

KINROSS

KINROSS GOLD CORPORATION  
2023 SUSTAINABILITY REPORT

**STRONG  
FUNDAMENTALS**

**TRUSTED  
PARTNER**





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## ESG Analyst Guide

We recognize the increasing level of interest in our sustainability and environmental, social and governance (ESG) performance from our investors and the broader stakeholder community. To facilitate assessment of our record, we have highlighted the standards and principles that Kinross is using to guide our performance and reporting. We encourage readers to access the indices in this report for information at the indicator level.

The content in this report is focused on our performance over the past year. The Management Approach (MA) narrative by topic is available in the Sustainability section of [kinross.com](http://kinross.com). We have linked MA references in this report to the relevant content, which can be found on our website.

**GRI** – [Global Reporting Initiative Standards](#)

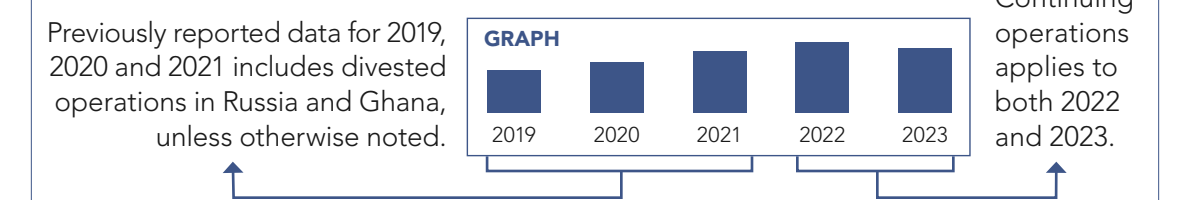
**RGMP** – [Responsible Gold Mining Principles](#)

**UNGC** – [Ten Principles of the UN Global Compact](#)

**SASB** – [Sustainability Accounting Standard Metals & Mining](#)

**SDG** – [Sustainable Development Goals](#)

### A GUIDE TO MULTI-YEAR GRAPHS



Read [Management Approach](#)  
Identifies the topic as a material ESG topic

### ANALYST CORNER: ETHICAL CONDUCT

Read [Management Approach](#)

- GRI 205, 419
- RGMP Principle 1
- UNGC Principle 10
- SASB
- SDG 16

[Data Tables](#)



[Links to Data Tables](#)



Kinross' ESG vision is to be a partner of choice with all of our stakeholders, including communities, Indigenous Peoples, shareholders, employees, governments and suppliers. Together with our commitment to sustainability and responsible mining, we embrace a values-based approach to ensure that sustainability and our environmental, social and governance considerations are a core part of our culture, strategy and plans for future growth.

OUR CORE VALUES

Putting people first

Outstanding corporate citizenship

High performance culture

Rigorous financial discipline

This [2023 Sustainability Report](#) signals a new direction in Kinross' reporting on ESG performance. This Report begins our transition towards aligning our disclosures with some of the elements from the newly issued International sustainability disclosure standards, and underscores our longstanding commitment to the principles of completeness, balance and transparency in our reporting. Read [About this Report](#).

All figures are in U.S. dollars unless otherwise noted. Throughout this Report, figures do not always total due to rounding.

**TSX: K**  
Toronto Stock Exchange

**NYSE: KGC**  
New York Stock Exchange

### CUMULATIVE BENEFIT FOOTPRINT

**\$48 billion** in host countries since 2010

spending on procurement, payments to governments, wages and benefits and community investments

### 2023 TOTAL BENEFIT FOOTPRINT

**\$4.1 billion**

total spending

**\$356 million**

in payments to governments

**\$694 million**

in total wages and benefits

**\$3.0 billion**

in payments to suppliers

**~475,000**

beneficiaries of community programs

**\$14.6 million**

total community investment, monetary and in-kind

**2023**

EMPLOYEES WORLDWIDE

**~6,600**

PRODUCTION

**2.15** million Au eq. oz.

REVENUE

**\$4.2** billion

# Corporate Profile 2023

Kinross is a Canadian-based global senior gold mining company with operations and projects in the United States, Brazil, Mauritania, Chile and Canada. Our focus is on delivering value based on the core principles of **responsible mining, operational excellence, disciplined growth, and balance sheet strength.**

## Kinross Operations and Projects



## 2023 HIGHLIGHTS



### STRONG PRODUCTION PROFILE

- Portfolio of mines producing **~2M Au eq. oz./year**
- Delivering **significant free cash flow**



### GEOGRAPHICALLY DIVERSIFIED PRODUCER

- **>50% of production from two top tier assets\***, Paracatu and Tasiast
- Americas region accounts for **~70% of production**



### INVESTMENT GRADE BALANCE SHEET

- Total liquidity<sup>2</sup> of **~\$1.9 billion**
- Disciplined capital strategy and competitive dividend



### EXCITING PIPELINE OF OPPORTUNITIES

- Great Bear is a **world-class** development project in a top-tier jurisdiction
- Extensive brownfields exploration program



### COMMITTED TO MINING RESPONSIBLY

- **Consistent top performer** in sustainability and ESG
- Advancing toward **30% reduction** in GHG intensity by 2030



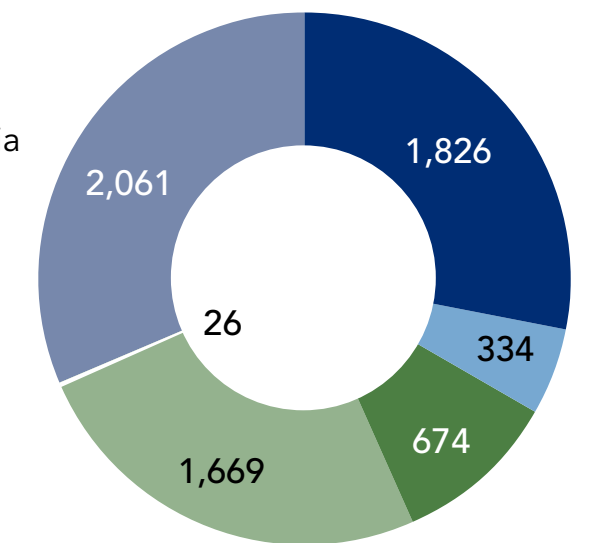
### GLOBAL WORKFORCE

- **~6,600 employees** and **~8,900 contractors**
- Working in five languages

For more information about our 2023 performance, refer to the [2023 Annual Report](#).

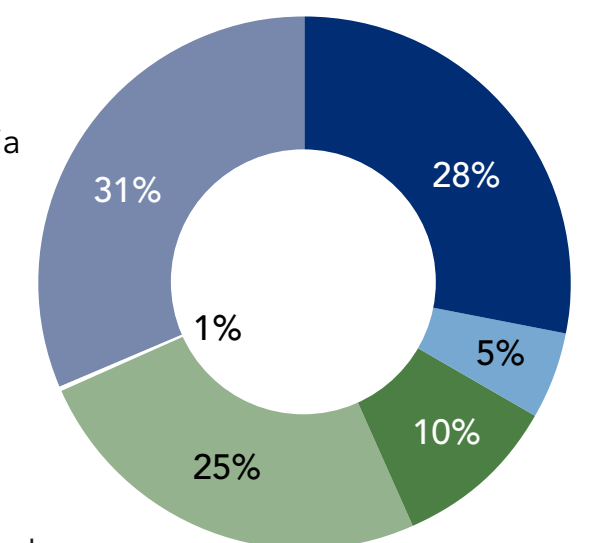
### 2023 EMPLOYEES BY COUNTRY (#)

- Brazil
- Canada
- Chile
- Mauritania
- Other<sup>1</sup>
- U.S.A.



### 2023 EMPLOYEES BY COUNTRY (%)

- Brazil
- Canada
- Chile
- Mauritania
- Other<sup>1</sup>
- U.S.A.



\* Top-tier defined as assets with Life of Mine (LOM) into the next decade and annual production averaging greater than 500 koz. and AISC(3) < \$1,000/oz. (2023 nominal dollars).

1. Includes Spain, the Netherlands, Finland.

2. "Total liquidity" is defined as the sum of cash and cash equivalents, as reported on the consolidated balance sheet, and available credit under the Company's credit facilities (as calculated in Section 6 – Liquidity and Capital Resources of Kinross' MD&A for the year ended December 31, 2023).



# CEO Message to Stakeholders



**J. Paul Rollinson**  
Chief Executive Officer

## Q&A with Paul Rollinson

At Kinross, our values and our history tell us that to be successful over the long-term, we must work in a way that delivers tangible, lasting benefits for all our stakeholders. We consider sustainability in everything we do, from exploration through to development, operations, and mine closure. Our relentless commitment to sustainability is reflected in the Company's Environmental, Social and Governance (ESG) strategy. Below, Paul Rollinson discusses Kinross' ESG strategy in the context of our business and the evolving landscape.

### 2023 Year in Review

#### 1. How do you think Kinross performed as it relates to ESG in 2023?

At the core of our ESG strategy are our people and their safety. Across all our operations, we were pleased to see the Company maintaining low injury frequency rates as well as a continued focus on our people-centric, progressive safety philosophy.

What sets Kinross apart is our relentless focus to deliver on our commitments and our drive to find solutions to build a better future. In 2022, we set new ambitions and targets with an updated ESG strategy, and in 2023, we executed on that strategy. I am proud of the excellent results we achieved in 2023, both operationally and from a sustainability perspective.

Our updated ESG strategy is focused on the three pillars of **Workforce and Community, Natural Capital** and **Climate and Energy**.

On the **Workforce and Community** front, we work in cooperation with local communities and businesses to build capacity, help local economies and support community health, education, and well-being. Kinross made over \$14.6 million of monetary and in-kind contributions through site-led and corporate level community investments during the year. With respect to our workforce, we also believe that inclusiveness and diversity make us a better Company. In 2023, we delivered a number of programs throughout our global organization to increase

## 2023 Highlights

Advanced our performance across leading indicators of safety, exceeding all of our targets for proactive field engagements, corrected hazards, and safety excellence.

Generated \$4.1 billion in economic benefits through taxes, wages, procurement, and community support. Since 2010, cumulative economic benefits total \$48 billion.

Contributed \$14.6 million in monetary and in-kind community investments in host countries and corporately.

Continued to sustain high levels of in-country employment with 99% of our workforce and 91.7% of management from within host countries.

Increased the percentage of women across our workforce to 14%, the highest level achieved. Maintained 33% women on our Senior Leadership Team.

Launched a Global Leadership Program including Five Leadership Principles to strengthen productivity and engagement.

Maintained consistently high ESG ratings as measured by recognized agencies.

Ranked in the top tier of *The Globe and Mail's* annual governance review.

Advanced our green energy projects, completing the construction of the 34MW Tasiast solar plant at Tasiast and increasing renewables in our energy mix.

Recognized as one of Greater Toronto's Top Employers for the sixth consecutive year.

Maintained conformance with the Responsible Gold Mining Principles of the World Gold Council.



**WATCH NOW:**  
Kinross Gold's Renewable Energy Initiatives Across Our Global Operations



awareness, improve processes, and support our diverse employee base. Additionally, in 2023, we achieved our highest percentage of female employees to date, increasing the percentage of women across all levels of management, and also reducing the turnover rate for women.

We also made good progress on our **Natural Capital** targets, finishing the year with no environmental incidents and maintaining our 30-year track record of safe management of tailings facilities across our sites. Also, in 2023 we conducted a detailed assessment of the Company's status against the requirements of the Task Force on Nature-related Financial Disclosures (TNFD) and will use this to inform the development of a company-wide plan to address any gaps during 2024.

On **Climate and Energy**, we are well on track to achieve our goal of reducing our greenhouse gas (GHG) emissions intensity by 30% by 2030. We are doing this primarily by focusing on renewable power purchase agreements, electric autonomous haulage partnerships and energy-efficiency opportunities across our operations. Notably, we completed the commissioning of the Tasiast solar power plant in 2023, which is expected to provide an 18% reduction of GHG emissions related to power generation over life of mine, and annualized fuel savings of 17 million litres of heavy fuel oil, which has the benefit of reducing our cost of production by \$15/oz. Annualized GHG emissions reductions are estimated at 50 kilotonnes CO<sub>2</sub>e and, as a result, 20% of Tasiast's energy generation is expected to come from renewable sources. This project is a great example of our philosophy of driving value through ESG, as the project delivers both an economic benefit and a sustainability benefit.

## 2. From your perspective, how is Kinross integrating a culture of continuous improvement into its ESG performance?

At Kinross, continuous improvement is underpinned by our four core values, in particular our **High Performance Culture** value.

I also see the journey of safety as one of continuous improvement. It is our Company's First Priority, and we are committed to providing a safe workplace for everyone in our business. To do that, we must continuously review our practices, listen to feedback, and foster a culture where people feel confident and empowered to speak up to keep themselves and their colleagues safe. We successfully delivered our new Safety Excellence program at all sites in 2023, and in early 2024, we launched our Human and Organizational Performance (HOP) initiative to facilitate continuous learning and improvement at our operations. The HOP program is designed to harness the collective intelligence of our workforce, promote cross-functional collaboration, and enhance operational learning. See [Human and Organizational Performance: Understanding the Psychology of Safety Across Kinross](#).

Another example of our culture of continuous improvement is in the human rights area. Canada's new Modern Slavery Act creates a reporting obligation for Kinross but more than that, it creates an opportunity for us to think about ways that we can further strengthen our approach to risk assessments and due diligence in our supply chain. We have set up a global human rights task force to ensure that we are thinking broadly about how to identify human rights risk throughout our business.

## 3. Looking at the external landscape of ESG, how does Kinross meet the changing needs of your stakeholders?

We know that to be a successful company in an increasingly complex world, all our stakeholders have interests and needs that extend beyond our financial success and bottom line. We meet these changing needs by having direct relationships with our stakeholders and listening to their feedback. Our goal is to be a partner of choice for our employees, local communities, governments, and suppliers. Our management prerogative is to anticipate and adapt to stakeholders evolving needs, while ensuring a sustainable business. See [Sustainability Context](#).

Our global teams regularly meet with our stakeholders, engaging in a way that respects traditions and builds strong relationships. It is important for us to continue to meet

directly in person to listen and learn from host communities and governments. For example, I make sure to personally visit our operations throughout the year and meet with as many local stakeholders as possible. In 2023, I visited our Manh Choh site in Alaska and, together with Chief Michael Sam of the Tetlin Alaska Native community as well as the Governor of the State of Alaska, we celebrated the groundbreaking at this new project. Also, I went to Mauritania several times, meeting with President Ghazouani at the High Council on Investment and other key Ministerial officials. At our Great Bear project in northwestern Ontario, Canada, I have prioritized opportunities to sit down with the Chiefs of the Wabauskang and Lac Seul First Nations to update them on our operations, hear feedback and take project input from them directly. For me this direct engagement is critical to our success as a company and helps to build collaborative, trusting relationships that can anticipate changing needs.



At Great Bear, Kinross' CEO Paul Rollinson, Chief Petiquan, Waubausang First Nation, and Chief Bull, Lac Seul First Nation share gifts to recognize the signing of the Amended and Restated Exploration Agreement.

#### 4. Looking ahead, what are Kinross' ESG priorities for the coming year?

As we look forward, we are focusing on foundational initiatives that will underpin our ESG approach and ensure Kinross is building on and continuing to enhance its long and successful track record of sustainability performance. On this front, key priorities are focused on our three strategic pillars:

##### i. Workforce and Communities

As I have said, Workforce and Communities is a key focus for us, and we are making great progress in this area. Looking forward, an area of particular attention is our relationships with Indigenous Peoples. Many of our sites and operations are located on or near the traditional lands of Indigenous Peoples. Our agreements with Indigenous communities represent our commitment to building meaningful, long-term relationships to create a lasting and positive legacy. Building these relationships requires openness and honesty, something that is very important to Kinross and to me personally. I have learned from the relationships both the Company and I have built with the leaders of the Indigenous communities in our host countries, and I look forward to seeing us continue to work together as partners in the coming year and foreseeable future.

##### ii. Natural Capital

Looking forward, we will use the results from our work last year that assessed our status against the requirements of the TNFD to ensure alignment. Our objective will be to inform a holistic and consistent approach across our operations on environmental-related risks (water, biodiversity, land, and

pollution). Our goal is to provide overall guidance and support while also providing enough flexibility for the uniqueness of our global sites and their specific needs. We will be creating a cross-functional working group that spans both corporate and site professionals to develop the plan this year.

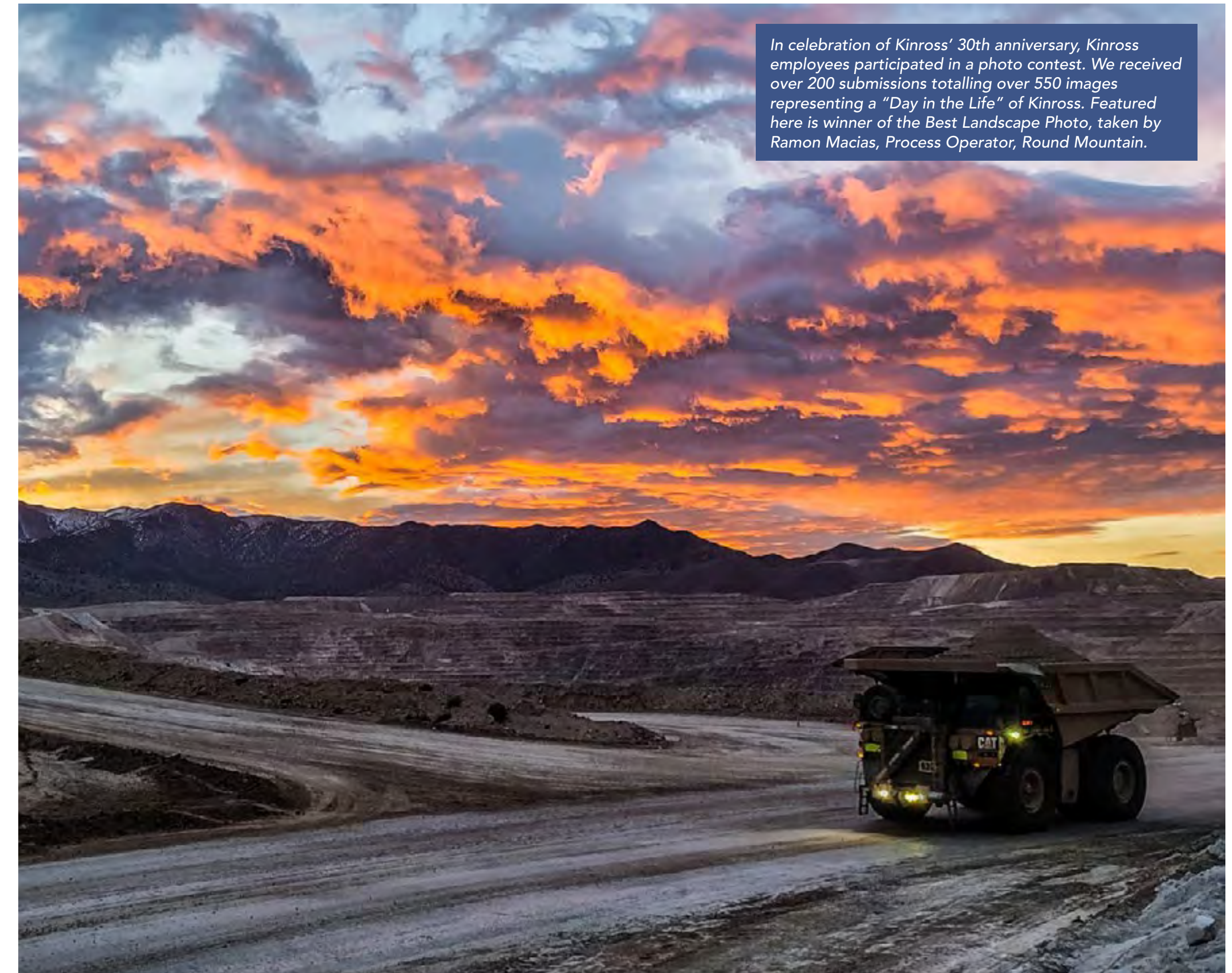
##### iii. Climate and Energy

As I outlined previously, we have made significant progress in the Climate and Energy portfolio, and it is a major focus for us moving forward. Looking ahead, we continue to take important steps to address climate change. Our climate change approach is multifaceted and enhancing the resilience of our business to climate change is central to our success as a company.

As well, continuing to grow the role of renewable energy in our overall energy portfolio is a key focus area for us, especially as we consider our major projects at Great Bear and Lobo-Marté.

#### 5. Any final comments on sustainability?

In conclusion, as I look back on 2023, we had a strong year across the Company, both operationally and in our management of ESG. We will continue to create a safe and healthy employment environment, leverage the diversity of our people and have an inclusive culture. I am proud of the work that Kinross is doing in these areas and we will continue our contributions to the development of host countries and communities through our strong relationships and the impact of our more than \$4.1 billion benefit footprint spend in 2023. In closing, I would say that I am excited about the opportunities that lay ahead.



*In celebration of Kinross' 30th anniversary, Kinross employees participated in a photo contest. We received over 200 submissions totalling over 550 images representing a "Day in the Life" of Kinross. Featured here is winner of the Best Landscape Photo, taken by Ramon Macias, Process Operator, Round Mountain.*

# Chair Message to Stakeholders



**Catherine McLeod-Seltzer**  
Chair of the Board

## Robust Governance and Disclosure

Kinross' Board of Directors oversees the Company's high operating standards for sustainability management, which are embedded in the Company's culture and reflected in its core values. This year, our governance framework remains unchanged, with the Board receiving regular reports from our Corporate Responsibility and Technical Committee (CRTC) and the ESG Executive Committee, which is comprised of members of the senior management team.

Our commitment to transparent sustainability reporting, now in its 16<sup>th</sup> year, is key to communicating the strong track record of performance, transparency, and accountability that our stakeholders expect.

The Board was once again pleased to see the Company recognized externally for its robust reporting practices and continued integration of sustainability and ESG within Kinross' business model. Kinross maintained consistently high ESG ratings as measured by S&P CSA, MSCI, LSEG Data and Analytics, Moody's ESG, and Sustainalytics. With a leading ranking at the end of 2023, Kinross was listed on the Dow Jones Sustainability Indices (DJSI) World Index for 2023 and the S&P ESG 1200. In *The Globe and Mail's* annual Board Games governance rating, Kinross has maintained its ranking in the top group of Canadian mining companies since 2011. As well, Kinross obtained external assurance of our Description of Implementation of conformance with the Responsible Gold Mining Principles, which were established by the World Gold Council.

## Diversity and Building Board Learnings

Having a diverse and experienced Board of Directors contributes to greater diligence when decisions are being made, leading to improved financial and operational performance. Kinross' Board includes directors with a range of perspectives, expertise, and insights on the issues affecting the organization. The Board is comprised of 20% members belonging to diverse groups and 30% female directors. Kinross will maintain its consideration of diversity in its future board succession planning initiatives.

With continuous improvement as a key tenet of Kinross' culture, the Board aims to further develop the knowledge base of its directors. In 2023, our directors engaged in continuing education programs and advanced their knowledge to address priority ESG topics including climate change, enterprise risk management and cyber security.

With climate change being one of Kinross' core strategic ESG focus areas, the Board now has three directors with competency in climate change-related topics. As well, the Board hosted a training session, Navigating the ESG Landscape, delivered by Competent Boards, a recognized organization for training of Board members in ESG and Sustainability. See the [2024 Management Information Circular](#).

## ESG Strategy Implementation

The Board was pleased to see the positive results of the Company's continued focus on safety, through implementing the Global Safety Forum, Safety Excellence program and embedding its people-centered safety culture throughout our operations. The updated Sustainability and ESG strategy continues to be underpinned by a focus on the Company's First Priorities and Core Values.

As we mark one year with our updated ESG strategy, I am pleased to see management making significant progress in advancing our work across the strategic pillars of Workforce and Community, Natural Capital and Climate and Energy throughout the business.

One particular area that stands out is management's commitment to diversity and inclusion as part of the Workforce and Community pillar. As a global company, we believe diverse and inclusive teams are part of our competitive advantage. The inclusion of diverse people and perspectives is critical to our business and underpins our ability to deliver superior performance. Through the Company's Global Diversity, Equity & Inclusion Council, the Board was pleased to see management develop an updated Diversity, Equity and Inclusion Strategy, beginning

its rollout in 2024. As well, in recognizing that strong leadership is essential to drive success, management introduced a set of leadership principles which clearly articulate what is expected of Kinross leaders at all levels.

## Listening to our Shareholders

Kinross' commitment to engaging in open and honest conversations – listening to, and learning from, a broad range of viewpoints – has allowed us to positively translate feedback into action. Both management and Board members meet with shareholders on a regular basis throughout the year to gather input and feedback on a range of matters, including ESG. This year, management held 11 meetings with shareholders that were specifically related to ESG matters. The Board has been encouraged to see management taking the feedback given by shareholders and translating that into action.

With the significant progress made last year, we ended 2023 and began 2024 very well positioned for the future. Our Board continues to have confidence in the approach to ESG taken by the Kinross management team for the long-term benefit of the Company, its stakeholders, and our host countries.

In closing, I would like to thank our Board, our Management team and all Kinross employees for their support of our strategy and their hard work and commitment to ESG throughout the year.

**Catherine McLeod-Seltzer**  
Chair of the Board





# Performance Highlights

Our performance highlights align with Kinross' ESG strategy and inform the structure of this 2023 report.

	Metrics	2022	2023
<b>GOVERNANCE</b>			
<b>Ethical Conduct</b>	Percent of management trained in anti-corruption (two years)	94	94
	Substantiated cases of public corruption received via Whistleblower Policy (#)	0	0 <sup>A</sup>
<b>Human Rights &amp; Security</b>	Substantiated allegations of human rights violations received via Whistleblower Policy (#)	2 <sup>A</sup>	1 <sup>A</sup>
	Percent of security workforce that completed training (%)	100	100
<b>Engagement</b>	Stakeholders engaged per day per operation (# of people)	37	40
	Stakeholder interactions vs planned (%)	97	101
<b>ENVIRONMENTAL</b>			
<b>Water</b>	Water intensity (m <sup>3</sup> /tonne of ore processed)	0.414 <sup>A</sup>	0.408 <sup>A</sup>
	Water recycle rate (%)	78 <sup>A</sup>	82 <sup>A</sup>
	Freshwater withdrawal in high-water stress regions (includes precipitation) (%)	4.1	1.0
<b>Energy</b>	Energy intensity (MJ/tonne of ore processed)	122 <sup>A</sup>	133 <sup>A</sup>
	Electricity from renewable sources (grid and self-generation) (%)	63	66
<b>GHG Emissions</b>	GHG intensity rate (kg CO <sub>2</sub> e/tonne of ore processed)	8.7 <sup>A</sup>	9.1 <sup>A</sup>
	GHG intensity rate (kg CO <sub>2</sub> e/Au eq. oz.)	740 <sup>A</sup>	646 <sup>A</sup>
<b>Tailings Management</b>	Tailings facility reportable/compliance incidents (#)	0	0
<b>Biodiversity and Land</b>	Percent of mines with biological resource management plans in place (%)	100	100
	Land reclaimed at active operations (ha)	40 <sup>A</sup>	65 <sup>A</sup>

	Metrics	2022	2023
<b>SOCIAL</b>			
<b>Safety</b>	Fatalities	1 <sup>A</sup>	0 <sup>A</sup>
	Total Reportable Injury Frequency Rate (per 200,000 hours worked)	0.34 <sup>A</sup>	0.38 <sup>A</sup>
	Total Employee Field Engagements (per employee/per year)	10.0	16.0
	Total Corrected Hazards (per employee/per year)	5.3	12.7
<b>Workforce</b>	Turnover (involuntary) (% of total workforce)	4.5 <sup>A</sup>	4.0 <sup>A</sup>
	Turnover (voluntary) (% of total workforce)	9.3 <sup>A</sup>	8.8 <sup>A</sup>
	Total turnover (% of total workforce)	13.8	12.8
	Workforce from within host country (%)	99 <sup>A</sup>	99 <sup>A</sup>
	Gender diversity – women (as a % of total workforce)	13.3 <sup>A</sup>	14.0 <sup>A</sup>
<b>Community</b>	Grievances recorded on site registers (Levels 1-5) (#)	90	126 <sup>A</sup>
	(Grievances – Level 2) (% resolved within 30-days)	78 <sup>A</sup>	80 <sup>A</sup>
	Stakeholder Feedback – Community and media feedback – positive expressions (#)	7,201	10,434
	Stakeholder Feedback – Community and media feedback – negative expressions (#)	257	409
<b>Local Benefit</b>	Host country total spend for goods and services (as a % of total spend for goods and services in all jurisdictions)	78	83
	Local component of benefit footprint (BFP) (value distributed locally)	28	31
	Community and corporate contributions <sup>1</sup> (\$ millions as a % of EBITDA <sup>2</sup> )	10.8	14.6
		0.8	0.8

1. Includes cash and estimated in-kind, and third-party support.

2. "EBITDA" is a non-GAAP financial measure with no standardized meaning under IFRS and therefore, may not be comparable to similar measures presented by other issuers. "EBITDA" is calculated as operating earnings (loss), excluding the impacts of depreciation, depletion and amortization and impairment charges (reversals). Operating earnings (loss), depreciation, depletion and amortization and impairment charges (reversals) are as reported on the Company's consolidated statements of operations for the years ended December 31, 2023, 2022 and 2021.

<sup>A</sup> KPMG LLP previously provided limited assurance over a select number of our KPI's reported in our 2022 Sustainability and ESG Report. Their conclusion can be found in our 2022 Sustainability and ESG Report. In 2023, KPMG has performed a limited assurance engagement for a select number of our KPIs. You can read more about the Scope of KPMG's work, including the scope of assurance on pages 118-119 of this Report.



# About this Report

The 2023 Sustainability Report provides our readers with comprehensive insight into Kinross’ ESG strategy and material priorities. Building upon our 16-year history of sustainability reporting, this 2023 report is structured around the core components of our ESG strategy and sharply focused on our most material topics. Our most recent sustainability performance publication was our 2022 Sustainability Report.

## Target audience

The target audience for this Report includes all those who have an interest in the Company’s approach to sustainability and ESG risk. Specific audience groups include: investors and others in the financial and insurance community, governments, Indigenous communities, civil society organizations, suppliers, universities, and local communities. The online format of the report enables immediate global access. In addition, we leverage material from the Report through our site-level communications plans to ensure local stakeholders receive relevant information from the full Report.

## Alignment with reporting standards

This 2023 Sustainability Report has been prepared to align with the SASB Mining and Metals Sustainability Accounting Standards (Version 2023-12) and the Global Reporting Initiative (GRI) Standards for the reporting period between January 1, 2023 and December 31, 2023. This 2023 Report also introduces alignment to the International Sustainability Standards Board’s (ISSB) newly issued sustainability disclosure standards, IFRS S1 (general requirements) and IFRS S2 (climate), with the introduction of a table for each material topic, mapping Kinross’ management of sustainability-related risks and opportunities to the frameworks of both standards (see Table 1). While not mandatory under securities regulations, these new standards have been endorsed by the International Organization of Securities Commissions (IOSCO).

We developed criteria, derived in part from our Enterprise Risk Management system, to describe the effects of sustainability-related risk and opportunity (SRROs) for each material topic across our business model and value chain, the maturity and resilience of our strategy, financial effects, and external effects on society and the environment (see Table 2).

TABLE 1: Reporting Format for Each Material Topic

Component		What does each element describe?		
Governance		Board, Management and Functional oversight and ownership; accountability from site to Board		
Strategy	Business Model	Where sustainability-related risks and opportunities (SRRO’s) are concentrated across our business model (geography, operations, projects, offices)		
	Value Chain	Where SRRO’s are concentrated in our value chain (upstream suppliers, operations and projects, downstream refiners)		
	Time Horizon	Short-, medium- and long-term horizons: definitions and linkages to planning and decision-making processes		
		Current	1 year	Annual Four Point Plan Strategic business plan Asset reserves and resources; Mergers & Acquisitions
		Medium-term	3 to 5 years	
	Long-term	Greater than 5 years		
	Consolidated Risks	High-level risks: financial, reputational, license to operate		
Consolidated Opportunities	High-level opportunities: people, environment, assets, reputation, livelihood			
Strategic Framework	Our systems in place to manage risk			
Effects of the SRRO (current – 2023 reporting period; anticipated – medium/long-term)	Our assessment of effects of the SRRO’s on strategic decision-making, resilience of strategy, financial performance, and society and environment (see criteria in Table 2). The assessment is for the actual effect (current and anticipated). Our assessments are made based on reasonable information available to the Company, commensurate with the resources available to us and include a combination of qualitative and quantitative information.			
Risk Management		Current risk controls in place		
Metrics and Targets		Our key performance metrics and our targets		

**TABLE 2: Criteria for assessment of effects of Sustainability-related Risks and Opportunities**

Effects	1 Incidental	2 Minor	3 Moderate	4 Major	5 Extreme
Financial performance (% revenues <sup>1</sup> )	<1%	1 – 5%	5 – 10%	10 – 20%	>20%
Society and Environment	No expected change to human well-being; no environmental impact	Current, minor impacts to well-being and/or environment	Medium-term, moderate impacts to well-being and/or environment	Long-term, major and persistent impacts to well-being and/or environment	Long-term, disruptive event causing severe impacts to well-being and the environment
Strategy	1 Low	2 Medium	3 High		
Strategy and decision-making	Focus on short/medium-term plans; long-term strategy not well defined	Short/medium-term plans tied to moderately well-defined long-term strategy	Short/medium-term plans integrated with well-defined long-term strategy		
Resilience of strategy	Insufficient data/expertise to make a sound judgment and/or ability to influence outcome	Limited data/expertise to make a sound judgment and/or ability to influence outcome	Sufficient data/expertise to make a sound judgment and/or ability to influence outcome		

1. Based on Kinross' revenues of \$4.2 billion in 2023, <1% is approximately \$40 million.

In this Report, we have also reported on subsequent events which occurred up to and including the date of publication of this Report. Readers who are familiar with the GRI Standards may want to access the content of this Report via our [GRI Index](#). We have also reported against the GRI G4 Mining and Metals Sector Disclosure (2014). Definitions for ESG metrics reported and assured in this Report can be found in the [Appendix – ESG Definitions](#). As our sustainability reporting evolves, we have made updates to the definitions of the indicators and metrics that are reported in this annual sustainability report to provide additional clarity. For the 2023 period, we have updated the definitions of the following metrics: Level 3 (Community issues), Level 2 (Grievances), Grievance (% resolved within target time frame), Total SOx Air emissions, Total NOx Air Emissions, Fatalities (number) (employee and/or contractor), Turnover Involuntary and Voluntary, and, Workforce from Within Host Countries. We have also added a definition for Substantiated Cases of Corruption (number). In addition, we have assessed our performance regarding the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2, which will be covered in our 2023 Climate Report, expected to be published in mid 2024. This Report also continues our process of alignment with the [Mining Local Procurement Mechanism](#) for our operating sites.

## Report scope and quality

Performance data are reported for all (100%) of our continuing mine operations in 2023, as specified in the Kinross Gold Corporation [2023 Annual Report](#), Management's Discussion and Analysis, Segment Profile (p. MDA 1). Environmental performance data pertaining to Scope 1 and Scope 2 GHGs, energy and materials use, all water metrics, tailings and waste rock, biodiversity and land use, non-mineral waste (hazardous and non-hazardous), and air emissions, are reported for active mining operations, as specified. Total data for safety, employment-related metrics, including diversity, economic value, including community investment, and Scope 3 emissions (GHG Protocol Corporate Value Chain), reflects all of Kinross' significant mining properties and entities (i.e., active mines, development projects, exploration teams and Kinross offices), as specified in the [2023 Annual Report](#). GHG emissions are calculated following the [Greenhouse Gas Protocol Corporate Standard](#) (GHG Protocol). Emission factors for fuel are sourced from the Greenhouse Gas Protocol-Calculation Tools-Emission Factors from Cross-Sector Tools database and emission factors for electricity consumption are sourced from best-practice references such as National Inventory Reports, US EPA Emission Factors Hub and other governmental data from the countries where operations exist. Community metrics reported for Chile include La Coipa, Lobo-Marte and Maricunga. Data are reported on an equity basis, representing 100% of all sites. Kinross is the only operator responsible for the management and operational performance of all sites reported. We have also reported on select initiatives undertaken at our exploration, development properties, specifically Great Bear, Lobo-Marte, Curlew Basin, and Manh Choh (70% owned by Kinross), and reclamation sites.

There have been no material changes in the structure and scope of Kinross' business since we published our [2022 Sustainability and ESG Report](#). The Company re-states its baseline for divestitures, purchases and changes in methodology and applies a 5% threshold whereby changes below this threshold are not restated. As a result of ongoing efforts to improve reporting, some minor changes to previously reported data have been made and are noted throughout this Report and the [2023 Data Tables](#). Except where specifically noted, these changes have had no material impact on reported performance characterization. There are no material restatements of previously reported data in this Report.

Throughout this Report, the terms "Kinross" and the "Company" refer to Kinross Gold Corporation and/or its applicable subsidiaries and affiliates. Where this Report includes references to management approach and performance information that is reported in other Kinross publications, or is available on our website, these disclosures should also be considered an integrated part of this Report.

## Assurance

We engaged KPMG LLP to conduct a limited, independent assurance of a selection of our ESG metrics reported for the fiscal year 2023. Throughout this Report, metrics that have received assurance are identified with the symbol A. Read the completed [Independent practitioner's limited assurance report](#) published with this Report. On May 24, 2024, the Board of Directors of Kinross Gold Corporation passed a resolution approving this 2023 Sustainability Report.

If you require more information about this Report, please contact:

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# 2023 Progress Against Targets

With the launch of our ESG strategy in 2022, we identified our aspirations across our strategic priorities, as well as 2030 targets, which provide an objective view of where we want to be by the end of this decade, and medium-term (two to three year) targets. Targets specific to 2024 are detailed for each material topic in this Report (Table 3).

At Kinross, we also use our internal global Four Point Planning (4PP) process to identify and set annual performance objectives and targets across four main categories: First Priorities; Deliver Cash Flow; Future Value; and Building the Foundation. These objectives and targets are set for each site and then combined into an overall corporate plan. The First Priorities category includes annual ESG objectives and targets, embedded into site and corporate 4PPs, which together represent 25% of short-term incentive variable compensation. We review and update our ESG goals regularly as milestones are reached, our business and operating context progresses and changes, and stakeholder expectations continue to evolve.

TABLE 3: ESG Priorities, Goals and Future Focus

ESG Strategic Priority	Aspiration/Vision	2023: Achievements against targets	2024 Targets	Medium-term Goals (2 to 3 years)	2030 Goals
<b>Workforce and Communities</b>	<ul style="list-style-type: none"> <li>Community well-being improves due to the presence of our operations and projects</li> <li>Strong stakeholder relationships and perception of Kinross</li> </ul>	<ul style="list-style-type: none"> <li>✓ Completed update and began roll-out of Social Performance Management Standards (SPMS), including site training.</li> </ul>	<ul style="list-style-type: none"> <li>Complete roll-out and training of updated SPMS across all operations and projects.</li> <li>Develop concise guidance for exploration teams.</li> </ul>	<ul style="list-style-type: none"> <li>All sites and projects have co-developed 2030 goals with local communities and have implemented action plans.</li> <li>All sites are measuring and reporting trust and acceptance with local communities regularly.</li> </ul>	<ul style="list-style-type: none"> <li>Measurable improvement in community well-being, or components thereof, relative to baseline, in the 2022-2025 period (measured through primary and secondary data sources).</li> </ul>
<b>DEI</b>	<ul style="list-style-type: none"> <li>A leader in diversity and inclusion, and provider of meaningful careers</li> </ul>	<ul style="list-style-type: none"> <li>✓ DEI fundamentals e-learning training was completed by 577 Leaders and 368 new hires (December 2023).</li> <li>✓ Completed background data review, and qualitative research via employee focus groups and leadership interviews to inform DEI strategy development.</li> <li>✓ Initiated development of a “respect in the workplace” global action plan to promote a respectful workplace and supportive environment for prevention of gender-based misconduct.</li> </ul>	<ul style="list-style-type: none"> <li>Implement a global action plan to promote respectful workplaces. Sites and corporate offices will work to gather input for creating respectful workplace awareness and communication guidelines.</li> <li>Advance DEI learning path, embedding DEI learning across the organization.</li> <li>Roll-out DEI strategy across all sites, centred on tailored site-based action plans, global coordination and alignment.</li> </ul>	<ul style="list-style-type: none"> <li>Align goals with DEI strategy following approval.</li> <li>Establish internal monitoring mechanisms and KPIs to track success.</li> </ul>	<ul style="list-style-type: none"> <li>As our DEI strategy develops, and under the direction of the Global DEI Council, 2030 goals are expected to be identified.</li> <li>Report on progress over the last five years with the DEI action plan.</li> </ul>
<b>Talent</b>	<ul style="list-style-type: none"> <li>A workforce that is “future-ready” and skilled in data, Artificial Intelligence (AI), automation and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>✓ Established a safety-related Innovation Academy on Kinross University, the Company’s e-learning platform, including six digital safety modules, specifically emphasizing the portion on AI training.</li> <li>✓ Implemented pilot projects at Paracatu and Tasiast using accident collision avoidance software.</li> </ul>	<ul style="list-style-type: none"> <li>Deliver Safety Excellence Globally to an additional 5,000 employees and contractors, supported by on-site coaching to apply new knowledge in the field, and build a “community of practice” to drive continuous improvement in program content.</li> <li>Establish HOP (Human and Organizational Performance) and Operational Learning Teams capacity to sustain operational learning and improvement.</li> <li>Launch our mandatory Performance Management process and system on track to our target of performance appraisals for 100% of eligible employees.</li> <li>Embed new 4PP leadership metrics to measure employee performance against values, goals, and leadership for people leaders and individual employees.</li> </ul>	<ul style="list-style-type: none"> <li>Monitor the effectiveness of the technology/digital initiatives in place.</li> <li>Assess technology solutions and opportunities to further train staff and build capacity for innovative solutions in gold mining.</li> </ul>	<ul style="list-style-type: none"> <li>Align with talent strategy to inform 2030 goals.</li> </ul>



TABLE 3: ESG Priorities, Goals and Future Focus (continued)

ESG Strategic Priority	Aspiration/Vision	2023: Achievements against targets	2024 Targets	Medium-term Goals (2 to 3 years)	2030 Goals
<b>Natural Capital</b>	<ul style="list-style-type: none"> <li>We will work with our communities, Indigenous Peoples, and partners to embed nature-related decisions, accelerate progressive restoration and embark on nature-related conservation projects that maximize socio-economic benefits</li> </ul>	<ul style="list-style-type: none"> <li>✓ Completed submission of CDP Forest for scoring.</li> <li>✓ Commissioned and completed Phases 1 and 2 of a comprehensive third-party analysis of Natural Capital for Kinross and TNFD gap assessment.</li> </ul>	<ul style="list-style-type: none"> <li>Complete Phase 3 of the Natural Capital analysis and produce a strategic plan including 2030 goals, annual goals and an understanding of what “nature net-positive” means for Kinross.</li> <li>Advance our reporting in line with TNFD.</li> </ul>	<ul style="list-style-type: none"> <li>Track site-level compliance with updated Land Use and Biodiversity Management Standard.</li> <li>Align nature targets and metrics with TNFD recommendations and begin reporting.</li> </ul>	<ul style="list-style-type: none"> <li>Our 2030 goals will be derived from the development of our Natural Capital Strategy.</li> </ul>
<b>Climate and Energy</b>	<ul style="list-style-type: none"> <li>To be a net-zero company by 2050</li> <li>Work with our commodities, equipment, and services suppliers to reduce Scope 3 emissions</li> <li>We will work with our communities to provide long-term energy solutions</li> </ul>	<ul style="list-style-type: none"> <li>✓ Completed comprehensive disclosure of Scope 3 emissions in line with the GHG Protocol.</li> <li>✓ Continued work with sites to develop site action plans using shadow price for carbon and greater focus on energy efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>Develop energy strategy to support Great Bear project.</li> <li>Advance energy efficiency/continuous improvement initiatives across operations.</li> <li>Develop a supplier engagement plan based on updated Scope 3 emissions data.</li> <li>Continue to advance Board-level education on climate change.</li> </ul>	<ul style="list-style-type: none"> <li>Advance climate studies pertaining to tailings, Great Bear climate impacts and energy strategy, including electrification.</li> <li>Complete assessment of resilience of infrastructure, equipment, environmental protection mechanisms and site closure practices with regard to extreme weather events at two sites.</li> </ul>	<ul style="list-style-type: none"> <li>30% reduction in Scope 1 and Scope 2 emissions intensity per Au eq. oz. produced against our 2021 baseline.</li> <li>Increase percentage of renewables in our total energy mix.</li> </ul>
<b>Foundational Priorities</b> <ul style="list-style-type: none"> <li>Ethical Conduct, Supply Chain and Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>A trusted partner with all of our stakeholders for equitable, transparent, and sustainable outcomes</li> </ul>	<ul style="list-style-type: none"> <li>✓ Established Global Human Rights Task Force and completed third-party review of Kinross’ human rights framework, including compliance with the <i>Fighting Against Forced Labour and Child Labour in Supply Chain Act (Canada)</i> (the “Canadian Modern Slavery Act”).</li> </ul>	<ul style="list-style-type: none"> <li>Develop and publish a first <u>Modern Slavery Report</u> in May 2024.</li> <li>Add corporate resource to support enhanced human rights due diligence.</li> <li>Determine scope for a global human rights training initiative.</li> </ul>	<ul style="list-style-type: none"> <li>Advance initiatives pertaining to human rights, including a supplier risk assessment and due diligence, a Company-wide training program focused on human rights; and monitoring, risk assessment and third-party audit.</li> </ul>	<ul style="list-style-type: none"> <li>Continuous improvement in management, performance and reporting in all areas.</li> <li>Maintain consistent upper quartile scoring in independent ESG rankings for strong governance and ethical conduct.</li> </ul>

# Our Approach to Sustainability

Our ESG strategy is integral to our business purpose and is sharply focused on our priorities of **Workforce and Community**, **Natural Capital** and **Climate Change**. This section of the report provides insight into our vision for ESG, including objective targets in the short, medium and long term.



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# Sustainability Context

**As a global gold producer, Kinross' business context is shaped by the external environment in which we operate. Global, national and sub-national economic, social, environmental, and political trends all play a role in the mining and metals sector and influence the nature of the risks and opportunities we face. They are an input into our business strategy and have the potential to influence our performance. Also, influential regulation and standard-setting bodies, and the rules they issue, have an important effect, not only on reporting, but on corporate strategy. Key trends which influenced the sustainability context during the reporting period, and will continue to do so into 2024, included:**

## Global Geopolitical Uncertainty and Policy Trends

- While Kinross does not operate in areas of conflict, the presence of war and conflict in key regions has increased tensions globally. The escalation of regional conflicts contributes to global geopolitical uncertainty, social unrest, financial instability, and impacts on global supply chains.
- Elections for political leadership are expected across approximately 80 countries in 2024, representing more than four billion people. These elections could result in positive or negative changes in national economic policies and other political priorities impacting Kinross' business.
- Increasing and effective pressure by advocacy groups on governments and companies to drive sustainability and social agendas impacts Kinross' external operating context as well as leading to increasing costs and management effort to comply with mandatory regulation and voluntary industry standards and commitments (i.e., modern slavery legislation, and climate change targets and ESG reporting regulations).
- Regulatory frameworks for mining continue to evolve, reflecting increasing stakeholder expectations and placing greater administrative burden on governments, which may experience capacity limitations, affecting permit timelines.
- In many countries, legal and regulatory frameworks regarding the rights of Indigenous Peoples are not clear, with a lack of objective criteria, creating uncertainty for all parties.

## Maintaining Trust and License to Operate

- Fragmented information flows through social media and low levels of trust in national governments and companies, combined with higher levels of trust in NGOs, academic and science-based institutions, offer powerful opportunities for multi-stakeholder collaborations and partnerships to advance sustainability goals. Maintaining trust is fundamental to Kinross' ESG vision of being a partner of choice for our stakeholders and in every jurisdiction where we operate.
- Resource nationalism, geopolitical competition for access to resources, and withdrawal of operating licenses for active mining operations increased in relevance in 2023 and will remain relevant in the contextual landscape. Stakeholder engagement at all levels remains of vital importance to maintain and build relationships, identify early signs of potential issues, and help mitigate potential impacts to license to operate. Sustained, thoughtful engagement at all levels of government, civil society, and host communities in this regard is critical.

## Climate Change

- 2023 was a remarkable year for climate, the hottest on record at +1.45°C over pre-industrial levels. El Niño took off much faster than expected, the North Atlantic was much warmer, and Antarctic winter ice extent was the lowest ever measured. Extreme weather events have the potential to impact operations, employees globally, and communities and host countries, even though our operations and projects were not significantly impacted in 2023. Innovation in electrification continued across multiple sectors, but scaling up and building the additional generation and transmission capacity will take time.
- Climate change-related themes also impact national policy frameworks in specific areas critical to the Company's operations such as access to water and energy.

## Natural Capital

- Accelerating losses of biodiversity have triggered increased societal awareness, which has translated into an investor-driven initiative, the Taskforce on Nature-related Financial Disclosures (TNFD), the goal of which is to drive corporate energy, resources, and action on Natural Capital, in the same way that the Task Force on Climate-related Financial Disclosures (TCFD) did for climate back in 2015.

## Macro-economic Context

- Despite the world's problems, GDP growth in 2023 was about 3% globally, with the reduction of inflation across wealthier nations to about 6%, from a peak of 10% in 2022. This has had a positive impact on consumer confidence, with some analysts also suggesting that economies are generally more resilient to uncertainty than they once were.

## Evolving Regulatory and Compliance Framework

Kinross has kept pace with the evolving framework of voluntary commitments, new frameworks and standards and reporting expectations from our stakeholders, in particular investors. Our key commitments have a strong overlap with Kinross' approach to sustainability, and in many cases guide our execution, i.e., the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact (UNGC), the Voluntary Principles on Security and Human Rights, and the Responsible Gold Mining Principles of the World Gold Council (WGC). In addition, reporting frameworks including the Global Reporting Initiative (GRI) Standards, SASB and the TCFD are key drivers of the structure of our sustainability and ESG disclosures.

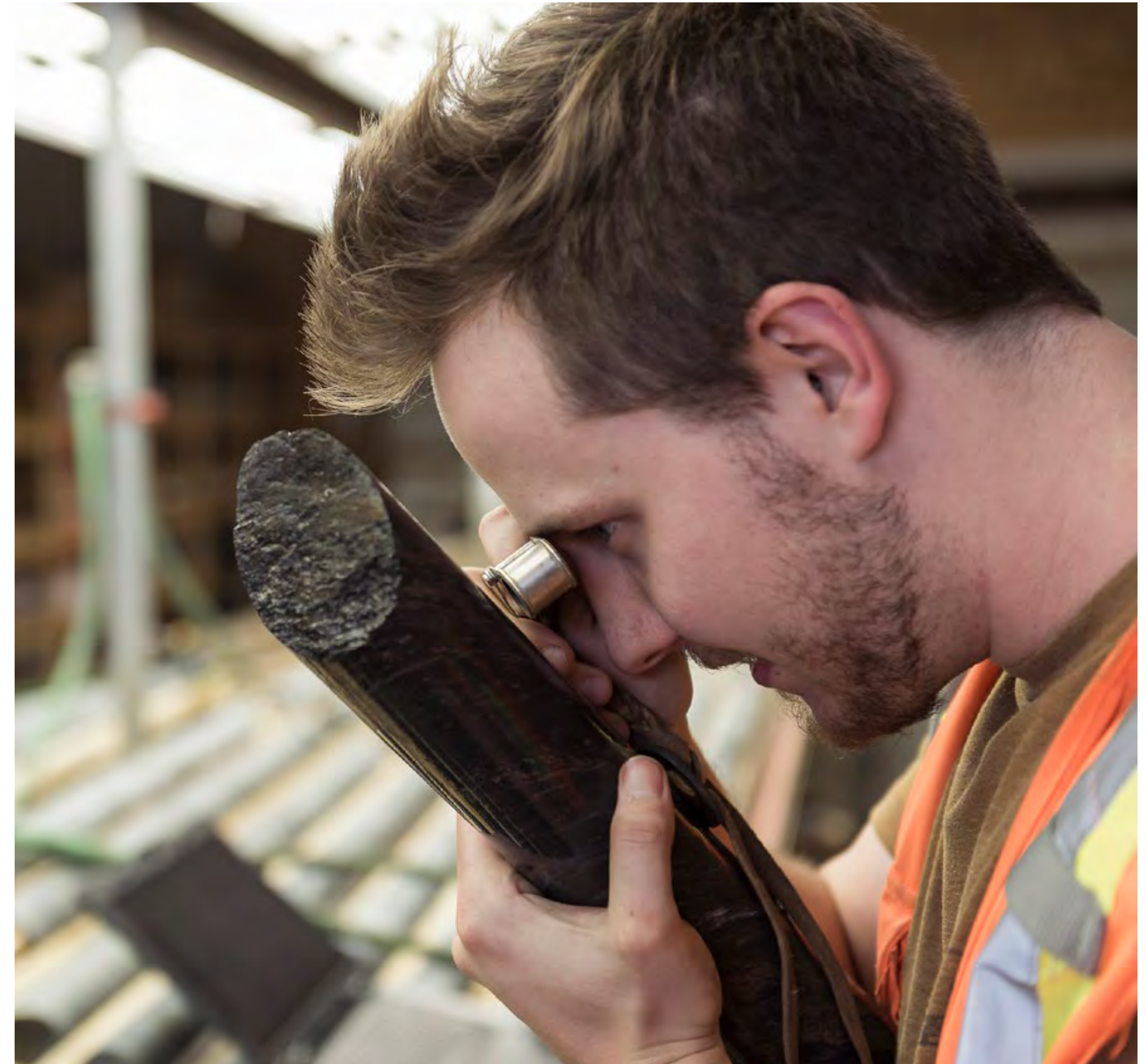
Beginning with our 2023 Sustainability Report, we are introducing alignment with the ISSB's newly issued sustainability disclosure standards, IFRS S1 and S2. While these are not yet mandatory, they have been recognized by the IOSCO and are backed by the G7, G20, and Financial Stability Board.

In addition, Kinross will continue to produce a Climate Report which will be aligned with the TCFD and IFRS S2, begin preparations to report against the TNFD expected in 2025, maintain compliance at all operating sites with the International Cyanide Management Code, implement the MAC Towards Sustainable Mining (TSM) standards at our Paracatu mine in Brazil due to adoption of TSM by IBRAM (the Brazil mining association), and continue assessment against the Global Industry Standard on Tailings Management (GISTM) tailings standard.

We will also follow the regulatory developments and the evolution of standards convergence among the larger industry associations and its eventual implications for our reporting, as well as the WGC's Gold Bar Integrity Program. In general, Kinross must maintain awareness of disclosure requirements and ensure we are in compliance, as well as prepare for the implications of future rules and regulations. The MAC, WGC, International Council on Metals and Mining and the CopperMark have embarked on a project to converge the various industry association standards into one overarching standard for the global mining industry.

## Emerging Risks

Global organized crime is emerging as a force with the power to take on government authority, creating internal instability and affecting social stability and investment climate. Close linkages between organized crime and illegal mining bring the impacts of organized crime close to industrial mining areas, with consequent risks to people and assets. The potential impacts of cybercrime on Company operations also continue to be of concern.







# 2023 External ESG Ratings

**Kinross regularly benchmarks ESG performance against our peers in the same way that we do in other areas of corporate activity. We consider external ratings and rankings as one measure of Kinross’ sustainability and ESG performance relative to our mining and gold sector peers. We continue to receive recognition for our performance through high ESG rankings and ratings generally in the top quartile of the mining and metals sector.**

With an S&P CSA score of 72 at the end of 2023, Kinross was included in the Dow Jones Sustainability World Index and in the S&P Global Sustainability Yearbook for 2024. Our Sustainalytics risk rating score at 26.3 (medium risk) places Kinross 21<sup>st</sup> out of 117 (as of December 31, 2023) in the precious metals group. Our LSEG Data and Analytics (formerly Refinitiv) score increased significantly year over year to 83.6 out of 100, ranking 11<sup>th</sup> out of 677 companies in the Metals and Mining sector. Kinross’ Moody’s score is assessed every two years and our current score places us in the 94<sup>th</sup> percentile, ranking Kinross 3<sup>rd</sup> out of 52 companies assessed in the Mining and Metals, North America sector. We also maintained our MSCI “A” rating for the fourth consecutive year. Our relative performance across other ESG ratings is consistently in the top quartile in the Mining and Metals sector (Table 1).

As ESG ratings and their value continue to evolve<sup>1</sup>, there is continued recognition within Kinross and globally among investors, regulators, and the private sector on the importance of maintaining a consistent focus on ESG materiality and outcomes. Kinross initiated a double materiality assessment in 2024 to identify, assess and prioritize sustainability topics that impact Kinross’ enterprise value and our impacts on society and the environment. The results of this process will inform our ESG strategy and priorities and support continuous improvement in our site-level and corporate performance.

**TABLE 1: Five-Year ESG Ratings** (As of December 31)

	S&P Global	Sustainalytics*	MSCI	LSEG	ISS ESG	CDP Climate	CDP Water
2019	69	32.0	BBB	78.8	C+	C	n/a
2020	65	29.1	A	79.4	C	C	C
2021	71	34.2	A	78.5	C	C	C
2022	74	24.9	A	80.9	C+	C	C
<b>2023</b>	<b>72</b>	<b>26.3</b>	<b>A</b>	<b>83.6</b>	<b>C+</b>	<b>C</b>	<b>C</b>

\* Low score represents positive assessment of ESG risk management.

1. In early 2024, the Council of the EU and the European Parliament announced a provisional agreement on a proposal for a regulation on “environmental, social and governance (ESG) rating activities, which aims to boost investor confidence in sustainable products”.

n/a Kinross did not report to CDP Water in 2019.





# Sustainability in the Mine Life Cycle

From exploration through to integrated closure, we follow a principles-based approach to sustainability and mining responsibly at all stages of the mine life cycle.

	Exploration	Development	Construction	Mining	Processing	Integrated Closure
<b>Objective</b>	<ul style="list-style-type: none"> <li>Prospecting to discover and confirm mineral reserves</li> </ul>	<ul style="list-style-type: none"> <li>Design and receive approval for mine construction and operation</li> </ul>	<ul style="list-style-type: none"> <li>Construct mining facilities, on time and on budget, in accordance with approvals, requirements and Kinross standards</li> </ul>	<ul style="list-style-type: none"> <li>Generate value through safe, sustainable, responsible and profitable mining of ore</li> </ul>	<ul style="list-style-type: none"> <li>Operate a safe and responsible ore processing system</li> </ul>	<ul style="list-style-type: none"> <li>Establish a sustainable socio-economic and environmental legacy after permanent mine closure</li> </ul>
<b>Process</b>	<ul style="list-style-type: none"> <li>Mapping, sampling, drilling</li> <li>Begin environmental and community baseline studies</li> <li>Establish early dialogue with stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Complete scoping, prefeasibility and feasibility studies</li> <li>Complete baseline studies</li> <li>Complete mine and process design</li> <li>Obtain all permits for the mine</li> <li>Obtain land and water rights</li> </ul>	<ul style="list-style-type: none"> <li>Construct mine and processing facilities and associated infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>Drill and blast to access the ore</li> <li>Transport ore for processing</li> <li>Create stable, environmentally sound storage areas for waste rock</li> </ul>	<ul style="list-style-type: none"> <li>Apply method most suited to the ore and operational context (milling, concentration, and leaching or heap leach)</li> <li>Chemically recover gold from solution through electrowinning or precipitation</li> <li>Smelt precipitate and produce gold doré bars for shipping to a refinery</li> <li>Create robust, environmentally sound, long-term repositories for residue from ore processing in tailings facility</li> </ul>	<ul style="list-style-type: none"> <li>Commence mine closure planning, including closure risk assessment, at the earliest stage in the mine life cycle with closure plans, including progressive reclamation, incorporated into engineering study designs</li> <li>Review and update of mine biophysical and social closure plans in consultation with key stakeholders throughout the life of mine and increasingly as closure approaches.</li> <li>Employee transition plan</li> <li>Conduct environmental monitoring to ensure reclamation success and environmental protection</li> </ul>
<b>Responsibilities</b>	<ul style="list-style-type: none"> <li>Implement environmental controls and minimize impacts on community stakeholders</li> <li>Preliminary assessment of key social/community, environmental and human rights issues that may arise if a mine is developed</li> </ul>	<ul style="list-style-type: none"> <li>Incorporate environmental and community considerations in facility design</li> <li>Complete assessment of key community, environmental and human rights issues and incorporate in site Social Performance Strategy</li> <li>Consult with stakeholders to ensure they understand the potential impacts of the project, and work to address stakeholder concerns.</li> <li>Secure broad community support through comprehensive engagement plan</li> <li>Assess availability of local workforce and services</li> </ul>	<ul style="list-style-type: none"> <li>Train employees and contractors in Kinross' compulsory safety, health and environmental performance standards, procedures and practices</li> <li>Train management and procurement teams and security personnel in human rights</li> <li>Ensure community advisory groups and grievance procedures are in place</li> <li>Identify and implement local employment and procurement opportunities</li> <li>Develop stakeholder plan for transition from construction to operation</li> </ul>	<ul style="list-style-type: none"> <li>Maintain best-in-class health and safety, environmental, and sustainability performance</li> <li>Provide rewarding career opportunities</li> <li>Routinely assess and manage risk to the enterprise, to society, and the environment</li> <li>Continuously improve energy efficiency, water efficiency, and waste reduction</li> <li>Measure success of social performance through ongoing community consultation and periodic socio-economic studies and surveys</li> <li>Ensure compliance with International Cyanide Management Code</li> <li>Concurrently reclaim disturbed land that is no longer needed for operations and regularly update closure plans</li> <li>Regularly update reclamation and closure plans ensuring financial provision for closure and reclamation costs</li> </ul>	<ul style="list-style-type: none"> <li>Ensure an integrated approach to mine closure that spans physical and environmental activities, employee engagement, community development and social closure planning</li> <li>Establish and maintain up-to-date Reclamation and Closure as well as Social Closure Plans</li> <li>Ensure adequate financial provision for closure, updated annually during the life of mine planning process</li> <li>Return affected lands to stable and productive post-mining land uses, where possible</li> <li>Achieve satisfactory completion and termination of permit obligations</li> </ul>	

# Materiality and ESG Priorities

In early 2024, we embarked on an impact-based double materiality assessment. Working with third-party experts in double materiality, the process includes an assessment of material ESG topics, considering potential and/or actual impacts to enterprise value and to society and the environment, informed by robust research and stakeholder engagement. Our goal is to utilize the double materiality assessment to support our business strategy and inform the continuous evolution in our understanding and approach to sustainability. Our updated assessment will serve as the foundation of next year’s reporting on sustainability performance at Kinross.

Meanwhile, this Report continues to reflect the results of our previous materiality assessment, last updated in 2022, when we engaged with senior leaders in a thorough review of our material topics and rankings established during our March 2020 assessment and prioritization. This included our corporate Enterprise Risk Management (ERM) group, which leads an integrated process from site to corporate to identify and manage risk to the business and to our stakeholders.

To inform the development of our ESG strategy in 2022, we considered the evolving material business and ESG risks and opportunities facing Kinross, the gold mining sector and broader society, as well as internal and external stakeholder engagement. Together, our materiality assessments have been instrumental in helping Kinross stay current and focused on the ESG topics of greatest impact and interest to both Kinross and our stakeholders. Our consideration of potential and actual impacts both to stakeholders and to Kinross incorporates the concepts behind double materiality into our approach to materiality assessment, in line with new sustainability reporting standards.



We continue to have a high degree of confidence that the material ESG topics identified by Kinross and by our external stakeholders remain broadly current. Our assessment of our material ESG topics was also informed by ongoing assessment of alignment with recognized global frameworks and initiatives for responsible business (e.g., UNGPs, SDGs, UNGC and RGMPs), as well as sector guidance from key reporting standards (e.g., GRI, SASB, TCFD, and TNFD) and emerging regulatory requirements (e.g., U.S. Securities and Exchange Commission climate disclosure rule).

In Table 2 our material ESG topics are mapped to the three pillars of ESG and our three Priority Focus areas.

**TABLE 2: ESG Priorities and Material Topics**

ESG Pillar	SOCIAL	ENVIRONMENT		GOVERNANCE
Priority Focus Areas	<b>Workforce and Communities</b> <ul style="list-style-type: none"> <li>Health and Safety</li> <li>Diversity, Equity and Inclusion</li> <li>Human Capital Development</li> <li>Relationships with Stakeholders</li> <li>Relationships with Indigenous Peoples</li> </ul>	<b>Natural Capital</b> <ul style="list-style-type: none"> <li>Water Use and Water Risk</li> <li>Biodiversity including land use</li> <li>Tailings and Mineral Waste</li> </ul>	<b>Climate and Energy</b> <ul style="list-style-type: none"> <li>Climate Change and Energy</li> </ul>	<b>Foundational Priorities</b> <ul style="list-style-type: none"> <li>Ethical Compliance and Anti-Corruption</li> <li>Human Rights</li> <li>Responsible Procurement</li> <li>Privacy and Cybersecurity</li> </ul>
	<ul style="list-style-type: none"> <li>Integrated Mine Closure</li> </ul>			



TABLE 3: Material ESG Topics and Assessment

SOCIAL			
Priority Focus Areas	Material Topic	Mapping to Frameworks	Mapping to Reporting Standards
<b>Workforce and Communities</b>	Health and Safety	RGMP – 2, 4 UNGC – 1, 3, 6 SDG – 3, 8	IFRS S1 SASB – Workforce health and safety GRI – 403
	Human Capital Development	UNGC – 6 SDG – 4, 8	IFRS S1 GRI – 401, 404
	Diversity, Equity and Inclusion	RGMP – 1, 5, 6 UNGC – 6 SDG – 5	IFRS S1 GRI – 405, 406
	Relationships with Indigenous Peoples	RGMP – 2, 7 UNGC – 1, 2	IFRS S1 SASB – Security, Human Rights & Rights of Indigenous Peoples GRI – 411, MM5, MM6, MM7
	Relationships with Stakeholders	RGMP – 2, 5, 7 UNGC – 1, 2 SDG – 4, 5, 12, 16, 17	IFRS S1 SASB – Community Relations GRI – 2-29, 411, 413, MM5, MM6, MM7, MM8, MM9
<b>Economic</b>	Generating Shared Value – Local Benefit – Local Employment – Local Procurement – Community Development	RGMP – 1, 3, 7 UNGC – 1, 2, 10 SDG – 1, 2, 3, 4, 6, 7, 8, 10	IFRS S1 GRI – 201, 202, 203, 204, 413

ENVIRONMENT			
Priority Focus Areas	Material Topic	Mapping to Frameworks	Mapping to Reporting Standards
<b>Natural Capital</b>	Biodiversity and Land Use	RGMP – 2, 9 UNGC – 7, 8 SDG – 12, 15	IFRS S1 SASB – Biodiversity Impacts GRI – 304, MM1, MM2 CDP Forest
	Tailings and Mineral Waste	RGMP – 2, 8 UNGC – 7, 8, 9 SDG – 8, 12, 15	IFRS S1 SASB – Waste & Hazardous Materials Management SASB – Tailings Storage Facility Management GRI – MM3 CDP Water
	Water Use and Water Risk	RGMP – 2, 10 UNGC – 7, 8, 9 SDG – 6, 12, 15	IFRS S1 SASB – Water Management GRI – 303 CDP Water
	<b>Climate and Energy</b>	Climate and Energy	RGMP – 2, 10 UNGC – 7, 8, 9 SDG – 7, 12, 13, 15

TABLE 3: Material ESG Topics and Assessment (continued)

GOVERNANCE			
Priority Focus Areas	Material Topic	Mapping to Frameworks	Mapping to Reporting Standards
<b>Ethical Conduct, Supply Chain, and Human Rights</b>	Ethical Compliance and Anti-corruption	RGMP – 1 UNGC – 10 SDG – 16	IFRS S1 SASB – Business Ethics and Transparency GRI – 2-15, 2-23, 2-25, 2-26, 205, 207, 406
	Human Rights	RGMP – 5, 6 UNGC – 1, 2, 3, 4 SDG – 8, 16	IFRS S1 SASB – Labor Relations SASB – Security, Human Rights & Rights of Indigenous Peoples GRI – 2-25, 2-30, 407, 408, 409, 410
	Responsible Procurement	RGMP – 3 UNGC – 1, 2, 3, 4, 10 SDG – 8	IFRS S1 GRI – 2-24, 308, 409, 414 CDP Water CDP Climate
	Privacy and Cybersecurity		IFRS S1 GRI – 2-12, 2-13, 418



At Tasiast, Kinross' Board of Directors meets with management and employees.

# Our ESG Strategy

**Our ESG strategy is integral to our business purpose and strategy. Across our operations and projects, and at all levels of our Company, ESG is tied to business outcomes, operational performance and associated sustainability-related risks and opportunities.**

Our ESG strategy brings together Kinross’ ESG governance framework and the Company’s long-standing commitment to “getting it right on the ground” through our First Priorities and our belief in the powerful and vital contributions of each person at Kinross to sustainability at every operation and project.

Driven by our core values, our ESG vision is **to be a partner of choice** by delivering meaningful and sustainable outcomes for our **People**, our **Planet** and our **Projects** (assets).

Informed by our material ESG priorities for Kinross and our stakeholders, Kinross’ ESG strategy is focused strategically on our priorities of **Workforce and Communities**, **Natural Capital**, and **Climate and Energy** (Figure 1).



Figure 1  
**OUR ESG STRATEGY**

<b>THE PRIZE</b>	<b>Be the Partner of Choice</b>	<ul style="list-style-type: none"> <li>• With our communities, shareholders, employees, governments, suppliers</li> </ul>
<b>FORWARD LOOKING</b>	<b>Priority Focus Areas</b>	<ul style="list-style-type: none"> <li>• Workforce and Communities</li> <li>• Natural Capital</li> <li>• Climate and Energy</li> </ul>
<b>STRUCTURAL</b>	<b>Strengthen ESG Governance</b>	<ul style="list-style-type: none"> <li>• ESG intelligence process</li> <li>• Assessment, prioritization and response to evolving ESG trends</li> <li>• Cross-functional teams</li> </ul>
<b>FOUNDATIONAL</b>	<b>Getting it right on the ground</b>	<ul style="list-style-type: none"> <li>• Focus on our First Priorities (Health &amp; Safety, Environment, and Communities)</li> <li>• Focus on individual accountability in all areas of sustainability</li> </ul>

For **Workforce and Communities**, health and safety is unequivocally our top priority. We continue to develop a more diverse workforce and an agile and inclusive culture in which our people-related commitments are embedded and celebrated. We are working constantly to build upon our history of trust-based relationships with our employees, communities, Indigenous Peoples, governments, suppliers and shareholders, to deliver the results they expect and advance our participatory approach to community-led partnerships and programs.

We are taking a holistic approach to **Natural Capital** as we build on the substantial conservation efforts made across our sites and advance our understanding of Kinross’ position against the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD). A gap analysis, conducted by a third party in 2023, is helping us in developing our strategy and course to alignment with TNFD. See [Understanding Natural Capital](#).

We continue to advance our **Climate and Energy** action plan pertaining to efficiency projects, renewable energy and partnerships, and are progressing along our path to meeting our net-zero target by 2050.

For each of these priorities, we have a clear roadmap of short-, medium- and long-term targets for each area, all of which are connected to our business. Our foundational priorities also ensure steady attention to responsible behaviour, ethical conduct, and human rights as fundamental to the strength and success of our business and enduring trust of our stakeholders. Kinross’ progress in advancing our strategy across these areas in 2023 is documented throughout this Report.

## Next Steps

We are on track to complete our first double materiality assessment in 2024. This comprehensive assessment will inform the ongoing maturation of our ESG strategy and ensure continued focus on the strategic ESG priorities of Kinross and our stakeholders.

### Sustainability-related Risk and Opportunity

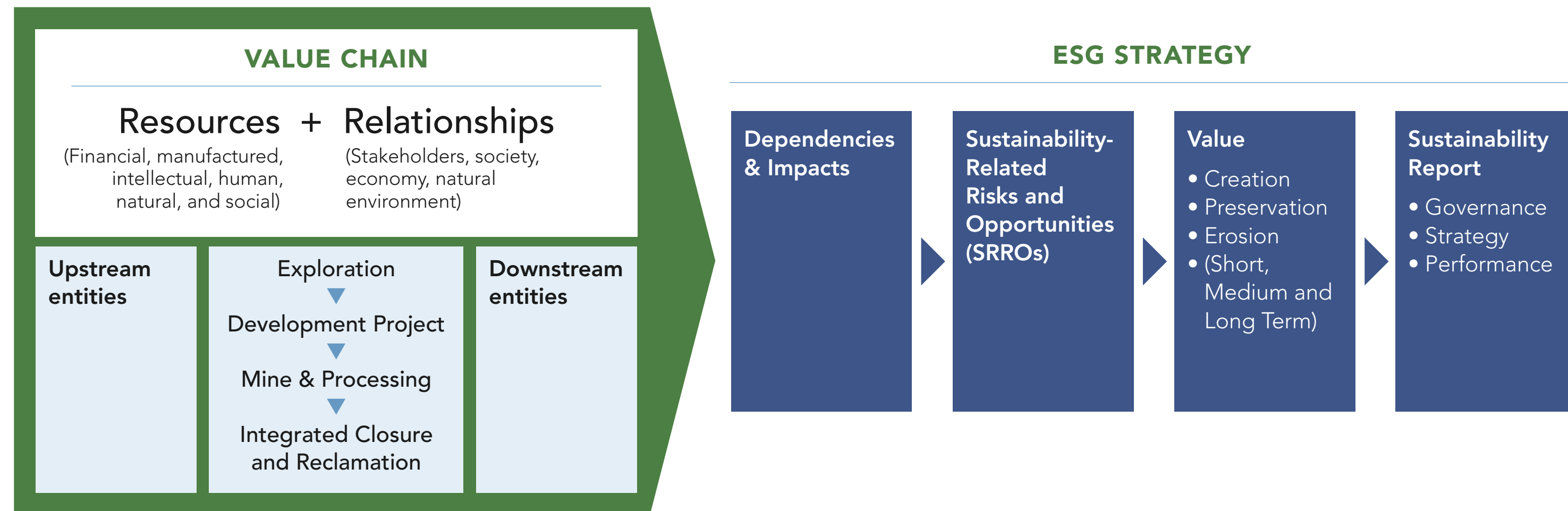
As a senior gold mining company, Kinross' ability to create value depends on successful exploration, project development, and sustained gold production from its mining operations. For this to occur in a sustained way, we depend on a value chain including both upstream suppliers and downstream buyers of our product, as well as a complex and integrated array of resources and relationships covering financial, natural, social, human, and industrial capitals.

Our business creates both dependencies and impacts on these resources and relationships, resulting in Sustainability-related Risks and Opportunities (SRROs). As we conclude our 2024 double materiality assessment, the results will help us ensure that Kinross' material SRROs continue to drive the evolution of our ESG strategy.

Consideration of the effects, over the short, medium and long term, of SRROs on our ability to create value, as well as value impacts on others will be paramount (Figure 2).

Figure 2

#### DOUBLE MATERIALITY BOUNDARIES AND LINK WITH STRATEGY



At Round Mountain, milling operations.

# Advancing the Sustainable Development Goals in 2023

We recognize the United Nations Sustainable Development Goals (SDGs) as vital global goals for society. Through our business activities, Kinross contributes to advancing the SDGs directly and indirectly. Our primary focus is on those SDGs and related sub-goals where we believe that Kinross can make the greatest positive impact, and on those activities with the potential to cause negative impacts.



Photo



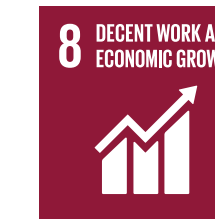
Continuing our decade-long partnership with **Project C.U.R.E.** in Mauritania **six health clinics received medical supplies**



**33%** of senior leadership positions held by women



**82%<sup>A</sup>** water recycling rate higher than five-year average



**99%** of our workforce is hired from within host countries



Completed **installation of a \$55 million solar power plant at Tasiast, offsetting ~530kt of GHG emissions over the life of mine**



Completed an assessment of **11 sites and projects for natural capital management, risks and opportunities** to advance alignment with TNFD





### Advancing the Sustainable Development Goals in 2023 (continued)

We map the SDGs to our strategic ESG priorities and material topics. Our corporate priority SDGs remain:

- **SDG 3** – the good health and well-being of our employees, their families and the people living in our host communities
- **SDG 4** – quality education
- **SDG 5** – continuing efforts to address equity, including gender and empower all women and girls
- **SDG 6** – clean water and sanitation

- **SDG 8** – providing decent work and supporting economic growth
- **SDG 13** – addressing climate change as a global and Kinross priority
- **SDG 15** – life on land

For an overview of our priority SDGs and 2023 highlights, see Table 4. For insight into Kinross’ contribution to both corporate and site-level SDGs priorities and sub-goals, see our [2023 site summaries](#) to be published in mid-2024.

TABLE 4: Priority SDGs and 2023 Initiatives



SDG	SDG Targets	Ongoing Initiatives
<b>SDG 3: Good Health and Well-Being</b> 	<b>3.8</b> <b>Achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</b>	<p>We place a high priority on the health and well-being of our workforce and the people living in our host communities. In the workplace, we contribute to the health and well-being of our employees via our comprehensive health and safety management systems and employee-directed benefits, programs, and special initiatives to support mental and physical health and total well-being (see <a href="#">Employee Health and Wellness</a>). At the community level, we have developed a broad range of strategic partnerships to help provide health-related services and support the health care needs of our host communities, with a particular focus on enhancing access to care and overcoming socio-economic, physical and geographic barriers to health. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• In Mauritania, six health clinics across the country received medical supplies through our long-term partnership with health NGO, Project C.U.R.E.; the community of Tmeimichatt received a fully equipped ambulance to support health care and in the area around Tasiast, our mobile clinic program implemented through a partnership with local health NGO Apis, completed 30 missions with over 3,500 patients receiving attention.</li> <li>• Provided breathing apparatus to the Delta Fire Department in Alaska to improve response capacity. In Fairbanks, Fort Knox leadership packed 288 food boxes at the Fairbanks community food bank for elderly people in need.</li> <li>• In Nevada, the Round Mountain Medical Clinic continued to provide vital access to medical care to mine employees, their families and community members. Twelve thousand patients made use of the clinic in 2022/2023. The clinic has seen over 60,000 patients since opening the new building in 2015.</li> <li>• Continued long-running program of donations to local pharmacy to help cover prescription costs for those in need, in our local community of Republic, Washington State.</li> </ul>
<b>SDG 4: Quality Education</b> 	<b>4.7</b> <b>By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.</b>	<p>Contributing to improved educational outcomes is a core component of our approach to local development. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Fort Knox was named the “Outstanding Corporation for Philanthropy in Alaska” by the Association of Fundraising Professionals; our Environment Director received the “Environment Stewardship Award” from the Alaska Miners’ Association and Kinross Alaska received the “Education Advocate for the Year” award from the Fairbanks Chamber of Commerce.</li> <li>• At Manh Choh, donated \$10,000 to the Alaska gateway school district to support educational programs.</li> <li>• In Brazil, Kinross provided Paracatu’s first literary festival (24,000 attendees) with a focus on literature related to Brazil’s Black residents and Quilombola communities.</li> <li>• Completed renovation of a primary school in the Alto da Colina community in Paracatu and began a similar renovation project in the Lagoa community, all in coordination with the Municipality.</li> <li>• Recognized in Paracatu as a pioneering company in SEBRAE’s industrial learning program for 14-24 year olds with minimal schooling, which has helped more than 300 young people enter the labour market.</li> <li>• In Chile, maintained sponsorship of the Copiapó football club, which includes sports programs for youth in the City.</li> </ul>



TABLE 4: Priority SDGs and 2023 Initiatives (continued)



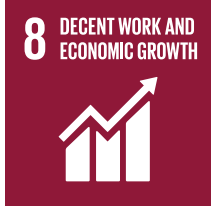


SDG	SDG Targets	Ongoing Initiatives
<b>SDG 5: Gender Equality</b> 	<b>5.5</b> <b>Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</b>	<p>Advancing the role and careers of women at Kinross is a core focus of our DEI strategy. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Maintained women representation at the executive level to 33%, and in 2023, 30% of our Board members were women including the Chair of the Board and the Chair of the HRCC (See <a href="#">Diversity, Equity and Inclusion</a>).</li> <li>• At Paracatu, 50 women from the local community were hired and trained to be truck operators (see <a href="#">Advancing Diversity at Paracatu: Gender and Beyond</a>).</li> <li>• At Tasiast, we hired and trained 15 female truck drivers from the local community in 2022 and 2023.</li> </ul>
<b>SGG 6: Clean Water and Sanitation</b> 	<b>6.4</b> <b>By 2030, substantially increase water use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.</b>	<p>All our operations are designed to recycle process water. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Recycled 82% of water consumed, an increase of four percentage points from 2022 and higher than the five-year average of 80%.</li> <li>• Continued to work with local water suppliers in the area around the Tasiast mine to ensure regular delivery of water to local communities. In 2023, we delivered more than 15,000 m<sup>3</sup> of freshwater, as well as provision of bladders for storage.</li> <li>• Through our ongoing partnership with the Banc d’Arguin National Park (PNBA) in Mauritania near our Tasiast operation, we re-commissioned three seawater desalination plants, improving living conditions for over 1,200 residents of the R’gueiba, Tenalloul and Teichott communities living near the park by generating over 45 m<sup>3</sup> (45,000 litres) of water daily.</li> </ul>
	<b>6.6</b> <b>By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.</b>	<p>Through the daily application of our water management standards and practices, together with our biological resource management standards, integrated closure program, as well as commitment to reclamation and restoration, we work to protect, restore, and enhance ecosystems including fish habitat, wetlands and aquifers.</p> <ul style="list-style-type: none"> <li>• At Resurrection Creek in Alaska, restoration of natural habitats continued, in areas affected by historical placer mining.</li> <li>• In Paracatu, we continued our activities in the State Park, the land for which was provided to the State by Kinross, including protection of water sources for the city of Paracatu.</li> </ul>
<b>SDG 8: Decent Work and Economic Growth</b> 	<b>8.4</b> <b>By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</b>	<p>Our mining activities generate economic growth by providing good jobs through direct employment and supporting indirect employment opportunities through local procurement of goods and services. In the workplace, and in our host communities, we also support a broad range of initiatives directly, and through partnerships, to help build capacity through skills development, vocational and technical training programs, funding micro-enterprises and entrepreneurship programs and internships. A strategic focus for Kinross is entrepreneurship and youth employability. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Hired 32 university students at our Corporate office through our enriched summer intern program to gain on-the-job training and experience, including opportunities to travel to Kinross’ global operations.</li> <li>• Round Mountain has a local economic development partnership with the Southwest Central Regional Economic Development Authority (SWCREDA), which contributed to the procurement of goods and services from 133 local businesses in 2023.</li> <li>• Supported micro-enterprises in Chile through our “active communities’ program” offering training to local Indigenous communities and providing seed funding to initiate micro-projects.</li> <li>• Supported a vocational training program with Mauritania’s School of Technical Education and Vocational Training, Building and Public Works, with 240 youth certified in 2022. Ninety trainees received certification in 2023.</li> <li>• At Tasiast, completed three-day training session on fish processing and drying for 21 women from traditional communities in the PNBA.</li> </ul>



TABLE 4: Priority SDGs and 2023 Initiatives (continued)

SDG	SDG Targets	Ongoing Initiatives
<b>SDG 13: Climate Action</b> 	<b>13.1</b> <b>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</b>	<p>Our commitment to being net-zero GHG by 2050 remains front and centre. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Completed 15 energy efficiency projects for GHG savings of 29,165 tonnes of CO<sub>2</sub>e.</li> <li>• Continued to advance our understanding of physical climate risks across our sites and projects.</li> <li>• Completed the construction of the \$55 million Tasiast solar power plant. The Tasiast solar plant increases the percentage of renewables in our energy mix, reducing long-term operating costs at the site, and reducing our annualized global GHG emissions by 2% (see <a href="#">Powering Tasiast with Renewable Energy</a>).</li> </ul>
<b>SDG 15: Life on Land</b> 	<b>15.1</b> <b>By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements.</b>	<p>All mine locations in areas of critical/high biodiversity value have updated and active biological resource management plans. 2023 highlights include:</p> <ul style="list-style-type: none"> <li>• Our Paracatu site, located in the Cerrado Biome region of Brazil, had the highest number of red-listed species (951) of all Kinross sites and continued its proactive and progressive biodiversity practices. (See <a href="#">Biodiversity at Paracatu</a>).</li> <li>• In Chile, contributed three fully equipped refuge facilities to the Nevado Tres Cruces National Park and donated equipment to the mountain rescue organization.</li> <li>• Tasiast provided Banc d'Arguin National Park staff with training and equipment to monitor air quality and sediments to help identify and analyze possible contaminants such as mercury and cyanide from ASM activity.</li> </ul>
	<b>15.4</b> <b>By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, to enhance their capacity to provide benefits that are essential for sustainable development.</b>	<ul style="list-style-type: none"> <li>• In 2023, Kinross Brazil published a book on the flora and fauna of the Cerrado biodiversity corridor, highlighting the importance of protecting this critical region and the strategic approach taken by Paracatu.</li> </ul>
	<b>15.5</b> <b>Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</b>	<ul style="list-style-type: none"> <li>• In Paracatu, we made progress with our progressive closure plan at the Santo Antonio tailings facility, including placing soil cover over an additional 14 ha in 2023, bringing the total area covered to just over 400 ha (see <a href="#">Reclamation and Closure at Paracatu</a>).</li> <li>• Tasiast's "Green Project" is enhancing biodiversity and contributing to progressive reclamation efforts at site (see <a href="#">Tasiast Green Project</a>).</li> <li>• As part of waste management at Tasiast, the percentage of hazardous waste recycled increased dramatically to 91% in 2023 from 55% in 2022 due to the recycling of used oil (see <a href="#">Achievements in Waste Management at Tasiast</a>).</li> </ul>

# Stakeholder Engagement

**Maintaining transparent and meaningful relationships corporately and at our sites is essential to our business. We have a responsibility to engage with a wide range of stakeholders in our role as an employer, as a senior global gold producer, as a publicly traded company, and as a corporate citizen in broader society and in our host communities.**

We enable stakeholder participation through a variety of formal and informal channels on topics affecting them, while making sure that the feedback they provide, together with their interests and perspectives, informs our strategy and are accounted for in our actions. Through ongoing open dialogue and listening, we acquire a better understanding of our impacts on our stakeholders and our operating context, as well as keeping current with evolving stakeholder expectations of Kinross. In parallel, our stakeholders rely on us to be transparent, sharing accurate and timely information about our performance and risks and impacts, and the steps we are taking to address them.

At the corporate level, stakeholder engagement is collaborative and involves many functions, including the Senior Leadership Team, investor relations, health and safety, environment, community relations and ESG, finance, tax and treasury, human resources, government and external affairs, corporate communications, supply chain and technical services. Internal and external stakeholder inputs, including shareholder engagement sessions, industry events and panels, have also played a significant role in shaping the development of a refreshed, holistic ESG strategy for Kinross, as documented in this Report. To learn more about our approach and methods of engagement, see [Management Approach, Stakeholder Engagement](#).

As part of our sustainability reporting strategy and commitment to continuous improvement, we obtained external reviews of our 2022 Sustainability and ESG Report from two organizations: Business for Social Responsibility and the Canadian Business for Social Responsibility (CBSR/EXCEL). The results of these engagements continue to influence our reporting in vital areas such as content, narrative, and presentation.

In early 2024, we initiated a double materiality assessment conducted by Business for Social Responsibility, which includes an extensive consultation through direct interviews with internal and external stakeholders, as well as an internal focus group and online survey of over 300 Kinross employees. The results of this assessment will help inform the ongoing maturation of Kinross' ESG strategy and confirm its reporting areas through a robust process, in line with evolving reporting standards and their requirements, as well as stakeholders' increasing expectations.

Table 5 provides a corporate-level view of the ways in which our corporate teams engaged in 2023, and the key topics that were raised throughout the year. For more information on engagement at the community level, see [Key Stakeholder Issues](#), as well as [Community Engagement](#).



*At Tasiast, Kinross hosted a group of analysts to learn more about the 24k project and other topics.*





TABLE 5: Stakeholder Engagement

Stakeholder Group	2023 Key Topics Raised	2023 Initiatives/engagements (examples)
Employees	<ul style="list-style-type: none"> <li>Health and Safety <b>M</b></li> <li>Mental health, wellness and well-being</li> <li>Flexible/hybrid work</li> <li>Diversity, Equity and Inclusion <b>M</b></li> <li>Leadership and Talent Development <b>M</b></li> <li>Total Rewards</li> <li>Privacy and Cybersecurity <b>M</b></li> <li>Truth and reconciliation</li> </ul>	<ul style="list-style-type: none"> <li>Global webinars and events intended to support and foster belonging</li> <li>Town Halls</li> <li>Kinross World – online employee newsletter available in four languages</li> <li>Kinross University</li> </ul>
Investors, shareholders, rating agencies, lenders, and analysts	<ul style="list-style-type: none"> <li>Financial and operational performance</li> <li>Capital allocation</li> <li>Great Bear and other projects</li> <li>Stock performance and valuation</li> <li>Growth targets</li> <li>Executive compensation</li> <li>Climate change <b>M</b></li> <li>Energy Strategy and Reduction targets</li> <li>Tailings and Mineral Waste <b>M</b></li> </ul>	<ul style="list-style-type: none"> <li>Annual shareholder outreach program</li> <li>Quarterly investor calls</li> <li>Tasiast Analyst Mine Tour</li> <li>Delegation at leading global mining and metals conferences (Gold Forum Americas, RBC Global Mining and Materials Conference, Bank of America Global Metals, Mining and Steel Conference, BMO 32nd Global Metals &amp; Mining Conference, 26th Annual CIBC Western Institutional Investor Conference)</li> <li>Monitor environmental, social and technical industry performance and trends</li> </ul>
Host communities	<ul style="list-style-type: none"> <li>Relationships with stakeholders <b>M</b></li> <li>Relationships with Indigenous Peoples <b>M</b></li> <li>Partnerships and collaboration</li> <li>Generating Shared Value – Local Benefit and Community Development <b>M</b></li> <li>Local community and local business opportunities</li> <li>Impacts from operations, especially traffic (noise/dust) and environment</li> <li>Emergency preparedness</li> <li>Water use and water risk <b>M</b></li> </ul>	<ul style="list-style-type: none"> <li>Early informed consultation with Indigenous and local communities related to our development projects in Alaska, Canada and Chile</li> <li>CEO, and other senior Kinross leaders met with Chief Bill Petiquan from the Wabauskang First Nation, Chief Clifford Bull from the Lac Seul First Nation, and band and council members.</li> </ul>
Media	<ul style="list-style-type: none"> <li>Strong Company performance</li> <li>Great Bear Project resource updates</li> <li>ESG and industry issues</li> <li>Completion of projects in Mauritania and Chile</li> </ul>	<ul style="list-style-type: none"> <li>CEO interviews for print and broadcast media</li> <li>At site level, engagement included site visits, participation in local conferences, and general group media updates</li> <li>Media releases</li> </ul>
Governments and regulators	<ul style="list-style-type: none"> <li>Safe operations and responsible business conduct</li> <li>Tax and royalty contributions</li> <li>Compliance with law and regulation</li> <li>Employment</li> <li>Infrastructure and power</li> <li>Generating Shared value – Kinross contribution to national and local socio-economic development <b>M</b></li> <li>Biodiversity including land use <b>M</b></li> <li>Respect for rule of law</li> <li>Integrated mine closure <b>M</b></li> <li>Projects update: permitting milestones, jobs, roads, community investment, environmental protection</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with the Government of Ontario Ministers and Premier of Ontario</li> <li>Meetings with Federal Government of Canada</li> <li>Meetings with Governor of Nevada and team during trade mission to Canada</li> <li>Work with High Investment Council of Mauritania, as well as President of the Republic of Mauritania</li> <li>Kinross leadership attended the African Mining INDABA 2023 conference, which included a session with Kinross CEO and the Mauritanian Minister of Mines.</li> </ul>

**M** indicates material topic



TABLE 5: Stakeholder Engagement (continued)

Stakeholder Group	2023 Key Topics Raised	2023 Initiatives/engagements (examples)
<p><b>Insurers</b></p>	<ul style="list-style-type: none"> <li>• Potential physical damage and business disruption claims</li> <li>• Operations/projects</li> <li>• Risk mitigation measures</li> <li>• ESG material topics and related risk mitigation</li> </ul>	<ul style="list-style-type: none"> <li>• Annual loss prevention site surveys with in-person visits with engineering consultants and insurers to La Coipa, Maricunga, Fort Knox, and Paracatu</li> <li>• Annual insurance renewal presentations for property, liability, bullion, cargo and D&amp;O to insurance markets in Canada, United Kingdom, and Bermuda covering various topics including tailings management, ESG and governance</li> </ul>
<p><b>Refiners</b></p>	<ul style="list-style-type: none"> <li>• Requirement for external refiners to comply with the London Bullion Metal Association (LBMA) Responsible Sourcing Program</li> <li>• Our standard to only engage LBMA accredited refineries to refine doré into gold and silver bars</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Conflict-Free Gold Report in accordance with the WGC’s Conflict-Free Gold Standard. As part of this approach, we do not source and process gold from external parties</li> <li>• Renewed refining contracts with refiners on the LBMA Good Delivery List</li> <li>• Doré from each of our mines is refined in the following locations:               <ul style="list-style-type: none"> <li>– Argor-Heraeus SA (Switzerland) – Fort Knox, Round Mountain, Bald Mountain, Paracatu, La Coipa and Maricunga</li> <li>– Asahi Refining Canada Ltd. (Canada) – Paracatu, La Coipa and Tasiast</li> <li>– Asahi Refining USA Inc. (United States) – Fort Knox, Round Mountain and Bald Mountain</li> <li>– MKS PAMP SA (Switzerland) – Tasiast</li> </ul> </li> </ul>
<p><b>Suppliers and contractors</b></p>	<ul style="list-style-type: none"> <li>• Responsible Procurement <b>M</b></li> <li>• Ethics and transparency <b>M</b></li> <li>• Supplier performance, market developments and updates</li> <li>• Kinross’ GHG strategy and electric equipment technologies for energy suppliers</li> <li>• Scope 3 emissions</li> <li>• Supplier due diligence focused on anti-corruption and bribery</li> <li>• Raw material and input cost markets, trends and projections</li> <li>• Continuous improvement opportunities to reduce costs</li> <li>• Kinross supplier standards of conduct</li> <li>• International Cyanide Management Code adherence and certification</li> <li>• Contractor management, specifically health and safety procedures related to hazardous materials handling and transportation</li> <li>• Water use <b>M</b></li> </ul>	<ul style="list-style-type: none"> <li>• All new suppliers complete due diligence, including those at our new Great Bear project</li> <li>• Suppliers certify to our standards for conduct</li> <li>• Supplier forecasts used to develop cost guidance for key consumable budgets</li> <li>• Forecast and product allocations agreed with key suppliers</li> <li>• Engagement in discussions with the electrical utility for Fort Knox with respect to its power supply mix and the goals of providing sustainable (especially lower GHG emissions), reliable, and affordable electricity. In addition, Kinross participates on the multi-stakeholder Alaska Railbelt Reliability Council.</li> <li>• Continue work with the electrical transmitter, electric system operator, and the Government of Ontario to advocate for and implement grid connection of the Great Bear Project, thereby providing access to Ontario’s low GHG emission electricity</li> <li>• Continue work with mining fleet vendors to determine optimal opportunities to select electric mining equipment over diesel</li> <li>• Kinross Global Human Rights Task Force and completed third-party review of Kinross’ due diligence framework.</li> <li>• Engaged with subject-matter experts to support preparation of our report required under Bill S-211.</li> <li>• Facilitated the distribution and collection of a water reporting initiative directed to Tier 1 suppliers based on spend and nature of products produced</li> </ul>
<p><b>NGOs, multinational organizations, industry associations, think tanks, and civil society</b></p>	<ul style="list-style-type: none"> <li>• Social performance</li> <li>• Cross-sector collaboration</li> <li>• Relationships with Indigenous Peoples <b>M</b></li> <li>• Relationships with stakeholders <b>M</b></li> <li>• Generating value <b>M</b></li> <li>• Anti-racism</li> <li>• Beneficial ownership</li> <li>• Biodiversity, including land use <b>M</b></li> <li>• Climate change <b>M</b></li> </ul>	<ul style="list-style-type: none"> <li>• Devonshire initiative workshop on Community-Led Restoration</li> <li>• Local Procurement Reporting Mechanism – Engineers without Borders (Mining Shared Value)</li> <li>• Collaboration with Catalyst on next stage in Kinross’ DEI strategy</li> <li>• Partnership with the University of Alaska Fairbanks to create scholarship program</li> <li>• University of Atacama</li> <li>• Industry associations across jurisdictions pertaining to energy and climate change</li> </ul>

**M** indicates material topic



# Governance

Kinross has a robust corporate governance framework. Our Board of Directors is ultimately responsible for the stewardship of the business and affairs of Kinross, including oversight of ESG.



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## Top Tier

Ranking in *The Globe and Mail's* annual corporate governance survey

## 25%

of short-term incentive allocated to ESG and corporate responsibility performance in 2023

## ZERO

Substantiated cases of public corruption or bribery

# Governance

**Kinross has a historical commitment to the highest standards of corporate governance, accountability and ethical business conduct. We recognize the critical role that a strong corporate governance framework has to the success of our Company and to ensuring that the interests of Kinross employees, shareholders and broader stakeholders are protected. Kinross continued its record of high ratings among mining companies in *The Globe and Mail's* 2023 corporate governance survey, ranking 31<sup>st</sup> out of 219 Canadian entities assessed and second within the mining and metals group.**

## Corporate Governance and Risk

The Kinross Board of Directors is ultimately responsible for the overall stewardship of the business and affairs of the Company. The Board meets this responsibility by reviewing, discussing and approving Kinross' strategic planning and organizational structure, and maintaining oversight of management with a view to preserving and enhancing the business of Kinross and its underlying value.

Management of the business is the responsibility of Kinross' Chief Executive Officer and senior management. There were 10 members of the Board, nine of whom were independent as defined by Corporate Governance Guidelines and NYSE standards at December 31, 2023. Our Board is led by an [Independent Chair](#) and the Chief Executive Officer is the only non-independent director. Kinross has a one-tier governance system.

The Board executes its responsibilities directly and indirectly through four standing committees: the [Audit and Risk Committee \(ARC\)](#); the [Corporate Governance and Nominating Committee \(CGNC\)](#); the [Corporate Responsibility and Technical Committee \(CRTC\)](#); and the [Human Resources and Compensation Committee \(HRCC\)](#). A Special Committee of the Board, established in late 2022, is also providing oversight on potential strategic transactions. All of Kinross' Board Committees are comprised entirely (100%) of independent directors. The [Charter of the Board of Directors](#) and Kinross Corporate Governance Guidelines, along with the Charters for each Board committee, are reviewed annually to ensure that our governance framework meets regulatory requirements and best practices. The Charter of the Board remained unchanged in 2023. Both the ARC and HRCC Charters were amended during the year. The Board met seven times in 2023, with the Board meeting independently of management at 100% of its meetings.

Read [2024 Management Information Circular](#).

## ESG Governance

Our ESG governance structure recognizes the critical connection between our business success and ESG performance. Our ESG Executive Committee provides Kinross with a comprehensive governance structure defined by robust oversight and accountability (Figure 1). The ESG Executive Committee has a mandate to lead the ongoing development and implementation of Kinross' ESG strategy. It is comprised of senior leaders with responsibility for external and government relations, human resources, community relations and ESG. ESG matters are reported quarterly to the Board of Directors.

We also rely upon our cross-functional ESG Steering Committee in supporting Kinross ESG strategy and sustainability performance and contributing to the Company-wide dialogue on ESG. Our ESG Steering Committee brings a range of functional expertise, knowledge of stakeholder perspectives, and unique experiences to ESG decision-making, strengthening internal engagement around our strategic ESG priorities and helping advance performance. The Steering Committee includes functional leaders in critical areas of health and safety, compliance, communications, community relations, finance, human resources, DEI, environment, climate and energy, operations and investor relations.







## Measuring and Rewarding Performance

Our First Priorities focus on achieving annual sustainability and ESG targets in safety, environmental performance, and community relations, measured through the Corporate Responsibility Performance Metric (CRPM). In 2023, the weighting for ESG was 25%, comprised of the CRPM (20%) and ESG initiatives (5%). The CRPM is one of five measures Kinross uses to evaluate Company performance in the short-term incentive (STI) plan for the Kinross Senior Leadership Team (SLT) and incorporates leading and lagging measures for health and safety, environment, and community relations, each of which determines about one third of the total metric.

The CRPM score for 2023 was 88 points, resulting in a score of 91.9%, an improvement from 88.1% in 2022. In the area of ESG initiatives, the 2023 score was connected to the completion of the Tasiast solar plant (completed on schedule), business case studies for energy efficiency projects (feasibility studies completed for conversion of Pit Viper PV231 drills and a CAT6060 shovel at Great Bear, and a CAT16M grader at Round Mountain, from diesel to electric, with potential application at other sites as well), development of an updated DEI strategy (completed by the Kinross Global DEI Council, with third-party support), and advancing a project to develop a road map for enhanced supply chain governance (progressed internal state assessment and gap analysis against modern slavery and human rights framework). The maximum points available for the individual metrics making up the CRPM are shown in Table 1.

To reflect the maturity of Kinross’ ESG management systems and performance, we have shifted our attention to leading indicators of ESG performance. Beginning in 2023, we heightened the focus on the proactive drivers of safety performance by increasing the weighting of leading indicators and reducing the weighting for lagging indicators such as TRIFR. In parallel, we also increased the weighting for leading indicators for social responsibility and environmental performance measures.

Starting in 2023, and to further embed our ESG strategy across the business, we added a new category “ESG initiatives” to First Priorities, further embedding our ESG strategy across the business to engage and reward performance in priority areas (e.g., renewable energy, GHG reductions and DEI in 2023). The overall weighting of First Priorities remained at 25% in Kinross’ Four Point Plan, which, combined with 5% for ESG, gives a combined total of 30% for sustainability and ESG performance.

The CRPM is our integrated metric aligned to our [Safety and Sustainability Policy](#). It makes up 20% of the SLT measures and incorporates leading and lagging measures for health and safety, environment, and community relations, each of which determines about one third of the total metric, as shown in Table 1.

TABLE 1: Corporate Responsibility Performance Metric Overview

First Priority	Indicator	Metric	Maximum Points
Health and Safety (34 points)	Lagging Indicators	Total Reportable Injury Frequency Rate (TRIFR)	8
		Lost days severity rate	10
	Proactive Drivers of Safety	Field safety engagements by management (per employee)	6
		Workplace hazards identified and corrected (per employee)	6
Environment (33 points)	Lagging Indicators	Environmental incidents	15
		Water balance accuracy	6
		Reclamation	4
		Risk and audit	2
Community Relations (33 points)	Lagging Indicators	Community incidents	9
		Community and media feedback	6
	Proactive Drivers of Community Relations	Stakeholder engagement (# engaged and compliance to plan)	6
		Local content (# of employees and business partners from local jurisdictions)	9
		Community and corporate contributions	3
<b>Maximum Points</b>			<b>100</b>

## Managing ESG Risks and Opportunities

Kinross manages an evolving and comprehensive portfolio of risks through our Enterprise Risk Management (ERM) system, the foundation of risk oversight and management at Kinross. Our ERM is a business management tool to enhance risk-informed decision-making across all management levels, spanning operations, development projects, regions, capital projects and all corporate functions. Through the ERM, we carry out a systematic process of identifying, assessing, and addressing risks from all sources that potentially affect the achievement of Kinross’ strategic business objectives. To learn more about our ERM, see our [Management Approach, Enterprise Risk Management](#).

Risks pertaining to our material ESG topics require us to view risks and opportunities through the dual lenses of risks to the business and risks to stakeholders. This approach aligns with our commitment to the UN Guiding Principles on Business and Human Rights to “Do No Harm” and is embedded as a principle in our approach to sustainability. To this effect, we have updated the criteria for our ERM risk assessment tool to include a component for risk to society and the environment.



## Aligning with Principles, Standards and Frameworks for Responsible Business and Mining

The pursuit of excellence is a cornerstone of Kinross' strategy and culture. We strive to achieve best-in-class performance across all areas of sustainability and ESG at our sites, projects and corporately. To advance this goal, we keep current with evolving stakeholder expectations of corporate-wide standards for ESG governance, performance, risk management, and disclosure relying upon our comprehensive framework of ESG-related policies, standards and management systems, and referenced throughout this Report and companion [Management Approach](#) documentation. We consider and align with external frameworks that are most relevant to Kinross' position as a senior global gold producer, support the effective management and mitigation of ESG risk, and bring value for our business. Kinross supports the principles of the Extractive Industries Transparency Initiative (EITI). These principles, frameworks, and standards, whose scope ranges from global to mining sector, to gold sector-specific, include:

### Global

- The UN Guiding Principles on Business and Human Rights
- The UN Global Compact (annual Communication on Progress required)

### Mining

- Voluntary Principles on Security and Human Rights
- The Mining Association of Canada's (MAC) tailings standards.
- Specifically to Paracatu, the Global Industry Standard on Tailings Management (GISTM) as well as ISO 14001, ISO 45001, SA8000, and MAC's Towards Sustainable Mining framework, for which the site is currently doing an assessment.

### Gold Sector

- The International Cyanide Management Code (mine sites must re-certify every three years). See Table 2, 2023 Cyanide Code Certification
- The Responsible Gold Mining Principles (RGMPs) of the World Gold Council (WGC) (site and corporate assurance required)

Through our transparent and balanced reporting of our performance against these frameworks, we provide our stakeholders with the information they need to trust in Kinross as a responsible mining company. Independently of these frameworks and standards, we publish a comprehensive annual Sustainability disclosure report, following established reporting frameworks such as GRI, SASB, and TCFD. Beginning with this [2023 Sustainability Report](#), we are evolving our reporting to achieve greater alignment with standards issued by ISSB, across our strategic ESG priorities and foundational priorities.

In addition to our reporting against the noted standards and frameworks, and conformance where required, we conduct comprehensive internal Safety and Sustainability audits to complement and support our governance. Kinross' risk-based Safety and Sustainability audit program is designed to assess the effective implementation of our systems to control and mitigate risk.

### Paracatu Certifications and Progressing TSM Implementation

Paracatu has implemented an integrated ISO certified management system, first certified in 2001. As part of the two-year recertification cycle, third-party recertification audits were underway in early 2024 for both ISO 14001 and ISO 45001 and recertification was received in February 2024.

In 2023, Paracatu continued to advance its program to align with the TSM framework. In August, the site completed an internal assessment, the first of three required self-assessments against MAC's TSM protocols across all four areas of Communities and People, and Environment and Climate Change. This assessment included a comprehensive review of over 950 documents. The results, presented at an internal workshop held in November, demonstrated a high degree of alignment with more than 80% at level A or B in the TSM scoring system. In those areas where more needs to be done to meet TSM's rigorous compliance threshold, the site is implementing comprehensive action plans in key areas of tailings management, water stewardship, Indigenous and community relationships, crisis management and communication planning, and climate change. Subsequent self-assessments are planned for 2024 and 2025, on track for full alignment and external assessment with the TSM framework anticipated for 2026.

To support implementation of TSM in Brazil and to meet IBRAM's requirements, the TSM protocols have been adapted to the Brazilian context and Portuguese translations made available. To support TSM, a Brazil-based Communities of Interest (COI) multi-stakeholder panel has also been established. As a representative of Brazil's mining sector, Paracatu's Director of Sustainability has been invited to serve on the COI panel, in recognition of his respected leadership in sustainability and in recognition of Kinross' position and sustainability performance in the sector.





## The UN Guiding Principles on Business and Human Rights

In 2023, we updated our assessment tool for stakeholder grievances, applying a human rights assessment. Our Paracatu site launched a 24-hour grievance centre, covering both Paracatu and the Caçu Cachoeira hydroelectric facilities, also including these human rights criteria.

In late 2023, we kicked off an updated materiality assessment, using the double materiality approach, which considers impacts to stakeholders. See [Materiality and ESG Priorities](#).

## The UN Global Compact

In 2023, we filed our Communication on Progress, applying the new online format with 94 questions covering governance, human rights, labour, environment and anti-corruption. Our next submission is due by July 31, 2024.

## Cyanide Code

Kinross is a signatory to the International Cyanide Management Code (ICMI) and is committed to the certification of 100% of our active mine sites under the Code. At the end of 2023, all of our operating mines were Cyanide Code certified (Table 2).

Our Round Mountain and Tasiast mines both received recertification under the Cyanide Code in 2023. Following an audit in April 2023, the La Coipa mine was certified in August 2023. La Coipa was initially certified in 2011 and recertification was not required until commercial production resumed in 2022. Bald Mountain was audited in 2023 and recertification was received in April 2024. A recertification audit is planned for Fort Knox in 2024.

**TABLE 2: 2023 Cyanide Code Certification**

Operating Mine	Current Certification	Initial Certification
Bald Mountain	2024	2008
Round Mountain	2023	2007
Fort Knox	2021	2008
Paracatu	2022	2008
La Coipa	2023	2011
Tasiast	2023	2017

### ANALYST CORNER: CYANIDE MANAGEMENT

Read [Management Approach](#)



GRI 301, 308

RGMP Principle 2, 8

SDG 12, 15



UNGC Principle 7, 8, 9

[Data Tables](#)



## Conforming with the Responsible Gold Mining Principles

The WGCs' Responsible Gold Mining Principles (RGMPs) set the standard of excellence for the gold mining sector. They provide our industry with a comprehensive principles-based framework for responsible gold mining. In 2022, we completed the third year in Kinross' three-year RGMP implementation strategy, including external assurance. An Independent Practitioner performed an [assessment](#) of our full conformance with the RGMPs, applying a defined set of criteria for each sub-principle, providing a limited assurance report as of March 31, 2023. This assessment was conducted using the illustrative policies and processes set out in the WGC's Guidance on implementing and assuring the RGMPs (Supplement to the Assurance Framework).

In 2023, Kinross conducted assessments at Fort Knox and Tasiast, as part of the ongoing program to assess two sites annually, with La Coipa and Bald Mountain scheduled for 2024. We have formalized our list of criteria for each of the RGMPs' 51 sub-principles to provide a common framework to facilitate assessment at the site level in support of Kinross' ongoing [conformance with the RGMPs](#).

## Conflict-Free Gold

Kinross believes that responsible mining and related activities can play an important role in achieving sustainable development and alleviating poverty in developing countries. In advancing these goals, we do not condone, support or in any other way accept the use of gold mining to support conflict and as such, Kinross has adopted the WGC's Conflict-Free Gold Standard. An independent assessment of our performance in accordance with the Standard is commissioned annually. Kinross has an eleven-year record of full compliance with the Standard. We expect to publish our [2023 Conflict-Free Gold Assurance Report](#) in mid-2024.

## Site-level Safety and Sustainability Audit

Looking ahead over the next three years, we have a clearly defined program of internal Safety and Sustainability audits, RGMP assurance processes and certifications under the Cyanide Code at our operating sites (Table 3). Our teams work with sites and auditors to minimize the burden of site visits while ensuring strong governance to reaffirm that we are living up to our commitments and standards.

**TABLE 3: Safety & Sustainability Internal Audit Program**

Audit Schedule	Date of Current Audit			Planned Audits: 2023 – 2026		
	S&S Audit	Cyanide Code Certification	Responsible Gold Mining Principles	2024	2025	2026
Fort Knox	May 2023	Sept 2021	2023	CN Code	RGMPs	S&S Audit
Round Mountain	Feb 2021	May 2023	Oct 2023	S&S Audit	CN Code	RGMPs
Kettle River	Dec 2018	May 2016	–	–	S&S Audit	–
Bald Mountain	Aug 2022	Dec 2020	2024	RGMPs	S&S Audit	–
Paracatu	Jun 2022	Aug 2022	Jun 2022	–	CN Code	S&S Audit
Hydro Plants Goias	Aug 2021	n/a	n/a	–	–	S&S Audit
Maricunga	Jun 2019	Apr 2016	–	–	S&S Audit	–
La Coipa	Sept 2023	Aug 2023	2024	RGMPs	–	CN Code & RGMPs
Tasiast	Dec 2021	Nov 2023	Nov 2023	S&S Audit	–	CN Code

## ESG Regulatory Compliance

Our goal is 100% compliance with all laws and regulations in every jurisdiction where we operate. In 2023, Kinross maintained a strong record of compliance across our operations and projects. Performance included:

### Environmental Compliance

Kinross has a strong record of environmental compliance, a record that continued in 2023 across our operating sites. For regulatory and legal matters at non-operating sites, see Kinross' [2023 Annual Information Form \(December 31, 2023\)](#).

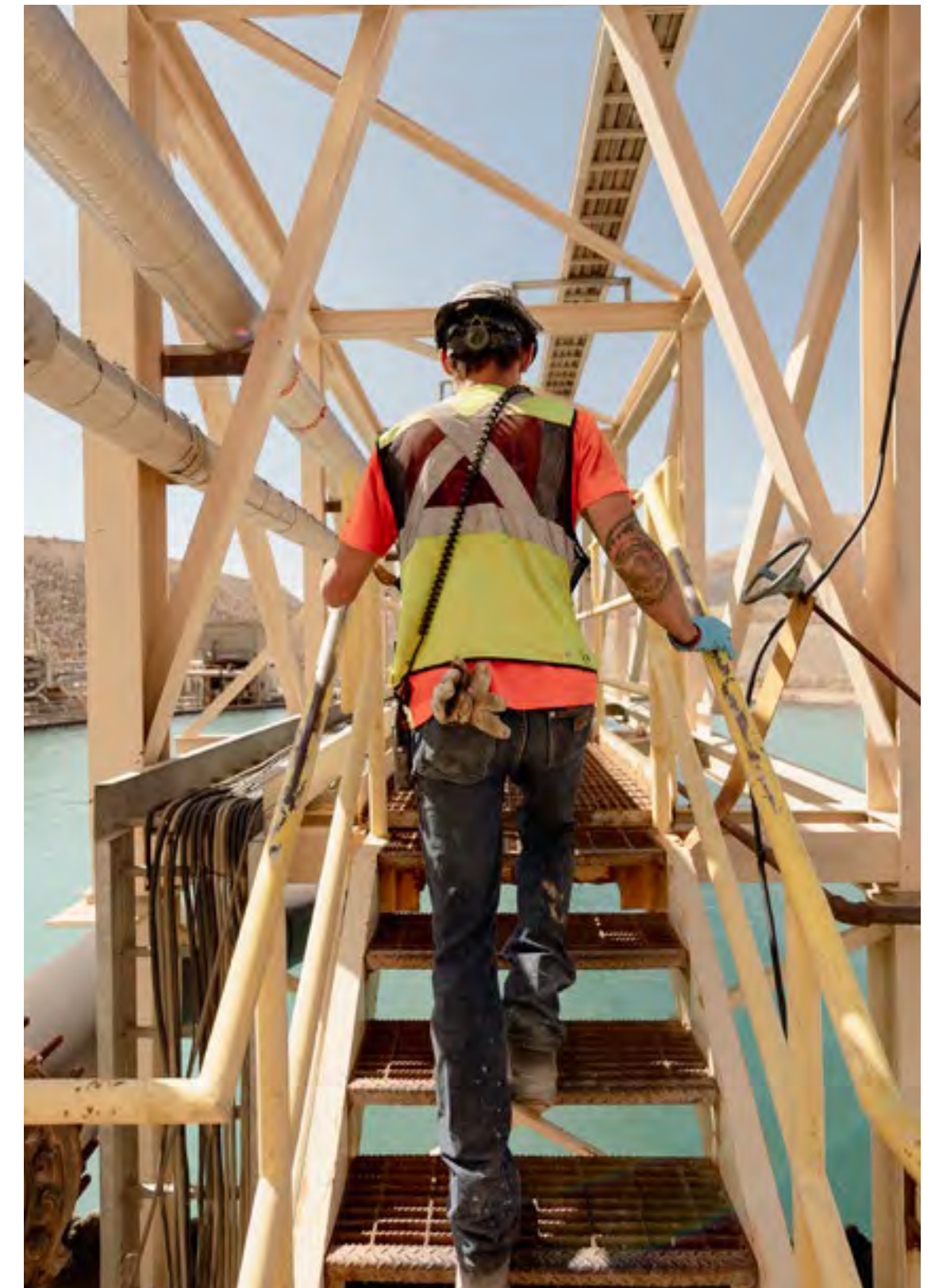
- **Spills/releases:** There were zero significant reportable spills at our active mine sites in 2023.
- **Notices of Violation:** We received one Notice of Violation at our operating mines in 2023. La Coipa received notification from the National Council of Monuments (CMN) and the Secretariat of Environment (SMA) regarding damage to fossils and paleontological artifacts during operations. Since this occurred, we have improved and implemented a monitoring plan as well as adding an on-site paleontologist to prevent reoccurrence.
- **Fines and Exceedances:** Kinross received zero fines in 2023.

### Social Compliance

Kinross had no material non-compliances with laws and regulations covering material social topics in 2023.

### Governance Compliance

Ongoing legal and regulatory actions are covered in Kinross' [2023 Annual Information Form \(December 31, 2023\)](#) and in the [Key Stakeholder Issues](#) section of this report.





# Ethical Compliance and Anti-Corruption

**Ethical conduct is a foundational priority for Kinross. It is our commitment and our responsibility to adhere to the highest standards of ethical behaviour and business conduct and we expect our business partners to do the same. Through our corporate governance framework and comprehensive compliance strategy, we delivered a strong record of compliance for the Company in line with the five-year trend.**

## 2023 Performance: Metrics and Targets

We maintained our commitment to the highest standards of ethical behaviour and business conduct across our Company. As part of our regular annual Code of Business Conduct and Ethics (Code) review process, minor amendments were made to the Code and approved by the Board in February 2023. Our 2023 performance includes:

- Zero substantiated cases of public corruption and bribery (Table 4).
- Received 32 Whistleblower reports in 2023, of which the greatest number of reports (38%) were in the categories of Inappropriate Behaviour/Harassment/Workplace Violence and Supply Chain Irregularities (Table 5).
- Completed a fraud and corruption risk assessment in Mauritania, representing one of six operating sites assessed during the reporting year. The results demonstrated that the Company has taken significant and appropriate steps to improve its anti-bribery compliance program since the previous assessment.
- Delivered anti-corruption training to the Kinross Board of Directors achieving a 100% completion rate (10 directors).
- Delivered in-person anti-corruption training to employees at Corporate, Mauritania (Nouakchott, Tasiast), Great Bear, and all U.S. operating sites (Fort Knox, Round Mountain, and Bald Mountain), as well as live on-line training at Manh Choh and a “catch-up” session for Great Bear. A total of 407 employees received training through 28 separate sessions.
- Launched a new, mandatory online training requirement for all “technology users” on *Anti-Bribery & Anti-Corruption and Conflicts of Interest* in October 2023, achieving completion rates of 85% and 82%, respectively, by December 31, 2023.
- Achieved an anti-corruption training completion rate of 94% among corporate, regional and site management.
- Reported zero tonnes of gold production in countries with the 20 lowest rankings in Transparency International’s Corruption Perception Index.
- Registered one use of force incident by Kinross’ security team at Paracatu, related to an intrusion at the site’s tailings storage facility. The security team are trained to follow the Voluntary Principles for Security and Human Rights. There were no injuries.
- See [Table 6](#) for a summary of risk and opportunity related to Ethical Compliance and Anti-corruption.

**TABLE 4: Five-Year Substantiated Cases of Public Corruption**

	2019	2020	2021	2022	2023
Total Matters Addressed (# of cases of corruption)	1	1	1	0	1
Total Substantiated Cases (# of cases of corruption)	0	0	0	0	0 <sup>A</sup>

**TABLE 5: 2023 Whistleblower Complaints Received by Category**

	Number	Percentage
Inappropriate Behaviour / Harassment / Workplace Violence	12	38%
Supply Chain Irregularities	12	38%
Misappropriation of Assets	3	9%
Other / Non-issue / Unspecified	0	0%
Conflict of Interest	2	6%
Health and Safety	1	3%
Discrimination	1	3%
Accounting Irregularities	0	0%
Recruitment, Promotion or Termination Issues	0	0%
Retaliation	1	3%
<b>Total</b>	<b>32</b>	<b>100%</b>

**For 2024, our public targets remain consistent with prior years, including:**

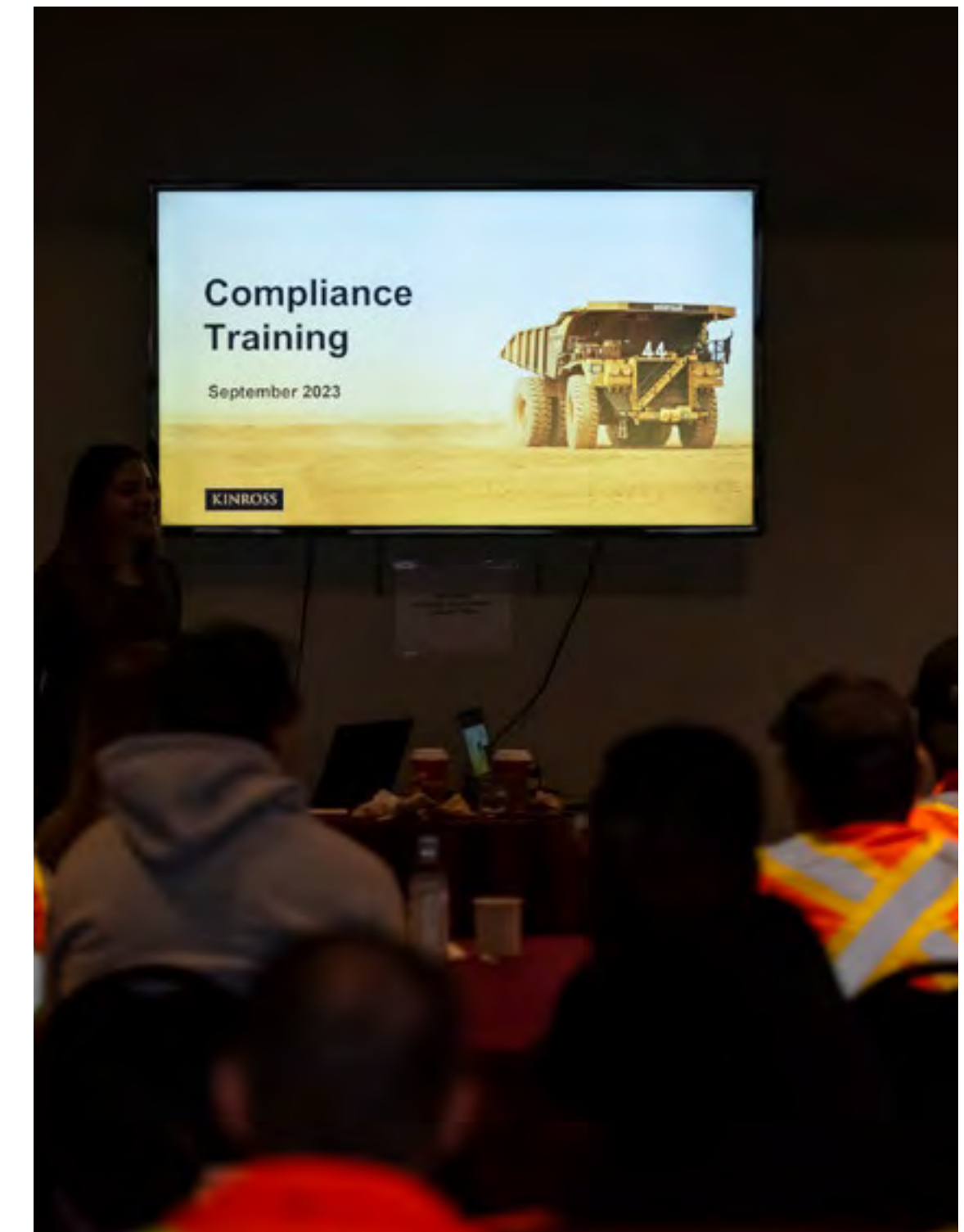
- Continue to encourage a culture of speaking up on all Code violations, including public corruption and bribery.
- Achieve greater than 90% completion of anti-corruption training among management.
- Conduct a fraud and corruption risk assessment in Chile in 2024.

**TABLE 6: Ethical Compliance and Anti-Corruption**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Governance and Nominating Committee (CGNC) and the Audit and Risk Committee (ARC) <b>Management responsibility</b> – Chief Executive Officer <b>Functional responsibility</b> – Vice-President, Compliance <b>Accountability</b> – quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream, and downstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from costly and time-consuming investigations, as well as potential fines and penalties</li> <li>• <b>Reputational</b> – related to investigations, media exposure and other stakeholder interest which negatively impact the Kinross name</li> <li>• <b>License to operate</b> – resulting from ethical issues which impact stakeholder trust in the Company</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – attract and retain ethical, values-driven workforce</li> <li>• <b>Environment</b> – compliance with permits and responsible operator supports permitting and license to operate</li> <li>• <b>Assets</b> – strong, consistent performance to generate shared value</li> <li>• <b>Reputation</b> – welcomed by governments/communities in current and potential new jurisdictions</li> <li>• <b>Livelihood</b> – attract capital and maintain/grow relationships as a reliable investment and business/community partner</li> </ul>		
	<b>Strategic Framework</b>	Global Compliance Program grounded in our <a href="#">Code of Business Conduct and Ethics</a> and <a href="#">Whistleblower Policy</a> , and supported by other policies, codes and systems, including Kinross <a href="#">ERM system</a>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – well-established risk-based process focused on mitigating risks in relation to financial crime including bribery and corruption and sanctions-related violations</li> <li>• <b>Training</b> – comprehensive tailored in-person training and virtual programs delivered via Kinross University</li> <li>• <b>Whistleblower Policy</b> – comprehensive confidential reporting mechanism available through Integrity Hotline offered in five Kinross languages</li> <li>• <b>Monitoring and reporting</b> – through annual Sustainability Report</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Substantiated cases of public corruption (#)</li> <li>• Anti-corruption training (% of management)</li> <li>• Whistleblower reports received (#)</li> <li>• Production (metric tonnes) in countries with the 20 lowest rankings in Transparency International’s Corruption Perception Index<sup>1</sup></li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• 90% completion on biennial anti-corruption training for management.</li> </ul>	

<sup>1</sup> <https://www.transparency.org/en/cpi/2023>

For a reference guide to the above table and criteria, see [About this Report](#).



### ANALYST CORNER: ETHICAL COMPLIANCE AND ANTI-CORRUPTION

Read [Management Approach](#)

GRI 2-15, 2-16, 2-23, 2-25,

2-26, 205, 406

RGMP Principle 1

UNGC Principle 1, 2, 6, 10

SASB

SDG 16



# Human Rights

**Kinross has a responsibility to uphold, respect and advance human rights, while applying due diligence to ensure that we have the governance framework and management systems in place to avoid infringing on the rights of others and to address harms when they do occur. We take an integrated and cross-functional approach to human rights through our policies, standards and practices to meet our commitment to the United Nations Global Compact, align with the UN Guiding Principles for Business and Human Rights (UNGPs), and conform with the RGMPs.**

## 2023 Performance: Metrics and Targets

Kinross met its commitments to respect human rights during 2023. We received 14 whistleblower submissions alleging Human Rights concerns. These concerns were largely in relation to harassment and/or inappropriate behaviour. One of these submissions was substantiated and the Company took appropriate remedial action.

Our corporate-level Human Rights Task Force, established in 2023, made progress in our efforts to update and strengthen our management approach to human rights. The task force is bringing Kinross' human rights program into better alignment with internal and external expectations for human rights and due diligence, including the UNGPs and regulatory changes, specifically the Canadian Modern Slavery Act. We commissioned an independent gap analysis during the year. The results have informed the development of our first Modern Slavery Statement in 2024, as well as providing direction for further efforts to strengthen our due diligence in this key area of human rights. In addition to further reducing Human Rights risks, this initiative will help manage reputational risk and ensure compliance with regulatory requirements. In other areas of performance in 2023, we:

- Completed annual human rights and security training of Kinross' security workforce, meeting our target of 100% of security staff (employees and contractors) for the year (Table 7), as part of our HRA&VP and in keeping with the Voluntary Principles on Security and Human Rights.
- Launched security and human rights e-learning for security officers primarily for our North American security officers and continued to deliver in-person training for security officers at our sites at Tasiast, Paracatu, and in Chile.
- Conducted three security and human rights risk assessments at our Tasiast, Paracatu and Fort Knox sites.
- All of our operating sites (100%) have been assessed in the past three years as part of our HRA&VP, with Paracatu and Tasiast assessed annually given relatively higher levels of risk. Risks identified are tracked and monitored and mitigation measures applied, where possible.
- Reported zero proven or probable reserves in, or near, areas of conflict. See [2023 Mineral Reserve and Resource Statement](#).
- Published [2022 Conflict-Free Gold Report](#) in July 2023.
- Rolled out our updated grievance categorization tool designed to examine grievances primarily through the lens of stakeholders.
- See [Table 8](#) for a summary of risk and opportunity related to Human Rights and Security.

**TABLE 7: Five-Year Human Rights and Security Training (% trained)**

	2019	2020	2021	2022	2023 <sup>A</sup>
Security Personnel Who Completed Human Rights and Security Training (% trained)	99	96	94	100	100

## Moving Forward on Human Rights Governance

Our Human Rights Task Force made progress in 2023. Following the conclusion of a comprehensive gap assessment and benchmarking exercise in 2023, we are taking practical steps to enhance our human rights framework over and above our current [Human Rights Management Approach](#). We advanced our work to conform with the Canadian Modern Slavery Act. On May 24, 2024, the Kinross Board of Directors approved the Company's first [Modern Slavery Statement](#), which is published on our website. This statement addresses the requirements under the Act to disclose our current actions underway within the modern slavery framework. To enhance other areas of our oversight and management of human rights, we are considering the development of a stand-alone Human Rights Policy; a supplier risk assessment and due diligence; a Company-wide training program focused on human rights; and monitoring, risk assessment and third-party audit.



## Labour Rights

Fairness and equality are entrenched in our Code of Business Conduct and Ethics, and evident in light of our participation in the UNGC and commitment to support the Core Labour Conventions of the International Labour Organization (ILO). In 2023, we met our commitment to respect and uphold freedom of association, collective bargaining and related core conventions of the ILO.

There were zero strikes and/or lockouts at Kinross operations in 2023.

In 2023, 53.5% of our workforce was represented by collective agreements (Figures 2 and 3), an increase from 50.6% in 2022. Collective agreements remained in place at our sites in Brazil, Chile, and Mauritania. Collective agreements were renewed at Paracatu in 2022 and in April 2024, and at La Coipa in Chile in 2022. In Mauritania, the collective agreement signed at Tasiast in 2022 is valid until December 31, 2025, after which it will automatically renew for a second three-year term unless one of the parties provides notice of non-renewal.

Kinross employees in Canada, the United States, Spain and the Netherlands are non-unionized.

Figure 2  
**2023 EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS**  
(%) (as of December 31, 2023)

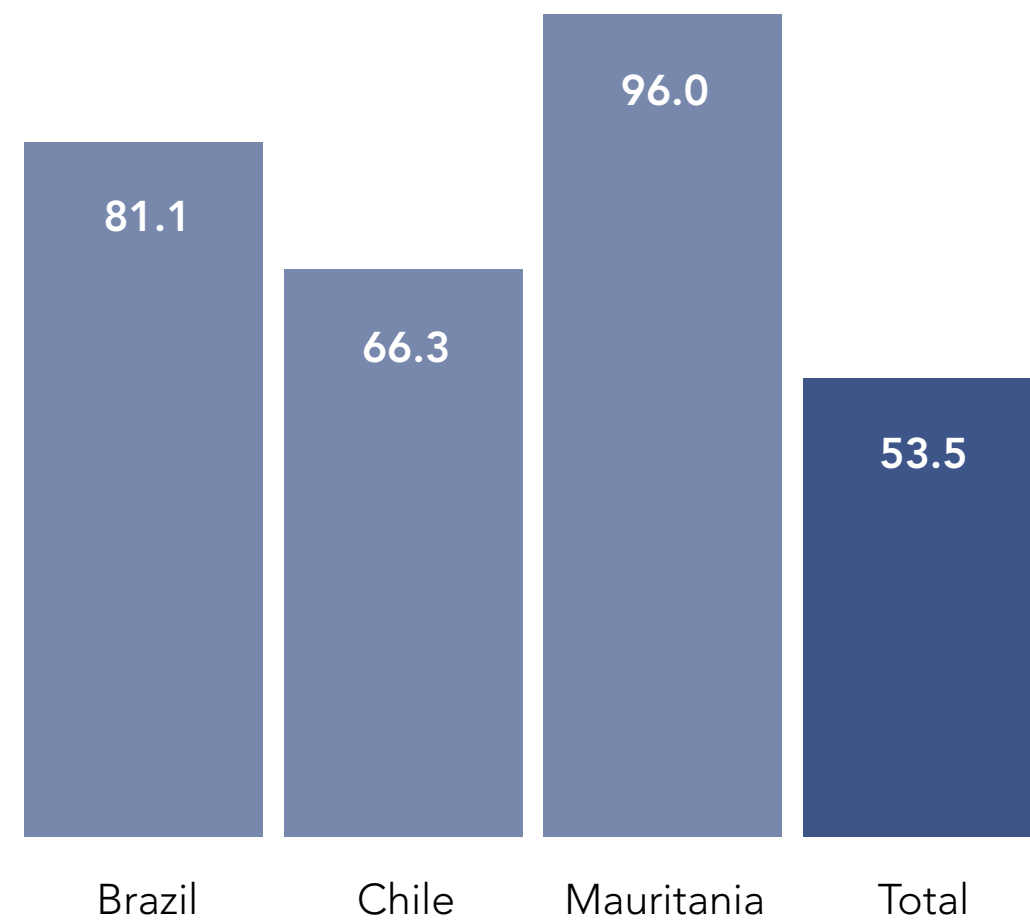
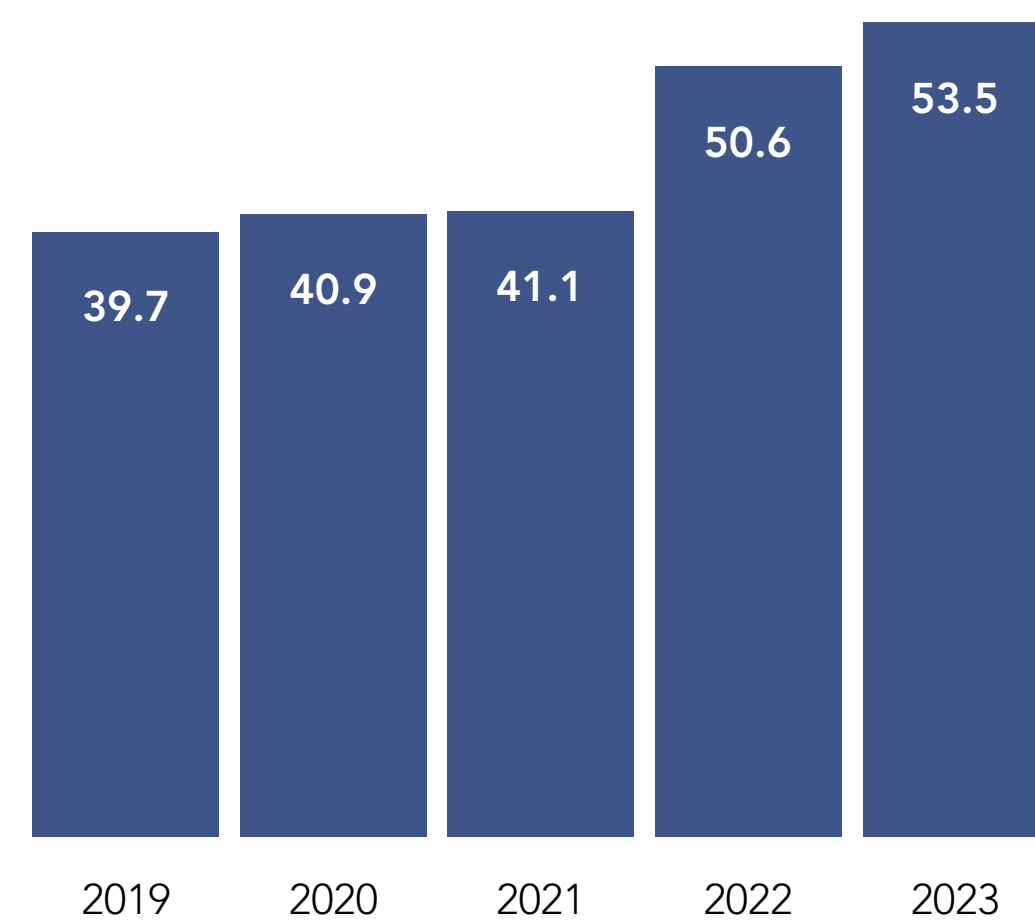


Figure 3  
**FIVE-YEAR EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS**  
(%) (As of December 31)



**For 2024, our public targets remain consistent with prior years:**

- Continue to encourage a culture of speaking up on human rights matters.
- Develop and publish a first Kinross Modern Slavery Report in May 2024.
- Add corporate resource to support enhanced human rights due diligence.
- Determine scope for a global human rights training initiative.





TABLE 8: Human Rights and Security

Objective		Required information		
<b>Governance</b>		<p><b>Board oversight</b> – Corporate Governance and Nominating Committee (CGNC) and the Audit and Risk Committee (ARC)</p> <p><b>Management responsibility</b> – Senior Vice-President, Human Resources</p> <p><b>Functional responsibility</b> – Vice-President, Community Relations and ESG and Vice-President, Global Security</p> <p><b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance</p>		
<b>Strategy</b>	<b>Business Model</b>	<ul style="list-style-type: none"> <li>All Kinross geographies and assets</li> </ul>		
	<b>Value Chain</b>	<ul style="list-style-type: none"> <li>Global, upstream and downstream</li> </ul>		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li><b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li><b>Financial</b> – resulting from human rights violations which cause costly legal proceedings, and investigations, potentially leading to fines and/or impacts to operational continuity</li> <li><b>Reputational</b> – arising from publicized government or societal reaction to human rights issues at any of Kinross’ operations, projects, and other offices, as well as its supply chain</li> <li><b>License to operate</b> – resulting from human rights and security-related matters which impact stakeholder trust in the Company</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li><b>People</b> – a workplace defined by respect, equality of opportunity, and non-discrimination attracts and retains top talent</li> <li><b>Environment</b> – compliance with laws and regulations as a responsible operator supports permitting and license to operate</li> <li><b>Assets</b> – respect for human rights connects with our values and translates into strong, consistent performance</li> <li><b>Reputation</b> – respect for human rights helps identify Kinross as a “partner of choice” in host countries and communities</li> <li><b>Livelihood</b> – respect for human rights is foundational for our relationship with communities, support for our business, and for community well-being</li> </ul>		
	<b>Strategic Framework</b>	<p>Respect for human rights is integrated across Kinross and in our policies, standards and commitments: UN Global Compact; support for the UN Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights and the Voluntary Principles on Security and Human Rights. We operationalize these commitments through our policies and management systems in addition to our conformance with the Responsible Gold Mining Principles, a recognized framework for responsible mining. Our company-wide cross-functional framework pertaining to Human Rights is grounded in our Code of Business Conduct and Ethics and Whistleblower Policy, our Human Rights and Adherence Verification Program (HRA&amp;VP) and supported by Supplier Standards of Conduct, Supply Chain Policy and systems, including the Kinross ERM system.</p>		
	<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Incidental</li> </ul>	<ul style="list-style-type: none"> <li>Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>Incidental</li> </ul>	<ul style="list-style-type: none"> <li>Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>Medium (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>High</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li><b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li><b>Security and human rights</b> – alignment with the Voluntary Principles on Security and Human Rights, including, training, monitoring records of private and public security, audit program, security and human rights risk assessment</li> <li><b>Whistleblower Policy</b> – confidential reporting mechanism available through Integrity Hotline offered in five Kinross languages</li> <li><b>Monitoring and reporting</b> – through quarterly reporting to ARC and CRTC and through annual Sustainability Report</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b>		<b>Targets</b>
		<ul style="list-style-type: none"> <li>Substantiated cases of human rights violation (#)</li> <li>HRA&amp;VP training (% of security workforce trained)</li> <li>Percentage of (1) proved reserves and (2) probable reserves in or near areas of conflict</li> <li>Percentage of active workforce employed under collective agreements</li> <li>Strikes and lockouts</li> </ul>		<ul style="list-style-type: none"> <li>Continue to encourage a culture of speaking up on human rights matters</li> <li>&gt;95% of security workforce trained annually</li> </ul>

For a reference guide to the above table and criteria, see About this Report.



ANALYST CORNER: HUMAN RIGHTS

Read [Management Approach](#)

GRI 2-25, 2-30, 407, 408, 409, 410,

G4-MM4, MM8 SASB

RGMP Principle 5, 6 SDG 16

UNGC Principle 1, 2, 3, 4





# Responsible Procurement

We are committed to managing procurement and supply chain operations in a lawful, ethical, and socially responsible manner that aligns with our values and the expectations of our stakeholders. It is our objective to engage only with suppliers that share this commitment with respect to human rights, safety, and sustainability.

## 2023 Performance: Metrics and Targets

As a member of our cross-functional Human Rights Task Force, our supply chain team is sharply focused on human rights and meeting the transparency requirements of the Canadian Modern Slavery Act. Designed to combat forced labour and child labour in supply chains, meeting this new federal transparency legislation is a priority for Kinross.

Our 2023 performance also includes:

- Completed assessment of 1,631 new suppliers for corruption, bribery, sanctions, and other financial crime-related matters during the year, bringing the total assessed to 7,369 approved suppliers in our due diligence system. All suppliers are required to confirm their understanding and commitment to our Supplier Standards of Conduct (SSoC) or represent that they adhere to an equivalent set of principles. This excludes exempt suppliers, such as government institutions.
- Reported \$3.0 billion in total global spend for procurement in 2023, an increase from \$2.5 billion in 2022. Our top 50 suppliers, representing national and international organizations with global business and supply chains, account for approximately 65% of our total spend and are considered significant suppliers by Kinross.
- Continued our “re-vetting” process to refresh due diligence of high-risk and high-spend suppliers. Since this process began, 431 have initiated the re-vetting process, with 373 having signed the Supplier Code of Conduct and having been re-assessed for corruption, bribery, sanctions and other financial crime-related matters. In 2023, suppliers selected for re-vet were selected based on a combination of spend and perceived risk.
- Maintained our local procurement program, purchasing 83% of goods and services from within host countries, in line with five-year average. See [Local Procurement](#).
- Initiated a formal process to better understand the water footprint in our supply chain with a focus on understanding water consumption among our major suppliers and water-stressed regions. Our goal is to better understand the measures taken to mitigate risks associated with water availability, quality, and compliance across the value chain. The results will be used to help inform our water strategy. See [Water Use and Water Risk](#).
- See [Table 9](#) for a summary of risk and opportunity related to Responsible Procurement.



**\$3.0 billion**  
total global spend

**Top 50**  
Suppliers represent 65% of spend

**89%**  
of global spend represented by 250 suppliers

**~5,000**  
Active suppliers in 2023

**18%**  
Largest single category is mobile fleet and parts which represents approximately 18% of total spend

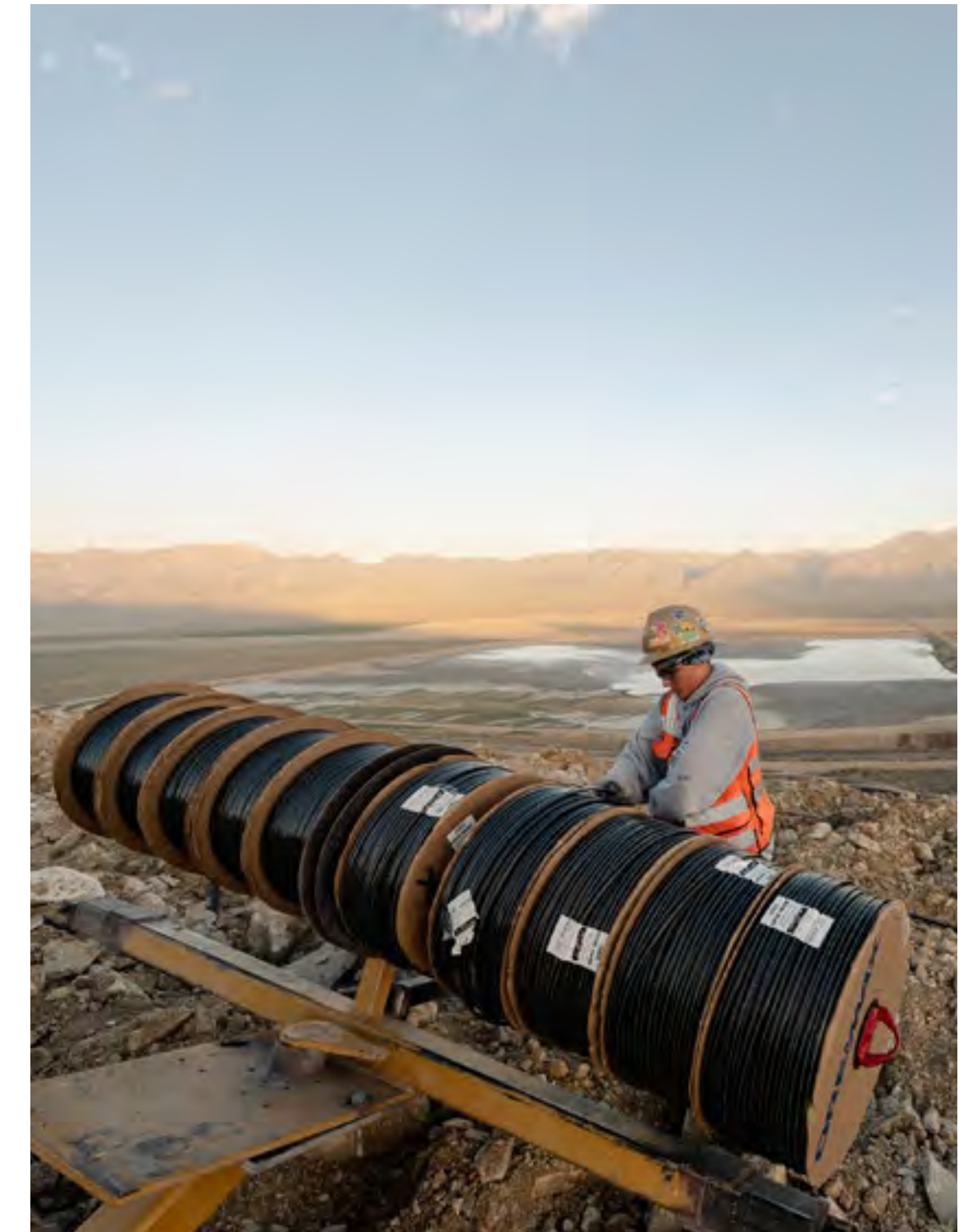
### Our targets for 2024 include:

- Submit our first report under the Canadian Modern Slavery Act.
- Continue our supplier monitoring to mitigate compliance risks across the supply chain.
- Ongoing due diligence re-vetting of high-risk and high-spend suppliers.
- Advance our strategy, including enhanced governance framework for human rights, across the value chain.
- Complete an assessment of water security in our supply chain (see [Water Risk and Water Management](#)).
- Continue to follow developments pertaining to electric equipment with Original Equipment Manufacturers.
- Continue to progress our methodology for estimation of Scope 3 emissions.

**TABLE 9: Responsible Procurement**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Governance and Nominating Committee (CGNC) and the Audit and Risk Committee (ARC) <b>Management responsibility</b> – Chief Financial Officer <b>Functional responsibility</b> – Senior Director, Supply Chain <b>Accountability</b> – Quarterly reporting of supplier due diligence to the Corporate Responsibility and Technical Committee (CRTC) and to the ARC on supply chain risks		
<b>Strategy</b>	<b>Business Model</b>	<ul style="list-style-type: none"> <li>All Kinross geographies and assets</li> </ul>		
	<b>Value Chain</b>	<ul style="list-style-type: none"> <li>Global, upstream</li> </ul>		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li><b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li><b>Financial</b> – legal and financial sanctions associated with non-compliance of supply chain and human rights due diligence legislation and regulations in key jurisdictions, as well as potential supply chain disruptions</li> <li><b>Reputational</b> – related to investigations, media exposure, failure to meet Kinross’ compliance and due diligence expectations as well as potential complaints of forced labour/modern slavery contributing to low levels of trust</li> <li><b>License to operate</b> – resulting from disruptions in supply chain and impact on operations associated with demands of local suppliers (i.e., labour negotiations, protests/blockades of operations, strike actions) and risk of not meeting local content expectations, potentially triggering legislation and/or community protest</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li><b>People</b> – respectful and safe working conditions support attraction and retention of on-site business partners</li> <li><b>Environment</b> – responsible procurement practices and working with business partners that meet Kinross’ qualifications and performance standards supports strong environmental practices and healthy communities</li> <li><b>Assets</b> – opportunity to access new suppliers, innovative solutions, and cost savings through inclusive and responsible procurement practices helping to maintain a reliable supply of goods and services to support daily operations, business continuity, manage costs and build resilience into supply chain</li> <li><b>Reputation</b> – respected as a business partner of choice by suppliers to Kinross and local communities and seen as an attractive foreign investor by host jurisdictions</li> <li><b>Livelihood</b> – maintain and grow supplier relationships contributing to improved well-being for indirect and induced employment as well as opportunities to reduce Scope 3 emissions and engage on natural capital</li> </ul>		
	<b>Strategic Framework</b>	Supply Chain Management program, including Supplier Standards and Conduct, Supply Chain Policy and Global Compliance Program, Modern Slavery Statement (May 2024), grounded in our <a href="#">Code of Business Conduct and Ethics</a>		
	<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b> <ul style="list-style-type: none"> <li>Incidental</li> </ul>	<b>Anticipated</b> <ul style="list-style-type: none"> <li>Incidental (M-L)</li> </ul>
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Minor</li> </ul>	<ul style="list-style-type: none"> <li>Medium (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>		
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>		
<b>Risk Management</b>	<ul style="list-style-type: none"> <li><b>Risk assessment</b> – quarterly through ERM</li> <li><b>Due diligence process</b> – established process to manage third-party risks in the value chain pertaining to corruption, bribery, sanctions as well as legal and financial risk, and human rights</li> <li><b>Training</b> – supply chain policy training delivered annually at a minimum directly to sites; and procurement systems training</li> <li><b>Monitoring and reporting</b> – internal supplier monitoring; external annual Sustainability Report; annual <a href="#">Modern Slavery Statement</a></li> </ul>			
<b>Metrics and Targets</b>	<b>Metrics</b> <ul style="list-style-type: none"> <li>Description of management system for prevention of bribery and corruption throughout the value chain</li> <li>% of Tier 1 suppliers (direct suppliers to Kinross) assessed under our procurement program</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>Continue our supplier monitoring to mitigate compliance risks across the supply chain</li> </ul>		

For a reference guide to the above table and criteria, see [About this Report](#).


**ANALYST CORNER: RESPONSIBLE PROCUREMENT**

Read [Management Approach](#)

GRI 2-24, 205, 308, 409, 414 SDG 8

RGMP Principle 3

UNGC Principle 1, 2, 3, 4, 10





# Public Policy

**Our engagement in the public policy arena is ethical and transparent, and conducted in accordance with the law to ensure that we earn and maintain the confidence of all stakeholders, including host governments. We manage our engagements within the framework of our Government Relations Policy (GRP) and Guidelines.**

## 2023 Performance: Metrics and Targets

Kinross did not make any direct or indirect donations to political parties, their elected representatives, or persons seeking political office in 2023.

Throughout the year, we continued our engagement with government, regulators, public policy makers, and non-governmental organizations directly and indirectly and via Kinross' memberships in industry-related trade associations. Total trade association and membership costs were approximately \$1.18 million in 2023. Kinross reports lobbying fees paid in the United States in accordance with U.S. federal regulatory requirements. Total fees of \$240,000 were paid in the United States to state and federal lobbyists (See [Reports](#)).

Performance highlights for the year include:

### Brazil

- Following the promulgation of Law 23,291 in 2019, which requires regulation for Financial Assurance ("FA") to cover for tailings dams closure and eventual failures, Kinross has been involved in discussions with relevant stakeholders through the Industrial Association of Minas Gerais (FIEMG), with the goal of developing workable mechanisms for financial assurance. On December 30, 2023 the State of Minas Gerais published Decree 48,747 which determines the regulations for financial assurance; this was followed by an amendment in March 2024.
- During 2023, Kinross engaged with the Ministry of Agrarian Development, the National Institute for Colonization and Agrarian Reform (INCRA), and other stakeholders regarding the matter of Quilombola communities in Paracatu (see [Local Stakeholder Issues](#)).
- Kinross participated in the "Amazon and new economies" conference, organized by IBRAM with the Government of Pará state. The objective of this conference was to elevate the debate about development in the Amazon region through participation of all the key stakeholder groups (government, Indigenous, traditional communities, civil society, mining companies and IBRAM) and positioning mining firmly as a key player and contributor to solutions.

### Chile

- We engaged with the Minister of Mines and other key stakeholders through our presence at Atacamin and Forede, the two leading mining and industrial business events in the Atacama region. In addition, through our membership in Chile's Mining Council (Consejo Minero) and Mining Association (Sonami), we participated in a range of legislative initiatives relevant to the mining sector.
- At our mining operations at La Coipa, we engaged with Chile's National Monuments Council regarding fossil-bearing formations at the mine, as well as developing research agreements with the University of Atacama.

### Canada

- The Kinross Great Bear Project Team hosted Ontario's Minister of Mines, George Pirie, at the Great Bear site near Red Lake, Ontario, in July 2023. The site visit focused on discussing the work that Kinross is doing to reduce our GHG emissions, to outline our engagements with local First Nations, and to provide information regarding jobs and economic development for the local community.
- Kinross' leadership continued its participation in the Ontario Minister of Mines Industry Council. The Council, comprised of senior mining executives from around the province, is working with the Minister of Mines to address challenges that impact our industry, including permitting procedures, power infrastructure in Ontario's north, regulatory issues, and other matters.
- Kinross maintained multi-level engagement with different levels of the Ontario and federal governments to build project awareness and create a favourable environment in support of permitting.

### United States

- In Nevada, Round Mountain met with the Commissioner of Nye County to discuss mine life. Kinross Nevada met with Nevada's Governor Lombardo and team in Toronto to discuss the importance of mining in Nevada's economy and way of life.
- In Alaska, Kinross met with the mayors of Delta and Fairbanks to update on Company activities and in particular the ore haul from Manh Choh to Fort Knox. The project team presented ore haul plans during two Fairbanks North Star Borough local government meetings.
- Alaska Governor Dunleavy, a strong supporter of the Manh Choh project, reached out to the project team to invite leadership to a bill signing event extending the state's Minerals Commission. His team also toured the Manh Choh campus. Topics focused on local employment and local spending. The Governor attended the Manh Choh groundbreaking event on August 29, 2023 and spoke at the ceremony.



- Kinross Alaska hosted state legislators and staff from both political parties at the Fort Knox mine as part of a combined mining trade group tour. The three-day event focused on reclamation and environmental stewardship and featured an event hosted at the University of Alaska providing insight into the constructive partnerships between mining and academia.
- In Washington State, the Curlew team met with State Representative Jacquelin Maycumber and State Senator Shelly Short, both of whom represent the 7th legislative district encompassing Ferry County. Discussions also took place with Ferry County Commissioners during their session and included Kinross' donation of a power generator aimed at emergency management and disaster relief.

### Mauritania

- Received government approval for the Tasiast solar power plant project.
- Participated with the Government of Mauritania in the Second Session of the High Council on Investment with Mauritanian President Ghazouani and joint Kinross-Mauritanian stand at the Mining Indaba 2024 conference in South Africa. The active participation of the Mauritanian delegation, and Ministerial attendance, all served to improve understanding of the investment climate in Mauritania and areas for improvement.
- Continued to engage with the Ministry of Mines regarding the illegal presence of artisanal and small-scale miners on the Company's mining properties. In August 2023, the Government effected a peaceful removal of these miners from the area. There is a separate concession located to the south of Tasiast which the Government has designated for ASM activity.
- See [Table 10](#) for a summary of risk and opportunity related to Public Policy.

#### Our targets for 2024 include:

- Continued engagement in the public policy arena, both directly and indirectly, through our industry memberships and associations.
- Maintain transparent and honest relationships to help ensure stable and fair operating conditions in jurisdictions where we have assets.



At INDABA, Kinross Tasiast representatives at the Mauritania Pavilion.

**TABLE 10: Public Policy**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Audit and Risk Committee (ARC) <b>Management responsibility</b> – President <b>Functional responsibility</b> – Senior Vice-President, External Relations <b>Accountability</b> – Quarterly reports to Board of Directors		
<b>Strategy</b>	<b>Business Model</b>	• All Kinross geographies and assets		
	<b>Value Chain</b>	• Global		
	<b>Time Horizon</b>	• <b>Current (1 year):</b> yes	• <b>Medium (3-5 years):</b> yes	• <b>Long (&gt; 5 years):</b> yes
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from operational disruptions or impacts due to changes in regulatory and legislative framework, potential permitting delays, or costs associated with self- or government-imposed operational controls in our jurisdictions</li> <li>• <b>Reputational</b> – impacts arising from public policy and advocacy stances, or absence of public policy position, geopolitical developments or adverse political/government actions which negatively impact Kinross</li> <li>• <b>License to Operate</b> – operational disruptions associated with protests against Kinross’ public statements, inability to secure permits, lack of community support</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – proactive engagement on public policy matters helps support favourable conditions for mining investment, benefiting host jurisdictions, employees, and communities</li> <li>• <b>Environment</b> – helps promote conditions for strong environmental regulation, and transparent and predictable permitting</li> <li>• <b>Assets</b> – supports stable operations and promotes conditions for fair value distribution</li> <li>• <b>Reputation</b> – transparent and balanced engagement on public policy strengthens reputation with host governments and bolsters local trade organizations of which we are members</li> <li>• <b>Livelihood</b> – strong public policy for mining helps ensure that employees, suppliers, and local communities all benefit fairly from mining benefits</li> </ul>		
	<b>Strategic Framework</b>	Corporate and site-level Government Relations program. <a href="#">Code of Business Conduct and Ethics</a> and Kinross framework of <a href="#">Government Relations Policy and Guidelines</a> .		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	• Incidental	• Incidental (M-L)	
	<b>Society and Environment</b>	• Incidental	• Incidental (M-L)	
	<b>Strategy and decision-making</b>	• High	• High (M-L)	
	<b>Resilience of strategy</b>	• High	• High (M-L)	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – proactive engagement directly with governments in all jurisdictions and at all levels; indirect engagement via membership in trade associations and think tanks; corporate and jurisdictional government relations strategy to build and maintain trust and monitor and manage current and emerging issues</li> <li>• <b>Training</b> – mandatory and comprehensive employee and contractor training to support engagement and awareness</li> <li>• <b>Monitoring and reporting</b> – reporting quarterly to Board, and annually via Sustainability Report</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Political donations (\$)</li> <li>• Annual membership fees paid (\$)</li> <li>• Annual lobbying fees paid (U.S.A.) (\$)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• Continued engagement in the public policy arena, both directly and indirectly, through our industry memberships and associations</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Great Bear, Kinross officials meet with the Honourable George Pirie, Minister of Mines for the Government of Ontario

### ANALYST CORNER: PUBLIC POLICY

Read [Management Approach](#)

GRI 415

RGMP Principle 1

UNGC Principle 10

SDG 16



# Cybersecurity and Data Privacy

**Our day-to-day business activities are heavily dependent on our information technology (IT) systems, our networks, equipment, hardware, software, and telecommunications systems, as well as the IT systems of third-party service providers and vendors. We rely upon a robust governance framework for cybersecurity, combined with high-quality and resilient IT systems to mitigate threats.**

## 2023 Performance: Metrics and Targets

We continued to advance our cybersecurity strategy in 2023 to meet the rapidly changing threat landscape and associated level of risk. We match the scope and nature of risk proportionally, applying resources and strengthening our ability to manage risks to our IT infrastructure, systems and users.

As part of this effort, we are embracing new technology and strengthening employee awareness to help protect users at work and at home, to protect our systems. Performance results for 2023 include:

- Zero material breaches relating to cybersecurity, Personally Identifiable Information (PII) or sensitive data.
- Three minor cyber incidents occurred during 2023. Each incident was investigated and it was concluded that there was no evidence of data theft or exposure of Kinross’ systems identified in any of the cases. Due to the nature of one incident and the high-risk potential of a successful exploit, Kinross activated the retained services of its third-party cyber incident provider to leverage threat intelligence and examine any potential Indicators of Compromise (IOC).
- There were no material incidents of non-compliance with global privacy regulations by Kinross, or any other Kinross entity.
- Commissioned a third-party security assessment to help mitigate any identified cloud-based security risks associated with the implementation of a Microsoft Azure cloud solution. The results confirmed that Kinross’ security controls are strong, as well as identifying several areas for improvement, which have largely been addressed.
- End-user training is a critical component of Kinross’ cybersecurity strategy. All employees (“technology users”) across all levels of the Company, including all members of the Board of Directors, participate in the training. Following the completion of a training program in late 2022, a new training campaign was launched in January 2024. The training was completed in Q1 2024 and we achieved a 76% completion rate, exceeding our target of 75%. Additional end-user training included:
  - A phishing simulation conducted in June 2023. A total of 4,075 phishing emails were sent to all Kinross Technology users, including Kinross’ Board of Directors. A minimal number of users fell victim to the phish.
  - Cybersecurity training for all new employees as part of onboarding. Training consists of seven training modules on different security topics.

- Security training specific for Kinross’ Global IT team consisted of 15 educational seminars on security-related topics, including cybersecurity incident response and administration of security tools and controls.
  - Key members of the Senior Leadership Team participated in a cyberbreach coaching session conducted by external legal experts on critical topics of ransomware, extortion, and other matters associated with cyberbreaches.
  - Reported quarterly to the Audit and Risk Committee of the Kinross Board of Directors, reflecting continuing oversight of cybersecurity issues at the Board level. In 2023, two Kinross directors have expertise in cybersecurity, including the Chair of the Audit and Risk Committee, which is responsible for Board-level oversight of cybersecurity.
- See [Table 11](#) for a summary of risk and opportunity related to Cybersecurity and Data Privacy.



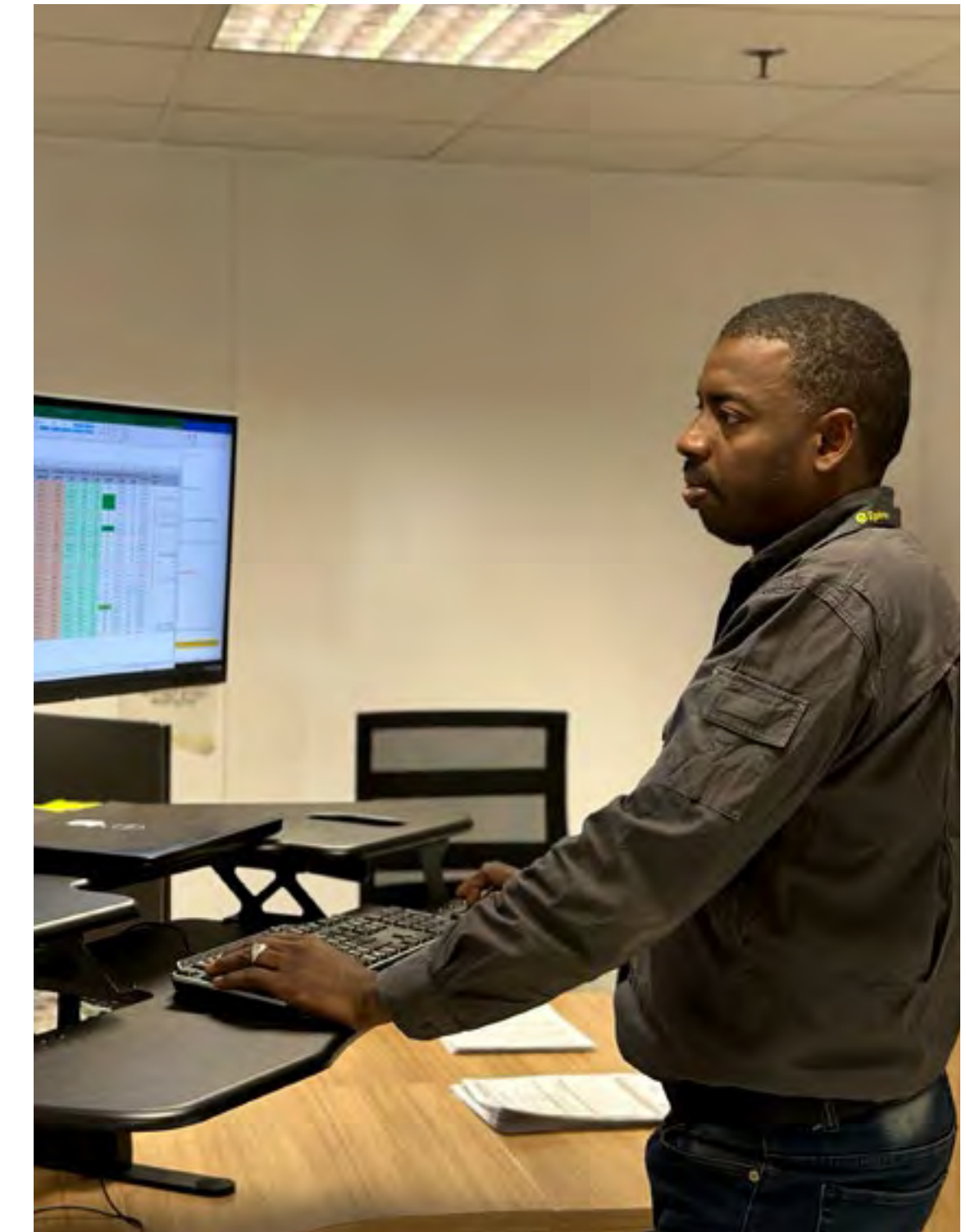
### For 2024, our targets include:

- Completion of technology user training in the first quarter to ensure continued focus on user awareness of cybersecurity threats to help protect the business and users and their personal information.
- Completion of a “table top” incident response workshop, including scenarios, for Kinross’ technical team.
- Cyberbreach coaching session with external legal experts for the Board of Directors early in the second quarter.
- Roll-out of 12 educational seminars across Kinross’ IT community to reinforce best practices and incident response measures.

**TABLE 11: Cybersecurity and Data Privacy**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Audit and Risk Committee (ARC) <b>Management responsibility</b> – Chief Financial Officer <b>Functional responsibility</b> – Vice-President, Information Technology <b>Accountability</b> – quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	• All Kinross geographies and assets		
	<b>Value Chain</b>	• Global, upstream, and downstream		
	<b>Time Horizon</b>	• <b>Current (1 year):</b> yes	• <b>Medium (3-5 years):</b> yes	• <b>Long (&gt; 5 years):</b> yes
	<b>Consolidated Risks</b>	• <b>Financial</b> – arising from business interruption and unauthorized access to Kinross information and assets • <b>Reputational</b> – arising from media coverage and stakeholder concerns • <b>License to operate</b> – business interruption, systems integrity and employee safety concerns regarding potential breaches of confidential information		
	<b>Consolidated Opportunities</b>	• <b>People</b> – providing employees with the security and peace of mind that safeguards are in place to protect confidential and personal information • <b>Environment</b> – secure IT systems support strong operational performance and compliance • <b>Assets</b> – track record of business continuity supports steady revenue stream and financial strength • <b>Reputation</b> – supports Kinross reputation as a reliable operator • <b>Livelihood</b> – strong systems enable interaction with business and community partners of different scales		
	<b>Strategic Framework</b>	Our Code of Business Conduct and Ethics embeds policy and behavioural expectations pertaining to IT, data privacy and cybersecurity along with Kinross' Management Approach, Cybersecurity. Related risks are also integrated into Kinross ERM system		
	<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>
	<b>Financial performance</b>	• Incidental	• Incidental (M-L)	
	<b>Society and Environment</b>	• Incidental	• Incidental (M-L)	
	<b>Strategy and decision-making</b>	• High	• High (M-L)	
	<b>Resilience of strategy</b>	• High	• High (M-L)	
<b>Risk Management</b>		• <b>Risk assessment</b> – quarterly update through Kinross ERM process • <b>Due diligence</b> – third-party cybersecurity assessment to test resilience of security processes and controls; protocols activated when suspected breaches occur to ensure business continuity • <b>Training</b> – virtual programs using Kinross University for all employees, contractors, and Board of Directors • <b>Multi-layered defense strategy</b> – managed globally based on elements of ISO 27001 and National Institute of Standards and Technology (NIST) • <b>Monitoring and reporting</b> – quarterly to the Leadership Advisory Team (LAT) and ARC committee of the Board of Directors; annually through Sustainability Report		
<b>Metrics and Targets</b>		<b>Metrics</b>	<b>Targets</b>	
		• Material breaches pertaining to cybersecurity (#) • Cybersecurity training (% of technology users)	• Zero material cybersecurity breaches (0) • 75% of technology users trained	

For a reference guide to the above table and criteria, see [About this Report](#).



**ANALYST CORNER: CYBERSECURITY AND DATA PRIVACY**

Read [Management Approach](#)

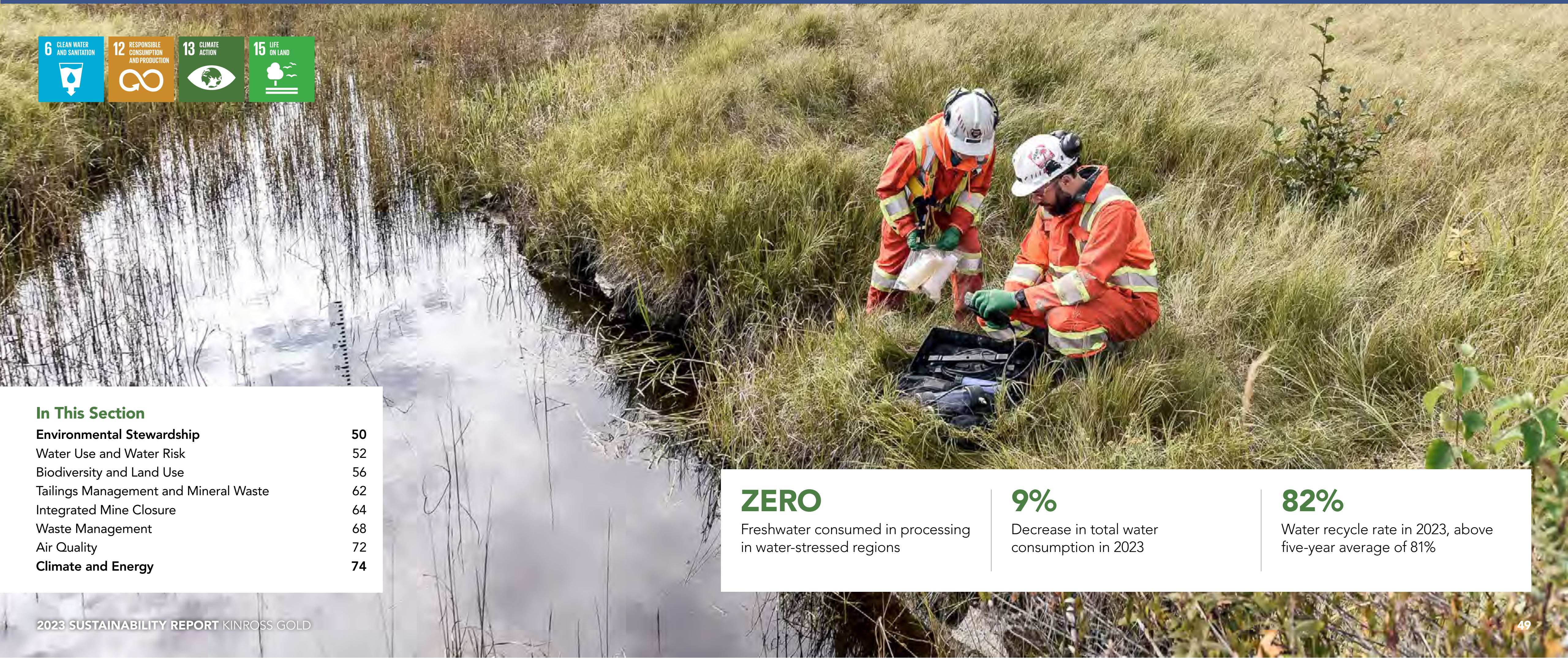
GRI 2-12, 2-13, 418





# Environment

Kinross has a strong track record of environmental protection across our operations and projects, and our vision for Natural Capital, together with our strategy to tackle Climate Change, builds upon that legacy.



## In This Section

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### ZERO

Freshwater consumed in processing in water-stressed regions

### 9%

Decrease in total water consumption in 2023

### 82%

Water recycle rate in 2023, above five-year average of 81%

# Environmental Stewardship

**Kinross is committed to the pursuit of excellence in environmental stewardship at every phase of mine life. This commitment, embedded in our policies, standards, programs, and practices, is the structural foundation of our ESG strategy applied across our projects and operations.**

In 2023, we maintained our focus on the fundamentals, adding resources to our corporate environmental team and program, working collaboratively with our sites, and delivering strong environmental performance across both lagging and leading indicators. Kinross reported a strong environmental compliance record overall for 2023, with zero significant/reportable spills and zero monetary fines/sanctions incurred during the year. The Company received one Notice of Violation at La Coipa in Chile for a Level 3 incident pertaining to paleontological non-compliance and, since then, has improved and implemented the monitoring plan as well as adding an on-site paleontologist to prevent reoccurrence.

Our 2023 First Priorities in environment were focused on water management, reclamation, risk and audit, and environmental awareness, delivering steady performance and a score of 31.6 out of 33 on our environment scorecard, exceeding expectations.

We also made important changes to our First Priorities going forward in 2024 to better reflect Kinross’ environmental priorities and ESG strategy. We introduced new proactive drivers of environment and further shifted the weighting from lagging to leading indicators. Key changes for 2024, applied to all sites, include an increased emphasis on water management, reclamation, new leading indicators for waste management and environmental initiatives, and a specific measure to encourage sites to develop site-specific goals, which are above and beyond the routine obligations and commitments.

Under the new leading indicators, environmental training indicators have been integrated into emergency preparedness and environmental initiatives, providing our sites with the flexibility they need to improve training programs for both emergency preparedness and site initiatives. Our environmental training programs will continue at all sites to meet the requirement of our Environmental Management System (EMS). Performance in these areas is tied to employee compensation (Table 1).

We also began the update of our EMS. Part of a comprehensive update of all our sustainability-related standards, our objective is to ensure Kinross’ EMS standards reflect today’s sustainability goals and support high environmental performance through greater clarity in technical objectives and requirements that align with external reporting standards and frameworks. Initiated in 2023, the updates are expected to be progressed in 2024 and completed in 2025. We will prioritize the completion of our most critical standards and address the important areas of reclamation and closure, waste rock (mineral waste) management, water management, incident management, and biodiversity management in 2024.

**TABLE 1: 2024 First Priorities – Environmental Indicators**

Indicator Category	Number of metrics	Overview of Changes for 2024
Lagging – Environmental Incidents	1	Reduced the score weighting from 15 to 7
<b>Leading – Proactive Drivers of Environment</b>		
Water management	3	Enhanced sub-metrics for water security and volume of impounded water
Reclamation and Closure	2	Added quantitative indicator on land reclaimed based on GM approved plan
Emergency preparedness	2	Consolidated training, including spill response
Waste management	2	Introduced new waste management indicators on non-hazardous waste diversion from landfill (recycled and reused) and establishment of mineral waste management plans

## Understanding Natural Capital

Natural Capital is one of three strategic focus areas of Kinross’ ESG strategy. We have a long track record of leveraging the opportunities presented by our land packages and varied ecological contexts to develop and implement externally recognized conservation strategies. In 2023, to support our ESG strategy, we began a comprehensive analysis of Natural Capital across our business, as a first step along a path to TNFD alignment. We initiated a three-phased approach, with the first two phases – Phase 1 (Discovery) and Phase 2 (Risks and Opportunities) – completed during the reporting period.

Key findings include:

### Phase 1 – Discovery

Phase 1 included benchmarking and a gap analysis. The results highlight the strengths and weaknesses of Kinross’ approach to nature and the steps needed to bring Kinross into alignment with TNFD. Findings confirmed that nature management at Kinross varies across our sites. Sites pursue independent approaches, influenced by the permits that are in place. Our Paracatu site stands out with proactive, comprehensive water and biodiversity management

#### ANALYST CORNER: ENVIRONMENT

Read [Management Approach](#)

GRI 301, 303, 304, 306, G4-MM1, MM2, MM3, MM10 SASB

RGMP Principle 2, 8, 9, 10 SDG 6, 12, 13, 15 UNGC Principle 7, 8, 9 [Data Tables](#)



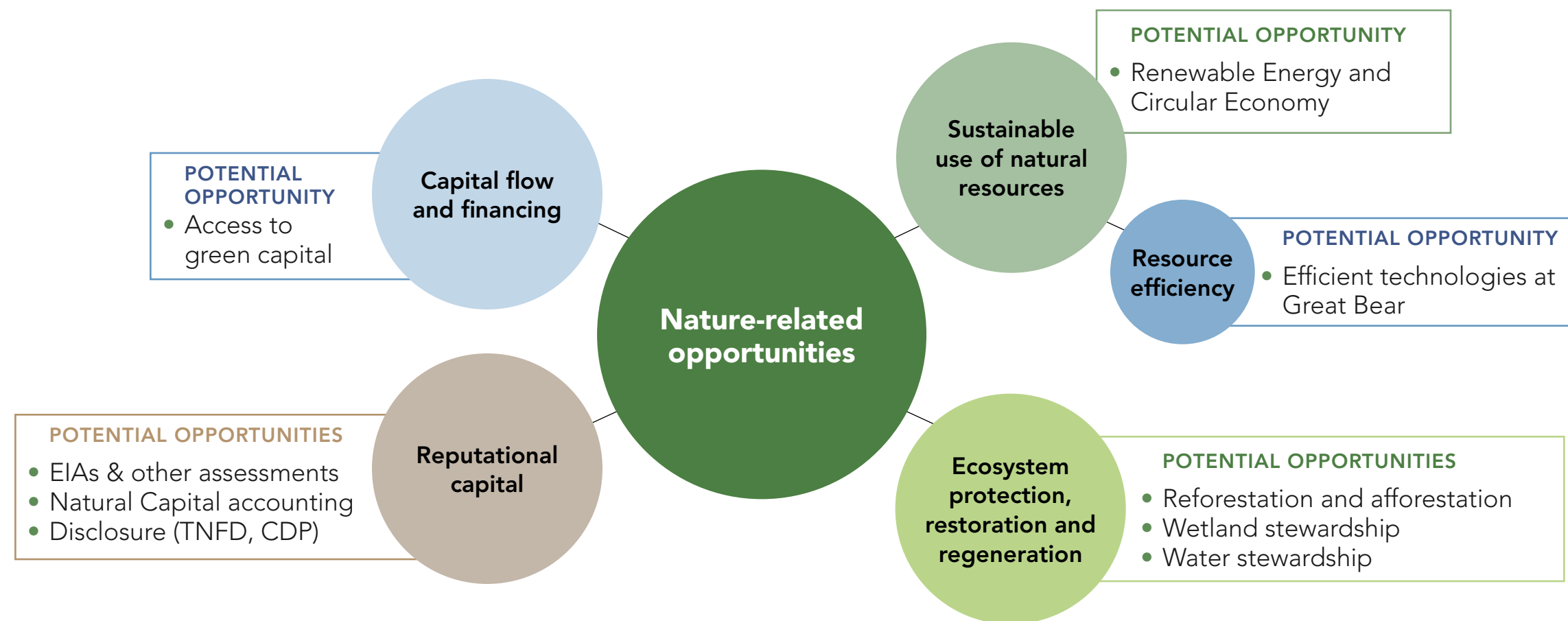
practices and provides a platform for building out across Kinross. We align well with TNFD’s Governance pillar, and we can further enhance our governance in this area by developing a corporate strategy; integrating nature within our existing risk assessment process; and establishing metrics and targets to monitor and manage nature risks and opportunities.

## Phase 2 – Risk and Opportunity

A total of 11 Kinross sites and projects were assessed. The results concluded that physical nature-related risks are well managed at Kinross, and that, in areas where there is more work to be done, notably transition-related risks (policy, legal, reputational), Kinross is on track to integrate them into corporate strategy. Key risk-drivers for Kinross include: biodiversity hot spots, protected areas, wetlands, water stress, communities, and pollution, creating both dependencies (water, climate) and impacts (habitat loss from land use, water, pollution). The Phase 2 assessment identified areas of potential opportunity for Kinross to consider in the development of its strategy (see Figure 1).

Figure 1  
**NATURAL CAPITAL STRATEGY: OPPORTUNITIES**

Nature-related opportunities assessed for Kinross using TNFD recommended categories, are summarized below.



## Phase 3 – Strategy

Beginning in 2024, we initiated the development of our Natural Capital strategy. Our goal is to strengthen alignment with TNFD through the application of a consistent approach across our sites to management of nature-related risks (water, biodiversity and land, pollution, and governance) combined with the development and realization of opportunities, considering short-, medium- and long-term time horizons. In 2024, we will establish a cross-functional working group including Corporate and site representation to steward the development of the strategy, with completion anticipated by end of year. In parallel to our internal effort, we are also tracking external developments, and will consider incorporation of recognized industry commitments into our strategy.

### Aligning with the recommendations of TNFD

The table below summarizes the results of the third-party assessment and the varying degrees of alignment across all four areas of the TNFD including governance, strategy, risk management, metrics and targets, and the steps required to strengthen alignment going forward. As we develop our nature strategy, we are working to implement the recommendations, considering their relevance to our business and to our stakeholders.

**TABLE 2: Overview of TNFD Assessment**

● No material gap identified ● Partial gap ● Significant gap

TNFD Summary	Description	Alignment
<b>Governance</b>	Disclose the organization’s governance of nature-related dependencies, impacts, risks and opportunities.	●
<b>Strategy</b>	Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organization’s business models, strategy and financial planning where such information is material.	●
<b>Risk &amp; Impact Management</b>	Describe the processes used by the organization to identify, assess, prioritize and monitor nature-related dependencies, impacts, risks and opportunities.	●
<b>Metrics &amp; Targets</b>	Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.	●

# Water Use and Water Risk

**Water is a critical aspect for our operations, projects, and reclaimed sites and a key focus for our stakeholders. Wherever Kinross operates, our goals are always to protect water quality and optimize water efficiency, being ever mindful that water is both an essential and a shared resource.**

Our sites have water management systems to maintain a reliable water supply for our operations and to accommodate the range of conditions they encounter, including extreme precipitation or extended drought. While each site's water context is unique, we apply the same principles universally – always striving to use minimum volumes of water at our mines and meet local water quality regulations. We reuse and recycle process water to the greatest extent possible at all our operating sites.

## 2023 Performance: Metrics and Targets

We made good progress in 2023 with a sharp focus on water fundamentals. Among our priorities, we are updating our Water Management Standard to align with industry best practice and ESG disclosures. Building upon the standard already in place, the updated standard provides Kinross operations with more clearly defined expectations, roles and responsibilities, and guidance across all aspects of water management over the life of mine. Supporting best practices in water management, the revised standard takes into account watersheds and environmental flows, and consideration of climate change. It also enables sites to integrate regulatory drivers, procedures for operations and maintenance, and emergency plans in the context of water management. The updated standard strengthens overall alignment with the relevant sub-principles of the RGMPs.

We also took important steps to increase the weighting of water-related performance and targets within our First Priorities, to place more focus on proactive leading indicators, including the addition of metrics pertaining to the verification of a site's optimal volume for impounded water as well as verification of robust water supply within expected ranges of volume or flow of surface water bodies as well as groundwater elevation.

Once a mine is in operation, water efficiency and water balance can be strongly influenced by local weather conditions such as variations in rainfall and evaporation. We observed a significant shift of weather patterns at some of our operations in 2023, including a 1:10,000 year rain event at Paracatu and intense rain events at Tasiast.

Our 2023 highlights include:

### Water Efficiency

- Water intensity per tonne of ore processed improved to 0.408 m<sup>3</sup>/t in 2023 from 0.414 m<sup>3</sup>/t in 2022, with both water consumed and ore processed declining the former proportionally more (Figure 2).
- Water intensity on a per ounce basis significantly improved year over year, driven by lower total water consumed and increased gold production. In 2023, water intensity per Au eq. oz. decreased by 9% to 29.1 m<sup>3</sup>/Au eq. oz. compared with 35.3 m<sup>3</sup>/Au eq. oz. reported for all operations in 2022 (Figure 2).
- Total water consumption declined by 9% to 62,568,313 m<sup>3</sup> from 69,081,567 m<sup>3</sup> in 2022 (Figure 3). This decrease was driven by the increase in water recycle and more accurate water balance analysis at Paracatu and Fort Knox.
- Kinross' overall water consumption is significantly influenced by Paracatu, which represented 55% of Kinross' total water consumed in 2023 (vs. 39% of ore processed and 27% of ounces produced) and 62% (including precipitation) of total freshwater consumed at Kinross sites in 2023 (Figure 4).
- On an intensity basis considering all sites, Tasiast has the highest water intensity at 0.839 m<sup>3</sup>/tonne ore processed, followed by Paracatu at 0.575 m<sup>3</sup>/tonne ore processed. On a per ounce produced basis, Paracatu has the highest intensity at 59 m<sup>3</sup>/Au eq. oz. produced (Figure 5), followed by Round Mountain at 31 m<sup>3</sup>/Au eq. oz. produced; La Coipa was the lowest at 7 m<sup>3</sup>/Au eq. oz. produced, followed by Tasiast at 9 m<sup>3</sup>/Au. eq. oz. produced.

Figure 2  
**FIVE-YEAR WATER INTENSITY RATES**

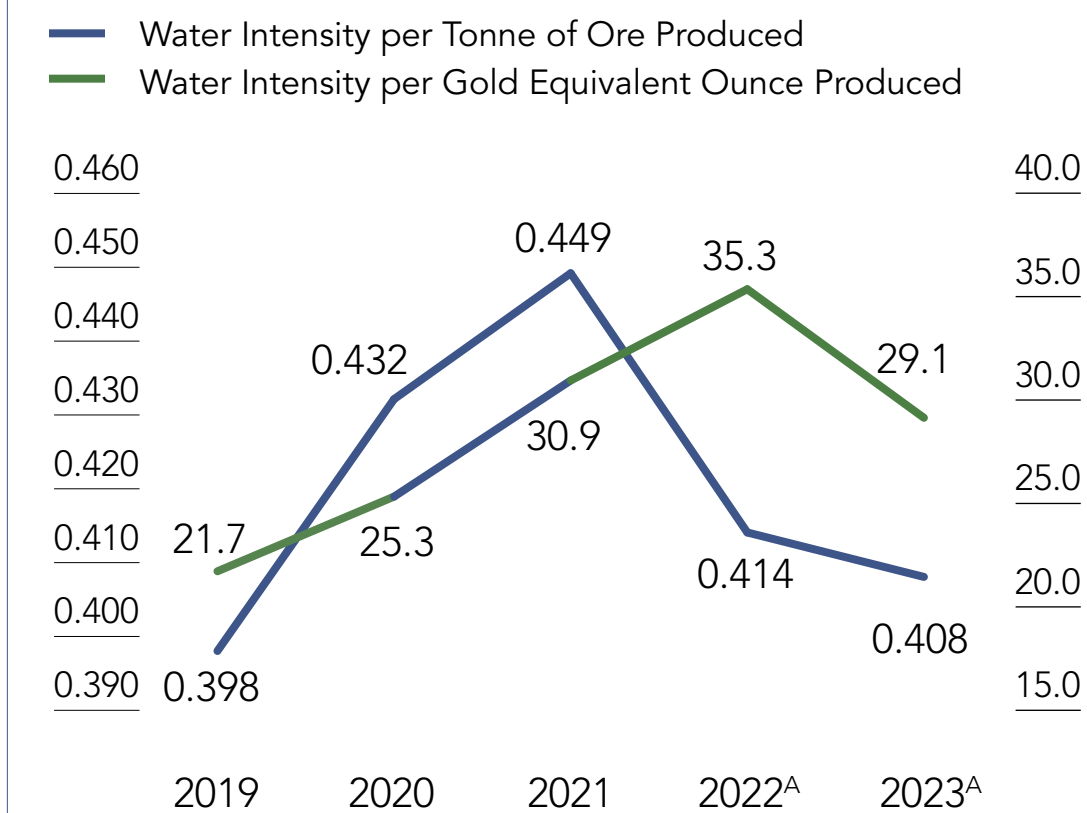
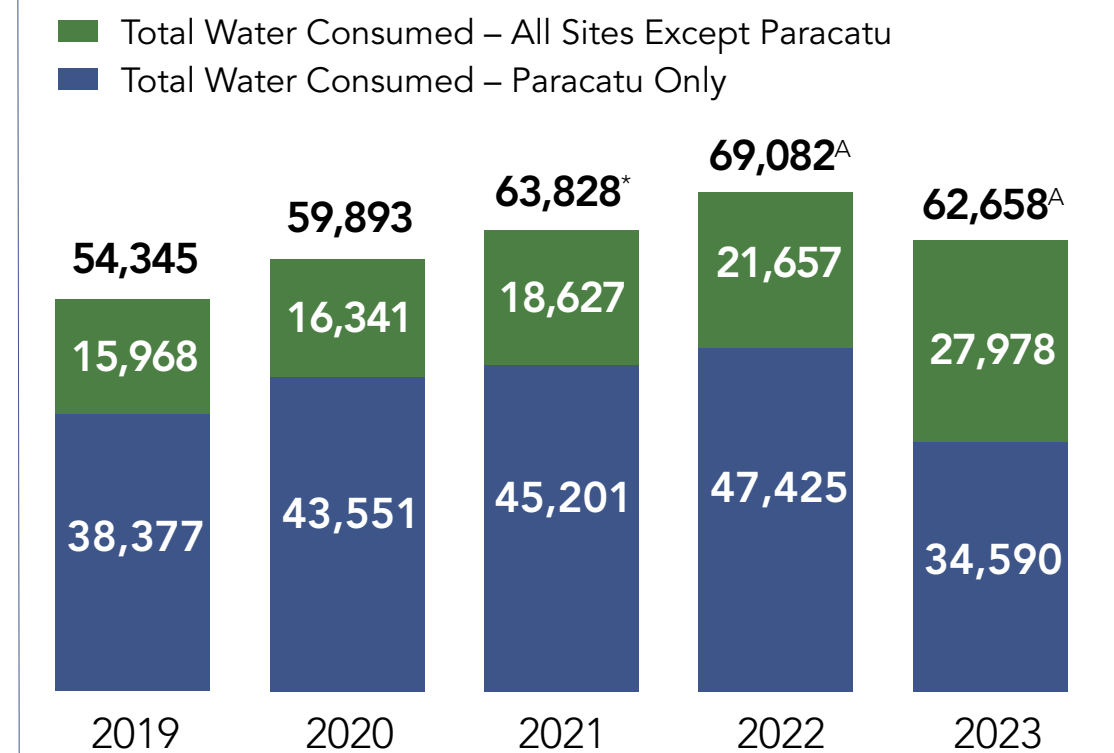


Figure 3  
**FIVE-YEAR TOTAL WATER CONSUMED**  
(000 m<sup>3</sup>)



\* 2021 metrics were independently assured by PWC LLP.

Figure 4  
**FIVE-YEAR PARACATU PRODUCTION AND WATER USE** (% of Kinross total)

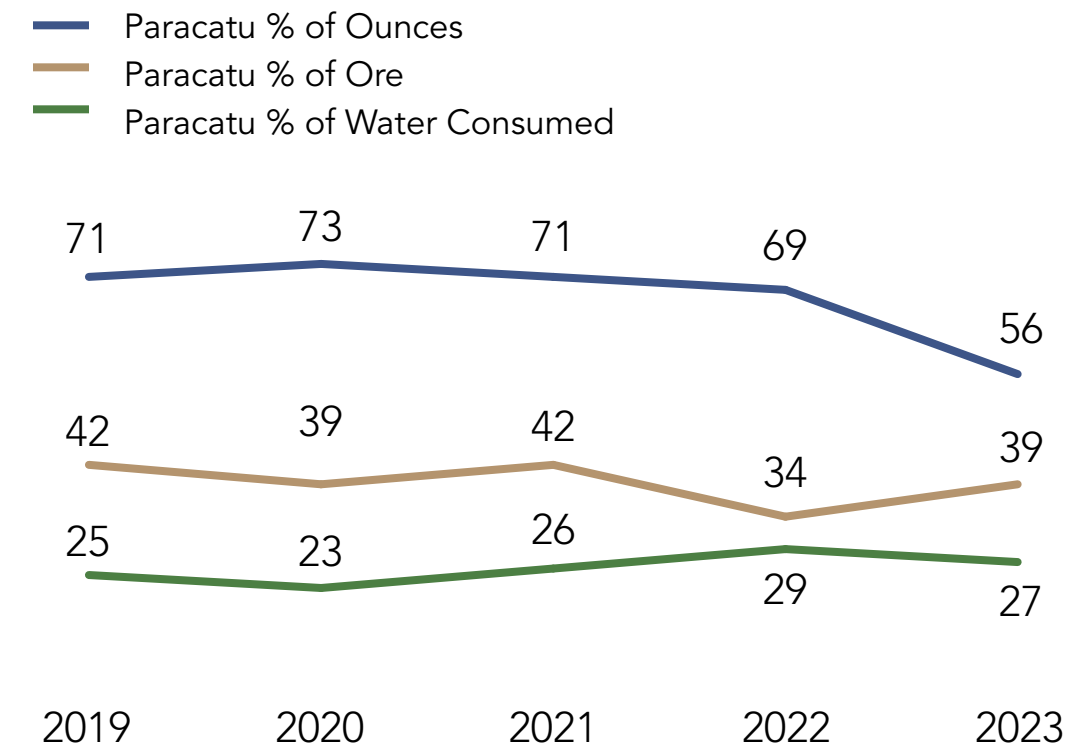
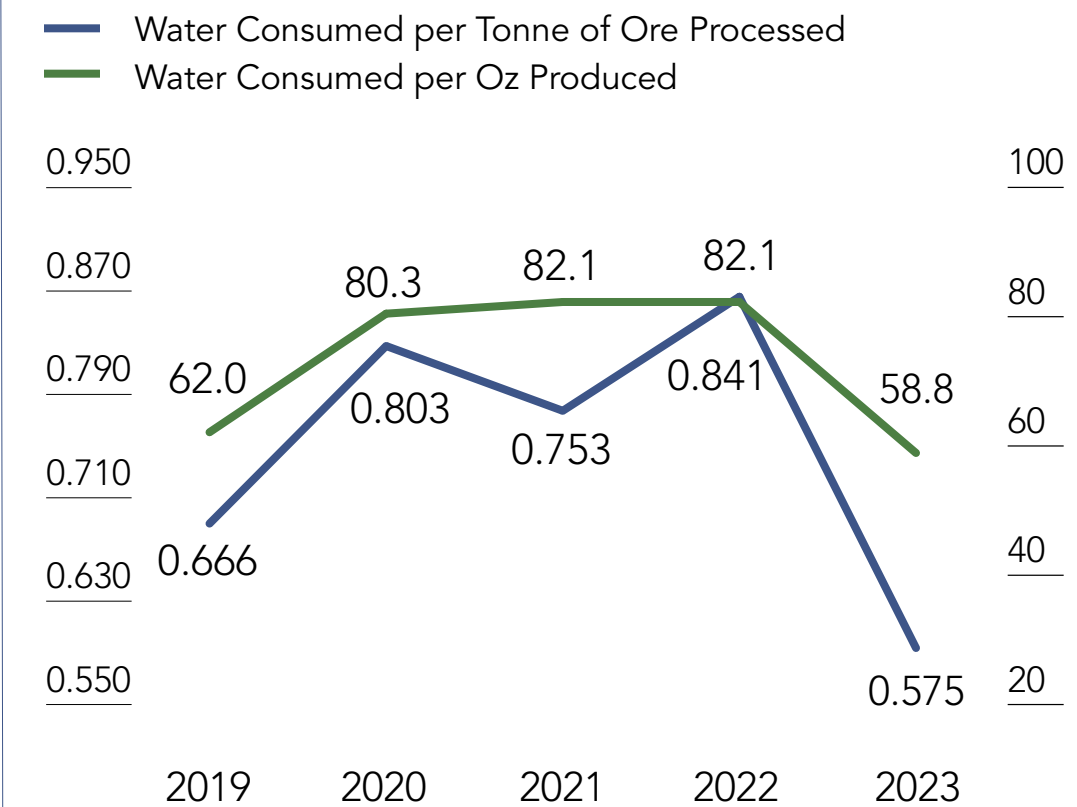


Figure 5  
**FIVE-YEAR WATER INTENSITY AT PARACATU**



At Tasiast, water sampling on site.

## Water Stress

- In 2023, two out of our six operating mines (33%) were in regions characterized by water stress, Tasiast in Mauritania and La Coipa in Chile. Both our Tasiast and La Coipa mines use brackish water.
- Tasiast draws brackish water (salinity of >16,000 mg/litre of total dissolved solids (TDS)) from a deep aquifer for its production and does not impact water availability for any other users or uses; part of the water is desalinated for camp facilities while potable water is purchased from a third party.
- La Coipa relies upon brackish water for processing (>1,500 mg/litre TDS). La Coipa utilizes a filtered tailings technology that deposits and stores tailings in a dry stack that reduces the water consumption compared to conventional tailings facilities.
- In keeping with our Company-wide water balance accounting methodology, Kinross includes precipitation captured in our water withdrawn calculations. Both Tasiast and La Coipa report precipitation captured (773,765 m<sup>3</sup> in 2023, of which Tasiast was 99.9%) but neither site consumes freshwater for processing (Table 3).

**TABLE 3: 2023 Summary of Fresh Water Use in Water-stressed Regions (m<sup>3</sup>)**

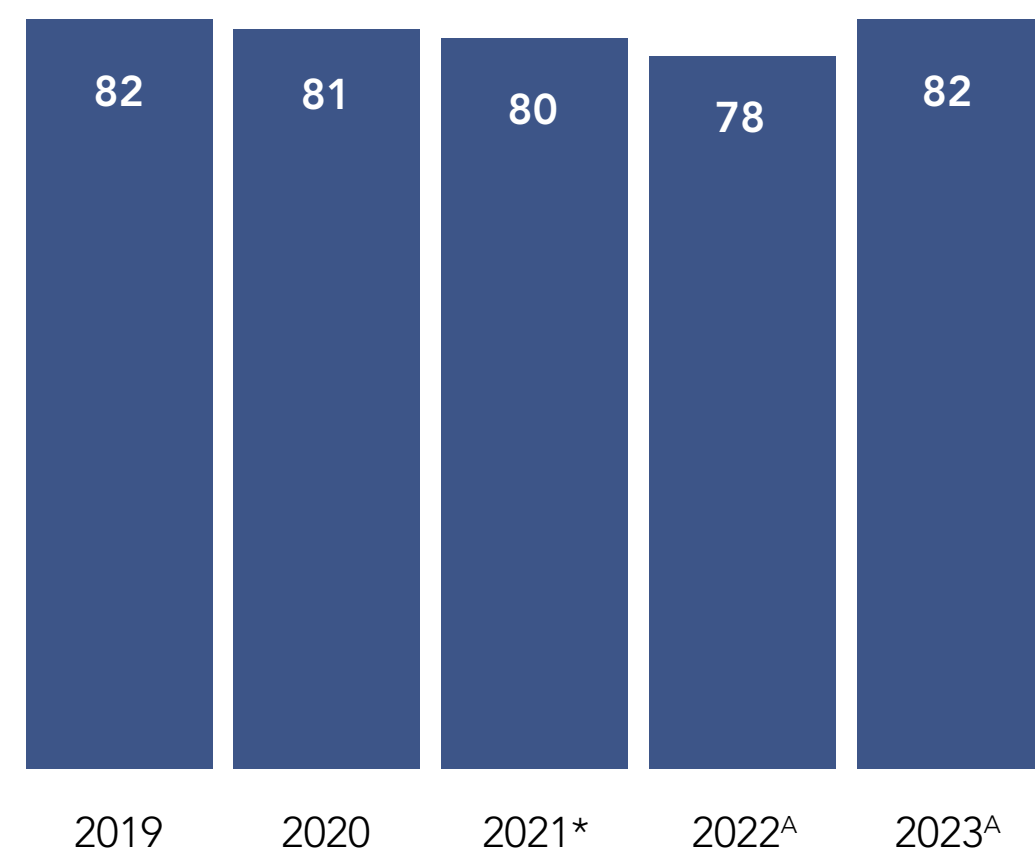
	Including Precipitation Captured	Excluding Precipitation Captured
<b>Water Withdrawn</b>		
Total Fresh Water Withdrawn in Water-stressed Regions	774,622	0
Total Fresh Water Withdrawn from Water-stressed Regions as a Percentage of Total Fresh Water Withdrawn (%)	1.0%	0.0%
<b>Water Consumed</b>		
Total Fresh Water Consumed in Water-stressed Regions	606,224	0
Total Fresh Water Consumed in Water-stressed Regions as a Percentage of Total Fresh Water Consumed (%)	1.1%	0.0%

## Water Balance

- We worked closely with all sites to review and update all water balances.
- All our operations are designed to recycle process water. In 2023, we recycled 82% of water consumed, an increase of 4% from 2022 and higher than the five-year average of 81% (Figures 6 and 7).
- In 2023, we registered a positive net water storage, primarily due to Paracatu and Fort Knox, which both increased water stored in the tailings pond.
- Bald Mountain, located in Nevada, U.S.A., is within an area categorized as arid and low water use.<sup>1</sup> Kinross' criteria for assessing water risk supports this classification. Bald Mountain is a heap leach operation and maintains a high water recycle rate, achieving a rate of 93% in 2023.
- Fort Knox has been treating and releasing water since 2016 to manage pond volumes in its tailings management facility. In 2023, however, the site significantly reduced the amount of water treated and discharged to the surface (1.55 million m<sup>3</sup> vs 5.79 million m<sup>3</sup> in 2022) to maintain pond volumes and ensure there were adequate volumes of water over the winter, when operational water levels are most critical. This reduction in discharge was despite much higher precipitation inflows in 2023 (5.2 million m<sup>3</sup>) vs 2022 (1.4 million m<sup>3</sup>).
- See [Table 4](#) for a summary of our approach to risk and opportunity related to Water Use and Water Risk.

1. <https://www.wri.org/aqueduct>

Figure 6  
**FIVE-YEAR WATER RECYCLING RATES (%)**



\* 2021 metrics were independently assured by PWC LLP.

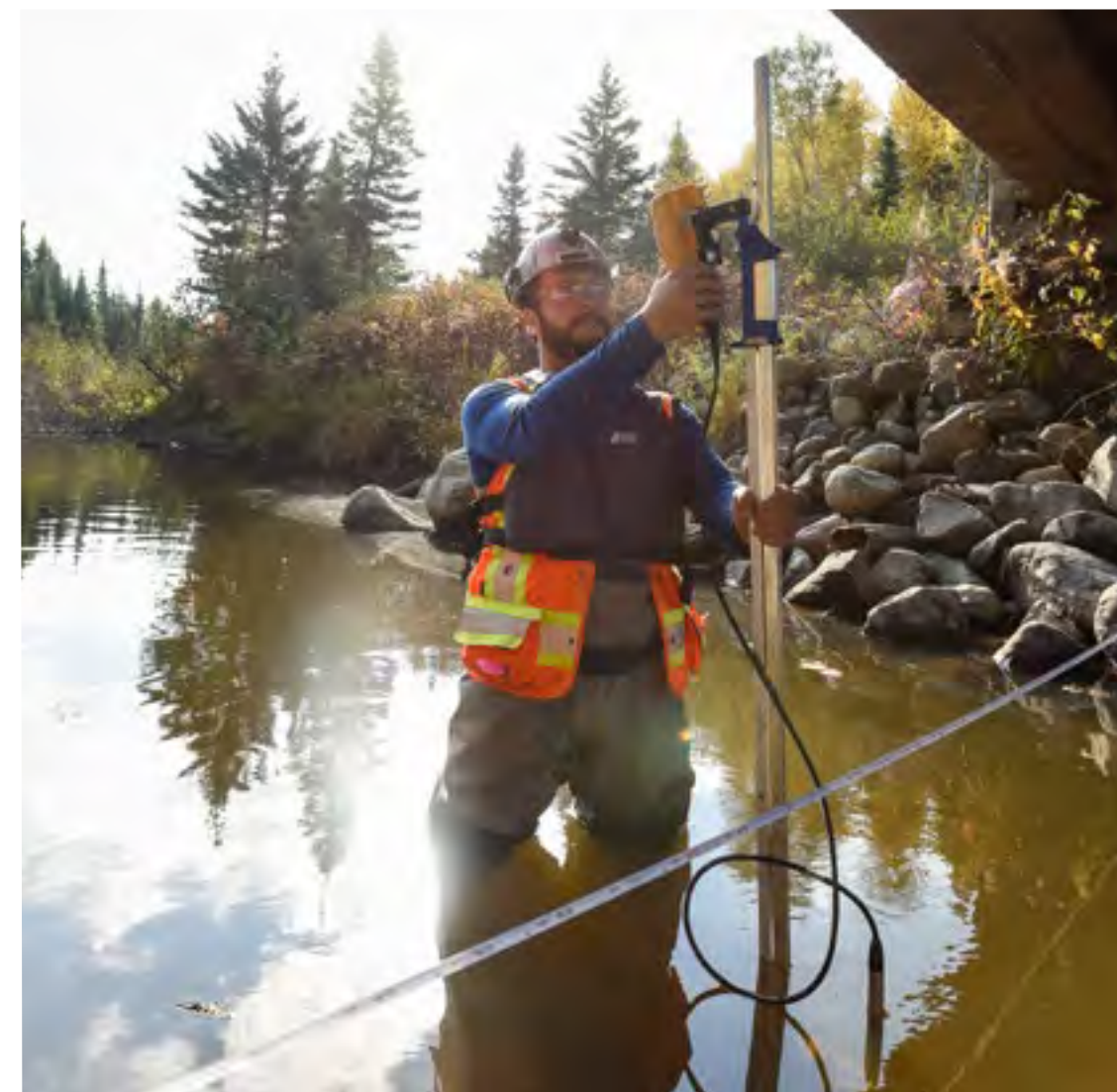
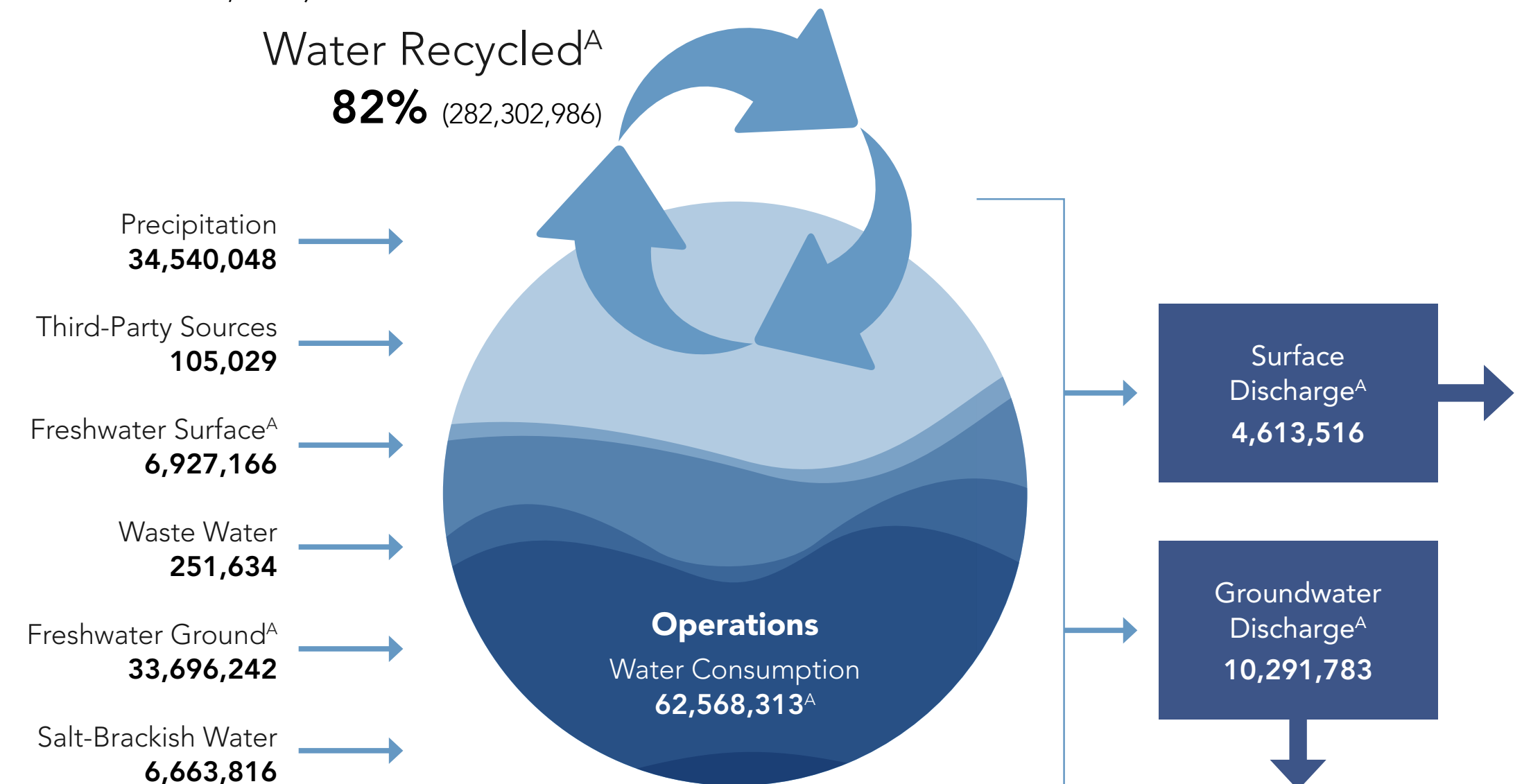


Figure 7  
**KINROSS GLOBAL WATER BALANCE (m<sup>3</sup>)**  
(As of December 31, 2023)



### For 2024, our targets include:

- Advancing our understanding of water-related risks and opportunities in the context of Kinross' comprehensive Natural Capital strategy.
- Completing an assessment of water security in our supply chain. Starting in early 2024, we are surveying the top 15 suppliers to Kinross with manufacturing facilities based on total spend, to better understand risks associated with water availability, climate change, and extreme weather events.
- Rolling out the updated Water Management Standard across the Company in the first half of 2024.
- Maintaining a water recycle rate greater than 74%.
- Working with sites to drive performance against enhanced First Priorities water management metrics on track to successful performance.



TABLE 4: Water Use and Water Risk

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Senior Vice-President, Technical Services <b>Functional responsibility</b> – Vice-President, Environment <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>Current (1 year): yes</li> </ul>	<ul style="list-style-type: none"> <li>Medium (3-5 years): yes</li> </ul>	<ul style="list-style-type: none"> <li>Long (&gt; 5 years): yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li><b>Financial</b> – arising from threats to business continuity due to water availability, changes in regulatory or permitting requirements, incidents of non-compliance, costly and time-consuming investigations, as well as potential fines and penalties, and financial settlements</li> <li><b>Reputational</b> – temporary impact related to allegations of environmental non-compliance/damage leading to investigations, media exposure and other stakeholder concerns which negatively impact Kinross and undermine credibility and trust</li> <li><b>License to operate</b> – temporary or long-term shutdown or development uncertainty arising from actions by regulators, shifts in the regulatory/permitting environment and water-related social conflict</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li><b>People</b> – attract and retain a values-driven workforce committed to Kinross’ First Priorities and responsible water use</li> <li><b>Environment</b> – enhance and protect water availability and quality, supporting natural capital strategy</li> <li><b>Assets</b> – ensure consistent operational and financial performance to generate shared value</li> <li><b>Reputation</b> – ongoing recognition as a partner of choice prioritizing water management, quality and compliance to advance reputation as a responsible operator</li> <li><b>Livelihood</b> – sustainable water quantity and quality in local communities</li> </ul>		
	<b>Strategic Framework</b>	Environmental Management System, Water Management Standards and Water Strategy and supported by other policies, codes and systems, including Kinross ERM system		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Minor</li> </ul>	<ul style="list-style-type: none"> <li>Minor (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>Minor</li> </ul>	<ul style="list-style-type: none"> <li>Minor (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
<b>Resilience of strategy</b>		<ul style="list-style-type: none"> <li>High</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li><b>Risk assessment</b> – quarterly update through Kinross ERM process as well as monthly meeting with the site environmental team on emerging risk and water risk mitigation</li> <li><b>Due diligence</b> – Corporate oversight of water balance calculation for each site; in most cases, Engineer of Records (EoR) of tailings facilities also have direct responsibility to management of water balance for sites with tailings facilities</li> <li><b>Training</b> – All sites must identify, provide, and document specific environmental training and competencies required for employees, based on role, to carry out the functions of the site Environmental Management System, including water management</li> <li><b>Monitoring and reporting</b> – Quarterly internal report; externally through annual Sustainability Report and CDP Water</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>Water intensity – total water consumed (m<sup>3</sup>/tonne of ore processed)</li> <li>Water intensity – total water consumed (m<sup>3</sup>/Au eq. oz.)</li> <li>Freshwater withdrawn from water-stressed areas as a percentage of total water withdrawn (%)</li> <li>Total water withdrawn (000 m<sup>3</sup>)</li> <li>Total water consumed (000 m<sup>3</sup>)</li> <li>Total water recycled (%)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>Water intensity (m<sup>3</sup>/tonne of ore processed) within 10% of five-year average</li> <li>Achieve water recycle rate of &gt;74%</li> <li>Ensure ongoing access to Water, Sanitation and Hygiene (WASH) facilities and programs for all employees and contractors</li> <li>Ensure that all employees continue to have access to managed drinking water services, maintaining a 100% service rate.</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Round Mountain, water testing.

**ANALYST CORNER: WATER USE AND WATER RISK**

Read [Management Approach](#)

GRI 303  
RGMP Principle 2, 10  
UNGC Principle 7, 8, 9

SASB  
SDG 6, 12, 15  
[Data Tables](#)





# Biodiversity and Land Use

**Our ESG strategy prioritizes Natural Capital as one of the three Priority Focus areas for Kinross. In 2023, we deepened our understanding of the TNFD and are focused on addressing gaps across all aspects of Natural Capital, including biodiversity. Kinross has an established commitment to protect natural assets, a responsibility we continue to execute through our Management Approach to Biodiversity and Land Use. We see this material topic as one of the areas of greatest opportunity for our sustainability strategy, tying into ongoing operations and long-range closure planning.**

## 2023 Performance: Metrics and Targets

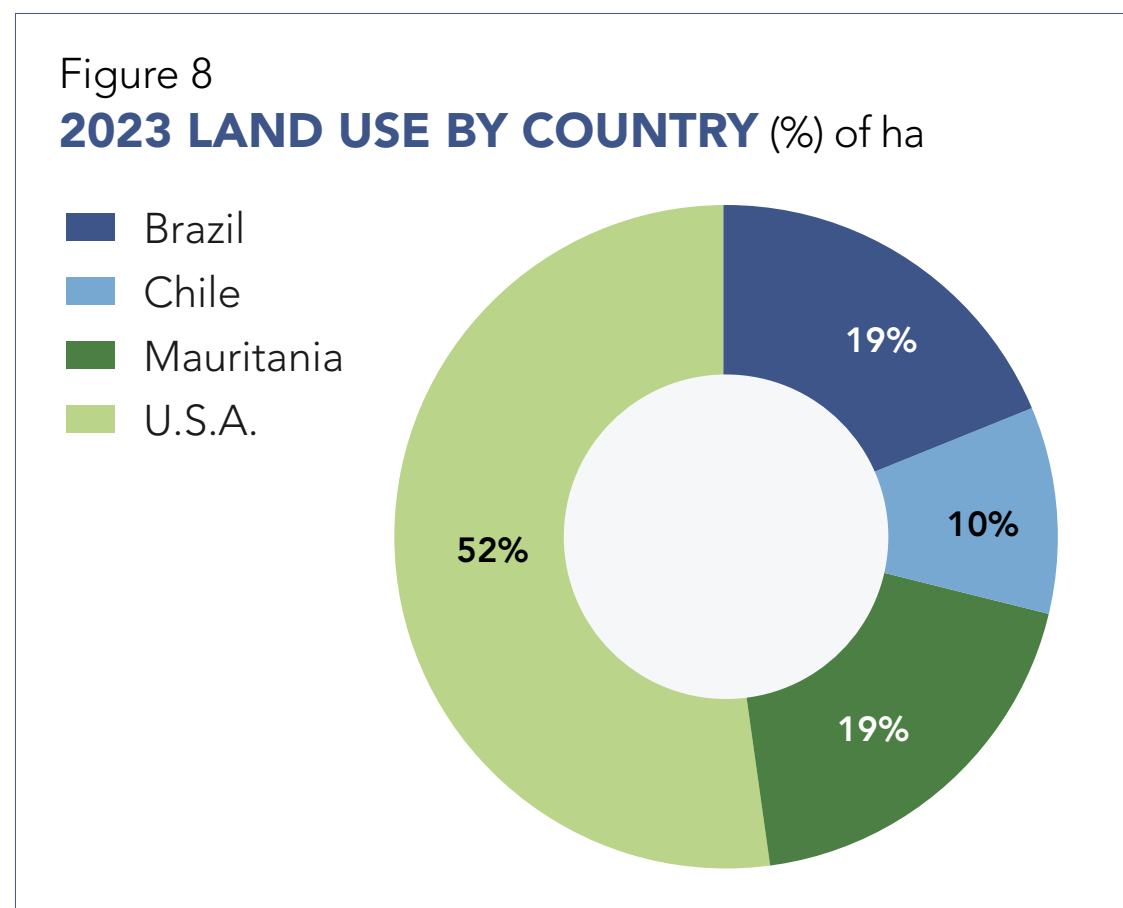
We made progress in 2023 advancing our goals in biodiversity and land use. At the corporate level, our work to assess Kinross’ position relative to the TNFD was a key focus, setting the stage for the development of a proposed nature strategy and roadmap in 2024.

At the end of 2023, we confirmed that Biological Resource Management Plans (BRMPs) were in place at our operating mine locations, three of which (Paracatu, Bald Mountain, and Tasiast) are located near or adjacent to areas of critical/high biodiversity. Within the past five years, 74,538 ha of land within our concession areas have been assessed for biodiversity. Approximately 63,603 ha of land are adjacent to areas of important global and national biodiversity. In 2023, 13,620 ha of land was protected by Kinross (Table 5).

Land use (i.e., land use disturbed and not yet reclaimed) during the reporting period was 19,130 ha, an increase from 2022 (16,553 ha), with most sites in a range of approximately 2,000 and 4,000 ha (Figure 8). Land newly disturbed during 2023 ranges from a low of 20 ha at Tasiast to a high of 122 ha at Fort Knox, and a total of 397 ha for our six operating sites.

In 2023, our Paracatu site, located in the Cerrado Biome region of Brazil, had the highest number of red-listed species (951) of all Kinross sites and higher than the 2022 number of 906, reflecting Kinross’ adoption of a new international data base<sup>1</sup>. Of the 2,310 IUCN red-listed species assessed within 25 km of our sites (vs. 2,268 in 2022), 2,178 are at the lowest level of concern (IUCN:LC), one is critically endangered (IUCN:CR), and 17 are in the endangered categories (IUCN:EN) (Table 6). See [Table 7](#) for a summary of our approach to risk and opportunity related to Biodiversity and Land Use.

1. IUCN Red List of Threatened Species



**TABLE 5: 2023 Biodiversity Assessment**

Operations (#)	6
Total Land Area (ha)	141,338
Operations with BRMP (#)	6
Total Land Area Assessed for Biodiversity in the Past 5 Years (ha)	74,538
Total Land Occupied by Mining Facilities (ha)	20,717
Sites Assessed for Biodiversity (#)	6
Sites Assessed for Biodiversity (%)	100%
Land Area Protected by Kinross (ha)	13,620
IUCN Red-Listed Species (#)	2,310

**TABLE 6: 2023 IUCN Species by Level of Extinction Risk**

	Critically Endangered	Endangered	
<b>Nevada, U.S.A.</b>		Little Brown Bat	Black Rose-Finch
<b>Central Alaska, U.S.A.</b>		Little Brown Bat	
<b>Chile</b>		Short-tailed Chinchilla Liolaemus Isabelae	Atacama Myotis
<b>Minas Gerais, Brazil</b>	Brazilian Merganser	Dwarf Tinamou Borboleta-ribeirinha Minas Gerais Tyrannulet	March Seedeater Brasilia Tapaculo Great-billed Seed-finch Boana Buriti
<b>Tasiast</b>		Egyptian Vulture Northern Bald Ibis	Sanker Falcon



Across our operating sites and projects, we work to avoid impacts on the ecological systems where we operate through our biodiversity action plans and applying our environmental management systems. Our 2023 results and performance include:

**Mauritania** – Our Tasiast mine is located approximately 65 km from Mauritania’s Banc d’Arguin National Park (PNBA). The PNBA is designated as a RAMSAR Convention wetland site and UNESCO World Heritage site. It is the largest and richest coastal wetland between Europe and tropical Africa with over 12,000 km<sup>2</sup> of protected territory that is home to over two million birds and a community of 1,500 people. In 2019, Kinross and the PNBA signed a five-year partnership agreement to protect the universal value of the PNBA through environmental monitoring, conservation of biodiversity and projects for the traditional communities. In 2023, Tasiast provided PNBA staff with training and equipment to monitor air quality and sediments to help identify and analyze possible contaminants such as mercury and cyanide. We also provided support for residents of six PNBA villages, through maintenance of six local waste disposal sites and procurement of four motorcycles with wagons to improve waste management practices. Financial support for the communities of Mamghar, R’gueiba and Teichott was provided for the purchase of fish products and provision of seed capital for the women’s self-managed credit funds. Kinross also purchased eight solar-powered freezers for the R’gueiba and Teichott fish processing units. To support capacity building, we provided training and equipment for PNBA staff to assist with conservation of marine and terrestrial flora and fauna, as well as key species of marine mammals, mangroves, fish, spartina, seagrass beds, and other wildlife living within the park. 2024 marks the fifth year of this strategic partnership.

At the Tasiast site, we initiated a natural revegetation initiative through the regeneration of native tree species and the creation of green areas across the site. Through this program, we are enhancing the environment and biodiversity on site, providing shelter for local wildlife, restoring habitat affected by mining, and providing green spaces for the enjoyment of people working and living at site. Read [The Tasiast Green Project](#).

**Brazil** – Our biodiversity strategy at Paracatu is designed to promote connectivity between conservation areas to protect endangered species and strengthen the biodiversity of the Cerrado Biome. In 2023, Kinross Brazil published a book, entitled *Cerrado de Paracatu*, on the flora and fauna of the Cerrado biodiversity corridor, highlighting the importance of protecting this critical region and the strategic approach taken by Paracatu. Our progressive reclamation effort focused on the rehabilitation of the borrow areas and the application of more than 14 hectares of soil cover at the Santo Antonio dam reservoir. We also continued our support for the Paracatu State Park, completing the establishment of two ecological trails to support connectivity. Read [Biodiversity at Paracatu](#).

**Alaska, United States** – Our focus on restoration and reclamation continued in 2023 through our ongoing partnership with Trout Unlimited (TU) and the U.S. Forest Service on the Alaska Abandoned Mine Restoration Initiative to restore areas along a 2.2 km stretch of Resurrection Creek impacted by historical placer mining. Construction at the project site continued in 2023, which included rebuilding and recontouring approximately three-quarters of a mile of new stream channel, showing immediate benefits with coho, pink and chum salmon spawning within days in the newly constructed stream channel. Work included tree harvest for log jams, bank stability and in-stream habitat structures, followed by stream channel and floodplain construction. Trout Unlimited has successfully leveraged Kinross’ contribution to the project to attract additional funding including securing a \$3.6 million grant for the project in 2023 from NOAA’s Transformational Habitat Restoration and Coastal Resiliency program.

As part of our work on Resurrection Creek, TU has implemented an aggressive communication plan that has helped create significant momentum for the project and garnered significant media attention. Trout Unlimited is partnering with multiple local businesses to host fun and casual events throughout the summer season to increase awareness and support for the restoration project, has hosted multiple site visits with VIPs and local community members to the project, and is developing an interpretive plan for the project to showcase the restoration efforts to future visitors. Among the work for 2024, the initiative is expected to restore another three-quarters of a mile of the stream, including construction, reclamation and revegetation using trees and native plant species in riparian areas.



At Paracatu, a female anteater, carrying her baby, was recorded by animal monitoring cameras.



At Alaska, the Abandoned Mine Restoration Initiative advanced work on approximately 2.8 kilometres of Resurrection Creek in 2023.



**Nevada, United States** – Bald Mountain has a track record of reclamation excellence and has been recognized for its leadership on concurrent mine reclamation, including as the recipient of the 2022 Reclamation Award for “Leadership in Concurrent Mine Reclamation” from the Nevada Division of Environmental Protection, Nevada Department of Wildlife (NDOW), U.S. Forest Service, U.S. Bureau of Land Management (BLM), and the Nevada Division of Minerals. Bald Mountain’s reclamation and conservation efforts continued in early 2023. Faced with record snowfall amounts, Bald Mountain undertook snow clearing activities to support mule deer protection measures at site, facilitating the movement of mule deer populations under difficult conditions. We also continued our participation in the State of Nevada’s Sage Grouse Conservation Protection Credit System during the year. Of the 9,435 ha of ranch land owned by the mine, 8,357 ha (89%) remain enrolled and protected under the credit conservation system. In addition to measures to protect sage grouse and mule deer, Bald Mountain works actively to protect a variety of other wildlife such as eagles and wild horses by maintaining fencing and coverings around and on process ponds, as well as activity buffers around migratory bird nests.

**Chile** – We collaborated with the University of Atacama and its “Laboratory for research into the cryosphere and water” through the donation of three high-mountain shelters to support student researchers in the Nevado Tres Cruces National Park. Located in the Laguna Santa Rosa of the Atacama region, the weather conditions associated with being at high altitude can be challenging. Construction of the three 12-metre-long shelters was completed in 2023. Each shelter provides a safe refuge from the harsh weather and is equipped with lighting, heating, a floating floor, and wall cladding to accommodate extreme weather, oxygen therapy for those experiencing altitude sickness, and satellite phones for communication. The shelters are also expected to help attract new partnerships between research institutions and the University to further investigate the biodiversity, hydrology, and other aspects of this important habitat.

In early 2024, we restarted multidisciplinary baseline studies at our Lobo-Marte project to update the Socio-Environmental Impact Assessment (SEIA) at that site. The studies include collecting baseline data over four seasons and for a variety of disciplines, including flora, fauna, air quality, noise and vibration, hydrology, hydrogeology and geochemistry, sediment and soil quality. We also commissioned a gap assessment of Kinross’ 2020 SEIA<sup>1</sup> for Lobo-Marte to understand where more work needs to be done given some of the recent changes in the Chilean regulatory framework, specifically related to climate change and biodiversity.

**Canada** – Our Great Bear project, which is situated in northern Ontario’s Red Lake District, is centred around collecting baseline data on the local environment, traditional land uses, and social and economic aspects. Additionally, we are conducting robust multidisciplinary studies and environmental impact assessments to support the permitting and design of the Advanced Exploration project, which is anticipated to begin in 2024, as well as the future mine.

1. Kinross’ SEIA for Lobo-Marte was completed in 2020 but was not submitted.



*In Chile, representatives from Kinross and the University of Atacama stand in front of one of the three high-mountain shelters in the Nevado Tres Cruces National Park.*

**Our performance goals for 2024 include:**

- Advancing our reporting in line with TNFD.
- Working with the PNBA in Mauritania to discuss a new five-year framework agreement.
- Progressing the SEIA at Lobo-Marte in preparation for submission.
- Progressing the SEIA at Great Bear.



TABLE 7: Biodiversity and Land Use

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Senior Vice-President Technical Services <b>Functional responsibility</b> – Vice-President, Environment <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global; upstream and downstream not considered presently		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – threats to business continuity associated with a range of nature risks including changes in regulatory or permitting requirements, incidents of non-compliance, costly and time-consuming investigations, stricter closure regulations as well as potential fines and penalties, and financial settlements</li> <li>• <b>Reputational</b> – temporary impact related to endangered species or habitat loss, incidents of non-compliance and/or damage to local ecosystems leading to investigations, media exposure and other stakeholder interest which negatively impact Kinross and undermine credibility and trust</li> <li>• <b>License to operate</b> – temporary or long-term shutdown or development uncertainty arising from biodiversity and habitat loss or perceived loss, with consequent impact on stakeholder trust and/or ability to obtain permits</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – attract and retain a values-driven workforce committed to Kinross’ First Priorities and the Company’s approach to Natural Capital</li> <li>• <b>Environment</b> – sustainable use of natural resources and resource efficiency, ecosystem protection, restoration and regeneration</li> <li>• <b>Assets</b> – business-focused biodiversity strategy helps with consistent operational and financial performance, thereby attracting investors</li> <li>• <b>Reputation</b> – ongoing recognition as a partner of choice prioritizing biodiversity and ecosystem protection as a responsible operator</li> <li>• <b>Livelihood</b> – partnerships with local communities, including indigenous peoples, and conservation groups lead to healthier habitats supporting fish and other animal populations for sustainable harvesting</li> </ul>		
	<b>Strategic Framework</b>	Environmental Management System, <a href="#">Biodiversity Management Plan</a> and supported by other policies, codes and systems, including <a href="#">Kinross ERM system</a>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Minor</li> </ul>	<ul style="list-style-type: none"> <li>• Minor</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• Low</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – Quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – Corporate-level risk-based environmental audit conducted at each site every three years. The audit program covers all environmental performance, including biodiversity. Biological Resources Management Standard and programs are governed by Kinross’ Environmental Management System (EMS)</li> <li>• <b>Training</b> – All sites must identify, provide, and document specific environmental training and competencies required for employees, based on role, to carry out the functions of the site Environmental Management System, including biodiversity</li> <li>• <b>Monitoring and reporting</b> – monthly internal report; externally through annual Sustainability Report and CDP Water</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Percent of mine locations with biological resource management plans in areas of critical/high biodiversity value (%)</li> <li>• Description of environmental management policies and practices for active mine sites</li> <li>• Percentage of mine sites where acid rock drainage is (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation (%)</li> <li>• Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat (%)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• 100% of mine locations in areas of critical/high biodiversity value have biological resource management plans</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



**ANALYST CORNER:  
BIODIVERSITY AND LAND USE**

Read [Management Approach](#)

GRI 304, G4-MM1, MM2

RGMP Principle 2, 9

UNGC Principle 7, 8

SASB

SDG 15

[Data Tables](#)



## Biodiversity at Paracatu

Paracatu has a well-established biodiversity strategy which is generating connectivity between protected areas hosting endangered species and enhancing the biodiversity resilience of the Cerrado Biome.

Paracatu's strategy is multifaceted, and includes progressive reclamation and closure activities, proactive management of protected areas (environmental reserves, permanent preservation and compensatory areas), combining ecological, social and economic pillars in support of regional sustainable development. Approximately 6,400 ha (Paracatu State Park) are designated for conservation, contributing to ecological connectivity, enabling the development of ecological corridors, and ensuring resources are available to attract and sustain fauna and flora. Paracatu also protects 5,241 ha of Kinross-owned land, including legal reserves and other lands arising that have been set aside for reclamation, conservation and management as environmental compensation for mining activities under State regulations.

### Supporting the Paracatu State Park

Our plan for integrated closure at Paracatu includes a protected corridor between the mine site and the Paracatu State Park, which are separated by approximately 15 km. The State Park is strategically located in the Santa Isabel basin, the primary source of Paracatu's supply of freshwater and its protected status will help sustain the city's water source. To date, Kinross has purchased 6,400 ha of land to form the park. The most recent addition within the 6,400 ha is a farm of 1,909 hectares for which we are progressing the legal steps to first regularize land title and then transfer to the State. By the end of 2023, Kinross had provided approximately \$800,000 in financial support to support conservation and infrastructure initiatives in the Park. In 2023, highlights of Paracatu's work with the State Park included:

- Completion of two ecological trails within the State Park and identification of two additional trails for construction in 2024.
- Purchased agricultural equipment for the Park to help establish firebreaks in the event of wildfires.

- Collaborated with the State Park in the publication of a book on the Cerrado Biome. The book showcases the beauty and diversity of the Cerrado Biome and highlights efforts to protect it, with a strong focus on conservation and the State Park. The majority of the photos were taken from within the State Park. The book has been distributed widely, including in Brasilia to stakeholders, partners, and community members. In Belo Horizonte and Paracatu, book launches were held and attended by the Mayor of Paracatu, environmental authorities, NGO leaders, schools, and community stakeholders.
- Preparation of specific projects and designs for renovation and infrastructure works.



At Paracatu, officials gathered for the launch of the Cerrado de Paracatu book.

Looking ahead to 2024 and 2025, our work with the State Park is heavily focused on providing financial support for infrastructure. Working with the State Forest Institute (IEF), a workplan is in development to construct a new entrance to the Park, a machine warehouse and two camping locations, for an estimated investment of \$1.05 million.

### Partnerships

Paracatu maintains a range of partnerships with academic institutions and other stakeholders. In 2023, we established a partnership with Embrapa Cerrados, a State company associated with the Ministry of Agriculture with a history of vegetation studies to study and provide a definitive revegetation plan for the Santo Antonio dam and downstream slopes, representing over 100 ha.



### Biodiversity at Paracatu (continued)

Field and laboratory work is underway, including the implementation of two revegetation trial areas on the dam downstream slope.

We also continued our work with the Federal University of Viçosa (UFV), dating back to 1993, regarding acid rock drainage (ARD) studies. In 2021, a new research and development partnership was established to study, besides other sub-projects related to ARD, the current revegetation condition of the site and scientific monitoring of various rehabilitation processes currently adopted at Paracatu. In 2023, the University team carried out field visits to Kinross and collected several soil samples for lab analyses. Results from these studies are expected in 2024.

Also during the year, we initiated discussions with the Federal University of Uberlândia to partner in monitoring mammal fauna in the Kinross Paracatu region.

**“I leave my message to the population of Paracatu about how the Kinross Brazil Environment team and the entire leadership have been treating their legal and social obligations with seriousness and commitment.”**

**Marcos Guimarães**, Regional Supervisor,  
State Forest Institute (IEF)



*At Paracatu, an aerial view of the Cerrado Biome.*

#### Fast Facts about the Cerrado Biome

- Is the second largest cerrado in South America, occupying 22% of Brazil's land area.
- Recognized as the richest savannah in the world, based on biodiversity.
- Includes approximately 12,000 recorded species of native plants.
- Considered to be the “cradle of water”, as it is home to the sources of Brazil's main hydrographic basins.



# Tailings Management and Mineral Waste

**We take a responsible approach to how tailings are managed at our sites. The design and construction of our tailings facilities, along with our tailings management program, reflect our longstanding commitment to technical and operational excellence. The result is a 31-year history of zero material reportable incidents and zero fines at our eight active, six inactive and four closed tailings facilities across our operating mines and closed sites (Table 8).**

We apply industry-leading practices, including the MAC and Canadian Dam Association (CDA) guidelines, as well as implementation of the Global Industry Standard on Tailings Management (GISTM) and the MAC’s Towards Sustainable Mining (TSM) at Paracatu. We have robust systems in place to ensure the reliability of all dams at the design, operation, and closure stages.

## 2023 Performance: Metrics and Targets

We continued to demonstrate strong performance in tailings management in 2023. Our tailings management program integrates the core disciplines of environment, permitting and dedicated geotechnical expertise, as well as related disciplines including community relations and legal. We took steps during the reporting year to reinforce these connections, leveraging synergies to support a holistic tailings management strategy. Performance highlights for 2023 also included:

- Completion of the year with zero reportable/compliance tailings incidents at sites.
- Independent reviews at Paracatu, Round Mountain and Kinross’ Brazil hydroelectric dams in 2023.
- Generated 83 million tonnes of tailings, an increase from 78 million tonnes in 2022, reflecting increased ore processed at La Coipa and Paracatu.
- Delivering on First Priorities under the category of “Risk and Audit”, including live action and tabletop drills under site Emergency Preparedness Response Plans (EPRPs).
- Advancing work to align with the GISTM at Paracatu. At the end of 2023, Paracatu’s self-assessment demonstrated that the site “meets” or “partially meets” more than 80% of the GISTM requirements. During the first quarter of 2024, the site was at 90%. We expect to apply learnings to other sites along a path to full alignment over the coming years. As part of our periodic review of our tailings management standards, our 2024 update will bring Kinross’ standards more in line with evolving practice in key areas such as risk identification and risk management processes required under GISTM.

- Completing a post-event assessment of Paracatu’s Eustáquio Tailings Storage Facility (TSF) following a record-breaking 24-hour rainfall event with a depth of over 200 mm, equivalent to a 500-year flood. The assessment by our environmental, dam, and mine teams confirmed that the integrity of the Eustáquio and Santo Antônio TSFs was uncompromised and the facilities remained structurally sound in the face of extreme weather. Limited erosion occurred in the mine area and priority areas were immediately repaired.
- See [Table 9](#) for a summary of our approach to risk and opportunity related to Tailings Management and Mineral Waste.

**TABLE 8: 2023 Tailings Management Facilities**

Total Active Tailings Facilities (#)	8
Total Inactive Tailings Facilities (#)	6
Total Closed Tailings Facilities (#)	4

## Mineral Waste

During 2023, our operating mines were required to maintain Geological Materials Management Plans under the Kinross Environmental Management System. Specifically, our sites are required to analyze the geological materials that will be exposed to weathering through our mining activities and the potential for acid or metalliferous drainage and metal leaching (AMD/ML). In 2023, we mined and safely managed 228 million tonnes of waste rock of which 28 million tonnes are potentially acid generating.

### Our mineral waste management targets for 2024 include:

- Meeting our target of zero significant reportable incidents at tailings facilities.
- Updating Kinross’ Tailings Management Standard as part of our EMS standards update.
- Fully implementing GISTM at Paracatu.
- Updating the Environmental Policy, which will include expectations pertaining to tailings.
- Completing independent reviews at Fort Knox, Kettle River, Paracatu, and Tasiast.
- Roll-out of the new mineral waste (waste rock) management standard.
- Establishing annual reviews of mineral waste management plans.



TABLE 9: Tailings Management and Mineral Waste

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Senior Vice-President, Technical Services <b>Functional responsibility</b> – Vice-President, Environment <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	• All Kinross geographies and assets		
	<b>Value Chain</b>	• Global		
	<b>Time Horizon</b>	• <b>Current (1 year):</b> yes	• <b>Medium (3-5 years):</b> yes	• <b>Long (&gt; 5 years):</b> yes
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from legal, financial penalties associated with failures of our tailings and heap leach facilities or waste rock dumps due to improper design, construction and/or operation and resulting in impacts to the environment or communities</li> <li>• <b>Reputational</b> – impact related to incidents of non-compliance, tailings facility and heap leach failures, and waste rock dump impacts leading to investigations, media exposure and other stakeholder interest which negatively impact Kinross</li> <li>• <b>License to operate</b> – temporary or long-term loss caused by tailings facility and heap leach failures or issues with waste rock dumps which negatively impact people’s lives (i.e., groundwater quality, potential risks to people’s lives, livelihoods, and health, agriculture and crops)</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – attract and retain a values-driven workforce committed to Kinross’ First Priorities to support productivity and deliver on strategy</li> <li>• <b>Environment</b> – protect local ecosystems, habitats and water bodies and enhance local environment through safe operation of tailings facilities and waste rock dumps and the application of leading reclamation practices</li> <li>• <b>Assets</b> – timely engineering, permitting, construction and safe operation of tailings facilities and waste rock dumps and expansions will ensure consistent sustainable production and financial performance</li> <li>• <b>Reputation</b> – ongoing recognition as a partner of choice prioritizing responsible and safe tailings and waste rock management and engaging communities in emergency preparedness</li> <li>• <b>Livelihood</b> – engagement with communities on income generation projects to support tailings facility and waste rock dump reclamation and closure</li> </ul>		
	<b>Strategic Framework</b>	Environmental Management System, including <u>Tailings Management Standard</u> and <u>Reclamation and Closure Standard</u> supported by other policies, codes and systems, including <u>Kinross ERM system</u>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	• Minor	• Minor (M-L)	
	<b>Society and Environment</b>	• Minor	• Minor (M-L)	
	<b>Strategy and decision-making</b>	• High	• High (M-L)	
	<b>Resilience of strategy</b>	• High	• High (M-L)	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process and tailings scorecard</li> <li>• <b>Due diligence</b> – Tailings Management Standard aligned with the MAC and CDA Guidance, and Global Industry Standards for Tailings Management (GISTM) at Paracatu; First Priorities site-level mineral waste management plans; Independent Tailings Review with third-party, independent review panels (minimum two reviewers/three reviewers for Paracatu) conducted at minimum every three years, and annually at Paracatu; internal audit – three-year audit cycle; geological materials management plan</li> <li>• <b>Training</b> – Operator training at site level for inspection and monitoring of tailings facilities.</li> <li>• <b>Monitoring and reporting</b> – Tailings Scorecard (internal) submitted quarterly to Senior Vice-President, Technical Services and included in CRTC materials; <u>Tailings Disclosure Report</u> (external) published annually at Kinross.com; Sustainability Report (external) published annually</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Tailings facility significant incidents (#)</li> <li>• Total weight of tailings produced (tonnes)</li> <li>• <u>Tailings facility inventory table</u></li> <li>• Summary of <u>tailings management system and governance structure</u> used to monitor and maintain the stability of tailings facilities</li> <li>• Approach to development of Emergency Preparedness and Response Plans for tailings facilities</li> <li>• Total weight of waste rock generated (tonnes)</li> <li>• Total potentially acid-generating waste rock (tonnes)</li> <li>• Total non-potentially acid-generating waste rock (total)</li> <li>• Waste rock that is geochemically active (as % of total waste rock)</li> <li>• Total number of inactive and closed tailings management facilities</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• Zero reportable/compliance incidents</li> </ul>	



Paracatu's Eustáquio tailings facility

ANALYST CORNER: TAILINGS MANAGEMENT AND MINERAL WASTE

Read [Management Approach](#)

GRI G4-MM3

RGMP Principle 2, 8

UNGC Principle 7, 8, 9

SASB

SDG 8, 12, 15

[Data Tables](#)



For a reference guide to the above table and criteria, see [About this Report](#).

# Integrated Mine Closure

**We take a life-of-mine approach to closure that ensures compliance with regulations as well as engagement with stakeholders, especially local communities. This approach includes the design of post-mining land use options where possible.**

## 2023 Performance: Metrics and Targets

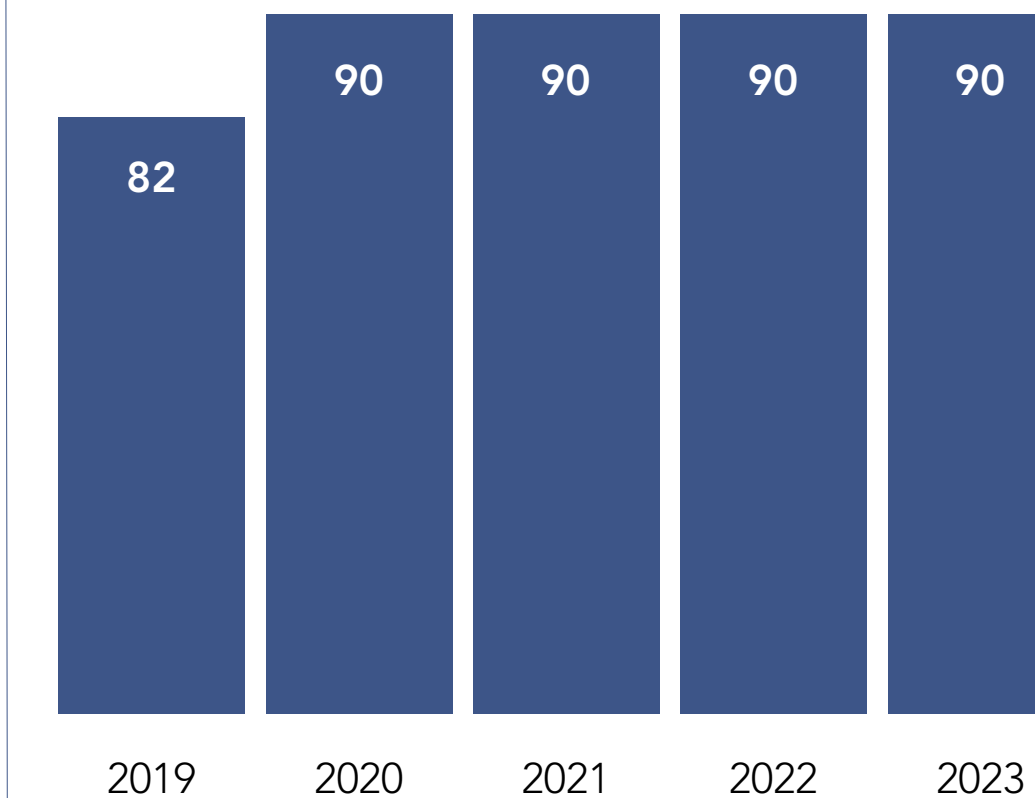
Kinross recorded strong performance in 2023 across all aspects of closure with an overall score of 3.9 out of 4.0 for the reclamation component of the Corporate Responsibility Performance Metric, and 88% of sites achieving their reclamation goals against this metric in 2023. As part of our effort to update our corporate-wide standards, we completed updates to our EMS Reclamation and Closure Standard and our Social Performance Management Standards (SPMS) Community Plan for Mine Closure Standard to better align with Kinross' ESG strategy and reflect best practices.

Other areas of performance include:

- At our mining operations, we reclaimed 65 ha of land in 2023, compared with 40 ha in 2022. The majority of the reclaimed land (40 ha) was at our Paracatu site.
- At our two North American closure sites (Kettle River, Washington State, and Hayden Hill, California), we continued to deliver on our obligations for the long-term maintenance, water management and monitoring of both sites, representing 90 ha of land in 2023, unchanged from prior years. Over the long term, this less active phase of the mine closure cycle is expected to continue and the area of land reported remain steady based on Kinross' portfolio of closure properties. Physical reclamation and closure was completed during the active closure phase at both sites in accordance with Kinross' reclamation and closure standards and regulatory requirements (Figure 9).
- At La Coipa, we continued our active management of the mercury groundwater plume through reverse osmosis (when needed) and ion-exchange in accordance with permit conditions. Mercury bioremediation pilot testing is ongoing at La Coipa. The mercury remediation system is monitored through an extensive network of groundwater wells and laboratory data are provided to the authorities on a quarterly basis. La Coipa renewed the environmental permit for the groundwater mercury treatment system in early 2024.
- At Paracatu, we are evaluating various closure scenarios with trade-off analysis to support the closure design. A paper was submitted to the 5<sup>th</sup> International Congress on Planning for Mine Closure on the topic of a hybrid cover system (soil and water) for a 900 ha tailings facility. The goal of this approach is to prevent metal leaching and acid rock drainage, while maintaining the dam factor of safety. Progressive closure at this site has been underway since 2016, with soil covering applied nearest to the embankment and water cover in more distant areas. See [Reclamation and Closure at Paracatu](#).

- At our Nevada sites, training was provided on the Kinross approach to integrated mine closure planning. Round Mountain is looking at a potential transition from surface to underground mining towards the end of the decade, with consequent implications for jobs and local tax contributions. The site has begun engagements with local stakeholders on this topic and is initiating studies to assess stakeholder views regarding the future.
- See [Table 10](#) for a summary of risk and opportunity related to Integrated Closure.

Figure 9  
**FIVE-YEAR LAND AREA DISTRIBUTED AT CLOSED SITES**  
(ha)



*At Bald Mountain, progressive reclamation efforts help maintain connectivity corridors for mule deer migration.*

### Our targets for 2024 include:

- All sites to review and update (as needed) site reclamation and closure plans and associated costs.
- All sites to complete approved site-level land reclamation activities, as per site closure and reclamation plans.
- Roll out updated Reclamation and Closure Standard under EMS.
- Roll out updated Community Plan for Mine Closure under SPMS at all sites.
- Provide training on mine closure planning and mine closure cost estimation using the Standardized Reclamation Costing Estimator model at Tasiast.



## Reclamation and Closure at Paracatu

During 2023, multiple activities continued at our Paracatu site as part of its integrated closure strategy.

We made progress with our revegetation program in 2023, especially in the reclamation of borrow areas downstream from the Santo Antonio dam, where terraces are being used during seedling planting, according to the site Degraded Land Rehabilitation Plan (PRAD). On soil and saprolite slopes, biodegradable blankets and hydroseeding were used to help revegetate steeper slopes with little organic matter.

In 2023, we covered an additional 14 hectares at the Santo Antonio dam and tailings area. We also continued our discussions with State and Federal Agencies regarding decharacterization of the Santo Antonio tailings facility. The Santo Antonio dam is in transition to closure, where a total of just over 400 hectares of tailings has now been covered. Definitive drainage chutes have been built, as well as the reclamation of soil borrow areas (approximately 500 hectares) that provided material for original construction of the facility.

During the year, we continued engaging the local community which manages 20 community nurseries that are providing seedlings to support our revegetation efforts. We met our target in 2023, planting 10,000 seedlings in our ecological reclamation area.

In other areas of the Paracatu property, we advanced the progressive closure of the waste rock dumps, using grasses/herbaceous species and fertilizer to support revegetation. For the areas facing the community and federal highway (BR-040), biodegradable blankets were also applied to ensure dust control and better conditions for vegetation establishment. As part of the decommissioning of Specific Tank X, we initiated the partial removal of pipelines and are on track to complete the process in 2024. We continued to maintain all reclaimed areas through control of exotic and aggressive grass species.

Our work to rehabilitate the old artisanal mining (ASM) areas of Rapadura Creek and the Macacos Creek also continued in 2023. While we obtained permits for the project at Rapadura Creek, we decided to conduct a peer review with an independent third party to examine both rehabilitation projects to ensure that their design meets Paracatu's plan for the long-term stability of each site, as well as ensuring long-term safety for the local community.



At Paracatu, the closure and reclamation of the Santo Antonio TSF is progressing, with covering and revegetating of the surface, dam face, and borrow areas below the dam.



TABLE 10: Integrated Closure

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) and Audit and Risk Committee (ARC) <b>Management responsibility</b> – Senior Vice-President, Technical Services and Chief Financial Officer <b>Functional responsibility</b> – Vice-President, Environment; Vice-President, Community Relations and ESG; and Vice-President, Finance <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	<ul style="list-style-type: none"> <li>All Kinross geographies and assets</li> </ul>		
	<b>Value Chain</b>	<ul style="list-style-type: none"> <li>Global</li> </ul>		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li><b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li><b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li><b>Financial</b> – Arising from potential fines, legal actions associated with failure to meet compliance obligations pertaining to closure obligations; additional costs due to lack of long-term closure strategy</li> <li><b>Reputational</b> – Arising from negative perceptions and operational disruptions associated with unclear communication on closure strategies to manage environmental and social impacts upon mine closure</li> <li><b>License to operate</b> – failure to meet regulatory obligations and/or social commitments at closed sites affects ability to permit new projects</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li><b>People</b> – Enable workers and communities to maintain and scale up viable social and economic opportunities post-closure</li> <li><b>Environment</b> – Reclaim the mine area to establish self-sustaining and beneficial ecotypes based on-site specific soil, vegetation, climate and community considerations.</li> <li><b>Assets</b> – Long-term approach to reduce post-closure fixed costs while realizing new shared value projects</li> <li><b>Reputation</b> – Ongoing recognition as a partner of choice through transparent, proactive, thoughtful approach to closure</li> <li><b>Livelihood</b> – Create a positive legacy through sustained socio-economic projects and post-closure economic opportunities</li> </ul>		
	<b>Strategic Framework</b>	Integrated Closure Strategy supported by other policies, codes and systems, including Kinross ERM system		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Minor</li> </ul>	<ul style="list-style-type: none"> <li>Moderate (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>Incidental</li> </ul>	<ul style="list-style-type: none"> <li>Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>Medium</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li><b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li><b>Due diligence</b> – Reclamation and Mine Closure Standard for site-level reclamation and closure plan (closure risk assessment, progressive reclamation, financial provision updated annually); Community Plan for Mine Closure Standard</li> <li><b>Training</b> – site-level closure workshops</li> <li><b>Monitoring and reporting</b> – Operating sites report quarterly on progressive reclamation activities (internally); site-specific reclamation and closure plan/cost targets for land reclamation and activities; annual Sustainability Report</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>Site-specific targets on progressive reclamation activities</li> <li>Land area newly disturbed (ha)</li> <li>Land area reclaimed (ha)</li> <li>Percent of sites with Mine Plans for Social Closure</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>Establishment and update of site’s reclamation and closure plan and associated costs</li> <li>Annual completion of GM approved land reclamation activities (per site)</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Bald Mountain, an area of the mine site concurrently reclaimed.

**ANALYST CORNER: INTEGRATED MINE CLOSURE**

Read [Management Approach](#)

GRI G4-MM1, MM2

RGMP Principle 2, 8, 9

SDG 12, 15

UNGC Principle 7, 8, 9

[Data Tables](#)



## The Tasiast Green Project

Located in northwestern Mauritania’s Inchiri and Dakhlet Nouadhibou Districts, Tasiast’s “Green Project” is enhancing biodiversity and contributing to progressive reclamation efforts at site. An integral part of Tasiast’s biodiversity resource management program, the project is designed to enhance natural revegetation and create green areas at Tasiast using native plants and trees. The goals of the project are to restore the loss of habitat caused by mine activities, promote an increase in biodiversity through a favourable environment for wildlife, and provide new green spaces for the enjoyment of people living and working at Tasiast.

Initiated in late 2022, 12 ha have been identified for potential revegetation at Tasiast through the Green Project. To support this initiative, over the past two years, the Tasiast nursery has produced 3,400 indigenous plants representing

six local species (Ziziphus maritiana, Acacia tortilis, Acacia senegal, Maerua crassifolia, Balanites aegyptiacus and Acacia erherengiana). A total of 2,650 native trees have already been planted, including 500 within the Tasiast camp, to complete the revegetation of 5 ha in 2023.

Over the next three years, Tasiast expects to produce approximately 5,000 trees in its nursery to support its planting goal of 1,600 trees in 2024. Through the Green Project, Tasiast plans to develop an additional 7 ha of green space, including a “green belt” within the camp and around the administrative offices. In addition to the efforts within the site, planting of trees near the three groundwater pumping stations at the Sondage will help protect these installations from drifting sand. As the program matures, the site hopes to expand the tree planting program alongside the access road to Tasiast.

In addition, we plan to engage with local stakeholders, including the Banc d’Arguin National Park, to share the lessons we have learned and see if this program could have wider applicability.

**“As a responsible mining operator, we are very committed to respecting and maintaining a greener, healthier environment in order to minimize our environmental impact on the Tasiast site.”**

**Fodie Diawaram**, Environmental Specialist  
Tasiast



At Tasiast, planting native species of seedlings grown in the site’s nursery.



At Tasiast, revegetation of areas at site using native plant species.

# Waste Management

**Reducing, reusing, and recycling the non-mineral waste we produce are fundamental to the way we manage waste. Following our Waste Management Standard, we adhere to a waste management hierarchy to avoid, reduce, reuse, recycle, energy recovery, and disposal. Materials that cannot be recycled or reused safely are disposed of in compliance with local regulations for their safe handling, transportation, and storage. For remote mine sites, off-site recycling and disposal options are often limited, resulting in accumulation of inventories of waste on-site until permits for disposal are granted or opportunities for disposal off-site are identified.**

## 2023 Performance: Metrics and Targets

We continued to improve our performance, tracking and reporting pertaining to non-mineral waste in 2023. Stewardship of non-mineral waste remained a priority across our sites and contributed to an overall reduction in the volume of both hazardous and non-hazardous waste during the year. Our Tasiast mine site made significant progress advancing its program to address single-use plastics in 2023, eliminating single-use cups, flatware, plates and cutlery, replacing them with recyclable paper and/or wooden alternatives, and reusables. The site also intensified waste segregation measures. See [Achievements in Waste Management at Tasiast](#).

Our performance and results over the past year include:

- The total amount of hazardous waste was 7,149 tonnes in 2023, down from 8,041 tonnes in 2022 (Figure 10), driven by a significant reduction of 1,400 tonnes at Tasiast.
- The total amount of non-hazardous waste generated was 30,706 tonnes in 2023, a decrease from 34,295 tonnes in 2022, due primarily to reduced amounts at Paracatu and Tasiast. Paracatu accounts for almost half of this amount (Figure 10).
- The total amount of all waste types disposed was 11,387 tonnes in 2023, registering a small decline from 12,288 tonnes in 2022.
- Through our solid waste management practices, our sites diverted 22,381 tonnes of hazardous and non-hazardous waste from disposal (on site and off site), representing 59% of the 37,855 tonnes of total solid waste generated by Kinross sites in 2023. We directed 13,531 tonnes to on-site and off-site disposal.
- The amount of waste recycled was 21,689 tonnes, down from 23,951 tonnes in 2022, mainly due to lower non-hazardous waste recycled off-site from Paracatu.
- The percentage of waste recycled (hazardous and non-hazardous) in 2023 was 57%, in line with the previous high of 57% in 2022, maintaining the rate at over 50% for the third consecutive year (Figure 11 and 12). This was driven primarily by Paracatu which recycled 91% of non-hazardous waste. At Fort Knox, recycle rates decreased year on year, due to an increase in non-hazardous waste stored on site in 2023.
- At Tasiast, the percentage of hazardous waste recycled increased dramatically to 91% in 2023 from 55% in 2022 due to the recycling of used oil.

- Total non-mineral waste intensity (0.25 kg/tonne of ore processed) was similar to 2022 and the five-year trend, as were non-mineral waste disposed offsite (0.02 kg/tonne of ore processed) and non-mineral waste recycled (0.14 kg/tonne of ore processed), due to lower tonnes of ore processed and lower waste metrics, in similar proportion. Non-mineral waste disposed on site (0.05 kg/tonne of ore processed) was significantly lower than the five-year trend of 0.120 kg/tonne of ore processed, due to reductions at La Coipa, Paracatu and Round Mountain.
- See [Table 11](#) for a summary of risk and opportunity related to waste management.

Figure 10  
**FIVE-YEAR TOTAL HAZARDOUS/  
NON-HAZARDOUS WASTE GENERATED**  
(Tonnes)



Figure 11  
**FIVE-YEAR WASTE RECYCLED**  
(%)

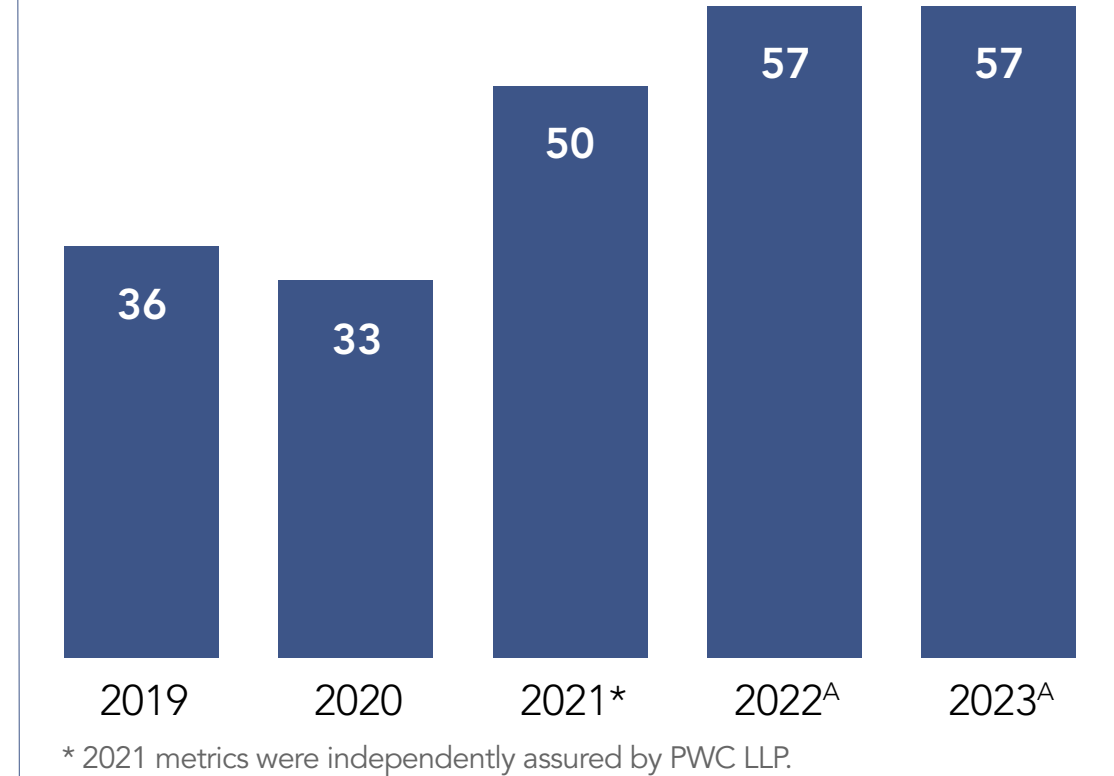
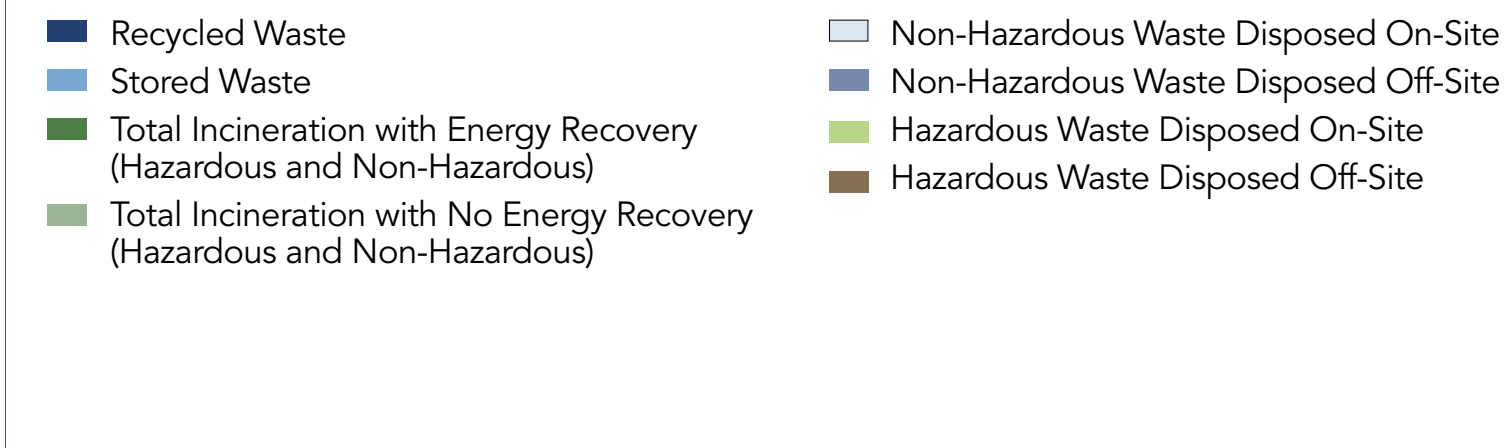


Figure 12  
**2023 NON-MINERAL WASTE BY CATEGORY**  
(% of tonnes)



### Our targets for 2024 include:

- All sites to review non-hazardous waste management plans.
- Continue the effort to identify the sources and work towards eliminating the use of single-use plastics at our sites.
- Continue to advance waste disposal agreements at Tasiast for non-ferrous metals and wood recycling.



At Tasiast, potable water is provided in plastic water bottles, which are segregated at site and shipped to approved recycling facilities.

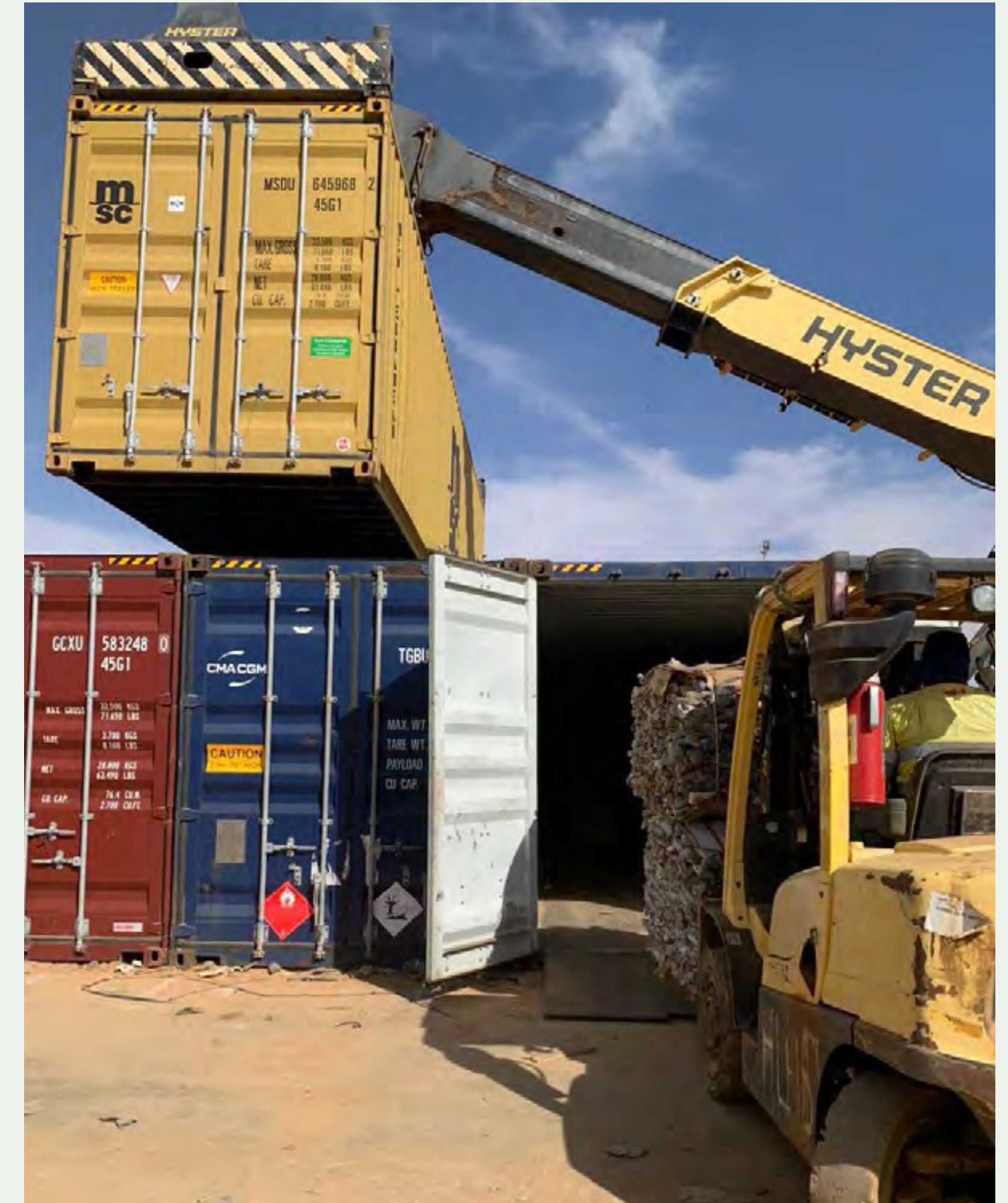
### Achievements in Waste Management at Tasiast

2023 marked an important turning point in Tasiast’s solid waste management program. Since the inception of the mine, waste management options for solid waste have been significantly limited due in part to the remote location of the mine, gaps in waste management infrastructure and services, and required permitting. Tasiast has relied upon a multi-dimensional strategy focused primarily on avoidance, reduction, reuse, recycle, energy recovery, disposal, as well on-site storage to safely manage the large volumes of solid waste produced.

During the year, the team at Tasiast submitted a waste management action plan to the Mauritanian government to advance its waste management strategy. Working with waste service providers, Tasiast’s waste management Steering Committee explored opportunities for disposal of four major waste categories for off-site recycling, including steel scrap, non-ferrous metals, plastics, and wood. Together with the potential recycling providers, the environmental practices of each company were assessed and site visits to their facilities were conducted by the Tasiast team to ensure that Tasiast’s requirements for safe handling and disposal of waste could be met. Late in 2023, Tasiast reached agreements with Mauritanian recycling companies to recycle plastics, a milestone for solid waste management at site.

In 2023, Tasiast also successfully eliminated single-use plastics, where alternatives are available, replacing all plastic cups, flatware, plates, and cutlery with biodegradable (primarily wooden) products at all mess halls and satellite restaurants at site. While plastic water bottles continue to be a necessity on site given the unavailability of potable freshwater from natural sources at Tasiast, the site made strides this year to segregate waste and facilitate the recycling of plastic water bottles.

A new system to sort food waste, biodegradable waste, and the plastic bottles was implemented at site. Dedicated collection bins situated at different locations at camp are facilitating the collection and storage of plastic bottles at the waste dump. In 2023, approximately 7.5 million plastic water bottles were collected and the process of compacting and removing plastic commenced in January 2024 with the new recycling provider. During Phase 1 of the program, approximately 4.46 million plastic bottles, representing roughly 20 shipping containers and 114 tons of plastic, were recycled. Phase 2 of the program, scheduled for early Q2 is expected to recycle another 20 shipping containers of plastic.



At Tasiast, shipping containers of plastic being prepared for recycling off-site.

## Waste Management at Paracatu

### Coopercicla – Local Cooperative

In Brazil, local waste Cooperatives contribute to the safe collection and correct disposal of recyclables and derive their main source of income from waste collection. Since 2010, these institutions have had the support of the National Solid Waste Policy (PNRS), established by Law 12.305, which defines the roles and organization of waste collectors in supporting municipal collection systems. The Coopercicla has been operating in Paracatu since 2008. In addition to the daily collection carried out on the streets of the City of Paracatu, Coopercicla receives donations of material from companies in the region, such as Kinross.

Kinross invests in responsible waste management procedures. At Paracatu, internal waste collection is carried out using bins, identified with standardized colours to help separate waste types, at established points around the site. Internal awareness campaigns also stress the importance of correctly separating waste from the source of generation to the final stage, as well as providing guidance for employees on the correct way to carry out collection, both at work and at home.

After separation, Paracatu donates approximately 20 tonnes/month of its recyclable waste to Coopercicla. The materials come from the Company's administrative activities, such as paper, cardboard, aluminum, and plastic. An internal survey concluded that the amount of material recovered and recycled from Paracatu is equivalent to 45% of the total volume of waste collected by the cooperative in the municipality. As well as ensuring the cleanliness of the City and contributing to the preservation of the environment, the activity carried out by Coopercicla is the main source of income for 27 local families.

### REUSE +

In 2020, a platform called Reuse+ was developed to increase internal waste recycling. This platform, available online, allows internal users to register materials and waste which could be used in other areas, increasing internal reuse, avoiding inappropriate disposal and reducing the need for new procurement.

The main waste materials reused internally were off-road tires, scrap metal, office furniture and pipes. Since the launch of the platform, around 500 tonnes of waste and materials have been reused.



At Paracatu, Coopercicla members.



At Paracatu, the REUSE+ dashboard.

**TABLE 11: Waste Management**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Senior Vice-President, Technical Services <b>Functional responsibility</b> – Vice-President, Environment <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from inadequate management of hazardous and non-hazardous wastes and legal actions; cost increases related to disposal, changes in regulatory or permitting requirements, incidents of non-compliance, costly and time-consuming investigations; potential fines and penalties, and financial settlements</li> <li>• <b>Reputational</b> – temporary shutdown associated with industrial accidents affecting the communities near the mine sites, media exposure and other which negatively impact Kinross and undermine trust</li> <li>• <b>License to operate</b> – temporary shutdown or uncertainty arising from mismanagement of waste and shifts in the regulatory environment</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – robust waste management practices and lower waste support societal health and well-being</li> <li>• <b>Environment</b> – reduced operational waste generated contributing to lower overall environmental footprint</li> <li>• <b>Assets</b> – reduced operating waste can lead to lower operating costs and improved financial performance</li> <li>• <b>Reputation</b> – ongoing recognition as a partner of choice prioritizing waste reduction and innovative waste management practices</li> <li>• <b>Livelihood</b> – responsible management of hazardous and non-hazardous wastes creates opportunities for local recycling and certified waste disposal enterprises</li> </ul>		
	<b>Strategic Framework</b>	Environmental Management System, Waste Management Standards, and International Cyanide Management Code and certification/recertification at operating sites		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Minor</li> </ul>	<ul style="list-style-type: none"> <li>• Minor (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• Medium</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – Quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – Waste Management Standard and programs are governed by the Kinross' Environmental Management System (EMS); International Cyanide Management Code and certification/recertification at operating sites</li> <li>• <b>Training</b> – All training requirements are covered under our EMS Standard</li> <li>• <b>Monitoring and reporting</b> – Sustainability Report (external) published annually</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Site-level waste management plans (# and % of sites)</li> <li>• Total weight of hazardous waste generated (tonnes)</li> <li>• Total weight of hazardous waste recycled (tonnes)</li> <li>• Total volumes of non-hazardous waste generated (tonnes)</li> <li>• Total volumes of non-hazardous waste disposed (tonnes)</li> <li>• Total volumes of waste – recycled (tonnes)</li> <li>• Percentage of waste recycled (hazardous and non-hazardous)</li> <li>• Number of significant incidents associated with hazardous materials and waste management</li> <li>• Description of waste and hazardous materials management policies and procedures for active and inactive operations</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• Site-specific non-mineral waste management targets were established and reviewed as part of Kinross' First Priorities under the Four Point Plan. Site performance on the selected targets is recorded and reviewed quarterly for all sites.</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).


**ANALYST CORNER: WASTE MANAGEMENT**

Read [Management Approach](#)

GRI 306

SASB

RGMP Principle 2, 8

SDG 12, 15

UNGC Principle 7, 8, 9

[Data Tables](#)



# Air Quality

**Our sites monitor and report on potential pollutants related to air quality, including carbon monoxide, nitrogen oxide, sulphur dioxide, particulates, and a range of metals. Dust control measures are also implemented at our mine sites.**

## 2023 Performance: Metrics and Targets

Our 2023 performance results include:

- Estimated emissions for NOx were 2,089 tonnes in 2023, a minor decrease from 2,162 tonnes in 2022, but the lowest level in five years.
- Estimated emissions for SOx of 1,457 tonnes was in line with 1,419 tonnes in 2022.
- At Round Mountain, to improve the performance of mercury capture from the air emission, a new retort has been installed and operated since May 2023, and passed the State air emissions test in March 2024.
- See [Table 12](#) for a summary of risk and opportunity related to Air Quality.

### Our targets for 2024 include:

- Maintain compliance, the accuracy of monitoring results, and continuous improvement.



At Round Mountain, a view of the open pit mine wall.

## Air Emissions Control and Air Quality Monitoring Program at Paracatu

Across Kinross, our operations have a responsibility to control our air emissions and maintain good air quality, as well as manage the noise exposure and vibrations associated with our operations. At Paracatu, we rely upon a comprehensive Atmospheric Emissions Control and Air Quality Monitoring Program. Our goal is to minimize the generation of particulates and gases arising from our operations, and to protect the health and safety of our workers, the nearby local community, and surrounding habitats. Read [Key Stakeholder Issues, Dust Noise and Vibration at Paracatu](#).

Five online monitoring stations automatically monitor air quality, collecting PM2.5, PM10, and total suspended particulate data. These include two high-volume air sampler-PM10 stations installed in the Alto da Colina and Bela Vista neighbourhoods and a station in a rural region adjacent to the mine, with high-volume-PM10 and PTS equipment on the Machadinho farm. The monitoring stations also collect meteorological parameters (i.e., wind direction, wind speed and air temperature) which are essential for interpretation of data results. Arsenic analysis in PM10 is also part of the ongoing monitoring program at Paracatu, with detailed analysis completed in independent laboratories.

The results of the continuous monitoring at the automatic stations are made available via online communication to the Minas Gerais State environmental foundation's (FEAM) Air Quality Management system (GESAR), as defined in the mine's operating license. Read [Key Stakeholder Issues, Community Health at Paracatu](#).

### Atmospheric Emissions Control

Dust suppression control measures play a vital role in the management of air quality at Paracatu. The ore crushing process as well as mobile equipment used at site are the main sources of particulate emissions. To help control and reduce particulates and fugitive dust at the site, Paracatu applies a range of measures, including watering access roads, applying dust suppression agents as well as gravel on road surfaces, revegetating exposed areas, vehicle exhaust inspections, lower speed limits, as well as using water to control emissions when transferring ore for storage and processing.



At Paracatu, an employee conducts a particulate emissions inspection.



At Paracatu, spraying polymer on mine slopes.



**TABLE 12: Air Quality**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Senior Vice-President Technical Services <b>Functional responsibility</b> – Vice-President, Environment <b>Accountability</b> – Quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global upstream and downstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from legal and financial penalties associated with air pollution, including health-related matters faced by residents in host communities</li> <li>• <b>Reputational</b> – temporary consequences associated with community concerns about air pollution as well as cumulative impacts associated with other industries and natural events operating in or near host communities, resulting in negative media exposure</li> <li>• <b>License to operate</b> – temporary shutdown/operational disruption arising from community opposition relating to air quality/dust and changes in the regulatory environment</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – good air quality supports health and well-being in the workplace and for communities and contributes to a better quality of life, prevention of respiratory diseases and long-term health.</li> <li>• <b>Environment</b> – effective measures to mitigate air pollution protect the environment (i.e., soil quality, water bodies, plants and wildlife) and differentiate Kinross as a responsible operator</li> <li>• <b>Assets</b> – effective management of air quality helps ensure consistent operational and financial performance</li> <li>• <b>Reputation</b> – effective management of air pollution contributes to competitive advantage for Kinross as a partner of choice with communities, investors and other stakeholders</li> <li>• <b>Livelihood</b> – clean air is a key contributor to overall quality of life in neighbouring communities and thus an opportunity for Kinross to support measures which engender clean air (e.g., tree planting, electrification)</li> </ul>		
	<b>Strategic Framework</b>	Environmental Management System, <a href="#">Air Quality Management Standards</a> and supported by other policies, codes and systems, including <a href="#">Kinross ERM system</a>		
	<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b> <ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<b>Anticipated</b> <ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>
<b>Risk Management</b>	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Minor</li> </ul>		
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Low</li> </ul>		
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>		
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>		
<b>Metrics and Targets</b>	<b>Metrics</b> <ul style="list-style-type: none"> <li>• Air Emissions for following pollutants:                             <ul style="list-style-type: none"> <li>• Carbon Monoxide (CO)</li> <li>• Nitrogen Oxide (NOx)</li> <li>• Sulphur Oxide (SOx)</li> <li>• Particulate matter (PM10)</li> <li>• Mercury (Hg)</li> <li>• Lead (Pb)</li> <li>• Volatile Organic Compounds (VOCs)</li> </ul> </li> </ul>		<b>Targets</b> <ul style="list-style-type: none"> <li>• Compliance with all air quality regulations</li> </ul>	
	<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – Air emissions Management Standard and programs at sites</li> <li>• <b>Training</b> – All training requirements are covered under our EMS standard.</li> <li>• <b>Monitoring and reporting</b> – Sustainability Report (external) published annually</li> </ul>			

For a reference guide to the above table and criteria, see [About this Report](#).


**ANALYST CORNER: AIR QUALITY**

Read [Management Approach](#)

GRI 305-6, 305-7

SASB

RGMP Principle 2, 8

SDG 12, 15

UNGC Principle 7, 8, 9

[Data Tables](#)





# Climate and Energy

Climate and energy is a priority focus area of our ESG strategy. For well over a decade, Kinross has placed a high priority on various facets of ESG, such as energy efficiency projects, as well as transparent reporting on our efforts to address climate change, submitting our first CDP submission in 2006 and reporting our alignment with the TCFD since 2020. Our climate change and greenhouse gas reduction plan is aligned with Kinross' commitment to meet the goals of the 2015 Paris Agreement.

## 2023 Performance: Metrics and Targets

In 2023, we continued to advance our action plans to meet our commitment to being a net-zero GHG emissions company by 2050 and made progress toward our interim GHG target of a 30% reduction in Scope 1 and Scope 2 emissions intensity per gold equivalent ounce produced by 2030 against the baseline year of 2021.

Our climate change strategy is focused on measures within our control. Our operating sites and projects are proactively developing solutions for energy efficiency, enhancing resiliency, and reducing emissions in support of Kinross' climate goals and GHG reduction targets. All sites submit greenhouse gas forecasts for the life of mine, identify opportunities for energy efficiency projects, and account for Kinross' shadow price on carbon to understand the cost of carbon on society and the economy. We also are engaging with our supply chain team working with equipment suppliers and vendors on opportunities for electrification.

We continue to review energy options available at our operations and development projects with a focus on lowering our carbon emissions and managing cost. In Alaska, Kinross maintains ongoing dialogue with the the electrical utility which supplies power for Fort Knox and the city of Fairbanks, with respect to its power supply mix and options for sustainable (especially lower GHG emissions) sources while maintaining reliable and affordable electricity for users.

For our development projects, energy efficiency initiatives and best practices are an integrated part of the design process to ensure energy efficiency. Our Great Bear project is located in northwestern Ontario, which is connected to a low GHG-emissions power grid (largely supplied by nuclear and hydroelectric power). We are working with the electricity transmitter, electrical system operator, and the Ontario government to advocate for and implement connection of the Great Bear project to Ontario's low GHG-emissions electricity. In parallel, the energy team at Great Bear is working with mining fleet vendors to determine the optimal combination of electric and diesel mining equipment.

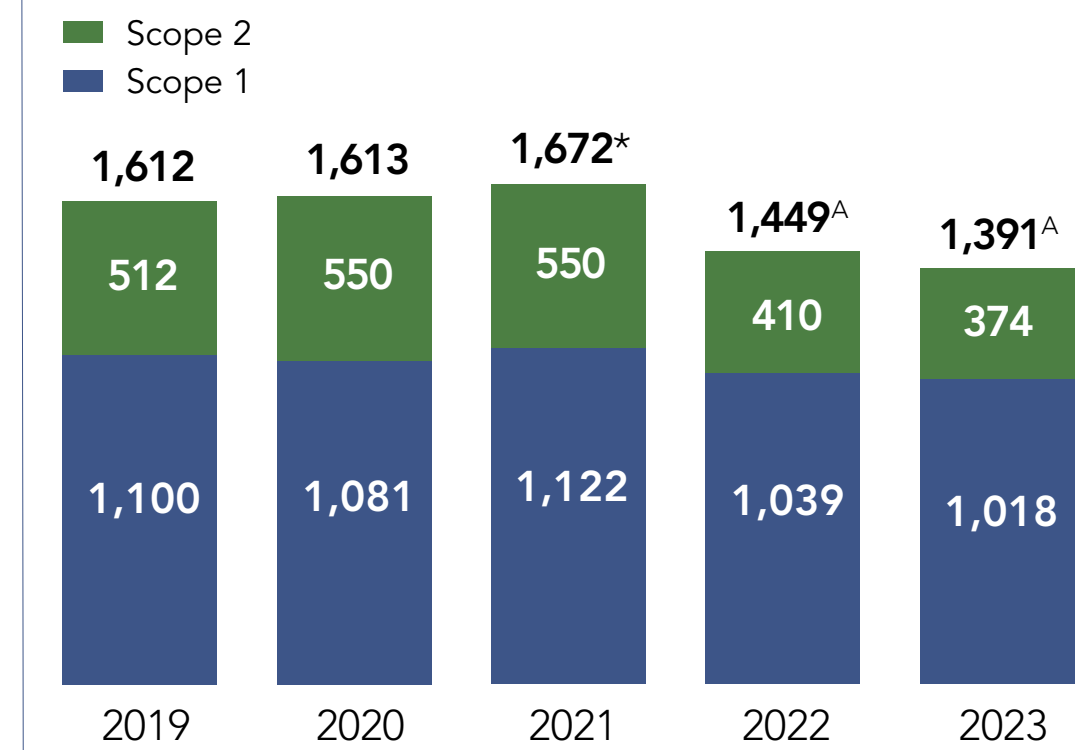
See [Table 13](#) for a summary of risk and opportunity related to Climate and Energy.

Our results and performance include:

### GHG Emissions

- Total GHG emissions (Scope 1 and Scope 2) in 2023 were 1,391,248 tonnes of CO<sub>2</sub>e compared with 1,448,836 tonnes of CO<sub>2</sub>e in 2022 (Figure 13). This decrease is mainly due to lower tonnes of ore processed and waste rock moved.
- On a per-ounce basis, GHG intensity decreased to 646 kilograms CO<sub>2</sub>e/Au eq. oz. in 2023 from 740 kilograms CO<sub>2</sub>e/Au eq. oz. in 2022 (Figure 14) due to increased gold production arising from record production at Tasiast following the completion of the 24K project and the first full year of production at La Coipa, both of which have lower GHG intensities on a per ounce basis. On a per-tonne basis, GHG emissions intensity in 2023 was 9.1 kilograms of CO<sub>2</sub>e per tonne ore processed, an increase from 8.7 kilograms of CO<sub>2</sub>e per tonne ore processed in 2022 due to the year-over-year reduction in tonnes of ore processed at Fort Knox (Figure 15). Fort Knox had significant amounts of ore stacked on the heap leach pads in 2022. While this decreased in 2023, the power consumption for the heap leach pads remained consistent.

Figure 13  
**FIVE-YEAR GHG EMISSIONS SCOPE 1 & 2**  
(1,000 tonnes CO<sub>2</sub>e)



\* 2021 metrics were independently assured by PWC LLP.

Figure 14  
**FIVE-YEAR GHG INTENSITY RATES**  
(kilograms CO<sub>2</sub>e/Au eq. oz.)

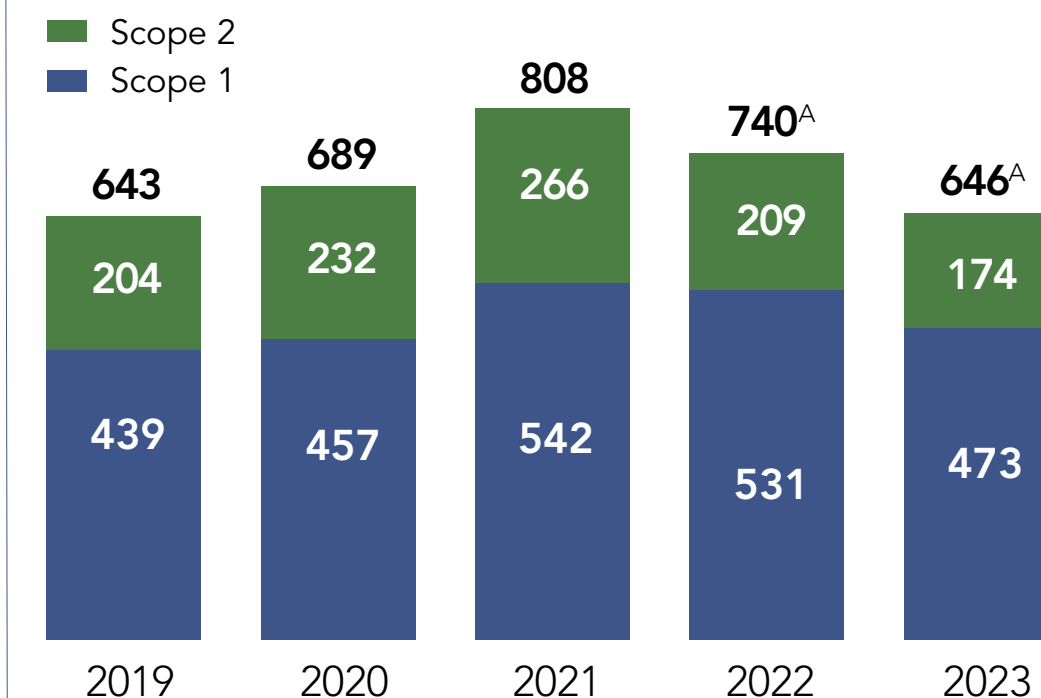
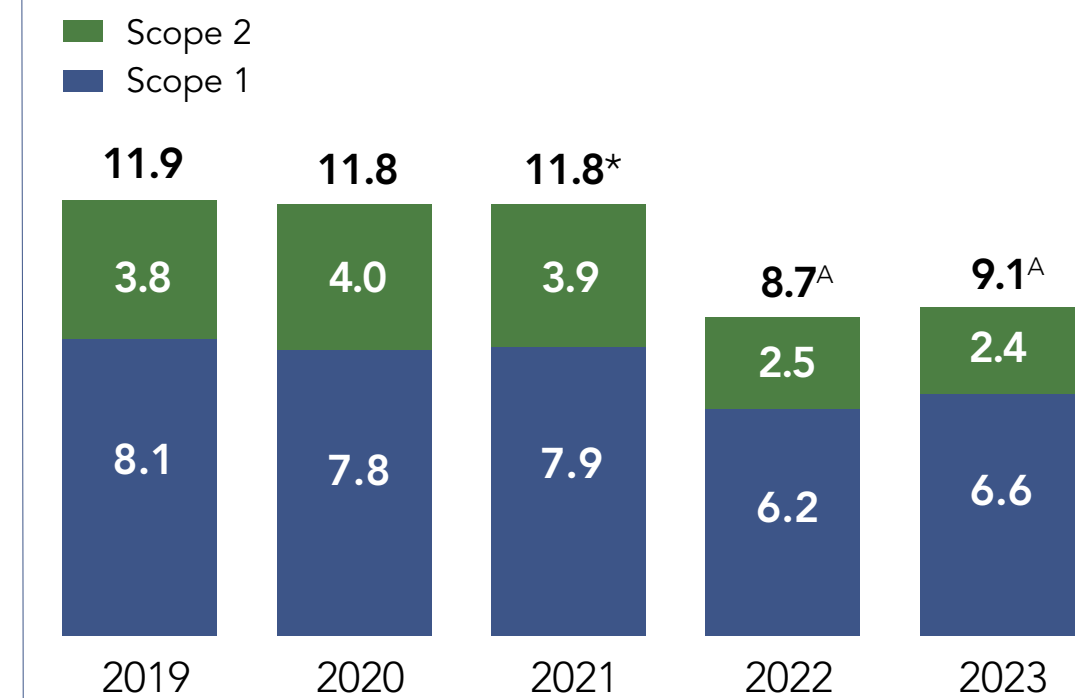


Figure 15  
**FIVE-YEAR GHG INTENSITY RATES**  
(kilograms CO<sub>2</sub>e/tonne of ore processed)



\* 2021 metrics were independently assured by PWC LLP.

Figure 16  
**FIVE-YEAR GHG EMISSIONS SCOPE 1, 2 & 3 KINROSS OPERATIONS** (1,000 tonnes CO<sub>2</sub>e)

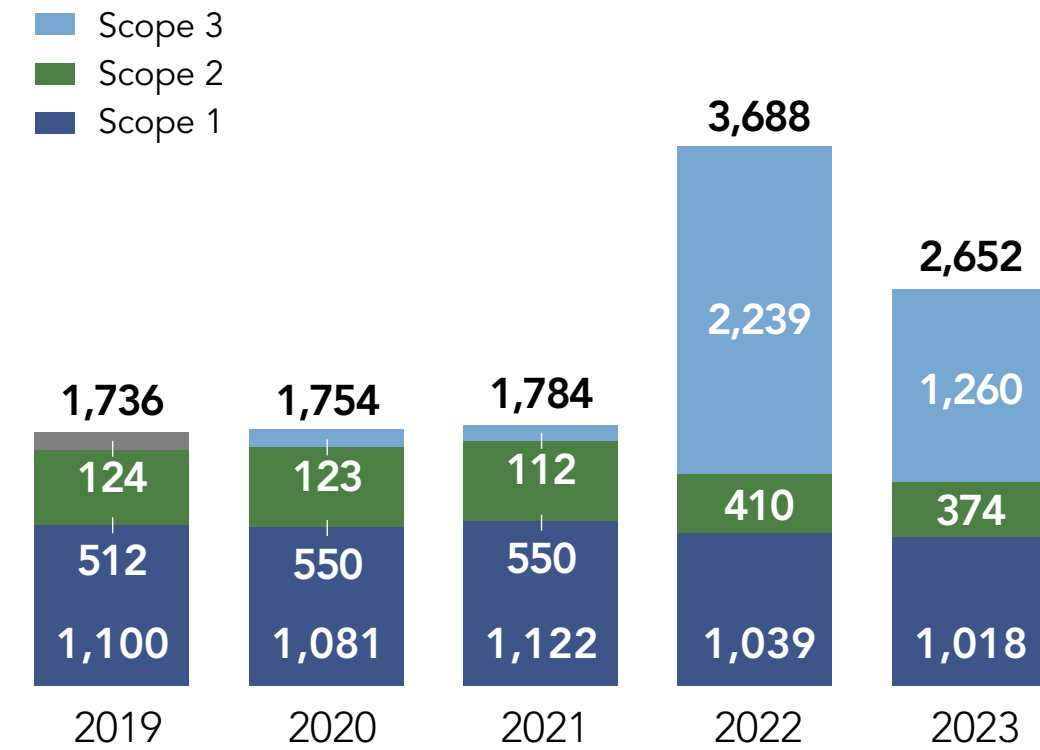
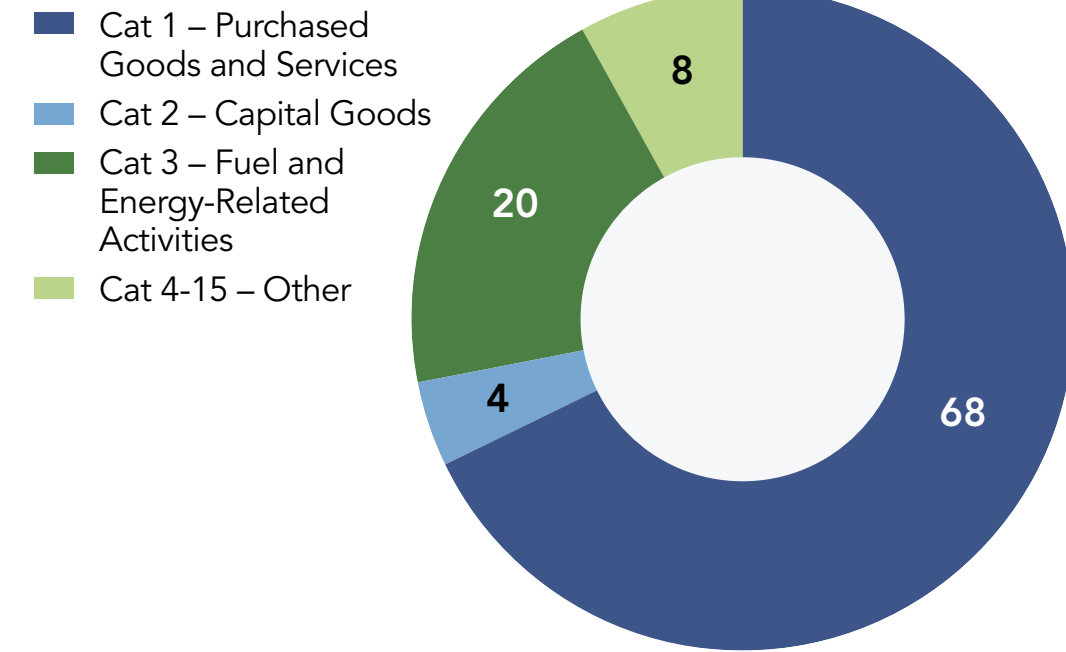
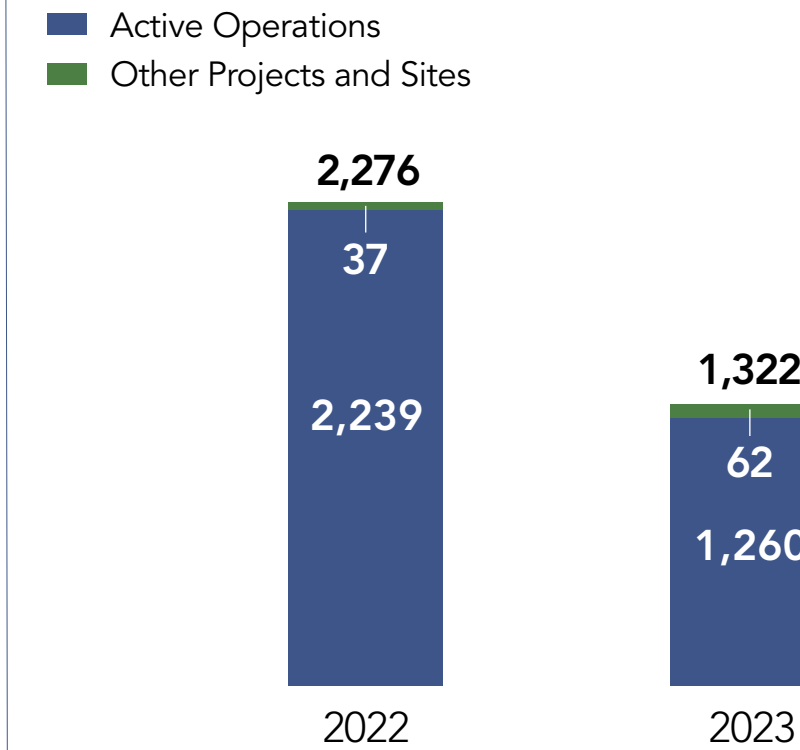


Figure 17  
**2023 SCOPE 3 BREAKDOWN BY CATEGORIES** (%)\*



\* Scope 3 emissions shown here, represent all Kinross operating sites, exploration, projects, reclamation, and corporate.

Figure 18  
**TWO-YEAR SCOPE 3 EMISSIONS** (1,000 tonnes of CO<sub>2</sub>e)



In Brazil, a Kinross power plant, located in Goias, is an important source of renewable energy for Paracatu.

## Estimated Scope 3 Emissions

Building upon the Scope 3 analysis undertaken in 2022, we continued our effort to analyze and report Scope 3 emissions for all categories (upstream and downstream categories) in alignment with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Estimated Scope 3 emissions in 2023 were 1,260 million tonnes CO<sub>2</sub>e, giving a combined total for Scope 1, 2 and 3 of 2,652 million tonnes CO<sub>2</sub>e (Figure 16). The results of our updated and more detailed analysis for 2023 indicated that the top three categories of Scope 3 emissions account for most of our Scope 3 emissions (Figure 17), including:

- Category 1 – Purchased goods and services (68%)
- Category 2 – Capital goods (4%)
- Category 3 – Fuel- and Energy-related activities that are not included in Scope 1 or Scope 2 (20%)

In 2023, we continued to advance our understanding of our Scope 3 emissions, working with third-party experts for further spend classification mapping. Scope 3 emissions in 2023 decreased by 42% compared to total Scope 3 emissions of 2.3 million tonnes of CO<sub>2</sub>e in 2022 (Figure 18). Scope 3 emissions for our operating sites are detailed in the [Data Tables](#) (page 133).

Studies undertaken in both 2022 and 2023 followed a similar approach to estimating Scope 3 emissions, applying quantity and spend-based emissions factors in the calculations. Overall procurement spend does influence Scope 3 emissions, especially using spend-based methods; however, in 2023 our procurement spend increased compared to 2022. Considering these factors, the reduction in absolute 2023 Scope 3 emissions is due to the following reasons:

1. The most significant driver of the decrease observed with 2023 emissions is improved classifications under Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) emissions.
  - A more granular sub-classification breakdown of various goods and services under these categories for the 2023 analysis was made possible because of a more detailed spend data breakdown. This allowed for applying more specific, and generally lower, spend-based emission factors over a broader range of spending sub-categories, resulting in a more rigorous and lower estimate of Scope 3 emissions under Category 1 and Category 2 for 2023 versus 2022.
  - The general Capital Goods-related spend-based Category 2 emissions factors are significantly higher than the more specific sub-category spend-based emissions factors utilized in 2023. As a result, the Category 2 emissions for 2023 were significantly reduced relative to the 2022 Category 2 emissions.
2. Higher rate of quantity-based accounting.
  - Quantity-based Scope 3 reporting is generally considered more accurate and rigorous than spend-based Scope 3 reporting, resulting in improved data quality. Where possible and applicable, we identified quantity-based emissions.

While we continue to focus our efforts on those emissions that are directly in our span of control (Scope 1), we will be engaging with suppliers to identify further opportunities to enhance data quality and work towards setting a target on active engagement regarding Scope 3 emissions.

\*Scope 3 emissions reported here pertain to active operations only. Scope 3 emissions for active, inactive and corporate for 2023 are 1,321,276 tonnes of CO<sub>2</sub>e. See Kinross' [2023 Climate Report](#) for comprehensive Scope 3 reporting.



### Renewable Energy Strategy

- Renewable energy sources represented 23% of our total energy consumed in 2023, up slightly compared with 22% in 2022. Electricity from renewable sources was 66% in 2023, an increase from 63% of total electricity consumed (grid and self-generation) in 2022. At La Coipa, 100% of electricity consumed is from renewable sources. At Paracatu, 98% of the electricity consumed in 2023 was renewable, including supplies from renewable power generated at Kinross' hydroelectric dams.
- Tasiast completed the construction of its 34MW solar plant in December 2023. This large-scale solar plant is Kinross' first solar facility. As of March 2024, the solar plant was fully operational and will contribute to an 18% reduction in GHG emissions related to power generation over the life of mine and provide approximately 20% of Tasiast's energy generation from renewable sources. Read [Powering Tasiast with Renewable Energy](#).

### Energy Efficiency

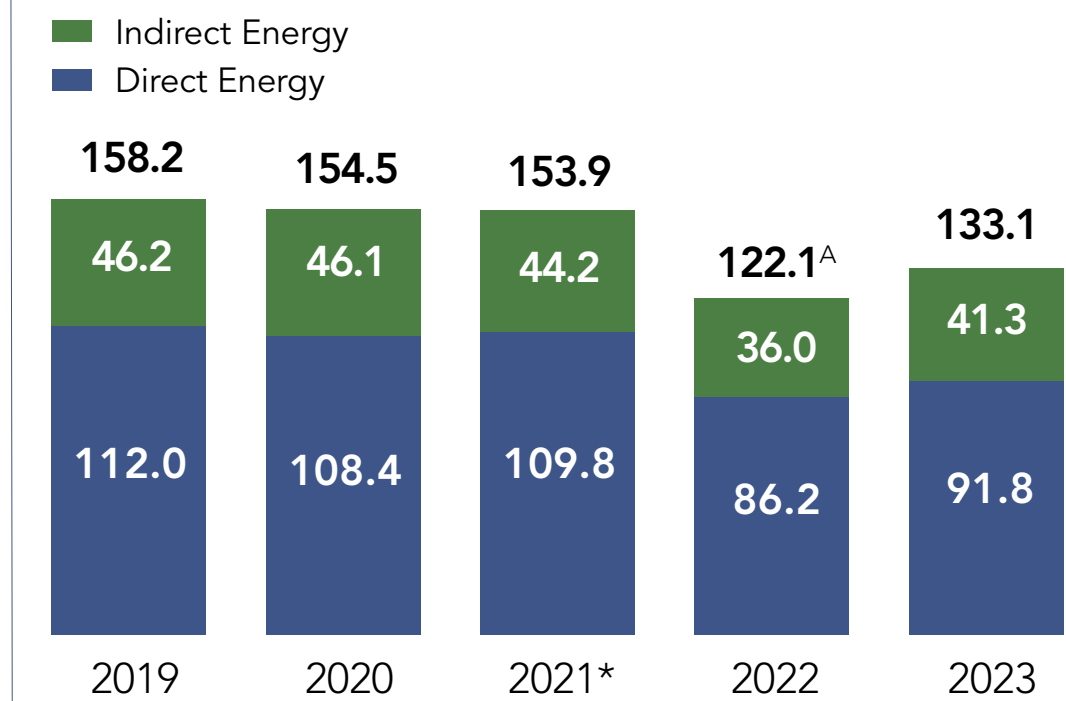
Improving energy efficiency, reducing costs, and lowering our carbon footprint continued to be priority focus areas in 2023. We continued to advance this work across our sites through process optimization initiatives, operational improvements, and reduced fuel use.

Our results and performance include:

- Energy intensity for 2023 was 133 MJ/tonne of ore processed increased from 122 MJ/tonne in 2022 (Figure 19).
- Total energy (direct and indirect) consumed was 20,399,810 GJ in 2023, in line with 20,387,421 GJ consumed in 2022 (Figure 20). However, as a measure of efficiency, energy intensities improved significantly at La Coipa, as well as at Tasiast, Bald Mountain and Round Mountain year over year. Due to anticipated changes in geological conditions and rock mechanics, energy intensity per tonne of ore processed increased in 2023 at Fort Knox compared with 2022. Diesel accounted for 55% of total energy consumption, driven by the current make-up of our mobile fleet (Figure 21).
- Globally, Kinross mine sites implement energy efficiency initiatives regularly as part of our culture of continuous improvement and innovation. We implemented 15 energy efficiency projects across the Company in 2023, with all sites contributing to incremental annualized GHG emissions reductions of approximately 29,165 tCO<sub>2</sub>e and total energy savings of 304,551 GJ/year. Overall, these energy efficiency projects helped offset approximately 2% of Kinross' GHG emissions as well as provided \$7.8 million in cost savings during the year. Notable examples include:
  - We completed a pump rejuvenation project at Round Mountain, which reassessed the need for pumps in the heap leaching areas at the site and decommissioned those that were no longer needed, delivering 1.3 million kWh/month in energy savings. A total of four pumps have been decommissioned while others are being refurbished with energy efficient components.
  - Fort Knox continues to improve the energy intensity of its mill by using autogenous grinding (AG), which optimizes energy efficiency versus throughput, along with other small improvements elsewhere in the mill. In 2023, Fort Knox also implemented a project to reduce the steep incline on a conveyor belt at the mill, contributing to load reduction and 2.5 million kWh in annualized energy savings.

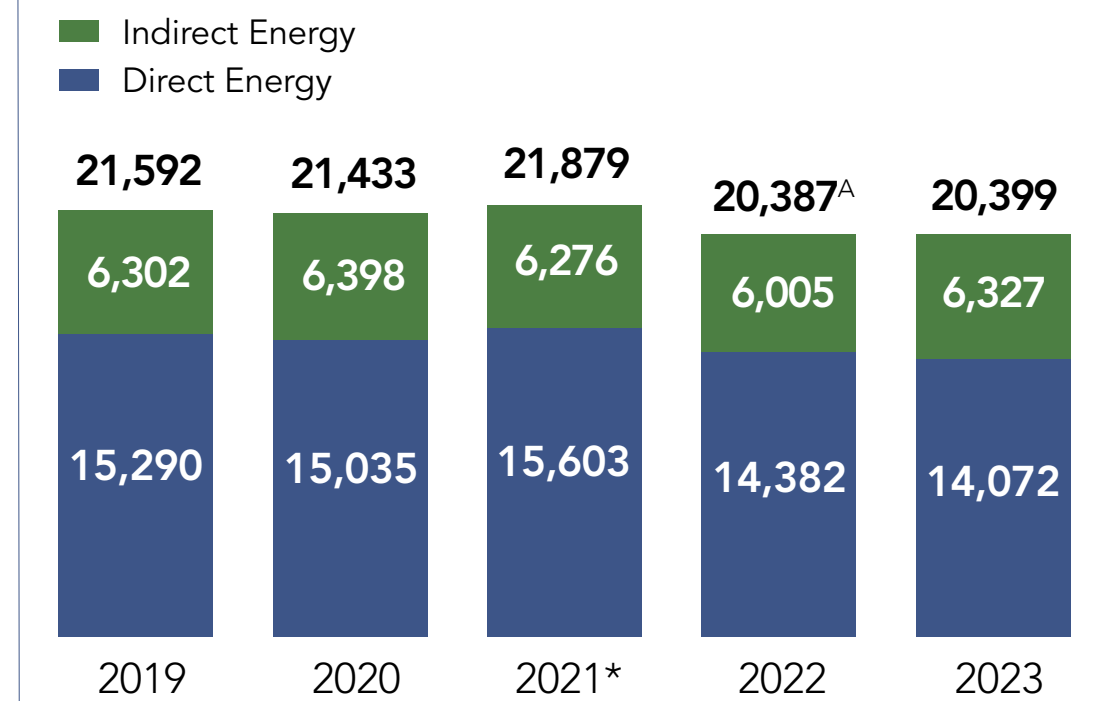
- Tasiast continued to improve energy intensity for the second consecutive year to 693 MJ/tonne of ore processed in 2023 from 726 MJ/tonne processed in 2022, an improvement due to a 2% increase in tonnes of ore processed during that period. The purchase of high-capacity truck load trays also contributed to a 6% to 8% increase in payload.
- At Paracatu, an initiative to replace diesel engines powering mobile lighting plants with solar powered contributed to saving 124,800 litres of diesel fuel. Changes to haul road grades have also contributed to reduced cycle times and fuel consumption.

Figure 19  
**FIVE-YEAR ENERGY DIRECT AND INDIRECT INTENSITY RATES**  
(megajoules/tonne of ore processed)



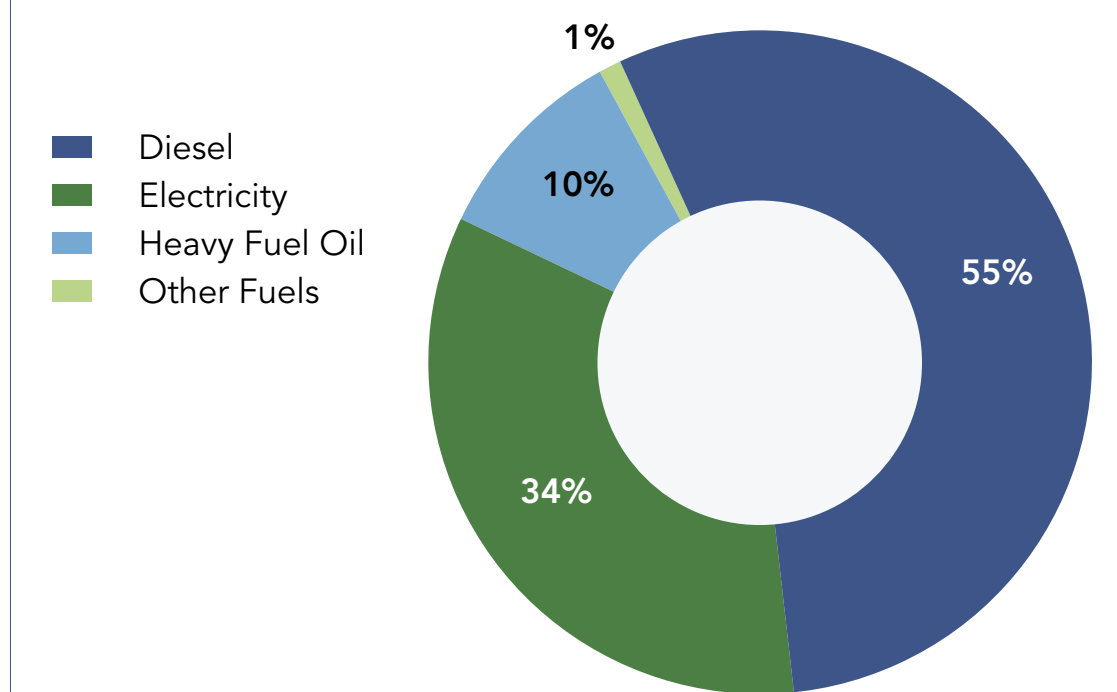
\* 2021 metrics were independently assured by PWC LLP.

Figure 20  
**FIVE-YEAR TOTAL ENERGY CONSUMPTION**  
(gigajoules x 1,000)



\* 2021 metrics were independently assured by PWC LLP.

Figure 21  
**2023 TOTAL ENERGY CONSUMPTION BY TYPE**



#### For 2024, our performance targets include:

- Designing an energy plan to support the development and operation of the Great Bear project.
- Progressing our continuous improvement initiatives to support energy efficiency.
- Continue to fine tune our understanding of our Scope 3 emissions profile and collaborating with suppliers to identify opportunities for emissions reductions.



TABLE 13: Climate and Energy

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – Chief Operating Officer <b>Functional responsibility</b> – Vice-President, Global Maintenance and Continuous Improvement <b>Accountability</b> – Regular report to ESG Executive Committee, quarterly report to CRTC and Board		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global; upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>Current (1 year): yes</li> </ul>	<ul style="list-style-type: none"> <li>Medium (3-5 years): yes</li> </ul>	<ul style="list-style-type: none"> <li>Long (&gt; 5 years): yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li><b>Financial</b> – threats related to growing investor and stakeholder expectations pertaining to climate change mitigation and adaptation strategies and GHG reduction actions. Potential supply chain disruptions arising from climate-related weather events may lead to shortages and higher costs. Switching to new low-carbon technologies/electrification could lead to operational challenges and higher costs</li> <li><b>Reputational</b> – driven by increased pressure from stakeholders and investors to deliver on expectations for climate change mitigation measures and adaptation measures to support a just transition</li> <li><b>License to operate</b> – inadequate measures to mitigate climate risks may contribute to health and safety risks for communities where Kinross operates and may impact operational continuity. An inability to meet emerging climate change regulations and emissions reductions expectations could potentially contribute to potential temporary disruptions to development projects and operations</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li><b>People</b> – measures to support a just transition could foster social equality and reduce human rights impacts for employees and in the community</li> <li><b>Environment</b> – climate change mitigation measures, emissions reduction and growth in sustainable energy may have a consequential positive effect on the environment through specific initiatives such as re-naturalization to reduce risks of flooding and water barriers to address drought, and improve environmental conditions by mitigating potential environmental degradation generally</li> <li><b>Assets</b> – investing in climate-resilient infrastructure and supply chain initiatives to mitigate climate change impacts could provide a competitive advantage to safeguard value, protect assets, support access to supply chains, and business continuity</li> <li><b>Reputation</b> – increased use of renewable energy will help reduce Kinross GHG emissions, support meeting our climate targets and improve perceptions of Kinross from key stakeholders</li> <li><b>Livelihood</b> – an energy strategy focused on energy efficiency and renewable sources at its sites can benefit local communities, through spreading the cost of new capacity and supporting the availability of sustainable energy sources. For Indigenous communities in some jurisdictions, the opportunity to participate in equity ownership for power generation is key to long-term livelihood support.</li> </ul>		
	<b>Strategic Framework</b>	Sustainability and ESG Strategy; Climate Change and Energy strategy; and Enterprise Risk Management		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>Minor</li> </ul>	<ul style="list-style-type: none"> <li>Minor (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>Incidental</li> </ul>	<ul style="list-style-type: none"> <li>Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>High</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>High</li> </ul>	<ul style="list-style-type: none"> <li>High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li><b>ERM system</b> – multidisciplinary at all Kinross sites</li> <li><b>Risk assessment</b> – quarterly update through Kinross ERM process and quarterly risk profile Climate Scenarios Screening Tool – practical decision tool at the corporate level to identify climate risk mitigating actions</li> <li><b>Corporate Responsibility Performance Metric</b> – climate-related and renewable energy targets</li> <li><b>Monitoring and reporting</b> – ESG executive Committee and SLT, Board oversight at ARC and CRTC and quarterly reporting to Board and annually through Climate Report and Sustainability Report, CDP Climate</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> Greenhouse Gas Emissions <ul style="list-style-type: none"> <li>Discussion of long- and short-term strategy to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</li> <li>Gross Scope 1 emissions (tonnes)</li> <li>Total Scope 1 and Scope 2 emissions per tonne of ore processed (kg/tonne)</li> <li>Total Scope 1 and Scope 2 emissions per Au. eq. oz. (kg/ounce)</li> <li>Scope 3 emissions (tonnes and by category)</li> </ul> Energy <ul style="list-style-type: none"> <li>Total energy consumed per tonne of ore processed (GJ/tonne)</li> <li>Total energy consumed per Au eq. oz. (GJ/ounce)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>30% reduction in GHG (Scope 1 and 2) intensity rate per tonne of ore processed by 2030 over 2021 baseline year of 970 kg CO<sub>2</sub>e/Au eq. oz.</li> <li>Net-zero Scope 1 and Scope 2 emissions by 2050</li> <li>Maintain GHG intensity rates comparable to peers in the gold mining sector</li> <li>Active engagement with suppliers in category 1 and category 3, to further enhance scope 3 emissions data quality and identify opportunities for reduction.</li> </ul>	

For a reference guide to the above table and criteria, see About this Report.



At Fort Knox, a project to reduce the steep incline on a conveyor belt at the mill contributed to load reduction and 2,481,700 kWh in annualized energy savings.

ANALYST CORNER: CLIMATE AND ENERGY

Read [Management Approach](#)

GRI 201, 301, 302, 305  
RGMP Principle 2, 10  
UNGC Principle 7, 8, 9

SASB  
SDG 7, 12, 13, 15

[Data Tables](#)



## Powering Tasiast with Renewable Energy

Developing renewable energy projects is a central pillar of Kinross’ climate change strategy (Pillar one – Incorporating energy-efficient and renewable energy projects into operations and development projects). In December 2023, we completed the construction of Kinross’ first full-scale solar plant at Tasiast, significantly increasing the percentage of renewables in our energy mix, reducing long-term operating costs at the site, and reducing our annualized global GHG emissions by an estimated 2%. A significant milestone for Kinross along our path to net-zero GHG emissions by 2050, our strategy to embrace solar at Tasiast is well-aligned with the global goals (SDG 7 and SDG 13) and aspirations of the Mauritanian government to grow its renewable energy sector through solar.

Electricity generated at the solar plant goes directly to Tasiast and, unlike most traditional solar plants, does not connect to a national power grid. On a typical sunny day, the Tasiast plant provides approximately 75% of the site’s total electricity needs during sunlight hours, which totals to approximately 20% of the site’s annual energy needs. Comprised of about 80,000 solar panels and covering one square kilometre of land or approximately 150 football fields, the plant relies upon an average of eight hours of usable sunlight in the winter months and an average of 10 hours in the summer to produce 34 MW (alternating current) of power. The solar plant has additional panels installed to allow for longer periods of sunlight absorption and alleviate the impact of panel fouling. With the solar plant up and running, Tasiast is expected to reduce annual fuel consumption by approximately 17 million litres.

Tasiast’s solar plant is also a hybrid system. The 18 MW/30 min (9 MWh) battery plays an important role, serving as a buffer when weather conditions change (e.g., clouds and sand storms), kicking in to maintain a steady stream of electricity and supporting a smooth transition to thermal power. Ensuring a reliable and consistent flow of electricity is imperative to maintaining operational continuity at Tasiast. A state-of-the-art mechanical cleaning system at the plant is efficiently managing dust levels, cleaning the panels regularly. Kinross’ total investment in the solar plant was \$55 million, with the project delivered on schedule and on budget.

Aligned with our holistic approach to sustainability and ESG, the solar plant project exemplifies Kinross’ values-based commitment to an ethical and just energy transition. Throughout the procurement process, we worked closely with our EU-based subcontractor to align with our responsible procurement strategy, applying a rigorous due diligence process and ensuring that all solar panels purchased were secured from reputable sources.

The solar plant is also delivering meaningful socio-economic benefits locally. During the twelve-month construction phase, Kinross provided approximately 280 jobs to Mauritians while an additional 30 contractor positions were held by expatriates specializing in solar energy. To support the ongoing operational and maintenance needs at the solar plant, Kinross is providing the training required to ensure that 16 positions in Operations and Maintenance are held by local residents. We are currently recruiting and training a fully Mauritanian team to operate the facility for the long-term.

At the end of March 2024, the solar plant was fully operational and delivering 34 MW of renewable energy to Tasiast. Further studies are underway to understand more options for renewables at the Tasiast site.

**“It’s a net present value, positive business proposition, which means it will pay for itself within five years, and it fits in from a people strategy perspective. It will be operated by an all-Mauritanian crew going forward.”**

**Afjal Hashim**, Vice-President & General Manager, Tasiast Mine, Kinross Gold



*At Tasiast, a view of the solar plant.*



*At Tasiast, we have invested in a mechanical cleaning system to manage dust levels efficiently.*

# Social

The social component of our ESG strategy places a priority focus on Workforce and Communities. This section of our report provides insight into 2023 initiatives and performance to protect employee safety and well-being, foster an inclusive and diverse workplace where everyone feels like they belong, and develop our people while engaging and generating shared value in our host communities.



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**100%**

of Kinross operating sites implemented the Safety Excellence program in 2023

**14%**

Female employees at Kinross, a new high for the Company

**~ 475,000**

Beneficiaries through more than 460 community programs

# Workforce

## Health and Safety

Embodied in our core value of “Putting People First”, there is no greater priority than the safety, health, and well-being of our workforce. Our health and safety strategy, applied across Kinross, is people-centric and focused on proactive drivers of safety excellence. Our governance structure connects corporate-level leadership to our operating sites and empowers and engages our people under a common framework of Health and Safety Guiding Principles, which drive human and organizational performance and promote a culture of learning and improvement, built on a foundation of trust.

### 2023 Performance: Metrics and Targets

We made good progress in 2023 advancing our Global Health and Safety Strategy (GHSS) and delivering strong safety performance across leading and lagging indicators. Among our key achievements, we developed and rolled out our Health and Safety Guiding Principles across Kinross. These principles provide the foundation for improving the safety of work and provide a framework for key decision-making at Kinross. At the centre of the GHSS, we have identified strategic imperatives across three key pillars of **people, systems and processes**, and **technology** (Figure 1).

Figure 1  
**GLOBAL HEALTH AND SAFETY STRATEGY: 2023 STRATEGIC HIGHLIGHTS**

PEOPLE	SYSTEMS AND PROCESSES	TECHNOLOGY
<ul style="list-style-type: none"> <li>Delivered our bespoke Safety Excellence program globally to employees and contractors. The program has been implemented at all six operating sites, exceeding the target of four, with over 6,000 employees and contractors attending.</li> <li>Developed the internal capacity to support the 2024 roll-out of the HOP Human and Organizational Performance and Operational Learning Teams program at sites. Read: <a href="#">Human and Organizational Performance: Understanding the Psychology of Safety Across Kinross</a></li> <li>Held five site-led Global Safety Learning Forum sessions. Sessions are dedicated to cross-site learning and strengthening safety communication.</li> </ul>	<ul style="list-style-type: none"> <li>Commissioned a third-party assessment of Kinross’ Health and Safety Management System, including mapping against international standards and industry peers.</li> <li>Strengthened business partner health and safety management tools including roll-out at Great Bear and Manh Choh. We are on track to onboard all sites in the first half of 2024.</li> </ul>	<ul style="list-style-type: none"> <li>Established a safety-related Innovation Academy on Kinross University, the Company’s e-learning platform, including the launch of a course in Digital Safety Transformation.</li> <li>Completed an end-user assessment workshop to determine current state and site and business needs along a path to Kinross-wide implementation of a fit-for-purpose safety management system software.</li> </ul>

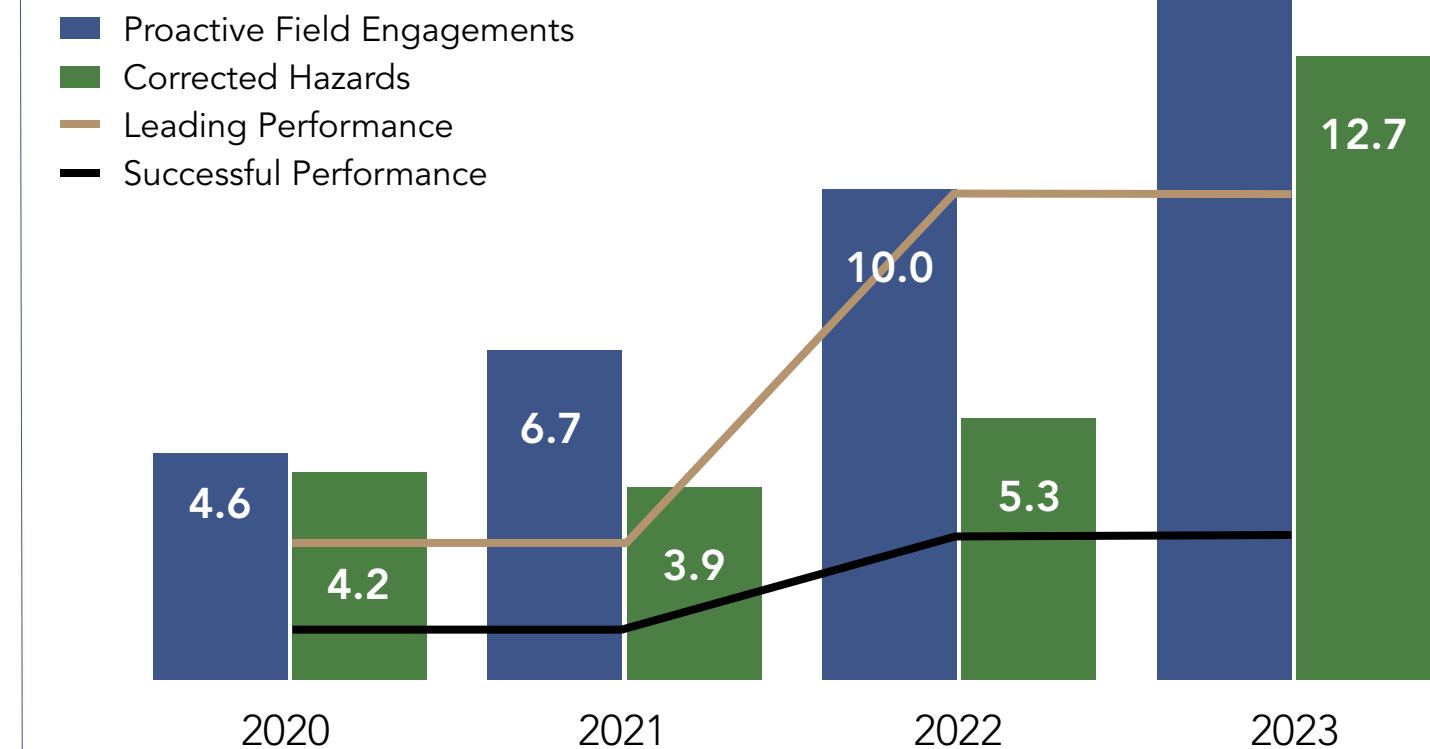
### Proactive Drivers of Safety

A proactive and positive approach to safety is critical to achieving better outcomes. We are focused on our performance against our two leading indicators of safety: employee field engagements and corrected hazards. We delivered strong performance across both leading indicators (see [Management Approach, Workplace Health and Safety](#)). Global results for 2023 include:

- Proactive field engagements** – We achieved 16.0 field engagements per employee in 2023 (see Figure 2), well above our target of 10 field engagements (“leading” threshold for performance) and up 41% from continuing operations in 2022. All sites surpassed the leading threshold.
- Corrected hazards** – In 2023, there were 12.7 hazards identified and corrected per employee (see Figure 2), above the target of 10 per employee (“leading” threshold for performance) and up 72% from continuing operations in 2022. All sites delivered above the “successful” threshold.
- Safety Excellence** goals were integrated into our proactive measures of performance. We exceeded our target in 2023 by completing the roll-out of the Safety Excellence Program at all six operating mines during the year.

The total of proactive field engagements and corrected hazards for 2023 was 28.7 an increase over 16.9 in 2022 from continuing operations and 15.3 from all operations in 2022, and in the leading category.

Figure 2  
**FOUR-YEAR LEADING INDICATORS**  
(per employee per year)







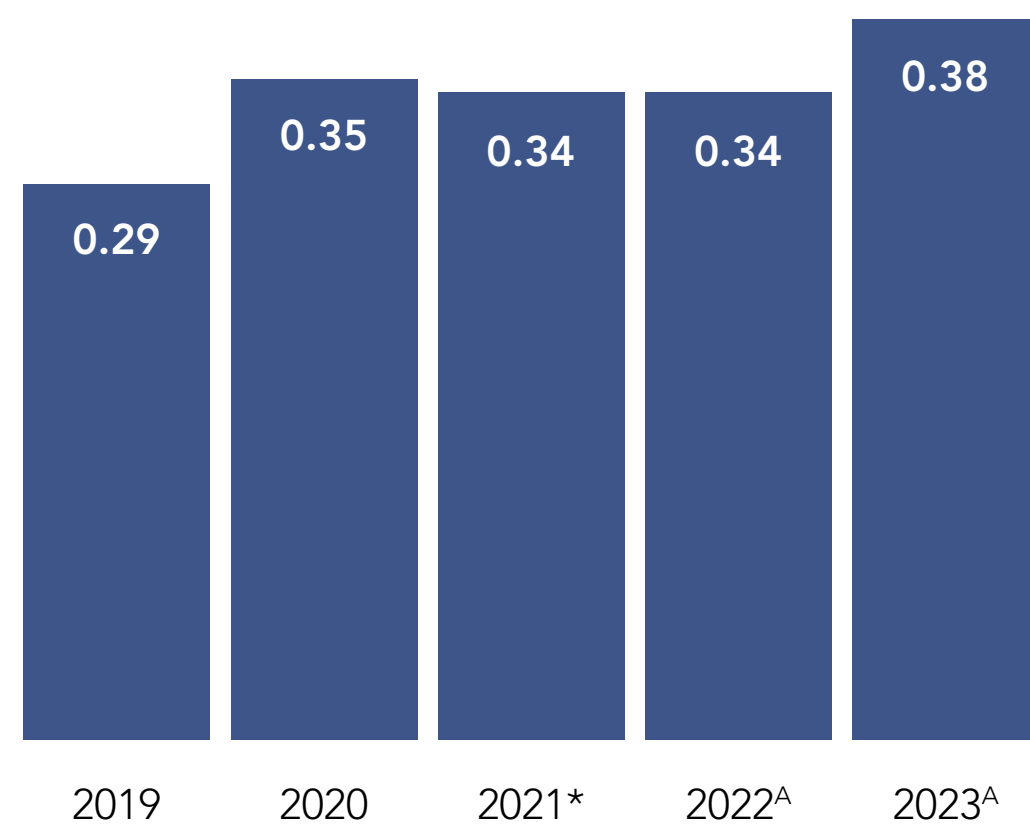
### Lagging Indicators

Considering our performance across lagging indicators in 2023, we maintained a combined TRIFR rate of 0.38 (employees and contractors), in the top quintile when benchmarked against peers in the Mining Safety Round Table (MSRT), and essentially the same as in 2022. There were zero fatalities during the year. Overall performance is in the top tier of the mining industry. (Figures 3 and 4).

We also made progress in other areas of health and safety performance, including:

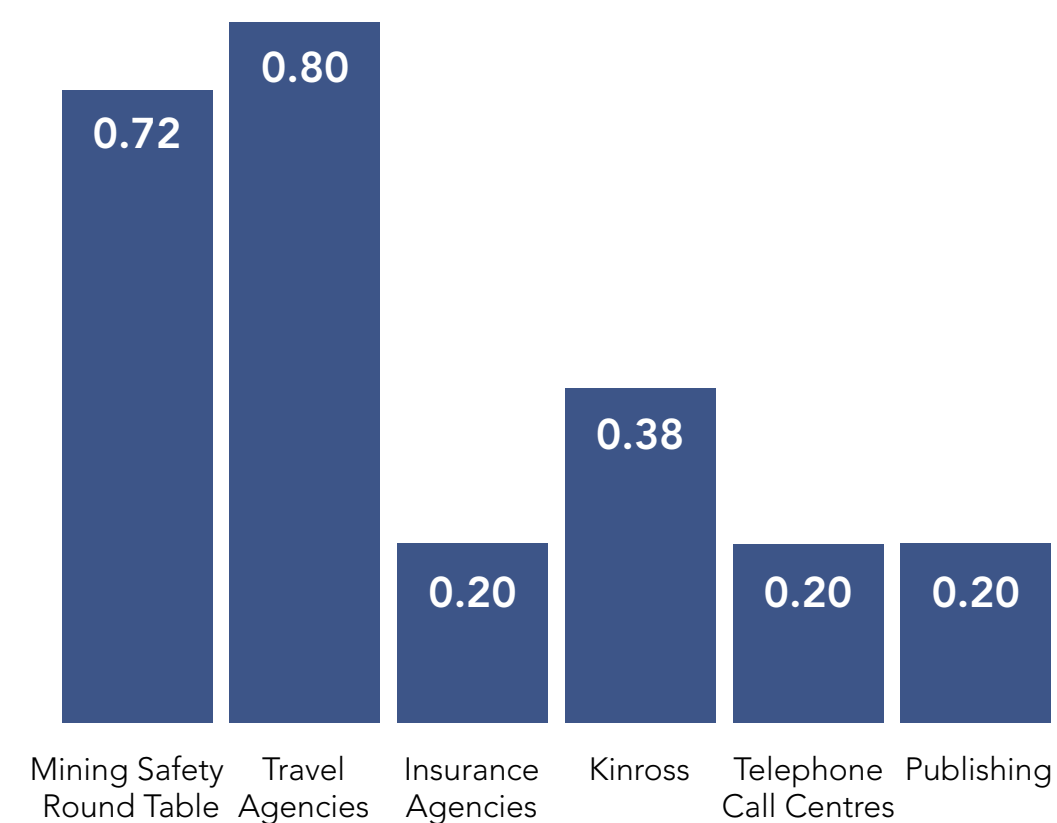
- Completed a global baseline safety of work survey across our sites. Over 13,500 employees and contractors were invited to participate, and we achieved a 40% response rate, well above the initial target of 20%. The results established an organizational resilience score of 65, covering three components: guiding the direction of safety at work enabling safety through provision of capacity, and executing safety strategy through daily performance and monitoring. A score of 65 is positive, with opportunities to build greater resilience through our HOP (Human and Organizational Performance) and Operational Learning Teams program.
- Continued to measure High Potential Incidents (HPI) across our sites, which are defined as safety incidents with the potential to result in severe consequences such as injury, fatality, or major business interruption. Analysis of HPIs promotes open dialogue about incidents and information sharing at sites to help strengthen controls by learning from others. Over 50% of HPIs in 2023 were related to mobile equipment/vehicle safety, consistent with prior years. (Figure 5).

Figure 3  
**FIVE-YEAR TOTAL REPORTABLE INJURY FREQUENCY RATE (TRIFR)**  
(employees and contractors per 200,000 hours worked)



\* 2021 metrics were independently assured by PWC LLP.

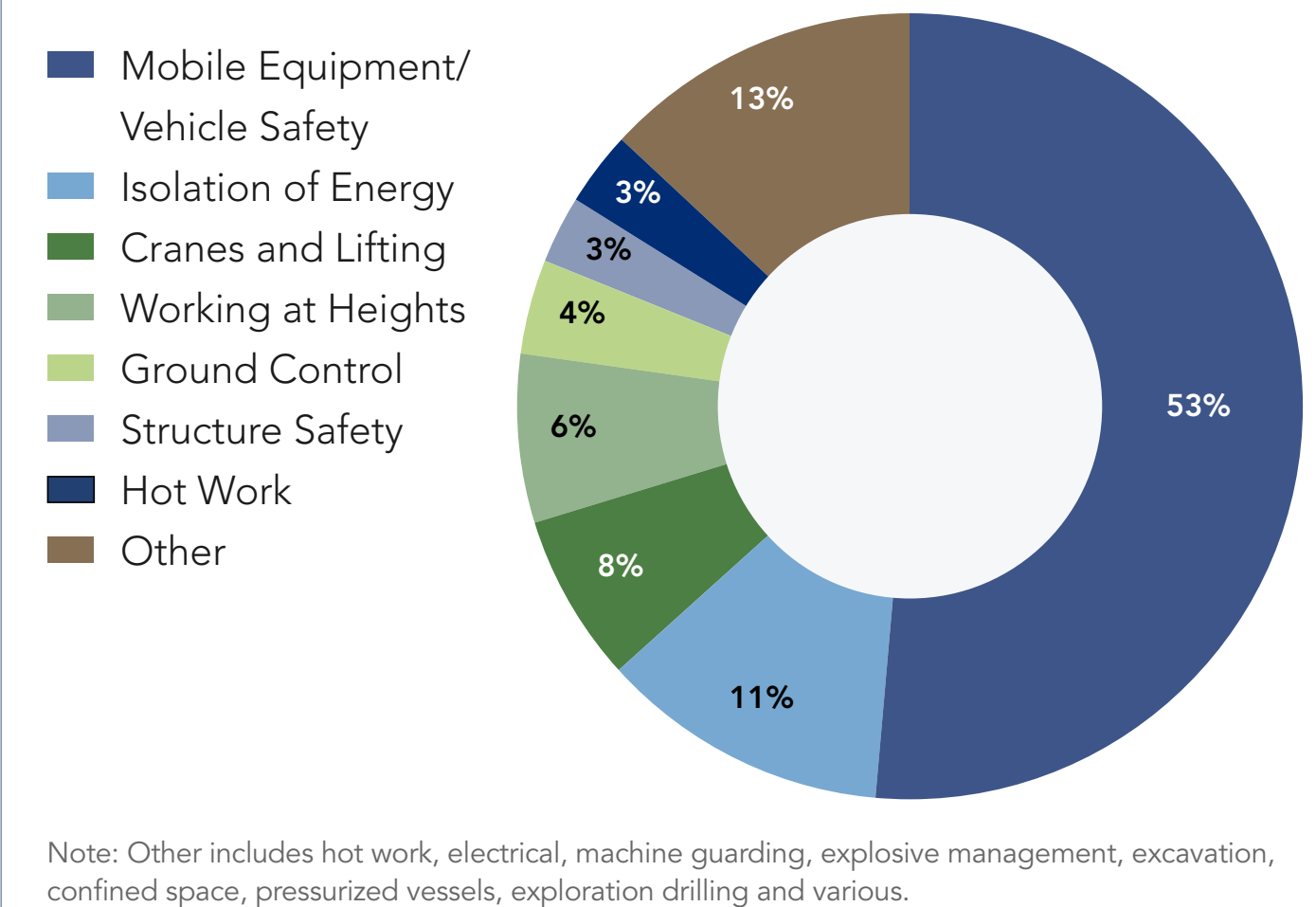
Figure 4  
**BENCHMARKING TRIFR – KINROSS 2023 VS 2022 REFERENCES**  
(per 200,000 hours worked)



Source: U.S. Bureau of Labor, Bureau of Statistics, Mining Safety Round Table

- Commissioned third-party fire protection assessments at Tasiast, Fort Knox, and Manh Choh and are progressing through action plans to improve safeguards. Additional assessments are planned for 2024.
- In 2023, for the Critical Risk Management (CRM) program we established a task force of subject matter experts from each site.
- Provided health, safety, and emergency response training to employees and contractors, including Crisis Management Training for all planned sites. Training hours averaged 39 hours per employee and 40 hours per contractor across all sites and a significant increase from 2022 due to sustained efforts on building resilience (Table 1).
- Recorded zero Tier One process events per million hours worked, the same as for 2022 (Table 2).
- See [Table 3](#) for a summary of our approach to risk and opportunity related to Health and Safety.

Figure 5  
**HIGH POTENTIAL INCIDENTS BY ACTIVITY (%)**



Note: Other includes hot work, electrical, machine guarding, explosive management, excavation, confined space, pressurized vessels, exploration drilling and various.

**TABLE 1: Safety, Health and Emergency Training – Average per Person (# of Hours)**

	2019	2020	2021	2022	2023
Employees	40	40	46	25	39
Contractors	33	27	29	24	40

**TABLE 2: Five-Year Tier One Process Safety Events**

	2019	2020	2021	2022 <sup>A</sup>	2023 <sup>A</sup>
Tier One Process Safety Events (# of events)	1	1	2*	0	0
Tier One Process Safety Event Rate per 1,000,000 hours	0.026	0.029	0.049	0.000	0.000

\* 2021 metrics were independently assured by PWC LLP.



**For 2024, our targets for leading and lagging indicators remain unchanged from prior years. While we work to mitigate safety risks, we accept that despite best efforts, incidents will occur. Our strategic priority is to build resilience in our people, our systems and our organization, so that when an incident occurs, its consequences are not severe.**

To meet our objectives for organizational resilience, key priorities for 2024 include:

- Deliver Safety Excellence Globally to an additional 5,000 employees and contractors, supported by on-site coaching to apply new knowledge in the field, and build a “community of practice” to drive continuous improvement in program content.
- Establish HOP (Human and Organizational Performance) and Operational Learning Teams capacity to sustain operational learning and improvement.
- Establish a task force of subject matter experts from each site to scope out the terms of reference and priorities for developing the ‘next generation’ CRM program.
- Continue to support operating sites in their cyanide management efforts to ensure safe working practices.

## Employee Health and Wellness

The well-being of our workforce is a priority for Kinross and critical to our business success. Across our global operations and projects, we provide a wide range of initiatives and programs to support the physical and mental health of our people in their daily lives. Employee well-being begins with ensuring that our workplaces are safe and healthy. At a minimum, we meet all requirements for occupational health in the workplace pertaining to air quality, exposure to hazardous and non-hazardous substances, and ensuring access to personal protective equipment.

We take an integrated and holistic approach to all dimensions of employee well-being. We provide access to learning and resources, competitive employee benefits, and ongoing support for both the psychological and physical well-being of our employees and their families. To support physical fitness, most Kinross employees have Kinross-sponsored access to fitness facilities on-site or in the local community, as well as opportunities to participate in sports activities.

In 2023, we continued to advance our corporate-wide mental health strategy, with a focus on:

- Raising awareness of mental health among employees and their managers.
- Normalizing conversations around mental health to eradicate the stigma associated with mental illness, supported by a continued focus on advancing a culture of inclusion and belonging.
- Ensuring that our people have access to a range of mental health and well-being resources.
- Continued our series of global webinars including our “Take a Break” series of micro-learning, offered to all sites and offices. 2023 marked the third year for this educational series focused on increasing employee well-being while eliminating stigma around mental health and related topics with the goal of normalizing mental health conversations.
- Delivered our “Not myself today” program, an online platform that provides resources, guidance, and support regarding psychological health and safety to build greater awareness of the importance of mental health and well-being in the workplace. In 2023, we enhanced the program in our corporate head office by selecting four “Ambassadors” to foster a supportive workplace culture.
- Remained focused on the vital connection between well-being and mental health and DEI. Our corporate DEI strategy, combined with our corporate and site-level DEI initiatives and programs, also plays a meaningful role in fostering a culture of inclusion and belonging, where all employees feel valued. For insight into our DEI initiatives in 2023, see [Diversity, Equity and Inclusion](#).
- Continued to recognize the importance of flexible workplace practices for our employees and the importance of work-life balance to their mental focus and overall well-being. At our corporate office, our flexible workplace policy enables employees to work remotely two days a week. While the nature of our mining operations requires mining activities to be conducted 24 hours a day at a mine location, thus limiting flexible work arrangements at our sites, we strive to embrace the needs of the modern workforce to the extent possible.

- Advanced awareness of mental and physical health topics through a series of webinars and health challenges such as Mental Health Awareness Month, Suicide Awareness Prevention Month, World Mental Health Day, Movember with its focus on men’s health and mental health, as well as Breast Cancer Awareness Month, with an emphasis on early diagnosis and screening. Webinars also addressed psychological safety and increased awareness for people leaders.
- Delivered our “1 in 5 Mental Health Campaign” across all our U.S. sites to employees via site reader boards, email and tip sheets. The five-week program focused on mental health awareness, recognizing signs of deteriorating mental health, suicide, stress, as well as on resources and resiliency. Employees also have access to the “Headspace” mental health and mindfulness app, and can invite up to four family members/friends to use it as well.
- At all our U.S. sites, we continued to offer comprehensive healthcare programs and benefits, including smoking cessation programs, immunization programs to support physical health and well-being and a strong focus on preventive care. U.S.-based employees have access to annual biometric screenings to identify potential health conditions as well as a virtual resource to provide support for dealing with musculoskeletal conditions, as well as pelvic health for women. In 2023, we added resources through the Brightline platform, to support the behavioural and mental health needs of children and teenagers. Fort Knox held a Mental Health First Aid training class, while at Bald Mountain, wellness education/reminders were integrated into crew safety meetings during the course of the year.
- In Brazil, the “Sou and Saude” (I’m healthier) program for employees and families continued in 2023 with over 500 people participating in a range of events, from educational programs to employee discounts to local health and financial services. Given high rates of anxiety and mental health in Brazil, supporting the mental health of employees is integral to Paracatu’s well-being program. Among the many routes of access to Company-sponsored and professional mental health supports, employees participate in an annual “Emotional Check-up” program, which aims to identify problems related to anxiety, stress, depression, and loneliness.
- At Tasiast, we provided “Family Days” enabling employees and contractors to invite relatives to visit the site quarterly. Family Day visits help bridge the distance between home and work and alleviate loneliness arising from rotational schedules. Tasiast also hosted a number of “socials” in the women’s lounge to welcome female visitors and to celebrate International Women’s Day (IWD). Organized sports also support employee wellness at site with the annual General Manager’s (GM) soccer tournament drawing approximately 2,500 participants and spectators and a boule de pétanque competition with approximately 1,000 participants and spectators.
- In Chile, wellness activities include a nutrition program and improvements at La Coipa including an on-site gym, as well as tennis lessons in 2023, with over 150 employee participants.



At Fort Knox, breast cancer awareness included a “pink blast”.



At Paracatu, families enjoying Integrar na praça.



In Toronto, Corporate Office employees participate in a softball league.

## Human and Organizational Performance: Understanding the Psychology of Safety Across Kinross

Our commitment to a people-centric safety strategy is central to our first value, Putting People First. Over the past two years, we have made solid progress advancing our safety strategy and implementing strategic initiatives at sites. Building upon our Safety Excellence and Global Safety Forum initiatives in January 2024, we moved forward with the launch of our global Human and Organizational Performance (HOP) initiative focused on understanding “work as done” vs. “work as imagined”. We engaged frontline workforce, sharing knowledge, and seeking opportunities for improvement, with the goal of further embedding Kinross’ proactive safety culture.

The HOP initiative is a strategic approach designed to optimize both individual and collective performance within our organization. Using a methodology that empowers the people actually doing the work on a daily basis, HOP is providing employees and leaders with the skills they need to identify and mitigate risks, enhance decision-making processes, and foster a culture of accountability. Rooted in the psychology of safety, HOP enables us to better understand how people behave and operate in organizational settings and to learn how an individual’s mental state affects how they work.

**“New, different, exciting, absolutely amazing!  
One of the best training courses I have been to!”**

Employee participant

To drive HOP implementation at each site, Operational Learning Teams (OLTs) play a vital role in facilitating continuous learning and improvement at the grassroots. OLTs are designed to harness the collective intelligence of our workforce, and promote cross-functional collaboration and knowledge-sharing. Our goal is to build internal capacity for sustainable operational learning and improvement through our OLTs.

Supporting this effort, Kinross engaged a leading expert in HOP and OLT training, Sam Goodman “The HOP Nerd” to establish multi-level learning teams through the development and delivery of customized training and coaching for our global teams through a combination of in-person training, and online learning modules delivered via Kinross University (KU).

Employees participate in multiple days of training. Initially, Kinross employees and business partners (contractors) are required to complete two one-hour modules focused on developing an initial understanding of HOP and the basics of OLTs. Delivered and tracked through KU’s learning management system, materials were produced in English, with closed captioning in French, Arabic, Portuguese, and Spanish. We want to ensure that HOP is “owned” by everyone at each site, and as training is delivered, each person gains a greater awareness of how they can support the team and contribute to a culture where safety is everyone’s responsibility. Sites are expected to meet an initial target of 20% completion of the KU training for their population.

**“The HOP training was excellent and beyond my expectations. It will certainly help people to focus more on the context than just the person, no longer seeing the person as the problem but the solution!”**

Employee participant

**“It was an amazing moment for our site. A game changer. It brought an important link of commitment from leadership and employees.”**

Employee participant

Day one of the three-day on-site training is for leadership and OLT sponsors. Day two and Day three are for facilitators and “training the trainer”, which involves simulations and coaching sessions to help establish OLTs, which, in turn, will build capacity and help embed the process for learning on the front lines. The feedback from employee participants and leaders has been very positive.

Beginning in 2024, our progress will be measured as part of our First Priorities, connecting the successful implementation of HOP and OLT for all operations to short-term compensation and continuing our effort to foster a proactive safety culture at Kinross.



At Tasiast, employees participate in one of the HOP training sessions.

**“Human and Organizational Performance and Operational Learning Teams training sessions have equipped our team with valuable insights and tools to enhance our operational effectiveness and foster a culture of continuous improvement.”**

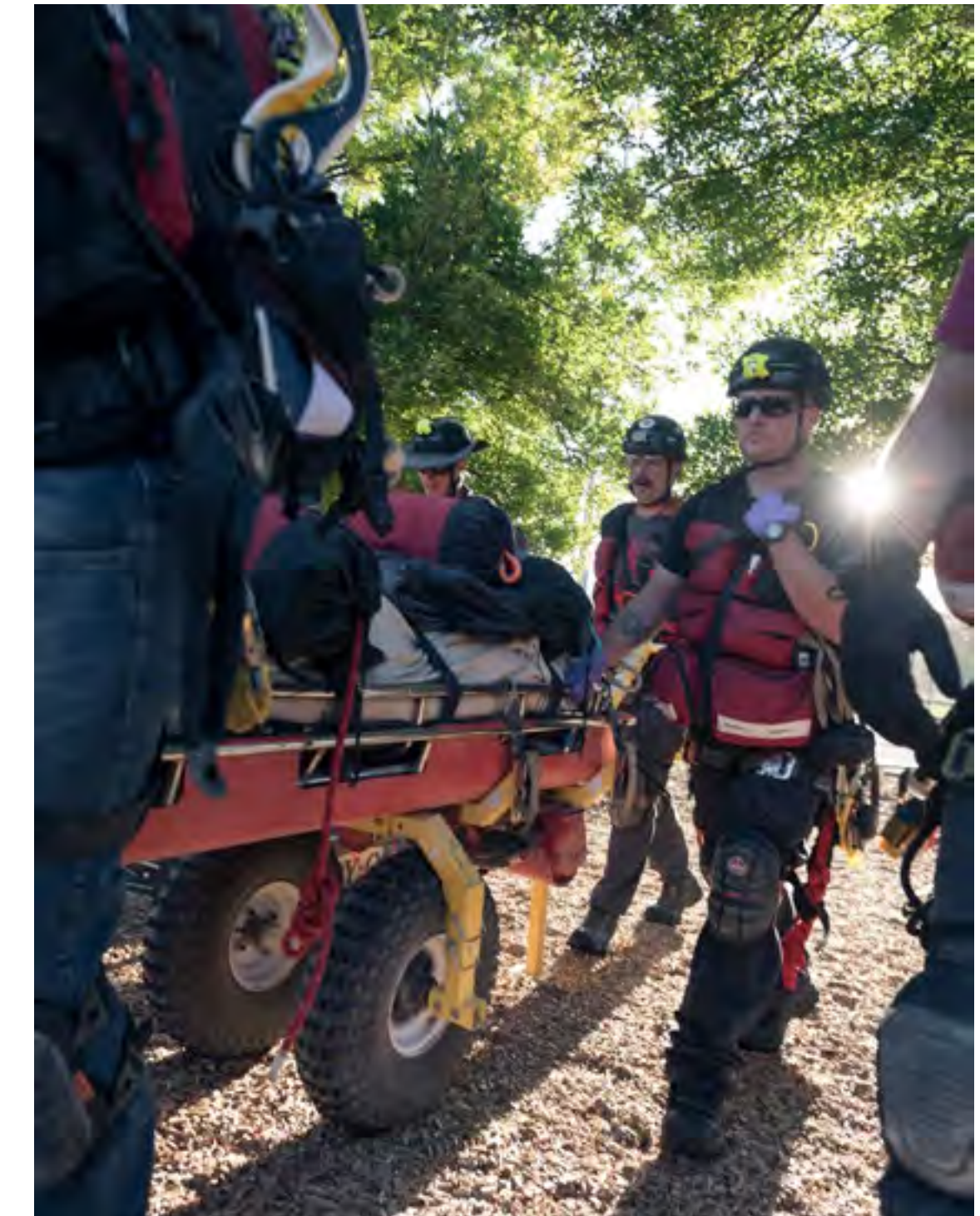
Deanna Hall, Health and Safety Superintendent,  
Bald Mountain



TABLE 3: Health and Safety

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee <b>Management responsibility</b> – Chief Operating Officer <b>Functional responsibility</b> – Vice-President, Global Health and Safety <b>Accountability</b> – monthly report to LAT (Leadership advisory team) and quarterly report to Board and CEO on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from new regulatory requirements for health and safety measures, and costly and time-consuming investigations, legal actions, as well as potential fines and penalties associated with incidents</li> <li>• <b>Reputational</b> – related to injury, illness, or death of workers and/or community members as a result of our operations, projects and/or exploration activities leading to investigations, media exposure and other stakeholder interest which negatively impact the Kinross name</li> <li>• <b>License to operate</b> – resulting from health and safety incidents/issues which potentially threaten stakeholder trust in the Company</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – fostering a healthy and safe workplace attracts and retains a skilled, well and productive workforce supporting business productivity</li> <li>• <b>Environment</b> – a culture of safety excellence cuts across all dimensions of operational performance including environment</li> <li>• <b>Assets</b> – consistent operational and financial performance advances strategy and generates value</li> <li>• <b>Reputation</b> – recognition as a company which cares about its people consolidates our position as a partner of choice</li> <li>• <b>Livelihood</b> – consistent performance as a safe operator ensures business productivity and generates wealth for employees, host communities, governments and investors</li> </ul>		
	<b>Strategic Framework</b>	Global health and Safety strategy and programs grounded in Health and Safety Guiding Principles, and supported through other policies and systems, including <a href="#">Kinross Management Approach</a> , <a href="#">Health and Safety</a> and <a href="#">ERM system</a>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• Moderate</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – well-established risk-based process; focus on high-risk areas (i.e., cyanide, explosives) and support for contractor safety</li> <li>• <b>Training</b> – mandatory and comprehensive employee and contractor training to support engagement and awareness across the workforce</li> <li>• <b>Health and Safety Management System</b> – policies and standards; Audit – Safety and Sustainability Audit Program; Proactive Safety Culture – embedded in core value of “Putting People First” and Health and Safety Guiding Principles</li> <li>• <b>Monitoring and reporting</b> – reporting monthly to senior leadership, quarterly to Board, and annually via Sustainability Report. Independent assurance of key metrics. First Priorities – performance against targets for leading and lagging indicators linked to STI and CRPM.</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <b>Lagging Indicators</b> <ul style="list-style-type: none"> <li>• Total Reportable Injury Frequency Rate (TRIFR) (# per 200,000 hours)</li> <li>• Severity Rate (per 200,000 hours)</li> <li>• Fatality rate (per 200,000 hours)</li> <li>• Average hours of training per employees (# of hours)</li> <li>• Average hours of training per contractors (# of hours)</li> </ul> <b>Proactive Drivers of Safety</b> <ul style="list-style-type: none"> <li>• Field safety engagements (# by management per employee)</li> <li>• Corrected hazards (# corrected by employee)</li> <li>• Safety Excellence</li> </ul>	<b>Targets</b> <b>Lagging Indicators</b> <ul style="list-style-type: none"> <li>• 0.65 – TRIFR</li> <li>• 5.0 – Severity rate</li> <li>• 0 – Fatality rate</li> </ul> <b>Proactive Drivers of Safety</b> <ul style="list-style-type: none"> <li>• 10 – Field safety engagements (by management per employee)</li> <li>• 10 – Corrected hazards (corrected by employee)</li> <li>• All sites – Safety excellence</li> <li>• Human and Organizational Performance</li> <li>• Operational Learning Teams</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Bald Mountain, mine rescue drills.

**ANALYST CORNER:**  
**WORKFORCE HEALTH AND SAFETY**

[Read Management Approach](#)

GRI 403

RGMP Principle 2, 4

UNGC Principle 1, 3, 6

SASB

SDG 3

[Data Tables](#)





# Diversity, Equity and Inclusion

Diversity, equity and inclusion is a business imperative for Kinross and a centrepiece of our ESG strategy. We believe that a workplace defined by a culture of diversity, equity and inclusion where every person feels that they belong is more successful. We continued to advance our DEI strategy in 2023 and delivered a wide range of initiatives and programs to build awareness and engage employees in our DEI journey. While there is more work to be done, the results demonstrate that real progress is being made.

## 2023 Performance: Metrics and Targets

We made progress across all areas of our DEI strategy in 2023. We enhanced our governance framework with amendments to our Kinross Way for Diversity, Equity and Inclusion, which serves as comprehensive corporate-wide guidelines for DEI. We are committed to equity across all dimensions of diversity and the representation of all racial, colour, religion, ethnic, national origin, sex, sexual orientation (LGBTQ2S+) or disability, or any other category applicable to human rights legislation in the jurisdictions where Kinross operates.

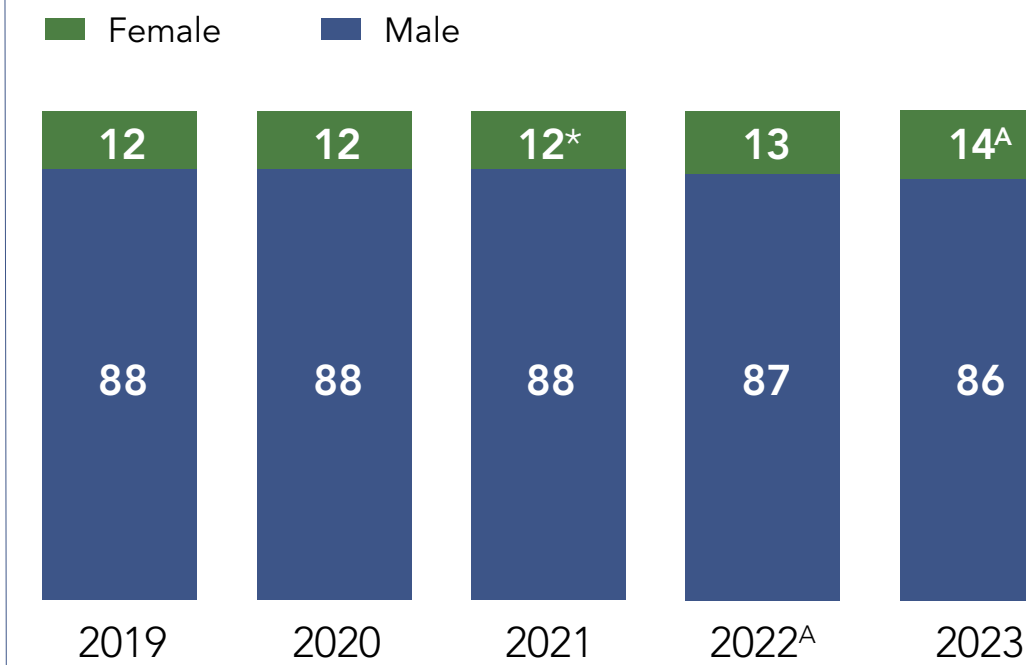
On DEI governance, we made important changes to the composition of Kinross' Global Diversity, Equity and Inclusion Council (GDEIC) during the year, expanding representation to include representatives from all of our regions, including a General Manager, who are closer to the front lines of our operations and projects. Comprised of 12 Kinross people leaders, the GDEIC is chaired by our Senior Vice-President, Human Resources. Kinross' Chief Operating Officer is the Company's DEI Champion while our CEO is the Executive Sponsor, underscoring the critical importance of DEI to Kinross' business success and our aspiration to be an employer of choice.

In other areas of DEI performance, we:

- Increased the percentage of women across our total workforce to 14% in 2023 from 13% in 2022, the highest level achieved (Figure 6). Gender diversity was highest for women in Canada at 42% of our Canadian workforce, reflecting the corporate-oriented roles in Canada. The lowest percentage of women employees was at Tasiast (6%) followed by Paracatu at 11%.
- Advanced diversity at the Board of Directors with 40% of our Board nominees meeting one or more diversity characteristics. In 2023, 30% of our Board members were female including the Chair of the Board and the Chair of the HRCC.
- Maintained levels of female representation at the Senior Leadership Team at 33% and increased the levels of women representation in middle management (23%), junior management (22%), and non-management (13%) (Figure 7).
- Recorded a 1% increase in female occupation of revenue-generating roles to 523 vs. 471 in 2022 (Figure 8). In 2023, we maintained 15% female representation in STEM positions (Figure 9).
- One submission alleging discrimination was received through the Integrity Hotline in 2023. This matter was ultimately unsubstantiated.

As part of our DEI strategy, we delivered a range of initiatives to strengthen our focus on communication and education to build awareness among our people leaders and employees, engage and support our employees, celebrate our culture, and foster well-being across our workforce (See Table 4).

Figure 6  
**FIVE-YEAR GENDER REPRESENTATION (%)**



\* 2021 metrics were independently assured by PWC LLP.

Figure 7  
**2023 GENDER DIVERSITY BY EMPLOYEE TYPE (%)**

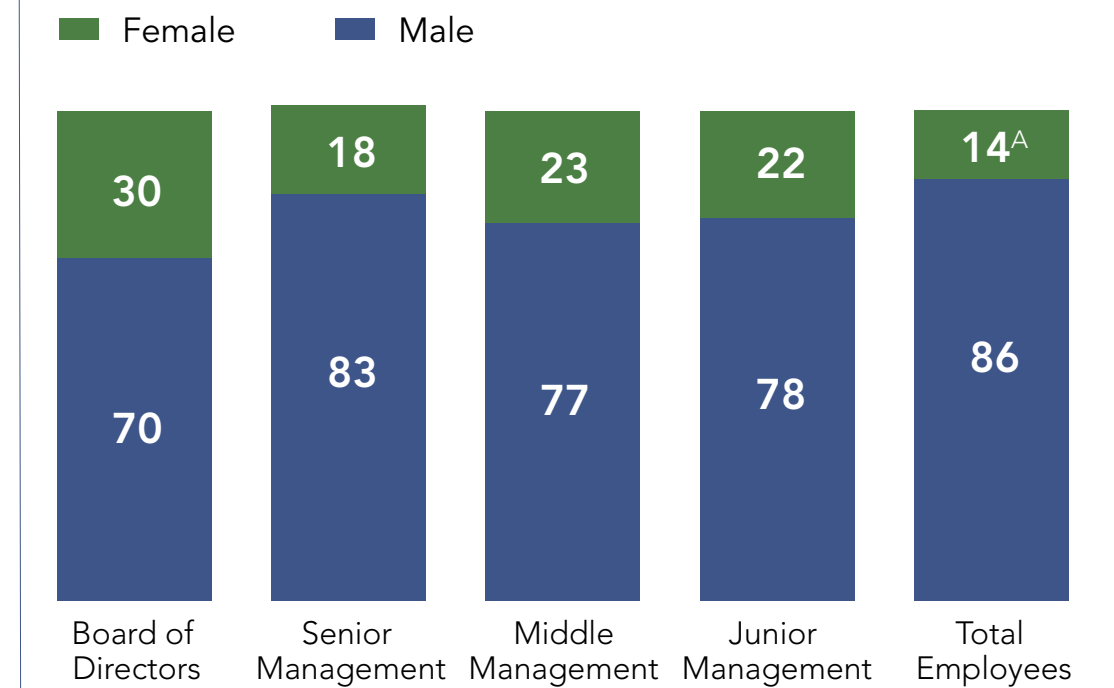


Figure 8  
**FIVE-YEAR WOMEN IN REVENUE GENERATING POSITIONS (#)**

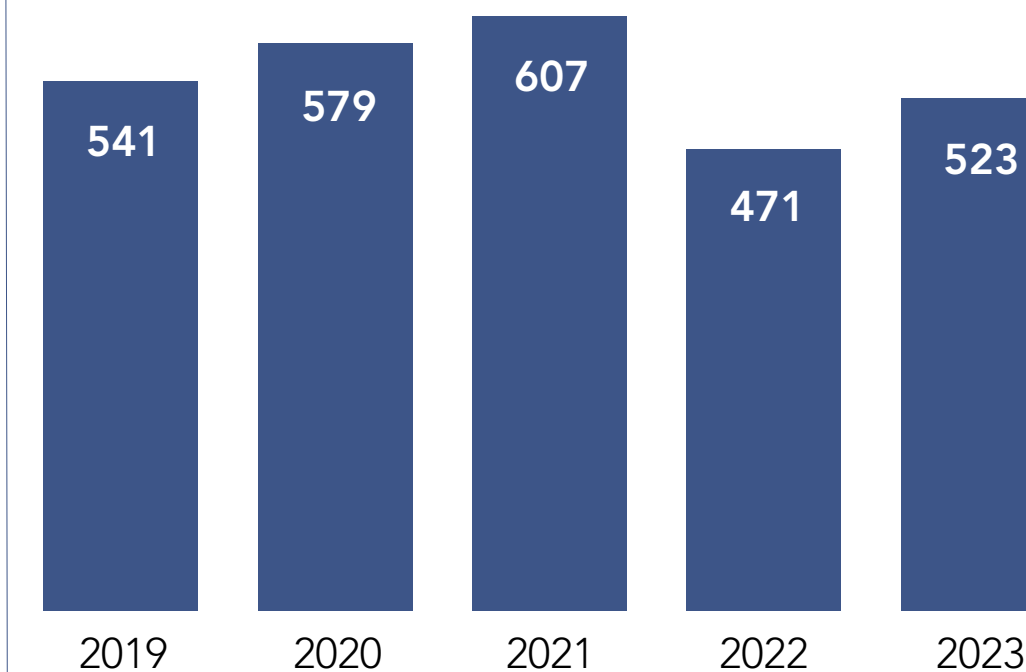


Figure 9  
**FOUR-YEAR % OF WOMEN IN STEM POSITIONS (as a % of STEM positions)**

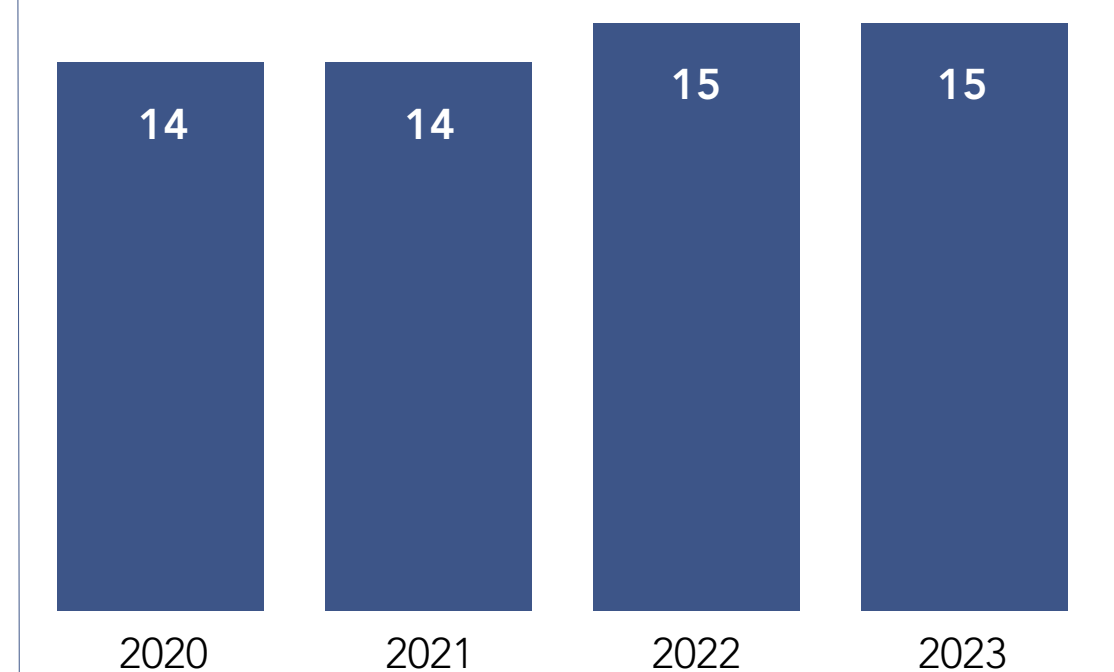




TABLE 4: Key DEI Initiatives Across Kinross Sites

Communications	Education	Support	Engagement and Well-being	Community Partnerships
<ul style="list-style-type: none"> <li>• DEI Corner – A hub where employees can access information on any DEI-related events, news, and groups</li> <li>• Connecting Across Differences – Bell Let’s Talk, Black History Month, International Women’s Day, Mental Health Awareness Month, Pride, Disability Awareness Month, Truth and Reconciliation</li> <li>• DEI Calendar – Our centralized Diversity Calendar provides all DEI events, holidays, and observances. It goes beyond awareness, offering inclusion tips, recipes, educational resources, and opportunities for engagement.</li> <li>• “I Belong” Story Spotlight – Highlights of the unique life experiences of people who help make Kinross a diverse and inclusive workplace</li> <li>• International Day of WIM – Events for all women employees</li> <li>• 2024 IWD – Calendar Campaign</li> <li>• Kinross Way for DEI – Translated into all our languages; included as part of DEI fundamentals training sessions and DEI 101 workshops, and shared with all the sites</li> <li>• DEI Governance – new GDEIC members established for the 2023-2025 period</li> </ul>	<ul style="list-style-type: none"> <li>• DEI Learning Hub – A hub where employees can go to access to micro-learning</li> <li>• DEI Fundamentals</li> <li>• DEI in a Minute</li> <li>• DEI 101</li> </ul>	<ul style="list-style-type: none"> <li>• International Women in Mining and Women in Mentorship partnership to establish the International Women in Resources Mentoring Program (IWRMP). Established in 2023, 18 Kinross women participated in the cross-Company program aimed to empower women in their careers and foster industry leadership.</li> <li>• Women at Kinross Program: 3<sup>rd</sup> cohort Intensive eight-month learning and coaching program focused on self-discovery and leadership development</li> <li>• IWD 2023 – Virtual Panel</li> </ul>	<ul style="list-style-type: none"> <li>• LOVA</li> <li>• Bell Let’s Talk – Mental Health</li> <li>• Take a Break</li> <li>• Not Myself Today</li> <li>• Awareness Webinars (Take a Break + Lifeworks webinars) <ul style="list-style-type: none"> <li>– In person sessions – Breast Cancer Awareness Month</li> <li>– Movember Poster campaigns and Webinars</li> </ul> </li> <li>• Health Challenges</li> <li>• Greater Toronto Top Employer</li> <li>• LOVA – 16<sup>th</sup> edition</li> <li>• Summer Student Program – coordinated approach to providing a positive and enriching experience for summer interns</li> <li>• GTA Top Employer for six consecutive years – Positions Kinross as an attractive employer in the GTA, highlighting our employee programs and respectful workplace culture</li> </ul>	<ul style="list-style-type: none"> <li>• International Women in Mining (IWIM)</li> <li>• Women in Mining Canada (WIM)</li> <li>• Skills for Change</li> <li>• Mining Industry Human Resource Council (MIHR)</li> <li>• BlackNorth Initiative</li> <li>• McKinsey Women in the Workplace Survey</li> <li>• Catalyst</li> <li>• Canadian Centre for Diversity and Inclusion</li> <li>• Accelerating Systemic Change (UN Global Compact Canada Network)</li> </ul>
Site Level Initiatives	Site Level Initiatives	Site Level Initiatives	Site Level Initiatives	Site Level Initiatives
<ul style="list-style-type: none"> <li>• Second DEI census completed – Paracatu</li> <li>• DEI and Multidisciplinary Committee established – Paracatu</li> <li>• DEI Code of Conduct developed – Fort Knox</li> </ul>	<ul style="list-style-type: none"> <li>• DEI Awareness Training (Supervisors and Workforce) – Bald Mountain, Fort Knox</li> <li>• Cultural Intelligence Leadership Session – Develop leader’s self-awareness of how culture influences their interactions with others. Apply the intercultural performance model, learn about CQ® and practical strategies to apply it to any multicultural context.</li> </ul>	<ul style="list-style-type: none"> <li>• International Women’s Day – All sites and projects</li> <li>• Alaska Women in Mining Mentorship Program – Fort Knox</li> <li>• Pay equity analysis – Fort Knox</li> <li>• Mentorship Program – Round Mountain</li> <li>• Breastfeeding rooms and feminine hygiene supplies – Paracatu</li> <li>• Affirmative Vacancies – mobile equipment hiring program for women – Paracatu</li> <li>• K Among Us Women (K entre nós mulheres) – Brazil</li> <li>• Gender mentoring – Brazil</li> <li>• Trainee Program – Chile</li> <li>• Gynecological services – Tasiast</li> <li>• Heavy equipment operator training – Tasiast</li> </ul>	<ul style="list-style-type: none"> <li>• Breast Cancer Awareness – All sites</li> <li>• Go Red for Women (heart health) – Fort Knox</li> <li>• Health challenge – Fort Knox</li> <li>• Employee Appreciation Banquet – Fort Knox</li> <li>• Mental Health First Aid Training – Alaska</li> <li>• Sou and Saúde – Paracatu</li> <li>• Sanitary pads, douches and uniforms + breastfeeding rooms – Brazil</li> <li>• Integrate into the Square (integrar na praça) – The Integrar program is our social investment platform, which prioritizes four main axes: education, environmental education, culture, and generation of work and income. These axes were defined based on the Paracatu 2023 plan, built through a partnership between institutions, companies, and local public authorities, with a view to a post-mining scenario.</li> <li>• Special Spaces for Women – Tasiast</li> <li>• Tasiast Clinic Services</li> <li>• Extending Maternity Leave – Tasiast</li> </ul>	

Additional initiatives across the five pillars of our DEI strategy include:

## DEI Communications

- Delivered regular communications to employees to help build awareness around DEI concepts. Launched in early 2023, Kinross' **DEI Corner** is an online learning hub providing employees with access to workshops and training in DEI as well as feature stories shared by employees. "I belong" stories foster understanding of DEI through storytelling across the business. The portal also includes a monthly "DEI calendar" highlighting cultural observance and commemorative days, and internal DEI activities.
- Engaged with an average of more than 200 people per month through our "**Connecting Across Differences**" sessions, which aim to promote DEI by learning about different cultures through uplifting educational experiences. These virtual and in-person events, which are part of our program of Global Diversity Awareness activities, provide a "safe space" to help employees feel valued, trusted, and psychologically safe and allow them to bring their best selves to work.

## Education for People Leaders and Employees

- Advanced our work to create a workplace culture that supports ongoing conversations about DEI. Our **DEI Learning Hub** provides all our employees with accessible micro-learning.
- Delivered our flagship eLearning program for people leaders and employees through **DEI Fundamentals**. Each module incorporates DEI language with practical tips on creating an inclusive culture. **Diversity, Inclusion and Belonging for Leaders** and **Diversity, Inclusion and Belonging for employees** each consist of five core modules, plus an introductory and conclusion module and are available in all languages spoken at Kinross. By the end of 2023, 577 Leaders had completed the modules and 368 new hires had completed the program, which is mandatory for new people leaders and new hires to Kinross.
- Provided bite-sized learning through **DEI in a minute**, designed to reach employees in the field or outside of an office environment. Along with practical tips to create an inclusive work environment, the program also includes Guidelines for Supervisors. This initiative was rolled out in June 2023 to all sites.
- Launched **DEI 101** to create a workplace environment that supports ongoing conversations around DEI. DEI 101 is integrated into our onboarding and includes 1.5 hours of training for all new hires, held quarterly. DEI 101 was launched at Great Bear in early 2024.

## Support for DEI Transformation

- Continued our **Women at Kinross** program for the third consecutive year. An intensive program, this eight-month long learning and coaching program is designed to enhance leadership capabilities in women at Kinross. Through the program, participants have access to a safe space to share experiences, foster a network, receive and provide support and learn about other areas of Kinross. Thirty participants completed the program in October 2023, bringing the total number of women who have completed the program to 90. The next cohort of 30 women started in March 2024.
- Participated in **International Women In Mining (IWIM)**, an annual cross-Company program to promote and empower women to progress in their careers, overcome professional challenges and build confidence for achievement and industry leadership. A total of six Kinross women (three mentors/three mentees) participated in the mentorship program in 2023.
- Celebrated our culture through global events and webinars to support and foster belonging, including: Black History Month, International Women's Day, Pride Month, and recognition of National Day for Truth and Reconciliation across our global operations to support Indigenous awareness.



At Tasiast, LOVA recipient Anna Saliou Diouf celebrates International Women's Day with employees and families.





## Engagement and Well-being

- Delivered a broad range of corporate and site-level programs recognizing the critical connection between a culture of belonging and employee well-being. In 2023, employees participated in a broad range of employee mental and physical health initiatives, including our Take a Break educational series on mental health, Breast Cancer Awareness Month, Movember in support of men’s health and other initiatives at site level. See [Employee Wellness](#).
- Provided an enriched summer student “intern” program at corporate to 32 university students of whom four were BIPOC, supporting our 5% Black North Initiative target. In partnership with our recruitment team, we worked with hiring managers on inclusive hiring skills and incorporated diversity metrics into our applicant dashboard to advance BIPOC representation.
- Celebrated the efforts and commitments of our employees through Kinross’ annual Living Our Values Awards (LOVA) for the 16<sup>th</sup> consecutive year. Kinross employees nominated over 3,590 peers in 2023 of whom 12 were recognized for their exemplary performance and contributions to living our four Core Values.

## Community Partnerships

- As part of our work with the UN Global Compact Canada’s “Accelerating Systemic Change” program, funded by the Women and Gender Equality Canada initiative, Kinross’ “Women at Kinross” program was selected as one of the best practices. It was one of 20 case studies featured in the Accelerating Change Toolkit to showcase best practices in advancing DEI within their organizations, with the goal of sharing learnings with other companies on this journey. Kinross was the only mining company among the group of 20 companies selected. Read [Empowering Learning and Coaching Programming](#).
- In 2023, we continued our work with external partners including the Canadian Centre for Diversity and Inclusion, Catalyst, the BlackNorth Initiative (BNI), Women in Mining, The Mining Industry Human Resources Council and others. We engaged with organizations which conduct benchmarking, allowing us to measure progress and the effectiveness of initiatives and practices. We worked with the International Women in Mining’s Diversity & Inclusion sharing network and the McKinsey Survey, enabling us to draw upon their expertise and develop practices that are aligned with our industry. For the fourth year, Kinross participated in the Women in the Workplace survey, which is the most comprehensive study of the state of women in corporate America. LeanIn.Org and McKinsey & Company have published this report annually since 2015 to give companies the information they need to advance women and improve gender diversity.



## Equal Remuneration

Equal pay for equal responsibility is a vital component of Kinross’ commitment to equity. We assess our pay equity performance annually, comparing the average annual salary for all female employees to the average annual salary for male employees, expressed as a ratio (female average salary/male average salary).

In 2023, our gender pay results were consistent with prior years, including:

- Average base salaries were higher for women than men for Kinross as a whole (Figure 10), and specifically in Brazil and Mauritania, where the pay ratio reflects the higher number of men in operator positions and skilled trades roles than women. The lower ratio of base salaries for Canada is the result of a higher percentage of men than women in senior roles and the higher remuneration associated with those roles.
- Men and women at Kinross in comparable positions receive salaries that are generally aligned, with minimal differences (evaluating salaries within each market where we have operations) demonstrating that both groups are compensated equitably and competitively within the local market.

Figure 10  
**2023 RATIO OF BASE SALARY BY GENDER AND REGION**  
(All employees) (ratio female/male)

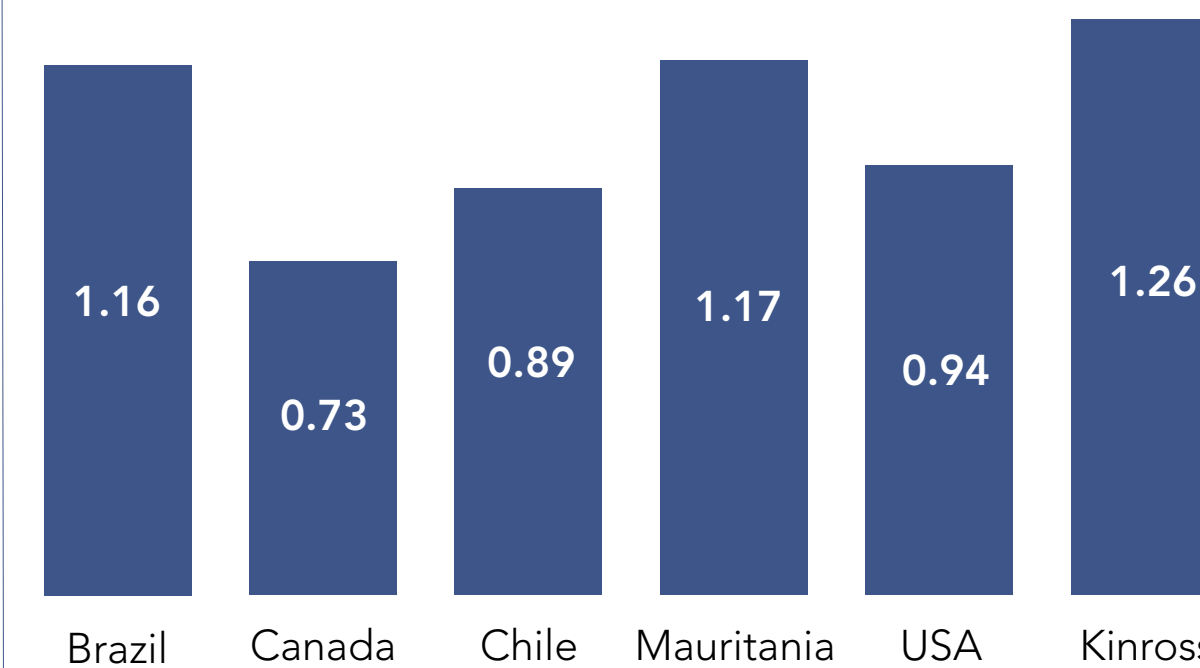
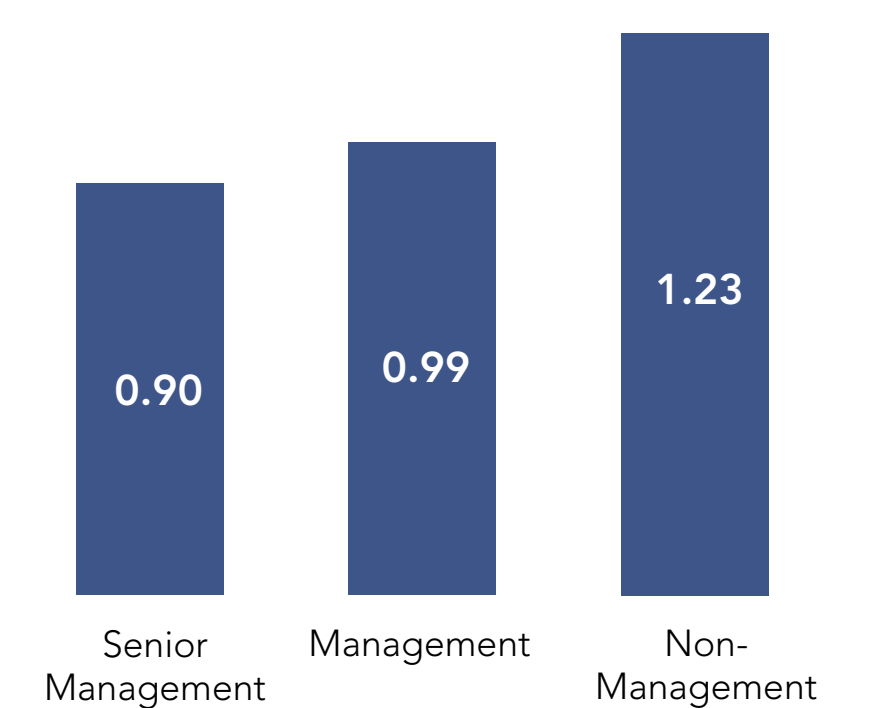
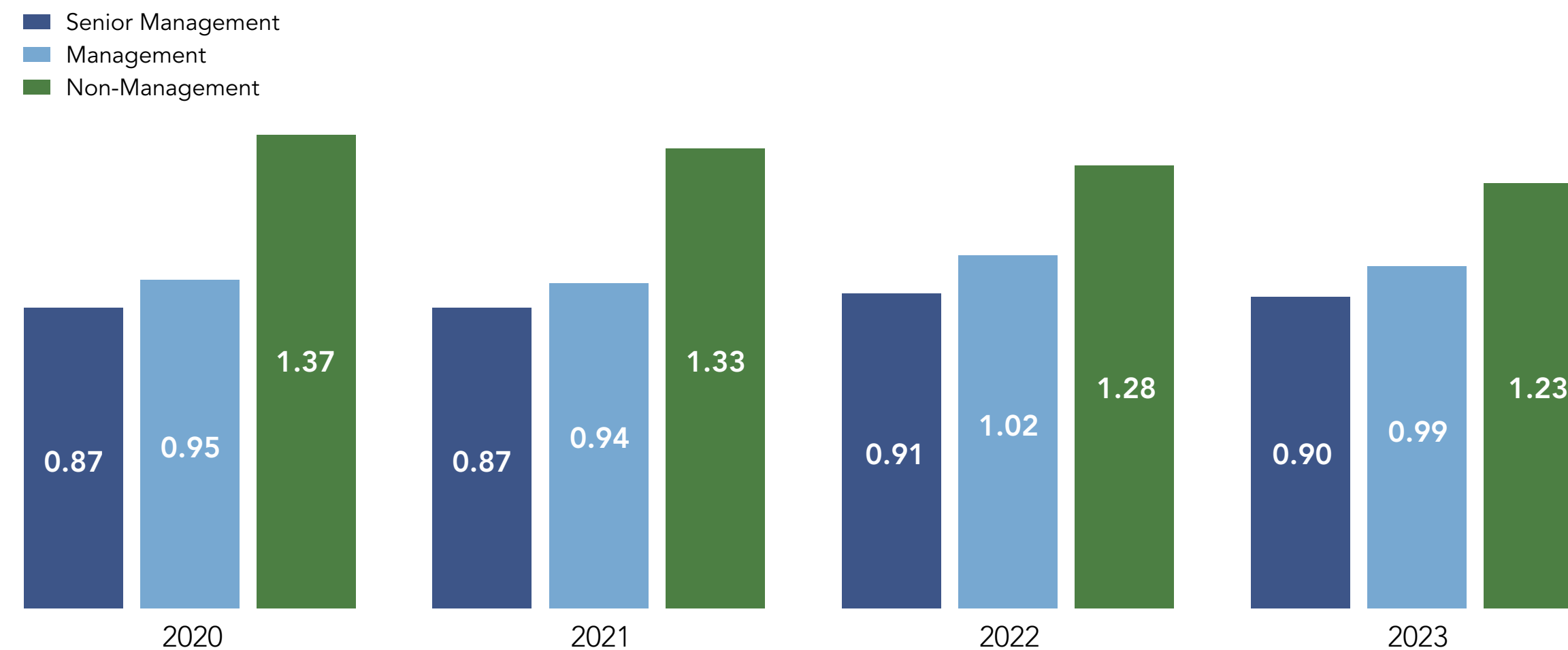


Figure 11  
**2023 RATIO OF BASE SALARY BY GENDER AND CATEGORY**  
(All employees) (ratio female/male)



- For senior management level employees and above, salaries are higher for men than women, reflecting the continuing higher numbers of men (83% of 40 positions) in more senior management and executive roles than women (Figure 11). The female to male ratio is relatively unchanged (senior management female/male ratio of 0.90 in 2023 vs. 0.91 in 2022), but improved compared with 0.87 in 2021 (Figure 12). The management female/male ratio was 0.99 in 2023 vs. 1.02 in 2022, representing a slight decrease year-over-year but an improvement over the ratio of 0.94 in 2021 and showing overall good alignment between female and male salaries at these levels.
- For non-management positions, the female/male ratio of 1.23 (Figure 12) is related to the majority of positions being held by men in operator positions and skilled trades roles (87% of 6,076 positions) which have a different remuneration structure from the technical, professional and administrative roles held in greater proportion by women. This metric also improved year-over-year to 1.23 in 2023 from 1.28 in 2022, at the most equitable level achieved and well below the four-year average ratio of 1.30.
- See [Table 5](#) for a summary of our approach to risk and opportunity related to DEI.

Figure 12  
**FOUR-YEAR RATIO OF BASE SALARY BY GENDER AND CATEGORY**  
(All employees) (ratio female/male)



At Bald Mountain, employees reviewing data on site.

**Our targets for 2024 include:**

- Sites and corporate offices will continue our work to create inclusive and respectful work environments.
- At our Toronto office, continue or efforts to meet our BlackNorth Initiative summer student hiring target of 5%.
- Continue the roll-out of DEI learning initiatives to promote DEI awareness across the organization.

## Advancing Diversity at Paracatu: Gender and Beyond

Across Kinross, proactive initiatives to advance diversity at the grassroots level are integral to progressing our Company-wide DEI strategy. All our sites and projects have DEI strategies and initiatives in place and their efforts are making a positive difference in advancing gender, racial and ethnic diversity across our workforce through fostering an inclusive culture in the workplace.

At Paracatu, the site established two DEI committees in 2021 to help drive strategy and to provide a forum to exchange perspectives and support DEI programming. In addition to a DEI committee comprised of site leadership, the second committee is employee-led and multidisciplinary, with membership on the committee changing annually. An annual meeting of both committees brings the groups together to share ideas, drive innovation and bridge gaps with the ultimate goal of supporting and strengthening DEI throughout the Paracatu operation.

In 2023, Paracatu introduced a range of DEI programs to open up training and employment opportunities for women as well as local residents of diverse physical and mental abilities. Among the actions launched during the year, the site's "Affirmative Vacancies" initiative successfully hired 17 women from the local community to become haul truck drivers at the mine. In addition, we launched a program to help 30 women get their driver's licence to drive trucks. When they finish, they will be able to work in the mine as employees or contractors, or work elsewhere. The second class will start in May 2024.

Paracatu's diversity target is to reach 25% female representation across its workforce by 2030. In addition to offering opportunities to attract more women to work in the mining sector and at the Paracatu mine, supporting and retaining current female employees at Paracatu is also a priority. Our "K Among Us" annual meeting of women at site provides an opportunity to bring them together to discuss and learn about the role of women in mining and at the mine. In addition, the site has established three lactation rooms at various Paracatu sites to support nursing mothers, as well as improving change rooms and uniforms to better suit women's needs. Exclusive parking for pregnant women, reduced mobility, and employees over sixty years of age was also introduced, which is supported by an awareness program to encourage fellow employees to respect the special parking designations.

Focused on providing opportunities to people of different abilities, Paracatu also introduced an Industrial Learning program to provide participants with the skills they need to successfully enter the workforce. Fifty people of varying physical and mental abilities, including many youth, are participating in the year-long apprenticeship. Once the program has been completed, participants will be able to apply for possible employment at Paracatu, or to transfer the skills and experience gained through the program to seek work in the broader community. An Industrial Management Learning program, which is focused more on administrative roles, is also providing learning and employment opportunities for women and men. Four courses have been held: one for women (Industrial Productive Process); one mixed gender class (Industrial Maintenance); and two classes for people with disabilities (Industrial Management).

In early 2024, the site also launched a learning program to help both youth and older adults finish high school. Approximately 60 students are enrolled in the program.

To measure and track DEI awareness, Paracatu held its second DEI Census across its workforce in 2023. The 2023 survey was measured against the first census conducted in 2020 during the COVID-19 pandemic. The results show a greater appreciation and understanding of DEI, and improvement across many dimensions of DEI. Among the findings, employees have a greater level of comfort with gender identity and LGBTQ, reflecting the positive impact of three years of DEI education at Paracatu.



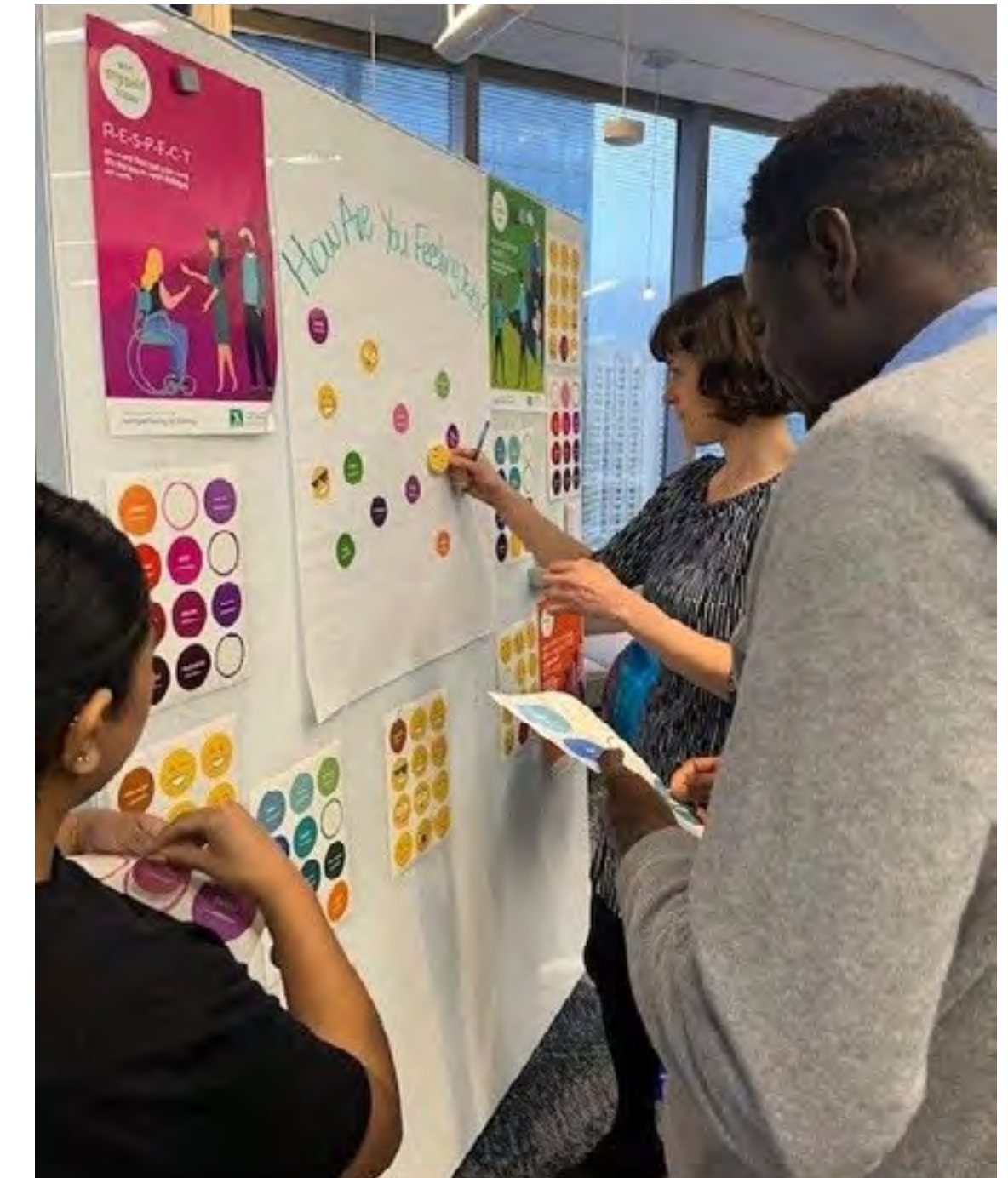
At Paracatu, a group of female employees.



TABLE 5: Diversity, Equity and Inclusion

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Human Resource and Compensation Committee (HRCC) and Corporate Governance and Nominating Committee <b>Management responsibility</b> – Senior Vice-President, Human Resources <b>Functional responsibility</b> – Senior Director, Talent, Engagement and DEI <b>Accountability</b> – quarterly report to Board and CEO on risks, opportunities and performance; Global Diversity, Equity and Inclusion Council (GDEIC)		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	• <b>Current (1 year):</b> yes	• <b>Medium (3-5 years):</b> yes	• <b>Long (&gt; 5 years):</b> yes
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from legal/compliance impacts (i.e., potential fines and penalties) and time-consuming investigations related to allegations of discriminatory and unequal treatment</li> <li>• <b>Reputational</b> – related to allegations of discriminatory and unequal treatment within own operations and value chain</li> <li>• <b>License to operate</b> – risks of protests by communities pertaining to perceived discriminatory practices at Kinross operations</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – a workplace defined by DEI and where everyone feels a sense of belonging contributes to shaping a workplace where everyone has the chance to excel, enabling them to be more innovative and perform better.</li> <li>• <b>Environment</b> – access to traditional knowledge with connection to the land and environmental stewardship</li> <li>• <b>Assets</b> – increased operational productivity and financial performance associated with a diverse and inclusive organization</li> <li>• <b>Reputation</b> – equity, a diverse workforce, culture of inclusiveness and high retention rates enhance position as an employer of choice welcomed by governments/communities in current and potential new jurisdictions.</li> <li>• <b>Livelihood</b> – strong DEI policies and practices can contribute to developing a pipeline of diverse talent with a positive impact on local communities</li> </ul>		
	<b>Strategic Framework</b>	Global DEI Strategy and Program, including <u>The Kinross Way for Diversity, Equity and Inclusion</u> as well as our <u>Code of Business Conduct and Ethics</u> and supported by other policies and systems, including the <u>Supplier Standards of Conduct</u> , and the <u>Kinross ERM system</u> .		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	• Incidental	• Incidental (M-L)	
	<b>Society and Environment</b>	• Minor	• Minor (M-L)	
	<b>Strategy and decision-making</b>	• Medium	• Medium (M-L)	
	<b>Resilience of strategy</b>	• High	• High (M-L)	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process to monitor retention</li> <li>• <b>Training</b> – comprehensive program to decrease harassment and increase respect in the workplace through DEI education and awareness (global DEI corner, through micro-learnings, e-Learning, bite-sized learning and Cultural Intelligence for Leaders)</li> <li>• <b>Whistleblower Policy</b> – comprehensive confidential reporting mechanism including Integrity Hotline available in five Kinross languages</li> <li>• <b>Monitoring and reporting</b> – through GDEIC, HRCC and annual Sustainability Report</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Substantiated cases of discrimination (#)</li> <li>• Gender diversity – women (% of Directors)</li> <li>• Gender diversity – women (% of total workforce)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• 33% women directors</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Toronto, employees participate in “Not Myself Today” as part of the “Bell Let’s Talk initiative”.

**ANALYST CORNER: DIVERSITY, EQUITY AND INCLUSION**

Read [Management Approach](#)

GRI 405, 406

SASB

RGMP Principle 1, 5, 6

SDG 5

UNGC Principle 6

[Data Tables](#)





# Human Capital Development

**Ensuring that our employees have opportunities for growth and development is essential to having an engaged and skilled workforce and to Kinross’ overall success. We promote professional growth and learning for new and existing employees to drive engagement, support operational productivity and align the skills of our workforce with the evolving needs of our business and supporting a just transition. 2023 was a pivotal year in the evolution of Kinross’ training and development journey.**

## 2023 Performance: Metrics and Targets

We made significant progress in 2023 advancing our training and development strategy across the Company. Our focus on “enablement” is central to our approach, seeking to enable our people, our leaders and our business to thrive and be successful. Over the past year, we have worked closely with our human resources team and business leaders at sites to understand the people development needs of the Company, thinking about both the present and the future in a fast changing world. The outcome has been the significant expansion of our training and development programs, a more structured and formalized approach to setting goals, individual development and performance assessment, and succession planning for senior leadership and key roles at sites.

Building on the foundational work undertaken in 2022, we launched a Global Leadership Program – SLII® in 2023 to provide Kinross leaders with a practical framework that enables people leaders to focus on developing their team members for optimal performance. We launched our Five Leadership Principles (Clear Communicator, Owner, Humble Team Player, Courageous, Caring and Committed) with senior leadership from Corporate and sites and introduced a leadership training program to help our leaders build meaningful connections to strengthen productivity and engagement.

In parallel, we continued to deliver on our foundational training and programs during the year. We maintained our Generation Gold and Professional Development programs, aimed at providing high potential employees with global experience. In parallel to our new Global Leadership Program – SLII®, we continued to deliver our Emerging Leaders Program and Women at Kinross programs focused on helping new leaders at Kinross to develop their leadership and management skills. For individual employees, we continued to grow the resources available for skills development, by introducing LinkedIn Learning® in early 2023 as an additional learning resource alongside Kinross University (KU), eCornell and an array of other communications, coaching and mentoring growth and developmental opportunities (Figure 13).

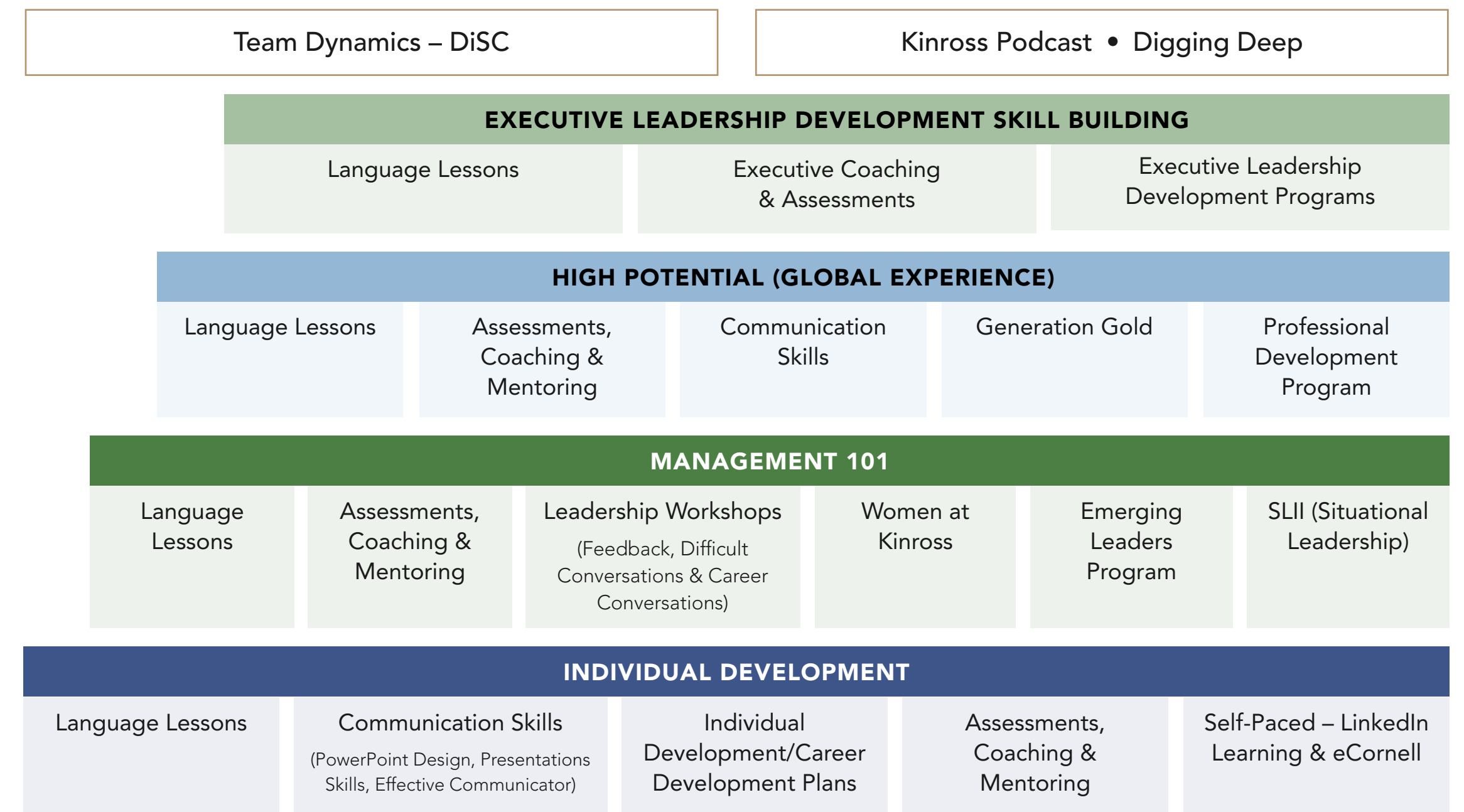
2023 results and initiatives also include:

- Reported a total turnover rate of 12.8%, an improvement over 13.8% in 2022. Voluntary turnover of 8.8% declined from the five-year high of 9.3% in 2022 and involuntary turnover continued to trend downward to 4.0%, the lowest in five years (Figure 14). Turnover rates at our U.S.-based operations continued to be the highest in 2023 across our operating

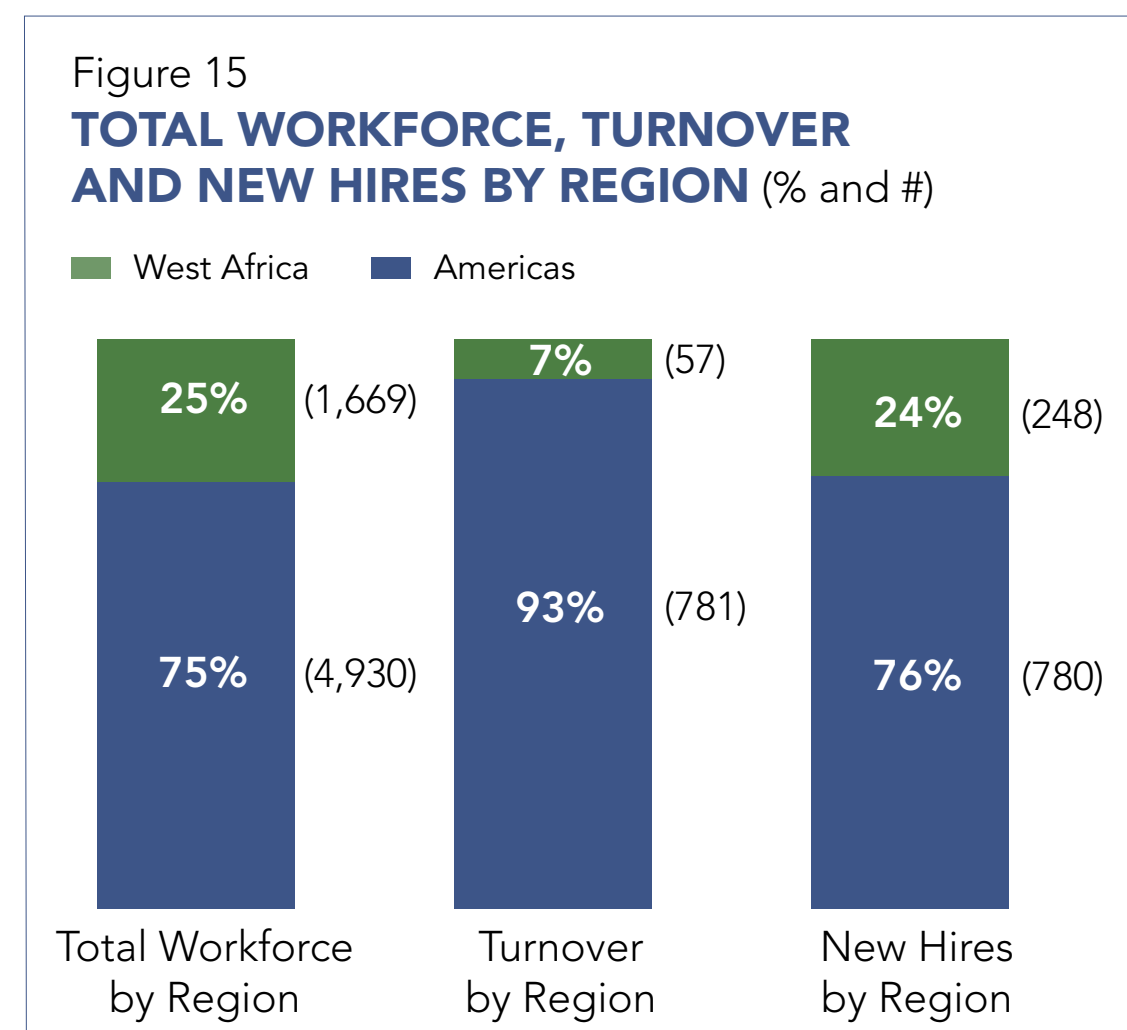
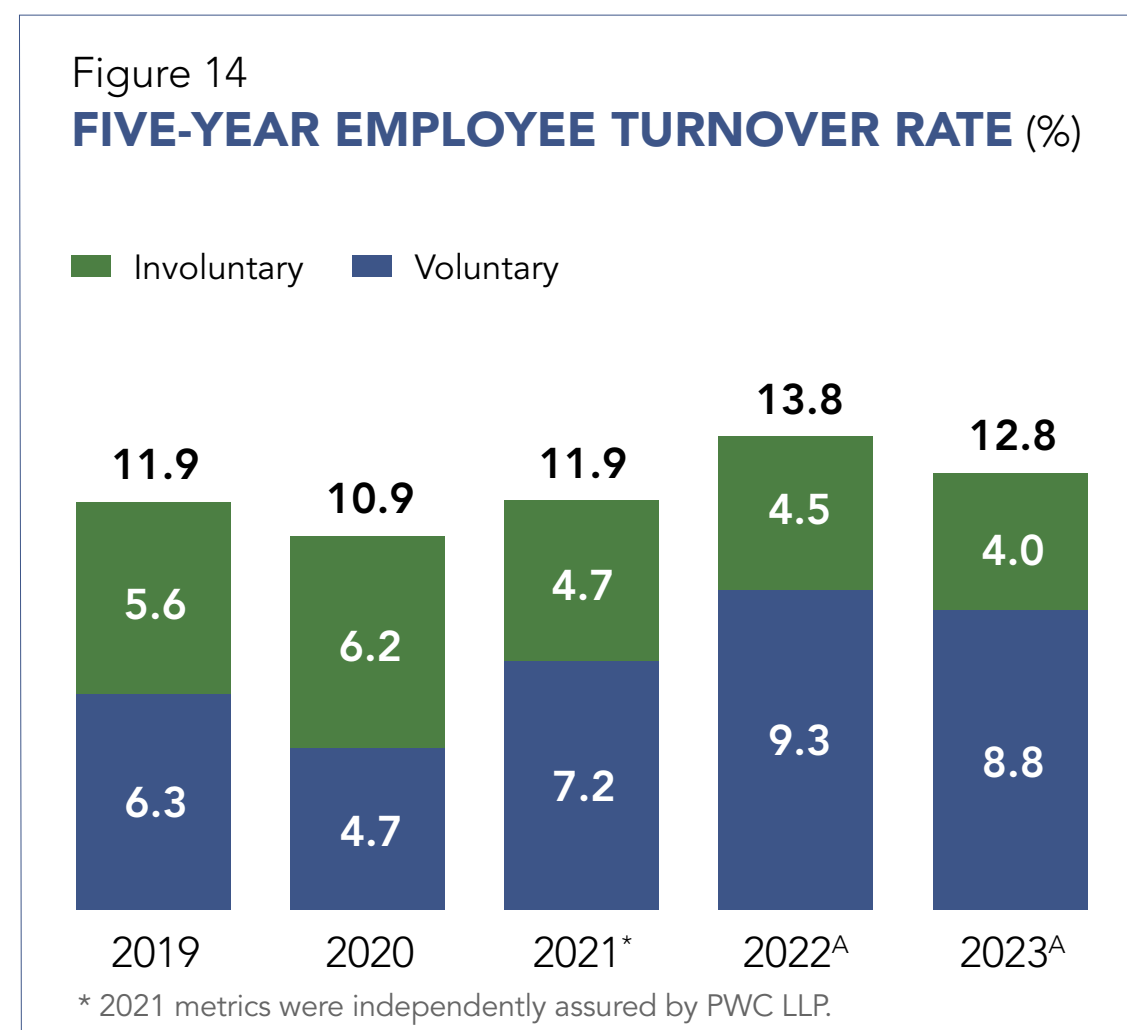
jurisdictions, with 93% of overall turnover concentrated in the Americas region (see Figure 15). The combined turnover rate among females also significantly improved year over year, declining to 12.9% for voluntary turnover in 2023 from a high of 15.2% in 2022, and 4.3% for involuntary turnover in 2023, down from 6.2% in 2022, as we continue to support a flexible approach to work and progress our DEI strategy.

- Delivered 323,683 hours of training, an average of 57 hours of training per employee, compared with 40 hours of training per employee in 2022. Major investments in training over the past year and the expansion in developmental offerings contributed to an increase in the total training investment to \$1,449 per employee in 2023 compared with \$715 in 2022, a more than 200% increase year-over-year.
- Completed performance appraisals for 4,923 employees, representing 75% of our total workforce. We also took key steps to update and enhance Kinross’ Performance Management framework. See [Enhancing Performance Management at Kinross](#).

Figure 13  
**LEARNING & DEVELOPMENT AT A GLANCE – 2023**



- Placed 69 internal candidates into new roles, representing 9.4% of open positions in 2023, and in percentage terms the same as 2022. We continued to encourage employee mobility and promoted awareness of and access to internal developmental opportunities. Of the 1,028 new hires in 2023, 23.8% were female and 39% were in the < 30 age group, bringing contemporary perspectives and early career energy to Kinross, supporting a culture of innovation and our focus on developing a skilled and values-driven workforce for the future. The distribution of new hires by region was in line with total workforce distribution (Figure 15).
- Continued to deliver our Emerging Leaders Program in 2023 with 20 employees currently participating in the program from across all sites. In 2023, we delivered six instructor-led modules over six months on topics covering “Understanding the Leader’s Role”, “Self-Leadership”, “Goal Setting”, “Giving and Receiving Feedback” and “Difficult Conversations”. We supplemented this experience with three group coaching sessions and achieved a 91% satisfaction score among participants.
- With a focus on developing our leaders at all levels, we offered a variety of development opportunities in 2023. For our people leaders, we delivered programs such as SLII®, Emerging Leaders Program, and Women at Kinross to 92 employees and achieved an average satisfaction score of 93% among our participants. For all our employees, we delivered programs and workshops such as Feedback That Works, Difficult Conversations, PowerPoint Design, Presentations Skills, Effective Communicator, Team Dynamics, eCornell courses and Language Lessons to over 200 employees and achieved an average satisfaction score of 87% among our participants. In addition to these programs, workshops and courses, we supplemented development by providing our employees access to coaching, self-paced development through LinkedIn Learning, and mentoring and assessments.
- See [Table 6](#) for a summary of our approach to risk and opportunity related to Human Capital.



### Enhancing Performance Management at Kinross

Among our talent and development priorities, we upgraded and re-launched a new, mandatory Performance Management System and process in early 2024. Drawing upon best practices in employee development and appraisal, Kinross’ new Performance Management System is designed to:

- Ensure alignment with the Company’s priorities and strategy
- Be relevant to the business
- Connect performance management to other human resources processes
- Enhance fairness, transparency, and objectivity
- Focus on feedback and development, and
- Foster partnership between every manager and employee.



In support of our core values, building a high performance culture leads to business success and enables us to optimize the strengths of our people. Through an enhanced performance management process, managers have an opportunity to empower our employees to be successful, to strive for higher levels of performance and foster a commitment to life-long learning. For our business, a robust performance management system will help Kinross maintain a vital, competitive workforce and help retain top talent.

Kinross’ system strengthens the connection between our four Core Values and our Leadership Principles while supporting individual success and recognizing accomplishments. Through shared responsibility, employees and people leaders work together to identify performance goals and expectations based on Kinross’ Four-Point Plan (4PP). The system requires employees and managers to come together at regular touchpoints to share information and ensure continuous feedback and development throughout the year. Beginning in 2024, individual contributors will be measured against identified goals and expectations (60% weighting) and behavioural “anchors” associated with Kinross’ four core values (40% weighting). For people leaders, performance assessment is evaluated against the behavioural “anchors” aligned with both Kinross Leadership Principles (25%) and Kinross’ values (15%). Performance outcomes for the year will be tied to total rewards including short-term incentives.

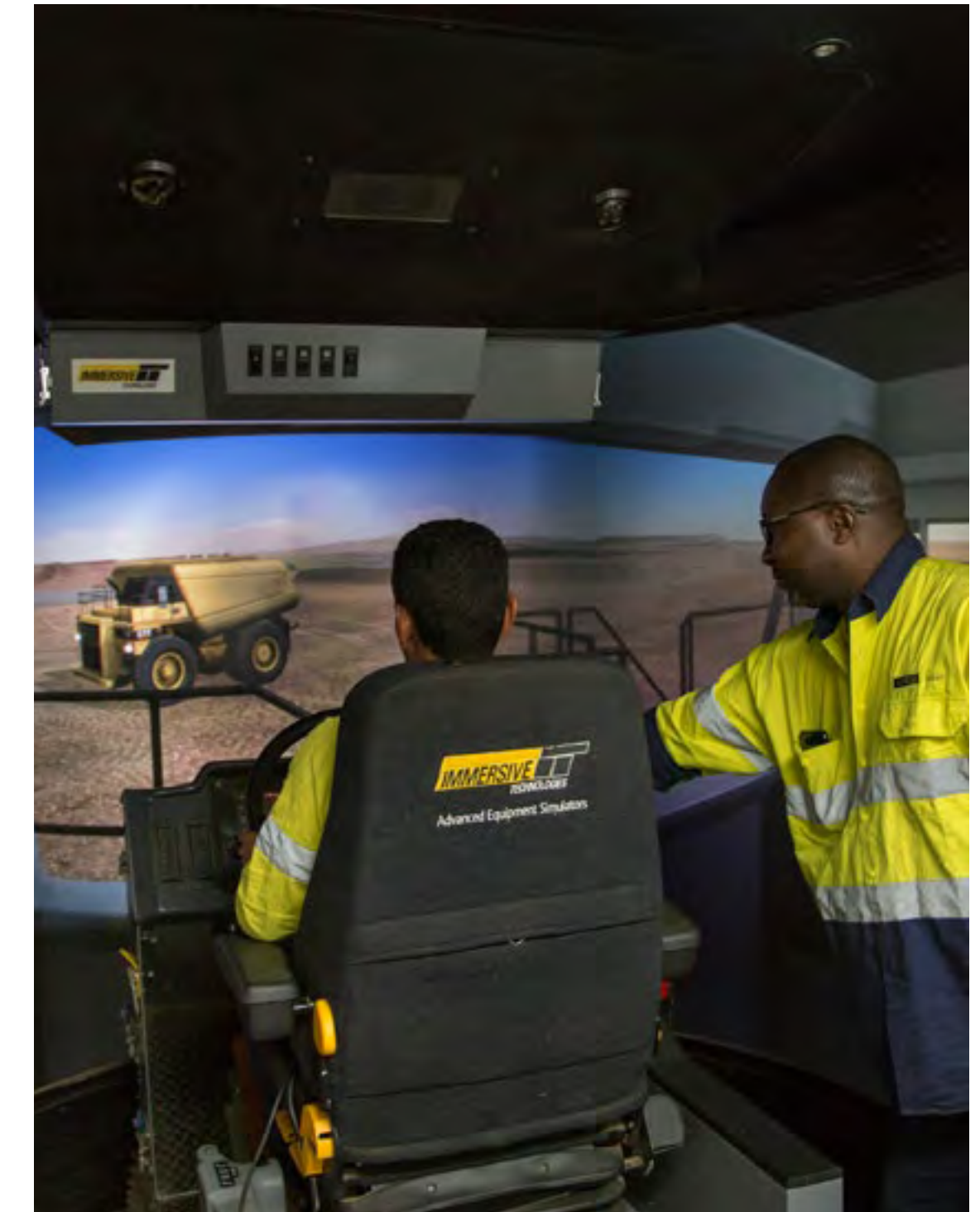
#### For 2024, our public targets remain consistent with prior years, and include:

- Achieving a combined (voluntary and involuntary) turnover rate of 12% or less.
- Re-launching our mandatory Performance Management system and meeting our target of performance appraisals for 100% of eligible employees.
- Embedding new Four Point Plan leadership metrics to measure employee performance against values, goals and leadership for people leaders and individual employees.

**TABLE 6: Human Capital – Training and Development**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Human Resource and Compensation Committee (HRCC) <b>Management responsibility</b> – Senior Vice-President, Human Resources <b>Functional responsibility</b> – Senior Director, Talent, Engagement & DEI <b>Process</b> – Quarterly report to the HRCC		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from financial and operational impacts and disruptions due to high employee turnover, costs of hiring and training top talent, and availability of people, especially for remote operations and projects</li> <li>• <b>Reputational</b> – related to damage arising from related complaints/legal actions for wrongful termination of employment, investigations, media exposure and other stakeholders which negatively impact Kinross</li> <li>• <b>License to operate</b> – due to insufficient local employment, lack of investment in upskilling and career development, and lack of commitment to employee well-being, all of which can impact the Company's license to operate</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – attract, retain and develop a skilled and experienced workforce by providing meaningful opportunities for growth and development</li> <li>• <b>Environment</b> – a skilled, technical workforce drives innovation and sustainability, supports the advancement of climate goals and adaptation as part of a just transition.</li> <li>• <b>Assets</b> – strong, consistent financial and operating performance, and improved productivity and innovation through employee capacity building and retention of skilled workforce</li> <li>• <b>Reputation</b> – as an employer of choice recognized for a culture of coaching and development providing meaningful work, opportunities for growth and development and rewarding performance</li> <li>• <b>Livelihood</b> – delivering fair wages and benefits, contributing to improved living standards and positive outcomes in host communities</li> </ul>		
	<b>Strategic Framework</b>	Corporate Learning and Development Strategy, grounded in our <a href="#">Code of Business Conduct and Ethics</a> and <a href="#">Whistleblower Policy</a> , and supported by other policies and systems, including <a href="#">Kinross ERM system</a>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• Medium</li> </ul>	<ul style="list-style-type: none"> <li>• Medium (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• Medium</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>	<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – Executive Leadership Program</li> <li>• <b>Due diligence</b> – Global Training and Development Strategy</li> <li>• <b>Training</b> – Site-level training (i.e., mandatory and voluntary)</li> <li>• <b>Sustainability</b> – Performance Management System &amp; Process; Total Rewards Program; succession planning</li> <li>• <b>Monitoring and reporting</b> – Through annual Sustainability Report</li> </ul>			
<b>Metrics and Targets</b>	<b>Metrics</b> <ul style="list-style-type: none"> <li>• Employee turnover rate (%)</li> <li>• Internal hire rate (%)</li> <li>• Employee training (total number of hours and average hours per employee)</li> <li>• Employee training (average cost per employee) (\$)</li> <li>• Performance management appraisal (% of technology users)</li> </ul>		<b>Targets</b> <ul style="list-style-type: none"> <li>• Combined turnover rate (voluntary and involuntary) of 12% or less</li> <li>• All applicable employees (100%) receive performance management reviews</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Tasiast, an employee practises his skills on the simulator.

### ANALYST CORNER: HUMAN CAPITAL DEVELOPMENT

Read [Management Approach](#)

GRI 2-7, 2-8, 401, 404

RGMP Principle 6

SDG 3, 4, 5, 8

UNGC Principle 1, 2, 3, 4, 5, 6



[Data Tables](#)

# Community

## Relationships with Stakeholders

**We maintained active mechanisms for stakeholder engagement, community consultation and grievance resolution at all of our six active mine sites and four development projects in 2023. Our approach to local engagement is focused on building and maintaining good relationships, helping us to identify and mitigate social risks through ongoing dialogue, listening, a commitment to transparency, and taking appropriate actions.**

### 2023 Performance: Metrics and Targets

Our local stakeholders consist principally of local elected leaders, community organizations, local government, businesses, and others. In terms of numbers, local government stakeholders are the main category (36%), followed by community and civil society organizations (together 46%) and local businesses (9%) (Figure 18).

Our stakeholders' primary topic of interest in 2023, across all our sites, was related to the economy and jobs, followed by community and culture, and then the environment and ecology. This is a change from 2022, where the top topic was community and culture, followed by the environment, and jobs (Figure 19).

Examples of stakeholder engagement at our sites are shown in the table below (Table 7). For more information see our site summary reports at [kinross.com](http://kinross.com), where sites' progress towards the Sustainable Development Goals (SDG's) is shown.

In other areas of 2023 performance and results, we:

- Experienced zero work stoppages (non-technical delays) or disruptions to ongoing operations as a result of major community issues (Level 4 and 5). Also, for the second consecutive year, there were zero Level 3 community issues in 2023.
- Received and resolved five grievances across the Company as well as 121 negative feedback expressions (Level 1 complaints). Four of the five grievances were resolved within the 30-day period established in our site grievance mechanisms. One grievance at Fort Knox, related to access to trails in the mine area, took longer to resolve due to difficulties in contacting the stakeholder.
- Considering Level 1 and Level 2 complaints and grievances together (Figure 21) in 2023, the highest category was employment, with Round Mountain registering 25, all related to engagement and communications regarding the future of the mine, schedules, and other matters. The next category was related to transportation (22), with most complaints related to contractors speeding through communities. At Paracatu, total complaints related to mine impacts (noise, dust, vibration) were 36.

- Continued to improve our grievance procedures. At Paracatu, the site finished rolling out the new grievance platform ("Audire") which centralizes all grievances and complaints within a 24-hour independently managed system, connecting both Paracatu and the Caçu Cachoeira hydroelectric facilities. At corporate, we made improvements to the grievance assessment tool (see [2022 Sustainability and ESG Report](#)), ensuring an appropriate balance between weighting of impacts to the stakeholder (65% in total) and the operation (35%). The operational weighting was increased to 35% from 25% previously.
- Grievances were lower in 2023 (Figure 20) compared to previous years, but combined level 1, 2 and 3 complaints, grievances, and community issues for 2023 at 126, were up compared to 90 in 2022.
- Total stakeholder interactions (86,910) were higher than 2022 (78,955) (Figure 22). On a per site basis, interactions were similar to previous years, at 40/day/site. Sites achieved high rates of planned key stakeholder interactions and positive meeting perception (>95%). We achieved an average of 101% of planned stakeholder meetings per quarter, an improvement over the 2022 rate of 97%. Our interactions in 2023 represented approximately 19% of the total local benefit footprint area population of our sites, slightly above our ten-year average of 18%.
- More than 23,000 employee engagements were held on community relations topics, or roughly four per employee, almost double the number in 2022 (13,619), with significant increases at Paracatu and Round Mountain driving the year-over-year increase. At Round Mountain, the employee engagement was focused on future mine life and eventual transition to underground mining.
- A total of 10,434 positive expressions were recorded (feedback, media) vs. 409 negative expressions, a ratio similar to that for 2022, with positive expressions up significantly over 2022 (Figure 23). Paracatu, Round Mountain and Bald Mountain recorded their highest ever number of positive media articles. Based on the most recent perception surveys at sites, an average of 71% of respondents had a positive view of Kinross.
- Negative expressions (community issues, grievances, negative feedback and media) were higher in 2023 at 409 compared to 257 in 2022, but remained below the five-year average of 449 (Figure 23).
- There were no Kinross operations or projects located in areas near, or adjacent to, areas of conflict.
- See [Table 8](#) for a summary of our approach to risk and opportunity for Stakeholder Relations.



At Tasiast, the Kinross Community Relations team maintains ongoing dialogue with community elders.



**TABLE 7: Summary of Site-level Stakeholder Engagement**

Country	Site	Example
<b>Brazil</b>	Paracatu	<ul style="list-style-type: none"> <li>The Mayor of Paracatu visited Toronto during the PDAC convention, together with a municipal councillor, Minas Gerais State government investor promotion agency representatives, and the President of the Minas Gerais Association of Mining Municipalities. A meeting was held at Kinross to agree on dialogue process and commitments from Kinross to collaborate on city infrastructure improvements, including the main city hospital and local schools. The public launch of the book “Cerrado de Paracatu” generated positive feedback from the Mayor and other stakeholders.</li> <li>Site staff conducted more than 30 lectures during 2023 in Paracatu’s universities, reaching more than 2,000 students.</li> <li>More than 1,300 people visited the site in 2023, including 46 institutional visits. A similar visit program operates at the Caçu-Cachoeira hydroelectric plants with 355 visitors in 2023.</li> <li>Engaged with the Alto da Colina community, located close to Phase 11 of the mining operation, to present, discuss and agree on a protocol for blasting in this area. This included a visit to the mine to watch the blasting procedure, which incorporates a series of measures to maintain blasting impacts within existing limits and eliminate fly rock risk to the community.</li> </ul>
<b>Canada</b>	Great Bear Project, Ontario	<ul style="list-style-type: none"> <li>Kinross held engagements with multiple levels of government, including the Mayors of Red Lake and Ear Falls to provide project updates and discuss development needs of the region, as well as project infrastructure needs, especially housing.</li> </ul>
<b>Chile</b>	La Coipa	<ul style="list-style-type: none"> <li>Kinross Chile participated in the FOREDE and ATACAMIN business and mining conferences in Copiapó, at which they engaged with regional and national authorities.</li> </ul>
<b>Mauritania</b>	Tasiast	<ul style="list-style-type: none"> <li>The Tasiast team engaged with the Hakems and Mayors of the communes that intersect with Tasiast, as well as regional authorities, on regional development priorities.</li> <li>Continued our key relationship with the PNBA (Banc d’Arguin National Park) authority through regular steering and technical committee meetings as well as a visit by PNBA staff to Tasiast.</li> <li>Tasiast completed infill of ASM workings, including some which were infilled at the request of the community due to the risk to their animals and to children who were home for the holiday period.</li> </ul>
<b>U.S.A.</b>	Fort Knox and Manh Choh, Alaska	<ul style="list-style-type: none"> <li>Delegates from the Government of Greenland visited Fort Knox for the second time to learn about tailings dam safety and stability controls.</li> </ul>
<b>U.S.A.</b>	Round Mountain, Nevada	<ul style="list-style-type: none"> <li>The site met with Nye County authorities to update on scenarios for the future of the mine.</li> </ul>
<b>U.S.A.</b>	Bald Mountain, Nevada	<ul style="list-style-type: none"> <li>Engaged with multiple organizations, which provided letters of support for the Juniper permit application, including The Sportsmen for the Rubies coalition (includes Trout Unlimited, Theodore Roosevelt Conservation Partnership, Nevada Muleys, Nevada Bighorns Unlimited, Nevada Waterfowl Association, Coalition for Nevada’s Wildlife, Nevada Sporting Dog Alliance, Nevada Bighorns Unlimited Midas Chapter, Nevada Bighorns Unlimited Fallon Chapter, Nevada Chapter of Backcountry Hunters and Anglers, Nevada Chukar Chasers, Ruby Mountain Fly Fishers, Fraternity of the Desert Bighorn, Elko Bighorns Unlimited, and the Nevada Wildlife Federation), Elko County Commissioners, Elko City Council, Eureka County Commissioners, White Pine County Commissioners, and Ely City Council. Trout Unlimited also sent a separate positive letter.</li> </ul>
<b>U.S.A.</b>	Curlew, Washington	<ul style="list-style-type: none"> <li>Held 1,259 stakeholder interactions in 2023, of which just 10 were negative. Key stakeholders engaged included county commissioners, legislators, public utility company, schools, hospitals, and the Colville tribe.</li> </ul>



### Tracking Relationship Quality

During 2023, we continued our internal assessment of relationship quality on a quarterly basis. Figure 16 shows our estimated level of trust with our stakeholders across all of our sites and projects (note: see Kinross' 2019 Sustainability Report for details of indicators used to estimate relationship quality). Out of a maximum score of 66 points, we ended the year with an average relationship quality score of 50.1 points, or 76%, unchanged from the score of 76% at the end of 2022. At a site level, Fort Knox and Manh Choh registered a small drop in 2023 vs. 2022, due to stakeholder concerns about the ore haul from our Manh Choh project to the Fort Knox mill. Bald Mountain also registered a decline, while Chile and Tasiast showed improvements.

Specific relationship parameters, used to estimate overall level of trust, are shown in Figure 17, also compiled for all sites. These indicators continue to be strongest in the categories of respect, frequency, and focus, which reflect how we engage with our stakeholders and how often. Mutual understanding, goal compatibility, and balance of power were the lowest assessed parameters, highlighting the importance of dialogue through listening and capacity building. Compared with the end of 2022, we assessed a slight decrease in most parameters, except for stability and goal compatibility.

Figure 16  
**THREE-YEAR TRUST – ALL SITES CUMULATIVE**  
(%)

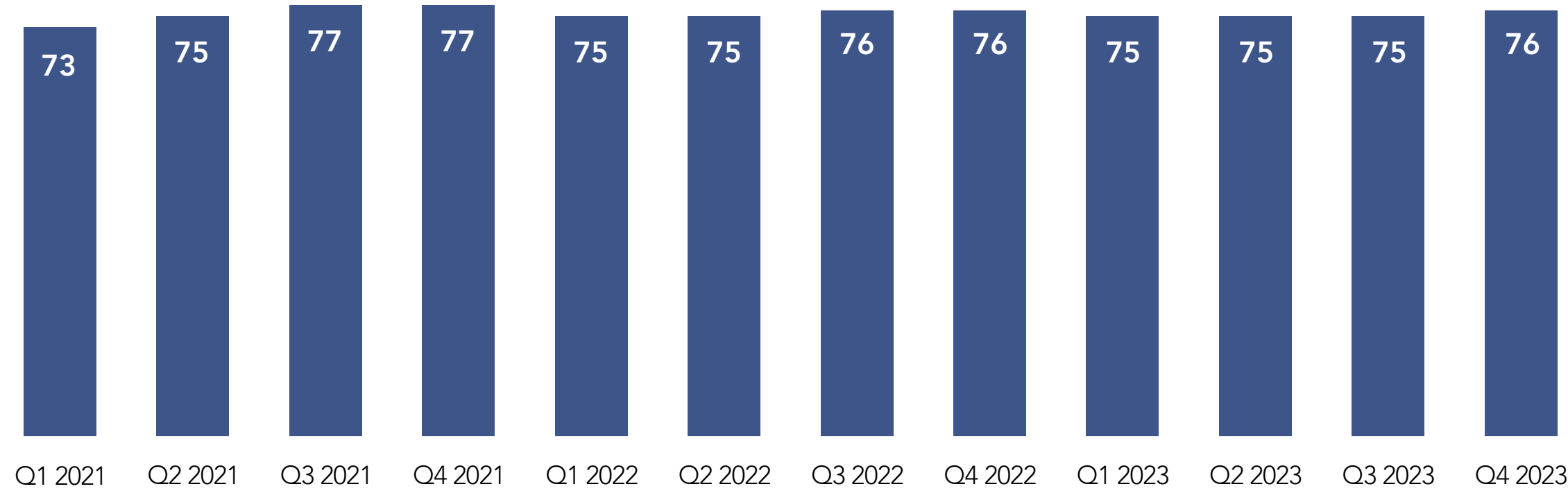


Figure 17  
**TWO-YEAR RELATIONSHIP INDICATORS**

(maximum score for each parameter is 6.0, for a maximum total of 66) (compiled for all sites)

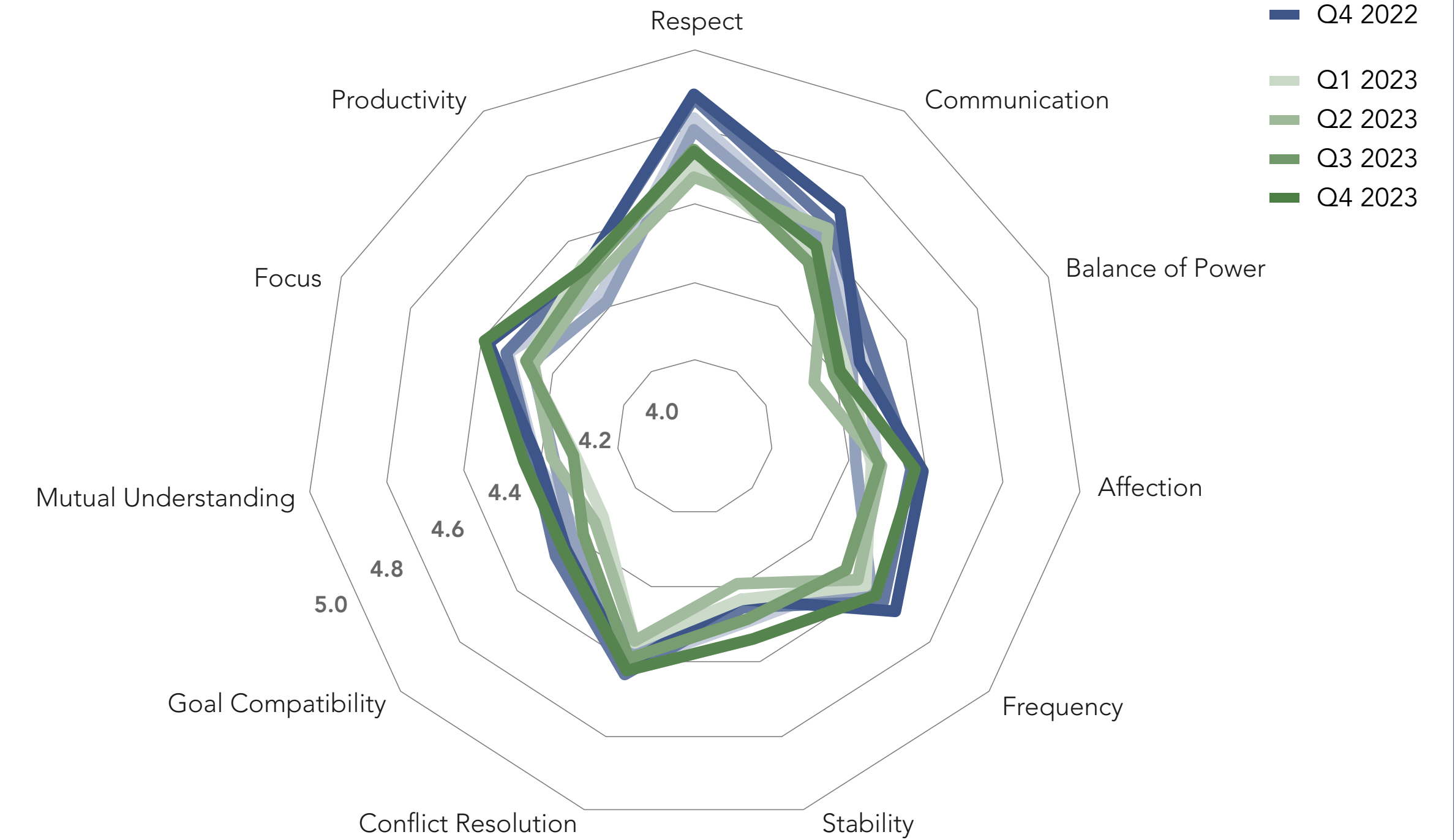
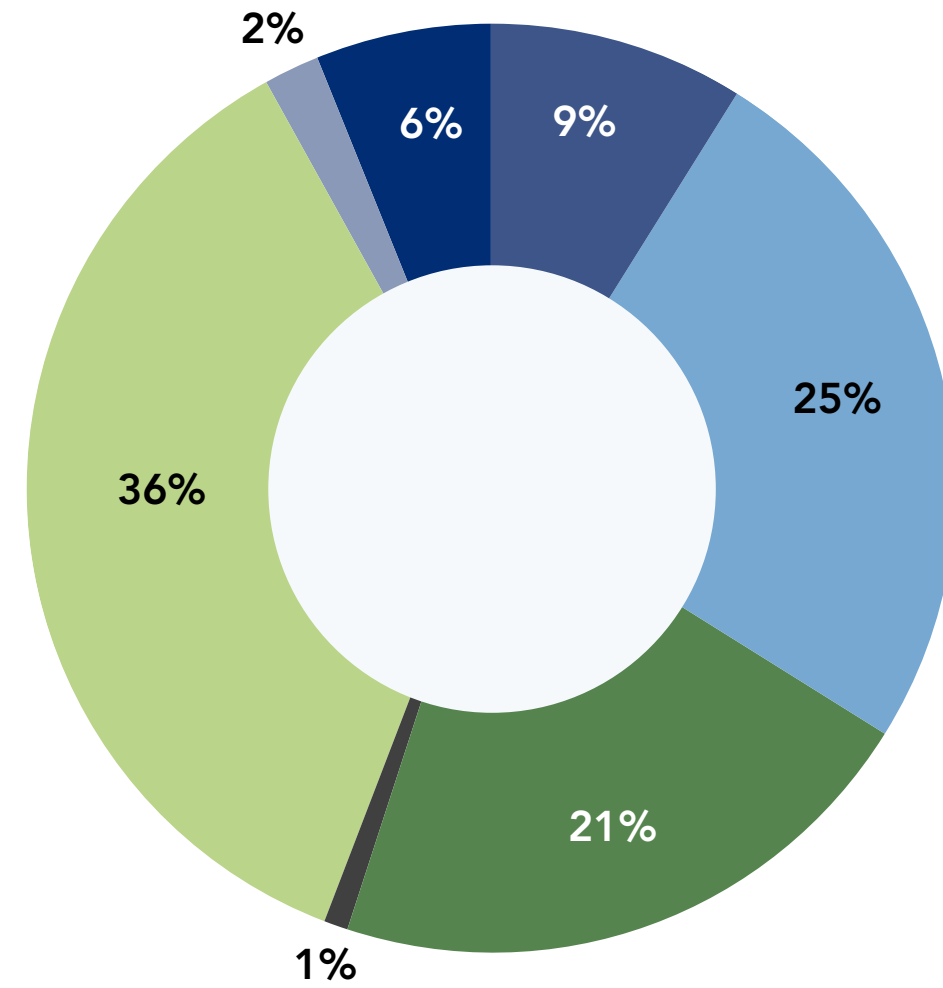




Figure 18  
**2023 STAKEHOLDER CATEGORIES**  
(% of stakeholders compiled for all sites by category)



- Business
- Civil Society
- Community
- Employees
- Government
- Indigenous Peoples
- Media

Note: this chart consolidates detailed categories into broad groups.

Figure 19  
**2023 STAKEHOLDER TOPICS OF INTEREST**  
(number of stakeholders expressing topic as among top three in importance)

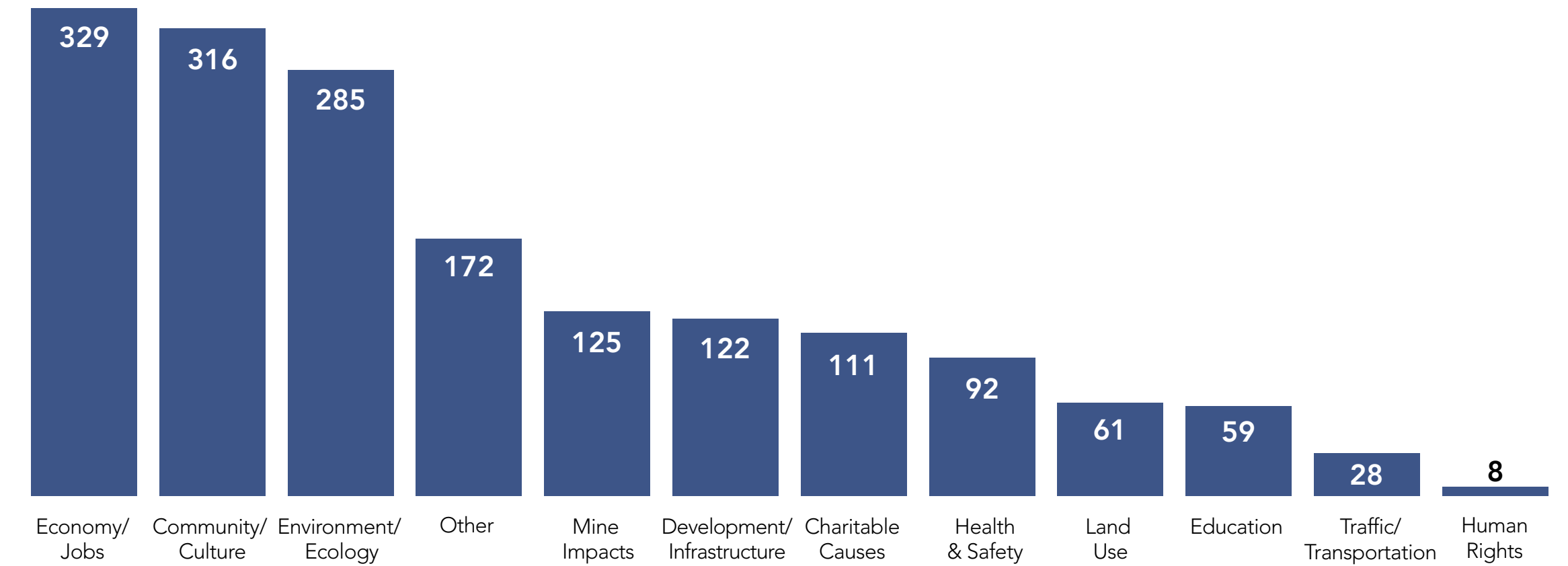


Figure 20  
**FIVE-YEAR COMPLAINTS, GRIEVANCES AND RECORDED ON SITE REGISTERS**  
(number of complaints, grievances, and issues)

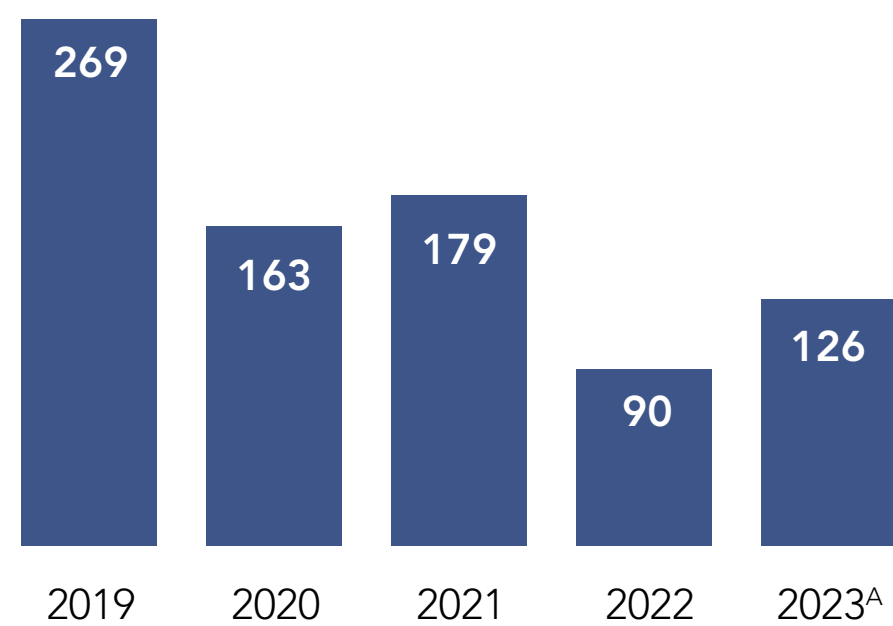
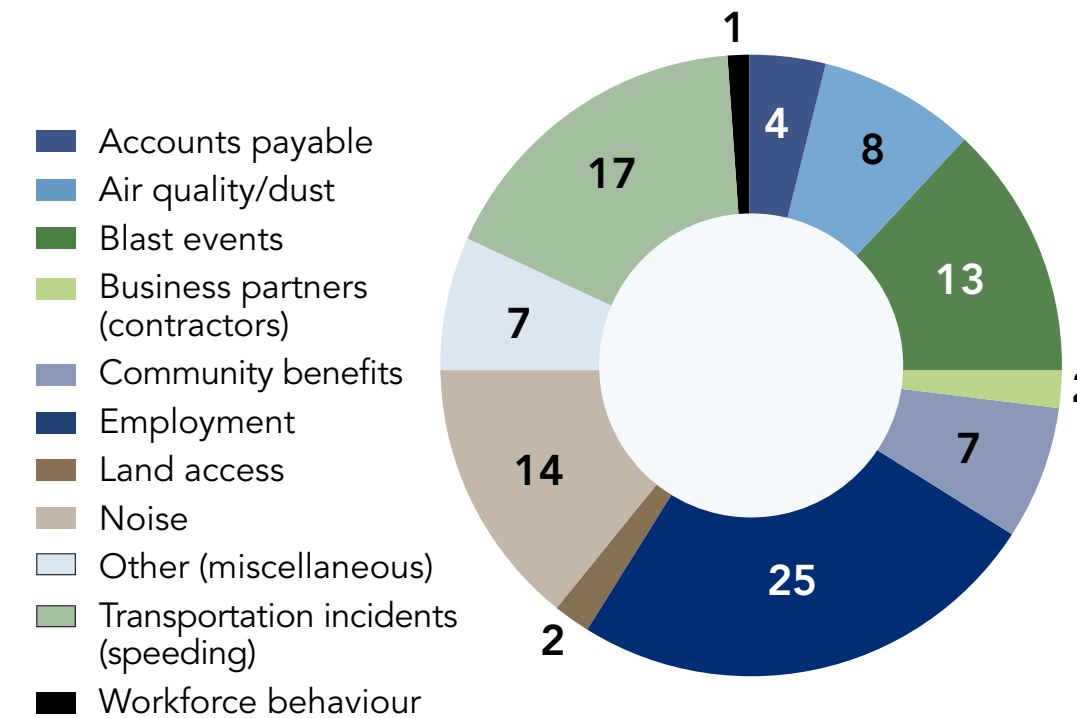


Figure 21  
**2023 COMPLAINTS AND GRIEVANCES BY CATEGORY**  
(Level 1 and above)



- Accounts payable
- Air quality/dust
- Blast events
- Business partners (contractors)
- Community benefits
- Employment
- Land access
- Noise
- Other (miscellaneous)
- Transportation incidents (speeding)
- Workforce behaviour

Figure 22  
**FIVE-YEAR STAKEHOLDER INTERACTIONS**  
(number of interactions)

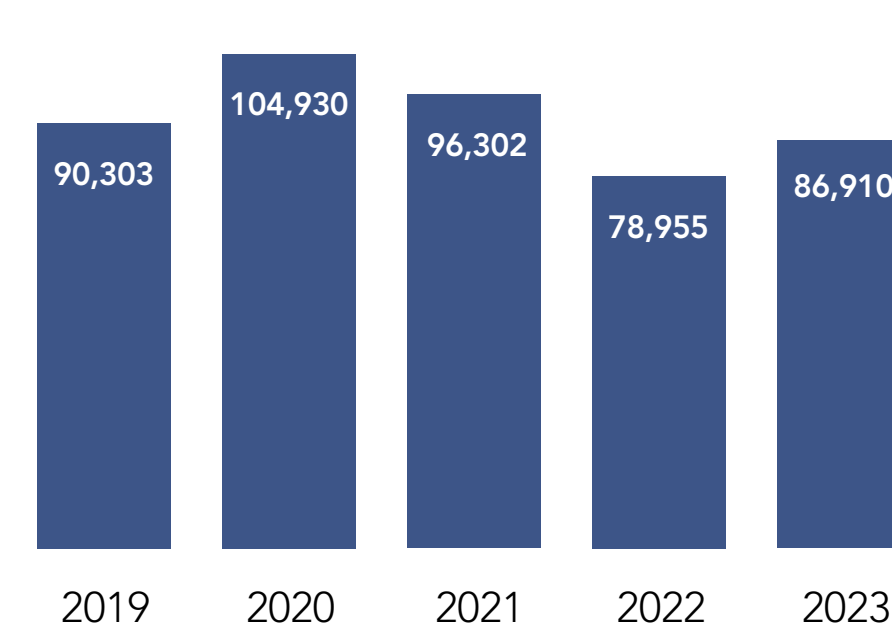


Figure 23  
**FIVE-YEAR COMMUNITY FEEDBACK**  
(number of expressions)

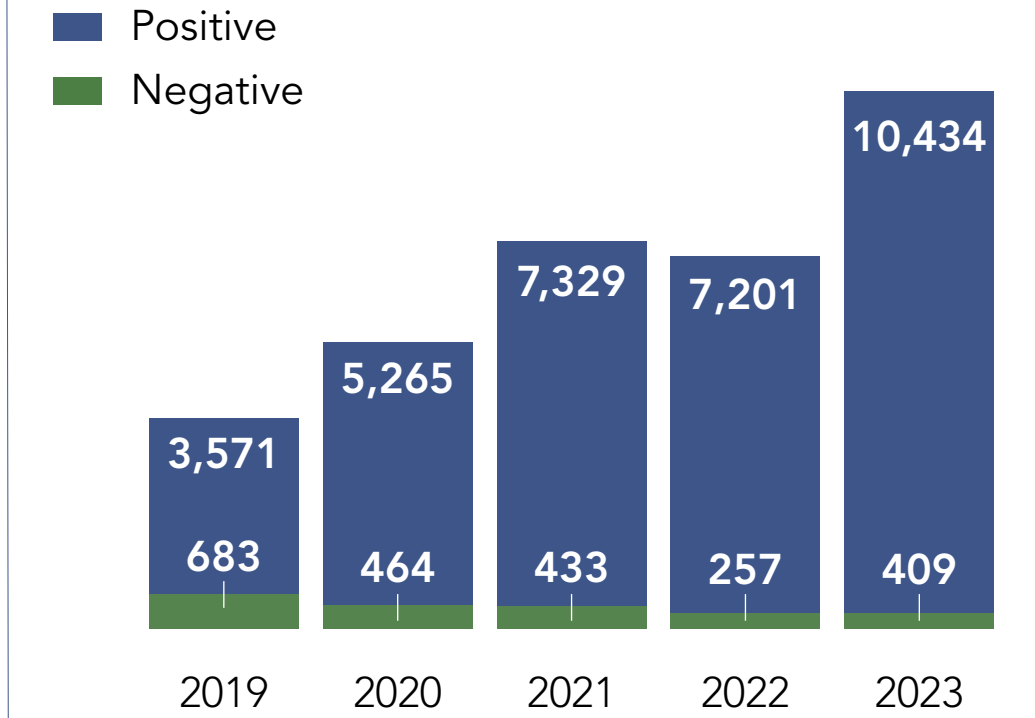




TABLE 8: Relationships with Stakeholders

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – President <b>Functional responsibility</b> – Senior Vice-President, External Affairs <b>Accountability</b> – Quarterly report to CRTC on risks, opportunities and performance		
	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream, and downstream		
<b>Strategy</b>	<b>Time Horizon</b>	• <b>Current (1 year):</b> yes	• <b>Medium (3-5 years):</b> yes	• <b>Long (&gt; 5 years):</b> yes
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from operational disruptions due to stakeholder and community protests and opposition to impacts arising from Kinross business activities</li> <li>• <b>Reputational</b> – associated with inability to build and sustain meaningful stakeholder relationships to manage issues pertaining to real/perceived negative impacts arising from Kinross’ presence</li> <li>• <b>License to operate</b> – due to a lack of effective stakeholder relations and engagement leading to poor relationships with governments, host communities and employees contributing to low levels of stakeholder trust in the Company</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – positive relations with stakeholders provide an opportunity to demonstrate support for communities and advance trust and well-being</li> <li>• <b>Environment</b> – increased awareness and understanding of Kinross’ commitment to strong environmental management, risk mitigation and track record of compliance builds trust with stakeholders</li> <li>• <b>Assets</b> – responsible management of assets with a focus on shared values builds trust across the broad cross-section of stakeholders</li> <li>• <b>Reputation</b> – sustaining positive relations enables Kinross to demonstrate support in communities’ socio-economic well-being and consolidates our position as a partner of choice</li> <li>• <b>Livelihood</b> – positive stakeholder relationships open opportunities to contribute to local development</li> </ul>		
	<b>Strategic Framework</b>	Social Performance Management System (SPMS). <u>Kinross MA, Stakeholder Engagement</u> as well as Corporate-level engagement with governments, investors and broader stakeholders, and <u>ERM system</u>		
	<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>
	<b>Financial performance</b>	• Incidental	• Incidental (M-L)	
	<b>Society and Environment</b>	• Moderate	• Moderate (M-L)	
	<b>Strategy and decision-making</b>	• High	• High (M-L)	
	<b>Resilience of strategy</b>	• High	• High (M-L)	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due Diligence</b> – Environmental and Social Impact Assessments; stakeholder engagement plan; community advisory committees; grievance mechanism</li> <li>• <b>Audit and assurance</b> – safety and sustainability audit; RGMPs assurance</li> <li>• <b>Monitoring and reporting</b> – stakeholder analysis and tracking at site level and quarterly reporting to corporate; quarterly to CRTC Board committee, and annually via Sustainability Report. Independent assurance of key metrics.</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> Lagging Indicators <ul style="list-style-type: none"> <li>• Community incidents (#)</li> </ul> Proactive Drivers of Community Relations <ul style="list-style-type: none"> <li>• Stakeholders engaged per day per site (# of people)</li> <li>• Stakeholder interactions vs planned</li> <li>• Percent of employees engaged on CR matters</li> <li>• New grievances (#) and percent resolved within required time frame</li> <li>• Balance of negative vs positive feedback; opinion survey results</li> <li>• Discussion of process to manage risk and opportunities associated with community rights and interests.</li> </ul>	<b>Targets</b> Lagging Indicators <ul style="list-style-type: none"> <li>• Zero level three incidents and above</li> </ul> Proactive Drivers of Community Relations <ul style="list-style-type: none"> <li>• &gt;3 engagements per day per site</li> <li>• Maintain planned stakeholder interaction rate at 85% or greater</li> <li>• 100% grievances resolved within target time frame</li> <li>• Total positive feedback at least nine times &gt; than negative feedback</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At Paracatu, community representatives monitor noise, vibration and dust.

**ANALYST CORNER:  
RELATIONSHIPS WITH STAKEHOLDERS**

Read [Management Approach](#)

GRI 2-29, 411, 413, G4-MM5, MM6, MM7, MM8, MM9 SASB

RGMP Principle 2, 5, 7 SDG 4, 5, 12, 16, 17

UNGC Principle 1, 2



[Data Tables](#)



# Relationships with Indigenous Peoples

**Kinross engages with Indigenous Peoples across our Americas region. In 2023, we continued our effort to build and maintain positive and mutually supportive relationships with Indigenous communities through ongoing engagement. Among our priorities, our objective is to ensure we have a comprehensive understanding of how our activities might affect local communities and, in turn, to learn the traditional knowledge and values, and socio-economic, developmental and cultural aspirations of Indigenous communities.**

## 2023 Performance: Metrics and Targets

Across our sites, we worked to ensure that agreements were in place with local Indigenous communities, or in process of being renewed (Table 9). For a summary of our approach to risk and opportunity related to relationships with Indigenous Peoples, see [Table 10](#).

**TABLE 9: Agreements with Indigenous Communities Related to our Operations and Projects**

✓ in place    ⚠ in process

Location	First Nations / Indigenous Peoples	Year	Formal Agreement	Grievance Mechanism	Cultural Heritage
Alaska, Manh Choh	Alaska Native Village of Tetlin	2020	✓	✓	✓
Chile, La Coipa	Colla	2015	✓	✓	✓
Nevada, Round Mountain	Western Shoshone	2007	✓	✓	✓
Nevada, Bald Mountain	Western Shoshone	2016	⚠	⚠	⚠
Ontario, Great Bear	Wabauskang, Lac Seul First Nations	2020	✓	✓	✓

Note: In 2023, Bald Mountain began the renewal process for its programmatic agreement with the Bureau of Land Management, regarding the Western Shoshone.

## Chile

Six Colla communities are related to the Lobo-Marte project and the La Coipa mine. Their principal concerns pertain to water quality and quantity to ensure sustainability for pastoralism activities, soil and air quality, ancestral lands and culture, and development through education, health, and employment. We engaged continuously throughout the year with all six Indigenous communities, on all of the above concerns.

Related to the La Coipa mine, we continued joint implementation of territorial protection measures, including frequent training for contractors regarding road safety and speed restrictions when passing through the communities, water sampling and monitoring of results, and field visits to monitor fauna and flora with a strong focus on protection of flora used for medicinal purposes.

Together with our principal implementation partner, Fundación Ser Humano, we continued 28 community programs, benefiting the majority of members of the community, in compliance with the voluntary agreements made for La Coipa Phase 7 in 2015 and valid through the life of mine. Key results for 2023 include:

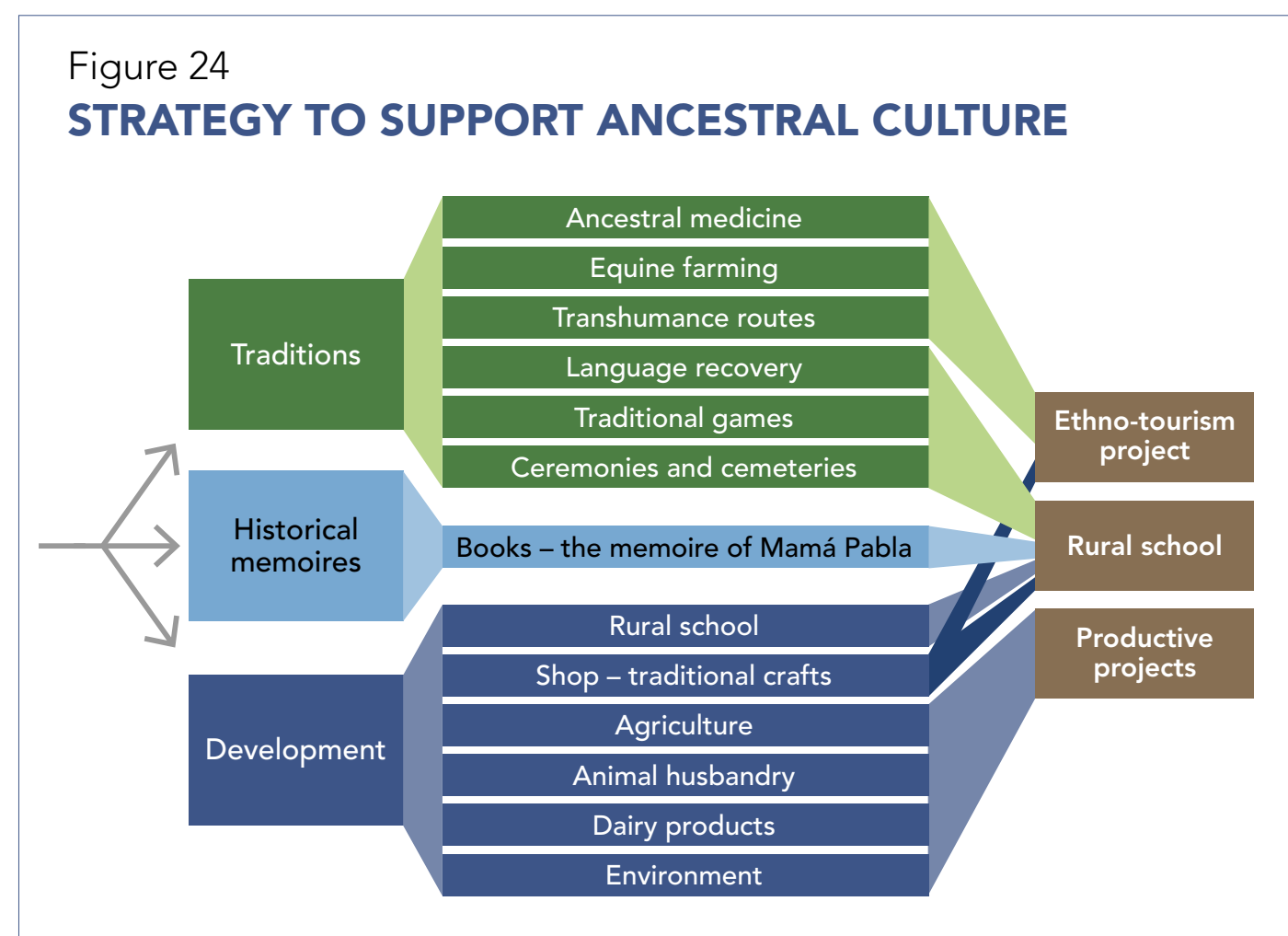
- **Governance** – implemented a leadership workshop to continue building dialogue skills, as well as a record number of “working table” sessions with each community.
- **Culture** – completed five years of programs focused on recovery of Colla ancestral heritage, a steadily growing area of interest for the communities. In October, we worked with the communities to implement a Cultural Festival in the main square of Copiapó on the national day of the Colla people; we provided training for the communities to apply for funding from the Culture Ministry; classes continued throughout the year on weaving and sewing, to produce traditional Colla textiles and clothes. The Pai Ote community recreated the traditional activity of the Colla in the 19<sup>th</sup> century whereby they collected wood to make charcoal in clay ovens. The Sol Naciente community completed a major renovation of their shop, “Heart of the Cordillera”, located in their community, and the Pastos Grandes community published a book on the history of the Colla people.
- **Education** – continued educational support for children (materials and scholarships), as well as adult education and literacy.
- **Environment** – completed a plant nursery and seedlings hatchery with Comuna de Copiapó. This involved numerous expeditions to the cordillera to collect seeds, study plant phenology, and construct the hatchery and nursery.
- **Health** – continued the clinic service through partner CEDIMED.
- **Small business** – several communities participated in five cultural fairs to sell artisanal products; training was provided through an online course with the Simon of Cyrene foundation on how to best leverage their participation.
- **Employment** – 18 members from all six communities are self-employed, while seven members are either employed at La Coipa or in the apprentice program.
- **Skills** – provided courses to attain driving licenses with six people obtaining their licenses, as well as training courses on light equipment operation, administration, and for women entrepreneurs.
- **Strategic initiatives** – together with the communities, we developed a two-day conference on integrated Indigenous tourism, with the participation of Indigenous experts from other parts of Chile, the national forestry agency (CONAF), and other agencies (Corfo, Senatur).



The following table summarizes the key focus areas of each community regarding the voluntary agreements.

Theme	What has changed in the past five years	Future expectations
<b>Culture</b>	<ul style="list-style-type: none"> <li>Improved skills, more community participation, and more resources; greater community union; recovery of the Quechua language in adults and children</li> </ul>	<ul style="list-style-type: none"> <li>Achieve the implementation of a rural school in the cordillera; improved archeological mapping of sites of interest; Colla museum; native Quechua speakers</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>Greater opportunities to complete education and thereby gain other skills (e.g., driving license);</li> </ul>	<ul style="list-style-type: none"> <li>Produce more qualified young and adult professionals</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>Greater access to health care</li> </ul>	<ul style="list-style-type: none"> <li>Improved coverage, including specialties</li> </ul>
<b>Employment</b>	<ul style="list-style-type: none"> <li>Increased self-employment, especially for women, through cultural programs; less impact on jobs in other businesses</li> </ul>	<ul style="list-style-type: none"> <li>Become artisanal entrepreneurs; develop tourism services (food, tours, accommodation)</li> </ul>
<b>Living conditions</b>	<ul style="list-style-type: none"> <li>Improved infrastructure (buildings, solar panels), technology (internet), comfort</li> </ul>	<ul style="list-style-type: none"> <li>Continue to improve infrastructure (power, homes)</li> </ul>
<b>Environment</b>	<ul style="list-style-type: none"> <li>Improved understanding of flora and fauna and better connection with the Company (e.g., locations of antennas)</li> </ul>	<ul style="list-style-type: none"> <li>Develop further resilience measures against extreme weather events; improve monitoring capabilities for mining operations</li> </ul>

After five years of implementation of these programs, emblematic initiatives have emerged around the theme of ancestral culture, which supports community integration while generating small businesses and jobs (Figure 24). Coordination and involvement of Government agencies has increased, recognizing the key role of the State as the guarantor of fundamental rights. Challenges to ongoing work include changes to participants among all parties, influence of the evolving external context, and in some communities, internal disputes. The communities have evaluated the voluntary agreement programs and have concluded that they have enabled local development on multiple fronts more quickly and efficiently than would otherwise have been the case.



During 2023, we engaged with the six communities following the restart of the permitting process for the mercury remediation treatment system at La Coipa. Initial engagement and baseline studies for this permit application were previously done in 2021. In 2023, we provided a refresh and update on the process, with this permit being issued at the end of the year.

For Lobo-Marte, there were no specific engagements during 2023. In Q1 2024, engagements resumed in anticipation of the restart of baseline socio-economic studies to inform the EIA for this project. In 2023, we completed the acquisition of land for the community's homes and fields, which will be transferred to the Pai Ote community in perpetuity following the signing of a new agreement between Kinross and this community, now expected to occur in 2024.

In 2023, there were 16 complaints and one grievance from the Colla communities. We spent \$800,000 on 28 strategic community programs benefiting the members of all six communities. Six members of the communities were employed at Kinross at the end of 2023, having passed through the apprentice program. Agreements were in place, or in transition to a new agreement, with all six communities.

### Alaska, U.S.A.

Our Manh Choh project is located on the lands of the Alaska Native village of Tetlin, with which the Company has a formal agreement in place. In 2023, project permitting was completed, and construction began. More than 100 visitors attended the Manh Choh groundbreaking ceremony, including Chief Michael Sam of the Tetlin community and the Governor of Alaska. We maintained a high level of engagement with Tetlin, Alaska Native communities in the area, and Alaska Native corporations and organizations. More than 5,900 engagements were held during 2023, through



At Manh Choh, the commemorative groundbreaking ceremony began with a traditional blessing by Tetlin elder Roy David and Joy Huntington.



At Manh Choh, Kinross Alaska's Community Relations team has an active outreach program.

## Housing the Manh Choh Workforce with Sensitivity and Respect for Local Concerns

Kinross, through its operating company Peak Gold, has 300 to 400 people working at the Manh Choh project. To accommodate these staff, an old hotel in Tok, which had been closed for years, was purchased and repurposed. The site was converted into a campus that includes security (unique badge-access through security checkpoints), medical clinic, private rooms with private bathrooms, dining facilities, exercise facilities and public common areas. We recognized from the start the importance of prioritizing safety and met early on with community members from Tetlin, Tok, Mentasta, Northway, and Tanacross. We also requested meetings with the villages of Dot Lake and Healy Lake (and have done so since 2020). We have been able to intermittently meet with the Healy Lake administration. In 2023, a letter from the village of Dot Lake was sent to a diverse group of State and Federal government officials, local and national media outlets, and Indigenous non-profits, outlining concerns about “man camps” and the negative impacts camps in rural areas are perceived to cause. Specifically, it cited the potential impact on Indigenous women, noting that the Indigenous services clinic is across the road from the campus. Based on what we heard during listening sessions, feedback from the community advisory board, and 14 community meetings, as well as our company values, we put in place a management system with comprehensive measures to manage risk and send a message of commitment to responsible mining to our local stakeholders. Measures in the management system include:

- All employees and contractors undergo community relations and cultural training.
- Project leads underwent intensive community engagement and crisis communications training course with an expert trainer. The goal was to help the team be more comfortable and effective in engaging with key stakeholders on complex issues.
- There is zero tolerance for alcohol and drugs, or any violence on campus. This includes weekly random testing and immediate dismissal if any violations are discovered.
- The campus is monitored with cameras and by security officers.
- No guests are permitted in rooms.
- We have a robust and communicated complaint and grievance policy in place and work to quickly address any concerns from employees and community members.
- This system is administered by a trusted community member who is the Manh Choh Community Relations Coordinator.

To our knowledge there have been no health and safety issues related to the Tok campus.



At Manh Choh, a view of the Tok campus.

both group and individual meetings. Engagement topics included permitting, impacts related to construction, ore haulage, accommodation facilities for employees and contractors, local employment and training, procurement opportunities, and community projects. Meetings were held with the Tetlin community, including the Chief and council, and community. Meetings were also held with the other Alaska Native communities in the area, including Mentasta, Northway, and Tanacross. The Dot Lake community voiced concern about community safety due to the presence of the project’s Tok campus facility which accommodates project staff ([see story](#)). The Tetlin Native Corporation (TNC), a different entity than Tetlin Village, posted a public letter arguing for certain rights over the Manh Choh project. Tetlin Village responded publicly and clarified that TNC’s position has no legal basis. Under our complaints and grievance mechanism, we received three grievances and eight complaints. The ore haulage contractor received one complaint under its separate mechanism.

Other initiatives in 2023 included:

- We established the Manh Choh community advisory committee, composed of representatives from the surrounding Indigenous communities, as well as Tok, Delta and the local school district. The committee met quarterly in 2023 on a range of topics including the Tok campus facility.
- We kicked off a program to help local youth prepare for careers at Manh Choh, through partnerships with the Alaska Gateway School District, the mining and petroleum training service, and Alaska EXCEL. Ten local youth went to Alaska Pacific University for soft skills training in this program. Also, another five local community graduates completed a 320-hour training course as heavy duty diesel mechanics, a program comprised of six partnering organizations.
- To celebrate American Indian and Alaska Native Heritage Month in November, we held a lunch and learn for employees and contractors, including a lecture from a University of Alaska expert on cultural practices and history of the area. Both sites also created a language campaign showcasing Tetlin’s language with translations of everyday phrases. Finally, we supported local Indigenous artists by purchasing Native Alaskan crafts for employee drawings.
- We maintained our funding commitments under the community agreement with Tetlin, with support going towards community activities and needs (e.g., heating fuel).
- We contributed a \$350,000 scholarship fund to the University of Alaska Fairbanks to support Alaska Natives and women and to help them consider careers in mining. This endowment will lead to four annual scholarships for in-state female and Alaska Native students at any of the University’s locations. To enhance the connection to our awardees, Kinross Alaska will stay in touch with our scholarship recipients, including them in site visits, mentorship opportunities and internship programs with the hope of hiring them once they finish their degrees.
- We spent \$235,268 on 19 community programs with a total of 8,365 beneficiaries. Four members from Tetlin and other Indigenous communities were employed at Manh Choh at the end of 2023, with the most senior position being an Assay Lab Technician; 29 were employed with business partners. We remain focused on local hiring, with Alaska employment within Kinross Alaska at 94% and 81% at BGT, our ore haul business partner.

## Nevada, U.S.A.

Our Round Mountain and Bald Mountain mines are located on lands traditionally inhabited by the Western Shoshone people. Specific relationships are with the Duckwater tribe (both sites), the Ely tribe (Bald Mountain), and the Yomba tribe (Round Mountain). The Duckwater tribe includes descendants of the Shoshone who used to live in the Big Smoky Valley and then moved to the Duckwater reservation. Kinross Nevada currently holds co-chair positions on three separate industry association tribal affairs committees (Nevada Mining Association, the Women’s Mining Coalition and the American Exploration and Mining Association). Round Mountain has longstanding agreements in place with the Western Shoshone of Big Smoky valley, covering cultural monitoring and a college scholarship program for Western Shoshone youth. Key developments in 2023 include:

- Bald Mountain renewed its programmatic agreement with the U.S. Bureau of Land Management in 2023, which covers cultural heritage. In addition, it is developing a cultural monitoring agreement with the Duckwater tribe.
- For over five years, Kinross Nevada has participated in the Duckwater Western Shoshone’s Summer Youth Program; our team provided hands-on education as well as financial funding for the program. Our contribution aimed at enriching the youth with practical life skills essential for their growth and independence. The curriculum includes vehicle maintenance, job skills and resume building, and household safety. A group of youth from the Duckwater Western Shoshone visited Round Mountain for the first time and the site was given an award by this community in recognition of its special efforts in the relationship. A team from the site visited Duckwater for the 50<sup>th</sup> anniversary of its school.
- Tribal monitors from Duckwater and Yomba visited Round Mountain once in 2023. Bald Mountain has made several visits to the Ely and Duckwater tribes since 2020. Engagement topics with Bald Mountain include wildlife surveys and reclamation practices, where the Shoshone would like to see the planting of piñon pine and juniper, although current practices by the authorities do not include these species. Zero grievances and complaints were registered from the Western Shoshone in 2023.
- Currently, two students hold Western Shoshone scholarships, with eight awarded in total over the past 10 years, covering subjects from engineering to social sciences. Further discussions with Duckwater representatives have opened avenues for enhancing this scholarship program. Our goal is to increase participation and ensure the scholarship complements existing grant and scholarship opportunities in Nevada, making higher education more accessible to tribal members.
- Our engagement with the Duckwater Western Shoshone extends to active participation in community events and initiatives, such as the Duckwater Spring Festival Cleanup Day. Our team’s dedication to not just lending sponsorship dollars but also time and effort was recognized by the tribal leaders during the festival.



*In Nevada, the first school board members and staff of the Duckwater Elementary School were honoured as part of the 50th anniversary celebrations.*

## Ontario, Canada

The Great Bear property is located within the traditional territory of Wabauskang First Nation and Lac Seul First Nation and sits within the traditional territory of the collective members of the Anishinaabe Nation of Treaty #3. It is located approximately halfway between the Municipality of Red Lake and the Township of Ear Falls within the Kenora District in northwestern

Ontario. Since Kinross acquired the Great Bear project in early 2022, we have prioritized the development of our relationship with Indigenous Peoples in the region. We have worked on building our understanding of Aboriginal and Treaty rights, including to integrate Anishinaabe law, known as Manitoo Inaakonigewin, into the fabric of our operation, and advanced our reconciliation journey. Our goal is to work in partnership with the Indigenous communities with whom we operate, benefiting those Nations now and long into the future.

Engagement topics during 2023 included:

- Honouring our commitments under the existing Exploration Agreement with the Wabauskang First Nation and Lac Seul First Nation, while developing and signing an Amended and Restated Exploration Agreement. The spirit of this Agreement was to ensure that Kinross and the communities of Wabauskang First Nation and Lac Seul First Nation collaborate and define an appropriate pathway for participation within the advanced exploration stage of the project. A cultural ceremony was held with Wabauskang First Nation and Lac Seul First Nation to recognize the signing of the Agreement.
- Local procurement and hiring for project activities, including development of a procedure to guide procurement with Indigenous businesses. This includes coordination with Shared Spirits, the jointly owned economic development entity of Wabauskang First Nation and Lac Seul First Nation. Shared Spirits was engaged to align with the procurement goals and principles of the Agreement. At the end of 2023, eight members of our workforce were of Indigenous descent, accounting for 14% of our workforce. We worked with 11 Indigenous-owned businesses and organizations during the year with an approximate spend of C\$5.1 million (USD\$3.8 million)
- The Environment Management Committee, as agreed in the Amended and Restated Exploration Agreement, was established. This Committee worked on the review of permitting information to support the advanced exploration program, site-based activities, and other operational considerations for the Project. In addition, capacity support was provided for informed review and dialogue related to environmental baseline studies, project design considerations, and review of federal documentation. This included review of the Initial Project Description (IPD) and Detailed Project Description (DPD) required by the Impact Assessment Agency of Canada (IAAC).



*At Great Bear, Chief Clifford Bull and Council members, along with Kinross leaders, after fishing on Lac Seul.*

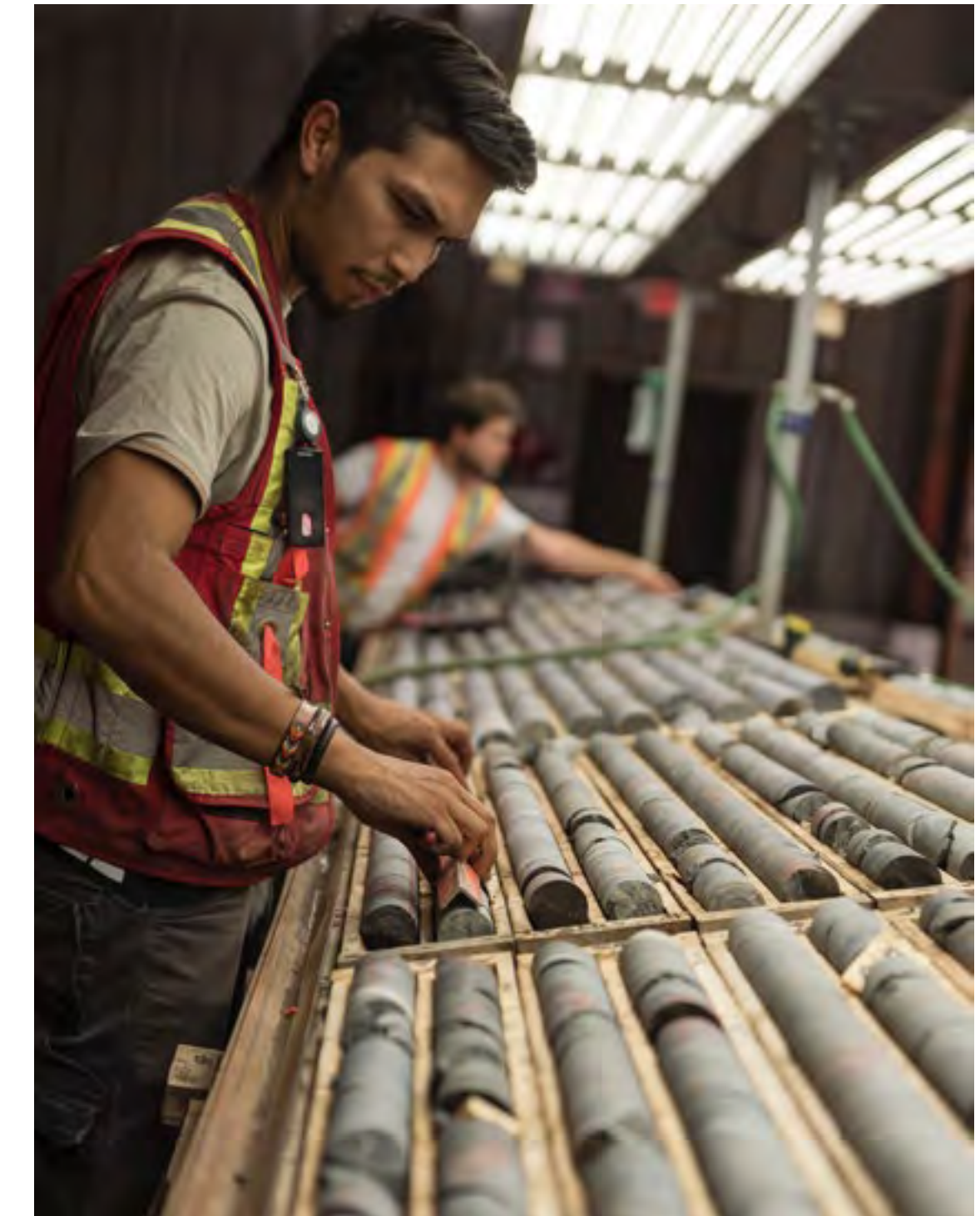




TABLE 10: Relationships with Indigenous Peoples

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – President <b>Functional responsibility</b> – Senior Vice-President, External Affairs <b>Accountability</b> – Quarterly report to ESG Executive Committee, and quarterly report to CRTC on risks, opportunities and performance		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from legal cases and delays associated with allegations of failure to obtain consent</li> <li>• <b>Reputational</b> – associated with real/perceived negative impacts arising from Kinross’ operations leading to a negative impact on livelihood of local Indigenous communities and associated land rights, operational disruptions and failure to meet stakeholder expectations</li> <li>• <b>License to operate</b> – resulting from failure to meet obligations to Indigenous communities, with consequent protest, disruption and media coverage, all contributing to loss of stakeholder trust in the Company</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – Indigenous communities bring talent and traditional knowledge, with opportunities to work directly or indirectly with projects and operations, as well as building capacity</li> <li>• <b>Environment</b> – opportunities for integrating traditional knowledge in key areas of our environmental management program (i.e., biodiversity and ecosystem services) and environmental monitoring at sites</li> <li>• <b>Assets</b> – access to opportunities for growth and development of asset base, including partnership with Indigenous communities</li> <li>• <b>Reputation</b> – historical track record of working closely and successfully with Indigenous communities consolidates our position as a partner of choice</li> <li>• <b>Livelihood</b> – consistent operational performance as a partner of choice with Indigenous communities supports long-term community development</li> </ul>		
	<b>Strategic Framework</b>	Social Performance Management System (SPMS), grounded in commitment to seeking consent, respect for traditional rights, and supported through Kinross’ adherence to International Finance Corporation (IFC) standards, including <a href="#">Kinross MA</a> , <a href="#">Indigenous Community Relations</a> and <a href="#">ERM system</a>		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Incidental</li> </ul>	<ul style="list-style-type: none"> <li>• Incidental (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• Moderate</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>		<ul style="list-style-type: none"> <li>• <b>Risk assessment</b> – quarterly update through Kinross ERM process</li> <li>• <b>Due diligence</b> – Environmental and Social Impact Assessments; stakeholder engagement program; social investment strategy; agreements per project stage (e.g., impact benefit agreement); grievance mechanism; Audit and assurance – Safety and Sustainability Audit; RGMPs assurance</li> <li>• <b>Monitoring and reporting</b> – reporting quarterly to ESG Executive Committee, quarterly to CRTC Board Committee, and annually via Sustainability Report.</li> </ul>		
<b>Metrics and Targets</b>		<b>Metrics</b> <ul style="list-style-type: none"> <li>• Percentage of (1) proved and (2) probable reserves in or near Indigenous land</li> <li>• Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights and operation in areas of conflict (SASB)</li> </ul>	<b>Targets</b> <ul style="list-style-type: none"> <li>• Agreements in place with all Indigenous communities directly related to operations and projects</li> </ul>	

For a reference guide to the above table and criteria, see [About this Report](#).



At the Great Bear development project, an employee examines core samples.

**ANALYST CORNER: RELATIONSHIPS WITH INDIGENOUS PEOPLES**

Read [Management Approach](#)

GRI 411, G4-MM5, MM6, MM7

RGMP Principle 5 SASB

UNGC Principle 1, 2

SDG 1, 3, 5, 11



[Data Tables](#)

## Key Stakeholder Issues

**Our approach to addressing key stakeholder issues is an important part of our performance. We track and provide a transparent account of our progress in working with our stakeholders to address these issues in our sustainability reporting and ongoing corporate disclosures.**

### Paracatu, Brazil

#### Trespassers at Paracatu

We have implemented comprehensive measures at Paracatu to protect people and assets, operating in a manner consistent with the Voluntary Principles on Security and Human Rights. There were nine trespassing events in 2023, compared with six in 2022 and 22 in 2021, all of these well below the high of 228 in 2017. In 2023 there was one use of force incident related to a trespassing event, with no injuries.

#### Dust, Noise and Vibration at Paracatu

We continue our extensive programs to manage dust, noise and vibration from pit operations in Paracatu. During 2023 there were no cases where vibration or noise levels from blasting exceeded the regulatory limits (15 mm/s for vibration and 134 dB for acoustic pressure). At community monitoring stations, the average vibration level from blasting during 2023 was 1.41 mm/s and the maximum single event was 3.74 mm/s. The average acoustic pressure was 103.7 dB and the highest single event was 125.1 dB. Results at the five online dust monitoring stations around the mine did not indicate any exceedance related to Kinross operation relative to Brazilian standards (80 µg/m<sup>3</sup> and 40 µg/m<sup>3</sup> for total suspended particulates and PM10 respectively). In 2023, 41 complaints were registered, down from 61 in 2022 and a significant decline from 2021 when 119 were registered. For the 2023 complaints, three were for dust, 16 for blasting, 17 for noise and six for other causes, showing an increase in blasting-related complaints vs. 2022 (three complaints) and a decrease in noise-related complaints (40 in 2022). Civil Investigations initiated by the Federal Prosecutor's Office and Public Prosecutor's Office of the State of Minas Gerais regarding the impacts of blasting in São Domingos, a Quilombola village, were closed after investigations by the authorities found no evidence of noise and vibration levels above legal limits and no illegal actions. A lawsuit involving a resident in Alto da Colina, a community adjacent to Phase 11 of the mine, was filed regarding allegations of cracks in their house. The parties reached a settlement in which the Company acquired the property. In December 2023, the Company received a new, similar lawsuit filed by a resident from the same community. This case was also settled out of court through acquisition of the property. Technical assessments of housing quality in Alto da Colina have validated previous studies which have consistently shown that cracks in houses are due to poor construction quality. These results have been discussed with the community with agreement reached on measures including site visits, continuing joint environmental monitoring programs, and community programs. In preparation for the commencement of blasting in Phase 11 of the mine, we conducted house-by-house engagements to assess relationship quality, measured the Social Progress Index in the community, and engaged specifically on Phase 11. Internally, we continued our cross-functional team



approach to mitigate potential impacts, including best practice measures to reduce vibrations related to blasting, noise, and dust generation. At the end of 2023, Kinross and the Alto da Colina community signed a protocol to govern blasting frequency and impact monitoring measures for this phase of the mine. We also agreed to establish a community investment committee whose function will be to map out potential community improvement projects, including green spaces which leverage land owned and bought by the Company adjacent to the acoustic barrier. Periodic measurement of the Social Progress Index will allow measurement of progress towards improved community well-being.

#### Community Health at Paracatu

We have reported regularly on the matter of arsenic at Paracatu, noting that results of an independent six-year research program, including a Human Health Risk Assessment, concluded that exposure to arsenic in Paracatu is low and that the risk to human health is low. Published research results for the Belo Horizonte population confirm that in regions with very high arsenic concentrations in iron-rich soils, bioaccessibility is low due to entrapment of the arsenic in iron oxyhydroxides. These results are similar to findings in urban areas in the USA and Canada, and for Paracatu, where results have shown that people intake most of the arsenic in their body through normal food consumption, with rice and beans being the main sources. Updated information on the studies can be found at [kinross.com.br](http://kinross.com.br).

Developments in 2023 include:

- We continued our monitoring of employee health, with arsenic monitoring of employees who work in the refinery and laboratory, in line with the recommendations of the State Public Attorney (SPA). In 2023, we supported the publication of a research paper which measured, for the first time, the baseline urinary levels of total arsenic and arsenic species concentrations in a representative sample of the population of Belo Horizonte, providing an important baseline reference for clinical reference and bio-monitoring studies.



- Kinross continued to address lawsuits alleging arsenic contamination and impacts to value of land, filed by 12 residents of Santa Rita, a rural community downstream from the site and located next to rivers previously affected by garimpeiro (ASM – artisanal and small-scale miners) activity. Five cases have now been closed in favour of Kinross, with the court finding no evidence of arsenic contamination, and one case was closed by agreement. The other cases await the results of expert opinions on land matters.
- Regarding the recommendations of the follow-up report, published in March 2016 by CETEM (Centre for Mineral Technology) on arsenic and public health in Paracatu, the literature review recommended by the SPA of Minas Gerais was completed by the University of São Paulo in 2022. We then provided a follow-up report for the SPA to clarify a number of points in the literature review and proactively suggested a complementary epidemiological study to close out any other questions regarding this matter. The SPA selected a team from the Ouro Preto Federal University to conduct the next phase of work, consisting of first an assessment of all the research and published literature done so far, followed by recommendations as to next steps.
- We continued planning and design for remediation works at old garimpeiro workings upstream of São Domingos in the Cigano and Rapadura creeks, in compliance with a permit commitment. This work will mitigate risk to people in the community from water contamination related to old small-scale mining residues. In 2023, we continued our engagement with the environmental agency and successfully received all the permits for this work, including the piping system license, rectification of ordinance grants, and authorization for removal of vegetation and relocation of the legal reserve. Further analysis is ongoing to determine the best method for implementing this project, prioritizing community safety both now and in the long term.
- Results of a detailed geochemical sampling and mapping survey in the rivers and creeks around Paracatu were compiled into a research paper which will be submitted in early 2024 for publication in a peer-reviewed journal. At the Federal University of Minas Gerais, research continues on arsenic speciation in geochemical environments found in Paracatu. An agreement was signed with this University to donate laboratory equipment which can measure Arsenic speciation (organic and inorganic), benefiting many researchers as well as facilitating sample analysis from monitoring programs at Paracatu.

## Quilombola communities

We have been working since 2007 to gain approval of socio-environmental plans (PBAs – Plan Básico Ambiental) for three Quilombola communities (Amaros, Machadinho, and São Domingos) and resolve a legal matter with INCRA, the National Institute for Colonization and Agrarian Reform, regarding land delimitations for these three communities, which intersect with the mine site. In 2023 INCRA denied the Company's appeal for the delimitation studies in the Amaros and São Domingos cases and ratified the areas originally contemplated by INCRA. Kinross, with the support of IBRAM, the Brazil mining association, engaged with the Minister of Agrarian Development, who is responsible for INCRA, leading to agreement to meet to discuss a pathway for practical resolution of the matter. As a result, the Ministry of Agrarian Development indicated that the PBA for São Domingos should advance, based on the last proposal delivered by the Company. For the Amaros and Machadinho communities, an on-site visit will be needed to determine the pathway, expected to occur in 2024. We believe the programs contemplated within the PBA will contribute to improved well-being for the São Domingos community, whose final approval will be needed before the PBA is approved by INCRA. In early 2024 the Federal Public Prosecutor (FPA) engaged with each of the three Quilombola communities and with the federal agencies mentioned above, with the goal of pushing the parties towards resolution of these matters.

## Communities downstream of our tailings facilities

A total of 310 legal cases had been filed by the end of 2023 by members from the downstream communities (mostly from Lagoa Village), on the matter of emotional harm from an accidental warning siren activation event in May 2021. At the end of 2023, settlements had been reached in 263 cases at a value of approximately US\$1,200/case. For the remaining claims, settlement discussions are ongoing. The State Public Attorney's enquiry into the matter was closed, with a settlement agreement which includes support for environmental projects. Sirens in the communities were tested during Q4 2023, with no complaints or concerns raised. In addition, full simulations were carried out at the same time in all the downstream communities, in coordination with Civil Defense and other authorities.

## Maricunga, Chile

### Wetlands near Maricunga

Kinross has been reporting since 2016 on sanctions and legal cases brought by Chilean authorities against the Maricunga mine ("CMM"), for alleged damages to wetlands at Pantanillo and Valle Ancho. In January 2022, the Supreme Court annulled, on procedural grounds, previous rulings by the Environmental Tribunal in the two cases against the Company and ordered that the case be sent back to the Environmental Tribunal. At the same time, the Company is pursuing settlement discussions with the relevant authorities and developed a proposal for recovery of the area. Comments were received from the authorities in early 2023 and a field visit organized by the Chilean State Defense Council ("CDE") occurred in late September 2023 with the participation of additional Government agencies including Agriculture, Forestry, and Environment. In Q4 2023, CMM received all agency comments and incorporated them into the draft recovery plan. CMM submitted the updated draft of the recovery plan to the CDE on January 15, 2024, that included a proposal for bonding and the transfer/withdrawal of water rights. For additional information, see [Kinross' Annual Information Form](#) (December 31, 2023) (page 66).

### Diesel Spill, Easements and the Colla Community of Rio Jorquera

As previously reported, Maricunga's (CMM) Rancho del Gallo camp experienced a diesel spill in 2017. Following clean-up of the spill, the environmental agency (SMA) determined that no environmental harm had been caused. One affected area remains closed off by the Colla community of Rio Jorquera (CRJ), prohibiting final clean-up. After several legal cases, the parties entered into a mediated process, mandated by the Environmental Tribunal, and including fieldwork, sampling, restoration, and monitoring plans. Results of joint soil sampling demonstrated no presence of hydrocarbons, upon which the CRJ requested independent water sampling. The DGA, the water agency, started an investigation regarding a water holding tank built by CMM as part of the clean-up process at the request of the community. Further clean-up is on hold while this investigation is underway. CMM has started the bid process for flora and fauna monitoring and an agriculture management plan, which will determine if there were any impacts to animals and their grazing conditions. The CRJ leadership asked CMM to consider restarting the collaboration agreement, which was suspended in 2017 after the site went into partial temporary suspension. A new agreement is unlikely to happen, at least until the facilitated clean-up process is complete. In other legal matters with the CRJ, the "Colla indigenous association for ancestral recovery", composed of members of the CRJ community, continued its lawsuit against the leadership of the CRJ for misappropriation of community funds.



## Kettle River-Buckhorn, U.S.A.

### Water Quality

Kinross has previously reported in detail water quality matters at Buckhorn. For details, see [Kinross' Annual Information Form](#) (December 31, 2023) (pages 66 – 67). The Company was issued two Notices of Violations in 2021 from the Washington Department of Ecology (WDOE) asserting that the Company had failed to meet its obligations under the renewed Permit. Consolidated lawsuits by the Okanogan Highlands Alliance (OHA) and the Attorney General for the State of Washington against Crown Resources and Kinross under the Clean Water Act and relating to the renewed permit were stayed in April 2023 to enable the parties to pursue settlement through court-ordered mediation. In March 2024, OHA and the Attorney General terminated settlement discussions.

The Court has lifted the stay. No new trial date has been set. The Company continues to work diligently and cooperatively with the authorities on implementing the approved closure plan for the mine and obtaining renewal of its discharge permit. Unfortunately, the current discharge permit sets unattainable limits that, in many cases, are below natural background levels. In connection with the permit renewal, the Company is seeking conditions that are technically achievable, protective of the environment, and which properly consider natural background levels and previous activities permitted by the State. The Company's adherence to the highest environmental standards during operation and closure, which includes continued operation of the advanced reverse osmosis water treatment plant, has resulted in discharge water at or better than drinking water standards. Crown/Kinross will vigorously defend its record of environmental stewardship at the Buckhorn mine against this litigation

## Manh Choh and Fort Knox, U.S.A.

### Ore haulage from Manh Choh to Fort Knox

The Manh Choh project uses a 240-mile ore transport route along the Alaska Highway which passes through diverse communities, to deliver the ore to the mill and processing plant at our Fort Knox mine. This option significantly reduces environmental impacts in the project area on the lands of the Tetlin Alaska Native community, as well as addressing recommendations from conservation organizations to use existing infrastructure as much as possible. At full operations, expected to be attained in 2024, the haulage rate will be on average 60 trips per 24-hour day, representing a 5-20% traffic volume increase along most of the route and a <1% traffic volume increase in Fairbanks. At the end of 2023, eight trucks per day were making the round trip. We expected some stakeholders in communities along the route to be concerned with safety and increased traffic, and initiated a robust, successful stakeholder engagement program and other communications, which we maintained throughout the year. In 2022, a group, identified as Advocates for Safe Alaska Highways (ASAH) was formed, including residents from Harding Lake, a lakeside, mostly seasonal community south of Fairbanks and whose residents also use the Richardson Highway. In 2023, ASAH joined representatives from Dot Lake and the Anthropocene Alliance to form a registered non-profit called Committee for Safe Communities. The transport plan includes legal loads on public highways and therefore does not need any specific permits for haulage. The haulage contract was awarded to an Alaskan company, which purchased brand new trucks with very low emissions ratings, AI technology, all disc brakes, higher number of axles and tires for least impact on roadbeds, and is hiring and training

top quality drivers. We assisted this company in setting up a grievance mechanism. Alaska's Department of Transportation (DOT) is working on improvements to the highway, leveraging federal funding for infrastructure improvements in the state, and also provided recommendations which resulted in a simpler and shorter haul route, as well as decreasing the portion of the route transiting Fairbanks. The DOT also activated a Transport Advisory Committee (TAC) which conducted a study of the role of the Alaska Highway within the context of the long-term development strategy of Interior Alaska, with results expected in 2024. In 2023, we engaged with elected state officials and authorities, local communities and elected authorities, community associations, and other groups, to share project information and discuss ways to improve efficiency and reduce impacts. For example, communities near Fort Knox suggested an alternate route to the mine to reduce traffic on local roads, on which we made a thorough evaluation and unfortunately concluding that it was not viable due to land access challenges and potential environmental liabilities. The Committee for Safe Communities filed a lawsuit in Q4 2023 against the Alaska DOT seeking a preliminary injunction ("PI") to stop the ore haul trucking plan based on alleged violations of state regulations and creation of a public danger. The Company intervened in the case and, along with DOT, has opposed the PI; the case is ongoing. In January 2024, a bill was filed in the state legislature aimed at limiting the weight of trucks on public highways, unless permitted and fees paid, which would affect all industrial road users. In 2023, we kicked off a TV and radio communications campaign highlighting "Just the facts"; an education campaign across print and social media. We will continue to engage with all stakeholders regarding the safe operation of the Manh Choh project, which represents a milestone development opportunity for the Tetlin community, as well as contributing to good jobs and economic growth in Fairbanks and surrounding areas.

## Tasiast, Mauritania

### Artisanal and Small-Scale Mining Activity

Illegal small-scale mining (ISM) continued in the area around the Tasiast mine during 2023, although with a significant reduction after August when the Government peacefully removed ISMs from the Company's properties. The activity is categorized as illegal artisanal and small-scale (ASM) activity since it occurs on the Company's license areas. In 2022, 166 ISMs were detected within the site perimeter, with 67 detained by the police (gendarme). This is a significant improvement over 2022 (3,318 detected and 159 detained), 2021 (20,170 detected and 1,630 detained), and 2020 (19,491 detected and 338 detained).

Zero use-of-force incidents by ISM (throwing of stones) occurred in 2023, compared with four cases in 2022 and 32 cases in 2021. In all use-of-force cases, reports were filed by Kinross with the council for the Voluntary Principles on Security and Human Rights, on which our security management system is based. Tasiast continued engagement with authorities and local communities regarding ASM, focusing on protecting people and assets and managing impacts. The Company responds to ASM safety emergencies when requested to do so. Following departure of ISMs from the Company's properties in August 2023, we carried out a large-scale infill program to restore areas affected by ISM, responding to requests from the local community to improve safety for grazing animals and children.

Outside of Kinross' concessions, the ongoing use of mercury by ASM ore processors in the Chami area is an area of concern for human health as well as the ecological value of the Banc d'Arguin National Park which is downwind of Chami. In February 2023 the area to the south of the Tasiast concession was reopened for approved ASM activity by the Government, and most of the ASM activity in the region is now concentrated in this area.



# Generating Shared Value

## Local Benefit and Community Development

Our ESG strategy embodies our commitment to building shared value. Our goal is to generate value for our shareholders, our people, and in our host communities over the longer term. We contribute to the well-being of our host communities in a myriad of ways, through local job creation, providing access to business and economic opportunities for local communities, taxes paid, and community investment. The benefit footprint from our mining activities contributes to the socio-economic development of the communities and countries where we operate.

Our benefit footprint is a key performance measure of Kinross' socio-economic contribution to local, regional and host countries categories, now in its 14<sup>th</sup> year of tracking (Figure 26). We also report economic value generated annually (Table 11).

**TABLE 11: 2023 Distribution of Economic Value**

(\$ millions, as of December 31, 2023)

2023	Revenue	Payments to Governments				In-Country Suppliers	In-Country Employee Wages <sup>1</sup>	Community <sup>2</sup>	Out-of-Country Suppliers	Economic Value Retained
		Royalties & Fees	Income & Corporate Tax	Duties, Other	Total to Governments					
Brazil	1,149.6	18.5	103.8	18.4	140.7	626.5	57.9	6.9	92.9	224.7
Canada	0.0	1.0	0.1	(0.6)	0.5	72.6	10.4	0.1	0.4	(84.0)
Chile	527.4	0.1	5.4	3.0	8.5	266.6	35.6	1.2	2.2	213.3
Mauritania	1,200.8	73.4	13.1	64.9	151.4	224.6	83.2	2.2	361.6	377.8
U.S.A.	1,361.9	5.4	37.2	3.7	46.3	1,240.7	351.1	1.4	20.2	(297.8)
Corporate	0.0	1.2	4.1	3.7	9.0	97.1	155.7	0.9	33.8	(296.5)
<b>Total</b>	<b>4,239.7</b>	<b>99.6</b>	<b>163.7</b>	<b>93.1</b>	<b>356.4</b>	<b>2,528.1</b>	<b>693.9</b>	<b>12.7</b>	<b>511.1</b>	<b>137.5</b>

1. Wages includes gross salaries and benefits paid to government institutions on behalf of employees, including pensions, insurance, payroll taxes and private health, as well as other support. Canada reflects spending on the Great Bear project; U.S.A. includes the three operating sites plus the Manh Choh and Curlew development projects. Corporate includes the Toronto head office and other offices.

2. Community investment is monetary contributions only and excludes in-kind and third-party contributions.

In 2023, our total benefit footprint of \$4.1 billion contributed to development in jurisdictions where Kinross has a presence, through payments to governments, procurement, wages and benefits, and community investments Company wide. In 2023, we paid \$147.3 million in capital back to shareholders through our regular dividend program, compared to \$454.8 million paid to providers of capital in 2022. We also paid \$167.3 million in interest.

For a detailed account of Kinross' 2023 financial and operational performance, see our [2023 Annual Report](#), including our audited financial statements.

### 2023 TOTAL BENEFIT FOOTPRINT

**\$4.1 billion**  
total spending

**\$356 million**  
in payments to governments

**\$694 million**  
in total wages and benefits

**\$3.0 billion**  
in payments to suppliers

**~475,000**  
beneficiaries of community programs

**\$14.6 million**  
total community investment, monetary and in-kind

#### ANALYST CORNER: LOCAL BENEFIT AND COMMUNITY DEVELOPMENT

Read [Management Approach](#)

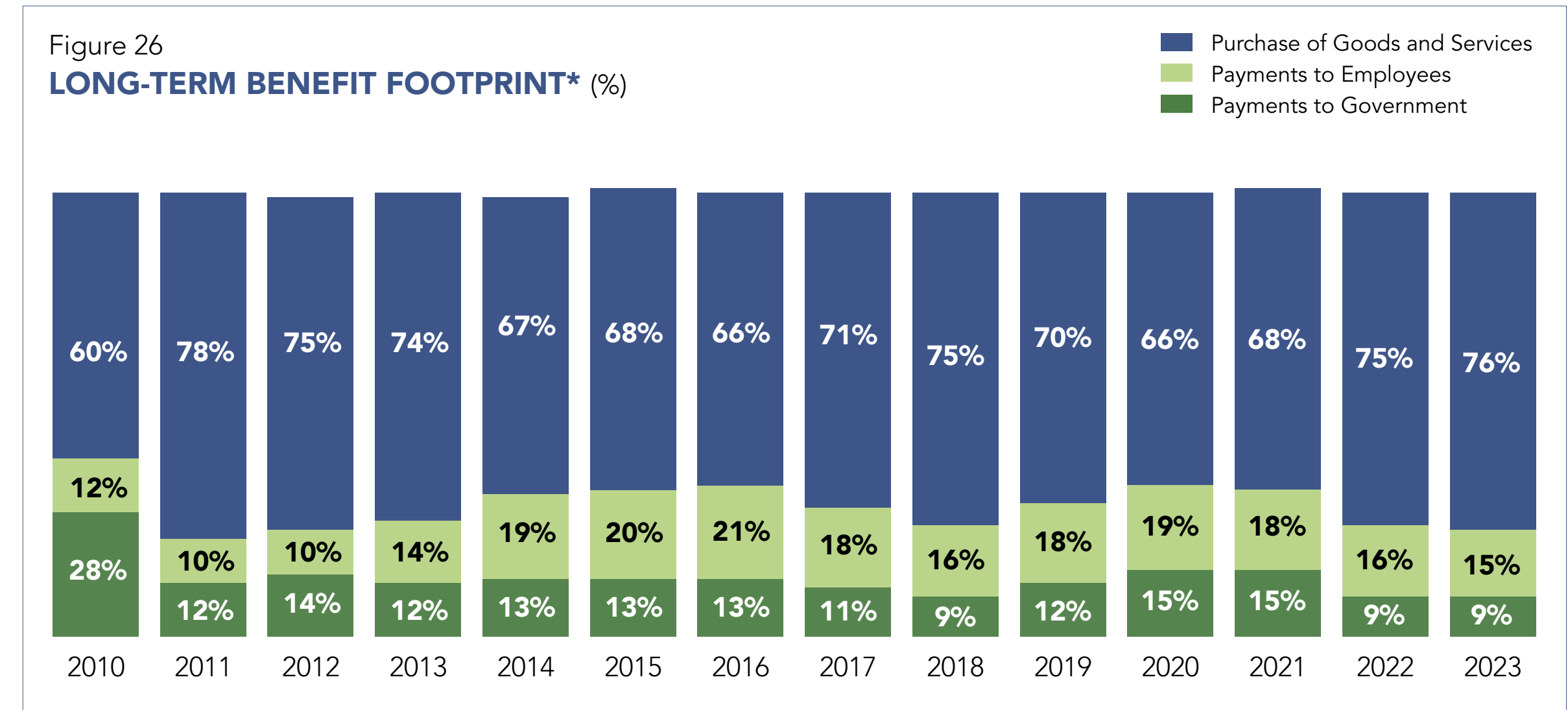
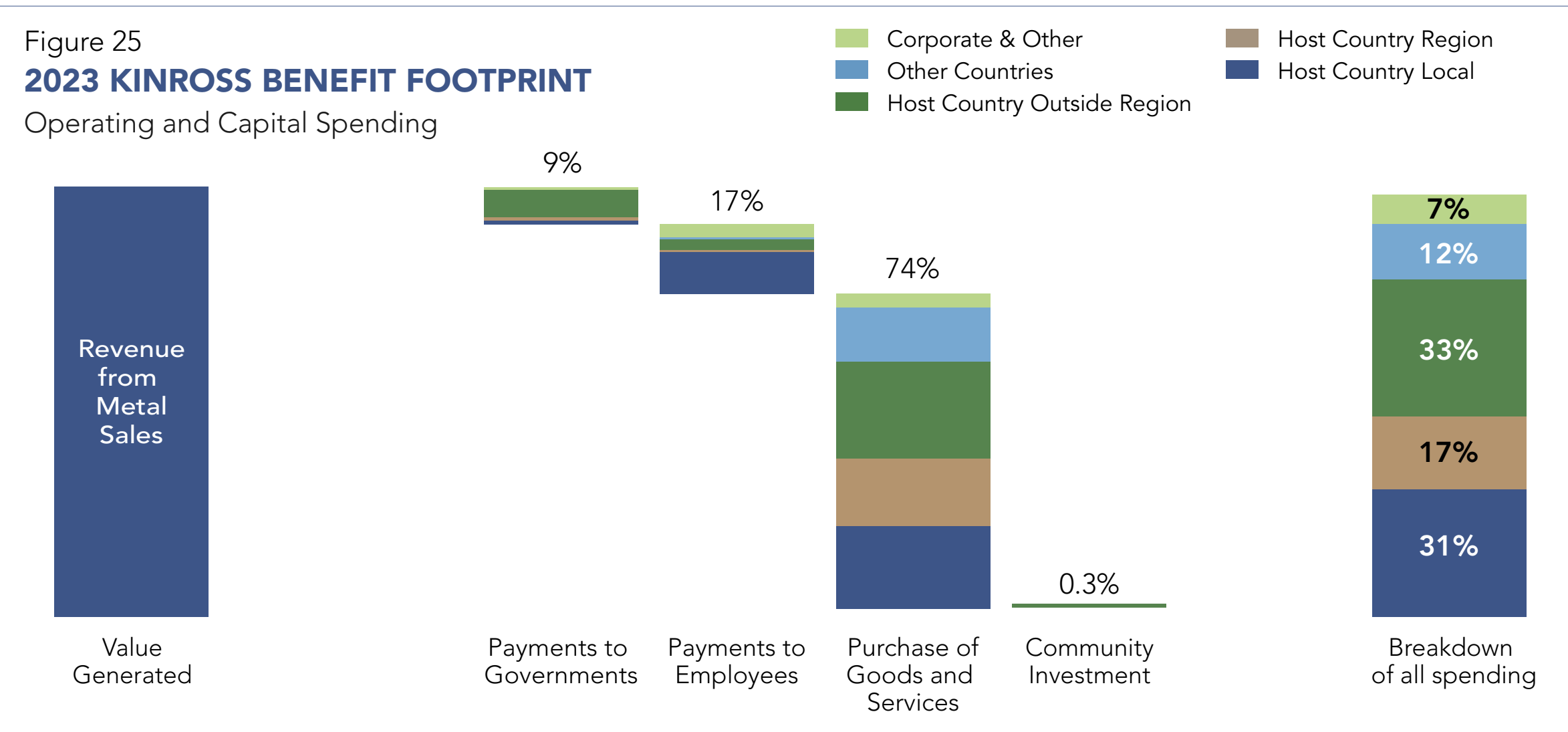
GRI 202, 203, 204, 207, 413

RGMP Principle 1, 7

SDG 1, 2, 3, 4, 6, 7, 8, 10

[Data Tables](#)





Our 2023 results include:

- Of our total 2023 benefit footprint, 74% was spent on procurement, 17% on wages and benefits and 9% on payments to governments; the benefit footprint was distributed as follows: 31% in local communities, 17% in regions, 33% elsewhere in host countries, and 19% in other countries and corporate (Figure 25). Compared with 2022, procurement was the only category with a significant increase, from 72% of the total benefit footprint to 74%.
- In countries hosting our operations, we spent approximately \$2.4 billion on goods and services, representing 83% of our total procurement spend. Our global procurement spend in 2023 was \$3.0 billion from approximately 5,000 suppliers.
- Our top 50 suppliers accounted for \$1.7 billion or 57% of total procurement spend, and our top 250 suppliers accounted for \$2.3 billion or approximately 77% of total procurement spend.
- Paid \$356 million in taxes, royalties and related payments to governments in host jurisdictions, including Canada projects, with Paracatu and Tasiast together contributing 82% of total payments to governments.
- Provided approximately \$538 million in wages and benefits to employees in host countries with operations and projects, representing 78% of total wages and benefits paid of \$694 million.

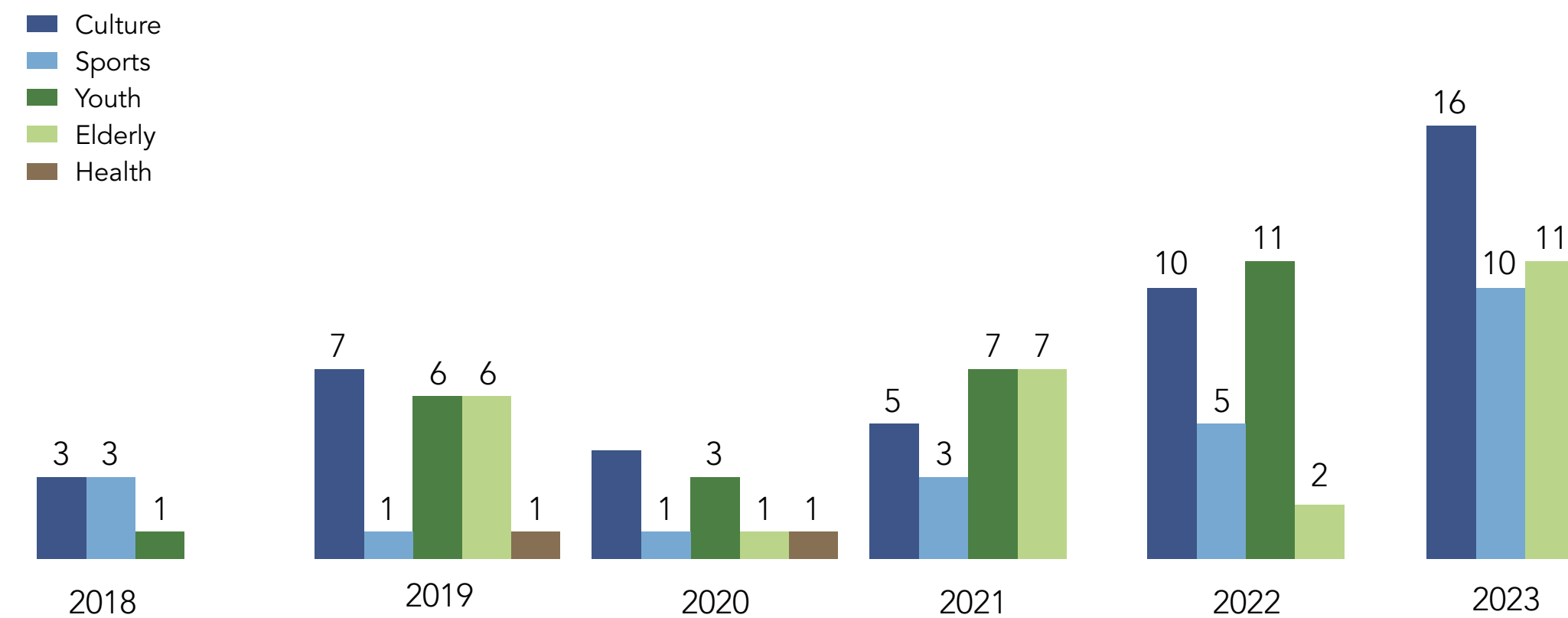
- Spent \$13.7 million in host countries on community investment projects and donations, both cash and in-kind. With the inclusion of corporate and third-party donations, community investments totalled \$14.6 million in 2023. Read more in [Community Development](#).
- Since 2010, our in-country benefit has an average distribution of 12% in payments to governments, 16% employee wages, 71% goods and services and 0.2% community investments (Figure 26). Our cumulative in-country benefit footprint from 2010 to 2023 is approximately \$48 billion of which \$34 billion was spent on host country procurement, \$7.6 billion on employee wages and benefits, \$6 billion in payments to governments, and \$101 million on community investments and donations.
- Our cumulative \$48 billion benefit footprint (or \$51 billion in constant 2021 dollars<sup>1</sup>) is equivalent to approximately 63% (cash) or 67% (constant 2021 dollars) of Canada's Overseas Development Aid in the same period (approximately US\$76 billion in constant 2021 dollars; OECD library; international assistance funding from Global Affairs Canada). Our 13-year cumulative benefit footprint is 83% of what the combined membership (30 companies) of the World Gold Council contributed to 34 host country economies in 2022<sup>2</sup> (\$58 billion contributed in 2022 to host country GDPs). Our global 2023 benefit footprint of \$4.1 billion represents 7% of the WGC's 2022 global metric. Together, these data highlight the economic force of responsible gold mining as a positive driver of development in host countries around the world.

1. <https://www.bankofcanada.ca/rates/related/inflation-calculator/>  
2. (see <https://www.gold.org/>)

## Improving Social Outcomes Through Taxes

In Brazil, the tax incentive law allows companies and individual taxpayers to designate a portion of their income tax for social programs. Since 2016, Kinross has designated approximately \$9.9 million to 125 programs in the municipality of Paracatu and the Minas Gerais state. Since this tax incentive began, programs have included culture and literary arts, youth activities including judo and visual arts, and the elderly (Figure 27). A strategic focus on culture was chosen, with 50% of total funds going to projects in this area, responding to both a general lack of cultural offerings in Paracatu as well as the opportunity to leverage the historical strengths of the city and promote local tourism. The highlight of the year was the first International Literary Festival of Paracatu, which had an audience of 23 thousand people over five days in a diverse program with the presence of local, national and international writers. In addition, the city's Cultural Festival brought musical and gastronomic contests to the historic centre of Paracatu, also proving the local tourist potential. Other programs for youth and elderly have played a key role in complementing municipal programs. In 2023, investments in sports projects were 50% higher than in the previous year, due to the change in the law, which enabled a higher percentage of allocation. This made it possible to sponsor twice as many projects, significantly expanding the audience served. These funds are reported as part of our 2023 Benefit Footprint under "Payments to Governments".

Figure 27  
**NUMBER OF PROJECTS BY THEME FOR TAX INCENTIVE PROGRAMS AT PARACATU**  
(# of projects)



## Tax Transparency

Kinross complies with the Canada's Extractive Sector Transparency Measures Act (ESTMA). We demonstrate our commitment to tax transparency through our annual reporting on taxes paid to governments on a country-by-country basis. Over the past year, we met all of Kinross' compliance and disclosure obligations pertaining to taxation in all of the jurisdictions where we do business. In Canada, our combined federal and provincial statutory rate remained unchanged year over year at 26.5% in 2023. Company matters pertaining to taxation in 2023 are detailed in our [2023 Annual Report](#) (pages MDA 25 and FS 19).

We will complete our submission under the ESTMA requirements providing a transparent account of our 2023 tax and related payments by country, including royalties, fees and infrastructure improvement payments to governments. The payments we make to governments are an important part of our benefit footprint contribution in the jurisdictions where we operate. Read the [ESTMA Report](#).

### Our targets for 2024 and beyond include:

- Continue to improve community well-being through the presence of our operations and projects, realized through our benefit footprint, which is leveraged locally through our social performance strategy.
- Measure the social impact of our benefit footprint by conducting socio-economic and perception surveys, and by evaluating our benefit footprint based on standard socio-economic and human development parameters.
- Over the next several years, we expect all our sites and projects to work with our local communities and develop shared goals and action plans through to 2030. Our goal is to contribute to measurable improvements across dimensions of well-being by 2030 relative to a baseline of 2022-2025 and maintain the local portion of the benefit footprint at 20% or more of our total benefit footprint.



At Paracatu, local children attend the Kinross-sponsored International Literary Festival of Paracatu.

### ANALYST CORNER: TAX TRANSPARENCY

Read [Management Approach](#)

GRI 207 SDG 8, 16

UNGC Principle 10

RGMP Principle 1

[Data Tables](#)



## Local Employment

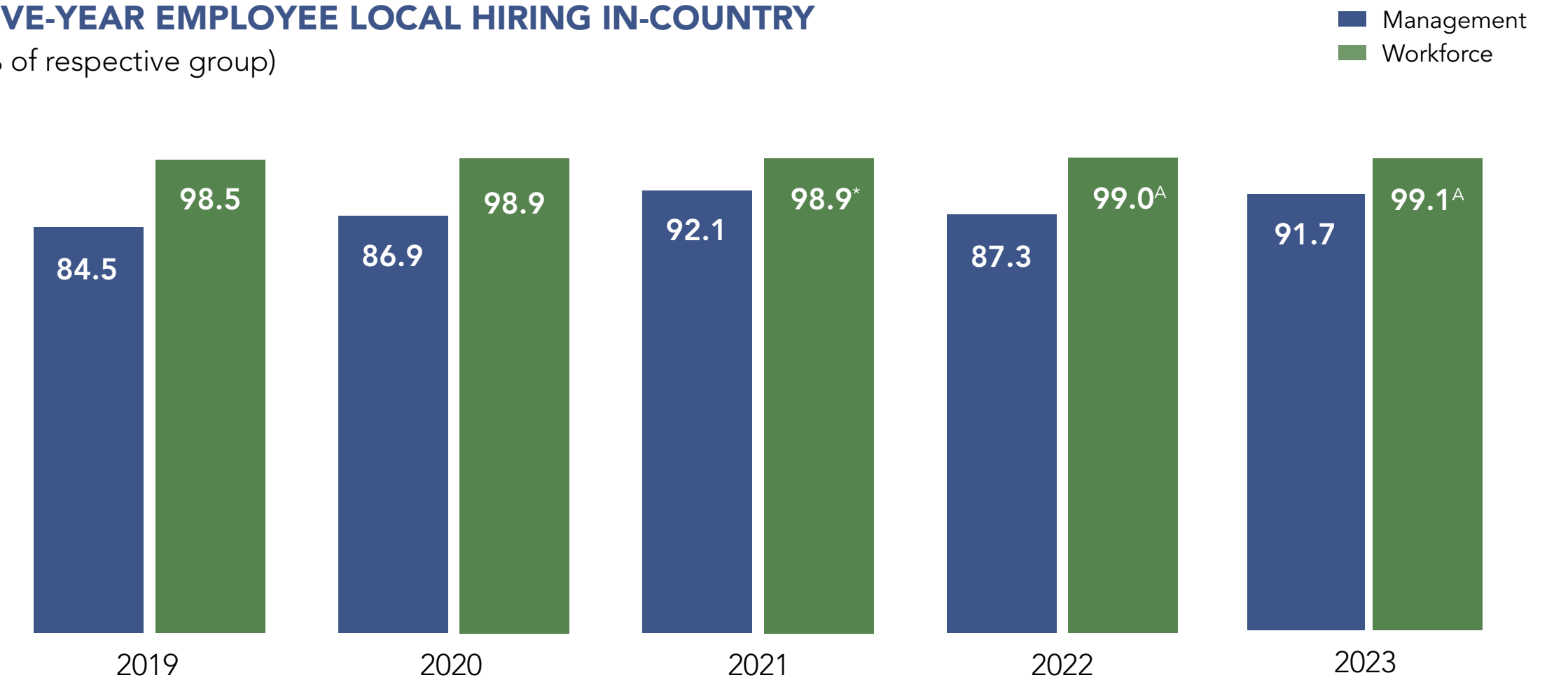
Local employment is among the most important positive contributions from mining. For the people living in our host countries and local communities, this means helping them develop the skills they need for employability and ensuring access to employment opportunities in the local area and elsewhere in the country. Every Kinross operation has established practices and programs that encourage and promote the hiring of local talent. Through these practices, we focus on providing local people, including underemployed groups such as women and Indigenous Peoples, with technical and professional skills training. Together, these efforts contribute to generating positive socio-economic impacts in the community.

In 2023, we maintained or increased the percentage of local employment across our sites. Our performance and results include:

- Continued to sustain high levels of in-country employment across our operating jurisdictions. During the year, the percentage of employees hired from within country remained at 99%. We increased the percentage of management hired from within host country to 91.7% compared with 87.3% for 2022, due to an absolute increase in the number of people at management level (523 in 2023 vs 489 in 2022), spread across all sites (Table 12 and Figure 28).
- In Mauritania, the percentage of workforce within Mauritania increased to 97.2% from 96.4 in 2022, while the percentage of national management increased to 66.7%, up from 65.7% in 2022, due to an increase in national management to 56 in 2023 from 46 in 2022. All 27 agreed expatriate positions were filled, with five other expatriates related to projects and other services. Since 2010, the percentage of Mauritanian nationals working at Tasiast has grown from 87% to 97.2%, due in part to ongoing skills development training as well as the sustained implementation of the Mauritanization plan.
- Across all Kinross sites, 59% of employees were from the local area and communities, with the highest proportions at our U.S. sites and Paracatu. Local area employment of 32% at our Chile operations reflects the strongly centralized nature of Chile, with many people living in the Santiago region. Tasiast has our lowest percentage of employees from local communities at 5.4% in 2023, although a steady increase over 2022, and reflecting the national impact of the Tasiast mine. Currently, Tasiast employs 93 people from the local area, with contractors employing an additional 18, our highest ever number (118 in 2023 vs. 74 in 2022). Tasiast continued its efforts on hiring people from the local community and approved a procedure to enhance local community development through enhanced access to jobs and training. In 2023, a group of 12 women from local communities went through a training program to become heavy equipment operators.
- Tasiast signed a new two-year vocational training program with Mauritania’s School of Technical Education and Vocational Training, Building and Public Works. In 2023, 90 youth from the regions around Tasiast were enrolled in the program with 88 graduating by the end of the year. Since this partnership began, 348 youth have graduated. In 2024 a new cohort of 90 youth began the program.

Figure 28

### FIVE-YEAR EMPLOYEE LOCAL HIRING IN-COUNTRY (% of respective group)



\* 2021 metrics were independently assured by PWC LLP.

**TABLE 12: 2023 Local Employee Hiring by Country**

(% of employees who are nationals from the country of operations)

	Management	Workforce
Brazil	96.6	99.8
Canada	99.4	99.1
Chile	90.9	99.3
Mauritania	66.7	97.2
USA	98.1	99.9
<b>Total</b>	<b>91.7</b>	<b>99.1<sup>A</sup></b>

#### ANALYST CORNER: LOCAL EMPLOYMENT

[Read Management Approach](#)

GRI 202 SDG 1, 8

RGMP Principle 6, 7 UNGC Principle 2, 6

[Data Tables](#)





## Local Compensation

For all employees, we review local market compensation to ensure that our total remuneration package is fair, competitive and well-positioned to attract and retain the best talent. As part of our annual review, we regularly review compensation relative to the national or local minimum wage rates in the jurisdictions where we have operations and projects.

Our performance and results for 2023 include:

- All Kinross employees receive more than the minimum wage and living wage in their respective host countries, with the ratio of the lowest base salaries compared with the minimum wage paid to employees ranging from over one time to over six times the lowest wages paid (Table 13).
- Living wage data are not available for Brazil and Mauritania, but the lowest base pay in both countries is higher than the minimum wage in each respective country.

**TABLE 13: 2023 Lowest Salary Compared to Minimum Wage and Living Wage by Country**

	Ratio of Lowest Kinross Base Salaries to Local Minimum Wage	Ratio of Lowest Kinross Base Salaries to Living Wage
Brazil	1.37	n/a
Canada	1.53	1.18
Chile	1.53	1.41
Mauritania	6.30	n/a
USA <sup>1</sup>	1.41	0.73

1. Minimum wage in the USA varies depending on the state: Nevada is \$11.73 per hr. (includes Round Mountain non-mine site employees who work in the town) and Alaska is \$12.00 per hr. The living wage in the U.S.A. increased by approximately 39% year over year, which resulted in a decrease in the ratio from 0.98 in 2022, despite our lowest Kinross base salary increasing over the same time period.

## Local Procurement

Our support for local businesses is among the most powerful ways in which Kinross contributes to local community development, through effective procurement strategies, linked with our approach to social performance. Local procurement is considered within our Social Performance Management System (SPMS), Standard 2, Social Context and Impacts.

Across our operations and projects, we purchase a broad range of goods and services from major suppliers, as well as small, local community businesses and co-operatives. Kinross' site-based local procurement teams work directly with local suppliers of goods and services and help them develop the capacity to effectively compete and do business with us.

Our performance and results include:

- We have consistently met or exceeded our target for in-country procurement spending of 75% to 80%, while recognizing that this may not be the case for specific countries due to the availability of goods and services for mining in those countries. In 2023, 83% of our total procurement spend was in our host countries with operations, projects and corporate procurement. Considering all of Kinross, 27% of procurement spend was in local benefit footprint areas, a significant increase over 2022 (24%) and well above our five-year trend (Table 14).
- In 2023, we purchased \$811 million of goods and services (28% of total procurement spend) in the local benefit footprint areas around our mines and projects, up from \$584 million in 2022. In our host countries at all geographic levels, 5% of our procurement spend – approximately \$150 million – was incurred with almost 4,100 suppliers for an average of \$37,000 per supplier. For smaller businesses, this is a significant annual spend that demonstrates the positive impact of our procurement across a broad base of suppliers.



At PDAC 2024, a member of Kinross' supply chain team (right) meets with a member of ProChile's female-owned businesses during a business-to-business panel session.

### Local Business Initiative Support in Mauritania

As previously reported, in 2021, Tasiast and the International Finance Corporation (IFC) signed a cooperation agreement with the threefold objectives of: strengthening Tasiast’s local sourcing strategy; contributing to the Government’s efforts to improve local content; and promoting a responsible procurement culture in Mauritania. This included a study to assess supply and demand of goods and services commonly used in the mining sector in Mauritania and identified opportunities among suppliers to the sector to improve safety, health, environment and other general business standards. An additional study was completed by Mining Shared Value using the Local Procurement Reporting Mechanism (LPRM) framework for local procurement and supplier due diligence processes as well as the current state of information sharing to suppliers and relevant stakeholders. The LPRM is a publicly available information sharing and transparency framework that helps guide companies to disclose practical information on their local procurement activities, as well as supplier due diligence processes, to increase accountability and to promote greater socio-economic benefits for local communities. This study recognized Tasiast for the detailed information available for suppliers on the Company website, for having a significant and formal approach to local procurement, and for its fairness. The report also observed that in Mauritania, due to its semi-nomadic culture, most suppliers are concentrated in the major cities, but that this should not detract from the importance of identifying and working with suppliers in local communities.



At Tasiast, women participants in the Cooperative Nouadhibou Dawas.

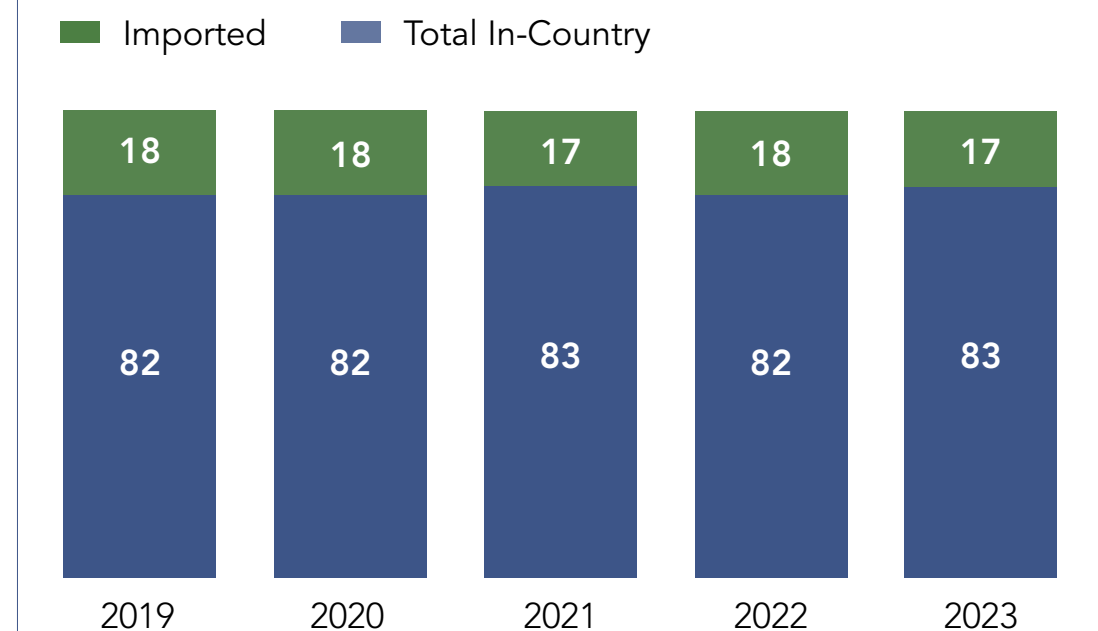
**TABLE 14: 2023 Local Procurement by Country<sup>4</sup>** (% of local procurement)

	Local	Total In-Country	Imported
Brazil	10	87	13
Chile <sup>1</sup>	62	99	1
Mauritania	See Footnote 3	38	62
USA <sup>2</sup>	45	98	2
<b>Kinross: All Sites</b>	<b>29</b>	<b>83</b>	<b>17</b>

1. Includes Maricunga and La Coipa. 2. Includes Manh Choh. 3. Given the remote location of Tasiast, we do not breakdown in-country procurement at the local and regional levels. 4. See 2023 Data Tables (page 150) for a breakdown of local spend by site.



Figure 29  
**FIVE-YEAR KINROSS-WIDE PROCUREMENT\***  
(% of Total Procurement)



\* Includes all locations such as corporate and regional offices, sites and projects.

**ANALYST CORNER:  
LOCAL PROCUREMENT**

[Read Management Approach](#)

GRI 204                      SDG 1, 8  
RGMP Principle 3, 7

[Data Tables](#)





## Community Development

Kinross' benefit footprint is an important measure of the economic contribution and value we share with host countries and communities through job creation, local procurement and tax payments to local government. We leverage our benefit footprint into long-term initiatives through our community relations strategy. This approach brings together monetary and in-kind investments and strategic partnerships with our communities across a broad range of social programs.

Working with our local stakeholders, we work to understand the social and economic context and conditions in the local area, focusing particularly on vulnerable groups that may not always participate in employment or business opportunities at the mine. Our ability to measure community outcomes depends on the scale of each mine's local benefit footprint compared with the size of the local economy. Mines such as Tasiast have a measurable impact on the national economy of Mauritania, while our other mining operations have a measurable impact at the regional, municipal/county, or even local village level.

We measure community outcomes through a combination of quantitative and semi-quantitative sources of data, including our benefit footprint, publicly available socio-economic data, perception surveys, evaluation of specific programs through surveys, and stakeholder feedback and testimonials. Our performance and results for 2023 include:

- **Across our mine sites, we contributed monetary and in-kind support of \$13.7 million to community development** (Figure 30). Our support was directed to approximately 392 local community organizations and programs, reaching over 475,000 beneficiaries in our local communities during 2023.
- **In-kind donations were 17% of total site-level donations**, lower in percentage terms than the five-year average of 22%, but only slightly below the five-year average of \$2.2 million in absolute terms.
- The greatest proportion of community spending was on education while for in-kind contributions it was for community activities and services. The greatest proportion of beneficiaries was for economic development projects. (Table 15).
- **Total donations, including in-kind and corporate were \$14.6 million**, equivalent to 0.8% of EBITDA\*, compared with 0.8% in 2022. Total donations were higher than the \$10.8 million in 2022, driven by larger tax incentive contributions at Paracatu.
- At the site level, Brazil had the highest amount of monetary donations of \$6.9 million (including contributions through the tax incentive program), followed by Mauritania at \$2.2 million (Figure 31).
- See [Table 16](#) for a summary of our approach to risk and opportunity related to Generating Shared Value.

During 2023, we conducted several baseline studies and ongoing assessments of the social outcomes related to our mining activities, including:

- At Great Bear, Canada, we continued socio-economic baseline work to build our understanding of the local context, adding primary source information from interviews to compiled secondary source data.
- At Fort Knox, Alaska, we completed a Social Performance analysis, including socio-economic impacts, Beyond Zero Harm indicators, and surveys of employees and households.
- At Paracatu, Brazil, we did an analysis of the tax and royalty contributions to several mining municipalities, including Paracatu. In Paracatu, we also made an update to our assessment of perception of the Company and its reputation.

\* Earnings before interest, taxes, depreciation and amortization

Figure 30  
**2023 DISTRIBUTION OF COMMUNITY INVESTMENTS**  
(\$ millions)

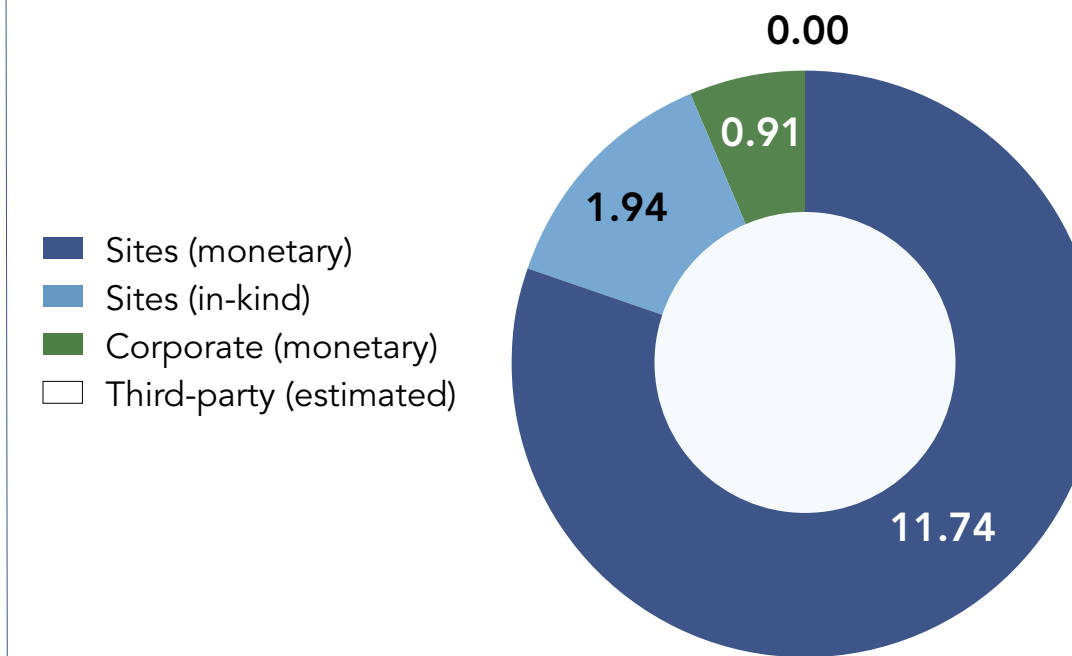
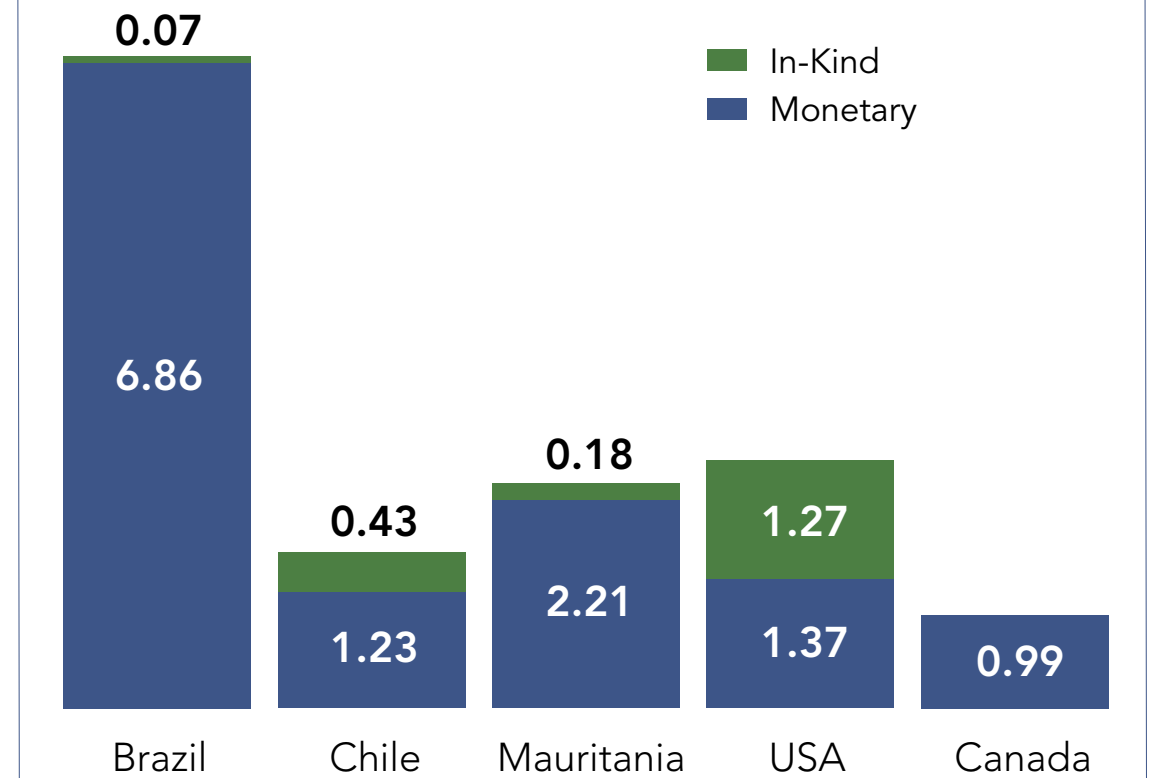


TABLE 15: 2023 Investments by Category (%)<sup>1</sup>

	Monetary	In-Kind	Beneficiaries
Community Activities and Services	15	53	18
Economic Development and Infrastructure	17	14	34
Education	28	4	13
Environment	9	19	8
Health and Nutrition	14	9	16
Youth	17	2	12
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

1. Does not include corporate.

Figure 31  
**2023 DONATIONS BY COUNTRY**  
(\$ millions)



### Our targets for 2024 and beyond include:

- Continuing to foster well-being in the communities that host our operations and projects through our benefit footprint and community partnerships.
- Working with local communities, all our sites and projects are co-developing action plans to support our shared goals and to identify goals for 2030.

### ANALYST CORNER: COMMUNITY DEVELOPMENT

Read [Management Approach](#)

GRI 203, 413      SDG 1, 2, 3, 4, 6, 8  
RGMP Principle 1, 7

[Data Tables](#)





### More than two decades of measuring social outcomes in Alaska

We first measured the socio-economic impact of the Fort Knox mine in 1999 and have done updates of this work several times over the past 25 years, working always with the same Alaska-based consulting company (formerly McDowell Group, now McKinley Research Group). In 1999, the mine generated more than 500 direct and indirect jobs, paying wages 70% higher than the borough average, producing a greater than \$100 million impact on the borough economy, spurring other mining exploration activity, and causing reduced utility rates for residential users through being an anchor industrial user with the local utility, Golden Valley Electric Association.

Twenty-five years later, and from our 2023 study, Fort Knox employees have the highest wages in the borough, at twice the average, and the Company spent \$270 million on procurement with Alaska vendors, of which 80% was in Fairbanks. The mine is the largest property taxpayer in the borough, contributing \$14 million in 2022, vs \$4 million in 1999. Fort Knox every year supports more than 50 local non-profits covering a wide range of community needs, in particular mental health. Fort Knox employees register strong job satisfaction (88%) and respect in the workplace (82%). Local residents are familiar with Fort Knox, with 82% saying that the mine benefits the community through local employment. Residents recognize the diversified economy of the area, noting oil and gas, mining, the military, and education as all being important.

Our recent studies have compiled public data for the Beyond Zero Harm indicators, summarized in the table below. These indicators provide a diverse, quantitative set of indicators for looking at local development. Fort Knox is one component of a diversified economy and is therefore not a unique driver of changes in development; however, representing approximately 7% of borough GDP, it is an important, sustained contributor. Between 2020 and 2023, no significant changes are reflected in the overall economic diversity and make-up of the Fairbanks borough. Small improvements in infrastructure have occurred, while several human capital indicators have declined (e.g., child vaccination rates, high school graduation rates).

BZH Category		BZH Core Indicator	Description <small>(indicator is for Fairbanks North Star Borough unless otherwise shown)</small>	February 2020 <small>(data shown for most recent year)</small>	November 2023 <small>(data shown for most recent year)</small>
Human Capital	Health	BZH5 Immunization coverage	Children 19-35 months receiving ACIP-recommended vaccine series (Alaska)	70%	63%
		BZH6 Life expectancy – male/female	Years	77.6/81.3	77.6/81.3
		BZH7 Pregnancy-associated mortality/10,000 live births	Pregnancy-associated /10,000 live births (Alaska)	8.3	8.3
		BZH8 Deaths of children under age five/1,000 children	Children under 5 per 1,000 children (Interior public health region)	na	5.2
	BZH10 User of tobacco	Current smoker or smokeless tobacco user (Interior public health region)	23.6%	26.1%	
	Education	BZH16 Secondary school completion rate	All students, 4 year graduation rate	78.2%	75.7%
Physical Capital	Infrastructure	BZH17/18 Population using improved sanitary facility/drinking water	Occupied housing units with complete plumbing facilities	93.2%	94.4%
		BZH19 Population using telecommunications network	Occupied housing units with telephone services	97.5%	98.1%
	Safety and Security	BZH22 Official rates of theft, assault and homicide	Adult arrests for theft, etc. per 1,000 population	21.3	27.7
Economic Capital	Living standards	BZH26 Local rate of inflation/cost of living	Cost of living index	126	123
		BZH27 Estimated average monthly monetary expenditure per household	Average monthly household expenditure (Anchorage) % monthly income spent on groceries (Anchorage – food at home category)	\$5,988 8.0%	\$6,021 9.9%
		BZH28 Level of household income	Median household income	\$77,095	\$78,321
		BZH29 Level of household food security	Households with food stamps/SNAP benefits in past 12 months	6.9%	5.7%
		BZH30 Occupied households with legal tenure	Owner-occupied housing units, % of total occupied	58.5%	58.8%
		BZH32 Population in salaried employment	Civilian labour force, % employment	94.2%	95.0%
		BZH34 Degree of wealth equality/distribution	Gini index of economic disparity (range 0 to 1 where 0 = perfect equality)	0.41	0.42
BZH35 Level of economic diversity	Bloomberg economic diversity index (range 0 to 100% where 100% = single industry and 0% = maximum diversity) (Alaska)	10.99%	10.99%		

**TABLE 16: Generating Shared Value**

Objective		Required information		
<b>Governance</b>		<b>Board oversight</b> – Corporate Responsibility and Technical Committee (CRTC) <b>Management responsibility</b> – President <b>Functional responsibility</b> – Senior Vice-President, External Affairs <b>Accountability</b> – quarterly report to ESG Executive Committee and CRTC		
<b>Strategy</b>	<b>Business Model</b>	All Kinross geographies and assets		
	<b>Value Chain</b>	Global, upstream and downstream		
	<b>Time Horizon</b>	<ul style="list-style-type: none"> <li>• <b>Current (1 year):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Medium (3-5 years):</b> yes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Long (&gt; 5 years):</b> yes</li> </ul>
	<b>Consolidated Risks</b>	<ul style="list-style-type: none"> <li>• <b>Financial</b> – arising from stakeholder pressure for increase to local (in-country) benefit footprint</li> <li>• <b>Reputational</b> – associated with real/perceived unfair distribution of economic benefits</li> <li>• <b>License to operate</b> – perceived unfair or insufficient distribution of benefits can result in government action or protest, especially at the local community level, which puts stable license to operate at risk</li> </ul>		
	<b>Consolidated Opportunities</b>	<ul style="list-style-type: none"> <li>• <b>People</b> – our benefit footprint directly and indirectly impacts thousands of people through direct, indirect, and induced employment</li> <li>• <b>Environment</b> – our benefit footprint includes spend on all our environment management plans as well as long-term projects in support of natural capital, tied to our closure strategies</li> <li>• <b>Assets</b> – consistent operational and financial performance generates stable and predictable value, building credibility with governments, suppliers, workforce and communities</li> <li>• <b>Reputation</b> – our strong track record of contribution to host countries supports our reputation as a reliable partner and contributor to development</li> <li>• <b>Livelihood</b> – our benefit footprint supports livelihoods through the taxes paid to host governments, payments to suppliers and workforce, and our social investment contributions in local communities. We measure changes in well-being due to our operations to understand and report on this key opportunity which arises from mining.</li> </ul>		
	<b>Strategic Framework</b>	Our benefit footprint is governed by the full range of Kinross policy and procedure for the way we engage with governments, suppliers, workforce and communities see <a href="#">Management Approach</a> , <a href="#">Benefit Footprint and Local Development</a> . Our Social Performance Management System (SPMS) includes standards which ensure we understand the context in which a site is operating, the stakeholders and their concerns and needs, and requires the site to have a social investment strategy.		
<b>Current and Anticipated Effects of Sustainability-related risks and opportunities</b>		<b>Current</b>	<b>Anticipated</b>	
	<b>Financial performance</b>	<ul style="list-style-type: none"> <li>• Major</li> </ul>	<ul style="list-style-type: none"> <li>• Major (M-L)</li> </ul>	
	<b>Society and Environment</b>	<ul style="list-style-type: none"> <li>• Major</li> </ul>	<ul style="list-style-type: none"> <li>• Major (M-L)</li> </ul>	
	<b>Strategy and decision-making</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
<b>Risk Management</b>	<b>Resilience of strategy</b>	<ul style="list-style-type: none"> <li>• High</li> </ul>	<ul style="list-style-type: none"> <li>• High (M-L)</li> </ul>	
	<ul style="list-style-type: none"> <li>• <b>Environmental and Social Impact Assessments</b> – during permitting, help establish baseline conditions</li> <li>• <b>Stakeholder Engagement Program</b> – ongoing engagement with stakeholders, including host communities to understand concerns</li> <li>• <b>Grievance Mechanism</b> – access to formal mechanism for community grievances and resolution process</li> <li>• <b>Safety and Sustainability Audit</b> – regular audit of SPMS</li> <li>• <b>Monitoring and reporting</b> – quarterly reporting to ESG Executive Committee and CRTC Board, and annually via Sustainability Report.</li> <li>• <b>First Priorities</b> – performance against targets for leading and lagging indicators linked to STI and CRPM.</li> </ul>			
	<b>Metrics</b> <ul style="list-style-type: none"> <li>• Benefit footprint metrics (payments to governments, suppliers, workforce, and communities; by international, national, regional, and local)</li> <li>• Local procurement spend as % of total</li> <li>• Local employment as % of total</li> <li>• Local employees vs. 1-Jan benchmark*</li> <li>• Local businesses used vs. 1-Jan benchmark*</li> </ul>			
	<b>Targets</b> <ul style="list-style-type: none"> <li>• In-country procurement spend of 75% to 80% of total procurement spend on operations</li> <li>• Social investment spend within 75% to 105% of budget</li> <li>• In-kind contributions at 25% of monetary social contributions</li> <li>• Beneficiaries at 50% of local area population</li> <li>• Local employees at 100% of 1-Jan benchmark annually</li> <li>• Local businesses utilized at 100% of 1-Jan benchmark annually</li> </ul>			
<b>Metrics and Targets</b>				

\*Sites are required to measure the number of local employees and local businesses being used on 1-Jan of each year as the reference (benchmark). During the year, each site measures every quarter against this and are scored accordingly. For a reference guide to the above table and criteria, see [About this Report](#).



At Copiapó, Kinross Chile sponsors the annual Atacama Florece festival celebrating culture.

### ANALYST CORNER: GENERATING SHARED VALUE

Read [Management Approach](#)

GRI 201, 202, 203, 204    SDG 1, 8  
 RGMP Principle 1, 3, 7

[Data Tables](#)





# Independent practitioner’s limited assurance report

## To the Board of Directors and Management of Kinross Gold Corporation,

We have undertaken a limited assurance engagement on certain performance metrics of Kinross Gold Corporation (the “Entity”), included in the accompanying 2023 Sustainability Report (the “Report”), for the year ended December 31, 2023.

The scope of our limited assurance engagement, as agreed with management, comprises the following performance metrics (collectively, the ‘subject matter information’):

SUBJECT MATTER INFORMATION
Grievances and Community Issues
Grievance (% resolved within 30 days)
Total SOx Air Emissions (tonnes)
Total NOx Air Emissions (tonnes)
Total Scope 1 Greenhouse Gas Emissions (tonnes CO <sub>2</sub> e)
Total Scope 2 Greenhouse Gas Emissions (tonnes CO <sub>2</sub> e)
Total Scope 1 and Scope 2 Greenhouse Gas Emissions (tonnes CO <sub>2</sub> e)
Total GHG Emissions (Scope 1 and 2) per Tonne of Ore Processed (kilograms CO <sub>2</sub> e/tonne of ore processed)
Total GHG Emissions (Scope 1 and 2) per Gold Equivalent Ounce Produced (kilograms CO <sub>2</sub> e/Au eq. oz.)
Direct Energy Consumption (Gigajoules or MWh)
Total Grid Electricity Purchased from Non-Renewable Sources (MWh)
Total Grid Electricity from Renewable Sources (MWh)
Indirect Energy Consumption (Gigajoules or MWh)
Total Energy Consumption – renewable (Gigajoules or MWh)
Total Energy Consumption – non-renewable (Gigajoules or MWh)
Total Energy Consumption (Gigajoules or MWh)
Total Energy Consumed per Tonne of Ore Processed (megajoules/tonnes of ore processed)
Substantiated Cases of Corruption (number)
Substantiated allegations of human rights violations (number)
Employee Fatalities (number)
Contractor Fatalities (number)
Fatalities Employees and Contractors Combined (number)
Employee Lost-Time Injury Frequency Rate (LTIFR) (per 200,000 hours worked)
Contractor Lost-Time Injury Frequency Rate (LTIFR) (per 200,000 hours worked)
Lost-Time Injury Frequency Rate (LTIFR) (per 200,000 hours worked) Employees and Contractors Combined

SUBJECT MATTER INFORMATION
Employee Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked)
Contractor Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked)
Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked) Employees and Contractors Combined
Total Tier 1 Process Related Safety Events (# of events)
Total Tier 1 Process Safety Event Rate per 1,000,000 Hours
Land Newly Disturbed during Fiscal Year (ha)
Land Reclaimed during Fiscal Year (ha)
Total Surface Water Withdrawn (m <sup>3</sup> )
Total Groundwater Withdrawn (m <sup>3</sup> )
Total Water Discharged to Surface Water (m <sup>3</sup> )
Total Water Discharged to Groundwater (m <sup>3</sup> )
Recycled Water Percentage (% of Water Used)
Total Fresh Water Consumed (m <sup>3</sup> )
Total Fresh Water Withdrawn (m <sup>3</sup> )
Total Water Consumed (m <sup>3</sup> )
Water Intensity per Gold Equivalent Ounce Produced (m <sup>3</sup> /Au eq. oz.)
Water Intensity per Tonne of Ore Processed (m <sup>3</sup> /tonne of ore processed)
Total Waste Recycled (hazardous & non-hazardous) (tonnes)
Total Waste Rock Mined (tonnes)
Total Tailings Produced (tonnes)
Turnover – involuntary (% of total workforce)
Turnover – voluntary (% of total workforce)
Workforce from within host countries (% of in-country workforce)
Gender diversity – Women (% of total workforce)
Gender diversity – Women in Management Positions (% of total workforce)



Other than as described in the preceding paragraph, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

There are no mandatory requirements for the preparation or presentation of the subject matter information. As such, the Entity has applied:

- The GHG Protocol: A Corporate Accounting and Reporting Standard (revised edition) to calculate and present GHG Subject Matter Information; and,
- Its own internally developed methodologies and definitions as described on page 11 of the Report to calculate and present all other subject matter information.

Collectively, the “applicable criteria”.

### Management’s Responsibility

Management is responsible for the preparation and presentation of the subject matter information in accordance with the applicable criteria.

Management is also responsible for such internal control as management determines necessary to enable the preparation and presentation of the subject matter information that is free from material misstatement, whether due to fraud or error. This responsibility includes determining the Entity’s objectives in respect of sustainability performance and reporting, identifying stakeholders and material issues, and selecting or developing appropriate criteria.

### Our Responsibility

Our responsibility is to express a limited assurance conclusion on the subject matter information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements (ISAE 3000) *Attestation Engagements Other than Audits or Reviews of Historical Financial Information and ISAE 3410, Assurance Engagements on Greenhouse Gas Statements*. These standards require that we plan and perform our engagement to obtain limited assurance about whether the subject matter information is free from material misstatement.

A limited assurance engagement involves assessing the suitability of the criteria used by the Entity in preparing the subject matter information in the circumstances of the engagement, assessing the risks of material misstatement, whether due to fraud or error, and responding to the assessed risks as necessary in the circumstances.

We exercised professional judgment and maintained professional skepticism throughout the engagement. Our procedures were designed and performed to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. In carrying out our engagement, we:

- completion of in-person site visits at two of seven operating sites,
- performing walkthroughs of data collection and reporting processes;
- comparing reported data for the subject matter information to underlying data sources;
- making inquiries, primarily of persons responsible for the preparation of performance information for the subject matter information;
- applied analytical and other evidence gathering procedures, as appropriate
- evaluated the suitability of the Entity’s use of the criteria, as the basis for preparing the subject matter information in the circumstances; and,
- inspected a limited number of items to or from supporting records, as appropriate.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

### Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants and the independence and other ethical requirements of relevant rules of professional conduct/code of ethics in Canada applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies.

The firm applies Canadian Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements* which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

### Significant Inherent Limitations

Historical non-financial information, such as that contained in the Report, is subject to more inherent limitations than historical financial information, given the qualitative characteristics of the underlying subject matter and methods used for determining this information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques, which can result in materially different measurements and can impact comparability. The nature and methods used to determine such information, as described in the applicable criteria, may change over time. It is important to read the Entity’s reporting methodology disclosed on page 11 of the Report.

### Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the procedures performed and evidence obtained, no matters have come to our attention to cause us to believe that the Entity’s subject matter information for the year ended December 31, 2023, is not prepared, in all material respects, in accordance with the applicable criteria.

### Restriction on Use

Our report is intended solely for use by the Entity for the purpose set out in our engagement agreement. Our report may not be suitable for any other purpose and is not intended for use or reliance by any third parties. While KPMG LLP acknowledges that disclosure of our report may be made, in full, by the Entity in the Report, KPMG LLP does not assume or accept any responsibility or liability to any third party in connection with the disclosure of our report.

Chartered Professional Accountants, Licensed Public Accountants

May 29, 2024



# 2023 Data Tables

**50** performance metrics independently assured in 2023

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# Production

## 2023 Gold Production

	Operating Revenue – Metal Sales (\$M)	Ore Processed (KT)	Gold Equivalent Ounces Produced <sup>3</sup>	Operating Costs – Production Cost of Sales (\$M)	Production Cost of Sales per Equivalent Ounce Sold <sup>3,4</sup>	Capital Expenditures (\$M)
<b>Americas</b>						
Bald Mountain	349.6	17,306	157,749	223.5	1,241	120.3
Corporate and Other <sup>1,2</sup>	4.8			1.5	578	172.1
Fort Knox	557.9	36,826	290,651	343.5	1,195	224.1
La Coipa	522.6	3,867	260,138	182.8	681	74.8
Paracatu	1,149.6	60,182	587,999	538.6	909	167.5
Round Mountain	454.4	28,462	235,690	357.7	1,528	30.5
<b>West Africa</b>						
Tasiast	1,200.8	6,723	620,793	406.8	661	309.0
<b>Kinross Total</b>	<b>4,239.7</b>	<b>153,366</b>	<b>2,153,020</b>	<b>2,054.4</b>	<b>942</b>	<b>1,098.3</b>

1) "Corporate and other" includes corporate and other non-operating assets (including Kettle River-Buckhorn, Lobo-Marté, the Manh Choh project and Maricunga). 2) "Capital expenditures" includes 100% of Manh Choh capital expenditures. 3) "Gold Equivalent Ounces" includes silver ounces produced and sold converted to a gold equivalent based on a ratio of the average spot market prices for the commodities for each period. The ratio for 2023 was 83.13:1 (2022 – 82.90:1, 2021 – 71.51:1, 2020 – 86.32:1, and 2019 – 85.99:1. 4) "Production cost of sales per equivalent ounce sold" is defined as production cost of sales divided by total gold equivalent ounces sold.

## Five-Year Production Highlights<sup>1</sup>

	2019	2020	2021	2022	2023
Operating Revenue – Metal Sales (\$M)	3,497.3	4,213.4	3,729.4	3,455.1	<b>4,239.7</b>
Ore Processed (KT)	136,868	139,011	142,494	166,908	<b>153,366</b>
Gold Equivalent Ounces Produced <sup>2,3</sup>	2,507,659	2,366,648	2,067,549	1,957,237	<b>2,153,020</b>
All-in Sustaining Cost per Equivalent Ounce Sold <sup>2,3,4</sup>	983	987	1,138	1,271	<b>1,316</b>
Production Cost of Sales per Equivalent Ounce Sold <sup>3,5</sup>	708	726	832	937	<b>942</b>
Operating Costs – Production Cost of Sales (\$M)	1,778.9	1,725.7	1,726.1	1,805.7	<b>2,054.4</b>
Capital Expenditures (\$M) <sup>6</sup>	1,105.2	916.1	938.6	764.2	<b>1,098.3</b>

1) Results for the years ended December 31, 2023 and 2022 are from continuing operations and exclude results from the Company's Chirano and Russian operations due to their sale in 2022. Results for the years ended December 31, 2021, 2020 and 2019 are from total operations and include results from the Company's Chirano and Russian operations. Accordingly, results for 2021, 2020 and 2019 may not be comparable. 2) Gold equivalent ounces produced and all-in sustaining cost per equivalent ounce sold for the years ended December 31, 2021, 2020 and 2019 represent attributable gold equivalent ounces produced or attributable all-in sustaining cost per equivalent ounce sold, as appropriate. "Attributable" includes Kinross' share of Chirano (90%) production and costs. 3) "Gold Equivalent Ounces" includes silver ounces produced and sold converted to a gold equivalent based on a ratio of the average spot market prices for the commodities for each period. The ratio for 2023 was 83.13:1 (2022 – 82.90:1, 2021 – 71.51:1, 2020 – 86.32:1, and 2019 – 85.99:1. 4) All-in sustaining cost per equivalent ounce sold is a non-GAAP ratio, as applicable, and has no standardized meaning under IFRS and therefore, may not be comparable to similar measures presented by other issuers. For the definition and reconciliation of this non-GAAP ratio for the years ended December 31, 2023, 2022, 2021, 2020, and 2019, please refer to, as applicable, Section 11 – Supplemental Information of Kinross' Management's Discussion and Analysis for the years ended December 31, 2023, 2021 and 2019, which sections are incorporated by reference herein and as filed on the Company's website at [www.kinross.com](http://www.kinross.com), on SEDAR at [www.sedarplus.ca](http://www.sedarplus.ca) and on EDGAR at [www.sec.gov](http://www.sec.gov). 5) "Production cost of sales per equivalent ounce sold" is defined as production cost of sales divided by total gold equivalent ounces sold. 6) "Capital expenditures" are as reported as "Additions to property, plant and equipment" on the consolidated statements of cash flows and exclude "Interest paid capitalized to property, plant and equipment".



# Environmental Compliance

## 2023 Regulatory Actions

	Number of Regulatory Actions <sup>1</sup>	Fines (US\$)
<b>Americas</b>		
Bald Mountain	0	0
Fort Knox	0	0
La Coipa	1 <sup>2</sup>	0
Paracatu	0	0
Round Mountain	0	0
<b>West Africa</b>		
Tasiast	0	0
<b>Kinross Total</b>	<b>1</b>	<b>\$0</b>

1) Excludes minor administrative Notices of Violation (NOV). 2) One NOV for paleontological damage at La Coipa.

## Five-Year Reportable Spills/Releases (# of Incidents)

	2019	2020	2021	2022	2023
Total Reportable Spills/Releases On-Site	0	1*	0	0	0
Total Reportable Spills/Releases Off-Site	0	0	0	0	0
<b>Total Reportable Spills/Releases</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Paracatu roofing compound release.



# Water

## 2023 Water Summary by Site (m<sup>3</sup>)

	Total Water Withdrawn	Total Water Discharged	Total Water Used <sup>1</sup>	Total Water Recycled	% Recycled <sup>2</sup>	Total Water Consumed <sup>3</sup>	Total Fresh Water Consumed (incl Precip) <sup>3</sup>	Total Fresh Water Consumed (No Precip) <sup>3</sup>	Net Change in Water Storage
<b>Americas</b>									
Bald Mountain	4,339,170	0	60,651,060	56,357,431	93	4,293,629	4,293,629	1,264,134	45,541
Fort Knox	11,468,989	1,554,848	60,110,615	51,099,404	85	9,011,211	9,011,211	3,796,094	902,930
La Coipa*	1,628,002	307,811 <sup>4</sup>	1,739,721	111,719	6	1,628,002	857	0	0
Paracatu	41,297,624	3,058,668	113,581,656	78,991,781	70	34,589,875	34,484,846	10,655,374	3,649,081
Round Mountain	17,388,080	9,983,972	101,113,522	93,709,964	93	7,403,558	7,403,558	5,712,216	550
<b>West Africa</b>									
Tasiast*	5,810,436	0	7,674,725	2,032,687	26	5,642,038	605,367	0	168,398
<b>Kinross Total</b>	<b>81,932,301</b>	<b>14,905,299</b>	<b>344,871,299</b>	<b>282,302,986</b>	<b>82<sup>A</sup></b>	<b>62,568,313<sup>A</sup></b>	<b>55,799,468<sup>A</sup></b>	<b>21,259,420</b>	<b>4,766,500</b>

1) Total Water Used = consumed + recycled. 2) % recycled = recycled/used. 3) Water consumed = withdrawn – discharged – net changes in storage. La Coipa water discharged is not included in water consumed calculations as this water is diverted and not used in operations. 4) La Coipa water discharged is water that is diverted back into the same watershed and is not used in operations.

\* Indicates water-stressed region. La Coipa and Tasiast do not withdraw water from fresh water sources. Salt/brackish water is used in processing.

## Five-Year Water Consumed, Recycled and Percentage Recycled (m<sup>3</sup>)

	2019	2020	2021	2022	2023
Water Consumed	54,630,121	59,892,564	63,828,406	69,081,567	<b>62,568,313<sup>A</sup></b>
Water Recycled	248,763,057	256,767,112	253,048,627	251,603,124	<b>282,302,565</b>
Percentage Recycled	82	81	80*	78 <sup>A</sup>	<b>82<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP.

**Five-Year Water Summary** (m<sup>3</sup>)

	2019	2020	2021	2022	2023
Fresh Groundwater	36,758,854	33,645,858	36,508,361*	28,042,635 <sup>A</sup>	<b>33,696,242<sup>A</sup></b>
Fresh Surface Water	14,439,474	14,094,421	14,544,168*	3,077,203 <sup>A</sup>	<b>6,927,166<sup>A</sup></b>
Precipitation	24,258,028	39,874,129	37,966,996	35,953,533	<b>34,540,048</b>
Municipal – Third Party Sources	120,880	149,187	165,417*	141,060 <sup>A</sup>	<b>105,029<sup>A</sup></b>
Salt/Brackish	4,641,549	4,395,965	3,565,994*	6,194,356	<b>6,663,816</b>
Total Fresh Water Withdrawn from Water Stressed Areas	440,879	1,797,856	2,771,665	3,262,803	<b>774,622</b>
Total Fresh Water Withdrawn from Water-Stressed Areas as a Percentage of Total Fresh Water (including precipitation) (%)	1%	2%	3%	5%	<b>1%</b>
Total Fresh Water Withdrawn	75,577,236	87,763,595	89,184,942	67,214,431	<b>75,163,456<sup>A</sup></b>
<b>Total Water Withdrawn</b>	<b>80,408,051</b>	<b>92,339,784</b>	<b>92,923,678</b>	<b>73,408,787</b>	<b>81,932,301</b>
Discharged to Groundwater (Treated and Non-Treated)	11,296,047	10,876,076	10,045,445*	9,238,864 <sup>A</sup>	<b>10,291,783<sup>A</sup></b>
Discharged to Surface Water (Treated and Non-Treated)	14,951,360	16,462,425	14,825,272	8,848,779 <sup>A</sup>	<b>4,613,516<sup>A</sup></b>
<b>Total Water Discharged</b>	<b>26,247,623</b>	<b>27,330,199</b>	<b>24,870,717</b>	<b>18,087,643</b>	<b>14,905,299</b>
Total Water Consumed	54,345,325	59,892,564	63,828,406	69,081,567	<b>62,568,313<sup>A</sup></b>
Total Fresh Water Consumed	49,448,704	55,180,393	59,969,086	62,887,211 <sup>A</sup>	<b>55,799,468<sup>A</sup></b>
Net Changes in Water Storage	-184,896	5,117,020	4,224,555	(13,760,423)	<b>4,766,500</b>
Domestic Waste Water	189,266	180,224	172,742	257,820	<b>251,634</b>
Recycled Water	248,763,057	256,767,112	253,048,627	251,603,124	<b>282,302,986</b>
Recycled Water Percentage (% of Water Used)	82%	81%	80%*	78% <sup>A</sup>	<b>82%<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

**Five-Year Water Intensity by Site** (m<sup>3</sup>/tonne processed)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0.064	0.086	0.141	0.169	<b>0.248</b>
Fort Knox	0.049	0.074	0.079	0.063	<b>0.245</b>
La Coipa	n/r	n/r	n/r	0.615	<b>0.421</b>
Maricunga	0	0	n/r	n/r	<b>n/r</b>
Paracatu	0.666	0.803	0.753	0.841	<b>0.575</b>
Round Mountain	0.231	0.245	0.409	0.320	<b>0.260</b>
<b>West Africa</b>					
Tasiast	0.874	0.831	1.009	0.832	<b>0.839</b>
<b>Discontinued Operations</b>					
Chirano (90%)	0.905	0.600	0.597	n/r	<b>n/r</b>
Kupol/Dvoinoye	0.038	0.151	0.325	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>0.398</b>	<b>0.432</b>	<b>0.449*</b>	<b>0.414<sup>A</sup></b>	<b>0.408<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

**Five-Year Water Intensity** (m<sup>3</sup>)

	2019	2020	2021	2022	2023
Water Intensity per Tonne Processed	0.398	0.432	0.449*	0.414 <sup>A</sup>	<b>0.408<sup>A</sup></b>
Water Intensity per Ounce Produced	21.7	25.3	30.9*	35.3 <sup>A</sup>	<b>29.1<sup>A</sup></b>
Water Intensity per Revenue Dollar	0.016	0.014	0.017	0.020	<b>0.015</b>
Fresh water Intensity per Tonne Processed	n/r	n/r	0.423	0.377	<b>0.364</b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.



2023 Water Withdrawal by Site (m<sup>3</sup>)

	Fresh Groundwater (m <sup>3</sup> )	Fresh Surface Water (m <sup>3</sup> )	Precipitation (m <sup>3</sup> )	Total Fresh Water Withdrawn (m <sup>3</sup> )	Salt/Brackish (m <sup>3</sup> ) <sup>A</sup>	Municipal – Third Party Sources (m <sup>3</sup> ) <sup>A</sup>	Total Other Water Withdrawn (m <sup>3</sup> )	Total All Water Withdrawn (m <sup>3</sup> )	Total Fresh Water Withdrawn from Water Stressed Areas (incl precip) <sup>1</sup> (m <sup>3</sup> )	Total Fresh Water Withdrawn from Water Stressed Areas (incl precip) as a % of Total Fresh Water	Waste Water (m <sup>3</sup> )
<b>Americas</b>											
Bald Mountain	1,309,675	0	3,029,495	4,339,170	0	0	0	4,339,170	0	0	0
Fort Knox	6,253,872	0	5,215,117	11,468,989	0	0	0	11,468,989	0	0	0
La Coipa	0	0	857	857	1,627,145	0	0	1,628,002	857	100	38,269
Paracatu	10,435,957	6,927,166	23,829,472	41,192,595	0	105,029	0	41,297,624	0	0	0
Round Mountain	15,696,738	0	1,691,342	17,388,080	0	0	0	17,388,080	0	0	0
<b>West Africa</b>											
Tasiast	0	0	773,765	773,765	5,036,671	0	0	5,810,436	773,765	100	213,365
<b>Kinross Total</b>	<b>33,696,242<sup>A</sup></b>	<b>6,927,166<sup>A</sup></b>	<b>34,540,048</b>	<b>75,163,456<sup>A</sup></b>	<b>6,663,816</b>	<b>105,029</b>	<b>0</b>	<b>81,932,301</b>	<b>774,622</b>	<b>1</b>	<b>251,634</b>

1) Includes precipitation captured.

2023 Water Discharged by Site (m<sup>3</sup>)

	Non-Treated to Groundwater	Treated to Groundwater	Total Water Discharged to Groundwater	Non-Treated to Surface Water	Treated to Surface Water	Total Water Discharged to Surface Water	Total Water Discharged
<b>Americas</b>							
Bald Mountain	0	0	0	0	0	0	0
Fort Knox	0	0	0	0	1,554,848	1,554,848	1,554,848
La Coipa	0	307,811	307,811	0	0	0	307,811
Paracatu	0	0	0	2,119,732	938,936	3,058,668	3,058,668
Round Mountain	9,983,972	0	9,983,972	0	0	0	9,983,972
<b>West Africa</b>							
Tasiast	0	0	0	0	0	0	0
<b>Kinross Total</b>	<b>9,983,972</b>	<b>307,811</b>	<b>10,291,783<sup>A</sup></b>	<b>2,119,732</b>	<b>2,493,784</b>	<b>4,613,516<sup>A</sup></b>	<b>14,905,299</b>

2023 Total Treated Water Discharged by Site (m<sup>3</sup>)

	Discharge by Active Treatment	Discharge by Passive Treatment	Total Treated Water Discharged
<b>Americas</b>			
Bald Mountain	0	0	0
Fort Knox	1,554,848	0	1,554,848
La Coipa	307,811	0	307,811
Paracatu	0	938,935	938,935
Round Mountain	0	0	0
<b>West Africa</b>			
Tasiast	0	0	0
<b>Kinross Total</b>	<b>1,862,659</b>	<b>938,935</b>	<b>2,801,594</b>



# Biodiversity and Land Use

## 2023 Biodiversity

	Land Area Protected by Kinross (ha)	Habitat Areas Restored (ha)	Sites with Biodiversity Assessments	Sites with Biological Resource Management Plans	Total Land Area Assessed for Biodiversity in the Past 5 Years (ha)	# of Sites That Contain or are Adjacent to Areas of Important Global/National Biodiversity	Total Land Area of Sites Adjacent to Areas of Important Global/National Biodiversity (ha)
<b>Americas</b>							
Bald Mountain	8,357	24	1	1	17,173	1	17,173
Fort Knox	0	0	1	1	0	0	0
La Coipa	22	0	1	1	336	0	0
Paracatu	5,241	0	1	1	5,241	1	13,188
Round Mountain	0	0	1	1	6,224	0	0
<b>West Africa</b>							
Tasiast	0	0	1	1	45,564	1	33,242
<b>Kinross Total</b>	<b>13,620</b>	<b>24</b>	<b>6</b>	<b>6</b>	<b>74,538</b>	<b>3</b>	<b>63,603</b>

## 2023 IUCN Red-Listed Species by Level of Extinction Risk (# of species)

	IUCN Red-Listed Species	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
<b>Americas</b>						
Bald Mountain	386	0	2	7	6	371
Fort Knox	229	0	1	5	5	218
La Coipa	118	0	3	2	7	106
Paracatu	951	1	7	26	25	892
Round Mountain	396	0	1	8	4	383
<b>West Africa</b>						
Tasiast	230	0	3	5	14	208
<b>Kinross Total</b>	<b>2,310</b>	<b>1</b>	<b>17</b>	<b>53</b>	<b>61</b>	<b>2,178</b>

**2023 Land Disturbance or Rehabilitation** (ha)

	Total Mining Concession Area	Total Land Area Occupied by Operational Activities	Total Land Disturbed and Not Yet Reclaimed at Beginning of FY	Land Newly Disturbed During FY	Land Reclaimed During FY	Land Disturbed and Not Yet Reclaimed at End of FY
<b>Americas</b>						
Bald Mountain	53,345	5,525	3,918	65	24	3,958
Fort Knox	26,011	2,366	2,244	122	0	2,366
La Coipa	11,409	1,920	1,893	27	0	1,920
Paracatu	13,188	3,460	3,540	108	40	3,607
Round Mountain	6,197	3,715	3,659	56	0	3,715
<b>West Africa</b>						
Tasiast	31,188	3,731	3,544	20	0	3,564
<b>Kinross Total</b>	<b>141,338</b>	<b>20,717</b>	<b>18,797</b>	<b>397<sup>A</sup></b>	<b>65<sup>A</sup></b>	<b>19,130</b>



# Tailings and Waste Rock

## 2023 Site Level Waste Rock Generated by Type (tonnes)

	Total Waste Rock Mined	Potentially Acid Generating Waste Rock	Non-Potentially Acid Generating Waste Rock	% of Waste Rock That is Geochemically Active
<b>Americas</b>				
Bald Mountain	42,156,142	658,616	41,497,526	2
Fort Knox	39,067,214	0	39,704,000	0
La Coipa	26,408,200	n/r	n/r	n/r
Paracatu	43,108,717	15,950,225	27,158,492	37
Round Mountain	24,209,913	11,578,124	12,631,788	48
<b>West Africa</b>				
Tasiast	53,409,078	0	53,409,078	0
<b>Kinross Total</b>	<b>228,359,264<sup>A</sup></b>	<b>28,186,965</b>	<b>174,400,884</b>	<b>12</b>

## Five-Year Total Tailings Produced (tonnes)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0	0	0	0	<b>0</b>
Fort Knox	8,079,908	9,155,563	8,060,058	8,984,611	<b>8,126,245</b>
La Coipa	n/r	n/r	n/r	1,948,606	<b>3,866,704</b>
Paracatu <sup>1</sup>	57,621,487	54,255,106	60,046,184	56,421,909	<b>60,181,516</b>
Round Mountain	3,640,759	3,823,712	4,080,165	3,856,378	<b>3,694,231</b>
<b>West Africa</b>					
Tasiast	5,226,029	5,349,083	3,732,525	6,571,869	<b>6,722,669</b>
<b>Discontinued Operations</b>					
Chirano (90%)	3,111,459	2,947,722	3,090,078	n/r	<b>n/r</b>
Kupol/Dvoinoye	1,723,000	1,846,476	1,696,916	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>79,402,642</b>	<b>77,377,662</b>	<b>80,705,926*</b>	<b>77,783,373<sup>A</sup></b>	<b>82,591,365<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP.

1) Includes approx 3% of recycled tailings. n/r – not reported.

## Five-Year Total Waste Rock Mined (tonnes)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	55,892,129	53,310,746	38,436,154	38,318,422	<b>42,156,142</b>
Fort Knox	48,008,353	36,222,348	34,867,494	24,619,298	<b>39,067,214</b>
La Coipa	n/r	n/r	n/r	29,324,269	<b>26,408,200</b>
Paracatu	28,163,802	27,397,924	44,004,701	51,269,385	<b>43,108,717</b>
Round Mountain	63,195,157	65,457,573	62,489,409	47,352,865	<b>24,209,913</b>
<b>West Africa</b>					
Tasiast	80,539,091	53,298,848	59,227,731	46,696,533	<b>53,409,078</b>
<b>Discontinued Operations</b>					
Chirano (90%)	7,462,924	5,782,931	6,460,708	n/r	<b>n/r</b>
Dvoinoye	378,000	80,760	0	n/r	<b>n/r</b>
Kupol	259,000	618,984	582,148	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>283,898,456</b>	<b>242,170,114</b>	<b>246,068,345*</b>	<b>237,580,772<sup>A</sup></b>	<b>228,359,264<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

## 2023 Tailings Facilities

Total Active Tailings Facilities (#)	8
Total Inactive Tailings Facilities (#)	6
Total Closed Tailings Facilities (#)	4





# Waste

## 2023 Hazardous Waste Weight Estimates by Type (tonnes)

	Total Hazardous Waste Generated	Total Hazardous Waste Disposed On-Site	Total Hazardous Waste Disposed Off-Site	Total Hazardous Waste Incinerated With Energy	Total Hazardous Waste Incinerated Without Energy	Total Hazardous Waste Recycled On-Site	Total Hazardous Waste Recycled Off-Site	Percent of Hazardous Waste Recycled	Total Hazardous Waste Stored On-Site
<b>Americas</b>									
Bald Mountain	42.1	0.0	41.8	0.0	0.0	0.0	0.3	1	0.0
Fort Knox	62.2	0.0	50.9	0.0	0.0	0.0	11.4	18	0.0
La Coipa	776.2	0.0	423.0	0.0	0.0	0.0	353.2	46	0.0
Paracatu	2,704.7	808.5	848.6	347.4	0.5	0.0	1,047.6	39	0.0
Round Mountain	20.0	0.0	20.0	0.0	0.0	0.0	0.0	0	0.0
<b>West Africa</b>									
Tasiast	3,543.8	0.0	0.0	0.0	0.0	0.0	3,210.0	91	333.8
<b>Kinross Total</b>	<b>7,149.1</b>	<b>808.5</b>	<b>1,384.4</b>	<b>347.4</b>	<b>0.5</b>	<b>0.0<sup>A</sup></b>	<b>4,622.4<sup>A</sup></b>	<b>65</b>	<b>333.8</b>

## 2023 Non-Hazardous Waste Weight Estimates by Type (tonnes)

	Total Non-Hazardous Waste Generated	Total Non-Hazardous Waste Disposed On-Site	Total Non-Hazardous Waste Disposed Off-Site	Total Non-Hazardous Waste Incinerated With Energy	Total Non-Hazardous Waste Incinerated Without Energy	Total Non-Hazardous Waste Recycled On-Site	Total Non-Hazardous Waste Recycled Off-Site	Percent of Non-Hazardous Waste Recycled	Total Non-Hazardous Waste Stored On-Site
<b>Americas</b>									
Bald Mountain	1,687.4	1,423.0	6.1	0.0	0.0	0.0	258.4	15	0.0
Fort Knox	3,876.2	1,345.2	975.6	344.7	254.5	452.5	905.7	35	197.3
La Coipa	1,260.9	744.6	487.8	0.0	298.5	0.0	28.5	2	0.0
Paracatu	14,457.0	723.1	592.6	0.0	0.0	0.0	13,141.3	91	0.0
Round Mountain	5,926.0	2,870.0	26.0	0.0	0.0	0.0	2,257.0	38	773.0
<b>West Africa</b>									
Tasiast	3,498.2	0.0	0.0	0.0	1591.0	22.9	0.0	1	3,475.3
<b>Kinross Total</b>	<b>30,705.7</b>	<b>7,105.9</b>	<b>2,088.0</b>	<b>344.7</b>	<b>2,143.9</b>	<b>475.4<sup>A</sup></b>	<b>16,590.8<sup>A</sup></b>	<b>56</b>	<b>4,445.6</b>



**Five-Year Waste Summary Estimates** (tonnes)

	2019	2020	2021	2022	2023
Total Hazardous Waste	3,766	5,970	5,230*	8,041	<b>7,149</b>
Total Non-Hazardous Waste	38,705	36,793	28,419	34,295	<b>30,706</b>
Total Waste Disposed	26,352	27,064	15,024*	12,288	<b>11,387</b>
Total Waste Incinerated	2,974	1,721	1,796	2,892	<b>2,837</b>
Total Waste Recycled	15,300	13,979	16,830*	23,951 <sup>A</sup>	<b>21,689<sup>A</sup></b>
Percent Recycled Waste	36	33	50	57	<b>57</b>

\* 2021 metrics were independently assured by PWC LLP.

**2023 Aggregated Total of Hazardous and Non-Hazardous Waste Estimates** (tonnes)

Total Waste Generated (hazardous & non-hazardous)	37,855
Total Waste Disposed (hazardous & non-hazardous)	11,387
Total Waste Incinerated (hazardous & non-hazardous)	2,837
Total Waste Recycled (hazardous & non-hazardous)	21,689 <sup>A</sup>

**2023 Waste Diverted from Disposal by Recovery Operation** (tonnes)

	Waste Diverted
<b>Hazardous Waste</b>	
Recycling	4,622.4
Incinerated With Energy	347.4
<b>Non-Hazardous Waste</b>	
Recycling	17,066.2
Incinerated With Energy	344.7
<b>Total</b>	<b>22,380.7</b>

**2023 Waste Diverted and Disposed by Site** (tonnes)

	Waste Generated <sup>1</sup>	Waste Diverted from Disposal	Waste Directed to Disposal
<b>Americas</b>			
Bald Mountain	1,729.5	258.7	1,470.9
Fort Knox	3,938.5	1,714.2	2,626.2
La Coipa	2,037.0	381.7	1,953.9
Paracatu	17,161.7	14,536.3	2,973.3
Round Mountain	5,946.0	2,257.0	2,916.0
<b>West Africa</b>			
Tasiast	7,042.1	3,232.9	1,591.0
<b>Total</b>	<b>37,854.8</b>	<b>22,380.7</b>	<b>13,531.3</b>

1) Total waste generated does not include waste incinerated.



# Air Emissions

## 2023 Air Emissions – Gas by Site (tonnes)

	SOx	NOx
<b>Americas</b>		
Bald Mountain	1	239
Fort Knox	2	452
La Coipa	0	0
Paracatu	52	381
Round Mountain	1	286
<b>West Africa</b>		
Tasiast	1,402	731
<b>Kinross Total</b>	<b>1,457<sup>A</sup></b>	<b>2,089<sup>A</sup></b>

## 2023 Air Quality by Site (tonnes)

	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	VOC	Particulate Matter 10 (PM <sup>10</sup> )	Particulate Matter 2.5 (PM <sup>2.5</sup> )	Carbon Monoxide
<b>Americas</b>								
Bald Mountain	0.0000002	0.0000003	0.0000010	0.0000000	0.0010000	0.0010000	1.4963000	0.0050000
Fort Knox	0.0000193	0.0000148	0.0000455	0.0000032	0.0000000	1.4500000	0.0000000	1.2600000
La Coipa	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r
Paracatu	0.0095580	0.0123330	0.1166000	0.0000000	0.0000000	8.0858190	0.0000000	98.4815320
Round Mountain	0.0033122	0.0000643	0.0000706	0.0005990	1.3568330	7.8754991	5.0557260	0.1303993
<b>West Africa</b>								
Tasiast	0.0003752	0.1211017	0.1211017	0.2016622	4.2530351	746.1650213	0.0000000	1,800.0338079
<b>Kinross Total</b>	<b>0.0132649</b>	<b>0.1335141</b>	<b>0.2378188</b>	<b>0.2022644</b>	<b>5.6108681</b>	<b>763.5773394</b>	<b>6.5520260</b>	<b>1,899.9107392</b>

## Five-Year Air Emissions – Gas (tonnes)

	2019	2020	2021 <sup>A</sup>	2022	2023
NOx	2,413	2,377	2,473	2,162	<b>2,089<sup>A</sup></b>
SOx	1,237	1,129	1,076	1,419	<b>1,457<sup>A</sup></b>



# Greenhouse Gas Emissions

## 2023 Total GHG Emissions by Site (tonnes CO<sub>2</sub>e)

	Scope 1	Scope 2	Scope 3	Scope 1 & 2	Scope 1 & 2 (kg CO <sub>2</sub> e/tonne of ore processed)	Scope 1 & 2 (kg CO <sub>2</sub> e/Au eq. oz.)
<b>Americas</b>						
Bald Mountain	110,964	17,577	103,193	128,540	7.4	815
Fort Knox	204,598	204,685	241,584	409,283	11.1	1,408
La Coipa	58,239	0	119,021	58,239	15.1	224
Paracatu	170,949	15,645	301,656	186,594	3.1	317
Round Mountain	132,994	135,690	188,705	268,684	9.4	1,140
<b>West Africa</b>						
Tasiast	339,908	0	305,589	339,908	50.6	548
<b>Kinross Total</b>	<b>1,017,651<sup>A</sup></b>	<b>373,597<sup>A</sup></b>	<b>1,259,748</b>	<b>1,391,248<sup>A</sup></b>	<b>9.1<sup>A</sup></b>	<b>646<sup>A</sup></b>

## Five-Year Total GHG Emissions (Scope 1) by Site (tonnes CO<sub>2</sub>e)

	2019	2020	2021	2022 <sup>1</sup>	2023
<b>Americas</b>					
Bald Mountain	115,195	127,155	127,142	117,108	<b>110,964</b>
Fort Knox	173,298	171,588	190,045	193,782	<b>204,598</b>
La Coipa	n/r	n/r	n/r	52,116	<b>58,239</b>
Maricunga	5,043	3,493	0	n/r	<b>n/r</b>
Paracatu	113,693	128,395	148,222	174,187	<b>170,949</b>
Round Mountain	157,664	162,248	150,293	154,384	<b>132,994</b>
<b>West Africa</b>					
Tasiast	330,465	293,572	304,753	347,224	<b>339,908</b>
<b>Discontinued Operations</b>					
Chirano (90%)	27,228	26,993	31,495	n/r	<b>n/r</b>
Kupol/Dvoynoye	177,529	167,364	169,637	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>1,100,115</b>	<b>1,080,808</b>	<b>1,121,586<sup>*</sup></b>	<b>1,038,800<sup>A</sup></b>	<b>1,017,651<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy. n/r – not reported.

## Five-Year Total GHG Emissions (tonnes CO<sub>2</sub>e) (historical)\*

	2019	2020	2021	2022 <sup>1</sup>	2023
GHG Emissions (Scope 1)	1,100,115	1,080,808	1,121,586	1,038,800 <sup>A</sup>	<b>1,017,651<sup>A</sup></b>
GHG Emissions (Scope 2) <sup>2</sup>	512,175	550,149	550,138 <sup>*</sup>	410,037 <sup>A</sup>	<b>373,597<sup>A</sup></b>
GHG Emissions (Scope 3)	123,720	122,798	112,151	2,238,538	<b>1,259,748</b>
GHG Emissions (Scope 1 & 2)	1,612,290	1,630,957	1,671,725 <sup>*</sup>	1,448,836 <sup>A</sup>	<b>1,391,248<sup>A</sup></b>
GHG Emissions (Scope 1 & 2) per Tonne of Ore Processed (kgs CO <sub>2</sub> e/Tonne)	11.8	11.8	11.8 <sup>*</sup>	8.7 <sup>A</sup>	<b>9.1<sup>A</sup></b>
GHG Emissions (Scope 1 & 2) per Gold Equivalent Ounce Produced (kgs CO <sub>2</sub> e/Au eq. oz.)	643	689	808 <sup>*</sup>	740 <sup>A</sup>	<b>646<sup>A</sup></b>
GHG Emissions (Scope 1 & 2) (kgs CO <sub>2</sub> e/per Revenue Dollar)	0.465	0.390	0.452	0.419	<b>0.329</b>

\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability and ESG Report for accuracy. 2) As we do not procure contractual instruments which include the attributes of energy generation, we calculate our scope 2 emissions using the location-based approach. In this context market-based scope 2 emissions are equal to location-based scope 2 emissions.

## Five-Year Total GHG Emissions (Scope 2)<sup>1</sup> by Site (tonnes CO<sub>2</sub>e)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	52,420	33,951	26,931	17,277	<b>17,577</b>
Fort Knox	244,541	263,691	228,268	225,438	<b>204,685</b>
La Coipa	n/r	n/r	n/r	5,024	<b>0</b>
Maricunga	13,088	6,994	0	n/r	<b>n/r</b>
Paracatu	107,426	103,051	110,477	17,080	<b>15,645</b>
Round Mountain	67,518	73,114	117,245	145,219	<b>135,690</b>
<b>West Africa</b>					
Tasiast	0	0	0	0	<b>0</b>
<b>Discontinued Operations</b>					
Chirano (90%)	27,183	69,348	67,217	n/r	<b>n/r</b>
Kupol/Dvoynoye	0	0	0	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>512,175</b>	<b>550,149</b>	<b>550,138<sup>*</sup></b>	<b>410,037<sup>A</sup></b>	<b>373,597<sup>A</sup></b>

1) As we do not procure contractual instruments which include the attributes of energy generation, we calculate our scope 2 emissions using the location-based approach. In this context market-based scope 2 emissions are equal to location-based scope 2 emissions. \* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

**Five-Year Total GHG Emissions (Scope 3) by Site** (tonnes CO<sub>2</sub>e)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	20,237	21,551	20,501	225,475	<b>103,193</b>
Fort Knox	11,016	11,433	13,273	390,135	<b>241,584<sup>1</sup></b>
La Coipa	n/r	n/r	n/r	204,477	<b>119,021</b>
Maricunga	757	0	0	n/r	<b>n/r</b>
Paracatu	18,680	22,926	21,774	573,996	<b>301,656</b>
Round Mountain	43,887	41,728	39,534	416,394	<b>188,705</b>
<b>West Africa</b>					
Tasiast	19,415	15,859	7,611	428,061	<b>305,589</b>
<b>Discontinued Operations</b>					
Chirano (90%)	2,739	2,657	3,362	n/r	<b>n/r</b>
Kupol/Dvoinoeye	6,684	6,644	6,095	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>123,415</b>	<b>122,798</b>	<b>112,151</b>	<b>2,238,538</b>	<b>1,259,748</b>

1) Includes Manh Choh. n/r – not reported.

**Five-Year Total GHG Emissions (Scope 1 and 2) per Tonne of Ore Processed**(kilograms CO<sub>2</sub>e/tonne of ore processed) by Site

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	10.2	8.8	8.1	8.4	<b>7.4</b>
Fort Knox	15.7	13.5	11.0	7.1	<b>11.1</b>
La Coipa	n/r	n/r	n/r	29.3	<b>15.1</b>
Maricunga	0	0	0	n/r	<b>n/r</b>
Paracatu	3.8	4.3	4.3	3.4	<b>3.1</b>
Round Mountain	8.7	9.8	16.1	11.2	<b>9.4</b>
<b>West Africa</b>					
Tasiast	63.2	54.9	81.7	52.8	<b>50.6</b>
<b>Discontinued Operations</b>					
Chirano (90%)	17.5	32.7	31.9	n/r	<b>n/r</b>
Kupol/Dvoinoeye	103.0	98.2	100.0	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>11.9</b>	<b>11.8</b>	<b>11.8*</b>	<b>8.7<sup>A</sup></b>	<b>9.1<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

**Five-Year Total GHG Emissions (Scope 1 and 2) by Site** (tonnes CO<sub>2</sub>e)

	2019	2020	2021	2022 <sup>1</sup>	2023
<b>Americas</b>					
Bald Mountain	167,615	161,106	154,072	134,385	<b>128,540</b>
Fort Knox	417,839	435,279	418,313	419,219	<b>409,283</b>
La Coipa	n/r	n/r	n/r	57,139	<b>58,239</b>
Maricunga	18,130	10,488	0	n/r	<b>n/r</b>
Paracatu	221,119	231,446	258,699	191,267	<b>186,594</b>
Round Mountain	225,182	235,362	267,538	299,602	<b>268,684</b>
<b>West Africa</b>					
Tasiast	330,465	293,572	304,753	347,224	<b>339,908</b>
<b>Discontinued Operations</b>					
Chirano (90%)	54,411	96,341	98,713	n/r	<b>n/r</b>
Kupol/Dvoinoeye	177,529	167,364	169,637	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>1,612,290</b>	<b>1,630,957</b>	<b>1,671,725*</b>	<b>1,448,836<sup>A</sup></b>	<b>1,391,248<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy. n/r – not reported.

**Five-Year Total GHG Emissions (Scope 1 and 2) per Gold Equivalent Ounce Produced**(kilograms CO<sub>2</sub>e/Au eq. oz.) by Site

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	892	842	752	628	<b>815</b>
Fort Knox	2,086	1,829	1,583	1,439	<b>1,408</b>
La Coipa	n/r	n/r	n/r	521	<b>224</b>
Maricunga	470	2,958	0	n/r	<b>n/r</b>
Paracatu	357	427	470	331	<b>317</b>
Round Mountain	623	726	1,041	1,323	<b>1,140</b>
<b>West Africa</b>					
Tasiast	845	722	1,787	645	<b>548</b>
<b>Discontinued Operations</b>					
Chirano (90%)	300	643	709	n/r	<b>n/r</b>
Kupol/Dvoinoeye	337	328	353	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>643</b>	<b>689</b>	<b>808*</b>	<b>740<sup>A</sup></b>	<b>646<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. n/r – not reported.

**Five-Year Greenhouse Gas Emissions** (tonnes CO<sub>2</sub>e) (historical)\*

	2019	2020	2021	2022 <sup>1</sup>	2023
Total Direct Emissions (Scope 1)	1,100,115	1,080,808	1,121,586	1,038,800 <sup>A</sup>	<b>1,017,651<sup>A</sup></b>
From Coal	0	0	0	0	<b>0</b>
From Diesel	954,500	948,247	1,003,027	855,105	<b>822,405</b>
From Furnace Oil	3,674	3,284	2,925	2,901	<b>3,060</b>
From Gasoline	6,251	5,582	5,239	6,015	<b>6,007</b>
From Natural Gas	0	0	0	0	<b>0</b>
From Propane	8,657	9,147	6,780	6,364	<b>7,785</b>
From Heavy Fuel Oil	107,202	96,553	82,081	153,425	<b>162,876</b>
From Aviation Fuel	5,423	4,436	6,969	0	<b>0</b>
From Ammonium Nitrate, Fuel Oil (ANFO)	6,156	5,912	5,708	5,224	<b>5,177</b>
From Emulsion	8,251	7,648	8,857	9,766	<b>10,342</b>
Total Indirect Emissions (Scope 2)	512,175	550,149	550,138	410,037 <sup>A</sup>	<b>373,597<sup>A</sup></b>
Total Emissions (Scope 1 and 2)	1,612,290	1,630,957	1,671,725	1,448,826 <sup>A</sup>	<b>1,391,248<sup>A</sup></b>
Total Indirect Emissions (Scope 3)	123,720	122,798	112,151	2,238,538	<b>1,259,748</b>

\* Historical data includes those sites that were operating during the reporting period. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy.

**Five-Year Greenhouse Gas Emissions Intensity (Scope 1 and 2)**(kilograms CO<sub>2</sub>e/Au eq. oz.)

	2019	2020	2021	2022	2023
Scope 1	439	457	542	531	<b>473</b>
Scope 2	204	232	266	209	<b>174</b>
Combined GHG Intensity	643	689	808*	740 <sup>A</sup>	<b>646<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP.

**Five-Year Greenhouse Gas Emissions Intensity (Scope 1 and 2)**(kilograms CO<sub>2</sub>e per tonne of ore processed)

	2019	2020	2021	2022	2023
Scope 1	8.1	7.8	7.9	6.2	<b>6.6</b>
Scope 2	3.8	4.0	3.9	2.5	<b>2.5</b>
Combined GHG Intensity	11.9	11.8	11.8*	8.7 <sup>A</sup>	<b>9.1<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP.



# Energy and Materials Use

## 2023 Energy Summary by Site

	Total Energy Consumed (MWh)	Total Energy Consumption (MWh) – renewable <sup>A</sup>	Total Energy Consumption (MWh) – non-renewable <sup>A</sup>	Direct Energy Consumption (MWh) <sup>A</sup>	Indirect Energy Consumption (MWh) <sup>A</sup>	Energy Consumed per Tonne of Ore Processed (megajoules/tonne) <sup>A</sup>	Percentage of Renewable Energy
<b>Americas</b>							
Bald Mountain	482,041	10,185	471,856	429,021	53,021	100	2%
Fort Knox	1,008,193	14,935	993,258	791,426	216,767	99	1%
La Coipa	360,790	137,610	223,180	223,180	137,610	336	38%
Paracatu	1,787,976	1,109,612	678,364	650,146	1,137,830	107	62%
Round Mountain	733,124	54,201	678,923	520,738	212,386	93	7%
<b>West Africa</b>							
Tasiast	1,294,489	0	1,294,489	1,294,489	0	693	0%
<b>Kinross Total</b>	<b>5,666,614<sup>A</sup></b>	<b>1,326,543<sup>A</sup></b>	<b>4,340,071<sup>A</sup></b>	<b>3,909,000<sup>A</sup></b>	<b>1,757,614<sup>A</sup></b>	<b>133<sup>A</sup></b>	<b>23%</b>

## Four-Year Total Energy Summary (gigajoules)

	2020	2021 <sup>1</sup>	2022 <sup>1</sup>	2023
Total Energy Consumption (GJ) – Non-Renewable	18,650,172	17,959,840	15,998,427 <sup>A</sup>	<b>15,624,254<sup>A</sup></b>
Total Energy Consumption (GJ) – Renewable	2,782,789	3,919,020	4,388,994 <sup>A</sup>	<b>4,775,556<sup>A</sup></b>
Direct Energy Consumption (GJ)	15,034,986	15,602,802	14,382,222 <sup>A</sup>	<b>14,072,399<sup>A</sup></b>
Indirect Energy Consumption (GJ)	6,397,975	6,276,058	6,005,199 <sup>A</sup>	<b>6,327,412<sup>A</sup></b>
Total Energy Consumption (GJ)	21,432,961	21,878,861	20,387,421 <sup>A</sup>	<b>20,399,810<sup>A</sup></b>
Energy Consumed per Tonne of Ore Processed (MJ/Tonne)	155	154	122 <sup>A</sup>	<b>133<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy.

## Five-Year Total Energy Intensity (Direct and Indirect) (MJ/tonne of ore processed)

	2019	2020	2021	2022	2023
Direct Energy	112.0	108.4	109.8	86.2	<b>91.8</b>
Indirect Energy	46.2	46.1	44.2	36.0	<b>41.3</b>
<b>Total Energy Consumed (GJ)</b>	<b>158.2</b>	<b>154.5</b>	<b>153.9<sup>*</sup></b>	<b>122.1<sup>A</sup></b>	<b>133.0<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP.

## Five-Year Energy Consumption: Direct and Indirect Energy by Source (gigajoules)

	2019	2020	2021	2022 <sup>1</sup>	2023
<b>Direct Energy Consumption by Source</b>					
Coal	0	0	0	0	<b>0</b>
Diesel	13,480,255	13,391,941	14,165,593 <sup>*</sup>	12,076,503	<b>11,647,139</b>
Furnace Oil	51,889	46,383	41,308	40,973	<b>43,212</b>
Waste Oil	0	0	0	0	<b>0</b>
Gasoline	94,362	84,257	79,088	90,804	<b>90,827</b>
Natural Gas	0	0	0	0	<b>0</b>
Propane	134,267	141,863	105,142	275,141	<b>120,731</b>
Heavy Fuel Oil	1,450,030	1,305,983	1,110,235	2,075,246	<b>2,203,085</b>
Aviation Fuel	78,930	64,560	101,435	0	<b>0</b>
Direct Renewable Energy Consumption	0	0	0	0	<b>0</b>
<b>Total Direct Non-Renewable Energy</b>	<b>15,289,733</b>	<b>15,034,986</b>	<b>15,602,802<sup>*</sup></b>	<b>14,382,222<sup>A</sup></b>	<b>14,072,399<sup>A</sup></b>
<b>Indirect Energy Consumption by Source</b>					
Grid and Site Electricity from Renewable Sources (GJ)	2,923,728	2,782,789	3,919,021 <sup>*</sup>	4,388,998	<b>4,775,556</b>
Grid Electricity from Non-Renewable Sources (GJ)	3,378,161	3,615,188	2,357,038 <sup>*</sup>	1,616,202	<b>1,551,855</b>

## Total Direct and Indirect Energy Consumption

Total Combined Direct and Indirect (Total Energy Consumption)	21,591,622	21,432,961	21,878,861	20,387,422	<b>20,399,810</b>
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\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy.

## Five-Year Total Energy Consumed (Direct and Indirect) (gigajoules)

	2019	2020	2021	2022	2023
Direct Energy	15,289,733	15,034,986	15,602,802 <sup>*</sup>	14,382,222 <sup>A</sup>	<b>14,072,399<sup>A</sup></b>
Indirect Energy	6,301,889	6,397,975	6,276,058 <sup>*</sup>	6,005,199 <sup>A</sup>	<b>6,327,412<sup>A</sup></b>
<b>Total Energy Consumed</b>	<b>21,591,622</b>	<b>21,432,961</b>	<b>21,878,860<sup>*</sup></b>	<b>20,387,421<sup>A</sup></b>	<b>20,399,810<sup>A</sup></b>

\* 2021 metrics were independently assured by PWC LLP. 1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy.



**Five-Year Total Electricity Consumption from Non-Renewable Sources** (gigajoules)

	2019	2020	2021	2022	2023
Total On-Site (Direct) Electricity Generated	1,324,208	1,303,741	1,197,283	944,509	<b>903,786</b>
Diesel Power	1,324,208	1,303,741	1,197,283	944,509	<b>903,786</b>
Heavy Fuel Oil and Waste Oil	0	0	0	0	<b>0</b>
Total On-Site (Direct) Electricity Sold	0	0	0	0	<b>0</b>
Total On-Site (Direct) Electricity Consumed	1,324,208	1,303,741	1,197,283	944,509	<b>903,786</b>

**2023 Electric Power from Renewable and Non-Renewable Sources** (MWh)

	Total Electricity Consumed from Grid and Site Self-Generation	Total Grid Electricity Purchased from Renewable Sources	Total Grid Electricity Purchased from Non-Renewable Sources <sup>A</sup>	Total Site Electricity from Renewable Sources (self-generation)	Total Site Electricity from Non-Renewable Sources (self-generation)	% of Electric Power Sourced from Hydroelectric and Other Renewable
<b>Americas</b>						
Bald Mountain	53,021	10,185	42,835	0	0	19
Fort Knox	216,767	14,935	201,832	0	0	7
La Coipa	137,610	137,610	0	0	0	100
Paracatu	1,137,830	406,385	28,218	703,227	0	98
Round Mountain	212,386	54,201	158,185	0	0	26
<b>West Africa</b>						
Tasiast	251,052	0	0	0	251,052	0
<b>Kinross Total</b>	<b>2,008,666</b>	<b>623,316</b>	<b>431,071<sup>A</sup></b>	<b>703,227</b>	<b>251,052<sup>A</sup></b>	<b>66</b>

1) Paracatu renewable percent is calculated based on the energy routed to Paracatu from three sources and is applied to total electricity consumed. Total electricity at Paracatu represents the power consumed at site. 2) Total site electricity from renewable sources includes hydropower plants at Paracatu.

**Four-Year Electric Power from Renewable and Non-Renewable Sources** (MWh)

	2020	2021	2022 <sup>1</sup>	2023
Total Electricity Consumed from Grid and Site Generation	2,139,366	2,075,928	1,930,475	<b>2,008,666</b>
Total Grid Electricity Purchased from Renewable Sources	772,997	483,446	517,012	<b>623,316</b>
Total Grid Electricity Purchased from Non-Renewable Sources	1,004,219	654,733	448,945 <sup>A</sup>	<b>431,071<sup>A</sup></b>
Total Site Electricity from Renewable Sources (self-generation)	0	605,171	702,154	<b>703,227</b>
Total Site Electricity from Non-Renewable Sources (self-generation)	362,150	332,578	262,364 <sup>A</sup>	<b>251,052<sup>A</sup></b>
Percent of Electric Power Sourced from Hydroelectric and Other Renewables	36	52	63	<b>66</b>

1) 2022 figures have been updated from those previously disclosed in the 2022 Sustainability and ESG Report to correct for an error in the prior year, where measured amount of propane mass were multiplied by a volume based emission factor to calculate emissions. The error has an immaterial impact on the figures presented, however have been updated in the 2023 Sustainability Report for accuracy.

**2023 Significant Materials Use**

	Diesel Fuel (m <sup>3</sup> )	Heavy Fuel Oil (m <sup>3</sup> )	Cyanide (tonnes as CN)	Lime (tonnes)	Blasting Agents (tonnes)
<b>Americas</b>					
Bald Mountain	38,659	398	7,266	26,965	10,945
Fort Knox	73,044	61	2,011	10,209	17,508
La Coipa	20,990	0	3,331	17,182	8,104
Paracatu	61,499	0	3,228	3,842	30,785
Round Mountain	46,208	0	14,269	57,854	5,635
<b>West Africa</b>					
Tasiast	65,101	54,647	3,606	11,581	18,311
<b>Kinross Total</b>	<b>305,502</b>	<b>55,107</b>	<b>33,710</b>	<b>127,632</b>	<b>91,288</b>

**Five-Year Direct Non-Renewable Energy Consumption by Source** (% of total consumption)

	2019	2020	2021	2022	2023
Coal	0.0	0.0	0.0	0.0	<b>0.0</b>
Diesel	88.2	89.1	90.8	84.0	<b>82.8</b>
Furnace Oil	0.3	0.3	0.3	0.3	<b>0.3</b>
Waste Oil	0.0	0.0	0.0	0.0	<b>0.0</b>
Gasoline	0.6	0.6	0.5	0.6	<b>0.6</b>
Natural Gas	0.0	0.0	0.0	0.0	<b>0.0</b>
Propane	0.9	0.9	0.7	1.9	<b>0.9</b>
Heavy Fuel Oil	9.5	8.7	7.1	14.4	<b>15.7</b>
Aviation Fuel	0.5	0.4	0.7	0.0	<b>0.0</b>





# Health and Safety (100% basis)

## Five-Year Total Reportable Injury Frequency Rate (TRIFR) by Site

(per 200,000 hours worked) Employees and Contractors Combined

	2019	2020*	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0.86	1.48	1.74	0.51	<b>0.18</b>
Corporate <sup>1</sup>	0.00	0.40	0.00	1.36	<b>2.24</b>
Fort Knox	0.75	1.03	0.71	0.55	<b>0.75</b>
La Coipa	n/r	n/r	0.39	0.48	<b>0.41</b>
Paracatu	0.31	0.33	0.15	0.20	<b>0.26</b>
Round Mountain	0.55	0.85	0.89	0.58	<b>0.54</b>
<b>West Africa</b>					
Tasiast	0.24	0.26	0.34	0.29	<b>0.27</b>
<b>Discontinued Operations</b>					
Chirano (100%)	0.14	0.10	0.16	0.08	<b>n/r</b>
Dvoinoye	0.42	0.00	0.34	0.00	<b>n/r</b>
Kupol	0.18	0.33	0.31	0.12	<b>n/r</b>
<b>Kinross Total TRIFR</b>	<b>0.29</b>	<b>0.35</b>	<b>0.34</b>	<b>0.34<sup>A</sup></b>	<b>0.38<sup>A</sup></b>

1) Corporate includes all personnel not assigned to sites, incl greenfield operations. n/r – not reported.

## Five-Year Occupational Illness Frequency Rate (OIFR) by Site (per 200,000 hours worked)

	2019	2020*	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0.00	0.00	0.00	0.00	<b>0.00</b>
Fort Knox	0.00	0.00	0.00	0.00	<b>0.00</b>
Maricunga	0.00	0.00	0.00	0.00	<b>0.00</b>
La Coipa	n/r	n/r	n/r	0.00	<b>0.00</b>
Paracatu	0.00	0.00	0.00	0.00	<b>0.00</b>
Round Mountain	0.00	0.00	0.00	0.00	<b>0.00</b>
<b>West Africa</b>					
Tasiast	0.00	0.00	0.00	0.00	<b>0.00</b>
<b>Discontinued Operations</b>					
Chirano (100%)	0.00	0.00	0.00	0.00	<b>0.00</b>
Dvoinoye	0.00	0.00	0.00	0.00	<b>0.00</b>
Kupol	0.00	0.00	0.00	0.00	<b>0.00</b>
<b>Kinross Total OIFR</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

\* All safety statistics for 2020 have been independently reviewed and assured by SomaHive, LLC. n/r – not reported

## Five-Year Lost-Time Injury Frequency Rate (LTIFR) by Site

(per 200,000 hours worked) Employees and Contractors Combined

	2019	2020*	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0.54	0.15	0.58	0.00	<b>0.00</b>
Corporate <sup>1</sup>	0.00	0.00	0.00	0.45	<b>0.67</b>
Fort Knox	0.25	0.00	0.24	0.00	<b>0.00</b>
La Coipa	n/r	n/r	0.31	0.43	<b>0.36</b>
Paracatu	0.13	0.11	0.02	0.10	<b>0.07</b>
Round Mountain	0.16	0.09	0.40	0.10	<b>0.00</b>
<b>West Africa</b>					
Tasiast	0.06	0.05	0.04	0.04	<b>0.13</b>
<b>Discontinued Operations</b>					
Chirano (100%)	0.00	0.00	0.00	0.00	<b>n/r</b>
Kupol	0.00	0.13	0.12	0.00	<b>n/r</b>
Dvoinoye	0.28	0.00	0.00	0.12	<b>n/r</b>
<b>Kinross Total LTIFR</b>	<b>0.11</b>	<b>0.06</b>	<b>0.09</b>	<b>0.10<sup>A</sup></b>	<b>0.13<sup>A</sup></b>

1) Corporate includes all personnel not assigned to sites, incl greenfield operations. n/r – not reported.

## Five-Year Safety, Health and Emergency Training – Average Per Person (# of hours)

	2019	2020*	2021	2022	2023
Employees	40	40	46	25	<b>39</b>
Contractors	33	27	29	24	<b>40</b>

## Five-Year Recordable Cases of Work-Related Ill Health (# of cases)

	2019	2020*	2021	2022	2023
Employees	0.00	0.00	0.00	0.00	<b>0.00</b>
Contractors	0.00	0.00	0.00	0.00	<b>0.00</b>
<b>Kinross Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

## Five-Year Fatalities Due to Worker Ill Health (# of cases)

	2019	2020*	2021	2022	2023
Employees	0.00	0.00	0.00	0.00	<b>0.00</b>
Contractors	0.00	0.00	0.00	0.00	<b>0.00</b>
<b>Kinross Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>



## 2023 Safety Performance – Employees (#)

	Hours Worked	Fatalities	Lost-Time Injuries	Restricted Work Injuries	Medical Treatment Injuries	Days Lost Due to Injury	LTIFR <sup>2</sup>	TRIFR <sup>2</sup>	Near Miss Frequency Rate	
<b>Americas</b>										
Bald Mountain	895,160	0	0	0	0	0	0.00	0.00	0.00	
Corporate	561,336	0	0	0	0	0	0.00	0.00	0.00	
Fort Knox	1,486,157	0	0	0	7	0	0.00	0.94	0.00	
La Coipa	1,311,906	0	4	0	0	150	0.61	0.61	0.30	
Paracatu	3,816,690	0	2	0	6	44	0.10	0.42	0.16	
Round Mountain	1,517,072	0	0	1	2	34	0.00	0.40	0.00	
<b>West Africa</b>										
Tasiast	3,794,493	0	1	0	1	1	0.05	0.11	0.00	
<b>Discontinued Operations</b>										
Chirano	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
Dvoynoye	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
Kupol	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
<b>Kinross Total</b>	<b>13,694,365<sup>1</sup></b>	<b>0<sup>A</sup></b>	<b>7</b>	<b>1</b>	<b>16</b>	<b>229</b>	<b>0.10<sup>A</sup></b>	<b>0.35<sup>A</sup></b>	<b>0.07</b>	

1) Kinross Total Hours includes the non-operational mine sites, projects and other office locations in addition to the operational sites (shown). 2) per 200,000 hours worked.

## 2023 Safety Performance – Contractors (#)

	Hours Worked	Fatalities	Lost-Time Injuries	Restricted Work Injuries	Medical Treatment Injuries	Days Lost Due to Injury	LTIFR <sup>2</sup>	TRIFR <sup>2</sup>	Near Miss Frequency Rate	
<b>Americas</b>										
Bald Mountain	220,124	0	0	1	0	39	0.00	0.91	0.00	
Corporate	330,029	0	3	3	4	204	1.82	6.06	0.00	
Fort Knox	371,210	0	0	0	0	0	0.00	0.00	0.00	
La Coipa	2,629,211	0	3	0	1	36	0.23	0.30	0.08	
Paracatu	7,027,459	0	2	0	4	75	0.06	0.17	0.00	
Round Mountain	319,484	0	0	0	2	0	0.00	1.25	0.00	
<b>West Africa</b>										
Tasiast	8,665,124	0	7	0	8	197	0.16	0.35	0.00	
<b>Discontinued Operations</b>										
Chirano	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
Dvoynoye	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
Kupol	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	n/r	
<b>Kinross Total</b>	<b>20,291,985<sup>1</sup></b>	<b>0<sup>A</sup></b>	<b>15</b>	<b>5<sup>3</sup></b>	<b>20<sup>4</sup></b>	<b>605<sup>5</sup></b>	<b>0.15<sup>A</sup></b>	<b>0.39<sup>A</sup></b>	<b>0.04</b>	

1) Kinross Total Hours includes the non-operational mine sites, projects and other office locations in addition to the operational sites (shown). 2) per 200,000 hours worked.

3) Includes 1 restricted work injury at Manh Choh. 4) Includes 1 medical treatment injury at Manh Choh. 5) Includes 54 lost days due to injury at Manh Choh.



# Workforce

## Five-Year Employees by Site (# of employees)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	607	591	607	592	<b>546</b>
Chile Offices <sup>1</sup>	150	307	536	49	<b>36</b>
Corporate & Other Offices <sup>2</sup>	354	368	380	417	<b>418</b>
Fort Knox <sup>3</sup>	658	687	710	736	<b>769</b>
La Coipa	n/r	n/r	n/r	591	<b>638</b>
Paracatu <sup>4</sup>	1,616	1,702	1,759	1,720	<b>1,826</b>
Round Mountain	887	880	864	828	<b>697</b>
<b>West Africa</b>					
Tasiast <sup>5</sup>	1,267	1,225	1,210	1,464	<b>1,669</b>
<b>Discontinued Operations</b>					
Chirano (100%)	1,037	930	928	n/r	<b>n/r</b>
Kupol/Dvoynoye	2,225	2,054	1,943	n/r	<b>n/r</b>
Russian Offices & Projects <sup>6</sup>	166	207	385	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>8,967</b>	<b>8,951</b>	<b>9,322</b>	<b>6,397</b>	<b>6,599</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Russia Offices & Projects includes: Moscow, Magadan and Udinsk/Khabarovsk from 2018-2021. n/r – not reported.

## Five-Year Contractors by Site (# of contractors)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	191	194	222	167	<b>164</b>
Chile Offices <sup>1</sup>	464	512	1,208	159	<b>148</b>
Corporate & Other Offices <sup>2</sup>	68	116	92	232	<b>149</b>
Fort Knox <sup>3</sup>	60	84	93	134	<b>290</b>
La Coipa	n/r	n/r	n/r	1,418	<b>1,692</b>
Paracatu <sup>4</sup>	2,385	2,942	3,197	3,010	<b>2,827</b>
Round Mountain	234	153	128	167	<b>154</b>
<b>West Africa</b>					
Tasiast <sup>5</sup>	2,448	2,204	2,873	2,827	<b>3,474</b>
<b>Discontinued Operations</b>					
Chirano (100%)	1,355	1,300	1,427	n/r	<b>n/r</b>
Kupol/Dvoynoye	309	293	126	n/r	<b>n/r</b>
Russian Offices & Projects <sup>6</sup>	n/r	n/r	92	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>7,514</b>	<b>7,798</b>	<b>9,458</b>	<b>8,114</b>	<b>8,898</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Russia Offices & Projects includes: Moscow, Magadan and Udinsk/Khabarovsk from 2018-2021. n/r – not reported.

**2023 Employees by Age** (# of employees)

	<30	30 to 50	51+	Total
<b>Americas</b>				
Bald Mountain	105	283	160	<b>548</b>
Chile Offices <sup>1</sup>	8	39	14	<b>61</b>
Corporate & Other Offices <sup>2</sup>	75	247	92	<b>414</b>
Fort Knox <sup>3</sup>	134	469	166	<b>769</b>
La Coipa	59	393	161	<b>613</b>
Paracatu <sup>4</sup>	376	1,323	129	<b>1,828</b>
Round Mountain	144	348	205	<b>697</b>
<b>West Africa</b>				
Tasiast <sup>5</sup>	213	1,266	190	<b>1,669</b>
<b>Kinross Total</b>	<b>1,114</b>	<b>4,368</b>	<b>1,117</b>	<b>6,599</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott.

**2023 Employees by Gender** (# of employees)

	Female	%	Male	%	Total
<b>Americas</b>					
Bald Mountain	85	16	463	84	<b>548</b>
Chile Offices <sup>1</sup>	31	51	30	49	<b>61</b>
Corporate & Other Offices <sup>2</sup>	181	44	235	56	<b>416</b>
Fort Knox <sup>3</sup>	92	12	677	88	<b>769</b>
La Coipa	59	10	554	90	<b>613</b>
Paracatu <sup>4</sup>	194	11	1,632	89	<b>1,826</b>
Round Mountain	175	25	522	75	<b>697</b>
<b>West Africa</b>					
Tasiast <sup>5</sup>	106	6	1,563	94	<b>1,669</b>
<b>Kinross Total</b>	<b>923</b>	<b>14<sup>A</sup></b>	<b>5,676</b>	<b>86</b>	<b>6,599</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott.

**Five-Year Employees by Age** (# of employees)

	2019	2020	2021	2022	2023
<30	1,525	1,410	1,393	1,028	<b>1,114</b>
30 to 50	5,888	5,955	6,270	4,270	<b>4,368</b>
51+	1,554	1,586	1,659	1,099	<b>1,117</b>
<b>Kinross Total*</b>	<b>8,967</b>	<b>8,951</b>	<b>9,322</b>	<b>6,397</b>	<b>6,599</b>

\* Total employee numbers may differ from totals in other tables due to calculation methods.

**Five-Year Employees by Gender** (# of employees)

	2019	2020	2021*	2022	2023
Female	1,063	1,081	1,141	848	<b>923</b>
Male	7,904	7,870	8,181	5,549	<b>5,676</b>
<b>Kinross Total</b>	<b>8,967</b>	<b>8,951</b>	<b>9,322</b>	<b>6,397</b>	<b>6,599</b>

\* 2021 metrics were independently assured by PWC LLP.

**2023 USA Workforce by Race** (# and % of employees)

	# FTE Total	% of Mgmt	% of Total USA Workforce
Asian	24	2	1
Black/African American	31	0	2
Hispanic/Latino	180	4	9
White	1,680	89	82
Indigenous/Native	86	0	4
Other	60	5	3



**2023 Workforce Composition (Employees)** (# and % of employees)

	Expat (#)	Expat (%)	National (#)	National (%)
<b>Americas</b>				
Bald Mountain	0	0	548	100
Chile Offices <sup>1</sup>	2	3	59	97
Corporate & Other Offices <sup>2</sup>	10	2	406	98
Fort Knox <sup>3</sup>	1	0	768	100
La Coipa	3	0	610	100
Paracatu <sup>4</sup>	4	0	1,822	100
Round Mountain	1	0	696	100
<b>West Africa</b>				
Tasiast <sup>5</sup>	42	3	1,627	97
<b>Kinross Total</b>	<b>63</b>	<b>1</b>	<b>6,536</b>	<b>99</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott.

**2023 Management Local and National Employee Representation** (# and % of employees)

	Expat	Expat % of All Management	National (Incl Local)	National % of All Management
<b>Americas</b>				
Bald Mountain	0	0	20	100
Chile Offices <sup>1</sup>	1	7	14	93
Corporate & Other Offices <sup>2</sup>	8	4	205	96
Fort Knox <sup>3</sup>	1	2	40	98
La Coipa	3	8	36	92
Paracatu <sup>4</sup>	3	3	84	97
Round Mountain	1	4	24	96
<b>West Africa</b>				
Tasiast <sup>5</sup>	27	33	56	67
<b>Kinross Total</b>	<b>44</b>	<b>10</b>	<b>479</b>	<b>98</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Finland, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott.

**2023 Total Workforce by Employment Type** (# of employees)

Gender	Brazil		Canada		Chile		Mauritania		USA		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VP and above	2	1	23	5	1	0	4	0	3	1	33	7
Director	14	2	32	15	10	2	11	3	19	8	86	30
Staff	288	110	118	115	179	35	368	53	274	102	1,227	415
Operator	1,328	81	19	6	390	41	1,189	67	1,393	256	4,319	451
Part Time	0	0	0	1	0	0	0	0	1	4	1	5
Temporary	0	0	0	0	4	12	0	0	0	0	4	12
<b>Kinross Total</b>	<b>1,632</b>	<b>194</b>	<b>192</b>	<b>142</b>	<b>584</b>	<b>90</b>	<b>1,572</b>	<b>123</b>	<b>1,690</b>	<b>371</b>	<b>5,670</b>	<b>920</b>

**2023 National Employees by Country** (% of management, % total workforce)

Country	Management	Total Workforce
Brazil	96.6	<b>99.8</b>
Chile	90.9	<b>99.3</b>
Mauritania	66.7	<b>97.2</b>
United States	98.1	<b>99.9</b>
<b>Kinross Total</b>	<b>91.7</b>	<b>99.1<sup>A</sup></b>



**Five-Year Strikes or Lockouts** (# of strikes or lockouts)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	0	0	0	0	<b>0</b>
Fort Knox	0	0	0	0	<b>0</b>
La Coipa	n/r	n/r	n/r	0	<b>0</b>
Paracatu	0	0	0	0	<b>0</b>
Round Mountain	0	0	0	0	<b>0</b>
<b>West Africa</b>					
Tasiast	0	1	0	0	<b>0</b>
<b>Discontinued Operations</b>					
Chirano (100%)	0	0	0	n/r	<b>n/r</b>
Kupol/Dvoinoeye	0	0	0	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>

n/r – not reported.

**2023 Ratio of Average Female Salary to Average Male Salary by Category**

	Senior Management	Management	Non-Management
Ratio Female/Male Average Salary	0.90	0.99	1.23

**2023 Ratio of Average Female Salary to Average Male Salary by Region**

	Brazil	Chile	Mauritania	USA
Ratio Female/Male Average Salary	1.16	0.89	1.17	0.94

**2023 Gender Pay Indicators**

Employee Level (US\$)	Avg Female Salary	Avg Male Salary
Executive (base salary only)	264,428	294,782
Management level (base salary)	122,620	123,998
Non-Management level	51,653	42,048

**Five-Year Employees Covered by Collective Bargaining Agreements** (% of employees)

	2019	2020	2021	2022	2023
Brazil	85	83	83	83	<b>81</b>
Canada	0	0	0	0	<b>0</b>
Chile	33	43	65	64	<b>66</b>
Mauritania	95	97	97	96	<b>96</b>
United States	0	0	0	0	<b>0</b>
<b>Discontinued Operations</b>					
Ghana	91	100	92	n/r	<b>n/r</b>
Russia	0	0	0	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>40</b>	<b>41</b>	<b>41</b>	<b>51</b>	<b>54</b>

**2023 Lowest Salary Compared to Minimum Wage and Living Wage<sup>1</sup> by Country**

	Ratio of Avg Kinross Base Salary to Local Min Wage	Ratio of Lowest Kinross Base Salary to Living Wage
Brazil	1.37	n/a
Canada	1.53	1.18
Chile	1.53	1.41
Mauritania <sup>2</sup>	6.30	n/a
United States <sup>3,4</sup>	1.41	0.73

1) Minimum wage in the USA varies depending on the state: Nevada is \$11.73 per hr. (includes Round Mountain non-mine site employees who work in the town) and Alaska is \$12.00 per hr. The Living Wage in the USA increased by approximately 39% year-over-year, which resulted in a decrease in the ratio despite our lowest Kinross base salary increasing over the same time period. n/a – not available.

**Five-Year Female/Male Management** (as a % of management)

	2019	2020	2021	2022	2023 <sup>A</sup>
Female	18	19	19	21	<b>22</b>
Male	82	81	81	79	<b>78</b>

**Five-Year Female Representation by Category** (% of female employees)

	2019	2020	2021	2022	2023
Board of Directors*	33	33	33	33	<b>30</b>
Senior Management	14	17	15	15	<b>18</b>
Middle Management	18	19	19	22	<b>23</b>
Junior Management	18	19	18	21	<b>22</b>
Non-Management	11	12	12	13	<b>13</b>
Revenue Generating Positions	8	8	8	9	<b>10</b>
STEM Positions (as % of STEM positions)	n/r	14	14	15	<b>15</b>

\* Refer to Management Information Circular issued in the subsequent year in advance of the annual shareholders' meeting. n/r – not reported.

**2023 Turnover by Country** (number of employees)\*

	Voluntary	Involuntary	Total
Brazil	83	118	201
Canada	30	28	58
Chile	45	34	79
Mauritania	35	22	57
USA	381	62	443
<b>Kinross Total</b>	<b>574</b>	<b>264</b>	<b>838</b>

\* Full-time employees only.

**Four-Year Turnover Rate (Voluntary and Involuntary) by Management Level** (% of turnover)

	2020	2021	2022	2023
Senior Management	17	12	41	<b>23</b>
Middle Management	15	15	24	<b>17</b>
Junior Management	15	15	22	<b>16</b>

**Five-Year CEO to Full-Time Employee Salary**

	2019	2020	2021	2022	2023
CEO Salary to Median FTE Salary	80	73	66	37	<b>44</b>
CEO Salary to Mean FTE Salary (USD)	29	31	32	23	<b>21</b>
CEO Salary to Mean FTE Salary (EURO)	29	31	32	23	<b>21</b>

**Five-Year Human Rights and Security Training** (% trained)

	2019	2020	2021	2022	2023
Security personnel who completed human rights and security training	99	96	94	100	<b>100</b>

**Five-Year Turnover Rate (Voluntary and Involuntary) by Age** (% of turnover)

	2019	2020	2021	2022	2023
<b>&lt;30</b>					
Voluntary	6.1	5.6	11.5	15.3	<b>12.2</b>
Involuntary	7.8	6.0	4.2	5.5	<b>4.1</b>
<b>&lt;30 Total</b>	<b>13.9</b>	<b>11.6</b>	<b>15.7</b>	<b>20.8</b>	<b>16.3</b>
<b>30-50</b>					
Voluntary	4.8	3.7	5.7	7.9	<b>7.5</b>
Involuntary	5.6	5.6	3.8	3.9	<b>3.8</b>
<b>30-50 Total</b>	<b>10.4</b>	<b>9.3</b>	<b>9.5</b>	<b>11.8</b>	<b>11.3</b>
<b>51+</b>					
Voluntary	8.1	7.7	9.7	9.4	<b>10.3</b>
Involuntary	7.5	8.8	8.0	6.3	<b>4.9</b>
<b>51+ Total</b>	<b>15.7</b>	<b>16.5</b>	<b>17.7</b>	<b>15.7</b>	<b>15.2</b>

**Five-Year Turnover Rate (Voluntary and Involuntary) by Gender** (% of turnover)

	2019	2020	2021	2022	2023
<b>Males</b>					
Voluntary	5.9	4.3	6.7	8.4	<b>8.1</b>
Involuntary	5.6	6.3	4.7	4.3	<b>4.1</b>
<b>Male Total</b>	<b>11.5</b>	<b>10.5</b>	<b>11.4</b>	<b>12.7</b>	<b>12.2</b>
<b>Females</b>					
Voluntary	9.3	8.4	11.1	15.2	<b>12.9</b>
Involuntary	5.4	5.7	4.5	6.2	<b>4.3</b>
<b>Female Total</b>	<b>14.7</b>	<b>14.1</b>	<b>15.7</b>	<b>21.3</b>	<b>17.2</b>

**Five-Year Turnover Rate** (% of turnover)

	2019	2020	2021 <sup>*</sup>	2022 <sup>A</sup>	2023 <sup>A</sup>
Voluntary	6.3	4.7	7.2	9.3	<b>8.8</b>
Involuntary	5.6	6.2	4.7	4.5	<b>4.0</b>
<b>Kinross Total</b>	<b>11.9</b>	<b>10.9</b>	<b>11.9</b>	<b>13.8</b>	<b>12.8</b>

\* 2021 metrics were independently assured by PWC LLP.

**Five-Year New Hires by Age** (# of new hires, % of employees)<sup>\*</sup>

	<30		30-50		51+		Kinross Total	
	#	%	#	%	#	%	#	%
2019	314	23	407	7	99	7	820	10
2020	336	27	558	10	128	8	1,022	12
2021	336	28	698	12	163	10	1,197	14
2022	389	41	663	16	110	10	1,162	18
<b>2023</b>	<b>425</b>	<b>39</b>	<b>513</b>	<b>12</b>	<b>90</b>	<b>8</b>	<b>1,028</b>	<b>16</b>

\* New hires are calculated over full-time headcount only.

**Five-Year New Hires by Management Level** (# of new hires)

	2019	2020	2021	2022	2023
Senior Management	10	1	1	1	<b>0</b>
Management	47	59	66	48	<b>53</b>
Junior Management	37	53	59	39	<b>43</b>
Non-Management	773	962	1,130	1,113	<b>975</b>

**2023 New Hires by Site** (# and % of new hires)

	Total New Hires	% of Total Employee Population
<b>Americas</b>		
Bald Mountain	81	14.8
Chile Offices <sup>1</sup>	3	5.1
Corporate & Other Offices <sup>2</sup>	62	15.3
Fort Knox <sup>3</sup>	151	19.7
La Coipa	108	17.7
Paracatu <sup>4</sup>	304	16.7
Round Mountain	71	10.2
<b>West Africa</b>		
Tasiast <sup>5</sup>	248	15.2
<b>Kinross Total</b>	<b>1,028</b>	<b>15.6</b>

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate &amp; Other Offices includes: Corporate, Kettle River, Great Bear, and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott.

**Five-Year New Hires by Gender** (# of new hires, % of employees)<sup>\*</sup>

	Male		Female		Kinross Total	
	#	%	#	%	#	%
2019	670	8.5	150	14.1	820	9.1
2020	871	11.1	151	14.0	1,022	11.4
2021	1,010	12.3	187	16.4	1,197	12.8
2022	938	16.9	224	26.4	1,162	18.2
<b>2023</b>	<b>808</b>	<b>14.2</b>	<b>220</b>	<b>23.8</b>	<b>1,028</b>	<b>15.6</b>

\* Percent is calculated over total headcount, including full-time and temporary.

**Five-Year Open Positions Filled Internally** (# of positions filled)

	2019	2020	2021	2022	2023
Total Positions Filled	763	904	974	861	<b>731</b>
Positions Filled by Internal Candidates	53	49	72	81	<b>69</b>
Open Positions Filled by Internal Candidates Percentage	6.9%	5.4%	7.4%	9.4%	<b>9.4%</b>





## 2023 Employees Receiving Regular Performance and Career Development Reviews by Category (# and % of employees)

	Female Employees (#)	Females Receiving Reviews (#)	Females Receiving Reviews (%)	Male Employees (#)	Males Receiving Reviews (#)	Males Receiving Reviews (%)
Senior Management	7	7	100	41	41	100
Management	110	110	100	373	373	100
Non-Management	806	589	73	5,270	3,803	72
<b>Kinross Total</b>	<b>923</b>	<b>706</b>	<b>76</b>	<b>5,684</b>	<b>4,217</b>	<b>74</b>

## Five-Year Number of Employees Trained Per Year (# of employees)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	137	91	130	188	<b>285</b>
Chile Offices <sup>1</sup>	181	306	477	40	<b>36</b>
Corporate & Other Offices <sup>2</sup>	196	247	310	284	<b>327</b>
Fort Knox	66	0	58	312	<b>183</b>
La Coipa	n/r	n/r	n/r	673	<b>638</b>
Paracatu	1,519	1,702	1,759	1,720	<b>1,826</b>
Round Mountain	363	317	150	165	<b>697</b>
<b>West Africa</b>					
Tasiast	3,360	1,184	1,225	1,637	<b>1,669</b>
<b>Discontinued Operations</b>					
Chirano (100%)	220	577	928	n/r	<b>n/r</b>
Kupol/Dvoynoye	1,274	1,005	1,811	n/r	<b>n/r</b>
Russia Offices & Projects <sup>3</sup>	n/r	42	178	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>7,316</b>	<b>5,471</b>	<b>7,026</b>	<b>5,019</b>	<b>5,661</b>

1) Chile Offices includes: Copiapó and Maricunga. 2) Corporate & Other Offices includes: Corporate and Kettle River, Great Bear and Las Palmas. 3) Russia Offices & Projects includes: Udinsk/Khabarovsk. n/r – not reported.

## Five-Year Training and Development Investment (\$ invested)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	236,292	69,966	85,882	60,042	<b>126,890</b>
Chile Offices <sup>1</sup>	64,809	114,119	253,036	3,249	<b>0</b>
Corporate & Other Offices <sup>2</sup>	307,850	91,656	557,070	301,384	<b>562,002</b>
Fort Knox	14,100	73,062	62,970	222,646	<b>216,324</b>
La Coipa	n/r	n/r	n/r	141,368	<b>128,178</b>
Paracatu	385,889	337,385	461,400	262,647	<b>330,214</b>
Round Mountain	747,334	287,470	147,895	12,653	<b>41,403</b>
<b>West Africa</b>					
Tasiast	1,661,693	1,037,129	2,059,702	2,584,109	<b>6,797,223</b>
<b>Discontinued Operations</b>					
Chirano (100%)	164,318	82,608	241,355	n/r	<b>n/r</b>
Kupol/Dvoynoye	756,182	486,699	166,263	n/r	<b>n/r</b>
Russia Offices & Projects <sup>3</sup>	n/r	24,616	16,342	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>4,338,467</b>	<b>2,604,710</b>	<b>4,051,915</b>	<b>3,588,098</b>	<b>8,202,233</b>

1) Chile Offices includes: Copiapó and Maricunga. 2) Corporate & Other Offices includes: Corporate and Kettle River, Great Bear and Las Palmas. 3) Russia Offices & Projects includes: Udinsk/Khabarovsk. n/r – not reported.

**Five-Year Training and Development Time** (# of hours of training per year)

	2019	2020	2021	2022	2023
<b>Americas</b>					
Bald Mountain	9,308	1,212	1,116	539	<b>4,098</b>
Chile Offices <sup>1</sup>	4,547	5,223	15,459	40	<b>0</b>
Corporate & Other Offices <sup>2</sup>	2,564	2,646	1,483	5,506	<b>10,764</b>
Fort Knox	1,720	0	2,048	3,998	<b>3,046</b>
La Coipa	n/r	n/r	n/r	10,137	<b>8,066</b>
Paracatu	88,428	99,881	180,556	104,821	<b>108,347</b>
Round Mountain	14,998	4,708	21,487	4,307	<b>6,843</b>
<b>West Africa</b>					
Tasiast	46,993	34,216	31,426	70,161	<b>182,519</b>
<b>Discontinued Operations</b>					
Chirano (100%)	3,520	113,347	27,403	n/r	<b>n/r</b>
Kupol/Dvoinoye	38,889	8,381	11,495	n/r	<b>n/r</b>
Russia Offices & Projects <sup>3</sup>	n/r	241	1,130	n/r	<b>n/r</b>
<b>Kinross Total</b>	<b>210,967</b>	<b>269,855</b>	<b>293,602</b>	<b>199,509</b>	<b>323,683</b>

1) Chile Offices includes: Copiapó and Maricunga. 2) Corporate & Other Offices includes: Corporate and Kettle River, Great Bear and Las Palmas. 3) Russia Offices & Projects includes: Udinsk/Khabarovsk. n/r – not reported.

**Five-Year Training and Development Highlights** (# of employees, hours, and total investment)

	2019	2020	2021	2022	2023
Employees Trained per Year (#)	7,316	5,471	7,026	5,019	<b>5,661</b>
Number of Hours per Year (#)	210,967	269,855	293,602	199,509	<b>323,683</b>
Investment per Year (000s \$)	4,338	2,605	4,052	3,588	<b>8,202</b>
Avg Hours of Training per Employee	29	49	42	40	<b>57</b>
Avg Training Cost per Employee (\$)	593	476	577	715	<b>1,449</b>

**Five-Year Board and Senior Leadership Team Highlights<sup>1</sup>**

	2019	2020	2021	2022	2023
Size of Board	9	9	9	9	<b>10</b>
Female Board Members (#)	3	3	3	3	<b>3</b>
Independent Board Members (#)	8	8	8	8	<b>9</b>
Max Board Member Term (years)	26	15	16	17	<b>18</b>
Average Board Tenure (years)	6.9	5.0	6.0	7.0	<b>7.0</b>
Average Age of Board (years)	60	60	61	62	<b>61</b>
Annual Board Member Retainer (\$) <sup>2</sup>	184,776	188,496	189,312	177,192	<b>204,149</b>
Senior Leadership Team Members (#) <sup>3</sup>	4	4	5	6	<b>6</b>
Females in Senior Leadership Team (#)	1	1	1	2	<b>2</b>
Average Senior Leadership Team Salary (\$)	604,004	672,008	636,345	583,051	<b>587,218</b>
CEO Total Compensation (\$)	6,876,648	7,709,382	6,992,477	6,544,645	<b>7,545,783</b>

1) Highlights sourced from the Management Information Circular issued in the subsequent year in advance of the annual shareholders' meeting. 2) Annual board member retainer, SLT salary and CEO compensation are paid in Canadian dollars and were converted to United States dollars for the purposes of this table using the exchange rate for the respective year as disclosed in the management information circular. 3) 2023 includes only the top five named executive officers in our Management Information Circular.



# Community Engagement

## Five-Year Stakeholder Engagement Summary

	Grievances Recorded on Site Registers (Level 2 and above)	Stakeholder Interactions	Stakeholders Engaged Per Day	Community Feedback (# of expressions)	
				Negative <sup>1</sup>	Positive <sup>2</sup>
2019	14	90,303	31	683	3,571
2020	12	104,930	36	464	5,265
2021	21*	96,302	33	433	7,329
2022	9 <sup>A</sup>	78,955	37	257	7,201
<b>2023</b>	<b>5<sup>A</sup></b>	<b>86,910</b>	<b>40</b>	<b>409</b>	<b>10,434</b>

\* 2021 metrics were independently assured by PWC LLP. 1) Includes negative complaints, grievances, feedback & press mentions. 2) Includes positive feedback & press mentions.

## 2023 Complaints or Grievances Recorded on Site Registers (# of complaints or grievances)

	Level 1 (Generic Stakeholder Complaint)	Level 2 (Grievances)	Level 3 (Community Issues)	Level 4 (Significant Incidents)	Level 5 (Major Incidents)
<b>Americas</b>					
Bald Mountain	7	0	0	0	0
Fort Knox	3	2	0	0	0
Chile	16	1	0	0	0
Paracatu	41	1	0	0	0
Round Mountain	34	0	0	0	0
<b>West Africa</b>					
Tasiast	20	1	0	0	0
<b>Kinross Total</b>	<b>121<sup>A</sup></b>	<b>5<sup>A</sup></b>	<b>0<sup>A</sup></b>	<b>0<sup>A</sup></b>	<b>0<sup>A</sup></b>

## 2023 Complaints or Grievances by Category (Levels 1-5) (# of complaints or grievances)

Accounts payable	5
Air quality/dust	10
Blast events	16
Business partners (contractors)	3
Community benefits	9
Employment	32
Environment	0
Land access	2
Noise	17
Other (miscellaneous)	9
Resettlement	0
Transportation incidents (speeding)	22
Workforce behaviour	1
<b>Kinross Total</b>	<b>126</b>

## Five-Year Grievances Recorded on Site Registers (number of level 1-5 grievances)

	2019	2020	2021	2022	2023
Level 1	258	151	158	81	<b>121</b>
Level 2	6	11	19	9	<b>5</b>
Level 3	5	1	2	0	<b>0</b>
Level 4	0	0	0	0	<b>0</b>
Level 5	0	0	0	0	<b>0</b>
<b>Total</b>	<b>269</b>	<b>163</b>	<b>179</b>	<b>90</b>	<b>126<sup>A</sup></b>



# Economic Value

## 2023 Economic Value Distributed (\$ millions)

	Revenue – Metal Sales	Payments to Governments				In-Country Suppliers	In-Country Employee Wages <sup>2</sup>	Community	Out-of-Country Suppliers	Economic Value Retained <sup>4</sup>
		Royalties & Fees	Income & Corporate Tax	Duties, Other	Total to Govts					
Brazil	1,149.6	18.5	103.8	18.4	140.7	626.5	57.9	6.9	92.9	224.7
Canada	0.0	1.0	0.1	(0.6)	0.5	72.6	10.4	0.1	0.4	(84.0)
Chile <sup>1</sup>	527.4	0.1	5.4	3.0	8.5	266.6	35.6	1.2	2.2	213.3
Mauritania	1,200.8	73.4	13.1	64.9	151.4	224.6	83.2	2.2	361.6	377.8
USA	1,361.9	5.4	37.2	3.7	46.3	1,240.7	351.1	1.4	20.2	(297.8)
Corporate	0.0	1.2	4.1	3.7	9.0	97.1	155.7 <sup>3</sup>	0.9	33.8	(296.5)
<b>Kinross Total</b>	<b>4,239.7</b>	<b>99.6</b>	<b>163.7</b>	<b>93.1</b>	<b>356.4</b>	<b>2,528.1</b>	<b>693.9</b>	<b>12.7</b>	<b>511.1</b>	<b>137.5</b>

1) Includes La Coipa and Maricunga. 2) Wages include gross salaries and benefits paid to government institutions on behalf of employees, including pensions, insurance, payroll taxes and private health, as well as other employee support. 3) Corporate wages include expatriate wages of \$19.5 million. 4) Refers to economic value retained by the Company and for each country is the net of revenue less payments to governments, employees, suppliers, and community investments.

## 2023 Community Investments by Category\* (\$ and %)

	Monetary (%)	In-Kind (%)	Beneficiaries (#)	Beneficiaries (%)
Community Activities and Services	15	53	85,454	18
Economic Development and Infrastructure	17	14	161,340	34
Education	28	4	61,438	13
Environment	9	19	37,933	8
Health and Nutrition	14	9	74,168	16
Youth	17	2	54,913	12
<b>Kinross Total</b>			<b>475,246</b>	

\* Does not include corporate.

**2023 Community Investments by Country** (\$)

	Monetary	In-Kind
Brazil	6,859,096	69,845
Chile <sup>1</sup>	1,225,692	425,362
Mauritania	2,209,450	178,912
USA <sup>2</sup>	1,368,193	1,269,742
Canada <sup>3</sup>	987,894	0
<b>Kinross Total</b>	<b>12,650,325</b>	<b>1,943,861</b>

1) Includes Maricunga and La Coipa. 2) Includes Manh Choh (100%) and Kettle River. 3) Includes corporate and Great Bear.

**Five-Year Benefit Footprint\*** (\$)

	2019	2020	2021	2022	2023
Payments to Governments	393,549,491	494,345,937	522,673,900	295,196,423	<b>347,409,497</b>
Payments to Employees	604,842,531	639,763,365	641,323,690	530,527,824	<b>554,233,786</b>
Purchase of Goods and Services	2,382,245,365	2,184,561,479	2,433,690,053	2,497,151,404	<b>2,908,272,896</b>
Community Investments	5,873,745	8,501,821	5,407,281	7,280,706	<b>11,736,175</b>
<b>Kinross Total</b>	<b>3,386,511,131</b>	<b>3,327,172,602</b>	<b>3,603,094,924</b>	<b>3,330,156,357</b>	<b>3,821,652,354</b>

\* Does not include corporate.

**2023 Distribution of Community Investments** (\$)

Sites (monetary)	11,736,175
Sites (in-kind)	1,943,861
Corporate (monetary)	914,150
Third party (monetary)	1,716

**Five-Year Benefit Footprint\*** (%)

	2019	2020	2021	2022	2023
Payments to Governments	12	15	15	9	<b>9</b>
Payments to Employees	18	19	18	16	<b>15</b>
Purchase of Goods and Services	70	66	68	75	<b>76</b>
Community Investment	0.17	0.26	0.15	0.22	<b>0.31</b>

\* Does not include corporate.



# Local Procurement

## 2023 Spending on Procurement by Site<sup>1</sup> (\$)

	Total Spend <sup>2</sup>	Local Spend <sup>3</sup>	Local Spend as % of Total Spend	Total In-Country Spend	National Spend as % of Total Spend	Imported Spend	Imported Spend as % of Total Spend	In-Country Procurement Spend as a % of Total BFP
<b>Americas</b>								
Bald Mountain	239,076,111	102,597,136	43	235,786,228	99	3,289,883	1	68
Alaska <sup>4</sup>	634,560,896	460,728,739	73	623,916,138	98	10,644,757	2	79
Chile <sup>5</sup>	268,807,748	165,727,082	62	266,571,558	99	2,236,190	1	85
Paracatu	719,435,820	73,197,909	10	626,489,443	87	92,946,377	13	68
Round Mountain	367,463,950	911,825	0	362,097,435	99	5,366,515	1	73
<b>West Africa</b>								
Tasiast	586,178,826	0	0	224,614,457	38	361,564,369	62	27
<b>Kinross Total</b>	<b>2,815,523,351</b>	<b>803,162,692</b>	<b>29</b>	<b>2,339,475,260</b>	<b>83</b>	<b>476,048,091</b>	<b>17</b>	<b>63</b>

1) Spend data include only procurement, data do not include Corporate and Other Office, closed sites. 2) Includes in-country and imported. 3) Local refers to the local benefit footprint area around the site. 4) Alaska includes Fort Knox and Manh Choh (100%). 5) Chile includes Maricunga and La Coipa.

## Five-Year Local Procurement by Country<sup>1</sup> (%)

	2019	2020	2021	2022	2023
Brazil	8	7	9	10	<b>10</b>
Chile <sup>2</sup>	40	45	38	60	<b>62</b>
Mauritania	n/r	n/r	n/r	n/r	<b>n/r</b>
USA <sup>3</sup>	29	36	40	39	<b>45</b>
<b>Discontinued Operations</b>					
Ghana	1	1	0.37	n/r	<b>n/r</b>
Russia	26	28	27	n/r	<b>n/r</b>
<b>Kinross: All Sites</b>	<b>16</b>	<b>20</b>	<b>21</b>	<b>24</b>	<b>29</b>

1) Does not include corporate. 2) Includes La Coipa and Maricunga. 3) Includes Manh Choh (100%). n/r – not reported.

## 2023 Total Procurement<sup>1</sup> by Country (% of total procurement)

	Local <sup>2</sup>	Total In-Country	Imported
Brazil	10	87	13
Chile <sup>3</sup>	62	99	1
Mauritania	See note 4	38	62
USA <sup>5</sup>	45	98	2
<b>Kinross: All Sites</b>	<b>29</b>	<b>83</b>	<b>17</b>

1) Excludes corporate spending. 2) Local refers to the local benefit footprint area. 3) Includes La Coipa and Maricunga. 4) Due to the remote location of Tasiast, we do not break down in-country procurement at the local and regional levels. 5) Includes Manh Choh (100%).

## Five-Year Kinross-Wide Procurement (% of total procurement)

	Local	Total In-Country	Imported
2019	16	82	19
2020	19	82	18
2021	20	83	17
2022	22	82	18
<b>2023</b>	<b>27</b>	<b>83</b>	<b>17</b>

\* Includes corporate, Great Bear and Kettle River.



# GRI Content Index

Kinross is reporting in reference to the Global Reporting Initiative Standards, including the G4 Mining and Metals Sector Disclosures. This GRI index references the standards that are relevant to Kinross. In some instances, reference is made to our website, [2023 Annual Report](#), [Annual Information Form](#), [Management Information Circular](#) and other relevant documents. The disclosures referenced are available in the corresponding documents, which are available online through the hyperlinks provided.

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 2: General Disclosures 2021</b>				
2-1	Organizational details	<a href="#">2023 Sustainability Report</a> <a href="#">Annual Information Form</a>	4 5	
2-2	Entities included in the organization's sustainability reporting	<a href="#">Annual Information Form – Description of the Business</a> <a href="#">Annual Information Form – Corporate Structure</a>	11 5	
2-3	Reporting period, frequency and contact point	<a href="#">2023 Sustainability Report – About this Report</a>	10	
2-4	Restatements of information	<a href="#">2023 Sustainability Report – About this Report</a>	10	
2-5	External assurance	<a href="#">2023 Sustainability Report – About this Report</a> <a href="#">Independent Practitioner's Limited Assurance Report</a>	11 118	
2-6	Activities, value chain and other business relationships	<a href="#">Annual Information Form – Description of the Business</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a>	11 42	
2-7	Employees	<a href="#">2023 Sustainability Report – 2023 Data Tables – Workforce</a>	139	
2-8	Workers who are not employees	<a href="#">2023 Data Tables – Workforce</a> Reported as the number of contractors who perform work for the organization but are not in an employment relationship.	139	6
2-9	Governance structure and composition	<a href="#">2024 Management Information Circular</a>	11-12	
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Management Information Circular</a>	24, 32-43	
2-11	Chair of the highest governance body	<a href="#">2024 Management Information Circular</a>	38,135	7
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Management Information Circular</a> <a href="#">2023 Sustainability Report – Corporate Governance and Risk</a>	49,143 32	
2-13	Delegation of responsibility for managing impacts	<a href="#">2023 Sustainability Report – Governance – Corporate Governance and Risk</a>	32	
2-14	Role of the highest governance body in sustainability reporting	<a href="#">Charter of the Corporate Responsibility and Technical Committee</a> <a href="#">2024 Management Information Circular – Appendix A</a>	4 148-149	
2-15	Conflicts of Interest	<a href="#">2024 Management Information Circular – Code of Business Conduct and Ethics</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">2023 Sustainability Report – Ethical Compliance and Anti-Corruption</a>	133 2-5, 9 37	10
2-16	Communication of critical concerns	<a href="#">2023 Sustainability Report – Corporate Governance and Risk</a> <a href="#">2023 Sustainability Report – Relationships with Stakeholders</a>	32, 33 101-105	
2-17	Collective knowledge of the highest governance body	<a href="#">2024 Management Information Circular – New Director Orientation and Continuing Education</a>	138-142	
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Management Information Circular – Assessing the Board</a>	135	



GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 2: General Disclosures 2021</b>				
2-19	Remuneration policies	<a href="#">2024 Management Information Circular – Director Compensation</a> <a href="#">2024 Management Information Circular – Executive Compensation</a>	45-48 60-129	
2-20	Process to determine remuneration	<a href="#">2024 Management Information Circular – Director Compensation</a> <a href="#">2024 Management Information Circular – Executive Compensation</a>	45-48 60-129	
2-21	Annual total compensation ratio	<a href="#">2023 Sustainability Report – 2023 Data Tables – Five-Year CEO to Full-Time Employee Salary</a>	142	
2-22	Statement on Sustainable Development	<a href="#">2023 Sustainability Report – CEO Message to Stakeholders</a> <a href="#">2023 Sustainability Report – Chair Message to Stakeholders</a>	5 8	
2-23	Policy commitments	<a href="#">Code of Business Conduct and Ethics</a> <a href="#">Ethical Conduct</a> <a href="#">Human Rights</a> <a href="#">Supply Chain</a>	1-28	
2-24	Embedding policy commitments	<a href="#">Policy and Management Approach Documents</a>		
2-25	Processes to remediate negative impacts	<a href="#">Whistleblower Policy</a> <a href="#">Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Community – Relationships with Stakeholders</a> <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> <a href="#">2023 Sustainability Report – Key Stakeholder Issues</a>	28 96-100 101-105 106-108	
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Ethical Conduct</a> <a href="#">Whistleblower Policy</a> <a href="#">Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Community – Relationships with Stakeholders</a>	28-30 96-100	
2-27	Compliance with laws and regulations	<a href="#">2023 Sustainability Report – ESG Regulatory Compliance</a> <a href="#">2023 Sustainability Report – 2023 Data Tables – Environmental Compliance</a> <a href="#">Annual Information Form – Legal Proceedings and Regulatory Actions</a>	36 122 65-68	
2-28	Membership associations	<a href="#">Memberships</a>		
2-29	Approach to stakeholder engagement	<a href="#">2023 Sustainability Report – Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Community – Relationships with Stakeholders</a>	28 96-100	
2-30	Collective bargaining agreements	<a href="#">2023 Sustainability Report – Labour Rights</a> <a href="#">Annual Information Form – Employees</a> <a href="#">2023 Data Tables – Workforce</a>	40 12 139	
<b>GRI 3: Material Topics 2021</b>				
3-1	Process to determine material topics	<a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a>	19-21	
3-2	List of material topics	<a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a>	19-21	
3-3	Management of material topics	See topic-specific disclosures and Management Approach documents cited within this Report and available at <a href="#">Kinross.com</a>		





## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 201: Economic Performance 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Benefit Footprint</a> <a href="#">Tax Transparency</a>	22-23 19-21	
201-1	Direct economic value generated and distributed	<a href="#">2023 Sustainability Report – Generating Shared Value</a>	109-119	
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2023 Sustainability and ESG – Climate and Energy</a> <a href="#">Annual Information Form – Risk Factors</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a>	74-76 48-65	
201-3	Defined benefit obligations and other retirement plans	Kinross does not offer defined retirement benefit plans to its employees. We do offer defined contribution and/or savings plans for retirement to our employees, which vary depending upon the jurisdiction where they work and local market conditions.		
201-4	Financial assistance received from government	Kinross did not receive any material financial assistance from governments in 2023.		
<b>GRI 202: Market Presence 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Compensation</a> <a href="#">Local Employment</a>	22-23 19-21	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">2023 Sustainability Report – Local Compensation</a> <a href="#">2023 Data Tables – Workforce</a> Equal remuneration data show that men and women are compensated equitably and competitively within the local market. The ratio of the wages paid by Kinross to the lowest minimum wage is for all employees and not reported by gender.	113 142	
202-2	Proportion of senior management hired from the local community	<a href="#">2023 Sustainability Report – Local Employment</a> <a href="#">2023 Data Tables – Workforce</a>	112 139	
<b>GRI 203: Indirect Economic Impacts 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Local Benefit and Community Development</a>	22-23 19-21	
203-1	Infrastructure investments and services supported	<a href="#">2023 Sustainability Report – Advancing the Sustainable Development Goals 2023</a> <a href="#">2023 Sustainability Report – Local Benefit and Community Development</a>	24-27 109-117	
203-2	Significant indirect economic impacts	<a href="#">2023 Sustainability Report – Advancing the Sustainable Development Goals 2023</a> <a href="#">2023 Sustainability Report – Local Benefit and Community Development</a>	24-27 109-117	



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 204: Procurement Practices 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Supply Chain</a> <a href="#">Local Benefit and Community Development</a> <a href="#">Local Procurement</a>	22-23 19-21	
204-1	Proportion of spending on local suppliers	<a href="#">2023 Sustainability Report – Local Procurement</a>	113-114	
<b>GRI 205: Anti-Corruption 2016</b>				
3-3	Management of Material Topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Ethical Conduct</a> <a href="#">Supply Chain</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">Whistleblower Policy</a>	22-23 19-21	10
205-1	Operations assessed for risks of corruption	<a href="#">2023 Sustainability Report – Ethical Compliance and Anti-Corruption</a>	37	
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Ethical Compliance and Anti-Corruption</a>	9 37	
205-3	Confirmed incidents of corruption and actions taken	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Ethical Compliance and Anti-Corruption</a>	9 37	
<b>GRI 207: Tax 2019</b>				
3-3	Management of Material Topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Ethical Conduct</a> <a href="#">Tax Transparency</a>	22-23 19-21	10
207-1	Approach to tax	<a href="#">2023 Sustainability Report – Local Benefit and Community Development</a> <a href="#">2023 Annual Report – Management’s Discussion and Analysis</a> <a href="#">2023 Annual Report – Notes to the Consolidated Financial Statements</a>	109, 110, 111 MDA 25 FS 19	10
207-2	Tax governance, control and risk management	<a href="#">Tax Transparency</a> <a href="#">Charter of the Audit and Risk Committee</a> <a href="#">Annual Information Form – Risk Factors</a> <a href="#">2023 Annual Report – Notes to the Consolidated Financial Statements</a>	48 FS 19	10
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">2023 Sustainability Report – Stakeholder Engagement</a> <a href="#">2023 Annual Report – Notes to the Consolidated Financial Statements</a>	28-30 FS 45-46	
207-4	Country-by-country reporting	<a href="#">2023 Sustainability Report – Generating Shared Value</a> <a href="#">2023 Data Tables – Economic Value</a> Kinross reports annually under the Extractive Sector Transparency Measures Act (ESTMA) detailing our payments to governments on a country-by-country per payee basis. For our most recent ESTMA Report, go to <a href="#">Kinross.com</a>	109 148	



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 301: Materials 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">2023 Sustainability Report – Aligning with Principles, Standards and Frameworks for Responsible Business and Mining</a>	22-23 19-21 34-35	
301-1	Materials used by weight or volume	<a href="#">2023 Data Tables – Production</a> <a href="#">2023 Data Tables – Significant Materials Use</a> Kinross does not report by non-renewable and renewable materials used.	121 136	
301-2	Recycled input materials used	Not material to Kinross production. Recycling is carried out under our waste management program. See <a href="#">2023 Sustainability Report – 2023 Data Tables – Waste</a>	129-130	
301-2	Reclaimed products and their packaging materials	Not material to Kinross production.		
<b>GRI 302: Energy 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Climate Change</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a>	22-23 19-21	7, 8, 9
302-1	Energy consumption within the organization	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Energy and Materials Use</a> Kinross has been disclosing to the CDP Climate since 2006. For our most recent submission, visit <a href="#">CDP Climate Response</a>	74-78 135-136	7, 8, 9
302-3	Energy intensity	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Energy and Materials Use</a>	9 76 135	7, 8, 9
302-4	Reduction in energy consumption	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Energy and Materials Use</a>	76 135-136	7, 8, 9
302-5	Reductions in energy requirements of products and services	Not applicable to Kinross' business.		
<b>GRI 303: Water and Effluents 2018</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Environment</a> <a href="#">Water</a>	22-23 19-20	7, 8, 9
303-1	Interactions with water as a shared resource	<a href="#">Water</a> <a href="#">2023 Sustainability Report – Water Use and Water Risk</a> <a href="#">2023 Sustainability Report – Key Stakeholder Issues</a> Kinross discloses annually to the CDP Water. For our most recent submission, visit <a href="#">CDP Water Risk Response</a>	52-55 107-108	7, 8, 9
303-2	Management of water discharge-related impacts	<a href="#">Water</a> <a href="#">2023 Sustainability Report – Water Use and Water Risk</a> <a href="#">CDP Water Risk Response</a>	52-55	7, 8, 9
303-3	Water withdrawal	<a href="#">2023 Sustainability Report – Water Use and Water Risk</a> <a href="#">2023 Data Tables – Water</a> <a href="#">CDP Water Risk Response</a>	52-55 123-124	7, 8



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 303: Water and Effluents 2018</b>				
303-4	Water discharge	<a href="#">2023 Sustainability Report – Water Use and Water Risk</a> <a href="#">2023 Data Tables – Water</a> <a href="#">CDP Water Risk Response</a>	52-55 125	8, 9
303-5	Water consumption	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Water Use and Water Risk</a> <a href="#">2023 Data Tables – Water</a> <a href="#">CDP Water Risk Response</a> Kinross does not currently report water used by suppliers.	9 52-55 123	7, 8, 9
<b>GRI 304: Biodiversity 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Environment</a> <a href="#">Biodiversity</a>	22-23 19-20	7, 8
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Data Tables – Biodiversity and Land Use</a>	56-61 126-127	7, 8
304-2	Significant impacts of activities and products and services on biodiversity	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Data Tables – Biodiversity and Land Use</a>	56-61 126-127	
304-3	Habitats protected or restored	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Data Tables – Biodiversity and Land Use</a>	56-61, 64-66 126-127	7, 8
304-4	IUCN Listed Species by level of extinction risk	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Data Tables – Biodiversity and Land Use – Species by Extinction Risk</a>	56 126	
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Sustainability Report – Integrated Mine Closure</a> <a href="#">2023 Data Tables – Land Disturbed and Rehabilitated</a>	126-127 64 127	
G4-MM2	The 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.	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> <a href="#">2023 Data Tables – Biodiversity and Land Use</a>	9 56 126	7, 8
<b>GRI 305: Emissions 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Climate Change</a> <a href="#">2023 Sustainability Report – Climate and Energy</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a> <a href="#">Air Quality</a>	22-23 19-20  74-77	7, 8, 9



## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 305: Emissions 2016</b>				
305-1	Direct (Scope 1) GHG emissions	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Greenhouse Gas Emissions</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a> <a href="#">CDP Climate Response</a> Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	74 132-134	7, 8
305-2	Indirect (Scope 2) GHG emissions	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Greenhouse Gas Emissions</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a> <a href="#">CDP Climate Response</a> Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	74 132-134	7, 8
305-3	Other (indirect) (Scope 3) GHG emissions	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Greenhouse Gas Emissions</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a> <a href="#">CDP Climate Response</a> Scope 3 emissions were calculated based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.	75 133	7, 8
305-4	GHG emissions intensity	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 Data Tables – Greenhouse Gas Emissions</a> <a href="#">2023 CDP Climate Response</a> Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	9 74 133	7, 8
305-5	Reductions of GHG emissions	<a href="#">2023 Sustainability Report – Climate and Energy</a> <a href="#">2023 CDP Climate Response</a> Kinross' <a href="#">Climate Report</a> is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at <a href="#">Kinross.com</a>	74-76, 78	7, 8, 9
305-6	Emissions of ozone-depleting substances	Kinross does not report ozone-depleting substances.		
305-7	Emissions of Nitrogen oxides (NOx), Sulfur oxides (SOx) and other significant air emissions	<a href="#">2023 Sustainability Report – Air Quality</a> <a href="#">2023 Data Tables – Air Emissions</a>	72 131	7, 8



## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 306: Waste 2020</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">2023 Sustainability Report – Waste Management</a> <a href="#">Waste Management Cyanide Management</a>	22-23 19-21  68-71	7, 8, 9
306-1	Waste generation and significant waste-related impacts	<a href="#">2023 Sustainability Report – Waste Management Cyanide Management</a> <a href="#">2023 Data Tables – Waste</a> Does not include waste generated upstream or downstream from Kinross' value chain.	68-71  129-130	7, 8, 9
306-2	Management of significant waste-related impacts	<a href="#">2023 Sustainability Report – Waste Management</a> <a href="#">Waste Management</a> <a href="#">Cyanide Management</a>	68-71	
306-3	Waste generated	<a href="#">2023 Sustainability Report – Waste Management</a> <a href="#">2023 Data Tables – Waste</a>	68 129	8
306-4	Waste diverted from disposal	<a href="#">2023 Sustainability Report – Waste Management</a> <a href="#">Waste Management</a> <a href="#">2023 Data Tables – Waste</a>	69  130	8, 9
306-5	Waste directed to disposal	<a href="#">2023 Sustainability Report – Waste Management</a> <a href="#">Waste Management</a> <a href="#">2023 Data Tables – Waste</a>	68-69  130	8
<b>GRI: Sector Specific Tailings and Mineral Waste</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> <a href="#">Tailings Management</a>	22-23 19-21  62-63	7, 8, 9
G4-MM3	Total amounts of overburden, rock, tailings and sludges and associated risks	<a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> <a href="#">2023 Data Tables – Tailings and Waste Rock</a>	62 128	7, 8, 9
<b>GRI 306: Effluents and Waste 2016</b>				
306-3	Significant spills	Kinross reported zero significant spills in 2023. <a href="#">2023 Sustainability Report – ESG Regulatory Compliance</a> <a href="#">2023 Data Tables – Environmental Compliance</a>	36, 50 122	7, 8



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">2023 Sustainability Report – Aligning with Principles, Standards and Frameworks for Responsible Business and Mining</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Supplier Standards of Conduct</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a> <a href="#">Managing Our Supply Chain</a> <a href="#">Cyanide Management</a>	22-23 19-21 34-35  42-43	7, 8
308-1	New suppliers that were screened using environmental criteria	As required by our Supplier Standards of Conduct, new suppliers to Kinross are screened under our due diligence process, based on risk indicators to confirm that each supplier of goods or services to Kinross is a reliable business partner. Suppliers are categorized into low, medium and high risk, and we conduct a deeper due diligence when warranted by the level of the risk indicated for a particular supplier. We do not report the percentage of suppliers screened using environmental criteria. <a href="#">2023 Sustainability Report – Responsible Procurement</a>	42-43	8
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">2023 Sustainability Report – Cyanide Code</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a>	35 42-43	
<b>GRI: Sector Supplement Closure Planning</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Reclamation and Closure</a> <a href="#">Planning for Closure</a> <a href="#">2023 Sustainability Report – Integrated Mine Closure</a> <a href="#">2023 Data Tables – Biodiversity and Land Use</a>	22-23 19-21  67 126-127	8, 9
G4-MM10	Number and percentage of operations with closure plans	All six active mine locations representing 100%.	67	8, 9
<b>GRI: 401 Employment 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">2023 Sustainability Report – Workforce – Human Capital Development</a> <a href="#">Compensation</a> <a href="#">Human Capital Development</a>	22-23 19-21  93-95	1, 2, 3, 4, 5, 6, 10
401-1	New employee hires and employee turnover	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Workforce – Human Capital Development</a> <a href="#">2023 Data Tables – Turnover and New Hires</a>	9 93-95 143-144	3, 6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Kinross does not report benefits provided to full-time employees. Benefits offered to Kinross employees differ widely across our offices, operations and projects based on local employment markets, as well as regulatory and legal requirements.		1
401-3	Parental leave	Kinross does not report parental leave. Parental leave benefits offered to Kinross employees differ across our offices, operations and projects based on local employment markets, as well as regulatory and legal requirements.		



### Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 402: Labour/Management Relations 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Labour Rights</a> <a href="#">2023 Sustainability Report – Human Rights – Labour Rights</a>	22-23 19-21  40	2, 3
402-1	Minimum notice periods regarding significant operational changes	Due to the global nature and diversity of Kinross’ operations, minimum notice periods regarding significant operational changes vary from jurisdiction to jurisdiction according to national and local laws and the specific collective agreements in place at operations.		3
G4-MM4	Number of strikes and lockouts exceeding one week’s duration by country	<a href="#">2023 Sustainability Report – Human Rights – Labour Rights</a> <a href="#">2023 Data Tables – Workforce</a>	40 142	3
<b>GRI 403: Occupational Health and Safety 2018</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Workplace Health and Safety</a> <a href="#">Safety and Sustainability Policy</a>	22-23 19-21	1
403-1	Occupational health and safety	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a>	80-85	3, 6
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a>	80-81	3, 6
403-3	Occupational health services	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a>	82	3, 6
403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a>	80-85	3, 6
403-5	Worker training on occupational health and safety	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a> <a href="#">2023 Data Tables – Workplace Health and Safety</a>	80-85 137	3, 6
403-6	Promotion of worker health	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety – Employee Health and Wellness</a>	82-83	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	<a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Key Stakeholder Issues</a>	106	
403-8	Workers covered by an occupational health and safety management system	All of our employees (100%) and workers who are not employees (reported as contractors) are covered by Kinross’ occupational health and safety management system. <a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a>	80-85	





## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 403: Occupational Health and Safety 2018</b>				
403-9	Work-related injuries	We do not track absentee rates at the corporate level. <a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">Workplace Health and Safety</a> <a href="#">2023 Sustainability Report – Workplace Health and Safety</a> <a href="#">2023 Data Tables – Workplace Health and Safety</a>	9 80-85 137-138	
403-10	Work-related ill health	There are no workers with a high incidence or high risk of occupational disease related to occupation. <a href="#">Workplace Health and Safety</a> <a href="#">2023 Data Tables – Workplace Health and Safety</a>	137-138	
<b>GRI 404: Training and Education 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Human Capital Development</a> <a href="#">2023 Sustainability Report – Human Capital Development</a>	22-23 19-21 93-94	
404-1	Average hours of training per year per employee	<a href="#">2023 Data Tables – Workforce</a> <a href="#">2023 Sustainability Report – Human Capital Development</a>	142 93	
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2023 Data Tables – Workforce</a> <a href="#">2023 Sustainability Report – Human Capital Development</a>	142 93-94	
404-3	Percentage of employees receiving regular performance reviews	<a href="#">2023 Data Tables – Workforce</a>	93, 145	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Diversity, Equity and Inclusion</a> <a href="#">The Kinross Way for Diversity, Equity and Inclusion</a>	22-23 19-21	1, 6
405-1	Composition of governance bodies and breakdown of employees by category	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Diversity, Equity and Inclusion</a> <a href="#">2023 Data Tables – Workforce</a> Kinross collects and tracks workforce data pertaining to minorities and vulnerable groups in those jurisdictions where permitted and/or required by law. See <a href="#">2023 Data Tables – Workforce – 2023 USA Workforce by Race</a>	9 86 143-146 140	1, 6
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2023 Sustainability Report – Diversity, Equity and Inclusion – Equal Remuneration</a> <a href="#">2023 Data Tables – Workforce</a>	89 142	6



## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 406: Non-discrimination 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Ethical Conduct</a> <a href="#">Labour Rights</a> <a href="#">Human Rights</a> <a href="#">Code of Business Conduct and Ethics</a> <a href="#">2023 Sustainability Report – Human Rights</a>	22-23 19-21	6
406-1	Incidents of discrimination and actions taken	<a href="#">2023 Sustainability Report – Diversity, Equity and Inclusion</a>	86	1, 2, 6
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Labour Rights</a> <a href="#">Human Rights</a> <a href="#">Supply Chain</a> <a href="#">2023 Sustainability Report – Human Rights – Labour Rights</a>	22-23 19-21	6
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">2023 Sustainability Report – Human Rights – Labour Rights</a> <a href="#">Annual Information Form – Employees</a> The right to freedom of association and collective bargaining is not at risk at our operations. Support for the right to freedom of association and collective bargaining is a requirement under our <a href="#">Supplier Code of Conduct</a> .	40 12	6
<b>GRI 408: Child Labour 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">Human Rights</a> <a href="#">Supply Chain</a> While there is no significant risk of child labour at our operations, in alignment with our commitment to the Responsible Gold Mining Principles of the World Gold Council, and as a participant in the UN Global Compact, Kinross is committed to the abolition of child labour.	22-23 39-41	5
408-1	Operations and suppliers at significant risk of incidents of forced or child labour	<a href="#">Human Rights</a> <a href="#">Supply Chain</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a>	39-41 42-43	5



## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 409: Forced or Compulsory Labour 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Human Rights</a> <a href="#">Supplier Code of Conduct</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a>	22-23 19-21  39-40 42	4
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<a href="#">Kinross Gold Modern Slavery Statement</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a>	39-40 42-43	4
<b>GRI 410: Security Practices 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Human Rights</a> <a href="#">2023 Sustainability Report – Human Rights</a>	22-23 19-22  39-41	1, 2
410-1	Security personnel trained in human rights policies or procedures	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Data Tables – Workforce</a>	9 39 143	1, 2
<b>GRI 411: Rights of Indigenous Peoples 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Safety and Sustainability Policy</a> <a href="#">Indigenous Community Relations</a> <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a>	22-23 19-21  101-105	1, 2
411-1	Incidents of violations involving rights of Indigenous Peoples	There were zero reported incidents of violations of the rights of Indigenous Peoples during the 2023 reporting period. <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a>	101-105	1, 2
G4-MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories and the number of sites where there are formal agreements with Indigenous communities	Three of our operating mines and three of our projects are located in or adjacent to Indigenous Peoples' territories. <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a>	101	1, 2
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	There were zero significant disputes related to land use, customary rights of local communities and Indigenous Peoples. <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> <a href="#">2023 Data Tables – Community Engagement</a> Kinross' <a href="#">2023 Conflict Free Gold Report</a> will be published in mid-2024 and can be found at <a href="#">Kinross.com</a>	101-105 147	1, 2
G4-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	<a href="#">2023 Sustainability Report – Relationships with Stakeholders</a> <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> <a href="#">2023 Data Tables – Community Engagement</a>	96-100 101-105 147	1, 2



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 413: Local Communities 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">2023 Sustainability Report – Relationships with Stakeholders</a> <a href="#">2023 Sustainability Report – Community Development</a> <a href="#">Stakeholder Engagement</a> <a href="#">Local Benefit and Community Development</a> <a href="#">Indigenous Relations</a> <a href="#">Planning for Closure</a>	22-23 19-21 96-108 115-117	1
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2023 Sustainability Report – Performance Highlights</a> <a href="#">2023 Sustainability Report – Relationships with Stakeholders</a> <a href="#">2023 Sustainability Report – Community Development</a> <a href="#">Local Benefit and Community Development</a> <a href="#">Stakeholder Engagement</a>	9 96-108 115-117	1
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">2023 Sustainability Report – Key Stakeholder Issues</a> <a href="#">2023 Sustainability Report – Relationships with Stakeholders</a>	106-108 96-108	
<b>GRI: Sector-Specific: Artisanal and Small-Scale Mining</b>				
G4-MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on or adjacent to the site; the associated risks and actions taken to manage and mitigate these risks	<a href="#">Artisanal and Small-scale Mining</a> <a href="#">2023 Sustainability Report – Key Stakeholder Issues</a> During the reporting period, artisanal mining occurred adjacent to two (33%) out of six mine locations.	108	1, 2
<b>GRI: Sector-Specific: Resettlement</b>				
G4-MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	There were zero resettlements in 2023.		
<b>GRI 414: Supplier Social Assessment 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Supplier Standards of Conduct</a> <a href="#">Managing Our Supply Chain</a> <a href="#">Human Rights</a> <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a> <a href="#">2023 Sustainability Report – Local Procurement</a>	22-23 19-21  39-41 42-43 113-114	1, 2, 3, 4, 5, 6



## Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
<b>GRI 414: Supplier Social Assessment 2016</b>				
414-1	New suppliers that were screened for social criteria	As required by our <a href="#">Supplier Standards of Conduct</a> , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including social criteria. <a href="#">2023 Sustainability Report – Responsible Procurement</a>	42	2
414-2	Negative social impacts in the supply chain and actions taken	As required by our <a href="#">Supplier Standards of Conduct</a> , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including social criteria. <a href="#">2023 Sustainability Report – Human Rights</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a> <a href="#">2023 Sustainability Report – Local Procurement</a>	39-42 42-43 113-114	
<b>GRI 415: Public Policy 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">2023 Sustainability Report – Public Policy</a> <a href="#">Public Policy</a>	22-23 19-21 44-46	10
415-1	Political contributions	<a href="#">2023 Sustainability Report – Public Policy</a>	44	
<b>GRI 417: Marketing and Labelling 2016</b>				
3-3	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">Human Rights</a> <a href="#">Supply Chain</a>	22-23 19-21	1
417-1	Requirements of product and service information and labelling	<a href="#">2023 Sustainability Report – Aligning with Principles, Standards and Frameworks for Responsible Business and Mining</a> <a href="#">Conflict Free Gold</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a> Kinross publishes an independently assured Conflict Free Gold Report annually to verify compliance with the World Gold Council’s Conflict Free Gold Standard. Kinross’ <a href="#">2023 Conflict Free Gold Report</a> will be published in mid-2024 and can be found at <a href="#">Kinross.com</a>	34 42-43	
417-2	Incidents of non-compliance concerning product and service information and labelling	Zero incidents. Kinross publishes an independently assured Conflict Free Gold Report annually to verify compliance with the World Gold Council’s Conflict Free Gold Standard. Kinross’ <a href="#">2023 Conflict Free Gold Report</a> will be published in mid-2024 and can be found at <a href="#">Kinross.com</a>		
<b>GRI 418: Customer Privacy 2018</b>				
	Management of material topics	<a href="#">2023 Sustainability Report – Our ESG Strategy</a> <a href="#">2023 Sustainability Report – Materiality and ESG Priorities</a> <a href="#">2023 Sustainability Report – Cybersecurity and Data Privacy</a> <a href="#">Cybersecurity and Data Privacy</a>	22-23 19-21 47-48	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2023 Sustainability Report – Cybersecurity and Data Privacy</a>	47	



## 2023 Sustainability Accounting Standards Board (SASB) Index

SASB 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 that meets investor needs. This table references the standards that are relevant to Kinross, which are the Metals & Mining Standard (2023-12) (EM-MM) as defined by SASB's Sustainable Industry Classification System® (SICS®) EM-MM. In some instances, reference is made to our [website](#), [2023 Sustainability Report](#), [2023 Annual Report](#), [Annual Information Form](#), [Management Information Circular](#), and other relevant documents.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
<b>Greenhouse Gas Emissions</b>	(1) Gross global Scope 1 emissions (2) Percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> e, Percentage (%)	EM-MM-110a.1	(1) 1,017,651 (2) 0% of our Scope 1 emissions are covered under emissions-limiting regulations.	<a href="#">2023 Sustainability Report – Climate and Energy</a> (p. 74) <a href="#">2023 Data Tables – Greenhouse Gas Emissions</a> (p. 132)
	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	not applicable	EM-MM-110a.2	Kinross is committed to the goals of the Paris Agreement with the ultimate objective of attaining net-zero GHG emissions by 2050. We are on a path to achieve a 30% reduction in intensity per ounce of gold produced of Scope 1 and Scope 2 emissions by 2030, over our 2021 baseline, as we progress towards net-zero by 2050. See discussion in listed references.	<a href="#">2023 Sustainability Report – 2023 Progress Against Targets</a> (p. 13) <a href="#">2023 Sustainability Report – Climate and Energy</a> (pp. 74-77) Kinross publishes a <a href="#">Climate Report</a> annually, which provides detailed information on our climate strategy and performance data. Our 2023 Climate Report is expected to be available in mid-2024. Recent reporting can be found at <a href="#">Kinross.com</a>
<b>Air Quality</b>	Air emissions of the following pollutants: (1) CO, (2) NO <sub>x</sub> (excluding N <sub>2</sub> O) (3) SO <sub>x</sub> , (4) particulate matter (PM10) (5) mercury (Hg) (6) lead (Pb) (7) volatile organic compounds (VOCs)	Quantitative	Metric tonne (t)	EM-MM-120a.1	CO: 1,899.1 NO <sub>x</sub> : 2,089 SO <sub>x</sub> : 1,457 PM: 770.12 (includes both PM10 and PM 2.5) mercury: 0.0132649 lead: 0.2378188 volatile organic compounds: 5.6108681	<a href="#">2023 Sustainability Report – Air Quality</a> (pp. 72-73) <a href="#">2023 Data Tables – Air Emissions</a> (p. 131)
<b>Energy Management</b>	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) 20,399,810 (2) 52% (3) 23%	<a href="#">2023 Sustainability Report – Climate and Energy</a> (p. 76) <a href="#">2023 Data Tables – Energy</a> (pp. 135-136)
<b>Water Management</b>	(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 metres (m <sup>3</sup> ), Percentage (%)	EM-MM-140a.1	(1) 75,163 (2) 55,799 (3) Percentage of fresh water withdrawn from areas of water stress: 0.0% and percentage of fresh water consumed from areas of water stress: 0.0%	<a href="#">2023 Sustainability Report – Water Use and Water Risk</a> (pp. 52-55) <a href="#">2023 Data Tables – Water</a> (p. 124)
	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	Number	EM-MM-140a.2	At our operating mines, Kinross experienced zero exceedances associated with water quality permits, standards, and regulations in 2023.	<a href="#">2023 Sustainability Report – Governance – ESG Regulatory Compliance</a> (p. 36) <a href="#">2023 Data Tables – Environmental Compliance</a> (p. 122)



SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
<b>Waste &amp; Hazardous Materials Management</b>	Total weight of non-mineral waste generated	Quantitative	Metric tonnes	EM-MM-150a.4	37,854.8	<a href="#">2023 Data Tables – Waste</a> (p. 130)
	Total weight of tailings produced	Quantitative	Metric tonnes	EM-MM-150a.5	82,591,365	<a href="#">2023 Data Tables – Tailings and Waste Rock</a> (p. 128)
	Total weight of waste rock generated	Quantitative	Metric tonnes	EM-MM-150a.6	228,359,264	<a href="#">2023 Data Tables – Tailings and Waste Rock</a> (p. 128)
	Total weight of hazardous waste generated	Quantitative	Metric tonnes	EM-MM-150a.7	7,149.1	<a href="#">2023 Data Tables – Waste</a> (p. 129)
	Total weight of hazardous waste recycled	Quantitative	Metric tonnes	E-MM-150a.8	4,622.4	<a href="#">2023 Data Tables – Waste</a> (p. 129)
	Number of significant incidents associated with hazardous materials and waste management	Quantitative	Number	EM-MM-150a.9	At our operating mines, Kinross experienced zero significant incidents associated with hazardous materials and waste management in 2023.	<a href="#">2023 Sustainability Report – Governance – ESG Regulatory Compliance</a> (p. 36)
	Description of waste and hazardous materials management policies and procedures for active and inactive operations	Qualitative	Description	EM-MM-150a.10	See discussion in listed references.	<a href="#">Safety and Sustainability Policy</a> <a href="#">2023 Sustainability Report – Waste Management</a> (pp. 68-69) <a href="#">Waste Management</a> <a href="#">2023 Sustainability Report – Governance – Cyanide Code</a> (p. 35) <a href="#">Cyanide Management</a>
<b>Biodiversity Impacts</b>	Description of environmental management policies and practices for active sites	Discussion and Analysis	not applicable	EM-MM-160a.1	See discussion in listed references.	<a href="#">Biodiversity</a> <a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> (pp. 56-59)
	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) 12% (2) 12% (3) 0% under treatment/remediation	<a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> (p. 62)
	Percentage of (1) proved reserves and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	Kinross currently discloses which sites are on or near areas of high biodiversity value and/or protected conservation status but does not provide the percentages of proved or probable reserves.	<a href="#">2023 Sustainability Report – Biodiversity and Land Use</a> (p. 56)



SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	At December 31, 2023, Kinross does not have any proven and probable reserves in or near areas of conflict. (1) 0 (2) 0	<a href="#">2023 Annual Report – Mineral Reserve and Mineral Resource Statement</a> (p. 52-56)
	Percentage of (1) proved reserves and (2) probable reserves in or near Indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	In 2023, three operating mines and three projects are located in or adjacent to Indigenous Peoples’ territories. Kinross does not report against this metric relative to proven and probable reserves.	<a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> (p. 101)
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Discussion and Analysis	not applicable	EM-MM-210a.3	See discussion in listed references.	<a href="#">Human Rights</a> <a href="#">Indigenous Community Relations</a> <a href="#">Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Human Rights</a> (p. 39) <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> (pp. 101-105)
<b>Community Relations</b>	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	not applicable	EM-MM-210b.1	See discussion in listed references.	<a href="#">Indigenous Community Relations</a> <a href="#">Stakeholder Engagement</a> <a href="#">2023 Sustainability Report – Relationships with Stakeholders</a> (pp. 96-100) <a href="#">2023 Sustainability Report – Relationships with Indigenous Peoples</a> (pp. 101-105) <a href="#">2023 Sustainability Report – Community – Key Stakeholder Issues</a> (pp. 106-107)
	Number and duration of non-technical delays (non-technical delays)	Quantitative	Number, Days	EM-MM-210b.2	Zero days.	<a href="#">2023 Sustainability Report – Community</a> (p. 96)
<b>Labor Relations</b>	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	EM-MM-310a.1	Total workforce represented by collective agreements: 0% of our U.S. workforce is unionized; 50.6% (includes Brazil, Chile, Mauritania); 0% Canada.	<a href="#">2023 Data Tables – Workforce</a> (p. 142)
	Number and duration of strikes and lockouts	Quantitative	Number, Days	EM-MM-310a.2	Zero strikes and lockouts. Zero days.	<a href="#">2023 Data Tables – Workforce</a> (p. 142)
<b>Workforce Health &amp; Safety</b>	(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 and (b) contract employees	Quantitative	Rate	EM-MM-320a.1	(1) All incident rate: (a) 0.35 per 200,000 hours worked (b) 0.39 (2) Fatality rate per 200,000 (a) 0 (b) 0 (3) Near-miss frequency rate (a) 0.07 per 200,000 hours worked (employees) (b) 0.04 (contractors) (4) Average hours of training: (a) 39 hours (employees) (b) 40 hours (contractors).	<a href="#">2023 Data Tables – Workplace Health and Safety</a> (pp. 137-138)
	Discussion of management of accident and safety risks and long-term health and safety risks	Discussion and Analysis	not applicable	EM-CO-320a.2	See discussion in listed references.	<a href="#">2023 Sustainability Report – Workplace Health and Safety</a> (pp. 80-85) <a href="#">Health and Safety</a>





SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
<b>Business Ethics &amp; Transparency</b>	Management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	not applicable	EM-MM-510a.1	See discussion in listed references.	<a href="#">Ethical Conduct Supply Chain</a> <a href="#">2023 Sustainability Report – Responsible Procurement</a> (p. 42) <a href="#">2023 Sustainability Report – Ethical Compliance and Anti-Corruption</a> (pp. 37-38)
	Production in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	Quantitative	Metric tonnes (t) saleable	EM-MM-510a.2	0	
<b>Tailings Storage Facility Management</b>	Tailings storage facility inventory table: Facility name Location Ownership status Operational status Construction method Maximum premium storage capacity Current amount of tailings stored Consequence classification Date of most recent technical review Material findings Mitigation measures Site-specific EPRP	Quantitative	Various	EM-MM-540a.1	Kinross provides a comprehensive Tailings Storage Facility Inventory covering the information specified by site. The format of the information provided differs slightly from the SASB format and provides additional information of interest to our stakeholders. The majority of the information can be found in our recently published <a href="#">Tailings Management Report</a> (October 2023).	<a href="#">Tailings Tailings Management Report</a> <a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> (pp. 62-63) <a href="#">2023 Data Tables – Tailings and Waste Rock</a> (p. 128)
	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	Discussion and analysis	not applicable	EM-MM-540a.2	See discussion in listed references.	<a href="#">Tailings Management</a> <a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> (pp. 62-63)
	Approach to development of Emergency Preparedness and Response Plans	Discussion and analysis	not applicable	EM-MM-540a.3	See discussion in listed references.	<a href="#">Tailings Management</a> <a href="#">2023 Sustainability Report – Tailings Management and Mineral Waste</a> (pp. 50, 62-63)
<b>Activity Metrics</b>	Production of (1) metal ores (2) finished metal products	Quantitative	Metric tonnes (t) saleable	EM-MM-000.A	(1) Gold equivalent – 68.9 tonnes Au eq in 2023 (2) 0	<a href="#">2023 Annual Report – Consolidated Financial and Operating Highlights</a> (p. MDA 2)
	Total number of employees Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	6,599 full-time equivalent employees and 8,898 contractors for a total workforce of 15,497 (2) 57%	<a href="#">2023 Data Tables – Workforce</a> (p. 139)



## Cautionary Statement on Forward-Looking Information

All statements, other than statements of historical fact, contained or incorporated by reference in this report, including any information as to the future performance of Kinross, constitute “forward-looking statements” within the meaning of applicable securities laws, including the provisions of the Securities Act (Ontario) and the provisions for “safe harbor” under the United States Private Securities Litigation Reform Act of 1995 and are based on expectations, estimates and projections as of the date of this report. Forward-looking statements include, without limitation: possible or future events; statements with respect to possible or future events, estimations and the realization of such estimates (including but not limited to associated timing, amounts and costs); our near, medium and long term goals and visions; greenhouse gas reduction initiatives and targets; the implementation and effectiveness of the Company’s ESG strategy; the Company’s ESG priorities, goals and targets; the Company’s ability to successfully manage ESG risks; the Company’s ability to build and maintain strong relationships with Indigenous communities; the efficacy of the Company’s Safety Effectiveness Program; the Company’s ability to conform with the Responsible Gold Mining Principles; expected expenditures and activities; timelines and requirements for additional capital; the impacts of government regulation, legal proceedings, environmental risks, unanticipated reclamation expenses, and title disputes or claims. The words “achieve”, “advance”, “anticipate”, “believe”, “expect”, “efforts”, “estimate”, “explore”, “focus”, “forward”, “future”, “goal”, “improve”, “initiative”, “optimize”, “plan”, “potential”, “priority”, “pursue”, “schedule”, “strategy”, “strive”, “study”, “target”, “track”, or “vision”, or variations of such words and phrases or statements that certain actions, events or results “may”, “could”, “would”, “should”, “might”, “will be taken”, “occur” or “be achieved” and similar expressions identify forward-looking statements. Forward-looking statements are necessarily based upon a number of estimates and assumptions that, while considered reasonable by Kinross as of the date of such statements, are inherently subject to significant business, economic and competitive uncertainties and contingencies. Many of these uncertainties and contingencies can affect, and could cause, Kinross’ actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on behalf of, Kinross. There can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. All of the forward-looking statements made in this report are qualified by these cautionary statements and those made in our other filings with the securities regulators of Canada and the United States including, but not limited to, the cautionary statements made in the “Risk Analysis” section of our MD&A for the year ended December 31, 2023, the “Risk Factors” set forth in the Company’s Annual Information Form dated March 27, 2024 and the “Cautionary Statement on Forward-Looking Information” in our news release dated May 7, 2024, to which readers are referred and which are incorporated by reference in this report, all of which qualify any and all forward-looking statements made in this report. These factors are not intended to represent a complete list of the factors that could affect Kinross. Kinross disclaims any intention or obligation to update or revise any forward-looking statements or to explain any material difference between subsequent actual events and such forward-looking statements, except to the extent required by applicable law.

### Other information

Where we say “we”, “us”, “our”, the “Company”, or “Kinross” in this Report, we mean Kinross Gold Corporation and/or one or more or all of its subsidiaries, as may be applicable.



# Corporate Information

## Corporate Information

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## Publications

To obtain copies of Kinross' publications, please visit our corporate website at Kinross.com, contact us by email at info@kinross.com or call 1-866-561-3636.

