

Stakeholder Engagement

We view anyone affected by our activities and/or vital to our success as a stakeholder. Each of our operations creates engagement plans that identify key stakeholders, maintain honest dialogue and communicate transparently, promptly and factually in an accessible manner.

The engagement method, approach and frequency depend on the stakeholders’ areas of interest and preferred modes of engagement. Details on engaging with our key stakeholders are outlined below, with additional information available in this report.

Details on these activities and others are included in our [Annual Sustainability Report](#) and the blog stories posted on our [website](#).

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Stakeholder groups engaged	Key topics/concerns raised	Engagement mechanisms	Examples of recent engagement
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	Regularly engaged with Barrick (the operator of the Nevada Gold Mines and Pueblo Viejo joint ventures) via meetings and site visits to discuss key performance matters such as projects, operations, tailings management and community resettlement.
			Represented our 32% equity stake in Lundin Gold through two Newmont employees serving on its nine-member Board of Directors.
			Collaborated with strategic suppliers on contract terms that support the reduction of Scope 3 greenhouse gas emissions.
Employees	- Safe, healthy and equitable 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/contracts, leadership coaching, training and development programs, Business 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	Launched the Working Together at Newmont program to help leaders cultivate a culture where every team member is motivated to perform at their best.
			Completed Organizational Design objectives to clarify organizational structures and accountabilities, build stronger teams, empower leaders and streamline workflows to reduce duplication of work.
Government 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 - 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, meetings and personal communications	Held several meetings with elected officials and government stakeholders within the jurisdictions where we operate.
			Honored with the U.S. Secretary of State's Award for Corporate Excellence in Climate Resilience in 2024 for commitment to sustainable development in Suriname.

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Host communities	• Safe and healthy operations • Jobs and local business opportunities • Community investment • Environmental stewardship • Responsible tailings facility management • Access to education and skills development • Infrastructure • Transparency in the distribution of direct and indirect economic contributions • Indigenous Peoples' rights • Artisanal and small-scale mining • Cultural heritage management • Community wellbeing • Reputation and ethics	Participation in social and environmental assessments, socio-economic programs, foundations and funds, complaints and grievance mechanisms, forums, conferences, site visits, surveys, community development committees and boards, participatory monitoring, meetings and personal communications	Completed or progressed social impact assessments and human rights impact assessments in 2024 at seven sites, engaging local stakeholders to identify key risks, including human right issues. Developed and piloted a cross-cultural awareness training program at Boddington and Tanami, with site leadership and local leaders participating in the sessions.
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, editorial board meetings, communications via phone and email, company website and social media channels	Proactively engaged with media at our sites and responded to media inquiries. Please visit the Newsroom on our website for more information.
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, strategic partnerships, forums, conferences, participation in thought-leadership panels and advisory councils, questionnaires, meetings and personal communications	Partnered with the International Union for the Conservation of Nature (IUCN) to assess No Net Loss of Key Biodiversity Values. Supported Project C.U.R.E. in providing donated medical supplies and equipment, healthcare services and life-saving neonatal resuscitation trainings to communities around our mine operations.

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Peers and industry associations	• Safe and healthy operations • Responsible business practices • Environmental stewardship • Collaborating with industry peers through organizations, as well as with business, political and academic leaders, via global forums to address sustainability issues, policy positions, social performance and human rights. • 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	Collaborated with the International Council on Mining and Metals and International Network for Acid Prevention (INAP) to develop a new resource to support the implementation of INAP's highly regarded Global Acid Rock Drainage (GARD) Guide. Actively participated in several International Council on Mining and Metals (ICMM) working groups.
Shareholders (retail and institutional), prospective investors, broker analysts, investor stewardship teams and proxy advisors	• Financial performance • Operating performance • Corporate strategy, public targets and performance-based compensation structure • Environmental, social and governance (ESG) performance • Operating, financial environmental, social and governance risk • Capital allocation strategy and execution • Reserves and resources • Share price performance • Commodity price performance	Annual and quarterly reports, regulatory filings, investor conferences, annual general meeting, investor roadshows, credit rating agency engagement, tours of operations and site visits, analyst days, regular meetings and communications via telephone, email, website and mailings	Hosted analyst and investor site tours in Australia. Participated in broker-hosted investor conferences, giving corporate presentations and meeting with existing and prospective investors. Engaged via quarterly earnings calls, non-deal roadshows and other ongoing opportunities. Details on these and other activities are discussed on our investors' page on our website.
Suppliers/contractors	• Safe and healthy work environment • Contract terms and conditions • Business opportunities • Financial and operating performance • Responsible business practices • Environmental and social performance expectations • Innovation • Operating efficiencies • Strong partnerships • Reporting and transparency	Contract negotiations, Supplier Risk Management program, participation in contractor safety programs and continuous improvement initiatives, social responsibility partnerships, meetings and personal communications	Engaged with suppliers to manage health, safety, corruption, human rights and other critical issues across our global supplier network.