers; one where everyone belongs, thrives and is valued. Please meet the Executive Leadership Team (ELT) at Newmont.



Tom Palmer
President and
Chief Executive
Officer



Rob Atkinson
Chief Operating
Officer



Natascha Viljoen
Chief Operating
Officer



Jen Cmil
Chief People
Officer



Mark Ebel
Acting Chief Legal
Officer



Dean Gehring
Chief Integration
Officer and Chief
Technology Officer



Karyn Ovelmen
Chief Financial
Officer



Suzy Retallack
Chief Safety and
Sustainability
Officer and
Executive Australia



Peter Toth
Chief Development
Officer

NEWMONT GLOBAL LOCATIONS AND ASSETS

Newmont's global presence includes a diverse array of locations and assets, with a portfolio that stands at the forefront of operating mines and reserves in [top tier jurisdictions](#).



Australia

- Boddington
- Cadia
- Tanami
- Telfer



Papua New Guinea

- Lihir



Africa

- Ahafo
- Akyem



North America

- Brucejack
- Cripple Creek & Victor
- Éléonore
- Musselwhite
- Porcupine
- Red Chris



Latin America & Caribbean

- Cerro Negro
- Merian
- Peñasquito
- Yanacocha



UNDERSTANDING DAY 1 CHANGES

Our priority on Day 1 is to implement changes that align with our values of safety and business integrity. We are taking a targeted approach to changes from Day 1 (6 November 2023) to Day 100 (13 February 2024), with the aim of minimizing disruption to your day-to-day activities.

We understand the importance of maintaining continuity and stability, and therefore, on Day 1, there will be minimal changes made to the systems, tools, and services you currently use. Moving forward, we will proactively inform you of any changes as they occur.

DAY 1 INCIDENT REPORTING CHANGES

Continue to follow your current Incident Management procedure and protocols and enter all details into the CHES Reporting System. Additionally, incidents meeting the following criteria must follow the Newmont SPE escalation process (additional guidance provided to GMs and Safety & Sustainability Managers):

- CHES Health & Safety incident classification Level 4*
- CHES Environmental incident classification Level 3 or 4
- CHES Social Performance incident classification Level 3 or 4

* All events evaluated on potential consequence; Potential consequence cannot be less than actual

This additional step supports awareness and visibility to all significant incidents while incident data is integrated into the Newmont Risk Management System software.

DAY 1 BUSINESS INTEGRITY AND COMPLIANCE POLICY CHANGES

Newcrest and Newmont share common values around ethics and integrity and have a high degree of consistency around compliance and integrity approaches. We are working to combine and will roll out an enhanced Code of Conduct in the near future. In the meantime, Newmont's current Code of Conduct will apply to all teams – including those from Newcrest – and govern employee expectations and behaviors. Your role is to identify any differences and clarify any questions with your people leader, ensuring you have an understanding of the new Code of Conduct, Values, and ways of working at Newmont. Newmont's Code of Conduct is the compass that guides the way we work.

Shortly, we will be rolling out a brief eLearning module on some of the key principles of the Newmont Code of Conduct and where it differs from Newcrest. Newmont's *Culture of Integrity* is one of our strongest assets. At Newmont, how we achieve our business goals is equally as important as reaching the goals themselves. Never sacrifice your personal or professional integrity or bend the rules to achieve a business goal.

- **Code of Conduct:** Starting today, the effective Code of Conduct that will apply to all employees is [Newmont's Code of Conduct](#). Please make yourself familiar with our Code, if you aren't already.



- **Ethics & Compliance Standards, Policies and Procedures:** Aside from the Code of Conduct, and until further notice, if you are at a Newcrest location, please continue to use Newcrest's Ethics & Compliance-related standards, policies and procedures. We are working to integrate best practices from Newcrest into updated Newmont policies, standards, and procedures, which will ultimately be shared with the entire workforce.
- **Conflicts of Interest, Gifts and Entertainment and Donations and Sponsorship Registers:** For the time being, continue to use Newcrest's registers and comply with the Newcrest Business Integrity Standard when disclosing/recording/obtaining approval and managing approvals for Conflicts of Interest, Gifts, Hospitality and Sponsored Travel and Donations and Sponsorship. As a leader of former Newcrest employees, we will confirm you have access to the registers. We will consolidate these Newcrest registers with Newmont's tools and will communicate further once the integrated tools are ready to be rolled out.
- **Business Integrity Policy:** As of Day 1, Newmont's Business Integrity and Compliance team (commonly referred to as "BI&C") will act as the centralized global point for all integrity and compliance-related issues for the purpose of consistent management of integrity and compliance matters, including investigations. As of Day 1, Newcrest's Ethics and Compliance team will become part of Newmont's BI&C team.

You are required to notify BI&C as soon as integrity/compliance issues (e.g., a conflict of interest situation, fraud, corruption or theft matters, respect in the workplace breaches, trade compliance concerns, interaction with government officials/traditional authorities and political exposure, etc.) are suspected or detected, by using any of the communication channels outlined in the Key Contacts section in this Toolkit.

- **Newmont's Integrity Helpline (which replaces Newcrest's Speak Out Hotline) and other relevant contact information:** Please note the contact information in this Toolkit and share this with your teams. Posters with this contact information will be rolled out shortly to all locations. Newmont, like Newcrest, uses an independent third-party service provider (One Trust Convergent) to manage our Integrity Helpline services. All reports coming through the Helpline are channeled to the corporate BI&C team for review. Reporters always have the option to remain anonymous if they wish to do so when they make a report through the Integrity Helpline. Newmont's Integrity Helpline can also be used to request guidance or ask proactive questions about integrity and compliance topics.
- **US Export Compliance Standard:** As a U.S. company, Newmont and its subsidiaries and affiliates (which now includes Newcrest and its subsidiaries and affiliates) are required to comply with all U.S. Import / Export Controls and Sanctions regulations, which includes not doing business with any parties the U.S. government deems to be restricted entities, including those in comprehensively sanctioned



jurisdictions. Failure to comply with U.S. export controls and sanctions may result in civil and/or criminal penalties against both Newmont and individual Newmont personnel, as well as a loss of U.S. export privileges.

It is Newmont policy that any transactions, shipments, interactions, donations to or from, technology or information transfers with, whether or not involving any form of monetary exchange, or hiring of individuals who are ordinarily resident in the following countries is strictly prohibited: Iran, North Korea, Syria, Cuba, and Russian occupied territories of Ukraine (Crimea, Donetsk, Luhansk). Please note that any existing transactions with these countries will become prohibited on Day 1 and in many circumstances those transactions may violate U.S. sanctions or export controls if continued past Day 1 – and any payment or other funds must be rejected, or in certain cases, blocked.

- Please notify the Newmont Global Trade Compliance team (GTC) at trade.compliance@newmont.com if there is a possibility that any transaction that may be prohibited under U.S. law will not be completed before Day 1. Any new opportunities or proposed transactions in these countries, including renewals of prior agreements or the provision of services or parts/products under prior warranties, must be rejected.
- Local laws and regulations may also apply to these transactions (i.e., the hiring of employees from sanctioned countries) and any differences should be discussed with Newmont's GTC.
- In addition, any transactions with the following countries may be subject to significant restrictions: China, Russia, Belarus, Venezuela, Afghanistan, Burma/Myanmar, Cambodia, and Nicaragua.
- Employees are encouraged to communicate with, ask questions and express any concerns to Newmont's GTC at trade.compliance@newmont.com.

If you are aware of any potential violation of this policy, import / export controls or sanctions laws or regulations that may occur or that has occurred, or you are uncertain regarding the legality of a transaction, you should immediately contact Newmont's GTC or file a report via Newmont's Integrity Helpline.

- **Stock Trading Standard:** Please note that Newmont's Stock Trading Standard will apply to all employees upon Day 1. Applicable securities law prohibits trading in securities of Newmont or any Newmont affiliate by any person in possession of material non-public information about Newmont's business, commonly called "insider trading." Material non-public information is information that (a) is not otherwise available to the general public; and (b) a reasonable investor would consider important in making a decision to buy or sell Newmont securities. Please refer to the Stock Trading Standard for additional information. Note that certain officers and employees who may have access to Newmont's financial results in advance of the public release of earnings are prohibited from trading during quarterly



blackouts (which will be the period beginning on the calendar day prior to the end of each fiscal quarter and ending one trading day after Newmont's public disclosure of results for that quarter), except as may be specifically approved by Newmont's Corporate Secretary or Chief Legal Officer. If you have any questions regarding the Stock Trading Standard, please contact the Legal department.

RESOURCES TO SUPPORT CHANGE

While getting to know Newmont, we are sure you will have additional questions about what this means for you in your day-to-day. In the following section we outlined at a high level What is Changing, and What is Not Changing as of Day 1 as well as Employee FAQ and a Newmont Acronym list. As we have mentioned, building our team together will take time. We want you to know what you can expect today, and as more decisions are made, we will continue to keep you informed of the progress. The following documents are posted on the integration page on the intranet.

- **DAY 1 - WHAT'S CHANGING AND NOT CHANGING**
- **EMPLOYEE FREQUENTLY ASKED QUESTIONS (FAQ)**
- **ACRONYM LIST**

KEY CONTACT INFORMATION

Function	Newmont	New to Newmont
<p>Safety & Sustainability</p>	<p>Safety</p> <ul style="list-style-type: none"> • Group Head H&S: Paul Dewar, Paul.Dewar@newmont.com • Group Head Security: Campbell Corrigan, Campbell.Corrigan@newmont.com • Head Health & Hygiene: Tim Munro, Tim.Munro@newmont.com • Head Safety: Andrew Golembka, Andrew.Golembka@newmont.com • Principal Advisor Security: Lucas Temple, Lucas.Temple@newmont.com • Australia Senior Director HSS: Jon Mathers; Jonathan.Mathers@newmont.com • Head Safety and Sustainability North America: Peter Hughes, Peter.Hughes@newmont.com • Red Chris: Yaw Kyei Amoako, Yaw.Amoako2@newmont.com; Temby Lawrence, Temby.Lawrence@newmont.com • Brucejack: John Young, John.Young@newmont.com; Ryan Mullin, Ryan.Mullin@newmont.com • Telfer: Tracey Bolland, Tracey.Bolland@newmont.com • Lihir: Charlotte McCully, Charlotte.McCully@newmont.com • Cadia: Jonathan Mathers, Jonathan.Mathers@newmont.com <p>Sustainability</p> <ul style="list-style-type: none"> • Head, Biodiversity and Climate, Global: Ross Polis, Ross.Polis@newmont.com • Group Head, Environment: Briana Gunn, Briana.Gunn@newmont.com • Head, Water and Waste, Global: Kristin Pouw, Kristin.Pouw@newmont.com • Regional VP - Sustainability and External Relations: Jarrod Riley, Jarrod.RILEY@newmont.com • Group Head, Social Performance: Rebecca Darling, Rebecca.Darling@newmont.com • Head, Communities and Social Performance, Global: Matt King, Matt.King@Newmont.com • Head, Safety and Sustainability, North America: Peter Hughes, Peter.Hughes@Newmont.com • S&ER Systems Director: Jared Stohner, Jared.Stohner@newmont.com 	<p>Contact your local/site representatives in the first instance</p>

KEY CONTACT INFORMATION

Function	Newmont	New to Newmont
Business Integrity & Compliance (BI&C)	<ul style="list-style-type: none"> • US: 1 855 201 0800 • Canada: 1 800 459 57 89 • Australia: 1 800 443 881 • Papua New Guinea: 86 12 04 <p>Web Reporting Newmontintegrityhelpline.com</p> 	
People & Change	<p>Australia Region:</p> <ul style="list-style-type: none"> • Email: humanresources.australia@newmont.com <p>North America Region:</p> <ul style="list-style-type: none"> • Phone: 1 855 677 4772 <p>Email: HRServiceCenter@newmont.com</p>	<p>Contact your local/site representatives in the first instance</p> <p>HR Shared Services for Canada, Australia, and Papua New Guinea</p> <ul style="list-style-type: none"> • Phone: 1 800 676 904 <p>Email: hrservices@newcrest.com.au</p>
Information Technology (IT)	<p>Global IT Service Desk</p> <ul style="list-style-type: none"> • Toll Free: 1 800 216 4716 extension 77777 • Direct: 303 837 4357 	<p>IT Self Service Portal</p> <ul style="list-style-type: none"> • Lihir: x5476 986 5476 • Australia: x1234 1300 761 813 • Red Chris: 1 604 800 9200 x363 • Brucejack: 1 778 653 4563
Media/External Relations	<p>Jennifer Pakradooni</p> <ul style="list-style-type: none"> • Jennifer.Pakradooni@newmont.com 	
General Integration Questions	<ul style="list-style-type: none"> • IMO@newmont.com 	