



KINROSS

30 YEARS STRONG

Trusted Partner

2022 Sustainability and ESG Report



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ESG Analyst Guide

We recognize the increasing level of interest in our 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](https://www.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](#)

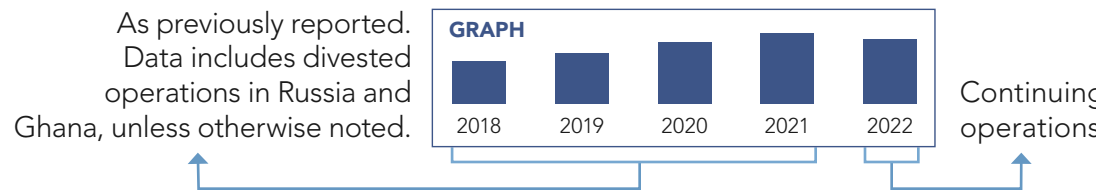
RGMP – [Responsible Gold Mining Principles](#)

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

SASB

RGMP Principle 1

SDG 16

UNGC Principle 10

[Data Tables](#)



[Links to Data Tables](#)



Kinross’ ESG vision is to be a partner of choice with all of our stakeholders – our communities and 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 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
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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**.

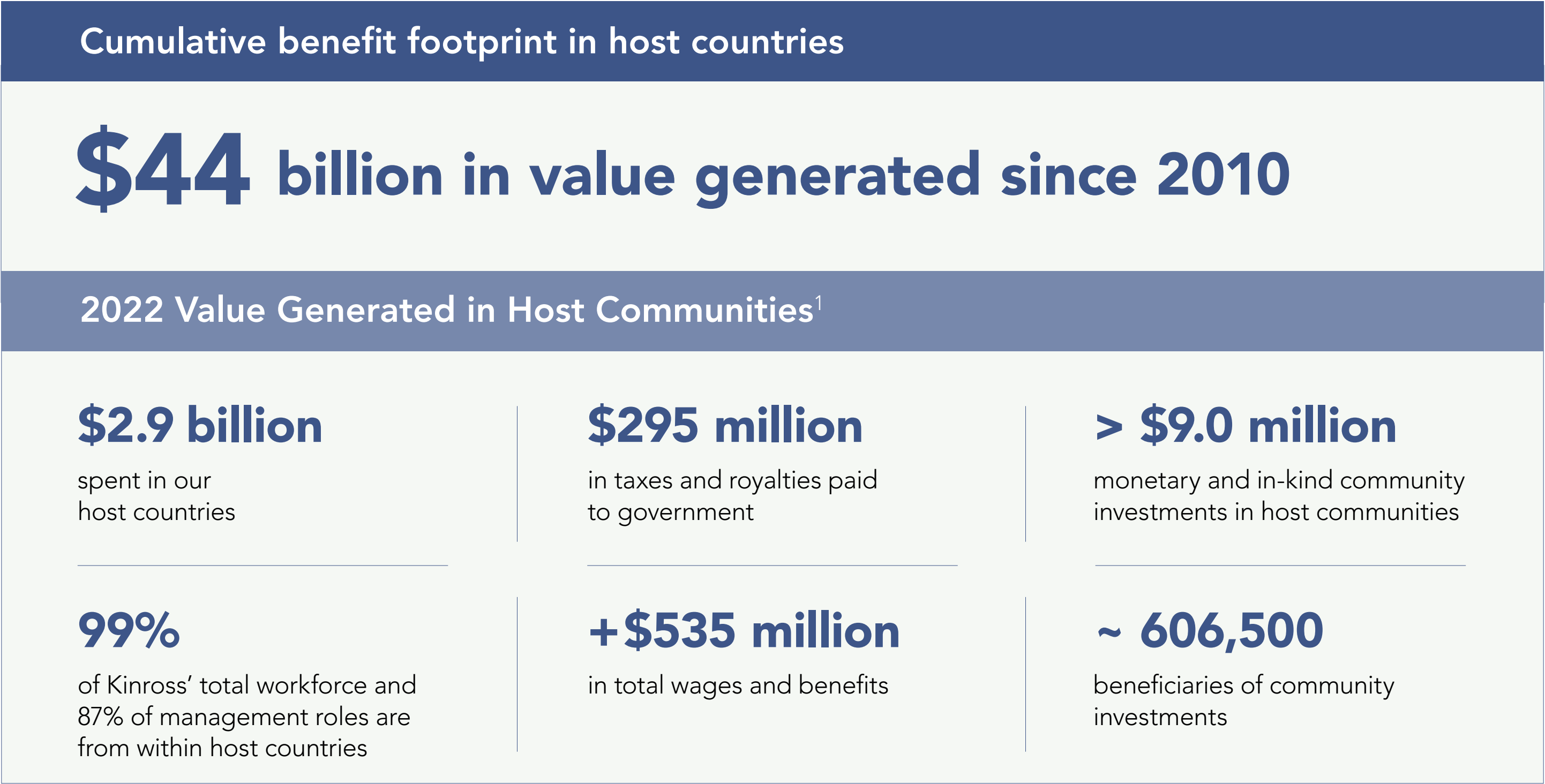
All figures are in U.S. dollars unless otherwise noted. Throughout this Report, figures do not always total due to rounding.

TSX: K

Toronto Stock Exchange

NYSE: KGC

New York Stock Exchange



1. Reflects spending in operating jurisdictions, including the Great Bear project in Ontario, Canada. Does not include Corporate spend and international procurement. Does not include divested operations.



CEO Message to Stakeholders



J. Paul Rollinson
President and Chief Executive Officer

In Conversation with Paul Rollinson

Kinross’ Board of Directors, Senior Leadership Team and its employees continued to maintain strong sustainability performance in 2022, underpinned by the high ESG standards embedded in our culture and core values and the strong commitment of our workforce to ESG performance. Our standards and relentless commitment to ESG are reflected in the Company’s updated 2022 ESG strategy. Paul Rollinson discusses Kinross’ updated ESG strategy and management’s focus and overall approach in the context of our business and the evolving sustainability landscape.

OUR APPROACH TO ESG

1. Has the launch of Kinross’ updated ESG strategy in 2022 changed your approach to safety and sustainability?

The safety and health of our people, environmental stewardship and the well-being of our host communities has always been our highest priority, and these are non-negotiable. With increasing investor interest in ESG, together with our culture of continuous improvement, this year was an opportune moment to take stock of our approach to safety and sustainability. Our updated ESG strategy builds upon our long-standing commitment to mining responsibly, our reputation as a steady technical operator, and our focus on “getting it right on the ground.”

As a result of our updated strategy, our approach to ESG is now more holistic and forward-looking. Our goal is to be a **partner of choice** for our employees, communities, Indigenous Peoples, investors, governments, suppliers, and broader stakeholders, while at the same time ensuring we closely manage ESG risks and deliver long-term value to our stakeholders.

Our ESG strategy, introduced in this Report, outlines Kinross’ strategic vision across our three key pillars of **Workforce and Community, Natural Capital** and **Climate and Energy** through 2030 and beyond. We see each pillar as a “Priority Focus” for Kinross with aspirational goals, coupled with short- and long-term interim targets over the next five to ten years. Together, they create a comprehensive roadmap for ESG management. So far, the feedback we’re receiving from employees on the frontlines and across our diverse operations and projects is very positive.

2022 Highlights

- **Advanced our performance across leading indicators of safety**, doubling the number of employee safety field engagements year-over-year.
- **Generated \$3.3 billion in economic benefits through taxes, wages, procurement, and community support.** Since 2010, we have contributed \$44 billion to our host countries.
- **Contributed \$11 million in monetary and in-kind community investments in host communities** and corporately.
- **Continued to sustain high levels of in-country employment with 99% of our workforce and 87% of management from within host countries.**
- **Maintained consistently high ESG ratings** as measured by the S&P CSA, MSCI, Refinitiv, Moody’s ESG, and Sustainalytics, ranking well among our peers.
- **Completed third-party assurance of Kinross’ compliance with the RGMPs** verifying zero non-conformances at corporate and two sites.
- **Announced a 30% reduction target set for Scope 1 and Scope 2 Greenhouse Gas (GHG) emissions intensity** (per gold equivalent ounce) produced by 2030.
- **Advanced our green energy projects with the construction of the Tasiast solar plant**, expected to come online in the second half of 2023.
- Expanded the functional representation on our **ESG Steering Committee to reflect the strategic importance of human capital and diversity, equity and inclusion (DEI)** to our ESG strategy.
- **Highest ranked Canadian mining company** in *The Globe and Mail’s* annual governance review.
- **Recognized as one of Greater Toronto’s Top Employers for the fifth consecutive year.**
- Recognized for environmental **leadership by the Alaska Miners’ Association for best management practices in environmental protection** or restoration initiatives for Kinross’ partnership with Trout Unlimited to create the Alaska Abandoned Mine Initiative.
- Received the Leadership in **Concurrent Mine Reclamation Award at Bald Mountain for Excellence** in Mine Reclamation from the Nevada Division of Minerals, Department of Wildlife, Division of Environmental Protection, Bureau of Land Management, and the U.S. Forest Services.



CEO Message to Stakeholders: In Conversation with Paul Rollinson

ESG CHALLENGES AND PROGRESS

2. Beyond the ESG strategy, what do you think were the most significant ESG priorities and areas of progress for Kinross in 2022?

Making sure everyone at our operations goes home safe at the end of every day is always going to be my number one priority – our work is never done in this area. In 2022, we made significant improvements across all leading areas of safety performance. Our intensive focus on Critical Risk Management contributed to a 120% increase in the number of critical control weaknesses identified over the prior year. We also launched our new Global Safety Learning Forum, an exciting opportunity for us to advance our people-centric safety philosophy through site-level engagement and shared learnings across our operations. Despite these accomplishments, we were deeply saddened that we fell short of our goals when a fatal accident at our Tasiast site occurred. Sadly, it is a tragic reminder that we must always do better. Preventing fatalities is our number one goal and a loss of life at our Company is unacceptable.

A significant area of progress for us in ESG is our commitment to Diversity, Equity, and Inclusion (DEI), which is central to our business. From my role as Chair of our Global DEI Council, I can see firsthand the great progress we are making. It's important to our Company's success that we continue to foster a diverse and inclusive workplace so that everyone who works at Kinross feels that they are respected, valued and that their voices are being heard. While there is more work to be done, we have a comprehensive DEI program with global training on the critical topics of anti-racism, gender equity, unconscious bias, and inclusive hiring. To learn more, read [Diversity, Equity and Inclusion](#).

NEW VISION

3. Environmental performance is key for many companies. Can you tell us about the new pillar of your ESG strategy, Natural Capital?

Our strategic ESG focus is underpinned by a new vision for Natural Capital, which is fundamentally about best practice in reclamation and the restoration of natural habitats. For example, this year both our Fort Knox and Bald Mountain sites were recognized for their environmental leadership based on our best management practices in these areas. At Paracatu, our biodiversity strategy is well-regarded for its work on strengthening the biodiversity resilience of the Cerrado biome, a rich biodiversity area composed of grasslands amid forests in the highlands of central Brazil.

As an avid outdoors enthusiast, I am particularly proud of the partnership that we have maintained with Trout Unlimited since 2015. It is an excellent example of environmental partnering opportunities available to us. Together, we have made significant contributions to recover historic mining areas, returning them to nature and public access in Alaska, Montana and Nevada. I want to see us establish similar types of partnerships in our other operating countries. No one can do it alone and going forward, our vision is to embed nature-related decisions and embrace nature-related conservation projects and strategic partnerships that add socio-economic value along a path to being nature net-positive. To learn more, read [Biodiversity and Land Use](#).

Our commitment to being net-zero GHG by 2050 remains front and centre and we've made significant progress advancing our climate strategy toward that goal, notably in renewable energy and related projects and their contribution to our business. At La Coipa, we are using 100% renewable power to serve the mine site. Our 34MW solar power plant at Tasiast is currently under construction

and is on track for completion in the second half of 2023. Alongside the direct benefits this initiative brings to Tasiast and to our climate strategy, reducing GHG emissions and committing to renewable energy are goals we share with our partners in the government of Mauritania. To learn more, read [Climate and Energy](#).

LOOKING AHEAD

4. What other ESG accomplishments and issues are on your radar?

i: Responsible Gold Mining Principles: We're committed to the Responsible Gold Mining Principles (RGMPs), the World Gold Council's framework that sets out clear expectations for industry, consumers, investors, and supply chain as to what constitutes responsible gold mining. We completed the independent assurance process both corporately and at two of our operating sites this year and the results show that we are in full conformance. This process also helped us identify opportunities for enhancement, such as due diligence and ongoing human rights governance. We have created a new Corporate Taskforce on Human Rights to carry this work forward.

ii: Indigenous Agreements: Maintaining and building strong relationships with Indigenous communities is very important to Kinross and to me personally. Over the past year, I have spent time with leaders of the Indigenous communities related to our Great Bear development project and am learning more about their traditional values and perspectives. We recognize and respect that we operate on the traditional lands of Indigenous Peoples in Canada and in other locations around the world. Our goal is to work closely with Indigenous Peoples and to bring important sustainable, socio-economic benefits to these communities beyond the life of the project. To learn more, read [Engaging with Indigenous Peoples](#).

iii: Tailings Management: When it comes to the environment, ensuring the continued safe management of our tailings facilities is a constant priority. We have a 30-year track record of safe management of our tailings facilities. We continue to fine tune our approach to tailings management and in 2022 took additional measures to strengthen our tailings review program on our path to alignment with the Global Industry Standard on Tailings Management. To learn more, read [Tailings Management](#).

CONTINUED ESG FOCUS

5. As a society, we are seeing an increasing focus and demand for companies when it comes to ESG. How do you think Kinross' updated ESG strategy will be able to meet these increasingly demanding expectations?

I think we are well positioned to meet the increasingly demanding ESG expectations of society. This is because we have a deep commitment to continuous improvement as well as a dynamic approach to ESG with a robust strategy guiding us forward. While safety is always our number one priority, continuing to enhance our successful sustainability track record and mining responsibly will always be front and centre for me, our employees and the Company. We need to keep our eyes on what I see as the key focus areas of ESG for Kinross: managing ESG-related risks, measuring our performance, providing transparent reporting to our stakeholders, and having an ESG strategy that delivers long-term value to our stakeholders.

Our ESG strategy, with its aspirations and clear roadmap, is representative of the work we are doing to meet the expectations of our stakeholders in an evolving sustainability landscape while delivering long-term value. I look forward to further progress by our more than 14,000 employees and contractors during this coming year.



Chair Message to Stakeholders



Catherine McLeod-Seltzer
Chair of the Board

Renewing ESG Commitment

Kinross' Board of Directors oversees the Company's high operating standards for environmental, social and governance (ESG) initiatives, which are embedded in the Company's culture and reflected in its core values. However, as the world grows more complex, our stakeholders' expectations are evolving, growing, and spanning all aspects of sustainability. The Board believes that management's strategic focus and strong commitment to ESG together with the inclusion of ESG metrics in measuring the Company's performance demonstrates Kinross' readiness and commitment to meet these needs head on.

We are at a point in time where taking action on sustainability and its complex challenges offers exciting opportunities to renew our ESG commitment and build on Kinross' already strong ESG performance that delivers real, lasting benefits for the owners of our Company as well as the wider communities in which we operate. To that end, the Company updated its ESG strategy in 2022, focusing on Workforce and Community, Natural Capital and Climate and Energy with performance-based targets through 2030 and beyond.

The updated ESG strategy continues to be driven by a focus on the Company's First Priorities and Values, and Putting People First is the top priority of our business. A fatality at our Tasiast site last year underscores the vital importance of management's commitment to keeping people safe. The Board has given its full support to management in realigning the Company's focus on safety, through implementing the Global Safety Forum, Safety Excellence program and an increased focus on key leading metrics that will ensure the safety of all our people across our operations.

Progressing ESG Performance

A safe workplace is also an inclusive one where people feel inspired, trusted, and supported so they can be, and bring, their best. Our commitment to this principle is demonstrated by progressively more women holding leadership positions, with approximately 33% of our senior leadership team being female and achieving the highest percentage of female

employees in the past five years. It also highlights the work of our Global Diversity, Equity, and Inclusion (DEI) Council who set and champion our I&D strategy. Diversity is also a priority at our Board level as we continue to broaden representation beyond gender and across designated diversity groups. At this year's annual general meeting, 40% of our Board nominees meet one or more diversity characteristics.

When we consider the future, we have to address one of the most complex challenges the world faces and a critical focus for Kinross – climate change. The Company continues to take concrete steps by embedding GHG reduction targets in the business performance so one cannot be successful without the other. This also includes aligning forecasted emissions directly into mine models for all assets and projects to better understand the potential GHG impacts in decision-making. Learn more about Kinross' Climate Change Strategy [here](#).

Focus on ESG Governance and Reporting

We pride ourselves on our commitment to strong corporate governance and fulsome ESG reporting, which we believe is key to delivering the excellence that our stakeholders expect. The Board continues to oversee the delivery of the Company's ESG commitments, receiving regular progress and status updates from our Corporate Responsibility and Technical Committee (CRTC) and the ESG Executive Committee, comprised of members of the senior management team.

The ESG Executive Committee continue to take a leadership role in enhanced transparency and ESG reporting, as well as identifying ESG opportunities. Matters reviewed by the ESG Executive Committee during 2022 included:

- Advancing the development of a refreshed ESG strategy for Kinross
- Leading the development of Kinross' public ESG targets over the short, medium, and long term
- Ensuring our reporting is subject to external assurance annually



Our Board continues to have confidence in the approach to ESG taken by the Kinross management team.

Additionally, in 2022, we enhanced our ESG metric in the executive short-term incentive compensation plan by increasing its weighting from 20% to 25% with the addition of a new ESG initiative metric. In 2022, this metric focused on developing our ESG strategy and diversity action plan and in 2023 will focus on the Tasiast solar plant, climate studies, our diversity strategy, and supply chain governance. We believe this is a logical progression as we identify performance goals across a broader range of ESG topics.

Our Board continues to have confidence in the approach to ESG taken by the Kinross management team. As I write this letter, the Board is just returning from a site visit to our Paracatu mine in Brazil where we have seen firsthand how our approach builds long-term benefits for the Company, its stakeholders, and our host countries, and importantly, how our employees are some of our most enthusiastic champions of Kinross’ ESG initiatives.

No single corporation, country or region can solve the complicated global ESG issues we face. The more people that are engaged, and the more we collaborate with stakeholders, including our peers, governments, suppliers and others, the greater our likelihood to change the climate change trajectory. When we look back years from now, we will be proud of the collective action undertaken to build a better future.

Sincerely,

Catherine McLeod-Seltzer
Chair of the Board




Kinross Directors on site at Tasiast

Performance Highlights

This report introduces a new structure for reporting our performance highlights that aligns with Kinross’ environmental, social and governance strategy and supports the structure of this 2022 report. The 2021 column (far right) reflects performance previously reported and assured in 2021. In addition, to support an accurate comparison of actual 2022 versus the prior year, we have provided adjusted data for 2021 (continuing operations) (middle), which restates 2021 data excluding our Russian and Ghanaian operations, both of which were divested in 2022.

Material Topic	Metrics	Targets	2022	2021 ¹ (Continuing Operations)	2021 ² (As reported)	2022 Performance
GOVERNANCE						
Ethics and Transparency	• Corporate, regional and site management anti-corruption training in the last two years (% of management)	• Achieve greater than 90% completion of anti-corruption training among management.	94  	94	94	• With COVID-19 restrictions easing in 2022, the Company launched a campaign to maintain and strengthen awareness of its Core policies (and anti-corruption policy therein) through renewed live training, which is interactive and the most effective with our employees. Anti-corruption training over the past two years remained at 77% for all employees and 94% for corporate, regional and site management.
	• Substantiated cases of corruption	• Zero substantiated cases of public corruption.	0 	0	0	• Maintained ongoing record of zero substantiated cases of public corruption.
Human Rights	• Substantiated allegations of human rights violations (number)	• Zero substantiated cases of human rights violations.	2 	2	3	• A total of two complaints regarding human rights (pertaining to harassment received through Kinross’ Integrity Hotline) were found to be substantiated.
Security	• Percentage of security workforce that completed Human Rights Adherence and Verification (HRA&VP) training (%)	• Completed annual HRA&VP training to over 95% of security workforce.	100 	93	94	• Completed training of 100% of our security personnel at sites, exceeding our annual target.
Engagement	• Stakeholders engaged per day per operation (number of people)	• Exceed stakeholder target of three engagements per day per site.	37 	29	33	• Recorded 78,955 interactions, with an engagement rate similar to the five-year average of 34, and with 83% of sites increasing their number of stakeholder interactions.
	• Key stakeholder interactions vs. planned (% completion)	• Maintained planned stakeholder interaction rate at or above 85%.	97 	97	94	• Initiated our early engagement program at Great Bear and continued to advance stakeholder engagement at our Manh Choh and Lobo-Marte development projects.

1. Recalculated 2021 published data to remove divested operations in Ghana and Russia.
2. Data as published in 2021 Sustainability Report, which included Ghana and Russia operations.
* Assured: KPMG LLP has performed a limited assurance engagement for a select number of our KPIs, which have been identified with an A throughout this report. You can read more about the scope of KPMG’s work, including the scope of the assurance, on pages 120-121 of this Report.

 Favourable against targets

 Unfavourable against targets

 Assured*



Performance Highlights (continued)

- ✓ Favourable against targets
- ✗ Unfavourable against targets
- A Assured*

Material Topic	Metrics	Targets	2022	2021 ¹ (Continuing Operations)	2021 ² (As reported)	2022 Performance
ENVIRONMENTAL						
Water	• Water intensity (m³/tonne of ore processed)	• Water intensity (m³/tonne ore processed) within 10% of five-year average.	0.414 ✓ A	0.447	0.449	• Water intensity declined by 8% from 2021 to 0.414 m³/t in 2022, driven by more tonnes processed (17% greater than 2021) and a large decline in net water storage at Paracatu. Water intensity was also better than our five-year average of 0.424 m³ per tonne of ore processed.
	• Water recycle rate	• Achieve water recycle rate of 74% or greater.	78 ✓ A	80	80	• We maintained a high rate of water recycle of 78%, consistent with the five-year average of 80%.
Energy	• Energy intensity (MJ/tonne of ore processed)	• Monitor and report trends vs. five-year average.	122 ✓ A	135	154	• Energy intensity was down significantly from 2021 due to divestiture of our Russia operations, which had the highest energy intensity for all sites, and an improvement compared with 135MJ per tonne from continuing operations in 2021 primarily due to more tonnes of ore processed in 2022. Energy intensity for 2022 was well below the five-year average of 148 MJ per tonne.
Greenhouse Gas Emissions	• GHG intensity rate (kg CO ₂ e/tonne of ore processed	• Maintain GHG intensity rates comparable to peers in gold mining sector.	8.7 ✓ A	10.2	11.8	• Lower intensity in 2022 was due to lower Scope 1 and 2 emissions combined with increased tonnes of ore processed vs. 2021.
	• GHG intensity rate (kg CO ₂ e/Au eq. oz.)		740 ✓ A	970	808	• Lower intensity in 2022 was due to lower Scope 1 and 2 emissions combined with similar gold production vs. 2021. We are trending well towards our 2030 target of a 30% reduction over our 2021 baseline to 679.
Tailings Management	• Tailings facilities incidents (number)	• Zero reportable/compliance incidents at all tailings facilities.	0 ✓	0	0	• Marked the 30th consecutive year with zero compliance incidents at Kinross tailings facilities. • Independent reviews were conducted at 100% of our sites in the past three years.
Land	• Land reclaimed at active operations (ha)	• Monitor and report trend vs. five-year average.	40 ✗ A	81	105	• Continued land reclamation at the Santo Antonio tailings facility at Paracatu, related to this facility's overall closure plan. Reclaimed 40 ha of land in 2022, below our five-year average of 194 ha, which includes all operating sites in each year.
Biodiversity	• Biodiversity (% of mine locations with biological resource management plans) in areas of critical/high biodiversity value	• All mine locations in areas of critical/high biodiversity value will have biological resource management plans.	100 ✓	100	100	• Biological resource management plans were in place at all active mine locations, three of which, Paracatu, Bald Mountain and Tasiast, are located near or adjacent to areas of high/critical biodiversity.



Performance Highlights (continued)

- ✓ Favourable against targets
- ✗ Unfavourable against targets
- A Assured*

Material Topic	Metrics	Targets	2022	2021 ¹ (Continuing Operations)	2021 ² (As reported)	2022 Performance
SOCIAL						
Safety	• Fatalities	• Zero employee and contractor fatalities.	1 ✗ A	n/a	1	• Regrettably, we fell short of the high safety standards that we set for ourselves, when in June 2022 an incident resulted in the death of an employee at our Tasiast mine.
	• Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked)	• Report a combined employee and contractor TRIFR of .33 per 200,000 hours or better.	0.34 ✗ A	n/a	0.34	• Our TRIFR remained steady year-over-year and continues to be among the lowest among our peers. However, results are slightly above our target. • TRIFR for employees improved significantly this year to 0.30 from 0.38 while TRIFR for contractors worsened to 0.38 from 0.31 in 2021 at continuing operations.
	• Total Employee Field Engagements (per employee/per year)	• Demonstrate visible on-the-ground leadership – 10 field safety engagements per employee for leading performance.	10.0 ✓	n/a	6.7	• Achieved a record rate of 10.0 field engagements, meeting our new target for leading performance and significantly higher than the previous record of 6.7 in 2021.
	• Total Corrected Hazards (per employee/per year)	• Engage the entire workforce in safety improvement – 10 corrected hazards per employee for leading performance.	5.3 ✗	n/a	3.9	• Achieved a record rate of 5.3 corrected hazards per employee, meeting the threshold for successful performance, and significantly higher than 3.9 in 2021.
	• Critical Risk Management (average number of deep dive reviews)	• Drive implementation of effective critical risk management programs through comprehensive corporate reviews with site risk owners – minimum 10 per site.	14 ✓	n/a	11	• Intensified our Company-wide focus on critical risks across the Company and delivered strong and record-level results including a 120% increase in the number of critical risks identified in 2022 over 2021.
Workforce	• Turnover – involuntary (% of total workforce)	• Combined turnover rate of 12% or less.	4.5 ✗ A	4.5	4.7	• Recorded an increase in total turnover rate for continuing operations to 13.8% in 2022 from 12.5% in 2021, including an increase in voluntary turnover as employee mobility combined with a tight labour market in many of our jurisdictions contributed to employees seeking new opportunities.
	• Turnover – voluntary (% of total workforce)		9.3 ✗ A	8.0	7.2	
	• Workforce from within host countries (% of in-country workforce)	• In-country workforce of 95% or higher and maintain percentage of in-country managers.	99 ✓ A	99	99	• Maintained our high rate of in-country employment. At Tasiast, 96.4% of the workforce is from within country, similar to the level in 2021 at 96.9%.
	• Gender diversity – women (% of total workforce)	• Advance the four pillars of our Diversity, Equity and Inclusion Strategy.	13.3 ✓ A	13.0	12.2	• Achieved the highest percentage of women employees at Kinross in the past five years. • Reached the highest percentage of women in management positions at 21%, including 33% of executives, 22% of managers and 21% of junior management roles. • Reported the highest percentage of women in STEM roles at 15%.

* 2022 safety metrics include Russia and Ghana.



Performance Highlights (continued)

- ✓ Favourable against targets
- ✗ Unfavourable against targets
- A Assured*

Material Topic	Metrics	Targets	2022	2021 ¹ (Continuing Operations)	2021 ² (As reported)	2022 Performance
SOCIAL						
Community	• Grievances and community issues (number)	• Monitor and report trend vs. five-year average.	9 ✓ A	11	21	• Received and resolved nine grievances across the Company.
Grievances	• Grievances (% resolved within target time frame)	• Resolve all (100%) grievances within the target time frame.	78 ✗ A	82	95	• All grievances were resolved but two required more than the time frame established by site grievance mechanisms. One grievance in Chile was delayed due to a dialogue process with the grievant and one at Tasiast was delayed due to the time taken to obtain a veterinary report for an animal fatality.
Stakeholder Feedback	• Community and media feedback – positive expressions (number)	• Total positive feedback at least nine times greater than total negative feedback (five-year average ratio).	7,201 ✓	4,759	7,329	• Received over 7,200 positive expressions (positive feedback and media), only slightly less than 2021 including Russia and Ghana.
	• Community and media feedback – negative expressions (number)		257 ✓	413	433	• Negative expressions were at the lowest level in five years, driven by a large decline at Paracatu, where measures such as the acoustic barrier have helped reduce perception of mine impacts.
Local Benefit	• Host country total spend (as a % of total spend in all jurisdictions)	• In-country portion of the benefit footprint (BFP)	78 ✓	82	82	• Breakdown of the total 2022 BFP was: 72% procurement, 19% wages and benefits, and 9% payments to governments.
	• Local component of total benefit footprint (BFP) (value distributed locally)	• Local area BFP at 20% or more of total BFP.	28 ✓	28	25	• The local component of the BFP compares with 18% regional, 32% national, and 22% international and corporate.
	• Community and corporate contributions including cash and estimated in-kind, and third-party support (\$millions, and as a % of EBITDA excluding impairment charges of reversals of impairment)	• Total contributions spend at approximately 1% of EBITDA over five years.	10.8 ✓	6.2	9.0	• Sustained our active program of community investment, with the greatest proportion of community spending, in-kind contributions and beneficiaries in the area of community activities and services. Paracatu continued its strategic investment program through tax incentives, with \$6.6 million invested since 2018.
			0.8 ✓	0.4	0.6	• In-kind contributions represented 25% of site-level donations, below our 5-year average of 35%.

2022 External ESG Ratings

Throughout Kinross’ thirty-year history, our primary focus has been on consistently delivering strong ESG performance at our operations and development projects, supported and guided by a robust framework of ESG policies and practices. Driven by a corporate-wide commitment to operational excellence and continuous improvement, our goal is always to strive for best-in-class performance across all material areas of ESG.

As in other areas of corporate performance, we regularly benchmark against our industry peers and the broader business community on our ESG performance; in the case of ESG this includes external ESG ratings. We actively participate in recognized assessments such as the S&P Global Corporate Sustainability Assessent (CSA), as well as CDP Climate, CDP Water and CDP Forest, where issuer input is required.

In 2022, our ESG performance continued to rank highly within our peer group as measured by S&P ESG Global, Sustainalytics, MSCI, ISS ESG, Moody’s, Refinitiv and *The Globe and Mail’s* annual board governance assessment (Figure 1).

Over the past five years, Kinross has maintained consistently high percentile ESG rankings (Figure 2). Kinross received its highest S&P ESG Global rating in 2022, ranking in the 97th percentile of the MNX Metals and Mining sector out of 243 companies assessed. Our Sustainalytics risk rating score also improved, placing Kinross 15th out of 121 precious metals companies and a significant 10-point improvement, and lowering Kinross’ risk score to medium risk (score 24.9). We maintained our MSCI “A” rating for the third consecutive year. Kinross’ Moody’s ESG score, assessed every two years, received above sector average scores across all areas of ESG, and ranked Kinross 4th out of 51 companies in the sector. On the corporate governance side only, we continued to be among the leaders in *The Globe and Mail* ranking of Canadian companies (15th out of 226), achieving a score of 93 out of 100, the highest among Canadian mining companies in 2022.



Figure 1
2022 KINROSS RELATIVE PERFORMANCE ON ESG RATINGS*

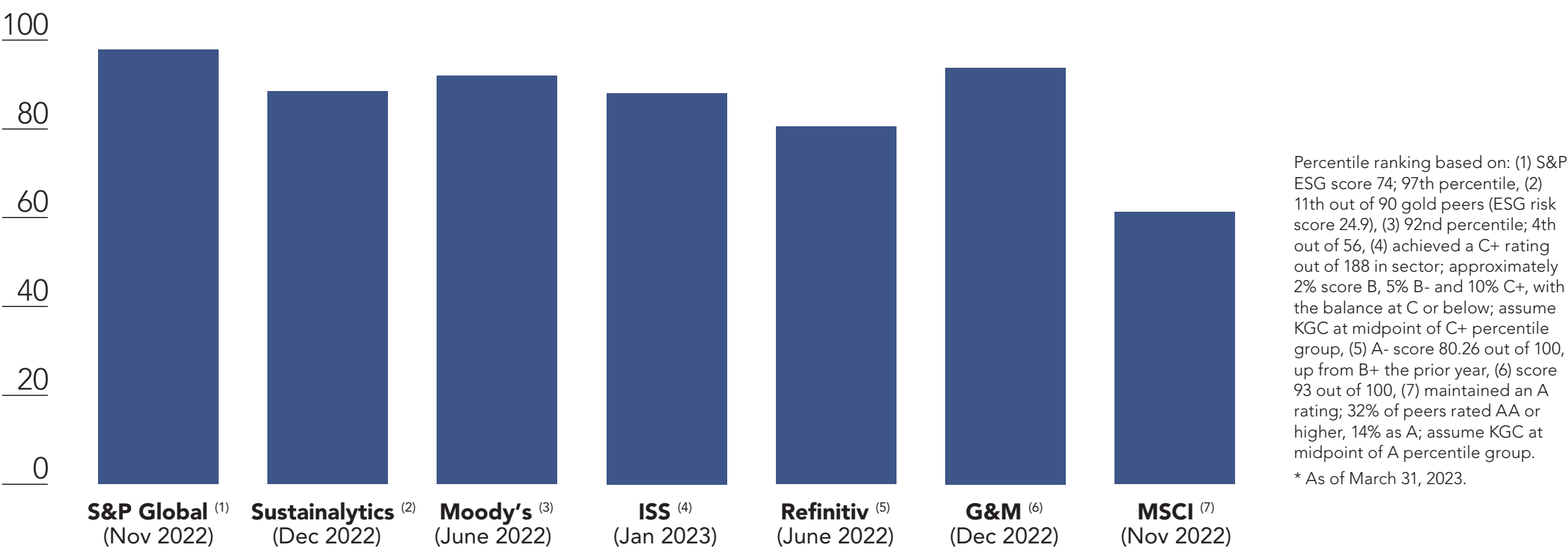
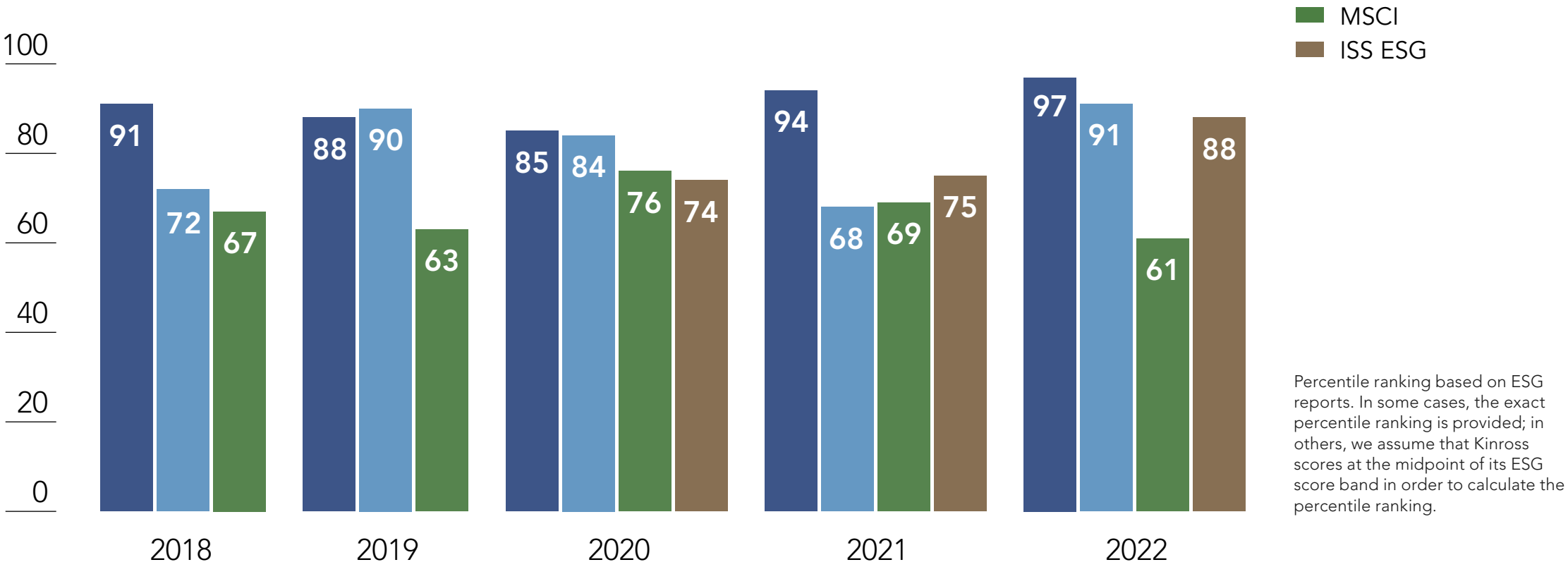


Figure 2
FIVE-YEAR TREND OF KINROSS ESTIMATED PERCENTILE RANKINGS





Our Approach to ESG

Our ESG strategy is integral to our business purpose and strategy 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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Our Environmental, Social and Governance Strategy

Our ESG vision is to be the partner of choice for our stakeholders by delivering sustainable and meaningful outcomes. Our refreshed ESG strategy, launched in 2022, builds upon our history of trusted partnerships with employees, communities, Indigenous Peoples, governments, suppliers and shareholders, and brings together a roadmap of long-term, mid-term and short-term targets that are connected to every aspect of our business.

OUR ESG STRATEGY

Our refreshed ESG strategy enhances our ability to address the broader context for ESG in today’s world. It complements Kinross’ long-standing approach to sustainability, while enhancing our focus on Kinross’ material ESG priorities and associated risks and opportunities. This leads to an overall goal of **shared value outcomes for our People, our Planet and our Projects (Assets)**. Priority Focus areas include workforce and community, natural capital and climate and energy (see Figure 1).

Figure 1 OUR ESG STRATEGY

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

To ensure that we are keeping pace with rapidly evolving expectations around ESG, we engaged with external and internal stakeholders, assessed global regulatory trends and frameworks, performed benchmarking within the mining and broader materials industry, and evaluated the global context for sustainability. This comprehensive and inclusive process provided insights which informed the development of our strategy. Our process was influenced by the concepts underlying “double materiality”, considering both our external impacts on people and the planet, and impacts on business value. Investor interactions with both our Board and management underscored the rising focus on broader ESG topics and regulatory trends, particularly in climate change and energy. In parallel, we recognized opportunities to help us meet growing expectations around purposeful work and culture for our current and future employees.

The result is an ESG strategy that reaffirms the importance of ESG as integral to our business purpose and strategy, while providing a pathway and objective targets in the short, medium and long term.

Our ESG strategy is integrated with our operational performance and governance across all levels of our business. It is therefore tied to business outcomes as well as impacts and risks to our stakeholders, the latter providing an essential human

What it will look like	
FOR OUR PEOPLE	<ul style="list-style-type: none">• Best access to best people• A diverse and inclusive workforce• Community legacy strategy• Culture of innovative and resilient leaders who are empowered to think creatively and act proactively
FOR OUR PLANET	<ul style="list-style-type: none">• Greenhouse gas emissions reductions (ideally with a return on investment and projects)• Go beyond mitigating impacts to the environment• Designing for nature-positive outcomes
FOR OUR PROJECTS (ASSETS)	<ul style="list-style-type: none">• Increased acceptance in host communities and society• Lower cost, more secure energy supplies• Identifying alternate (revenue generating) uses for our lands



rights lens to our strategy. Kinross has always relied upon a steadfast commitment to “getting it right on the ground” at our operations and projects through our first priorities and the importance of individual people in driving performance. It is the foundation of our ESG strategy and a defining attribute of our approach to sustainability.

Our ESG strategy includes a robust governance structure, which we continue to strengthen in response to evolving ESG trends, as well as results from ongoing external assurance of our implementation of the Responsible Gold Mining Principles.

At the outset of the strategy review, we dedicated additional corporate resources to ESG to lead the development of our ESG strategy and created an ESG Executive Committee to strengthen our Company’s capacity to proactively address ESG matters. The Committee is accountable for keeping Kinross’ Senior Leadership Team and our Board apprised of our progress. We also broadened the membership of our ESG Steering Committee to embed cross-functional engagement in ESG matters. (See [ESG Governance](#) and Figure 1).

At the **centre of our strategy is a sharpened focus on our most material ESG priorities** for Kinross and those of our stakeholders, with three **Priority ESG Focus Areas**, including:

- **Workforce and Communities** by maintaining health and safety as our number one priority, working constantly to develop strong, trust-based relationships with our stakeholders, deliver the results they expect, and strengthen our participatory approach to community-led partnerships and programs. We will continue to foster an agile culture in which these key people-related commitments are embedded and celebrated.
- **Natural Capital** as we continue to build on the substantial conservation efforts made across our sites and advance our understanding of Kinross’ position within the recommendations of the Task Force on Nature-related Financial Disclosures and identify our path to alignment.
- **Climate and Energy** through advancing our action plan pertaining to efficiency projects, renewable energy and partnerships, and helping us progress along our path to meeting our net-zero target by 2050.

Validating our ESG Strategy

We intend that our ESG strategy be dynamic, both adapting to changes in our material ESG risk areas and responding to progress and challenges in the implementation of a broad range of actions across the organization. As a result, ongoing consultation, within and outside of our business, is an essential part of our ESG program.

In support of this initiative, in late 2022 and early 2023, we engaged with our six operating sites as well as development projects, sharing the updated ESG strategy and taking into account operational perspectives on what is achievable and the hierarchy of our ESG priorities. We were able to conduct more than 90 individual interviews on our strategy and roadmaps, and approximately 10 broader group sessions ranging from mine site senior leadership to front-line workers.

Feedback from our our consultation exercise was favourable, with support for a clearly defined long-term vision across our three ESG focus areas. Our sites welcomed the opportunity to provide input, to learn how they can align with the ESG strategy and focus areas, and in particular how the many good initiatives at site level can be captured within the overarching ESG strategy. ESG focus areas for sites are influenced by their particular operating contexts, while at the same time showing common themes.

Key site feedback includes:

- Strengthening our relationships with Indigenous communities through commitments and partnerships as a core component of our focus on community.
- Increasing our focus on talent attraction and retention, considering the modern work environment and employee well-being.
- Ensuring that training and upskilling are focused on providing meaningful careers.
- Identifying opportunities to communicate with all employees on ESG and share our ESG successes.
- Maintaining our strong record on environmental compliance.

Through this comprehensive process of cross-functional engagement, we have obtained support from our operations for the execution roadmap. The result is an ESG strategy shared and embedded across the organization, from corporate to the sites and projects.

Looking ahead, we have identified a comprehensive set of interim internal targets and associated metrics, as well as interim external targets, across our Priority Focus areas, which together with our aspirational goals and vision, define Kinross’ ESG roadmap though to 2030. To learn more, see [Our ESG Goals and Targets](#) (Table 1).



Next Steps

In 2023, we will address key areas to support our ESG strategy, which are:

- Ensure awareness and understanding of the strategy across all areas of our Company,
- Assignment of resources (people and funding) to both foundational and priority areas and projects, and
- Continued improvements in our governance.

Among our priorities, we are working to address several challenges, among them:

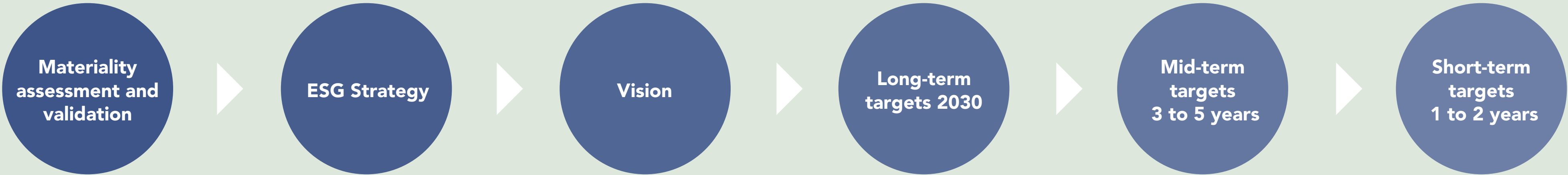
- Further our understanding of stakeholder expectations around the interface between our projects and operations and Natural Capital and developing a strategy which makes business sense.
- Implementing recommendations following our assurance process for the RGMPs to strengthen our governance and process for human rights in a way which is practical and aligned with the United Nations Guiding Principles on Business and Human Rights (UNGPs).
- Reviewing and analyzing the results of our first formal and full assessment of our Scope 3 emissions and developing an understanding of what these may mean in terms of business strategy.

Going forward, we will keep a steady focus on advancing our ESG strategy implementation and supporting initiatives, notably:

- Delivering on our short- and medium-term targets and ensuring a viable pathway to reach our long-term goals.
- Expanding and strengthening our human rights governance and management framework in line with evolving expectations and emerging legislative requirements.
- Maintaining our focus on the role of innovation in advancing our ESG goals in key areas such as energy generation options (i.e., nuclear, solar, wind, battery electric vehicles, hydrogen).
- Developing and launching a refreshed ESG communications strategy, internally and externally using an audience-focused approach and effective story-telling, leveraging our employees’ personal stories, digital media, and increased engagement.



Figure 2
OUR ESG ROADMAP





OUR ESG GOALS AND TARGETS

Our refreshed ESG strategy sets forth Kinross’ aspirations across all four ESG strategic priorities, supported by qualitative and quantitative short-, medium- and longer-term goals which serve as a blueprint to guide our work through to 2030. These elements are summarized in Table 1.

Our 2030 targets provide an objective view of where we want to be by the end of the decade, with medium-term (two to three year) and 2023 targets bringing things back to active, tactical work towards the realization of our strategic goals.

In terms of short-term planning and targets, and beginning in 2023, we are expanding the scope of our First Priorities (historically including Health and Safety, Environment and Communities) to include corporate and site-level annual targets specific to our ESG strategic priorities to help further embed ESG across the Company.

Performance results in First Priorities inform Kinross’ Corporate Responsibility Performance Metric (CRPM) scores as part of our executive compensation program, which represents 25% of short-term incentive variable compensation. See [2023 Management Information Circular](#).

At Kinross, we use our internal Global Four Point Planning (4PP) process to identify and set annual internal 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. Hence, ESG annual objectives and targets will now be embedded in site 4PPs as well as those of corporate.

We expect to 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 1: ESG Priorities, Goals and Future Focus

ESG Strategic Priority	Aspiration/Vision	2030 Goals	Medium-term Goals (2 to 3 years)	2023 Goals
Workforce and Communities	<ul style="list-style-type: none">Community well-being improves due to the presence of our operations and projects.Strong stakeholder relationships and perception of Kinross.	<ul style="list-style-type: none">Measurable improvement in community well-being, or components thereof, relative to baseline, in the 2022-2025 period (measured through primary and secondary data sources).	<ul style="list-style-type: none">All sites and projects have co-developed 2030 goals with local communities and have implemented action plans.All sites are measuring and reporting trust and acceptance with local communities regularly.	<ul style="list-style-type: none">Roll out updated Social Performance standards and start site training, including exploration and projects.
	<ul style="list-style-type: none">A leader in diversity and inclusion, and provider of meaningful careers.	<ul style="list-style-type: none">As our DEI strategy develops, and under the direction of the Global I&D Council, 2030 goals are expected to be identified.	<ul style="list-style-type: none">Begin reporting on progress of DEI strategy using previously defined metrics.	<ul style="list-style-type: none">Identify and complete leadership skill building training on DEI topics.Identify data collection inputs required for quantitative assessment of progress on DEI strategy.Develop program to promote a respectful workplace and supportive environment for prevention of gender-based misconduct.
	<ul style="list-style-type: none">A workforce that is “future-ready” and skilled in data, Artificial Intelligence (AI), automation and sustainability.	<ul style="list-style-type: none">Workforce upskilling targets to be determined.	<ul style="list-style-type: none">Begin to enroll employees in reskilling and retraining programs.	<ul style="list-style-type: none">Workshops with hiring managers to conduct gap analysis on impacts and skills needed.



TABLE 1: ESG Priorities, Goals and Future Focus (continued)

ESG Strategic Priority	Aspiration/Vision	2030 Goals	Medium-term Goals (2 to 3 years)	2023 Goals
Natural Capital	<ul style="list-style-type: none">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.	<ul style="list-style-type: none">Our 2030 goals will be derived from the development of our Natural Capital strategy.	<ul style="list-style-type: none">Complete 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.Initiate internal reporting in line with the Task Force on Nature-related Financial Disclosures (TNFD).	<ul style="list-style-type: none">Submit CDP Forest response for scoring in 2023.Begin a comprehensive analysis of Natural Capital with regard to our business.
Climate and Energy	<ul style="list-style-type: none">To be a net-zero company by 2050.Work with our commodities, equipment and services suppliers to reduce Scope 3 GHG emissions.We will work with our communities to provide long-term energy solutions.	<ul style="list-style-type: none">30% reduction in Scope 1 and Scope 2 emissions intensity per ounce produced against our 2021 baseline.Increase the percentage of renewable energy in our total energy mix.	<ul style="list-style-type: none">Complete assessment of resilience of infrastructure, equipment, environmental protection mechanisms and site closure practices with regard to extreme weather-related events at two sites.Develop a Scope 3 reduction target.	<ul style="list-style-type: none">Disclose Scope 3 emissions in line with accepted international standards.All sites to develop individual action plans to meet our 2030 GHG reduction targets.
Foundational priority Ethical Conduct, Supply Chain and Human Rights	<ul style="list-style-type: none">A trusted partner with all our stakeholders for equitable, transparent and sustainable outcomes.	<ul style="list-style-type: none">Maintain consistent upper quartile scoring in independent ESG rankings for strong governance and ethical conduct.	<ul style="list-style-type: none">Consolidated assessment of human rights risk across all sites and projects.Initiate reporting in 2024 as required by Canada’s Bill S-211 on Forced labour and Child labour in Supply Chains.	<ul style="list-style-type: none">Establish a corporate-level Human Rights Task Force.

MATERIAL¹ ESG TOPICS AND ASSESSMENT

The comprehensive review and update of our global ESG strategy in 2022 derived from a thorough consideration of evolving material business and ESG risks facing Kinross, the gold mining sector and broader society, as well as internal and external stakeholder engagement.

The materiality assessments that we have conducted over the last several years 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 impacts both to stakeholders and to Kinross incorporates the concepts behind “double materiality” into our approach to materiality assessment.

In early 2022, we updated our materiality assessment, engaging senior leaders in a thorough review of our material topics and rankings established during our March 2020 assessment and prioritization. This was followed by consultation with senior leaders, most of whom participated in our 2022 materiality assessment update, to review our material topics. 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. In addition, external dialogue was held with shareholders on material ESG priorities. Thus we have a high degree of confidence that the material ESG priorities and topics identified by Kinross and by our external stakeholders over the past two years remain current. Our validation of our material ESG topics was also informed by our ongoing assessment of alignment with recognized global frameworks and initiatives for responsible business (e.g., SDGs, UNGC and RGMPs), as well as sector guidance from key reporting standards (e.g., GRI, SASB, TCFD). We will maintain an annual cadence of review and validation of our double materiality assessment to support our ESG strategy.

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

This year’s list of material topics reflects minor changes to material topics since the publication of our 2021 Sustainability Report. These changes include assigning a higher prioritization to the topic of climate change, aligned with its potential impacts and risks to our business as well as to our stakeholders. Changes also include greater importance for inclusion and diversity to explicitly reflect Kinross’ priority focus on diversity, equity and inclusion (both of which are areas of ESG performance linked to the Kinross short-term incentive plan for executive compensation). We note that transversal topics such as climate change and human rights are included as specific material ESG topics due to their overriding importance and recognize that they relate to all the other material ESG topics.



TABLE 2: ESG Priorities and Material Topics

ESG Pillar	SOCIAL		ENVIRONMENT		GOVERNANCE
Strategic Priorities	Workforce and Communities	Economic	Natural Capital	Climate and Energy	Foundational Priorities
Specific Material ESG Topics	<ul style="list-style-type: none">• Health and Safety• Diversity, Equity and Inclusion• Human Capital Development• Relationships with Stakeholders• Indigenous Peoples	<ul style="list-style-type: none">• Generating Shared Value	<ul style="list-style-type: none">• Water Use and Water Risk• Biodiversity including Land Use• Tailings and Mineral Waste	<ul style="list-style-type: none">• Climate Change and Energy	<ul style="list-style-type: none">• Ethics and Transparency• Human Rights• Responsible Procurement• Privacy and Cybersecurity
	<ul style="list-style-type: none">• Integrated Mine Closure				

1. In this report, material topics refer to areas of significant importance to Kinross and to our stakeholders, as defined by GRI, SASB and other internationally recognized frameworks.



MATERIAL ESG TOPICS AND ASSESSMENT (continued)

We have provided a mapping of our ESG priorities with our material ESG topics and corresponding frameworks, initiatives and reporting standards. Separate indices are provided in this report for [GRI](#) and [SASB](#). In addition to our long-term targets in ESG priority areas, Table 3 shows our tactical annual performance targets across our material ESG topics, mapped to key frameworks and reporting standards. 2022 performance results against these targets can be found in the Performance Highlights table and in the ESG Data Tables.

TABLE 3: Mapping ESG Priorities, Material Topics and Frameworks

ESG Bucket	ESG Strategic Priority	Material Topic	Yearly Goals	Mapping to Frameworks	Mapping to Reporting Standards
Social	Workforce and Communities	Health and Safety	<ul style="list-style-type: none">• Zero employee and contractor fatalities.• Report a combined employee and contractor TRIFR of 0.33 per 200,000 hours or better.• Demonstrate visible on-the-ground leadership – 10 field engagements per employee for leading performance.• Engage the entire workforce in safety improvements – 10 corrected hazards per employee for leading performance.	RGMP – 2, 4 UNGC – 3, 6 SDG – 3, 8	<ul style="list-style-type: none">• SASB – Workforce health and safety• GRI – 403
		Human Capital Development	<ul style="list-style-type: none">• Deliver in-person and online training through Kinross University in line with, or greater than, five-year average.	UNGC – 6 SDG – 4, 8	GRI – 404
		Diversity, Equity and Inclusion	<ul style="list-style-type: none">• Maintain or increase percentage of women in workforce.• Meet Board diversity target of 33% women.• Meet executive diversity target of 30% women.	RGMP – 1, 5, 6 UNGC – 6 SDG – 5	GRI – 405
		Indigenous Peoples	<ul style="list-style-type: none">• Percentage of Indigenous communities related to our operations and projects with which formal agreements are in place (#, %); target 100%.	RGMP – 2, 7 UNGC – 1, 2	SASB – Security, Human Rights & Rights of Indigenous Peoples GRI – 411, MM5, MM6, MM7



TABLE 3: ESG Priorities and Material Topics (continued)

ESG Bucket	ESG Strategic Priority	Material Topic	Yearly Goals	Mapping to Frameworks	Mapping to Reporting Standards
Social (continued)	Workforce and Communities (continued)	Community Engagement	<ul style="list-style-type: none">Exceed stakeholder engagement target of three engagements per day per site.Maintain planned stakeholder interaction rate at or above 90%.Monitor and report trend vs. five-year average of grievances and community issues (#).Percentage of grievances and issues with at least partial stakeholder satisfaction with remedy process and outcome (75%).Community and media positive feedback is at least nine times greater than total negative feedback (five-year average ratio).	RGMP – 2, 5, 7 UNGC – 1, 2 SDG – 4, 5, 12, 16, 17	SASB – Community Relations GRI – 2-29, 411, 413, MM5, MM6, MM7, MM8, MM9
		Integrated Mine Closure	<ul style="list-style-type: none">Monitor and report land reclaimed vs. five-year average.	RGMP – 2, 8, 9 UNGC – 7, 8, 9 SDG – 8, 12, 15	GRI – MM1, MM10
	Economic	Generating Shared Value <ul style="list-style-type: none">Local BenefitLocal EmploymentLocal ProcurementCommunity Development	<ul style="list-style-type: none">Maintain local Benefit Footprint at 20% or greater of total BFP.In-country workforce of 95% or higher and maintain percentage of in-country managers.Maintain Kinross global average procurement spend at or above 75% of total procurement spend.Total contributions spend at approximately 1% of EBITDA over five years.	RGMP – 1, 3, 7 UNGC – 1, 2, 10 SDG – 1, 2, 3, 4, 6, 7, 8, 10	GRI – 201, 202, 203, 204
Environment	Natural Capital	Biodiversity and Land Use	<ul style="list-style-type: none">All mine locations in areas of critical/high biodiversity value have updated and active biological resource management plans.	RGMP – 2, 9 UNGC – 7, 8 SDG – 12, 15	SASB – Biodiversity Impacts GRI – 304, MM1, MM2 CDP Forest
		Tailings and Mineral Waste	<ul style="list-style-type: none">Zero reportable/compliance incidents at all tailings facilities.	RGMP – 2, 8 UNGC – 7, 8, 9 SDG – 8, 12, 15	SASB – Waste & Hazardous Materials Management SASB – Tailings Storage and Facility Management GRI – G4 MM3 CDP Water



TABLE 3: ESG Priorities and Material Topics (continued)

ESG Bucket	ESG Strategic Priority	Material Topic	Yearly Goals	Mapping to Frameworks	Mapping to Reporting Standards
Environment (continued)	Natural Capital (continued)	Water Use and Water Risk	<ul style="list-style-type: none">Water intensity (m³/t ore processed) within 10% of five-year average.Achieve a water recycle rate of 74% or greater.	RGMP – 2, 10 UNGC – 7, 8, 9 SDG – 6, 12, 15	SASB – Water Management GRI – 303
	Climate and Energy	Climate and Energy	<ul style="list-style-type: none">Maintain GHG intensity rates comparable to peers in the gold mining sector.Update register of climate risks and opportunities based on scenario analysis.Complete at least two energy/technology/emissions reductions studies that have the potential to reduce emissions by 1% across Kinross global operations.Yearly engagement with suppliers and employees to support climate and energy strategy and targets.	RGMP – 2, 10 UNGC – 7, 8, 9 SDG – 7, 12, 13	TCFD SASB – Greenhouse Gas Emissions SASB – Energy Management GRI – 302 GRI – 305
	Foundational Priorities				
Governance	Ethical Conduct, Supply Chain and Human Rights	Ethics and Transparency	<ul style="list-style-type: none">Achieve greater than 90% completion of anti-corruption training among management over two years.Zero substantiated cases of public corruption.	RGMP – 1 UNGC – 10 SDG – 16	SASB – Business Ethics and Transparency GR1 – 205, 207
		Human Rights	<ul style="list-style-type: none">Zero substantiated cases of human rights violations.Complete annual HRA&VP training to over 95% of security workforce.	RGMP – 5, 6 UNGC – 1, 2, 4, 5, 6 SDG – 8, 16	SASB – Security, Human Rights & Rights of Indigenous Peoples GRI – 2-30, 407, 408, 409, 410
		Responsible Procurement	<ul style="list-style-type: none">Ensure all existing suppliers are evaluated and pass compliance due diligence prior to award of business.	RGMP – 3 UNGC – 1, 2, 3, 4, 10 SDG – 8	GRI – 308, 409, 414
		Privacy and Cybersecurity	<ul style="list-style-type: none">Achieve cybersecurity training rate of greater than 95% among technology users.Zero material cybersecurity and privacy breaches.		GRI – 418



STAKEHOLDER ENGAGEMENT

Maintaining transparent and meaningful relationships corporately and at our sites is core to our business. We 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 in significant ways 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. We know that through ongoing open dialogue and listening, we have a better understanding of our impacts on our stakeholders, 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 relations, 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, documented in this report. To learn more about our approach, see [Management Approach, Stakeholder Engagement](#).

In 2022, we announced Kinross’ comprehensive Climate Strategy including interim GHG reduction targets for 2030 along our path to net-zero in 2050, as part of our ongoing work to meet investor expectations pertaining to climate and energy.

As part of our sustainability reporting strategy and commitment to continuous improvement, we obtained external reviews of our 2021 Sustainability Report from three organizations: Business for Social Responsibility, Canadian Business for Social Responsibility (CBSR)/EXCEL, and the UN Global Compact Canada Network’s peer review program. The results of these engagements continue to influence our reporting in vital areas such as content, narrative and presentation. Table 4 provides a corporate-level view of the ways in which our corporate teams engaged in 2022, and the key topics that were raised throughout the year.

For more information on engagement at the community level, read [Key Stakeholder Issues](#), as well as [Community Engagement](#).



Tasiast’s Community Relations and Local Business Initiative leads meet with stakeholders at the 2023 INDABA conference in Cape Town, South Africa.



TABLE 4: Stakeholder Engagement

Stakeholder group	Key topics raised	Ways we engaged/frequency	2022 initiatives/engagements (examples)
Employees	<ul style="list-style-type: none">• Health and Safety M• Corporate reorganization• Divestments• Flexible/hybrid work• Inclusion and diversity M• Human Capital Development M• Total Rewards• Privacy and Cybersecurity M	<ul style="list-style-type: none">• Monthly H&S calls with all sites to share learnings• Employee surveys (targeted, site- and regionally-specific)• Webinars• Direct meetings• Biannual CEO “Town Halls” and special topics• Kinross World online employee publication (five languages)• Email announcements• Videos	<ul style="list-style-type: none">• Global webinars and events intended to support and foster belonging• Gold Rush Internship Program fast-tracking early career high-potential employees• Embracing Change – Building Resilience webinar for employees• Mental Health for Leaders to foster a supportive environment• DEI Awareness Webinars (Black History Month, International Women’s Day, Pride Month, Kinross Indigenous Awareness)• Safety Critical Risk Management “blitz” to engage and identify “in-field gaps”• Proactive program to increase technology-user participation in cybersecurity training across Company. Achieved record completion rate.
Investors, shareholders, rating agencies, lenders, and analysts	<ul style="list-style-type: none">• Climate Change M• Energy Strategy and GHG reduction targets for 2030• Tailings and Mineral Waste M• Other ESG material topics M• Great Bear and U.S. projects• Financial and operational performance• Divestments (in Russia and Ghana)• Share buy-back program• Capital allocation• Stock performance and valuation• Growth targets	<ul style="list-style-type: none">• Direct meetings (in-person and virtual)• Investor Conferences• Investor calls• <u>Annual Meeting</u>• <u>News releases</u>• <u>Website</u>• Social media	<ul style="list-style-type: none">• Annual “Say on Pay” shareholder outreach program• Quarterly investor calls• Great Bear and U.S. project update and Q&A Forum• Special topic investor calls• Monitor environmental, social and technical industry performance and trends• Attend ESG conference

M indicates material topic



TABLE 4: Stakeholder Engagement (continued)

Stakeholder group	Key topics raised	Ways we engaged/frequency	2022 initiatives/engagements (examples)
Host communities	<ul style="list-style-type: none">Relationships with Stakeholders ^MIndigenous Peoples ^MPartnerships and collaborationCommunity developmentLocal community and local business opportunitiesImpacts from operations, especially traffic (noise/dust) and environmentEmergency preparednessWater use and water risk ^M	<ul style="list-style-type: none">Planned stakeholder engagements with local community organizations and local authoritiesBroad community engagementLocal community investments, partnerships and sponsorshipsGrievance resolution mechanismEarly consultation for planned projects	<ul style="list-style-type: none">Early informed consultation with Indigenous and local communities related to our development projects in Alaska, Canada and ChileCEO meeting with the Chiefs of the Wabauskang and Lac Seul First Nations during the transition of ownership to Kinross at the Great Bear project, as well as subsequent meetings during the yearPlanned emergency simulations with local communities at Paracatu living downstream of our tailings facilities
Media	<ul style="list-style-type: none">Company performanceGreat Bear ProjectESG and industry issuesEnhanced share buyback programInvasion of Ukraine and divestment of Russian assetsDivestment of Ghanaian assetsSenior management changes	<ul style="list-style-type: none">Provision of timely information through news releases, website and social media channelsInterviewsCommunications via phone and emailRegulatory filings and other corporate publications	<ul style="list-style-type: none">Coverage in print and broadcast mediaAt site level, engagement included site visits, participation in local conferences, and general group media updates
Governments and regulators	<ul style="list-style-type: none">Safe operations and responsible business conductTax and royalty contributionsCompliance with law and regulationEmploymentInfrastructureGenerating Shared Value – Our contribution to national and local socio-economic development ^MBiodiversity including land use ^MRespect for the rule of lawIntegrated mine closure ^MProjects update: jobs, roads, community investment, environmental protection	<ul style="list-style-type: none">Regulatory submissionsSubmitting information requestsPublic consultationsOngoing meetings and individual communications and correspondenceParticipation in events, roundtables, and other forumsCollaboration on joint campaigns, programsDispute resolution and dialogue tablesSite toursInformation requests	<ul style="list-style-type: none">Met with Government of Ghana for divestment of the Chirano MineReceived visits to the Tasiast site by Mauritanian officials such as the Minister of Employment, the Minister of Labour, Parliamentary delegates, and the Union of National EmployersIn Mauritania the Kinross CEO participated in high-level panels on the energy transition and on foreign investment, including a meeting with the President of MauritaniaIntroductory meetings with Government of Ontario MinistersAt Paracatu held Integrated Closure planning workshop with the presence of Minas Gerais State environmental authorities and the local municipality

^M indicates material topic



TABLE 4: Stakeholder Engagement (continued)

Stakeholder group	Key topics raised	Ways we engaged/frequency	2022 initiatives/engagements (examples)
Insurers	<ul style="list-style-type: none">• Potential physical damage and business disruption claims• Operations/projects• Risk mitigation measures• ESG material topics and related risk mitigation	<ul style="list-style-type: none">• Direct meetings (in-person and virtual)	<ul style="list-style-type: none">• Annual loss prevention site surveys with in person visits with engineering consultants and insurers to Paracatu, the Brazilian power plants, Round Mountain and Bald Mountain, and a virtual visit to Tasiast.• Annual insurance renewal presentations for property, liability, bullion, cargo and D&O to insurance markets in Canada, UK and Bermuda covering various topics including tailings management, ESG and governance.
Refiners	<ul style="list-style-type: none">• Requirement for external refiners to comply with the London Bullion Metal Association (LBMA) Responsible Sourcing Program• Our standard to only engage LBMA accredited refineries to refine doré into gold and silver bars• Support for the “Declaration of Responsibility and Sustainability Principles”, signed by the World Gold Council (WGC), the LBMA and other key stakeholders in the gold sector in October 2022.	<ul style="list-style-type: none">• To assist with the Responsible Sourcing Program, provision of updates to Know Your Client (KYC) forms to refiners and access for refiners to perform due diligence site visits	<ul style="list-style-type: none">• Annual Conflict-Free Gold Report in accordance with the World Gold Council’s Conflict-Free Gold Standard. As part of this approach, we do not source and process gold from external parties.• Responded to Swissaid, a Swiss development NGO, regarding its questions on our refining of doré from our operations.• Renewed refining contracts with refiners on the LBMA Good Delivery List.
Suppliers and contractors	<ul style="list-style-type: none">• Responsible Procurement M• Ethics and Transparency M• Supplier performance, market developments and updates• Kinross’ GHG strategy and electric equipment technologies for energy suppliers• Supplier due diligence focused on anti-bribery and corruption• Raw material and input cost markets, trends and projections• Continuous improvement opportunities to reduce costs• Kinross’ Supplier Standards of Conduct• International Cyanide Management Code (ICMI) adherence and certification• Contractor management, specifically health and safety procedures related to hazardous materials handling and transportation	<ul style="list-style-type: none">• Key supplier performance reviews• Technology discussions with original equipment manufacturers• Forecasts, inventories, supply capabilities, allocations and constraints• Consultation and supplier participation in strategic cost savings programs• RFPs and new business opportunities• Risks and mitigation plans	<ul style="list-style-type: none">• All new suppliers complete due diligence, including those at our new Great Bear project• Suppliers certify to our standards for conduct• Supplier forecasts used to develop cost guidance for key consumable budgets• Initiated inflation dashboard to track budgets• Forecast and product allocations agreed with key suppliers• Focus on contractor management at Tasiast and more specifically with transportation of explosives

M indicates material topic



TABLE 4: Stakeholder Engagement (continued)

Stakeholder group	Key topics raised	Ways we engaged/frequency	2022 initiatives/engagements (examples)
NGOs, multinational organizations, think tanks and civil society	<ul style="list-style-type: none">• Social performance• Cross-sector collaboration• Indigenous Peoples M• Relationships with Stakeholders M• Generating Value M• Anti-racism• Beneficial ownership• Biodiversity including land use M• Climate change M	<ul style="list-style-type: none">• Workshops• Surveys• Joint projects• Working groups	<ul style="list-style-type: none">• Devonshire Initiative workshops on cross-sector collaboration• Participation in the World Gold Council and various working committees, including ESG• Trout Unlimited on conservation initiatives in historical mining areas• Excel/CBSR Net-Zero working group• OECD Invest in Canada Survey for sustainable development

M indicates material topic

Kinross is a member or supporter of a number of organizations and initiatives, all of which coalesce around the theme of responsible business and mining. Since 2010, Kinross has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption.

WE SUPPORT





Fort Knox visit by high-level delegation from the Government of Greenland

The U.S. State Department has been providing advice to the Greenland government regarding its mineral policy and regulatory system. Our Fort Knox site was asked to host the Greenland government delegation for a mine visit in September 2022, sponsored by the U.S. State Department (Bureau of Energy Resources, Energy and Governance Program). The goal of the visit was to provide insight into what a modern, responsibly managed, open pit mining operation looks like, operating at latitudes similar to those of Greenland.

While Greenland does not currently have open pit mines, its ability to manage and regulate such operations will be improved through the experience and insights gained at Fort Knox.

The visit covered technical aspects of the mine while bringing a strong and critical focus on ESG, highlighting the Fort Knox mine’s strong environmental record, proactive and transparent permitting processes, and close engagement with local communities.

The delegation from Greenland shown here with senior leaders from our Fort Knox operation and corporate representatives.



Senior-level engagement with the Government of Mauritania in support of the country's mining policy and conditions for foreign investment

During 2022, Kinross' CEO Paul Rollinson participated in three high-level panels and conferences together with the Government of Mauritania, including:

- **An Executive Energy Panel hosted by the Ministry of Petroleum, Mines and Energy focused on accelerating the energy transition and building a "green metals" industry in Mauritania.** Kinross' CEO spoke on renewable energy opportunities for mining development in the country, an important strategic target for both the Mauritanian government (with its COP commitments) and Kinross (in line with its carbon emissions mitigation plans).
- **At the Higher Council for Investments in Mauritania along with other significant members of the private sector investment community, the CEO's speech provided perspectives on the investment climate in Mauritania.** Among the suggestions offered were opportunities to: simplify administrative procedures and processes; strengthen the commercial justice system; and address corporate taxation and tax administration issues, all of which can make Mauritania more attractive to foreign investors.

- In November 2022, the CEO also participated in a high-level panel during the Mauritanides Conference, the main event in the country for the extractive industry. The topics of engagement included the investment climate in Mauritania, Kinross projects in Mauritania, as well as social aspects of Kinross operations in Mauritania and human capital development.
- In February 2023, we partnered with the **Government of Mauritania at the Investing in African Mining Conference (INDABA) to support mining in Africa and the role of Mauritania as a mining investment destination.** Kinross and the Mauritanian government hosted a joint pavilion and Kinross' CEO and the Mauritanian Minister of Petroleum, Mines and Energy shared the stage for a session "Putting Mauritania in the Spotlight", where they discussed the extensive mineral resources and attractive investment opportunities available in Mauritania.

These high-level engagements reflect the importance of a long-term partnership approach in the jurisdictions where we operate, always seeking fair and transparent

conditions for investment and operations which allow benefits to accrue to the country and stakeholders in a sustainable manner.



Kinross President and CEO, Paul Rollinson (centre), the Mauritanian Minister of Mines (left) and the Kinross and Mauritanian delegations attend INDABA 2023.



Advancing the Sustainable Development Goals 2022



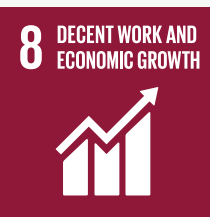
Continuing our decade-long partnership with **Project C.U.R.E.** in Mauritania; **6 container loads of medical supplies** to be shipped 2022-2024



15% of **STEM positions** held by women and growing



78% of **high water recycling rate** maintained



18 million m³ of **clean water returned** to the environment



Completed **climate scenario analysis** using plausible future states to guide the analysis



Our Bald Mountain mine in Nevada received the **U.S. Bureau of Land Management's award for Leadership** in concurrent mine reclamation practices




Advancing the Sustainable Development Goals 2022

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.



We map the SDGs to our strategic ESG priorities and our material ESG 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 5 – continuing efforts to address the priorities of the global community including gender
 - 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 2022 highlights, see Table 5. For insight into Kinross’ contribution to both corporate and site-level SDGs priorities and sub-goals, see our 2022 report on the SDGs at Kinross.com to be published in mid 2023.

TABLE 5: Priority SDGs and 2022 Initiatives

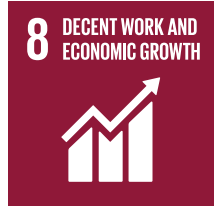

SDG	SDG Targets	Ongoing Initiatives
<div>SDG 3:</div> <div>Good Health and Well-Being</div> <div>  </div>	<div>3.8</div> <div>Achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</div>	<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. 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. 2022 highlights include:</p> <ul style="list-style-type: none"> • Providing a flu vaccination clinic at Paracatu delivered to approximately 2,000 local residents. • Ongoing focus on tackling behavioural and mental health in Alaska through Fort Knox’s ongoing fundraising support to grow the behavioural and mental health services offered by the Fairbanks Community Hospital; continued support of the Mental Health Trust, Mobile Crisis Team and Alaska National Alliance on Mental Illness (Fairbanks Chapter). • Delivering training at Manh Choh to build skills in emergency training, including CPR, to enhance access to emergency services. • Offering vital access to medical care to Round Mountain employees and their families through the Mine Health Clinic at our Round Mountain site, services that are otherwise not locally available. • Continuing Kinross’ decade-long partnership with Project C.U.R.E. in Mauritania to provide donations of needed medical equipment in different parts of the country. • Ongoing financial support for Tasiast’s mobile health clinic program in partnership with Mauritanian non-profit organization APIS, which has provided more than 33,000 free health check-ups since 2014 when we began this program, including medical care and raising awareness about the importance of hygiene and other healthy living practices.



SDG	SDG Targets	Ongoing Initiatives
<div>SDG 5: Gender Equality</div> <div></div>	<div>5.5</div> <div>Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</div>	<p>Advancing the role and careers of women at Kinross is a core focus of our DEI strategy. Kinross was an early adopter of a 33% female gender diversity target at the Board of Directors in 2014 and we are continuing our work to advance our DEI strategy, including the advancement of women in both corporate and site-level roles through a focus on leadership and skills development, including technical and professional qualifications. 2022 highlights include:</p> <ul style="list-style-type: none">• Introducing a new ESG initiatives metric, as part of Kinross’ short-term incentive compensation for executives, linked to Kinross’ diversity action plan.• Growing the percentage of females in the workforce to 13.3%, the highest level in five years, including 33% female representation on the Executive team. Women represented 9% of revenue generating positions and 15% of STEM positions in 2022, both up slightly from 2021.• Launching an Inclusive Dialogues project at Paracatu, an initiative within Kinross’ Diversity and Inclusion Program, which provides virtual meetings with renowned experts and opinion makers to discuss the importance of Diversity and Inclusion within companies. We also delivered female leadership development programs at site.• Implementing a Diversity and Inclusion Group at Round Mountain to connect employees through a mentorship program and to talk about opportunities in career development and the different barriers that continue to be present in the mining industry for specific genders and minority groups.• Providing affordable and low-cost children’s day care for Round Mountain employees that is helping care providers, especially women, achieve higher levels of economic independence and a network of support.• Opening a dedicated space, the “ladies lounge”, for women employees at Tasiast.• Celebrating International Women’s Day across Kinross global operations to recognize the achievements and contributions of women at Kinross and raise awareness on topics of inclusive workplaces and equity.
<div>SGG 6: Clean Water and Sanitation</div> <div></div>	<div>6.3</div> <div>By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.</div>	<p>While each site is unique, we apply the same principles everywhere, namely – we use only the minimum amount of water necessary for operations, and we ensure that any water leaving site meets applicable standards. We re-use recycled process water as much as possible. Kinross discharged about 18 million m³ of water to the environment in 2022. Of the water discharged, 60% met standards without treatment, including 9 million m³ of groundwater from pit dewatering at Round Mountain that is discharged back to groundwater through a rapid infiltration basin, and 2.0 million m³ of fresh water discharged at Paracatu to maintain minimum flows in watersheds where rainfall is captured for use by the mine. An additional 5.8 million m³ was treated using reverse osmosis membrane technology and discharged at the Fort Knox site. This includes groundwater from pit dewatering, and excess water from the tailings pond, as the site works to reduce tailings pond inventories since the tailings facility will approach full capacity in the next four years. Finally, 980,000 m³ of water drainage from the Santo Antonio tailings facility at Paracatu was treated in a passive limestone drain system to reduce metal concentrations (primarily manganese).</p>



SDG	SDG Targets	Ongoing Initiatives
SGG 6: Clean Water and Sanitation (Continued)	6.4 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.	<p>All of our operations are designed to recycle process water. At Paracatu, we pioneered the concept of a Seasonal Water Grant, to take surface water only during the wet season and avoid taking water in the dry season when it is needed by other users, especially local farmers. In addition, the site has protected over 300 springs through fencing, vegetation restoration and channel improvements, resulting in reduced water scarcity for local users. 2022 highlights include:</p> <ul style="list-style-type: none">• Maintained a high rate of water recycle of 78%, consistent with the five-year average.• Continued to work with local water suppliers in the area around the Tasiast mine to ensure regular delivery of water to local communities, especially in Zone A nearest to the mine, where more than 85% of residents rely on this service. Water is stored in bladders from which people take their supply. In 2022, we delivered more than 40 m³ (40,000 litres) of fresh water, as well as provision of bladders for storage.• Extended our partnership with the Banc d’Arguin National Park (PNBA) to provide equipment and labour needed to re-commission three seawater desalination plants. The new desalination plants will improve living conditions for over 1,200 residents of the R’gueiba, Tenalloul and Teichott communities by generating over 45 m³ (45,000 litres) of fresh and drinking water daily.
	6.6 By 2030, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes.	<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. Past and present examples include:</p> <ul style="list-style-type: none">• The Fish Creek restoration project in Alaska. The development of the Fort Knox mine in Alaska created opportunities to restore a local ecosystem, impacted previously by placer mining. Working with state and local partners, 2.4 kilometres (1.5 miles) of Fish Creek and neighbouring wetlands were restored 15 years ago, resulting in recovery of the grayling and burbot fish populations, as well as the return of birds and other wildlife. Continued monitoring of this area has demonstrated that the recovery of this ecosystem is sustainable.• Received recognition for environmental leadership by the Alaska Miners Association through an award for which we were nominated by Trout Unlimited, with whom we have partnered in the Alaska Abandoned Mine Restoration Initiative. Together we continue our work to restore river habitats in areas impacted by historical mining.• At Paracatu, Brazil, we have continued our work to protect, revitalize and restore Rico Creek to enhance water flow in the stream and ensure water quality in this creek, which was severely affected by historical artisanal mining.• Paracatu’s “Acqua Project” successfully diversifies water sources to ensure sustainable operations, reduce the need to use water resources relied upon by local farmers, and mitigate the risk of negative environmental impacts through extensive studies and ongoing monitoring.• Ongoing participation and investment in a spring protection project in the area around our Paracatu operation, in partnership with local NGO Movimento Verde de Paracatu and the State Institute of Forestry (Instituto Estadual de Florestas – IEF), which protects water sources and is revitalizing soil and vegetation in the surrounding area. So far, more than 300 water springs have been protected. In addition to the fencing and enclosure materials provided by Kinross and IEF, the land owners were also given flow monitoring equipment to oversee the effectiveness of the program. Paracatu was also recognized with a Green Mine Award under the Environmental Indicators – Water category for its water springs recovery project.

SDG	SDG Targets	Ongoing Initiatives
<div> <div>SDG 8:</div> <div>Decent Work and Economic Growth</div> <div>  </div> </div>	<div> <div>8.4</div> <div>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.</div> </div>	<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. 2022 highlights include:</p> <ul style="list-style-type: none"> Continuing our “Gold Rush” summer intern program for post-secondary students to gain on-the-job training and experience, including opportunities to travel to Kinross’ global operations. Gold Rush has been providing summer internships to talented students for over ten years. The program has a long history of retaining talent, with over 25% of interns securing full-time employment with Kinross upon graduation over the past five years. Launching a “Solidarity Trade and Commerce Campaign” at Paracatu, bringing together opportunities for the generation of work and income for small businesses or small producers, with support including funding and donations, purchasing by the site and publicity. Maintaining our partnership with Brazil’s National Industrial Learning Service to help young people acquire the skills needed for the labour market. In 2022, the second industrial learning course was exclusively designed for young women. Creating opportunities for youth employment in Nevada through Kinross Nevada’s training partnerships with the Nevada Mining Association (NVMA) and the Nevada Bureau of Land Management, including a 10-week internship program (NVMA 360) to equip students with the skills and experience in preparation for careers after post-secondary studies, including opportunities in the mining industry. Collaborating with Nevada Careers to develop training programs that qualify job seekers for in-demand careers, with a focus on youth-at-risk populations and to highlight opportunities in the mining industry. Supporting micro-enterprises in Chile through our “active communities’ program” offering training to local Indigenous communities and providing seed funding to initiate micro-projects. Supporting a vocational training program with Mauritania’s School of Technical Education and Vocational Training, Building and Public Works. The program began in 2019 and the final cohort graduated in March 2022. In 2023 a new agreement is being developed to continue this successful program. Providing over 4,600 kits of school supplies to Mauritanian students since 2015 to help reduce barriers to education and support school attendance in vulnerable populations.
<div> <div>SDG 13:</div> <div>Climate Action</div> <div>  </div> </div>	<div> <div>13.1</div> <div>Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</div> </div>	<p>We launched our Climate Change strategy in 2022. One of the five pillars of this strategy is to enhance the resilience of our business to climate change. We do this through a dynamic risk management system that includes incorporating identified climate risks into multi-disciplinary risk management systems at all Kinross sites and our enterprise-wide risk management system. We continued to make progress advancing our work in this area. 2022 highlights include:</p> <ul style="list-style-type: none"> Completing climate change scenario analysis in line with TCFD guidance, covering four scenarios (high and low climate change effects; orderly and disorderly development context). The process was informed by consultation with over 30 key internal representatives and resulted in a practical decisional tool to identify climate change-related risks and mitigation strategies. Initiating work to better understand Scope 3 emissions as part of Kinross’ climate strategy and GHG reduction targets. Advancing construction on the Tasiast Solar Power Plant to provide 34MW of power and a battery system. The project is expected to generate positive returns and reduce GHG emissions by approximately 530 Kt over the life of mine, which could save approximately 180 million litres of fuel over the same period. The project is expected to contribute to the Government of Mauritania’s GHG reduction targets.



SDG	SDG Targets	Ongoing Initiatives
<div>SDG 15:</div> <div>Life on Land</div> <div></div>	<div>15.1</div> <div>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.</div>	<p>Natural Capital is a priority focus of Kinross’ ESG strategy. Under our Environmental Management Standards, all of our sites are required to have Biological Resource Management Plans in place and to maintain up-to-date reclamation and closure plans under our Mine Closure Standard. Progressive reclamation is included in the mine planning process. 2022 highlights include:</p> <ul style="list-style-type: none">• Bald Mountain received 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. The award recognizes Bald Mountain’s efforts to go beyond standard reclamation requirements for a partial pit backfill that consisted of approximately 17 million tonnes of non-ore bearing material and approximately 49 acres of seeding. Additional reclamation efforts included reducing steepness of slopes to prevent hazards, and blending and shaping of topography to match surrounding terrain.
	<div>15.4</div> <div>By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development.</div>	<p>Our Chilean operations and projects are located in the high-altitude and arid Atacama region. Our Lobo-Marte project is located near the “biological corridor” between two sections of the Nevado Tres Cruces National Park, a designated Ramsar Convention site due to its high-altitude wetlands and the wildlife they support. Kinross is designing the project to avoid impacts on the biological corridor, to the maximum extent possible. 2022 highlights include:</p> <ul style="list-style-type: none">• We collaborated with the University of Atacama and its “Laboratory for research into the cryosphere and water” through funding for improved accommodation conditions for park rangers and CONAF (the national biodiversity agency) personnel in Laguna Santa Rosa, within the Nevado Tres Cruces National Park. These researchers conduct studies on sensitive issues such as water resources and the protection of biodiversity. Construction of these facilities is scheduled for 2023.• Through collaboration with local Colla Indigenous communities, we have confirmed the presence of the Short-Tailed Chinchilla in the project area. The Short-Tailed Chinchilla is on the IUCN Red List of Threatened Species, categorized as critically endangered. A specific study was initiated to develop a Chinchilla management plan and to support the State’s RECOGE conservation strategy for the Chinchilla, which aims to reduce the IUCN category to a lower level of threat by 2029.
	<div>15.5</div> <div>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.</div>	<p>Kinross does not operate, explore or drill in World Heritage areas or International Union for the Conservation of Nature (IUCN) Category I–IV protected areas. Three of our mine sites (Paracatu, Bald Mountain and Tasiast) are located adjacent to areas of important global or national biodiversity value, and we have additional measures in place to protect the environment. Highlights of ongoing initiatives include:</p> <ul style="list-style-type: none">• Our biodiversity strategy at Paracatu is designed to promote connectivity between preservation areas to protect endangered species and strengthen the biodiversity of the Cerrado biome. Progressive reclamation efforts continue to support return of species to these areas, with a species diversity score of 3.12 at the end of 2022 (using the Shannon-Wiener scale). Also, we continued our support for Paracatu State Park with projects underway to develop trails and build park facilities. See Biodiversity in Paracatu.• Bald Mountain continued to participate in the Nevada sage-grouse Conservation Credit System (CCS) program to offset and mitigate potential impacts to sage-grouse habitat. The site has been supporting this innovative CCS program since 2018. The CCS created by the State of Nevada to preserve and enhance sage-grouse habitat by trading conservation credits to offset potential environmental impacts of land use.• Bald Mountain actively protects other wildlife including mule deer, eagles and wild horses through fencing around process ponds and coverings, activity buffers and occupied migratory bird nests, and mule deer corridor protection measures. In 2022, the mine implemented snow removal measures to support mule deer migration.• As part of Tasiast’s five-year Memorandum of Understanding with the PNBA, we collaborate on a range of initiatives including scientific studies on the park’s biodiversity and ecosystems, including flora and fauna inventory reports.



Governance

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



Top ranked
Canadian mining company in *The Globe and Mail's* annual corporate governance survey

25%
of short-term incentive allocated to ESG performance, up from 20% in 2021

ZERO
substantiated cases of public corruption or bribery



Governance	37
Corporate Governance and Risk	37
Managing ESG Risks	40
Aligning with ESG Standards and Frameworks	43
ESG Regulatory Compliance	47
Ethical Conduct and Transparency	48
Ethical Compliance and Anti-Corruption	48
Human Rights	49
Responsible Procurement	51
Public Policy	52
Privacy and Cybersecurity	53
Tax Transparency	53

Governance

Kinross has a long-standing commitment to the highest standards of corporate governance, accountability and ethical business conduct. We recognize the essential role that a strong corporate governance framework must bring to the effective management of the Company and to safeguarding the interests of Kinross employees, shareholders and other stakeholders. We continue to be recognized for our strong performance in this area, and in 2022, we received the highest rating among Canadian mining companies in *The Globe and Mail's* annual corporate governance survey, maintaining our leading performance in this survey for more than five consecutive years.

CORPORATE GOVERNANCE AND RISK

Our Board of Directors is ultimately responsible for the overall stewardship of the business and affairs of Kinross. 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 the Chief Executive Officer and senior management.

In 2022, there were nine members of the Board, eight of whom were independent as defined by [Corporate Governance Guidelines](#) and [NYSE standards](#). Our Board is chaired by an Independent Chair and the Chief Executive Officer is the only non-independent director. Following the 2023 Annual General Meeting of Shareholders, the size of the Board will increase to ten directors, nine of whom are independent (non-executive) directors. 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). All of Kinross’ Board Committees are comprised entirely (100%) of independent directors. In late 2022, the Board also created a special committee of the Board, comprising only independent directors, to oversee potential strategic transactions.

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 was updated in 2022 and our Corporate Governance Guidelines amended in 2021.

In 2022, the Board met 13 times, with the Board meeting independently of management at 100% of its meetings.

Read [2023 Management Information Circular](#).

ESG Governance

Our ESG governance structure recognizes the critical connection between our business success and ESG performance. The introduction of our ESG Executive Committee in 2021, combined with progress made in 2022, provides Kinross with a comprehensive governance structure defined by robust oversight and accountability (Figure 1).

The mandate of our **ESG Executive Committee** is to lead the development and implementation of Kinross’ ESG strategy. The ESG Committee is comprised of senior leaders with responsibility for external and government relations, human resources, community relations and ESG strategy. The ESG Committee meets every month, reporting monthly to our Senior Leadership Team (SLT) and delivering quarterly updates to the **Board of Directors**.

We also rely upon our cross-functional **ESG Steering Committee** to support ESG strategy and performance and contribute 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 drive performance.



In 2022, we broadened the membership of the Steering Committee to include operations and human resources (DEI), alongside existing members with responsibility for community relations, environment, compliance, health and safety, climate and energy, as well as ESG strategy. The ESG Steering Committee meets monthly. Over the past year and into early 2023, Steering Committee members have also contributed extensively to identifying short-, medium-, and long-term targets in their respective functional areas to support our strategic ESG priorities. Read [ESG Goals and Targets](#).

Measuring and Rewarding ESG Performance

In 2022, our First Priorities focused on achieving annual ESG targets in safety, environmental performance, and community relations, measured through the Corporate Responsibility Performance Metric (CRPM). Beginning this year, we increased the weighting for ESG to 25% from 20%, 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 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 2022 was 88.1 points, just above our target of 88 points, resulting in a score of 100%, a significant improvement from 85% in 2021. We exceeded targets in the category of ESG initiatives, which included: developing an integrated ESG strategy, identifying 2023 targets and completing eight diversity initiatives, for a rating of 135%. Detailed results for the individual metrics making up the CRPM are shown in Table 1.





TABLE 1: 2022 Corporate Responsibility Performance Metrics and Scores

First Priority	Indicator	Component Metric	Description	Measurement Basis	Max. Points	2022 score	Comments
Health and Safety (34 points)	Lagging Indicators	TRIFR	Frequency rate for reportable injuries, employees and contractors, per 200,000 hours	Company Basis	10	6.6	Result of 0.34 was in line with 2021 result but did not meet “successful” target of 0.33
		Severity Rate	Lost/restricted days, employees and contractors, per 200,000 hours	Company Basis	8	4.2	Result of 3.77 exceeded “successful” target of 3.5
	Proactive Drivers of Safety	Field Engagements	Field safety engagements by management, per employee	Average of site results	4	4.0	Result of 11.6 exceeded “leading” target of 10
		Corrected Hazards	Workplace hazards identified and corrected, per employee	Average of site results	4	3.4	Result of 6.6 exceeded target of 6.5
		Critical Risk Management	Comprehensive CRM metric	Average of site results	9	7.3	Average of 130% in Q4 is higher than “exceeds” target of 120%
Environmental (33 points)	Lagging Indicators	Incidents (per matrix)	Deductions of 5, 3 or 1 point for each incident greater than threshold. No more than two Level 3 incidents, and a decrease in performance score for each incident.	Average of site results	15	14.6	Two Level 3 incidents resulting from releases to the environment.
	Proactive Drivers of Safety	Water Management	Accuracy (measured vs. calculated, target +/- 5%) of water balance, and evidence of understanding future water quality and management requirements that extend into closure and post closure planning.	Average of site results	6	4.7	Accuracy of water balance increased overall for sites. There continues to be opportunity for further improvement on anticipated water quality and management in site planning for closure and post-closure.
		Reclamation	Site-specific targets related to concurrent reclamation, reduction of uncertainties associated with closure activities such as survival rate of revegetation, assessments of metals uptake, and reclamation cost.	Average of site results	4	3.9	Sites are for most part achieving targets but are underspending on reclama-tion budget. Reclamation costs increased for some sites, however annual reclamation assessments delivered improved cost accuracy.
		Risk & Audit	Desktop review of all ERP (emergency response plan) scenarios, at least one live-action emergency response drill, deductions for past-due audit findings.	Average of site results	2	1.7	Initial year of this metric shows overall good compliance and combines both safety and environmental emergency response. Improvements for environmental testing were identified for some sites.
		Environmental Awareness	Percentage of site workforce receiving environmental training and demonstrating competence as appropriate for their role.	Average of site results	6	5.7	A slow initial start for the year was largely overcome with most sites achieving full targets.
Community Relations (33 points)	Lagging Indicators	Incidents (per matrix)	Deductions for each incident depending on severity.	Average of site results	9	9	Zero level 3 or above incidents in 2022.
		Tone of Feedback	Grievances resolved; balance of negative vs. positive feedback; balance of media mentions (site); results of public opinion surveys.	Average of site results	8	7.7	Nine grievances and 81 complaints were received during 2022; all grievances were resolved. Total positive feedback exceeded negative feedback, including media, was 7,201 positive, 257 negative. Site media tone was 72% positive, considering positive, neutral and negative media tone. On average 69% of local stakeholders have a positive or very positive perception of the site.
	Proactive Drivers of Relations	Engagement	Stakeholders engaged; compliance to strategic engagement plan; percent of employees engaged in community efforts.	Average of site results	6	6.0	During 2022, there were 79,000 stakeholder interactions, 97% conformance to engagement plans, and 12,600 employee engagements on CR topics or roughly two per employee.
		Local content	Number of employees and number of business partners from local jurisdiction, vs. beginning of the year baseline.	Average of site results	2	1.8	During 2022, sites together used more than 600 local businesses in their local benefit footprint areas. 68% of employees reside in the local benefit footprint area of their site.
		Contributions	Coverage of contributions (beneficiaries vs. local population; contributions vs. plan; in-kind contributions vs. cash; percentage of interventions with targeted community-based outcomes).	Average of site results	8	7.7	A total of 607,500 beneficiaries of community programs in 2022 is 1.3x the combined local benefit footprint area populations; \$9 million spent on community investments (monetary and in kind) at sites.



As of 2023, we have amended our First Priorities in several areas to better reflect the maturity of ESG management systems and performance at Kinross. With a sharp focus on proactive drivers of safety performance, we are increasing the weighting assigned to leading indicators and lowering the weighting assigned to TRIFR. An increased weighting is also being assigned to leading indicators for social responsibility and environmental performance measures.

Among the most significant changes to First Priorities, a new ESG category, “ESG Initiatives”, has been added and assigned a 2% weighting to drive progress across the business, including topics such as renewable energy and GHG reductions and initiatives to foster diversity, equity and inclusion. The overall weighting of First Priorities in the Four Point Plan remains at 25%.

MANAGING ESG RISKS

The full range of risks to Kinross’ business activities is managed through our Enterprise Risk Management (ERM) system, the cornerstone of risk oversight and management at Kinross. Our ERM provides 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. We undertake a systematic process of identifying, assessing and addressing risks from all sources that potentially affect the achievement of Kinross’ strategic business objectives. For additional information on risks to our business see the [2022 Annual Information Form \(December 31, 2022\) Risk Factors](#).

ESG is fundamentally about managing risk related to our material ESG topics and this includes taking a double perspective, risk to the business and risk to the stakeholder. 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 of our approach to sustainability. ESG risks are identified and aggregated under a broad range of categories through:

- **Engineering Risk Assessments** (ERAs), a comprehensive review of potential environmental permitting, safety and operational risks that could arise from failures of engineered systems such as pumps, pipelines, dams and structures during mine design phases and over the life of operations.
- **Risk assessments pertaining to human rights**, security, corruption, fraud and geopolitical issues.
- **Social and environmental risk assessments**, including all material topics and especially health, safety, social, environmental, and climate change. For climate change, this may include periodic risk assessments conducted with the support of expert climate risk consultants. These assessments may be conducted through formal studies as well as through ongoing stakeholder engagement. Engaging with stakeholders allows for their perception of risk and impact to be understood, which may be different from that of the Company.

FUTURE FOCUS

We will work on improving our assessment of social risk at our sites, in particular, considering risk to others, ensuring that these risks are captured through our normal ERM process and consolidated upwards to Corporate.

Our performance results for 2022 include:

- The Responsible Gold Mining Principles (RGMPs) include a specific sub-principle (2.1) related to risk assessment. External assurance of this sub-principle during 2022 resulted in a recommendation to improve our disclosure on risks to others. In response to this recommendation, we have updated the language in our Social Performance standard on Social Risk, specifically recognizing risks to others. Also, we have updated the guidance for our stakeholder grievance mechanism to consider gravity, extent, vulnerability and remediability (see [Community Engagement](#)).
- Our audit program for health & safety, environment and communities currently takes a risk-based approach with the goal of supporting sites in improving systems in order to mitigate the risks, including ESG-related risks. This audit program brings together our audit teams, subject matter experts, and third-party, independent auditors when external assurance or additional expertise are warranted. Sites are audited on a three-year cycle.
- At the end of 2022, Kinross completed another three-year round of Safety and Sustainability audits on all our operational sites. Findings and opportunities for improvement were immediately addressed by teams on-site and supported by Corporate where needed. Moving forward, we are reviewing our internal standards and expanding the Safety and Sustainability audit program to include new projects and sites under care and maintenance under its scope of work.





Assessing and Mitigating Risk at Paracatu

The Paracatu mine is in close proximity to the city of the same name, which has a population of about 100,000. There is a risk that mine impacts such as dust, blasting vibrations, and noise affect the well-being of local residents, especially as mine expansion towards neighbouring communities increases stakeholder perception of these potential impacts.

With this unique context, the mine has considered risk from both perspectives, the stakeholder and the business, resulting in a comprehensive approach to risk management, implemented over more than a decade. Our approach includes:

- Developing and implementing best practice technical mining practices, including blasting, to manage noise, vibration and dust and accompanied by monitoring stations around the mine to measure these parameters.
- Obtaining scientific data and independent studies to ensure that analysis and decisions are data-based.
- Engaging constantly and comprehensively with local stakeholders to listen and understand their perceptions of risk.

- Involving the community in monitoring key parameters through our long-standing community based environmental monitor program.
- Implementing important mitigation measures, such as an acoustic barrier, following community consultation.
- Showing transparency through our site visit program for organized groups (e.g., schools, academia, authorities) as well as open community visits.
- Providing access to remedy through a community hotline and grievance system.

Over the years, we have resolved grievances through our hotline as well as addressing legal demands related to arsenic, cracks in houses, and other matters. This risk-based approach to do no harm, combined with our additional sustainability principles of making a positive contribution and act ethically and transparently, have guided us to ensure that we can continue to contribute to the development of Paracatu and the well-being of its people.

Aerial image of the acoustic barrier in Paracatu



Emerging Risk

We also consider emerging risk, which contemplates the increasing complexity of the world in which we live and the rapid pace of technological advance. We have identified two salient emerging risks in Table 2 below.

TABLE 2: Emerging Risk

Emerging Risk	Description	Impact	Mitigating Actions
Risk of impacts to business and stakeholders due to conflated outcomes of connections between global environment, social and political events.	An increasingly complex world makes it ever harder to predict the full range of contextual outcomes and their impact on our business and stakeholders. These inter-relationships of known individual risk parameters may come together in ways which are unanticipated.	High. Impact on business continuity through cost pressures, supply availability, social and political instability in communities and host countries.	Strengthen scenario analysis capabilities; engagement with key suppliers; engagement with key stakeholders; and monitoring of social and economic trends.
The rapid growth in power of Artificial Intelligence (AI) tools is outpacing the ability of business and stakeholders to understand its implications.	Our business as well as the lives of our stakeholders are increasingly caught up in advancing technology from the perspective of how it can make business more efficient and reduce costs, as well as improve quality of life. The very rapid increase in autonomy and power of AI tools creates risks, as yet undescribed, to the use of AI for good in business and society.	Medium. Mining is not yet fully dependent on AI tools so there is time to understand better this emerging risk. Many of our local communities are not yet connected with the cutting edge of AI, also protecting them from immediate exposure.	Maintain the Company's strong cybersecurity defence strategy; keep abreast of the debate on this topic through our business associations and responsible business societies; raise this topic with our local stakeholders through planned engagements.





ALIGNING WITH ESG STANDARDS AND FRAMEWORKS

The pursuit of excellence is a cornerstone of Kinross’ strategy and culture. We aim for best-in-class performance across all areas of ESG at our sites, projects and corporately. To support this objective, we keep abreast of evolving stakeholder expectations of corporate-wide standards for ESG governance and performance, relying upon our comprehensive framework of ESG-related policies, standards and management systems, referenced throughout this Report and companion Management Approach documentation. Our audit program for Safety and Sustainability helps assess the effective implementation of our systems to control and mitigate risk. We also consider and adhere to 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. 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.

Leading, recognized external frameworks for responsible business which we have adopted include:

- The UN Guiding Principles on Business and Human Rights
- The UN Global Compact (annual Communication on Progress required)
- The International Cyanide Management Code (mine sites must re-certify every three years)
- The Responsible Gold Mining Principles (RGMPs) of the World Gold Council (site and corporate assurance required)

Paracatu Certifications

Paracatu implements an integrated ISO certified management system, first certified in 2001.

In early 2023, Paracatu carried out the second external maintenance audit against ISO 14001 and ISO 45001 of the current ISO certification cycle with Bureau Veritas as external auditors. The audit highlighted strengths including management commitment and transparency of evidence, as well as functional strengths such as the online monitoring system for Tailings Dam safety. Areas for improvement included better communication of system updates, risk mapping and procedures to assess behavioural aspects of safety. Recertification will be conducted in 2024.

Paracatu has also started its assessment process against MAC’s TSM protocols, following IBRAM’s commitment to adopt TSM among its members. The site developed a full action plan by end of November 2022 and is currently doing its self-assessment, with a target of obtaining external validation of its assessment by end of 2023. This will then pave the way for formal assessment and reporting against TSM’s protocols. This will provide important learnings for Kinross since the Great Bear project in Ontario will eventually have to certify against TSM as a Canadian operation and in compliance with Kinross’ commitments as a MAC member.

In addition, we have Kinross standards and procedures in alignment with the Voluntary Principles on Security and Human Rights, the Mining Association of Canada’s tailings standard and the Global Industry Standard on Tailings Management, as well as ISO 14001 and SA8000. One of our sites (Paracatu) is currently assessing against the Mining Association of Canada’s (MAC) Towards Sustainable Mining (TSM) framework, following the Brazil Mining Association’s (IBRAM) commitment to adopt this framework.





Conforming with the Responsible Gold Mining Principles

The World Gold Council’s 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 and detailed requirements pertaining to commitments, standards and high performance.

2022 marked the third year in Kinross’ three-year RGMP implementation strategy (see Figure 2). Self-assessments were completed at all six of our operating mines and the corporate office by the fourth quarter of 2021. The exercise verified that all of our sites had established policies, processes and programs in place that partially or fully met the RGMP requirements, preparing the way for third-party assurance also conducted in 2022 (see Table 3).



Drawing upon the learnings from a pilot assurance test conducted at Tasiast in late 2021, a collaborative approach was taken internally to close the gaps identified and initiate external assurance of our performance alignment with the RGMPs in Q3 2022. In keeping with the RGMP requirements, third-party assurance was conducted by KPMG at our Paracatu and Round Mountain sites and at the corporate level. Going forward, two sites will be assured per year (Fort Knox and Tasiast in 2023, followed by Bald Mountain and La Coipa in 2024), so that all sites will have completed their first external assurance by Q2 2024.

As outlined in Table 3, we performed an assessment of conformance with the RGMPs as of March 31, 2023. Our assessment was conducted using the illustrative processes and policies set out in the WGC’s Guidance on implementing and assuring the RGMPs Supplement to the Assurance Framework.

As per the report of the independent practitioner, we received an unqualified limited assurance report on our assessment of full conformance with the RGMPs as at March 31, 2023 (see Table 3). Having completed external assurance in 2022, Kinross has complied with the WGC’s three-year timetable for implementation of the RGMPs and will now continue the ongoing assurance process on a regular cycle where each site is assured every three years.

TABLE 3: Assessment of Conformance with the RGMPs
Kinross External Assurance & Internal Self-Assessment

RGMP		Currently Assured			External Assurance Schedule			
		2022			2023		2024	
		Corporate 2022	Paracatu 2022	Round Mountain 2022	Fort Knox	Tasiast	La Coipa	Bald Mountain
		Limited Assurance			Self-assessment Results			
Governance	Principle 1 – Ethical conduct	●	●	●	●	●	●	●
	Principle 2 – Understanding our impacts	●	●	●	●	●	●	●
	Principle 3 – Supply chain	●	●	●	●	●	●	●
Social	Principle 4 – Safety and health	●	●	●	●	●	●	●
	Principle 5 – Human rights and conflict	●	●	●	●	●	●	●
	Principle 6 – Labour rights	●	●	●	●	●	●	●
	Principle 7 – Working with communities	●	●	●	●	●	●	●
Environment	Principle 8 – Environment stewardship	●	●	●	●	●	●	●
	Principle 9 – Biodiversity, land use and mine closure	●	●	●	●	●	●	●
	Principle 10 – Water, energy and climate change	●	●	●	●	●	●	●

- Full conformance
- Partial conformance
- Non-conformance



2023 RGMP Action Plan

The process to assess conformance with the RGMPs drew our attention to opportunities where we know Kinross is well-positioned to do more. In keeping with our corporate-wide culture of continuous improvement and to strengthen our approach in some areas, action plans are in place and underway in several areas at the corporate level. These include:

Health and Safety – We have initiated a comprehensive restructure and update of our Health and Safety Management System, including standards and policy reviews in alignment with ISO 45000, the MAC’s TSM Framework and the RGMP principles. Work is on track for completion in 2023.

Environment – We are conducting a comprehensive restructure and update of our Environmental Management System, including tailings management. This initiative is referencing standards and frameworks such as ISO 14001, the Mining Association of Canada’s Towards Sustainable Mining Framework and ongoing conformance with the RGMPs. Work is on track for completion in 2023.

Human Rights – We are enhancing our governance framework pertaining to human rights and supply chain due diligence and improving our coverage of risks to stakeholders in Kinross’ ERM system. Work is already underway to enhance our position in this area, beginning with establishing a cross-functional Corporate Human Rights Task Force in early 2023. Work on the initial action plan is expected to be completed during 2024.

Respectful Workplace – A global initiative is underway aimed at promoting a safe and supportive workplace environment, and the prevention of discrimination and sexual and gender-based misconduct. A Global Learning Program on Harassment and Gender Discrimination is in development to help embed key concepts into the experience of all employees, supervisor roles and new hires. The Respectful Workplace Program is on track for implementation in late 2023.

Diversity, Equity and Inclusion (DEI) – We are continuing to enhance our DEI strategy. Kinross established an agreement with International Women in Mining which allows our Company to be part of a cross-company mentorship program. We also have introduced online DEI training via Kinross University for new hires and new leaders. The training program may also be extended to contractors. We also launched our DEI Corner to address specific contexts at both corporate and site levels. For more information, see [Diversity, Equity and Inclusion](#) in this report.

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 a ten-year record of full compliance with the Standard. We expect to publish our 2022 Conflict-Free Gold Assurance Report in mid-2023.

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 (Table 4). Heading into 2022, all of our operating mines were Cyanide Code certified. Our Paracatu mine was recertified under the Cyanide Code in 2022 and a pre-audit was also conducted at La Coipa following the ramp up to full commercial production during the year.

Round Mountain also completed the recertification process in the fourth quarter of 2022 and awaits a formal recertification letter from ICMI. On February 6, 2022, a contract delivery driver was exposed to crystallized cyanide during a cyanide offload at Round Mountain. The driver was disconnecting equipment when cyanide crystals blew off the vent on the top of the cyanide storage tank. The driver called for help and the plant operators initiated a “code blue”. The cyanide antidote kit was accessed and oxygen was administered until the driver was transported to the onsite clinic. A site team was assembled to complete the incident investigation, which was reported to Mine Safety and Health Administration (MSHA) and to ICMI.

Certified under the Cyanide Code initially in 2011, La Coipa was placed into care and maintenance in 2013 and certification was not required until commercial production resumed in 2022. We are proceeding with Cyanide Code certification at La Coipa and an audit is currently scheduled for April 2023.

Table 4: 2022 Cyanide Code Certification

Operating Mine	Current Certification	Initial Certification
Bald Mountain	2020	2008
Round Mountain	2020	2007
Fort Knox	2021	2008
Paracatu	2022	2008
La Coipa	Designated for certification in 2023	2011
Tasiast	2020	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](#)



Cyanide Awareness at Tasiast

Our Tasiast operation successfully completed its initial certification under the ICMI in 2017, and was recertified in 2020. The requirements of the ICMI are stringent, and Tasiast’s cyanide management program has been meeting those requirements for transportation, handling and use. In order to maintain an ICMI certificate, and to meet section 9 of the Cyanide Code – Community Dialogue, mining operations are required to organize, among other things, cyanide awareness campaigns. Their intent is to periodically sensitize populations located on cyanide transportation routes, and to help ensure that communities are aware of potential risks and prepared and equipped appropriately to help ensure protection in the event of an accident.

In February 2023, Tasiast launched a “refresher” Cyanide Awareness Campaign, the first campaign for that operation since 2019 given delays arising from the COVID-19 pandemic. Among the objectives of the campaign, the site set out to:

- Raise the awareness among stakeholders about the product

- Provide correct information, and thus combat wrong perceptions and rumours
- Explain the appropriate behaviour of inhabitants in case of incidents nearby
- Explain safety measures taken by the Company during different stages, in order to protect:
 - Personnel handling the product,
 - Employees and visitors of its mine site,
 - Communities on the road,
 - Environment

During the preparation for the campaign, Tasiast’s General Manager reached out to regional leaders (Walis of Inchiri and Dakhlet Nouadhibou). In parallel, our community relations teams worked closely with local officials and community influencers to build awareness about the upcoming campaign and drive participation.

Over five days, interactive and in-person sessions were held to educate local residents on the use of and associated risks of cyanide, helping them learn more about the high standard for cyanide management at Tasiast, safety measures that are in place including personal protective equipment, and what ICMI certification means for Tasiast. Tasiast also

reviewed the appropriate actions that people should take in the event of a transportation incident pertaining to cyanide.

The awareness campaign reached over 300 stakeholders including local authorities, NGOs, students, notables, women and youth. Presentations were held in the local communities of Dawass, Virage Tasiast, Chami, Chami Bouammatou, Auberge Ejmam, Leghreid, Nesri, Akweij Lehmar, Akweijatt, Mhaijratt, Tiwilit and Aghnowdert.

Whether it was their first time attending such an awareness session, or they have attended one before, participants rated the sessions as “very useful”, “can be lifesaving if the unthinkable happens” and “reassuring”. Stakeholder feedback from the sessions also underscored the importance of providing local residents with information on the stringent management protocols at Tasiast and empowering local people with the information they need to stay safe.



Residents living in the communities around Tasiast attend a cyanide public awareness session.

Safety and Sustainability Audit Program

Looking ahead over the next four years, we have a well-planned map of internal audits, RGMP assurance processes and certifications under the Cyanide Code (Table 5). Our teams work with sites and auditors to minimize the burden of site visits while ensuring strong governance to ensure that we live up to our commitments and standards.

TABLE 5: Three-Year Audit and Assurance schedule

Safety & Sustainability Audit Program						
Audit Schedule	Date of Current Audit			Planned Audits: 2023 – 2026		
	S&S Audit	Cyanide Code Certification	Responsible Gold Mining Principles	2023	2024	2025
Fort Knox	2019	2021	N/A	S&S Audit RGMPs	CN Code	RGMPs
Round Mountain	2021	2020	2022	–	S&S Audit	CN Code
Kettle River*	2018	2016	N/A	–	S&S Audit	
Bald Mountain	2022	2020	N/A	CN Code	RGMPs	S&S Audit
Paracatu	2022	2022	2022	–	RGMPs	CN Code
Brazil Hydro-electric Power Plants	2021	N/A	N/A	–	S&S Audit	N/A
Maricunga*	2019	2016	N/A	–	–	S&S Audit
La Coipa	2019	2016	N/A	CN Code RGMPs	RGMPs	S&S Audit
Tasiast	2021	2020	2023	CN Code RGMPs	S&S Audit	RGMPs
Manh Choh	N/A	N/A	N/A	S&S Audit	N/A	RGMPs

* In care and maintenance.

ESG REGULATORY COMPLIANCE

Our goal is 100% compliance with all laws and regulations in every jurisdiction where we operate. Kinross maintained a strong record of compliance across our operations and projects. Performance for 2022 included:

Environmental compliance

- Kinross has a strong record of environmental compliance, a record that continued in 2022 across our operating sites. For regulatory and legal matters at non-operating sites, see Kinross’ [2022 Annual Information Form](#) (December 31, 2022).
- **Spills/releases:** There were zero significant reportable spills at our active mine sites in 2022.
- **Notices of Violations:** We received two minor administrative Notices of Violation at our operating mines in 2022.
- **Fines and Exceedances:** Kinross received zero fines in 2022.

Social Compliance

Kinross reported zero material breaches pertaining to confidentiality of information and privacy.

Governance Compliance

Ongoing legal and regulatory actions are covered in Kinross’ [2022 Annual Information Form](#) (December 31, 2022) and in the Stakeholder Issues section of this report.



ANALYST CORNER: ESG REGULATORY COMPLIANCE

Read [Management Approach](#)

GRI 2-27, 306-3

SASB
SDG 16



Ethical Conduct and Transparency

ETHICAL COMPLIANCE AND ANTI-CORRUPTION

At Kinross, we maintained our strong record of ethical compliance in 2022 and reported zero cases of corruption and bribery for the fifth consecutive year.

We maintained our requirement that employees at global director level and above, as well as employees in higher-risk roles, are required to acknowledge and sign off on our Core Policies. We have attained written acknowledgement of our Core Policies (Code of Business Conduct and Ethics, Whistleblower Policy, and Disclosure and Insider Trading Policy) for 100% of director-level and above corporate, regional and site employees over the past two years, via our online learning portal, Kinross University.

In 2022, we also:

- **Reported zero substantiated cases of public corruption or bribery** (Table 6).
- Found that two whistleblower cases within a human rights area (harassment) were substantiated after investigation.
- Received 40 Whistleblower reports via our Integrity Hotline, emails and letters, of which the greatest number of reports (28%) were in the category of inappropriate behaviour and/or harassment (see Table 7), followed by supply chain irregularities at 25%.
- Delivered in-person Code of Business Conduct and Ethics training at Tasiast, Paracatu and Chile, as well as Red Lake, Ontario, the home of our Great Bear project office. With COVID-19 restrictions easing in 2022, the Company launched a campaign to maintain and strengthen awareness of its Core Policies (and anti-corruption policy therein) through renewed live training, which is interactive and the most effective with our employees. Anti-corruption training over the past two years remained at 77% for all employees and 94% for corporate, regional and site management.
- Registered four use-of-force incidents at Tasiast, related to actions by illegal miners against Tasiast’s security team. Tasiast security staff are trained to follow the Voluntary Principles on Security and Human Rights in their daily activities and completed their annual training in 2022.

ANALYST CORNER: ETHICAL COMPLIANCE AND ANTI-CORRUPTION

Read [Management Approach](#)

GRI 2-15, 2-16, 2-23, 2-25,
2-26, 205, 406 SASB
RGMP Principle 1 SDG 16
UNGC Principle 1, 2, 6, 10



TABLE 6: Five-Year Substantiated Cases of Public Corruption

	2018	2019	2020	2021	2022
Total Matters Addressed (# of cases of Corruption)	1	1	1	1	0
Total Substantiated Cases (# of cases of Corruption)	0	0	0	0	0

TABLE 7: 2022 Whistleblower Complaints Received by Category

	Number	Percentage
Inappropriate Behaviour / Harassment / Workplace Violence	11	28%
Supply Chain Irregularities	10	25%
Misappropriation of assets	2	5%
Other / Non-issue / Unspecified	7	18%
Conflict of Interest – Recruitment	2	5%
Health and Safety	3	8%
Discrimination	1	3%
Accounting Irregularities	0	0%
Recruitment, Promotion or Termination Issues	4	10%
Retaliation	0	0%
Total	40	100%



HUMAN RIGHTS

Kinross’ respect for human rights is integrated into everything we do through our policies, standards and practices and reinforced by our ongoing commitment to the UN Global Compact and alignment with the UN Guiding Principles on Business and Human Rights.

We continued to meet our commitments to respect human rights throughout 2022. We listened to the concerns of stakeholders and provided access to remedy. In 2022, there were two substantiated cases of human rights violations received and investigated under our Whistleblower Policy. Both cases related to harassment. In early 2023, we embarked on a global respectful workplace initiative to promote a safe and supportive workplace environment, and to help prevent discrimination and sexual and gender-based misconduct. A Global Learning Program on Harassment and Gender Discrimination is in development to help embed key concepts into the conduct of all employees, supervisors and new hires.

We also initiated work to enhance our corporate framework for human rights governance. Our goal is to build upon our risk-based approach to human rights, and to strengthen our enterprise-wide oversight and management of human rights to better meet the needs of Kinross today and an evolving regulatory landscape. In early 2023, we established a cross-functional Corporate Human Rights Taskforce with responsibility for updating Kinross’ management of human rights. Read Enhancing Human Rights Governance.

In other areas of performance, we:

- **Completed annual human rights and security training of Kinross’ security workforce, exceeding our target of 100%** (Table 8), the highest level in four years, as part of our Human Rights Adherence and Verification Program (HRA&VP) and in keeping with the Voluntary Principles on Security and Human Rights.
- Developed a new security Human Rights Risk assessment process to be managed corporately and rolled out in 2023. Sites will be required to carry out an assessment annually.
- All of our operating sites (100%) have been assessed in the past three years as part of our HRA&VP, with some sites (e.g., Paracatu and Tasiast) having generally higher levels of risk. Identified risks are tracked and, where possible, mitigation measures are implemented.

ANALYST CORNER: HUMAN RIGHTS

Read [Management Approach](#)

GRI 410, G4-MM8 SASB
RGMP Principle 5, 6 UNGC Principle 1, 2
SDG 16



TABLE 8: Five-Year Human Rights and Security Training (% trained)

	2018	2019	2020	2021	2022
Security personnel who completed human rights and security training	100	99	96	94	100

Enhancing Human Rights Governance

In late 2022, we launched a cross-functional initiative to improve Kinross’ oversight and management of human rights. Kinross takes a risk-based approach to human rights due diligence to support our alignment with the Voluntary Principles on Security and Human Rights, and the UN Guiding Principles on Business and Human Rights. While this approach has delivered a consistent performance record on human rights, a review of our own controls, combined with the results of our RGMP assurance process, have highlighted opportunities to update and strengthen our management approach to human rights to bring our human rights program more in line with internal and external expectations for human rights and due diligence, including with the UN Guiding Principles on Business and Human Rights, and to ensure we are well-aligned with anticipated regulatory changes.

In early 2023, we set out to address these gaps, establishing a corporate-level Human Rights Task Force, comprised of senior managers representing those functions where human rights and Kinross’ activities generally intersect, notably human resources, compliance, community relations, security, health and safety, supply chain and ESG strategy. With a mandate to review and update Kinross’ management approach, the Task Force is focused on delivering on a four-part action plan during the year. Key elements include:

Governance – Conducting a review and update of policies and frameworks including risk assessments and corporate and site-level systems to ensure access to remedy.

Actions – Building and upscaling systems and procedures to support policy updates, implementation, as well as monitoring and reporting.

Controls – Creating and implementing programs to enhance controls regarding human rights issues in our supply chain.

Communications – Updating our external facing documentation to reflect our management approach for human rights in alignment with reporting frameworks and applicable law.

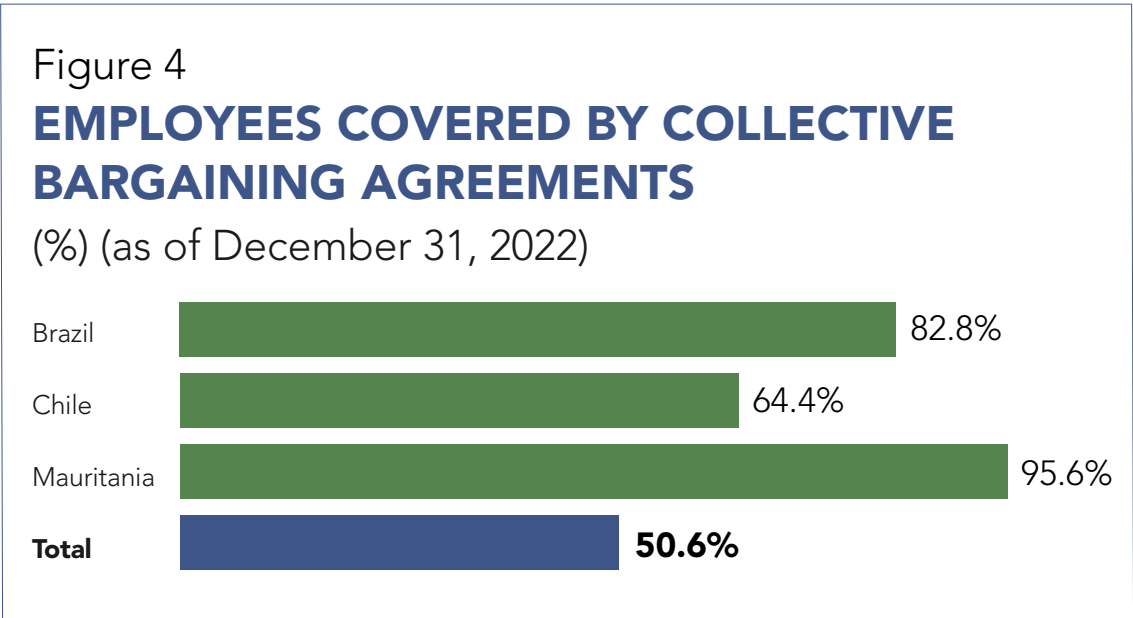
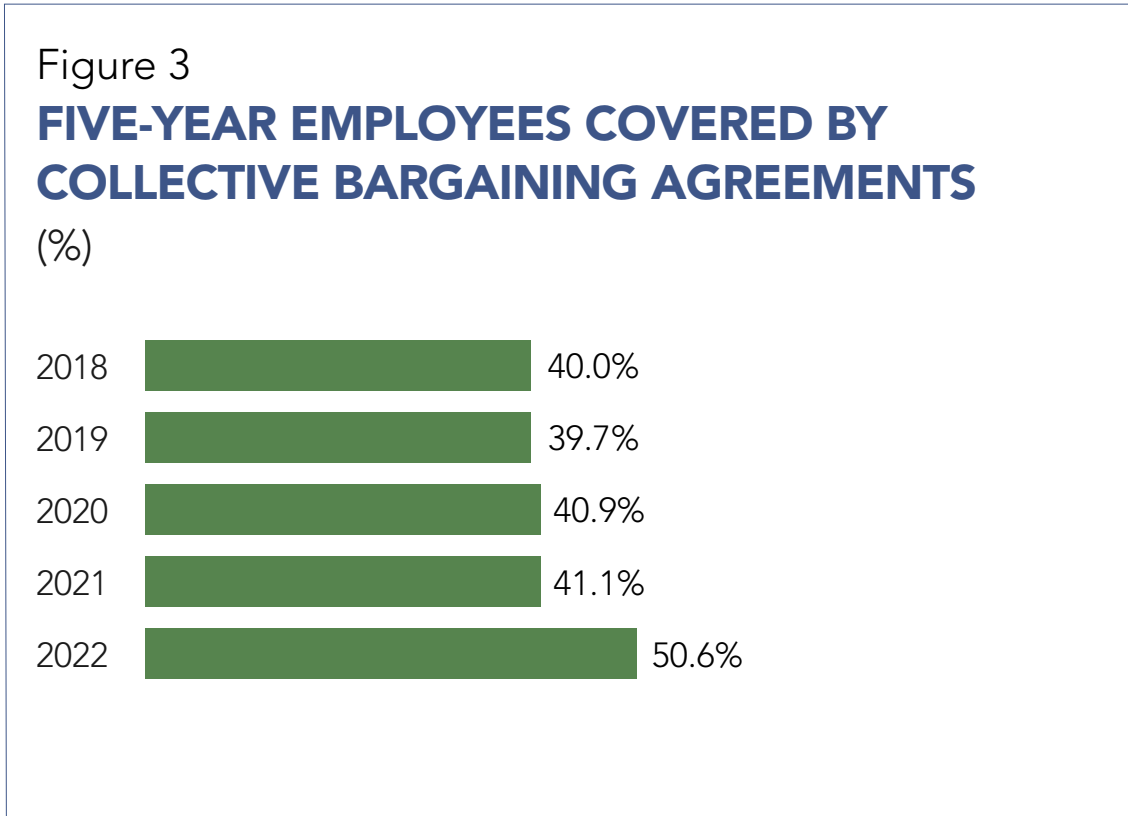


Labour Rights

Fairness and equality are entrenched in our Code of Business Conduct and Ethics, our participation in the UNGC and commitment to support the Core Labour Conventions of the International Labour Organization (ILO). **In 2022, we met our commitment to respect and uphold freedom of association, collective bargaining and related core conventions of the ILO.**

In 2022, approximately 51% of our workforce was represented by collective agreements (Figures 3 and 4), an increase from 41% in 2021, due to the reduction in the number of employees following the sale of our Russian and Ghanaian operations.

There were zero strikes and/or lockouts at Kinross operations in 2022. Collective agreements remained in place at our sites in Brazil, Chile and Mauritania. Collective agreements were renewed in 2022 at Paracatu and at La Coipa in Chile. In Mauritania, a new collective agreement was signed in 2022 and 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.



ANALYST CORNER: LABOUR RIGHTS

Read [Management Approach](#)

GRI 402, 406, 407, G4-MM4

SASB

RGMP Principle 6

SDG 8

UNGC Principle 3, 4, 5, 6

[Data Tables](#)

M

FUTURE FOCUS

In the coming year, working with the corporate Human Rights Task Force, we expect to strengthen our corporate governance framework and management system pertaining to human rights. Over the medium term, we are planning the development of a consolidated approach to human rights risk assessment across our sites and projects. Labour negotiations for our Chilean sites at La Coipa and Maricunga will begin prior to the expiration of collective agreements at those locations.



RESPONSIBLE PROCUREMENT

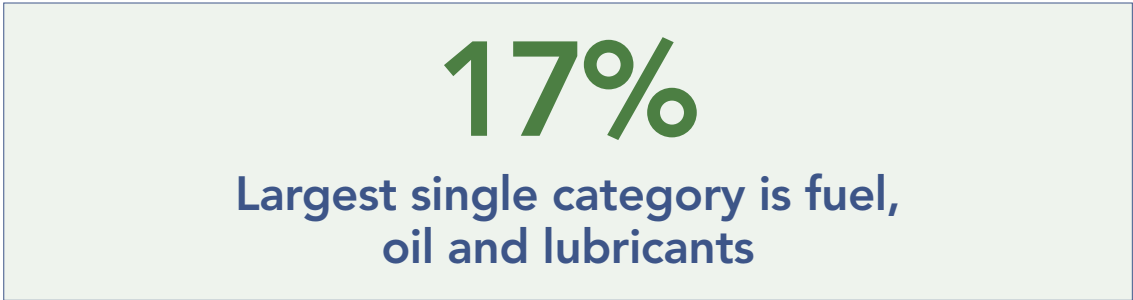
Kinross is committed to managing procurement and supply operations in a lawful, ethical and socially responsible manner that meets the expectations of stakeholders. It is our objective to engage only with suppliers that share our values with respect to human rights, safety and sustainability.

We maintained our supplier due diligence program, with 98% of our global suppliers having been through due diligence prior to and during 2022, almost meeting our target and in compliance with our Supply Chain Policy. In higher-risk jurisdictions, we have reached 100% completion of supplier due diligence.

Our 2022 performance results for the year include:

- Completed the assessment of approximately 98% of Tier 1 suppliers (i.e., direct suppliers to Kinross) at operating sites since the launch of our refreshed due diligence process in 2019.
- Achieved an 84% training completion rate via Kinross University for all employees who interact in a significant way in Kinross’ procurement process.
- Integrated the Great Bear project into our project procurement process and started development of local procurement policy, including procurement with Indigenous Peoples and First Nations businesses.
- Initiate reporting in 2024 as required by Canada’s Bill S-211 on Forced labour and Child labour in Supply Chains.
- Continued to advance our local procurement strategy, sourcing 75% to 81% of goods and services locally. In 2022, we purchased 81% of goods and services from within our host countries, in line with the five-year average. See [Local Procurement](#).

2022 GLOBAL PROCUREMENT SPEND





**ANALYST CORNER:
RESPONSIBLE PROCUREMENT**

Read [Management Approach](#)

GRI 308, 409, 414
RGMP Principle 3

SDG 8
UNGC Principle 1, 2, 3, 4, 10



FUTURE FOCUS

We are developing a supplier re-assessment process with a focus on those suppliers with higher reputational risk. In parallel, we will continue to maintain our monitoring program to mitigate compliance risks across our existing supply chain. As part of our climate and energy strategy, we plan to work with our equipment and power suppliers to identify opportunities to reduce Scope 3 emissions.



PUBLIC POLICY

Our engagement in the public policy arena is ethical and transparent, and conducted in accordance with the law to help ensure that we earn and maintain the confidence of all of our stakeholders, including host governments. Within the framework of our Government Relations Policy (GRP) and guidelines, political donations, sponsorships and other associated political activities are discouraged, and when considered necessary, are put through a meticulous review and approval framework that guides our Company’s decision-making process in 2022.

In 2022, Kinross made \$25,000 in state-level political donations in the United States, where permitted by law, all to individual candidates affiliated with both political parties in the 2022 mid-term elections.

Throughout the year, we continued our engagement with government regulators, public policy makers and non-governmental organizations directly and via Kinross’ memberships in industry-related trade associations and support of relevant independent think tanks. Trade association and other membership costs were approximately \$783,402 in 2022. Kinross reports lobbying fees paid in the United States in accordance with U.S. federal regulatory requirements. Total fees of \$300,000 were paid in 2022 to state and federal lobbyists.

Performance highlights for the year include:

- Presented to the Alaska Joint House Transportation and Resources Committee regarding the Manh Choh ore transport plan. Joining us was the Chief of the Native Village of Tetlin who spoke powerfully about what this project will bring to his community in terms of jobs, skills and hope for generations to come.
- Hosted a Manh Choh project site visit with state legislators, the Commissioner and Deputy Commissioner of the Department of Natural Resources, the Deputy Commissioner of the Department of Labor and Workforce Development, and other agency officials. This included specific updates on community and cultural relations, permitting timelines and reclamation and closure plans, the construction season, workforce development, and local hire.
- Participated in two meetings of the Ontario Minister of Mining Industry Council, a forum in which senior executives from the mining industry in Ontario are invited to provide direct input and feedback on the investment and operating climate in the province to inform/support the Minister’s efforts to “build more mines, faster” in Ontario.

ANALYST CORNER: PUBLIC POLICY

Read [Management Approach](#)

GRI 415

RGMP Principle 1

UNGC Principle 10

SDG 16



FUTURE FOCUS

We will continue to engage in the public policy arena, both directly and through our industry memberships and associations, always seeking transparent and honest relationships through which stable and fair operating conditions prevail in jurisdictions where we have business.





PRIVACY AND CYBERSECURITY

Our day-to-day business activities are heavily dependent on our IT systems, our networks, equipment, hardware, software and telecommunications systems, as well as the IT systems of third-party service providers and vendors. The integrity of our IT systems and resilience to cybersecurity threats are one of our material ESG topics.

Kinross places high importance on the integrity of its information technology systems and their resilience to cybersecurity threats. Our Kinross Code of Business Conduct and Ethics embeds our policy expectations pertaining to the use of IT, data privacy and cybersecurity. All employees are required to comply with the Code.

We continued our transition to a more cloud-based IT environment in 2022, shifting our focus to ensuring the systems and protections are in place to support the different technical requirements of cloud security. We also made significant progress in a number of critical areas of our cybersecurity program in 2022, with the following performance results:

- Zero material breaches relating to cybersecurity.
- The Kinross Technology Advisory Board met four times in 2022 to review and approve strategic IT business solutions in support of our business. This governance entity contains 16 members from diverse corporate functions and is designed to ensure that there is broad oversight and involvement in the analysis of technology solutions.
- Delivered on our objective to increase employee participation in cybersecurity training. We made important strides in increasing the cybersecurity training rate among “technology users” to 91% in 2022. With a heightened level of senior leader engagement, regular training completion reports were provided to functional leads across our corporate office and sites and weekly dashboard updates were provided to Kinross’ Chief Operating Officer. A total of 3,000 hours of cybersecurity training dedicated to email security, protection from phishing scams and mobile device (tablets and phones) security was completed.
- Provided quarterly reports to the Audit and Risk Committee of the Kinross Board of Directors. Reflecting the rising interest in cybersecurity issues generally at the Board-level, Kinross’ annual cybersecurity update was attended by the full Board in 2022.
- Enhanced cybersecurity training as part of the onboarding process for new employees.

ANALYST CORNER:
PRIVACY AND CYBERSECURITY

Read [Management Approach](#)

GRI 2-12, 2-13, 418



FUTURE FOCUS

We will continue our program of ongoing assessment of our IT systems and cybersecurity, including a planned assessment of our cloud environment. The IT organization continues to evaluate new security technologies and the applicability in our environment.

- Continued the program of independent security assessments for the second consecutive year. Compromise, ransomware and vulnerability penetration testing assessments were completed in 2022, demonstrating that Kinross’ existing systems are robust.
- Used an external provider to conduct a cyber risk assessment, which found that Kinross maintained scores in the top end of its peer group in 2022.
- There were no material incidents of non-compliance with global privacy regulations by Kinross or any other Kinross entity.

TAX TRANSPARENCY

As a supporting company of the Extractive Industries Transparency Initiative since 2011, and in compliance with Canada’s Extractive Sector Transparency Measures Act (ESTMA), Kinross meets stakeholder expectations for tax transparency by reporting annually on our tax payments 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 2022, compared to 26.5% in 2021. Company matters pertaining to taxation in 2022 are detailed in our [2022 Annual Report](#) (pages MDA 28 and FS 20).

We will complete our submission under the ESTMA requirements providing a transparent account of our 2022 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 and the Benefit Footprint section of this report.

ANALYST CORNER: TAX TRANSPARENCY

Read [Management Approach](#)

GRI 207
RGMP Principle 1

UNGC Principle 10
SDG 8, 16



FUTURE FOCUS

We will continue to maintain Kinross’ strong track record of meeting compliance and tax disclosure obligations across all tax jurisdictions.



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.



100%

of our sites have Biological Resource Management Plans

30-year

track record of safely managing tailings facilities

30%

reduction target set for Scope 1 and Scope 2 GHG emissions intensity

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Integrated Mine Closure	67
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Environment

Our commitment to excellence in environmental stewardship is the structural foundation of our ESG strategy and our strong performance across our operations and projects. During 2022, we maintained a strong compliance record, incurred zero fines and zero significant spills, and continued our efforts to strengthen our environmental reporting. Read [ESG Compliance](#).

Working closely with sites over the past year, we also delivered on our critical permitting objectives to support our existing operations and development projects. All permits were obtained in support of the restart of operations at La Coipa, while permitting for the Juniper (Bald Mountain), Manh Choh and Curlew (Kettle River) projects continued on track. At Great Bear, the early exploration permit was renewed and work started on permitting for Advanced Exploration.

Our ESG priorities are sharply focused on the development of a forward-looking Natural Capital strategy to guide us on those areas where our business and the environment intersect: water, biodiversity and land use, tailings management, integrated closure, waste management and air quality. Our Climate and Energy strategy also remains a top priority for our business as we advance toward our goal of being net-carbon neutral by 2050. Read [Climate and Energy](#).



2022 Environmental Summit: Sharing Best Practices

In late April 2022, Kinross welcomed its global environmental employees to Paracatu for the annual Environmental Summit, in person for the first time since prior to the onset of the COVID-19 pandemic.

The purpose of the conference was to bring together our global employees to discuss and share learnings on environmental priorities including water management, biodiversity, and reclamation and closure. As part of our effort to foster a culture of inclusion and collaboration, a session on diversity, equity and inclusion was also held.

Over the course of three days, the participants worked together to discuss key environmental challenges and used their collective global knowledge and experience to come up with solutions and ways to create efficiencies. The event also provided an opportunity for members to network, learn from each other by sharing best practices and professional expertise, and promote innovation on environmental performance.



FUTURE FOCUS

Across our mines and projects, our goal is unchanged: to achieve 100% compliance with all environmental regulations and requirements.

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](#)





WATER USE AND WATER RISK

Water is a critical aspect for our operations, projects and reclamation sites and an important focus of our stakeholders. Our goal is always to protect the quality of water and optimize water efficiency wherever Kinross has a presence and throughout all phases of mine life.

All of our sites have water management systems in place to maintain a reliable water supply for operations to accommodate the range of conditions they encounter, including extreme precipitation or extended drought. While each Kinross site operates within a unique water context, we apply the same principles universally – always strive to use minimum volumes of water at our mines and meet local water quality standards.

We re-use recycled process water to the greatest extent possible. Every site measures how much water is used to project future water use over the life of mine. Where it becomes necessary to discharge wastewater, we conduct studies in order to identify the best technology for treating water to meet applicable standards, and we maintain comprehensive water quality monitoring programs of water at site as well as surrounding receiving waters.

With our La Coipa mine resuming commercial production in 2022, combined with the divestiture of our Ghanaian and Russian operations, 66% of our sites consume fresh water for processing, while Tasiast and La Coipa consume brackish water.

Our 2022 performance includes:

Water Efficiency

- Water intensity declined by 8% from 2021 to 0.414 m³/t in 2022, driven by more tonnes processed (17% greater than 2021) and a large decline in net water storage at Paracatu (Figure 1).
- Water intensity on a per ounce basis has increased steadily since 2019, driven primarily by declining gold production. In 2022, water intensity per Au eq. oz. increased to 35.3 m³/Au eq. oz. compared with 30.9 m³/Au eq. oz. reported for all operations in 2021 (Figure 1).
- Total water consumption increased by 8% to 69,081,567 m³ from 63,828,406 m³ in 2021 and by 12% compared with continuing operations (61,452,244 m³) (Figure 2). This increase was driven by increased production and more consistent milling processes at Tasiast year-over-year and a significant decline in net water storage at Paracatu.
- Kinross’ overall water consumption is significantly influenced by Paracatu, which represents 69% of Kinross’ total water consumed and 75% of total fresh water consumed at Kinross sites in 2022 (Figure 3).

Figure 1
FIVE-YEAR WATER INTENSITY RATES

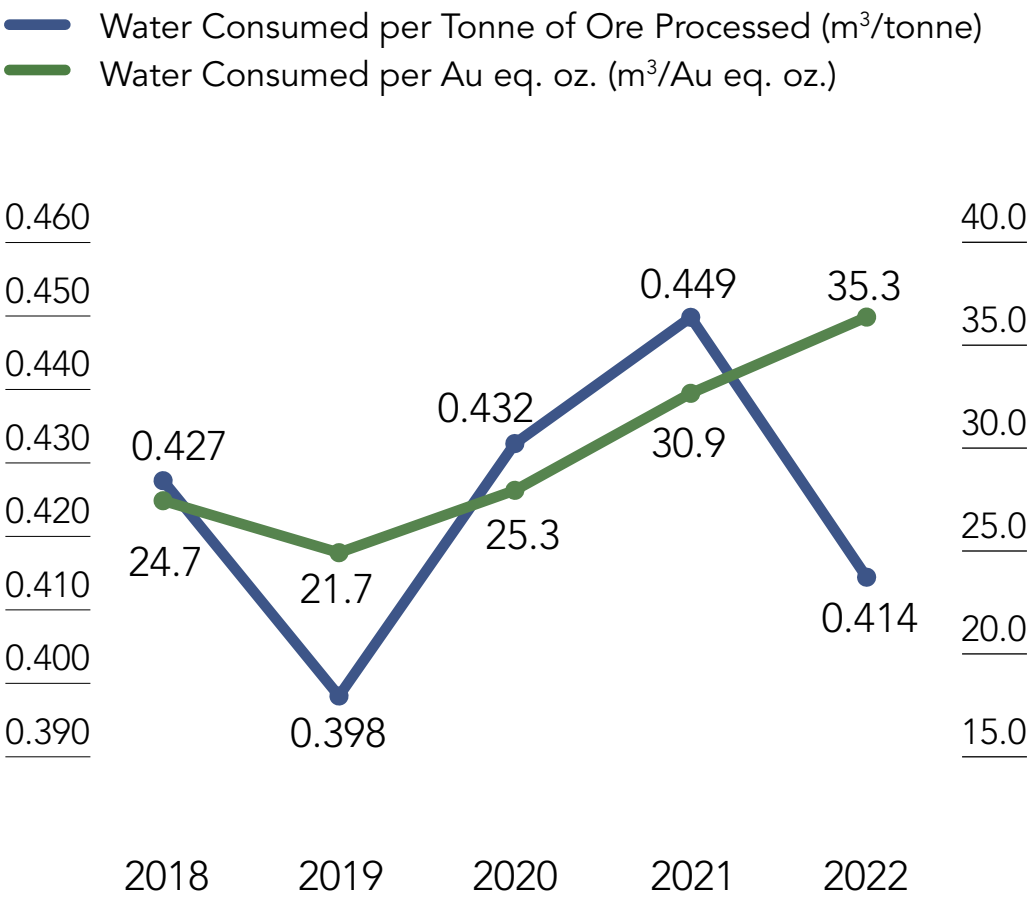


Figure 2
FIVE-YEAR TOTAL WATER CONSUMED (000 m³)

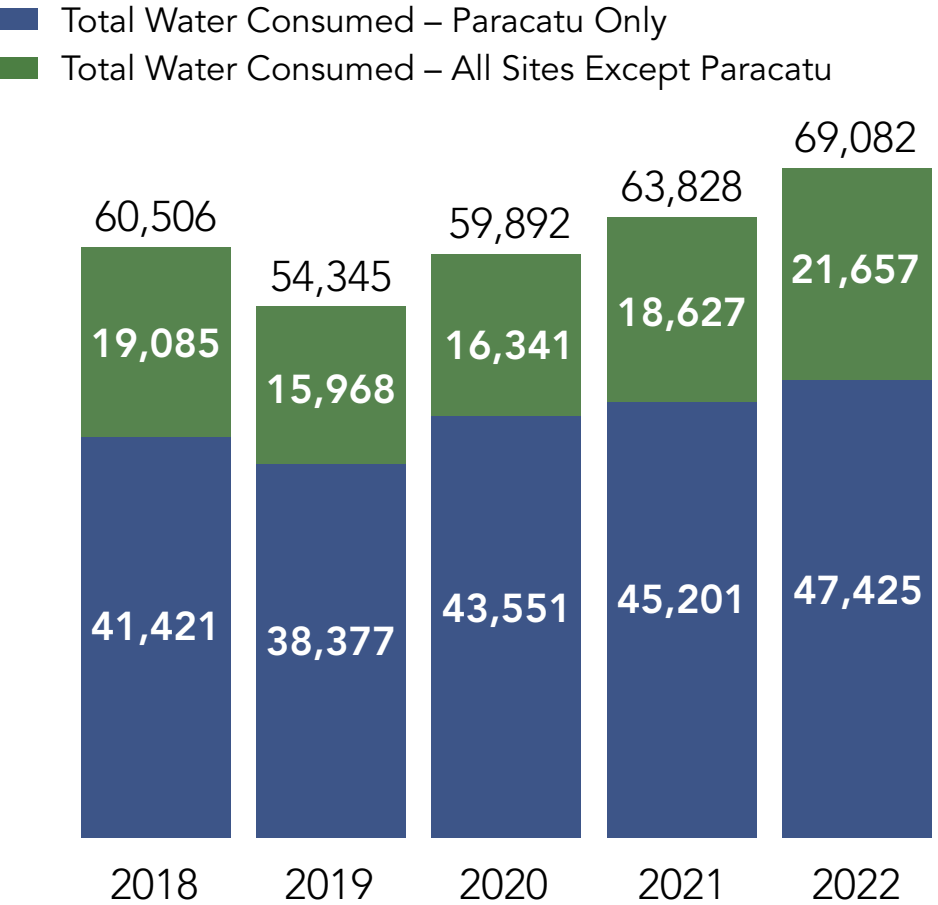
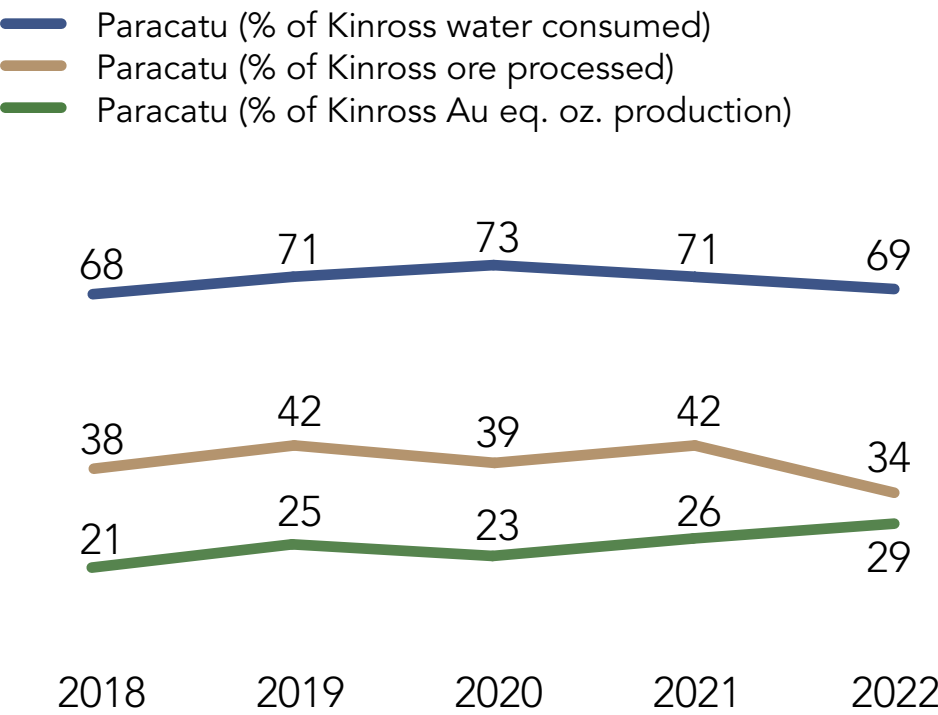


Figure 3
PARACATU PRODUCTION AND WATER USE
(% of Kinross total)



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

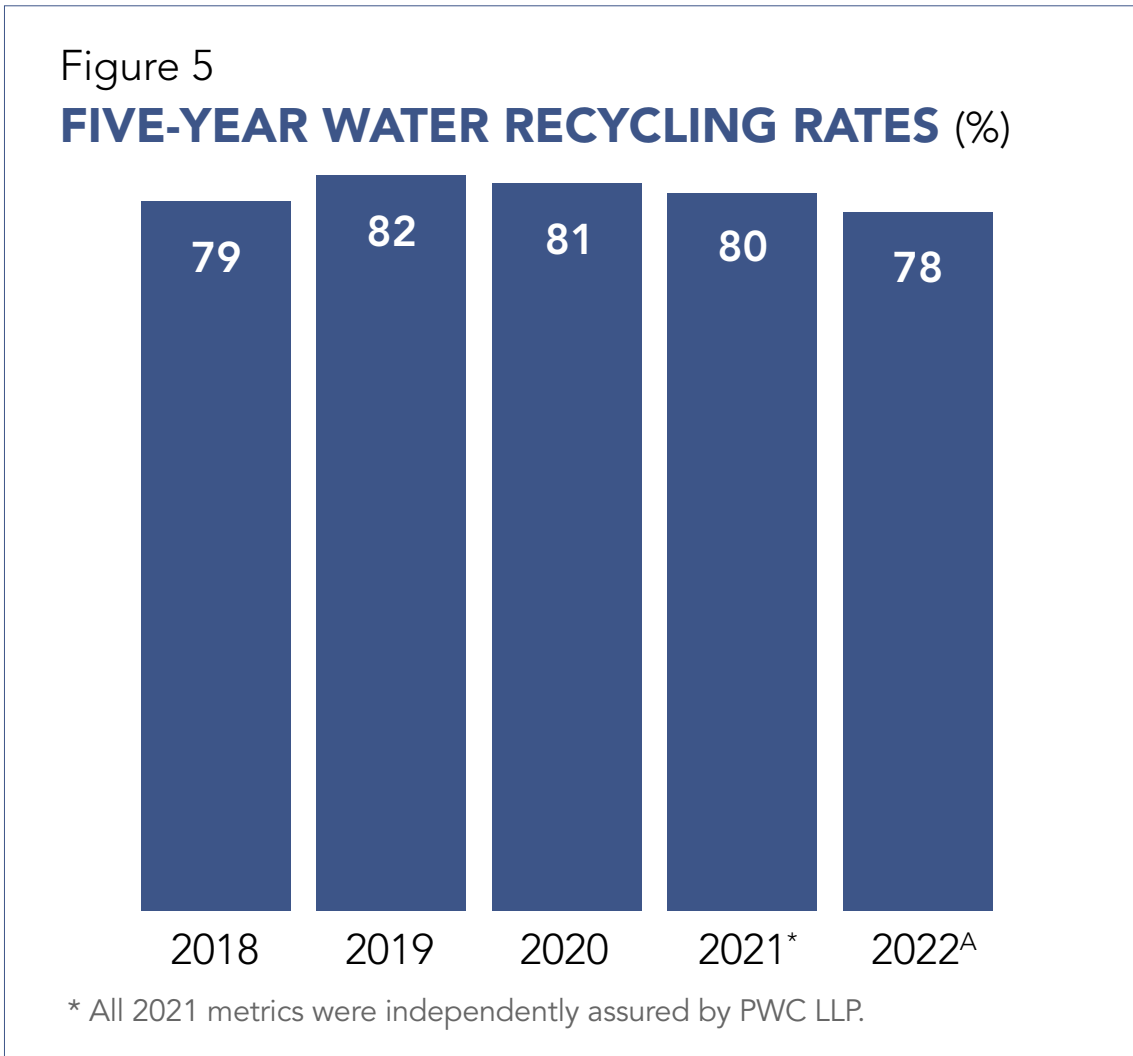
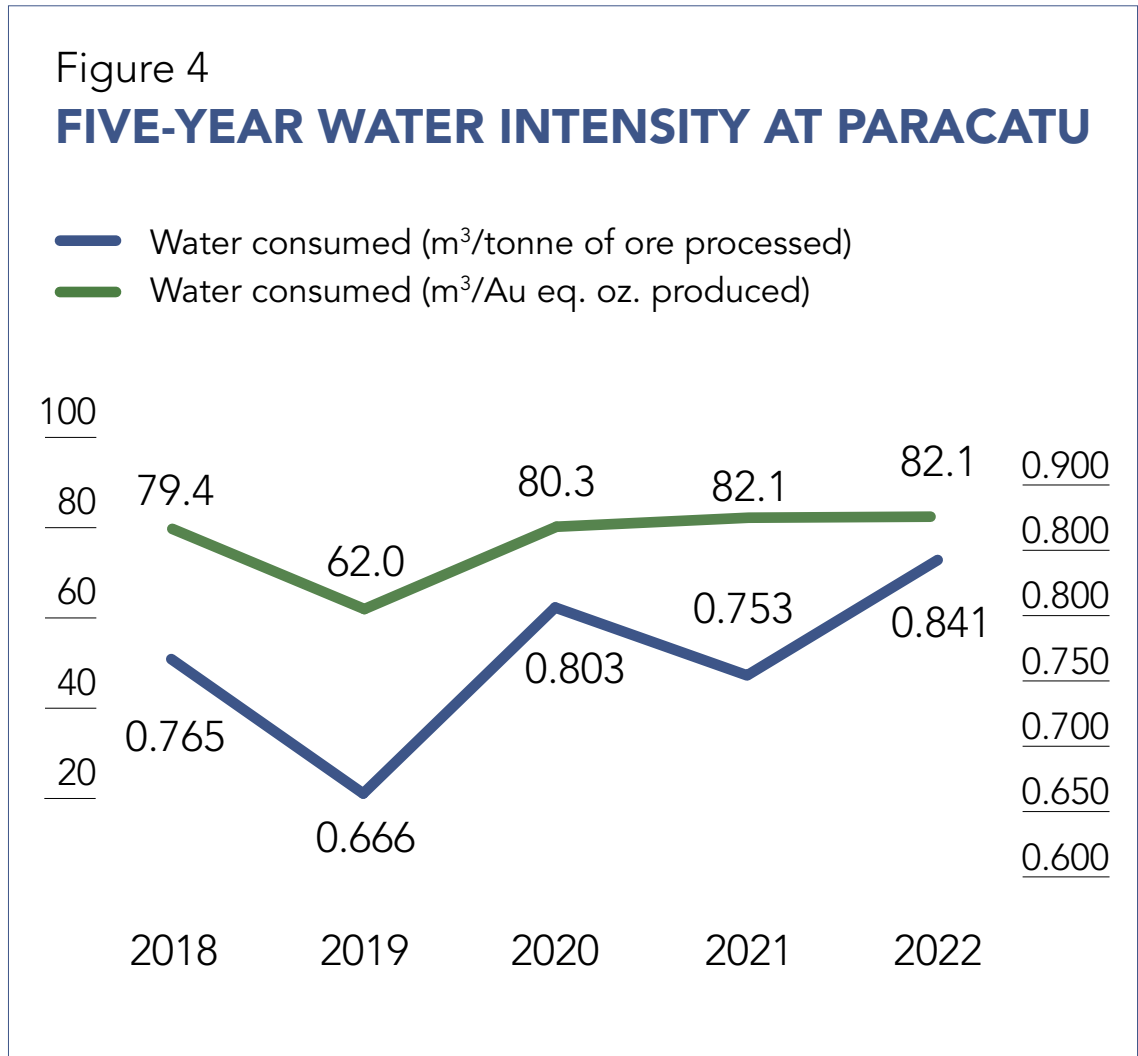
[Data Tables](#)



- On an intensity basis, water use at Paracatu is significantly higher than other Kinross sites at 0.841 m³ per tonne of ore processed in 2022 compared with 0.196 m³/tonne aggregate processed at other Kinross sites, or 82.1 m³/Au eq. oz. for Paracatu compared with 15.7 m³/Au eq. oz. for the other sites (Figure 4).

Water Stress

- In 2022, three out of our six operating mines (50%) were located in regions characterized by water stress, Tasiast in Mauritania, La Coipa in Chile and Bald Mountain in Nevada, USA. In keeping with our company-wide water balance accounting methodology, Kinross includes precipitation captured in our water withdrawn calculations. While precipitation is captured at all three sites, only our Bald Mountain (one out of three sites) withdraws and consumes fresh water from source (groundwater).
- Total fresh water withdrawn in water-stressed regions, including precipitation captured, was 3,262,803 m³ in 2022, or 4.9% of total fresh water withdrawn. Total fresh water consumption in water-stressed regions, including precipitation, was 3,161,900 m³, or 5% of total fresh water consumed in 2022. Total fresh water consumption from water stressed regions, excluding precipitation, was 1,484,082 m³ in 2022 or 2.4% of total fresh water consumed in 2022 (Table 1).
- Both our Tasiast and La Coipa mines use brackish water. Tasiast draws 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. Tasiast potable water is purchased from a third party.



- La Coipa relies upon brackish water for processing (>1,500 mg/litre TDS). While La Coipa is expected to achieve an average recycle rate of 60% under normal operating conditions, the site was unable to recycle process water in 2022 due to the production ramp up process. Consequently, water that would have been recycled was sent to reverse osmosis water treatment and released back to the environment as fresh water.
- Of our operations in water stressed areas, Bald Mountain is the only Kinross site that consumes fresh water, which is drawn from groundwater and is strictly regulated under the State of Nevada’s water rights system. As a heap leach operation, Bald Mountain maintains a 95% water recycle rate. Kinross’ gold production from Bald Mountain was approximately 11% of Kinross total gold production in 2022, and 16% of the total fresh water used during the reporting period.

TABLE 1: 2022 Summary of Fresh Water Use in Water-Stressed Regions (m³)

	Including Precipitation Captured	Excluding Precipitation Captured
Water Withdrawn		
Total Fresh Water Withdrawn in Water-Stressed Regions (m ³)	3,262,803	1,584,985
Total Fresh Water Withdrawn from Water-Stressed Regions as a Percentage of Total Fresh Water Withdrawn (%)	4.9%	2.4%
Water Consumed		
Total Fresh Water Consumed in Water-Stressed Regions (m ³)	3,161,900	1,484,082
Total Fresh Water Consumed in Water-Stressed Regions as a Percentage of Total Fresh Water Consumed (%)	5.0%	2.4%

Water Balance

- All of our operations are designed to recycle process water. In 2022, we maintained a high rate of water recycle of 78%, consistent with the five-year average of 80% (Figure 5).
- Paracatu and Fort Knox were the major contributors to the net changes in water storage, which account for a 13 million m³ drop in storage for 2022. The majority of the decrease was at Paracatu, which reduced pond volumes by approximately 10 million m³ in anticipation of potentially high volumes of rainfall, similar to the precipitation experienced in 2021. However, the wet weather conditions experienced in 2021 did not materialize in 2022.
- Fort Knox has been treating and releasing water since 2016 to manage pond volumes in its tailings management facility. In 2022, the site reduced the amount of water treated and discharged from the higher levels of previous years to ensure adequate volumes of water were maintained over the 2022/2023 winter when operational water levels are most critical.



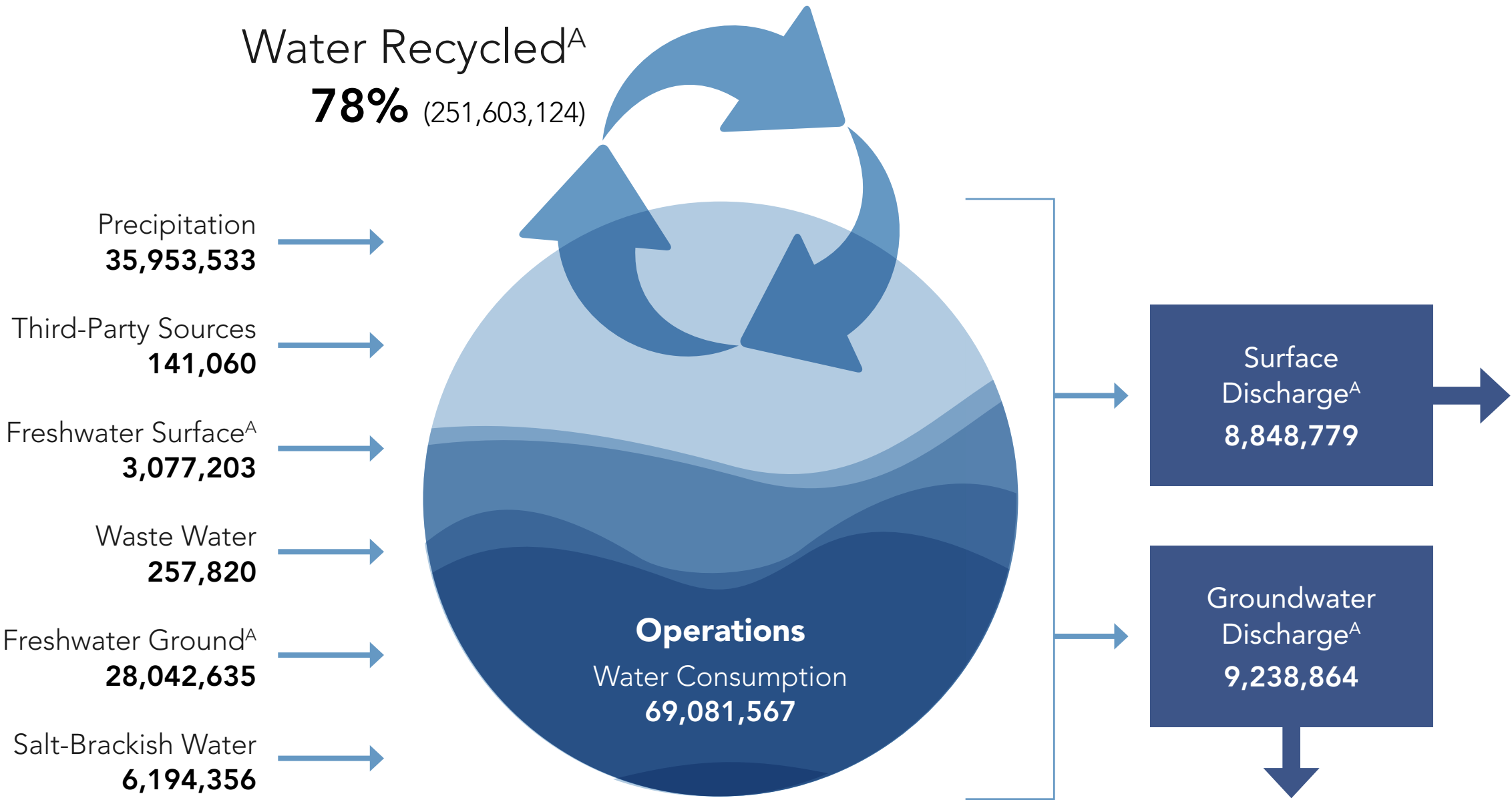
Water Quality

- Kinross discharged approximately 18 million m³ of water to the environment in 2022 (Figure 6). More than half of this water required no water treatment to meet water quality standards, including: 8.9 million m³ of groundwater from pit dewatering at Round Mountain that is discharged back to groundwater through a rapid infiltration basin; and 2.1 million m³ of treated and non-treated fresh water that is discharged at Paracatu to maintain environmental flow needs in watersheds where rainfall is captured for use by the mine. At Paracatu, 1 million m³ of drainage from the Santo Antonio tailings facility was treated in a passive limestone drain system to reduce metal concentrations (primarily manganese). La Coipa also discharged 300,000 m³ from its water treatment facilities in 2022 to ground.
- Using reverse osmosis membrane technology, Fort Knox treated and discharged 5.8 million m³ of water, a significant reduction from the 10.8 million m³ treated and discharged in 2021. With less precipitation, less pond capacity and lower water inventories, the need to treat and discharge water during the year was reduced compared with 2021.

Fort Knox uses reverse osmosis to treat water prior to discharge.



Figure 6
KINROSS GLOBAL WATER BALANCE (m³) (As of December 31, 2022)



FUTURE FOCUS

We will be updating Kinross' water management standards as part of our work pertaining to updating of our overall EMS. In parallel, we will continue to work with sites to improve water efficiency, maintain water efficiency within 10% of our five-year rates and continue to maintain and improve water recycle rates in line with the five-year average.



Improving Habitat and Biodiversity through Wetland Restoration in Chile

Kinross has been actively working with local government authorities to develop a sound, scientifically based, adaptive recovery plan for the Valle Ancho and Pantanillo wetlands within the Pantanillo-Ciénaga Redonda Biological Corridor, located in the Atacama Desert of Chile. The plan includes the use of natural recovery with the goal of returning the ecosystem to a self-regulating and sustainable wetland ecosystem that functions within the larger landscape of the Biological Corridor.

This is critical, as the wetlands in the Biological Corridor serve important roles in facilitating local and regional biodiversity, specifically providing essential habitat for migrating birds and other fauna. Beginning in May 2016, wetland hydrology began to improve. This coincided with reduced groundwater pumping and above normal precipitation, easing local long-term drought conditions. From 2016 to present, groundwater conditions recovered rapidly. As wetland hydrology improved,

wetland ecosystem services redeveloped naturally. Put simply, improved hydrologic conditions resulted in the initiation and rapid return of the native vegetation species colonizing the wetlands. More importantly, as wetland hydrology improved and vegetation cover increased, fauna have utilized the rich resources and habitat provided by the recovering wetlands.

Given the successful recovery to date, Kinross’ recovery plan includes an adaptive management component, focused on monitoring, learning and documenting the processes driving recovery within the unique wetland ecosystems. Results of the adaptive management approach will be used to assist natural recovery (if needed). The wetland recovery processes observed to date, combined with a strong recovery plan, confirms Kinross’ commitment to improving the habitat and biodiversity within the Biological Corridor.





BIODIVERSITY AND LAND USE

Our ESG strategy identifies Natural Capital as a Priority Focus area. Kinross has a long-standing commitment to protect biodiversity in all places where we operate. We do not explore, operate, mine or drill in World Heritage areas of the International Union for the Conservation of Nature (IUCN) Category I-IV protected areas.

We have started a review of our approach to Natural Capital, including our biodiversity standards and practices, site-level strategies and conservation efforts, evolving reporting frameworks including the Task Force on Nature-related Financial Disclosures (TNFD), and stakeholder expectations. We expect to complete this review in 2024 and produce an updated strategy for Natural Capital.

In the interim and to support our project pipeline, we are working to develop baseline assessments that enable us to track our performance against emerging biodiversity metrics. At our Great Bear project, located in the Red Lake district of Northern Ontario, we are conducting baseline monitoring activities in anticipation of permitting a future operation at that site. These baseline assessments include a review of plant ecosystem, animal and fish species abundance to determine what, if any, species and ecosystems are considered rare or threatened, as well as those that are important for the traditional knowledge and values of Indigenous communities. Where possible, and especially for remote natural areas, we are designing our projects to enhance biodiversity by applying a mitigation hierarchy at the outset.

We updated our Biological Resource Management standards in 2022, strengthening our standards by embedding consultation with Indigenous communities as a requirement. At the end of 2022, we confirmed that Biological Resource Management Plans (BRMPs) were in place at 100% of our operating mine locations, of which three (Paracatu, Bald Mountain and Tasiast) are near or adjacent to areas of critical/high biodiversity. Within the past five years, 74,202 ha of land within our concession areas have been assessed for biodiversity. Approximately 46,430 ha of land are adjacent to areas of important/ global and national biodiversity. In 2022, 13,620 ha of land was protected by Kinross (Table 2).

TABLE 2: 2022 Biodiversity Assessment

Operations (#)	6
Total Land Area (ha)	136,579
Operations with BRMP (#)	6
Total Land Area Assessed for Biodiversity in the Past 5 Years (ha)	74,202
Total Land Occupied by Mining Facilities (ha)	20,607
Sites Assessed for Biodiversity (#)	6
Sites Assessed for Biodiversity (%)	100
Land Area Protected by Kinross (ha)	13,620
IUCN Red-Listed Species (#)	2,268

ANALYST CORNER:
BIODIVERSITY AND LAND USE

Read [Management Approach](#)

GRI 304, G4-MM1, MM2 SASB
RGMP Principle 2, 9 SDG 15
UNGC Principle 7, 8

[Data Tables](#)



Land use (i.e., land disturbed and not yet reclaimed) ranges from a low of 1,893 ha at La Coipa to a high of 3,918 ha at Bald Mountain, and 18,797 ha for our six operating sites (Figure 7).

In 2022, our Paracatu site, which is located in the Cerrado region of Brazil, had the greatest number of red-listed species (906) across all Kinross sites. Of the 2,268 species assessed within 25 km of our sites, 2,146 are at the lowest level of concern (IUCN:LC), 1 is critically endangered (IUCN:CR) and 16 are in the endangered categories (IUCN: EN) (Table 3).

We strive to avoid impacts on the ecological systems where we operate through our biodiversity action plans and environmental management systems. Our 2022 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 km² of protected territory that is home to over two million birds and a community of 1,500 people who live in the National Park. Our Tasiast mine is connected by power lines and water pipes to the sondage well field site, located 5 km from the eastern boundary of the PNBA. We maintained our Biodiversity Monitoring and Evaluation Plan (BMEP) with a focus on bird mortality risks arising from our power lines, for which bird mortality surveys completed in late 2022 confirmed no excessive mortalities. In 2019, Kinross and the PNBA signed a five-year partnership agreement to protect the universal value of the park through environmental monitoring, conservation of biodiversity and support to projects for the traditional communities living within the park. In 2022, we provided equipment and labour to re-commission three seawater desalination plants for local communities. The refurbished desalination plants have improved well-being for more than 1,200 residents of the R’gueiba, Tenalloul and Teichott communities by generating over 45 cubic metres (45,000 litres) of fresh and drinking water daily.

Figure 7
2022 LAND USE BY COUNTRY
(%) of ha

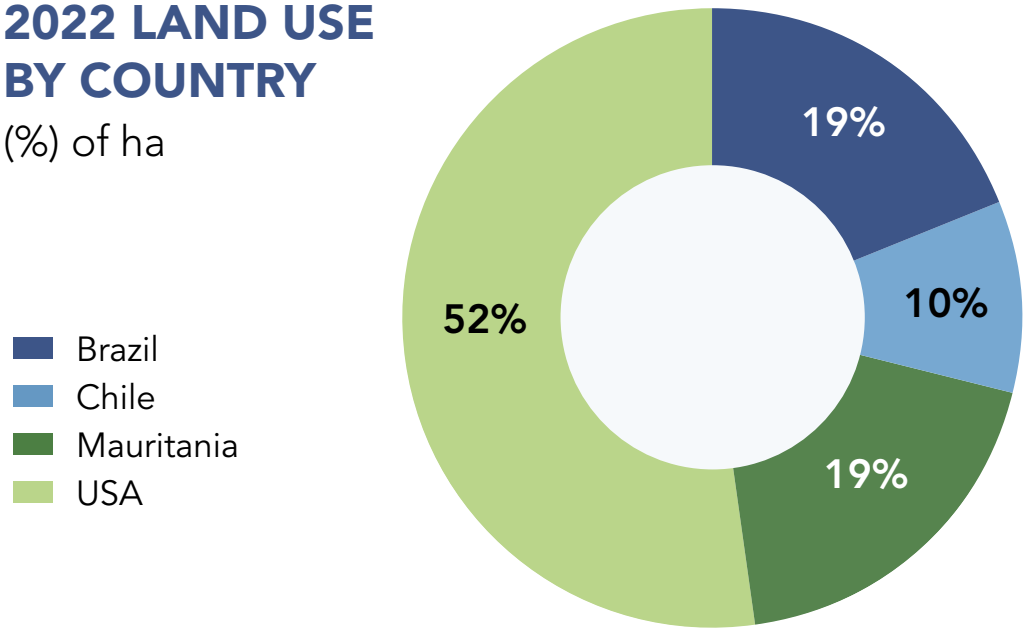


TABLE 3:
2022 IUCN Species by Level of Extinction Risk

	Critically Endangered	Endangered	
Nevada, USA		Little Brown Bat	Black Rosy-Finch
Central Alaska, USA		Little Brown Bat	
Chile		Short-tailed Chinchilla Liolaemus Isabelae	Atacama Myotis
Minas Gerais, Brazil	Brazilian Merganser	Dwarf Tinamou Brazilian Merganser Minas Gerais Tyrannulet	March Seed eater Brasilia Tapaculo Great-billed Seed-finch
Tasiast		Egyptian Vulture Northern Bald Ibis	Saker Falcon



Shorebirds in Mauritania’s Banc d’Arguin National Park



Kinross and PNBA officials celebrate the agreement to support the refurbishment of desalination plants.



Brazil – Our biodiversity strategy at Paracatu is designed to promote connectivity between preservation areas to protect endangered species and strengthen the biodiversity of the Cerrado biome. Progressive reclamation efforts continue to support return of species to these areas, with a species diversity score of 3.12 at the end of 2022 (using the Shannon-Wiener scale; see [Biodiversity at Paracatu](#)). Also, we continued our support for the Paracatu State Park with projects underway to develop trails and build park facilities.



Alaska, United States – Our focus on restoration and reclamation continued in 2022 through our ongoing partnership with Trout Unlimited 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. Final designs, surveys and layouts were completed, along with the construction of a temporary bridge to facilitate access. The Kinross contribution was leveraged to obtain additional funding from the Alaska Sustainable Salmon Fund and the U.S. Forest Service Collaborative Aquatic Landscape Restoration Fund. Work in 2023 will focus on tree harvest for log jams, bank stability and in-stream habitat structures, followed by stream channel and floodplain construction. After July, works are outside of the stream channel to avoid impacting spawning salmon. The U.S. Forest Service held a public community meeting in Hope to maintain awareness of the project, which has a high level of public support. In recognition of this initiative, Kinross Alaska was nominated by Trout Unlimited for the Alaska Miners Association’s Environmental Stewardship Award, which it received in 2022. Trout Unlimited is working with the University of Alaska – Anchorage to map more than 1,000 historic mining sites in Alaska to use as a guide for future restoration projects. Kinross Alaska and Trout Unlimited continue looking at other projects on which we can collaborate in Alaska.

Nevada, United States – Bald Mountain received 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. The award recognizes Bald Mountain’s efforts to go beyond standard reclamation requirements for a partial pit backfill that consisted of approximately 17 million tonnes of non-ore bearing material and approximately 49 acres of seeding. Additional reclamation efforts included reducing steepness of slopes to prevent hazards and blending and shaping of topography to match surrounding terrain. As a result, mule deer will have easier access and connectivity within the migration corridor which also serves as a transitional habitat between winter and summer ranges. In early 2023, Bald Mountain recorded record snowfall amounts, 250% higher than previously experienced. Snow clearing activities were undertaken 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 has (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 – In 2022, we collaborated with the University of Atacama and its “Laboratory for research into the cryosphere and water” through funding for improved accommodations for park rangers and CONAF (the national biodiversity agency) personnel in Laguna Santa Rosa, within the Nevado Tres Cruces National Park. These researchers conduct studies on sensitive issues such as water resources and the protection of biodiversity. Construction of these facilities is scheduled for 2023.

FUTURE FOCUS

We plan to submit a CDP Forest response for scoring in 2023. Over the near term, we are also initiating an analysis of Natural Capital with regard to Kinross’ business. This analysis will help us produce a strategic plan including annual and 2030 goals, and help us define what “nature net positive” means for Kinross. In parallel, we also expect to begin reporting in line with the TNFD over the next two to three years.



Biodiversity Strategy at Paracatu

Our biodiversity strategy at Paracatu is to promote connectivity between preservation areas to protect endangered species and strengthen the biodiversity resilience of the Cerrado biome, which is the second largest in South America, occupying 22% of Brazil's land area.

Considering biological diversity, the Brazilian Cerrado is recognized as the richest savanna in the world with approximately 12,000 species of native plants catalogued. Our integrated closure plan at Paracatu includes the potential for a protected corridor between the mine site and the Paracatu State Park, which are approximately 15 km apart (see map). The State Park is strategically located in the Santa Isabel basin, the main source for Paracatu's freshwater supply, and its protected status will contribute to the city's sustainable water source.

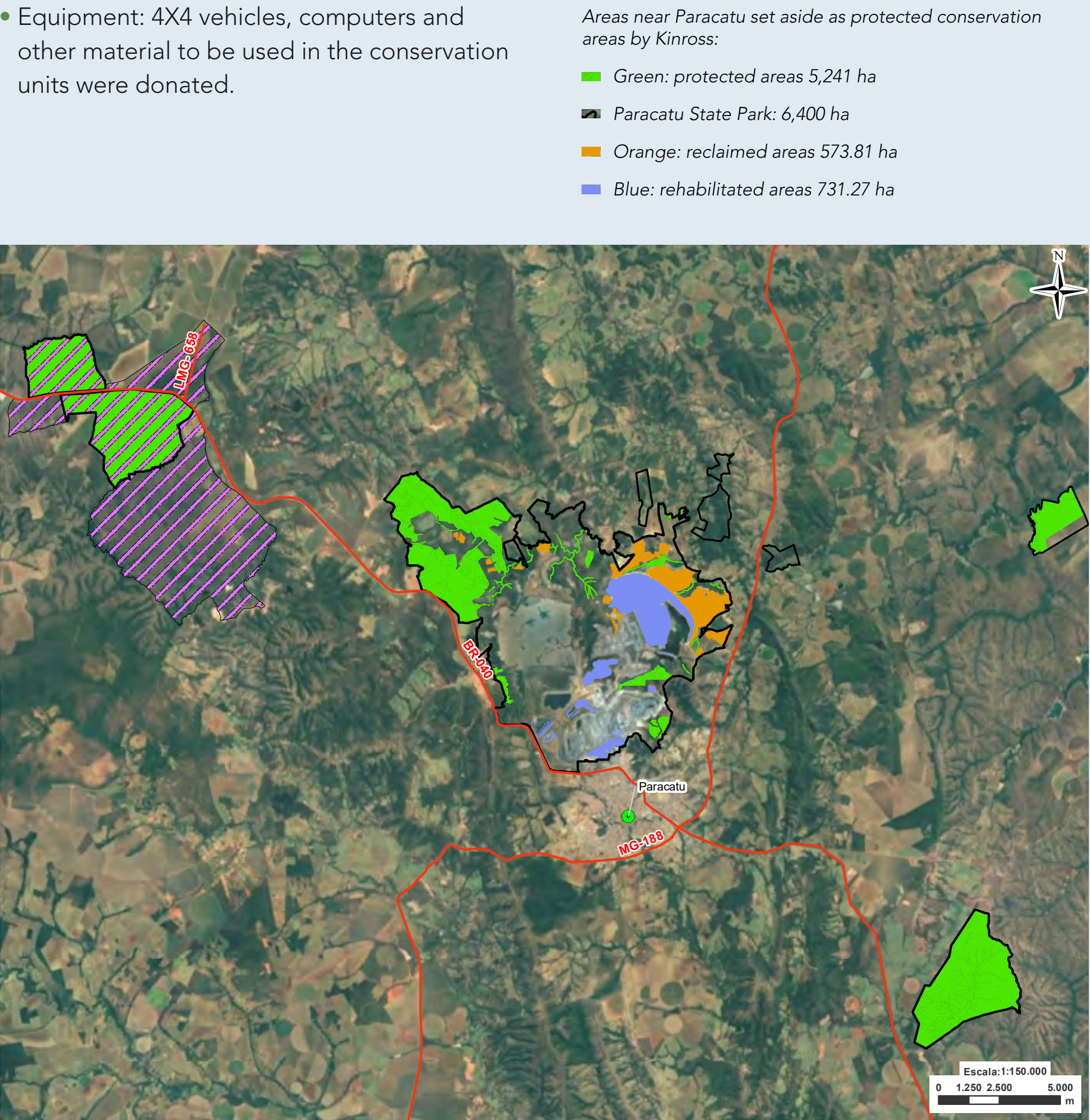


Details of the site's biodiversity strategy include progressive closure actions, reclamation activities and management of protected areas (legal reserves, permanent preservation areas and compensatory areas), combining ecological, social and economic pillars in support of regional sustainable development. Currently, more than 6,400 ha are destined for conservation, contributing to ecological connectivity, allowing the formation of ecological corridors and ensuring more resources for fauna and flora establishment. Part of this area (1,909 ha) was bought by Kinross and is in the process of legal title transfer to the Paracatu State Park. To enhance this mosaic, it is essential to consider the engagement and involvement of neighbouring communities.

At the Paracatu State Park, we continued implementation of projects under our mining compensation agreement with the State of Minas Gerais. These included:

- Ecological trails: the design for the trails was validated by the environmental agency and during 2023 four trails will be constructed.
- Infrastructure works: an agreement regarding the maintenance and construction of facilities for the park was signed. Design of the facilities and material acquisitions are in progress.

- Equipment: 4X4 vehicles, computers and other material to be used in the conservation units were donated.





Biodiversity Strategy at Paracatu (continued)

At the Paracatu mine site, reclamation work continued in former borrow areas using a vegetation nucleation technique that has helped accelerate revegetation of these areas. In this method, topsoil and brushwood from internal deforestation activities are organized in separated linear zones in reclamation areas, acting as nucleation points for plants, which spread out laterally over time. This work is complemented by planting of seedlings from community nurseries, including more than 20 native species. Since 2017, 20 community nurseries have been established, producing more than 60,000 seedlings with at least 10,000 planned for 2023, and generating approximately \$100,000 in income for the community.

The site’s reclamation monitoring protocol includes sampling points at specific land plots for evaluation of ecological indicators covering the density and richness of native species. This work is being done in partnership with the Federal University of Viçosa and Tikrè Consultants, to enhance the assessment of reclamation activities and continuous monitoring processes. As a key indicator, the site is measuring the species diversity index (Shannon-Wievers) which has a scale of 0 to 5. Species diversity indices refer

to the variety of species of living organisms in a given community, habitat or region. The species diversity score for the reclamation areas under study at Paracatu at the end of 2022 was 3.12, vs. a score of 2.5 earlier in the year when the site first implemented this methodology.

To contribute to greater public awareness of Kinross’ contributions to conservation in the Cerrado biome, the Paracatu site has developed a book in partnership with Paracatu State Park, scheduled for publication in late 2023.



FUTURE FOCUS

The Paracatu site has specific annual biodiversity targets. For 2023 these include:

- Increase by at least 10% the richness and diversity of species in areas undergoing reclamation/restoration (Santo Antonio TSF borrow areas).
- Progressive reclamation planned and implemented.
- Promote the fencing of at least 5 springs along the São Pedro stream watershed, as well as fencing along at least 15 linear km, all to help protect water sources in the area.
- Increase by at least 10% from the 2022 level of 140 km, the construction of firebreaks in protected areas (160 linear km).
- Conduct seasonal monitoring of at least 1 fauna/wildlife group throughout all protected areas of the site.

Paracatu’s reclamation technique uses vegetation nucleation and linear zones. Images shown were taken over a seven-year period and show the substantial progress from this cost-effective method.

2015



2017



2022





TAILINGS MANAGEMENT AND MINERAL WASTE

This year marked 30 years of zero reportable incidents and zero fines for Kinross at our 10 active, five inactive and four closed tailings facilities across our operating mines and closed sites (Table 4). To maintain this record, we continue to take a vigilant, comprehensive and responsible approach to how tailings are managed at our facilities.

The design and construction of our tailings facilities, along with our tailings management program, are rooted in our commitment to technical and operational excellence. While our Tailings Management Program, based on the Mining Association of Canada (MAC) and Canadian Dam Association (CDA) guidelines, remained unchanged in 2022, we took steps during the year to enhance the tailings review program at our operating mines. We increased the number of experts for each review from a single reviewer to establishing review panels to enhance the rigour of each site-level tailings facility review. Beginning in 2022, annual tailings reviews at Paracatu now include an independent panel consisting of three reviewers, while review panels for other sites will consist of a minimum of two reviewers. Independent reviews are conducted every two years at Fort Knox and every three years at all other operating sites.

In other areas of performance, we:

- Completed tailings reviews at Paracatu and Fort Knox, as well as at our La Coipa operation as that site resumed commercial production in February 2022. Independent reviews have been conducted at 100% of our active mine sites over the past three years (2020-2022).
- After being in care and maintenance since 2013, the resumption of operations at La Coipa in early 2022 includes the management and deposition of filtered tailings. The site has been optimizing processes for deposition planning and for spreading and compacting tailings.
- Generated 77 million tonnes of tailings in 2022, a decline from 81 million tonnes in 2021, largely due to the divestiture of our Russian and Ghanaian assets and lower volumes at Paracatu and Round Mountain.
- Kinross corporate staff worked with site and Engineer of Record personnel to ensure safe and efficient transition of ownership at Chirano and Kupol, both of which were divested in 2022.

ANALYST CORNER: TAILINGS MANAGEMENT

Read [Management Approach](#)

GRI G4-MM3 SASB
RGMP Principle 2, 8 SDG 8, 15
UNGC Principle 7, 8, 9

[Data Tables](#)

TABLE 4: 2022 Tailings Management Facilities

Total Active Tailings Facilities (#)	10
Total Inactive Tailings Facilities (#)	5
Total Closed Tailings Facilities (#)	4

TABLE 5: Mapping Kinross Tailings Management Program to the Global Industry Standard on Tailings Management

GISTM Topic	Related Kinross Standards and Practices	Example
I: Affected Communities	<ul style="list-style-type: none">• Management Approach document for Human Rights• Community consultation programs	Grievance mechanisms are in place at each site.
II: Integrated Knowledge Base	<ul style="list-style-type: none">• Tailings Management Standard• Community consultation programs	Paracatu has an extensive document management system for tailings.
III: Design, Construction, Operation and Monitoring of the Tailings Facility	<ul style="list-style-type: none">• Tailings Management Standard	Standards for flood and earthquake design.
IV: Management and Governance	<ul style="list-style-type: none">• Safety & Sustainability Policy• Tailings Management Standard• Audit plans• Whistleblower policy	Independent site reviews are conducted every three years at minimum, and annually at Paracatu.
V: Emergency Response and Long-Term Recovery	<ul style="list-style-type: none">• Tailings Management Standard• Community consultation programs	Emergency drills are regularly conducted with community members and local authorities at Paracatu.
VI: Public Disclosure and Access to Information	<ul style="list-style-type: none">• Communication programs	Disclosure table and Management Approach document published on Kinross’ website.



- Continued internal assessment of our Tailings Management Program and tailings management facilities compared with the requirements of technical aspects of the Global Industry Standard on Tailings Management (GISTM) (Table 5). Results vary across sites, but Kinross generally meets or partially meets over three-quarters of the GISTM Requirements. The primary gaps are in the documentation of design decisions, and in processes for additional disclosures.

Aligning with GISTM at Paracatu

Regulation in Minas Gerais state for tailings storage facilities is among the most comprehensive in the world and its requirements align closely with those of GISTM. At Paracatu, we have been conducting detailed socio-environmental-cultural baseline studies in downstream areas, implementing regular community engagement and joint emergency planning, updating our community grievance system in line with the UN Guiding Principles on Business and Human Rights, and further embedding our tailings management within operations through our 24-hour control centre with real-time monitoring of piezometers as well as live video feed. Also, a network of emergency warning sirens has been established throughout the downstream area in the “self-rescue zone”, with annual emergency simulation exercises done with the communities, civil defence, and other authorities. Following a previously reported accidental activation of warning sirens in 2021, we completed door-to-door engagement over months in downstream communities to listen to concerns and strengthen confidence.

We have completed a range of detailed socio-environmental and cultural heritage studies to have a complete baseline of areas downstream of our tailings storage facilities. These included:

- Socio-environmental studies for the Environmental Agency (SUPRAM):** the scope of these baseline studies covered socio-economic registration of people, households and establishments, laboratory analysis of samples, environmental studies, environmental emergency plans, ecosystem assessment, and histopathological studies.
- Historical and cultural assessment for the Cultural Heritage Agency (IEPHA):** campaigns and cultural diagnosis were conducted. No assets were registered as cultural heritage within the self-rescue and secondary rescue zones. Several assets of interest for historical heritage were registered, including some immovable assets (5 houses and 1 church containing religious materials).
- Socio-economic characterization for the Agricultural Institute (IMA):** an inventory of producers, owners, establishments, livestock farms and population of livestock species in potentially affected areas was concluded.

The above noted actions align closely with the social themes in GISTM (topics in affected communities and topics re: emergency response and long-term recovery) and Paracatu expects to be compliance-ready in 2023.



Progressive reclamation at Paracatu’s Santo Antonio Tailings Facility.

Mineral Waste

During 2022, our operating mine sites were required to maintain Geological Materials Management Plans under the Kinross Environmental Management System. Across our sites, we analyze the geological materials that will be exposed to weathering through our mining activities and the potential for acid or metalliferous drainage (AMD).

In 2022, we mined 238 million tonnes of waste rock, of which approximately 14%, comprised of waste rock generated at Paracatu and Round Mountain, is potentially acid generating and is safely managed to minimize acid generation.

FUTURE FOCUS

Reviews are planned for Paracatu, Round Mountain, and Kinross’ Brazil hydro-electric dams in 2023.

In 2023, we will continue to evaluate the evolving governance frameworks for safe management of tailings facilities. The GISTM has become a leading international standard and, while our program remains based on MAC-CDA guidelines, we will advance our site-level gap assessment against GISTM in 2023, working towards being compliance-ready at Paracatu, also in 2023. At the same time, we will evaluate MAC’s Towards Sustainable Mining (TSM) framework which provides a rigorous basis for tailings management, is comparable to GISTM and has a mature audit framework. The results will help us determine which approach, or combination thereof, best serves the needs of our sites and stakeholders, as well as local regulatory compliance.

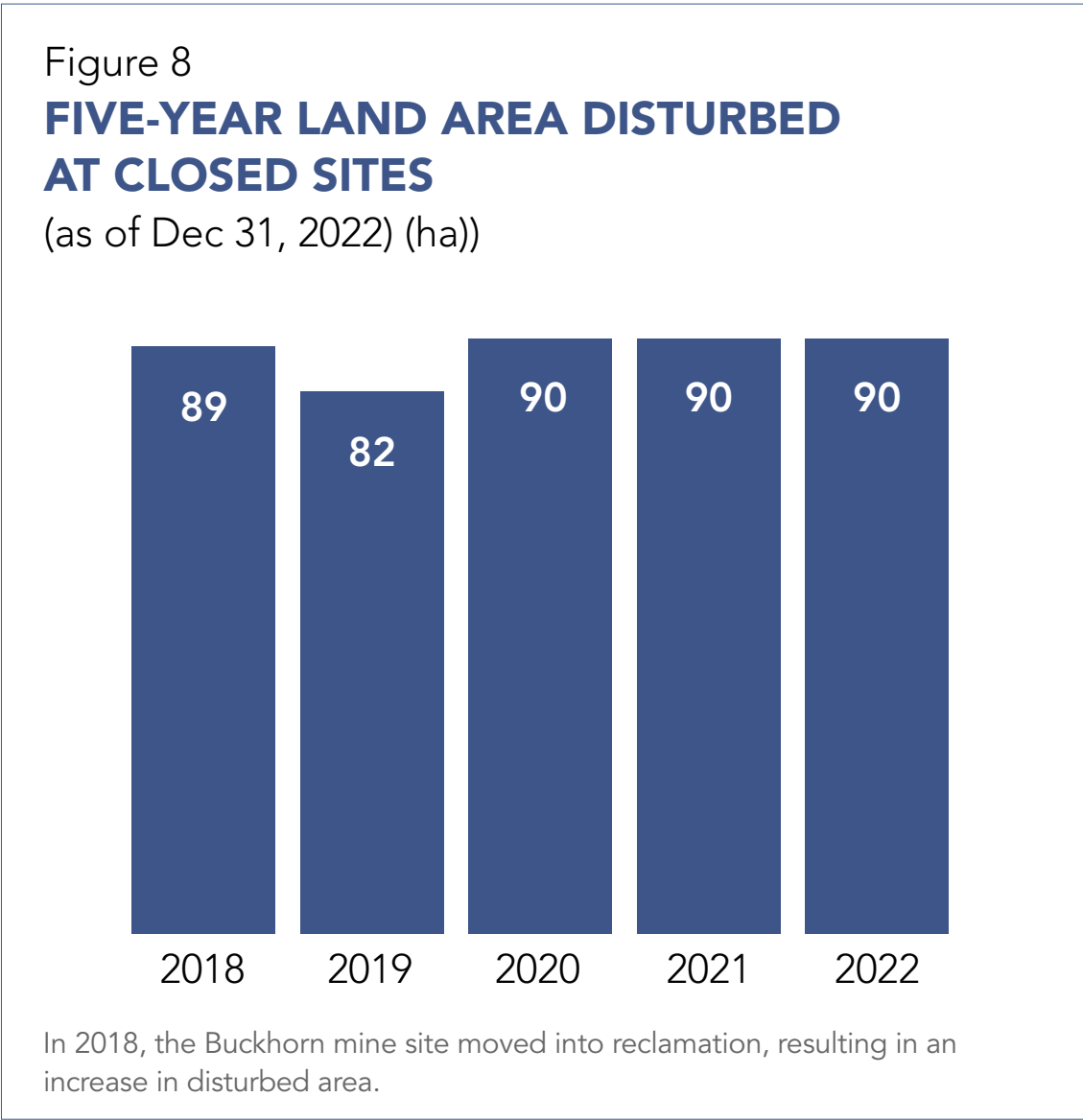


INTEGRATED MINE CLOSURE

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 and delivery of post-mining land use where possible. Our operating sites report quarterly on progressive reclamation activities. In 2022, and as part of our commitment to continuous improvement in reclamation, our operating sites and reclamation properties began providing quarterly objectives and targets for concurrent reclamation and costs as part of Kinross’ Corporate Responsibility Performance Metric.

Performance and activities in 2022:

- At our active mining operations, we reclaimed 40 ha of land in 2022, compared with 105 ha in 2021 (81 ha from continuing operations), the majority of it related to the ongoing reclamation work to close Paracatu’s Santo Antonio tailings storage facility. At the start of the year, the total land area affected by our operations was 18,342 ha. During the year an additional 495 ha were affected, leading to a net total affected land area of 18,798 ha at the end of 2022.
- At our North America closure sites, there were 90 ha of affected lands not yet reclaimed, the same figure as the past three years (Figure 8).
- A proactive driver of environmental performance was included in the CRPM and First Priorities for all sites. The total reclamation score was 3.9 out of 4.0 with sites achieving over 97% of their reclamation goals for 2022 against this metric.
- At La Coipa, we continued our active management of the mercury groundwater plume through management of water from outside of the plume area, plume water treatment with ion exchange and reverse osmosis, and final discharge of treated water containing less than 1 part per billion (ppb) of mercury. Mercury bioremediation pilot testing is ongoing at La Coipa and initial results are promising as a solution to remove mercury from tailings seepage on site, reducing concentrations to lower than 1 ppb. Ongoing work will include larger field pilot testing to determine the viability of the solution on an industrial scale. The entire remediation system is monitored through a system of 54 wells and laboratory data are provided to the authorities on a quarterly basis. In 2015, Kinross obtained permission from the regulator to operate the second plant within the remediation system, subject to conducting an environmental evaluation. This was done and the permit application was filed in 2020. Due to a technicality, the regulator challenged the administrative status of the application, which is now under review by the Environmental Tribunal. Once the court has issued its decision, we will proceed accordingly.
- Received 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. Read more in [Biodiversity](#).
- During mining activity at Bald Mountain’s Winrock pit, we are designing and initiating the encapsulation of potentially acid generating waste rock to meet and minimize future closure requirements. This approach, which was completed during mining, reduces additional efforts for final reclamation and follows the agency approved Waste Rock Management Plan for the site.



ANALYST CORNER: INTEGRATED MINE CLOSURE

Read [Management Approach](#)

GRI G4-MM1, MM2

RGMP Principle 2, 8, 9

UNGC Principle 7, 8, 9

SASB

SDG 12, 15

[Data Tables](#)

M

FUTURE FOCUS

We expect to review and update Kinross’ mine closure planning standards as part of our work pertaining to updating our overall EMS. We are undertaking a high-level study on closure planning that will consider alignment with corporate standards, the RGMPs as well as closure costing.



Paracatu Reclamation and Closure Update

During 2023, multiple activities continued at our Paracatu site as part of its integrated closure strategy. These were summarized in an integrated closure workshop held in Paracatu in November 2022, with the presence of local and state authorities, including the Environment Secretary for Minas Gerais and local environment NGO, Mover.

Site activities included:

- Continued work on the “de-characterization” of the Santo Antonio tailings facility, while also continuing reprocessing of tailings in the interior zone of the facility (PSAT project). The de-characterization plan was submitted to ANM, the National Mining Agency, as well as to FEAM (Minas Gerais Environment Department) and the site continued work with consultants WSP on the water quality model during and after closure of the dam.
- Finalized environmental studies for the rehabilitation of an old garimpeiro (ASM mining) area in Rapadura Creek, located on lands now owned by the Company as well as being upstream of the Quilombola community of São Domingos. The project consists of construction of a hydraulic barrier, wetland protection, passive water

treatment and covering of tailings from the old ASM operations. Implementation of this project will start in late 2023 following receipt of permits and will result in significant environmental benefit as well as mitigating a potential health risk to the community. A similar project is also underway at Macacos Creek, located on the south side of the mine.

- In another project to repair historical environmental liabilities due to garimpeiro activities in the 1980s, approximately 18,000 m³ of contaminated soil were removed from the Rico Creek area during construction activities of the acoustic barrier at Phase 15 of the mine. Around 25,000 tonnes of limestone gravel were used to infill the area and improve the environment through passive treatment of any drainage in the area. In addition, a layer of clay was placed above the limestone as a waterproofing cover.
- These actions are in line with the site’s strategy for removal of environmental liabilities arising from historical garimpeiro activities, as well as progressive mine closure, which is based on closing mine structures during the operational phase, bringing forward the elimination of environmental liabilities and reducing costs.

- Continued collaborative applied research on land reclamation with the University of Viçosa (UFV). UFV began its partnership with Kinross in 1993 and the results have formed the basis for reclamation protocols still adopted at site. This includes detailed design considerations for mine waste rock dumps, including the potential for acid drainage and metal leaching. Detailed geochemical studies of saprolite have been done over the years in support of its use as a protective material.

See [Biodiversity Strategy at Paracatu](#) to learn more about our conservation strategy at Paracatu.

Reclamation area at the Santo Antonio Tailings Management Facility





WASTE MANAGEMENT

Reducing, re-using and recycling the waste we produce are fundamental to the way we manage waste. 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 on-site waste inventories until disposal permits are granted or opportunities are found allowing for disposal off-site.

We continue to improve our tracking and reporting pertaining to non-mineral waste. For 2022, we have introduced a new category of “waste stored on site” to more accurately capture waste management practices at our remote sites, which may be required to store waste on-site for extended periods of time. In 2022, total waste generated increased by 26% compared with 2021, with increases in the volume of both hazardous and non-hazardous wastes (Figure 9), but similar to total waste metrics for 2019 and 2020.

Our performance and results over the past year include:

- Total volumes of hazardous waste were 8,041 tonnes in 2022, up from 5,230 tonnes in 2021 (Figure 9). At Tasiast, the recategorization of ash as hazardous waste contributed, in part, to higher waste volumes, combined with higher volumes of waste oil generated from the maintenance of the mobile fleet and ongoing construction of the 24k project.
- Total volumes of non-hazardous waste generated increased by 21% in 2022 compared with 2021 due to the construction of the acoustic barrier at Paracatu, as well as ongoing construction at Tasiast pertaining to the 24k project including the solar power plant.
- Total volumes of waste disposed declined in 2022 to 12,288 tonnes from 2021 (15,024 tonnes) due to the increase in the total volume of waste recycled year-over-year and, in part, due to the introduction of the new waste stored category (waste stored on site), which more accurately represents the status of waste on-site at Tasiast as stored rather than disposed.
- The total volume of waste recycled increased for the second consecutive year to 57% in 2022 from 50% in 2021, the highest rate in the past five years (Figures 10 and 11). At Paracatu,

ANALYST CORNER: WASTE MANAGEMENT

Read [Management Approach](#)

GRI 306

RGMP Principle 2, 8

SDG 12, 15

UNGC Principle 7, 8, 9

[Data Tables](#)



FUTURE FOCUS

Kinross aspires to eliminate non-essential, single-use plastics by 2030. We are working with our sites to begin inventorying the single-use plastics used to inform the development of a corporate-wide strategy in 2024/2025, along a path to net-zero single use plastics by 2030. We will continue to monitor and manage the volumes of waste at site levels, while disposing of waste generated in accordance with jurisdictional regulatory and permit requirements. Our sites will continue ongoing work to increase recycling and continuing to identify innovative secondary markets for waste generated, such as the example of recycling of haul truck tires at Round Mountain.

the volume of non-hazardous waste recycled increased in 2022 to 90%, from 83% in 2021, as the site was able to divert scrap metal waste from landfill to recycling for the first time. At Round Mountain, a new tire recycling program was implemented in the second half of 2022 whereby haul truck tires are removed off-site, modified and re-used for agricultural and other purposes.

- Tasiast continues to manage non-mineral waste on site with a focus on safe storage and sorting of waste types in anticipation of permits to dispose of and recycle its waste. The site continues engagement with local and national authorities on this matter. Key considerations include alignment with international and national legal requirements and regulations, including but not limited to companies with the necessary certifications offering waste disposal services. Working with appropriately certified companies will help Tasiast ensure traceability through the value chain from waste transportation to product and final disposal. We continue to evaluate the capacity of local companies in line with our overall commitment to develop local economic opportunities in Mauritania.

Figure 10
FIVE-YEAR WASTE RECYCLED
(%)



* All 2021 metrics were independently assured by PWC LLP.

Figure 9
FIVE-YEAR TOTAL HAZARDOUS/
NON-HAZARDOUS WASTE GENERATED
(Tonnes)

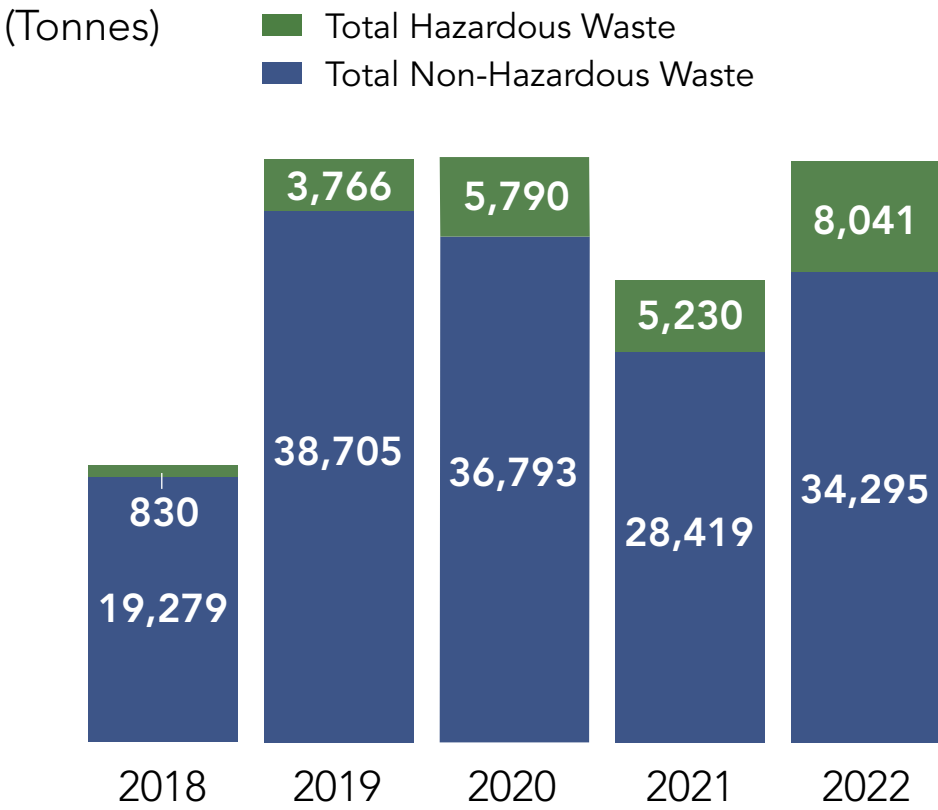
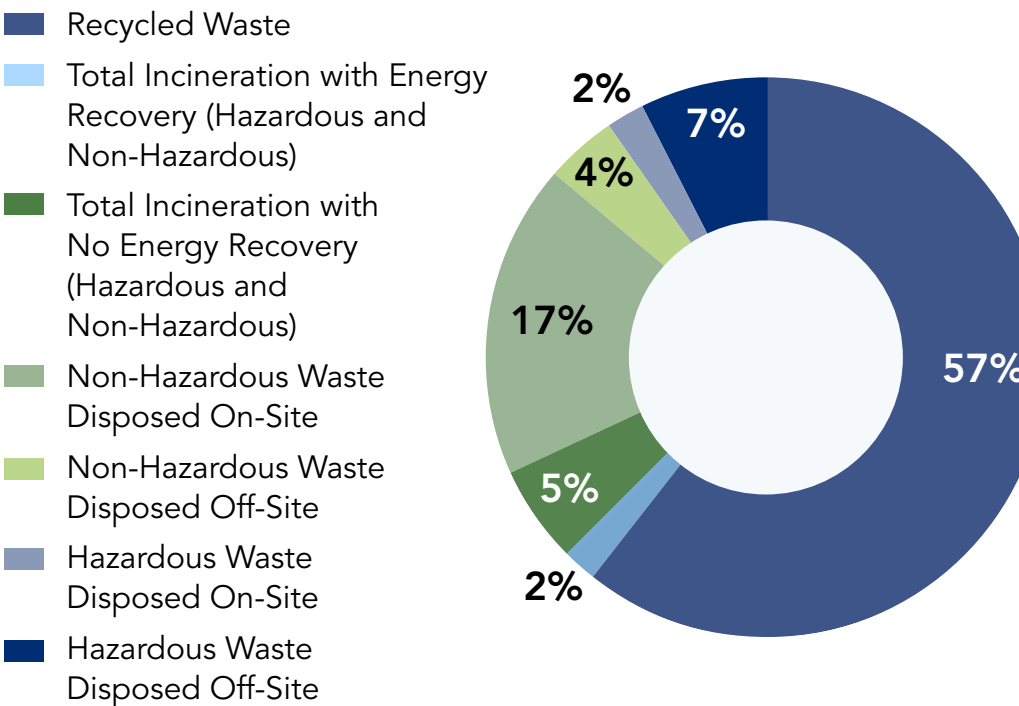


Figure 11
2022 NON-MINERAL WASTE BY CATEGORY
(% of tonnes)





AIR QUALITY

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

Our 2022 performance and results include:

- Estimated emissions for NOx declined slightly year-over-year from 2,473 tonnes in 2021 to 2,162 tonnes in 2022. Estimated emissions for SOx increased year-over-year from 1,076 tonnes in 2021 to 1,419 tonnes in 2022.
- As part of annual compliance monitoring requited by the State of Nevada, Round Mountain must monitor all of its sources of air (mercury) emissions, including the furnace and electro-winning (E/W) Circuit. Independent air (mercury) emission compliance monitoring was performed by an independent party in late 2022 and the results demonstrated exceedances over the State’s mercury emission standard. The site made several significant changes and modifications to the furnace and E/W Circuit and performed internal monitoring before independent compliance re-testing in January 2023 confirmed compliance with the State standard. Round Mountain has purchased monitoring equipment to perform in-house monitoring which should reduce the likelihood of mercury exceedances in our air emissions. We are anticipating a Notice of Violation this year for this non-compliance in 2022.
- At La Coipa, we installed a new state-of-the-art air purification system inside the cabins of loaders, drills and excavators to reduce the potential risk of operators’ exposure to dust and other particles during day-to-day activities. These new state-of-the-art systems provide 99.95% air purity inside the cabin by generating internal positive pressures to minimize the entry of dust or other particles through two cleaning filters. The system also contains a sensor that measures the presence of CO₂ inside the cabin and will notify the operator when recirculation needs to be conducted. The new systems were launched as a pilot project in CAT 994D front loaders and La Coipa is adding six more purifier systems.
- At our Great Bear project in Ontario, our baseline environmental monitoring includes pre-existing air quality conditions long before the site construction occurs. This allows us time to ensure air quality remains an ongoing focus post-permit approvals into the construction and operation phases of mine life.

ANALYST CORNER: AIR QUALITY

Read [Management Approach](#)

GRI 305

RGMP Principle 2, 8

SDG 12, 15

UNGC Principle 7, 8, 9

[Data Tables](#)



FUTURE FOCUS

We will maintain compliance with air quality standards in our operating jurisdictions through effective implementation of our environmental standards.





Climate and Energy

2022 was a pivotal year for the advancement of Kinross’ efforts to address climate change. We developed a foundational climate change strategy and greenhouse gas (GHG) reduction action plan aligned with our commitment to meet the goals of the 2015 Paris Agreement. With the launch of our updated ESG strategy this past year, we have further embedded our commitment to climate and energy as an ESG Priority Focus area for Kinross, of critical importance to our business and to our stakeholders.

Along our path to being a net-zero GHG emissions company by 2050, we are also progressing 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.

Ongoing review of energy options available at our operations and development projects is a priority for our business to improve energy efficiency, reduce costs and lower our carbon footprint. At our existing mines, we continued to improve energy efficiencies through process optimization initiatives, operational improvements and reduced fuel use. Our results and performance include:

- **Energy intensity for 2022 was 122 MJ/tonne of ore processed**, down significantly from 154MJ per tonne of ore processed previously reported for 2021 due to the divestiture of our Russia operations, which had the previous highest energy intensity, and an improvement compared with 135MJ per tonne of ore processed from continuing operations in 2021, primarily due to more tonnes of ore processed in 2022 (Figure 12), which outweighed an approximate 10% increase in total energy consumed.
- Total energy (direct and indirect) consumed was 20,387,276 GJ in 2022, a 9.7% increase compared with 18,586,590 in 2021 from continuing operations due to higher throughput leading to increases in absolute consumption at Fort Knox, Paracatu and Round Mountain (Figure 13). However, as a measure of efficiency, energy intensities improved significantly at both Fort

**ANALYST CORNER:
CLIMATE CHANGE AND ENERGY**

Read [Management Approach](#)

GRI 201, 301, 302, 305

SASB

RGMP Principle 2, 10

SDG 7, 12, 13, 15

UNGC Principle 7, 8, 9

[Data Tables](#)



Knox and Tasiast year-over-year. The restart of La Coipa also changed our energy profile in 2022, as that site draws 100% of its electrical power from renewable sources. Diesel accounted for 57% of total energy consumption, driven by the current make-up of our mobile fleet (Figure 14).

- **We implemented 11 energy efficiency projects** across the Company in 2022, resulting in incremental annualized GHG emissions reductions of 18,681 tCO₂e and energy savings of 265,340 GJ/year. Overall, these energy efficiency projects helped offset approximately 1% of Kinross’ GHG emissions and the increase in 2022 energy consumed, as well as \$7.3 million in savings. Notable improvements in energy efficiency were seen at both Fort Knox and Tasiast. 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. At Tasiast, energy intensity improved by 35% to 726 MJ/tonne of ore processed from 1,130 MJ/tonne processed, a significant improvement due to a 75% increase in tonnes of ore processed. Globally, Kinross mine sites implement energy efficiency initiatives regularly as part of our culture of continuous improvement and innovation. At Round Mountain, for example, we completed a strategic optimization project, recommissioning an electric shovel to reduce the use of a diesel-fueled Caterpillar 994F loader. The project was completed in September 2022. In the fourth quarter, the mine saved over 60,000 litres of diesel fuel, and a reduction of 162 tCO₂e, due to reduced usage of the CAT loader. The project is anticipated to achieve monetary savings of approximately \$7 million over four years.

Figure 12
**FIVE-YEAR ENERGY DIRECT AND
INDIRECT INTENSITY RATES**

(megajoules/tonne of ore processed)

■ Indirect Energy
■ Direct Energy

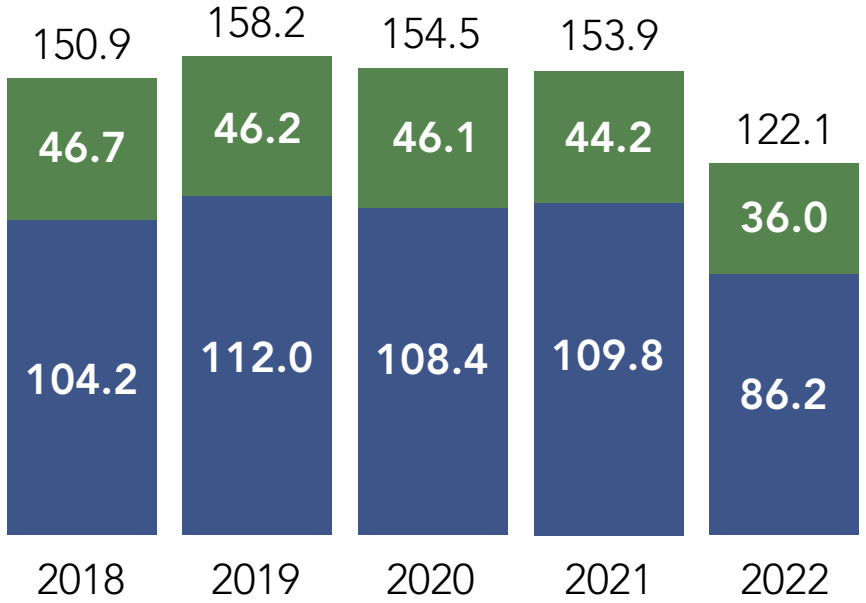
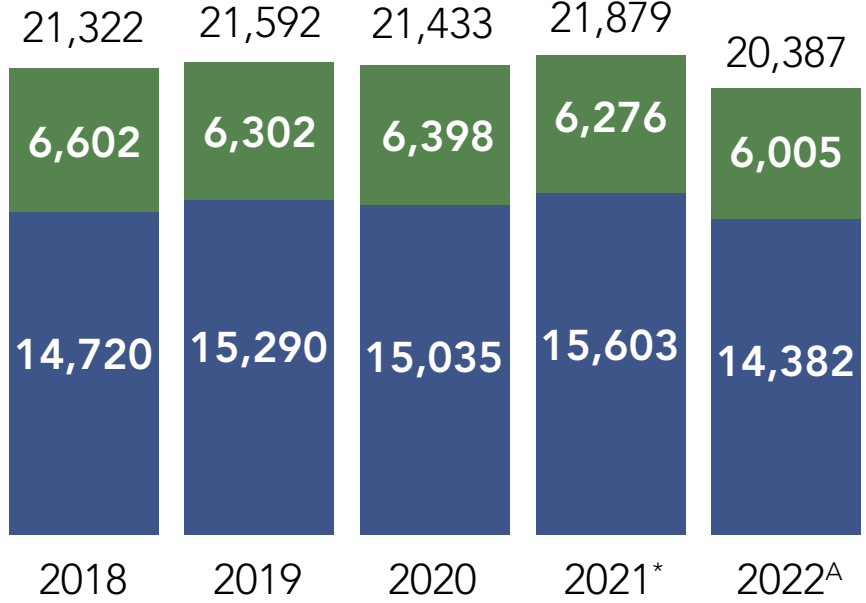


Figure 13
**FIVE-YEAR TOTAL ENERGY
CONSUMPTION**

(gigajoules x 1,000)

■ Indirect Energy
■ Direct Energy



* All 2021 metrics were independently assured by PWC LLP.



- **Renewable energy sources represented 22% of our total energy consumed compared with 18% in 2021. Electricity from renewable sources was 63% of total electricity consumed (grid and self-generation) compared with 54% in 2021.** At Paracatu, 98% of the electricity consumed in 2022 was renewable, including supplies from renewable power generated at Kinross’ hydro-electric dams. This increase in the percentage of renewable electricity in our energy portfolio is predominantly due to divestiture of our Russian and Ghanaian operations, our decision to source 100% renewable energy in Chile, and emissions factors from electricity providers continuing to reflect higher amounts of renewable energy generation, particularly in Brazil.
- For our development projects, energy efficiency initiatives and best practices are an integrated part of the design process to ensure energy efficiency and low carbon factors are considered at the outset. Our Great Bear project is located in northwestern Ontario with access to a low GHG power grid (largely supplied by nuclear and hydro-electric) which is in large part supplied by hydro-electric power. We are at an early stage in the development of an electrification strategy to serve the operation and progress our GHG reduction targets, which includes First Nations, and which serves the long-term development of northwestern Ontario.
- **Total GHG emissions (Scope 1 and Scope 2) of 1,448,827 tonnes of CO₂e in 2022** were slightly higher compared with 1,403,366 tonnes of CO₂e in 2021 from continuing operations due to the addition of La Coipa and higher emissions at Tasiast year-over-year arising from the restart of milling operations at Tasiast, which experienced a prolonged shutdown in 2021, and higher Scope 2 emissions at Round Mountain due to an increase in tonnes processed. Total Scope 1 and 2 GHG emissions at Paracatu declined by 35% due to significantly lower emission factors which reduced Scope 2 emissions, even though Scope 1 emissions increased due to foreseen mine plan considerations (mining now taking place in deeper parts of the pit, with longer haul cycles and harder rocks) (Figure 15).
- GHG emissions intensity was 8.7 kilograms of CO₂e per tonne ore processed, a decrease from 10.2 kilograms of CO₂e per tonne ore processed from continuing operations in 2021, and 11.8 kilograms of CO₂e/tonne ore processed in 2021 (Figure 16). On a per-ounce basis, GHG intensity declined to 740 CO₂e/Au eq. oz. from 970 kilograms CO₂e/Au eq. oz. from continuing operations, or 808 kilograms CO₂e/Au eq. oz. (Figure 17) in 2021 due to increased gold production (Tasiast full year production was higher in 2022 due to the temporary suspension of milling operations in 2021).
- Continued to advance construction of the Tasiast 34MW solar project, a key component of Kinross’ renewable energy strategy. The plant is expected to come on line in late 2023. See [Advancing Green Energy at Tasiast](#).

We delivered on two key goals in 2022: completing detailed scenario analysis and improving our understanding of Kinross’ Scope 3 emissions. For our scenario analysis, we conducted a comprehensive, consultative process that included four scenarios across a range of possible and plausible future conditions. These scenarios identify a breadth of potential climate-related vulnerabilities and were used to identify a set of options for Kinross to consider in evaluation of the risks and opportunities arising from the uncertainties around climate change. Read [Climate-Related Scenario Analysis for Kinross](#).

Figure 14
2022 TOTAL ENERGY CONSUMPTION BY TYPE (%)

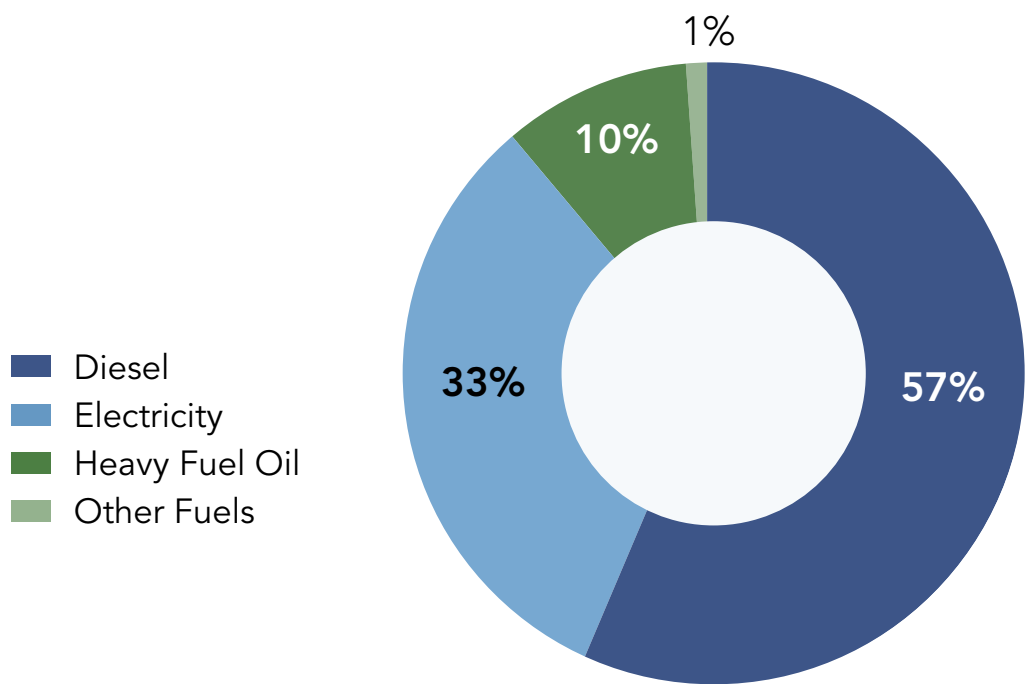
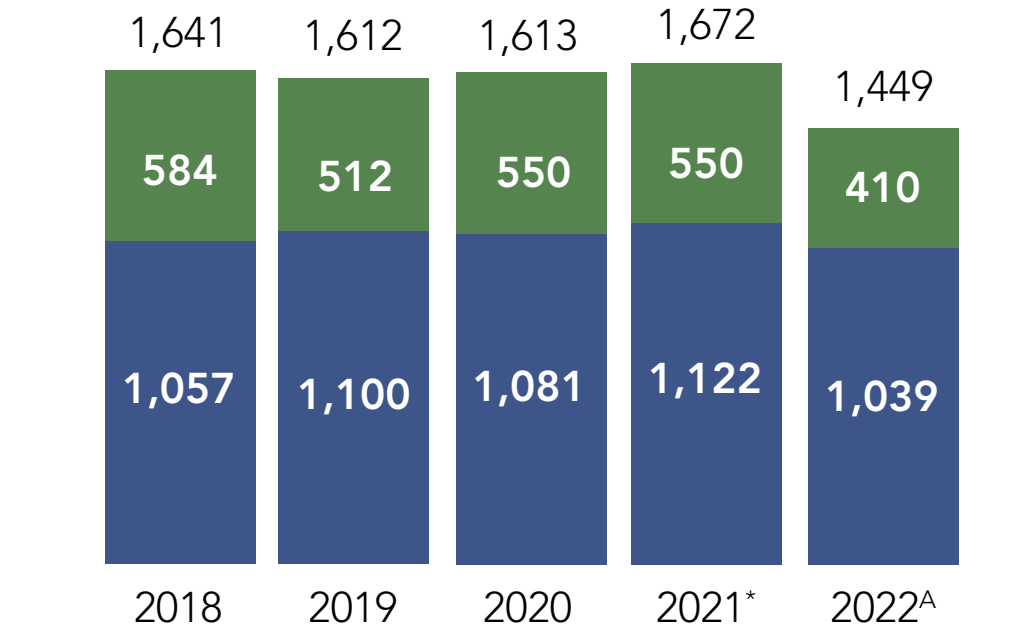
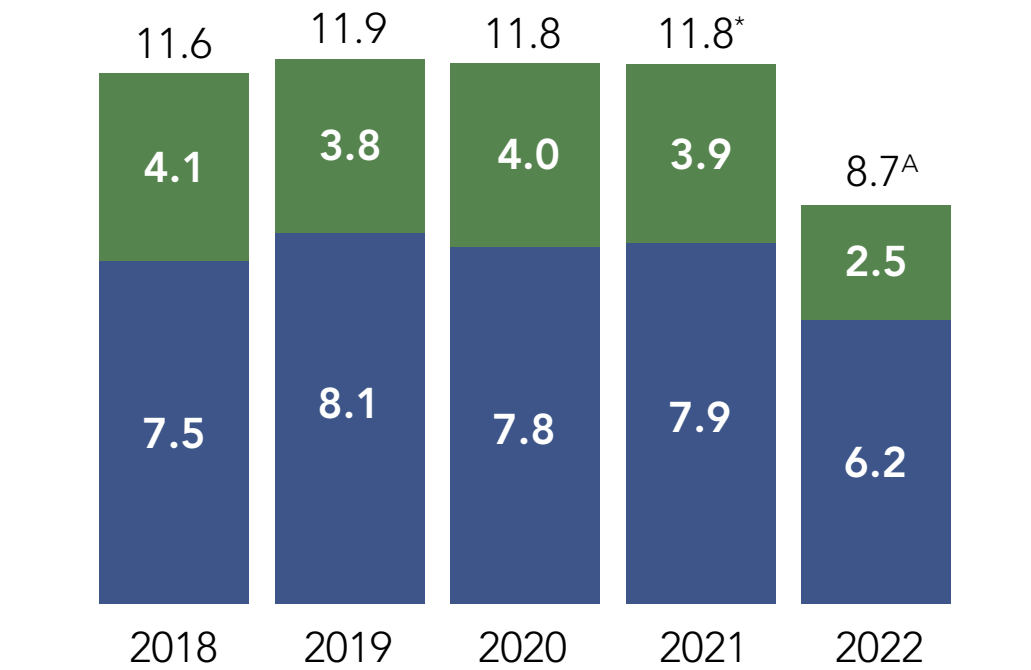


Figure 15
FIVE-YEAR GHG EMISSIONS SCOPE 1 & 2 (1,000 tonnes CO₂e)



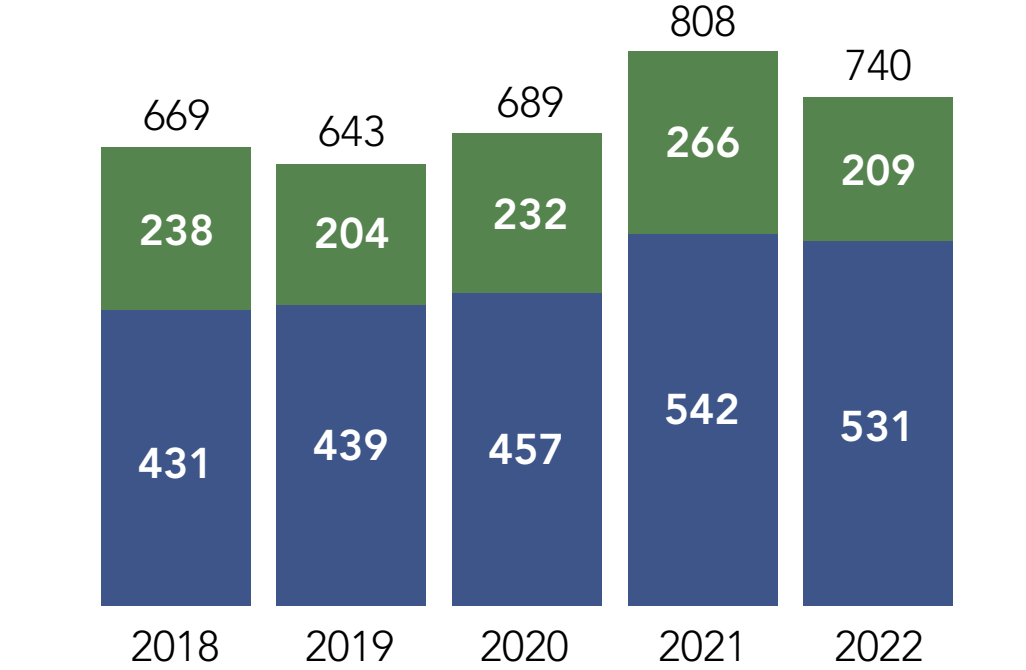
* All 2021 metrics were independently assured by PWC LLP.

Figure 16
FIVE-YEAR GHG INTENSITY RATES (kilograms CO₂e/tonne of ore processed)



* All 2021 metrics were independently assured by PWC LLP.

Figure 17
FIVE-YEAR GHG INTENSITY RATES (kilograms CO₂e/Au eq. oz.)



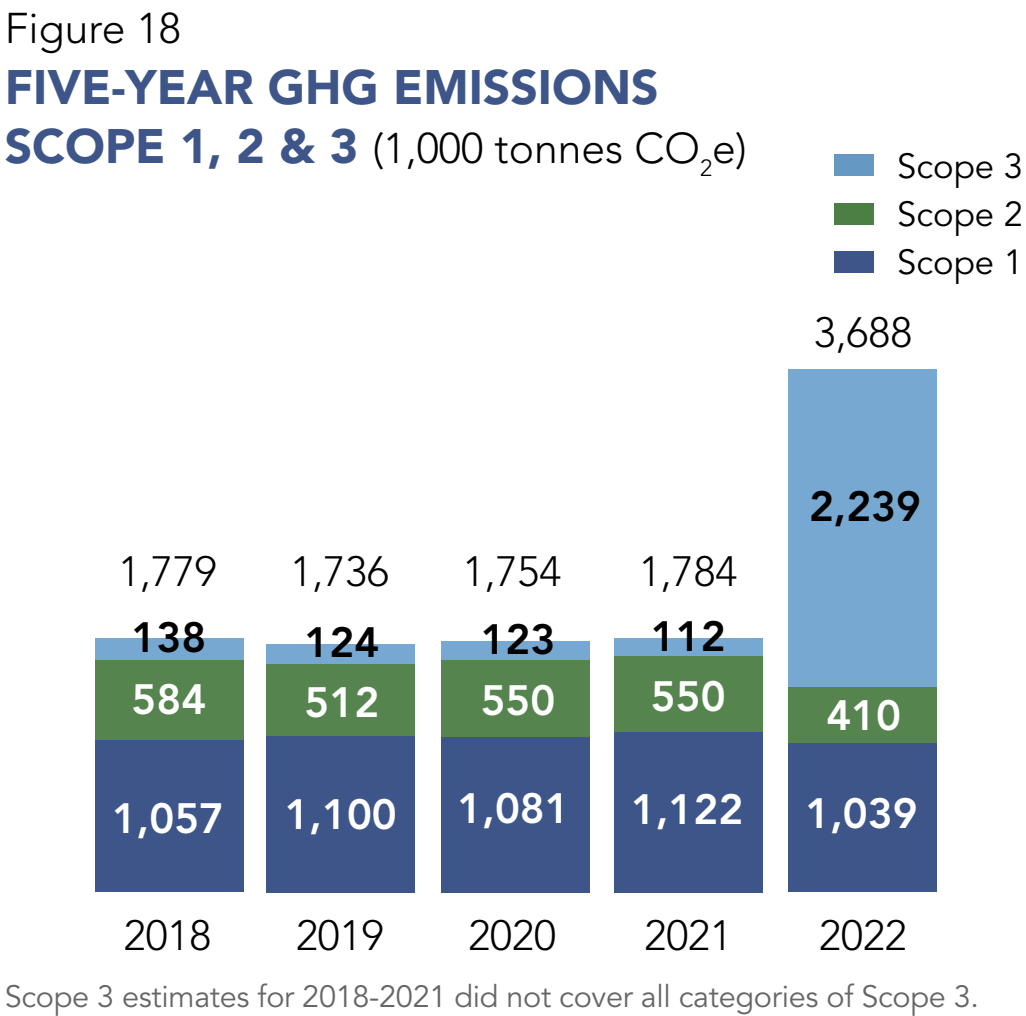


In 2022, Kinross hired consultant experts to conduct an analysis of Scope 3 emissions for all categories (upstream and downstream categories) in alignment with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The results indicated that there are three categories of Scope 3 emissions that are material to Kinross and account for the majority of our Scope 3 emissions, including:

- Category 1 – Purchased goods and services
- Category 2 – Capital goods
- Category 3 – Fuel- and Energy-related activities that are not included in Scope 1 or Scope 2

Scope 3 emissions accounted for approximately 61% of Kinross’ total emission profile in 2022 including Scope 1, Scope 2 and Scope 3 emissions. **Scope 3 emissions reported for 2022 reflect our improved methodology and emissions reporting across our supply chain.** We have expanded our reporting boundary across a range of categories such as purchased goods and services, capital goods, fuel and energy-related activities, as well as corporate business travel and site-level employee commuting.

Total Scope 3 emissions were 2,238,538 tonnes of CO₂e in 2022, higher than previously reported metrics since this is the first time we have systematically measured Scope 3 emissions across all categories. Paracatu was the highest at 573,996 tonnes CO₂e (with 26% of Scope 3 emissions). Scope 3 emissions across the three categories include 56% for Category 1 (Purchased Goods and Services), 28% for Category 2 (Capital Goods) and 12% for Category 3 (Fuel- and Energy-related activities not included in Scope 1 and Scope 2) (Figure 18). While our teams continue to focus our efforts on those emissions that are directly in our span of control (Scope 1 and 2), we are also working towards reducing our Scope 3 emissions.



Advancing Green Energy at Tasiast

The Tasiast solar plant is a key component of our climate change strategy and our plans to increase the percentage of green energy in our overall energy portfolio. At a capital cost of \$55 million, we expect the Tasiast plant to provide annualized fuel savings of 17 million litres of heavy oil, with a payback of less than five years. A total of approximately 88,000 photovoltaic panels will be installed and maintained. Annualized GHG emissions reductions are estimated at 50 kilotonnes CO₂e, representing approximately 2% of Kinross’ GHG emissions profile.



FUTURE FOCUS

We will maintain our focus on climate change as a key consideration in our business strategy, operations, project development plans, mine planning and financial analysis. In 2023, we are working with our sites to continue to develop targeted action plans on our path to meet our 2030 GHG reduction target. At our Great Bear site, we will continue our collaboration with First Nations, local communities and energy providers to develop an electrification strategy that meets the needs of all stakeholders.

We aim to continually improve our energy efficiency by looking for incremental productivity opportunities, in line with Kinross’ strong culture of Continuous Improvement. Building upon the work undertaken to improve accounting of our Scope 3 emissions, over the next one to two years our focus will be on identifying a Scope 3 reduction target for Kinross and ongoing collaboration with suppliers to support our goals.

At our operating sites, we are looking at new technologies as a means of emissions reductions. We are also using a price of carbon in evaluation of major development project opportunities. Informed by the results of our scenario analysis, we will work to embed the Climate Scenarios Screening Tool in our analysis of projects and ongoing operations.



Climate-Related Scenario Analysis for Kinross

We have advanced our work in 2022 to gain a better understanding of the long-term risks, impacts and opportunities arising from anticipated climate change and socio-economic political shifts. We completed a Company-wide scenario analysis exercise as part of our ongoing commitment to fully align with the TCFD.

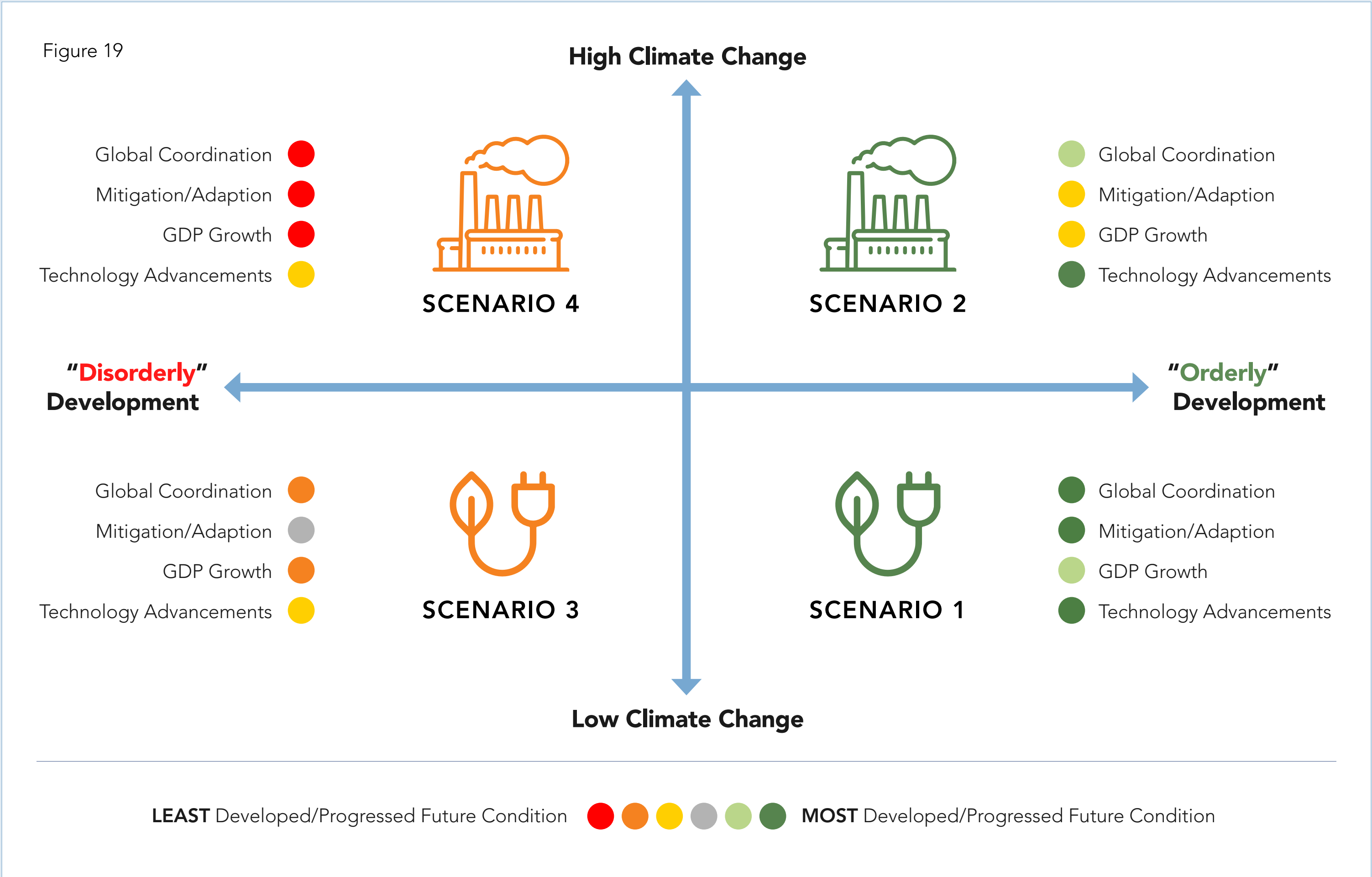
Kinross’ scenario analysis builds upon earlier work completed in 2020 which explored future climate risks and impacts under a “business as usual” scenario. Our 2022 scenario analysis went a step further examining a range of future, plausible conditions to identify a wider breadth of potential climate-related vulnerabilities and a robust set of options to prepare for the risks and opportunities that the changing, but uncertain, future holds.

We engaged outside experts to facilitate an interactive and iterative approach to climate change scenario analysis. This process was informed by consultation with over 30 Company representatives and covered all operating sites, representing a range of functional areas including government relations, community relations, investor relations, finance, technical services, and

environment. The analysis examined methodology, scenario definition, risk and opportunity identification, and development of key guiding questions and potential actions that can help us maximize opportunities and reduce risks.

Four Scenarios Identified

Based on the results of the consultation, four scenarios were defined including climate change and development pathways. These scenario definitions allow us to consider a wide breadth of plausible future scenarios and ensure a robust analysis. Figure 19 represents the parameters for each scenario.





Climate-Related Scenario Analysis for Kinross (continued)

Key Climate-Related Risks and Opportunities Across Scenarios

While regional variations are expected given the diverse climatic and geographic conditions across Kinross, we identified that across all four scenarios, mining is likely to be more costly and complex in the future. Table 6 identifies the potential consequences or impacts of each scenario on operational inputs (manifested in increased costs), the likely physical climate change (CC) impacts experienced, and the key potential impacts caused by external socio-economic developments.

In addition to these potential negative impacts, there are also potential benefits and opportunities associated with future climate-related scenarios, if realized. Examples of opportunities include **increasing operational efficiencies**, enhancing strong **stakeholder relations**, and integrating **new clean energy** technologies.

In this context, and as a senior gold producer whereby the price of gold is market-driven, we know that innovation and adaptation will be critical to Kinross’ strategy to mitigate the risks arising from climate change, notably increased

costs, and to ensure we continue to deliver value for shareholders and our other stakeholders. To support that work, and as a result of this scenario analysis, we have developed a Climate Scenarios Screening Tool (CSST).

The CSST consists of a set of **specific guiding questions** that can be used as a **practical decisional tool** at the site and corporate levels to **routinely identify risk mitigating actions** and function as an **internal analysis mechanism** for considering climate throughout the organization. While the responses to these guiding questions may change over time, the questions themselves are expected to serve as robust benchmarks for climate-related considerations at both the site and corporate levels that we can consistently integrate into our decision-making. This approach will help embed climate-related risks throughout Kinross’ business planning and strategic decision-making both corporately and at sites, including life-of-mine planning. See our 2022 Climate Report expected to be available in mid-2023, for a more detailed review of Kinross’ scenario analysis.

TABLE 6: Key Potential Impacts under Each Scenario

SPHERES OF IMPACT	Scenario 1 (Low CC; Orderly)	Scenario 2 (High CC; Orderly)	Scenario 3 (Low CC; Disorderly)	Scenario 4 (High CC; Disorderly)
DRIVERS				
Operational Inputs	Increase in: <ul style="list-style-type: none">Fuel and energyTaxationLabourNew green tech	Increase in costs of: <ul style="list-style-type: none">Fuel and energyTaxationLabourInsuranceSupply chain	Moderate increase in costs of: <ul style="list-style-type: none">Some fuel and energySome taxationLabourSupply chain	Increase in costs of: <ul style="list-style-type: none">Fuel and energyInsurance (decreased availability)Supply chainSecurity
Physical Climate Change Impacts	<ul style="list-style-type: none">Some water shortagesSome increase in average temperaturesSome flooding and increased precipitation	<ul style="list-style-type: none">Water scarcity in dry regionsExtreme heatFloodingTotal rain and water availability changesDam failureOperations and supply chain disruptions	<ul style="list-style-type: none">Water scarcityExtreme heatFloodingTotal rain and water availability changes	<ul style="list-style-type: none">Water scarcity in dry regionsExtreme heatFloodingTotal rain and water availability changesDam failureEnergy shortagesSevere operations and supply chain disruptions
External Socio-economic Developments	<ul style="list-style-type: none">Increased reputational and legal risks if GHG reduction targets not metNew tech developmentRisk of stricter regulatory requirements	<ul style="list-style-type: none">Increased pressure from shareholders; harder to access capitalStricter regulatory requirements	<ul style="list-style-type: none">Increased reputational riskWeakened social license to operateNationalizationFragmented regulatory requirements across jurisdictions	<ul style="list-style-type: none">Increased pressure from shareholders; harder to access capitalIncreased risk of conflictFragmented regulatory requirements across jurisdictions





Social

The social component of our ESG strategy places a priority focus on **Workforce** and **Communities**. This section of our report provides insight into 2022 initiatives and performance to protect employee safety and well-being, foster an inclusive and diverse workplace, and develop our people while engaging and generating shared value in our host communities.



0.34

maintained total reportable injury frequency rate of 0.34 per 200,000 hours worked, in line with the industry top tier.

77%

of our workforce is now in the Americas, North and South

21%

of all management positions were held by women, including 33% female executives

Workforce	77
Health and Safety	77
Employee Health and Wellness	84
Employment	86
Diversity, Equity and Inclusion	88
Human Capital Development	93
Community Engagement	94
Relationships with Stakeholders	96
Engaging with Indigenous Peoples	100
Key Stakeholder Issues	105
Generating Shared Value	108
Community Development	114



Workforce

HEALTH AND SAFETY

“Getting it right on the ground” begins with our shared commitment to protecting the safety and health of our workforce. Embodied in our core value of “Putting People First” and embedded in our Safety and Sustainability Policy, there is no greater priority than the safety, health and well-being of our people.

Despite our steadfast commitment to workplace safety, we experienced a single fatality at our Tasiast mine in July 2022, when an employee died from injuries as a result of an industrial accident. Any loss of life in our workplace is an unacceptable failure for our organization and a painful reminder that we must focus continuously on the proactive drivers of exemplary safety performance before incidents occur.

Over the past year, we have strengthened our safety strategy by empowering and engaging our people. We streamlined our health and safety management structure by restructuring site-level reporting directly into corporate-level leadership, better aligning it with the needs of our global business and strengthening the direct connection between corporate-level safety leadership and our operating sites.

We introduced a **Global Safety Learning Forum** to reinforce our people-centric and progressive health and safety philosophy. An enterprise-wide initiative, the Learning Forum will foster closer links with sites, facilitate information sharing, and standardize effective health and safety practices. Sponsored by Kinross’ Chief Operating Officer, and working with the Vice-President, Global Health and Safety, and site Health and Safety leads, each Kinross site nominates an “influential” site-level representative to participate in the group. Each representative’s role is to share learnings, best practices and help to shape a positive safety culture at their operation (or project site). Integral to our corporate safety strategy, our goal is for Kinross sites to work together and take full ownership of the Learning Forum to drive positive change on the ground.

We also took our Safety Excellence Program to Tasiast in 2022. Designed and developed “by Kinross for Kinross”, the program empowers every worker to make a difference and actively participate in improving the safety of work and building a positive safety culture that works for their operation, their employees and business partners. Safety Excellence is having a remarkable and positive impact on the safety culture at this cornerstone operation. Read [Kinross Safety Excellence: Taking Control of Safety at Tasiast](#).

**ANALYST CORNER:
WORKPLACE HEALTH AND SAFETY**

Read [Management Approach](#)

GRI 403
RGMP Principle 2, 4
UNGC Principle 1, 3, 6

SASB
SDG 3

[Data Tables](#)





Considering our performance for 2022, we maintained a combined TRIFR rate of 0.34 (employees and contractors), in line with prior years, and in the top tier of the industry (Figures 1 and 2).

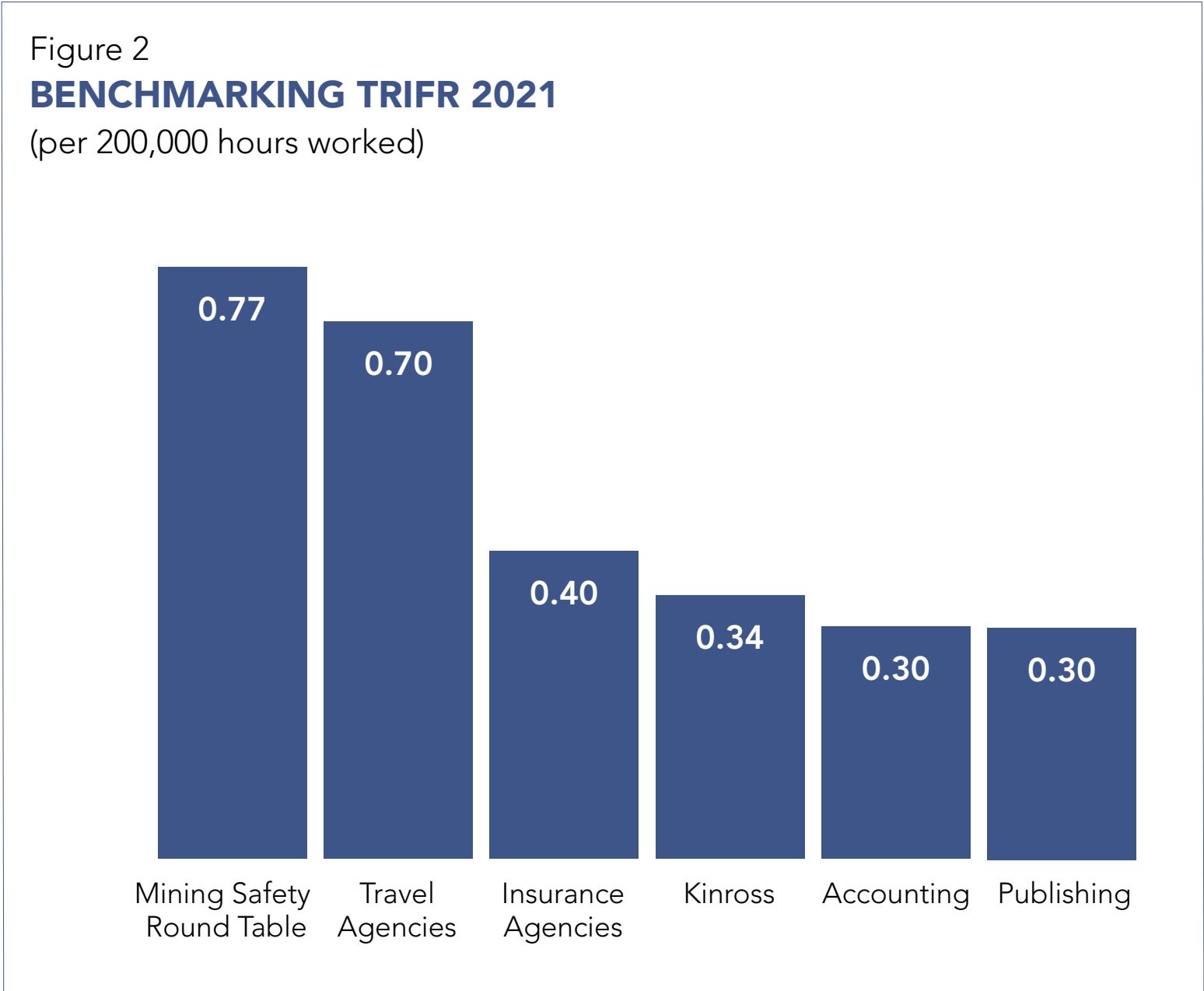
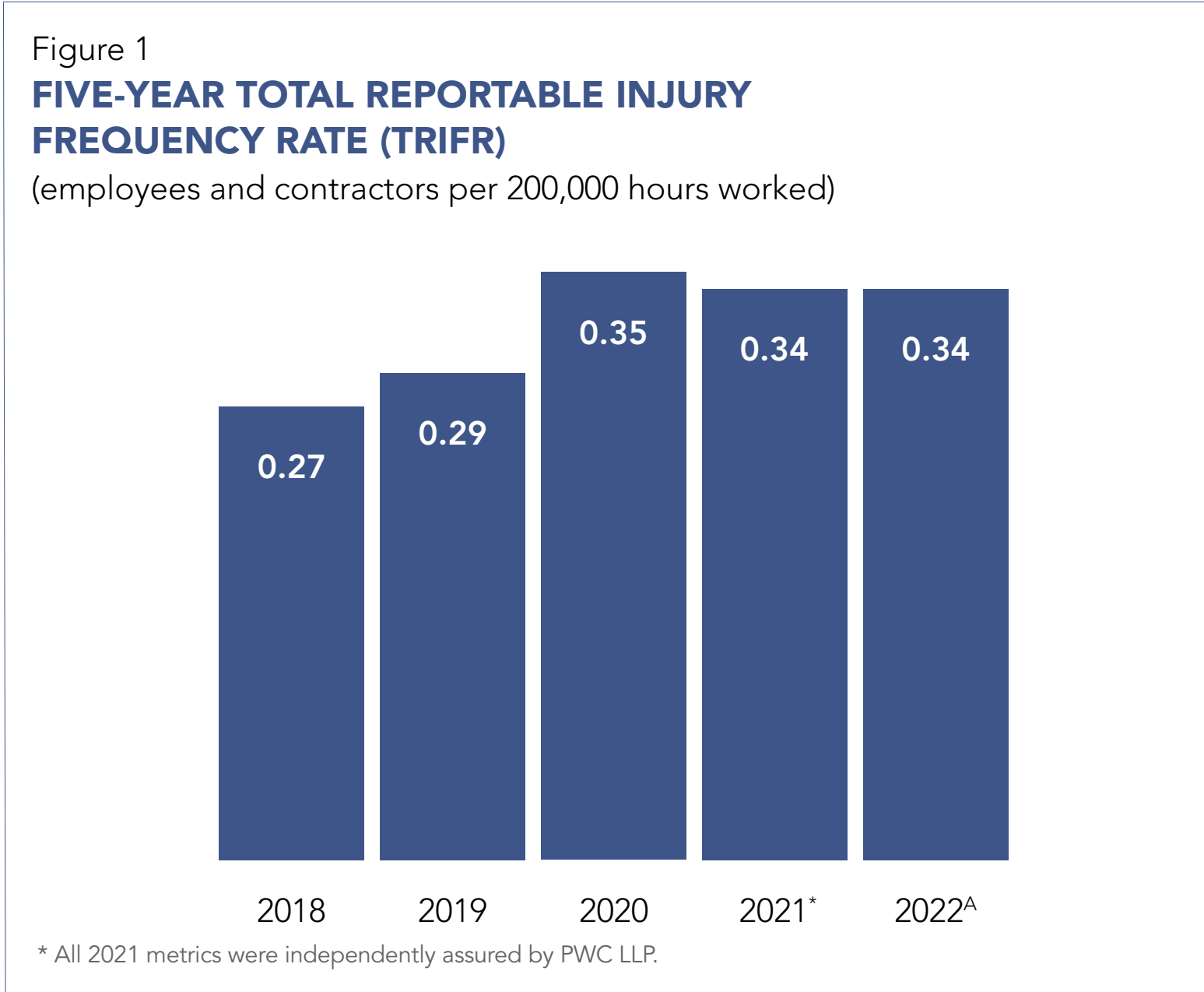
Integral to our safety strategy, we continued to concentrate our efforts on leading indicators of safety, based on the knowledge that a proactive and positive approach to safety contributes to better safety outcomes than lagging measures. With leading indicators firmly embedded across our sites, we challenged ourselves in 2022, raising the threshold for “leading” performance for the sum of corrected hazards and employee field engagements from 3 per employee to 10 per employee beginning this year.

Measured against this new threshold, we delivered a solid performance across our leading indicators in 2022, including:

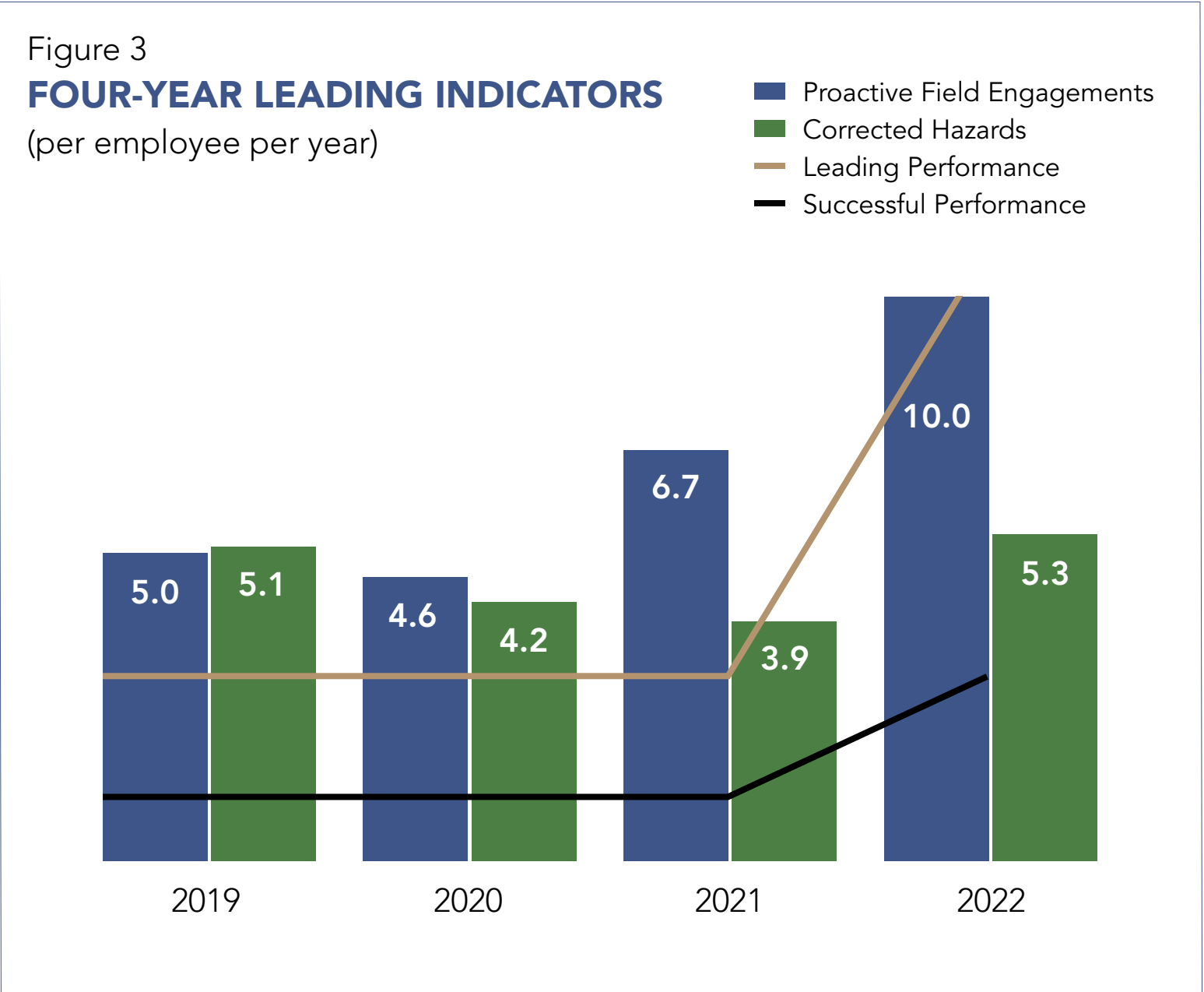
- **Corrected hazards** track how many hazards are identified and corrected by site safety programs over the course of the year on a per employee basis. Employees are incentivized to be vigilant and look for hazards and then to work with their teams to correct them. Employee engagement is a vital component of our corrected hazards program and builds a sense of ownership in overall site performance and reinforces that taking control of safety is everyone’s responsibility.

2022 performance against the new threshold was 5.3 (5.56 from continuing operations), a significant increase from a rate of 3.9 in 2021, with all sites delivering above the threshold of “successful” (Figure 3).

- **Field safety employee engagements** track the number of times during the course of the year the average employee has a one-on-one safety discussion in the workplace with an individual more senior to their direct supervisor or senior supervisor. This indicator motivates senior managers to spend more time in-field observing the work and having purposeful discussions with employees on the work underway, the associated risks and the controls that are in effect. This show of leadership on safety provides managers with an opportunity to engage with their people and experience first-hand the safety practices and challenges on-site. We achieved 10.0 engagements per employee (11.3 at continuing operations), up considerably from 6.7 engagements in 2021 and on track with “leading” performance based on the new threshold (Figure 3).
- Hence the sum of corrected hazards and employee field engagements for 2022 was 15.16 (16.86 at continuing operations), in the “leading” performance category.



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





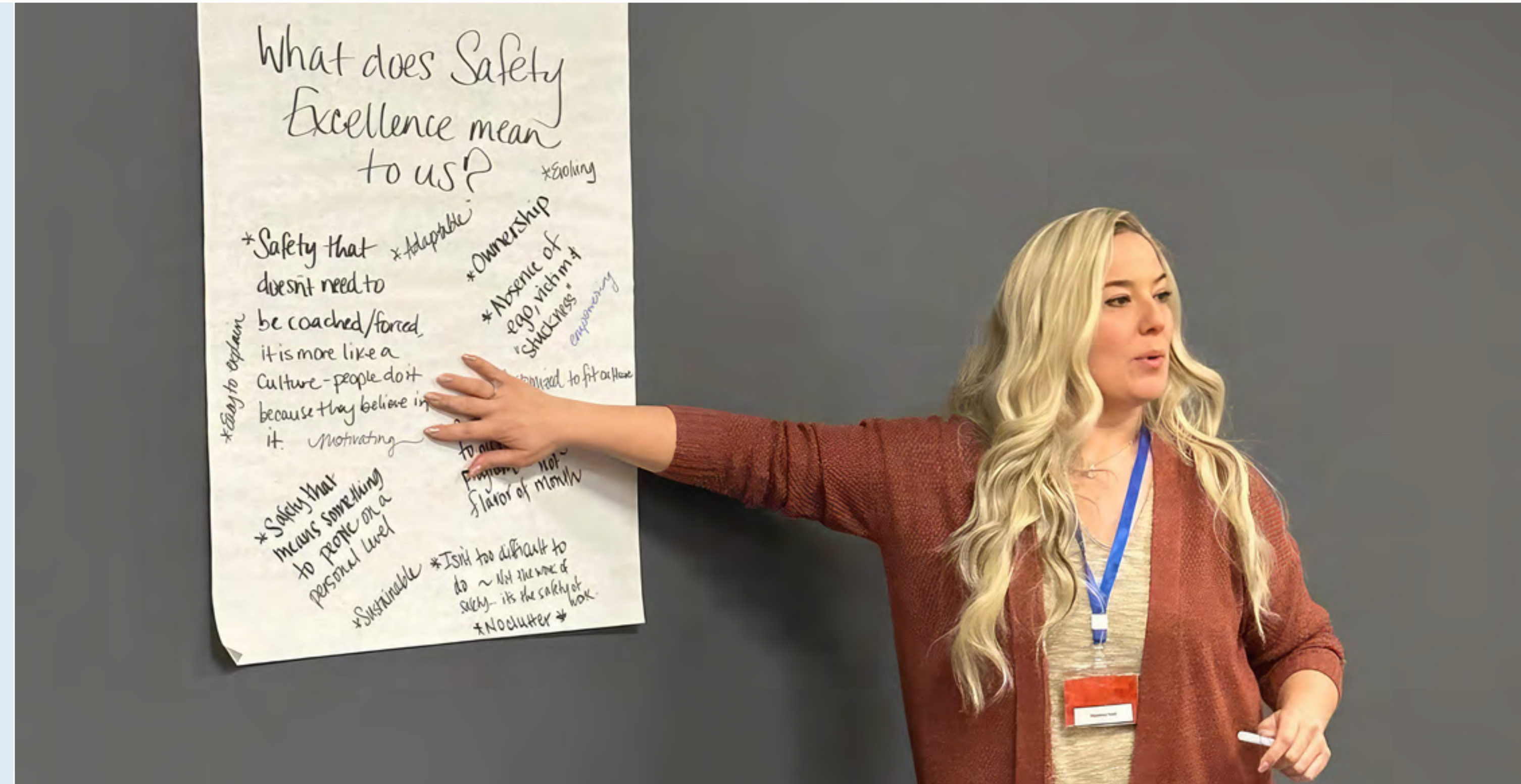
Launching a Global Safety Learning Forum

Our Safety Learning Forum is designed to leverage our collective safety knowledge, draw upon the experience of Kinross' subject matter experts, lessons learned and industry best practices. Its primary objectives are to:

- Improve the sharing of safety knowledge and information across sites
- Deliver optimum safety solutions to real problems
- Drive adoption of safety technologies that significantly reduce the risk of a potentially fatal accident, and add significant value in terms of improving the safety of work efficiently, such as collision avoidance technologies
- Increase the standardization of high-value safety practices across Kinross
- "De-clutter" low-value safety practices including duplicative safety reporting, and overuse of permit to work systems for frequent lower-risk tasks that require a lot of time, effort and resources to implement, but add little value in terms of making work safer.

To support the Forum, our goal is to draw upon the extensive resources developed as part of our management system, including the CRM program, high-potential incidents reviews, our Safety and Sustainability audits, assurance and reviews, employee safety engagements, employee surveys and hazard reports. We are also looking to industry best practices and information shared among our peers, through collaborations such as the Mining Safety Round Table.

Heading into 2023, 22 representatives from all of our active mine sites and development projects had been selected to participate in the Forum. Led by our sites, and "served" by senior management, the Learning Forum meets quarterly.



"The Global Safety Learning Forum allows us to leverage the best of the best in terms of risk reduction and collaboration of innovation with safety. We brainstorm together and quickly implement the tools that influence safety at work."

Health & Safety Superintendent, Bald Mountain and member of the Global Safety Learning Forum
(shown above)

- Critical Risk Management (CRM)** measures the degree to which critical safety controls are embedded in the way work is carried out on-site. In 2022, we carried out a Critical Risk Management peer review to intensify our focus on critical risks across the Company. This initiative delivered strong results, with all our operating mines exceeding expectations by increasing the number of critical control weaknesses identified by 120% over the prior year. Our Fort Knox site created a new position dedicated to CRM, which contributed to a 50% increase in the number of critical control weaknesses identified throughout the year. Bald Mountain increased the number of critical control weaknesses identified per month from 100 to over 600. At Tasiast, the number of critical control weaknesses identified increased from an average of 52 per month in January to 300 per month at year-end.
- Integral to the CRM review, we brought in an independent group to challenge current critical risk controls and to help our sites identify gaps. We implemented site-level train-the-trainer programs, providing the training to both sites and corporate. The participation of others has been beneficial in helping us identify in-field gaps and bringing fresh perspectives on critical risks. We are adapting the CRM program in 2023 to incorporate our findings and strengthen its flexibility.

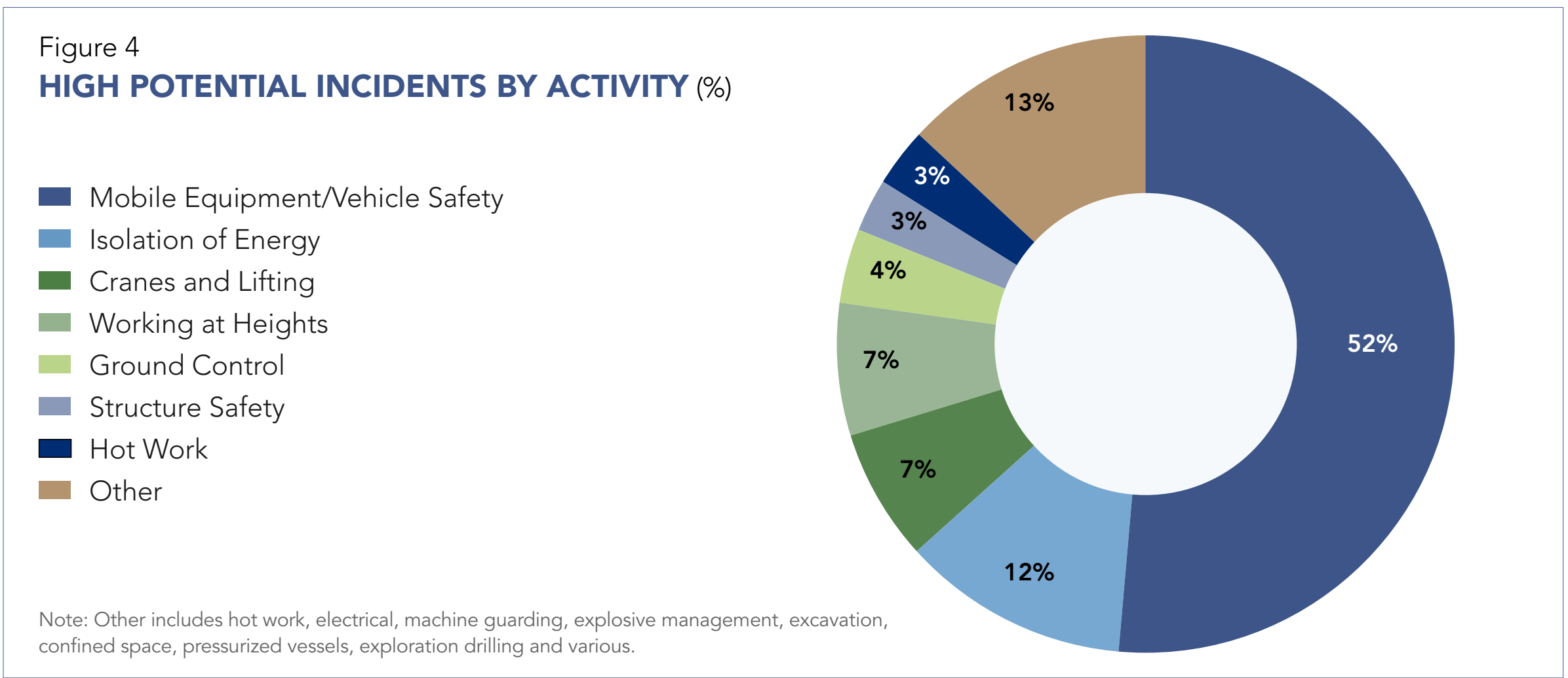
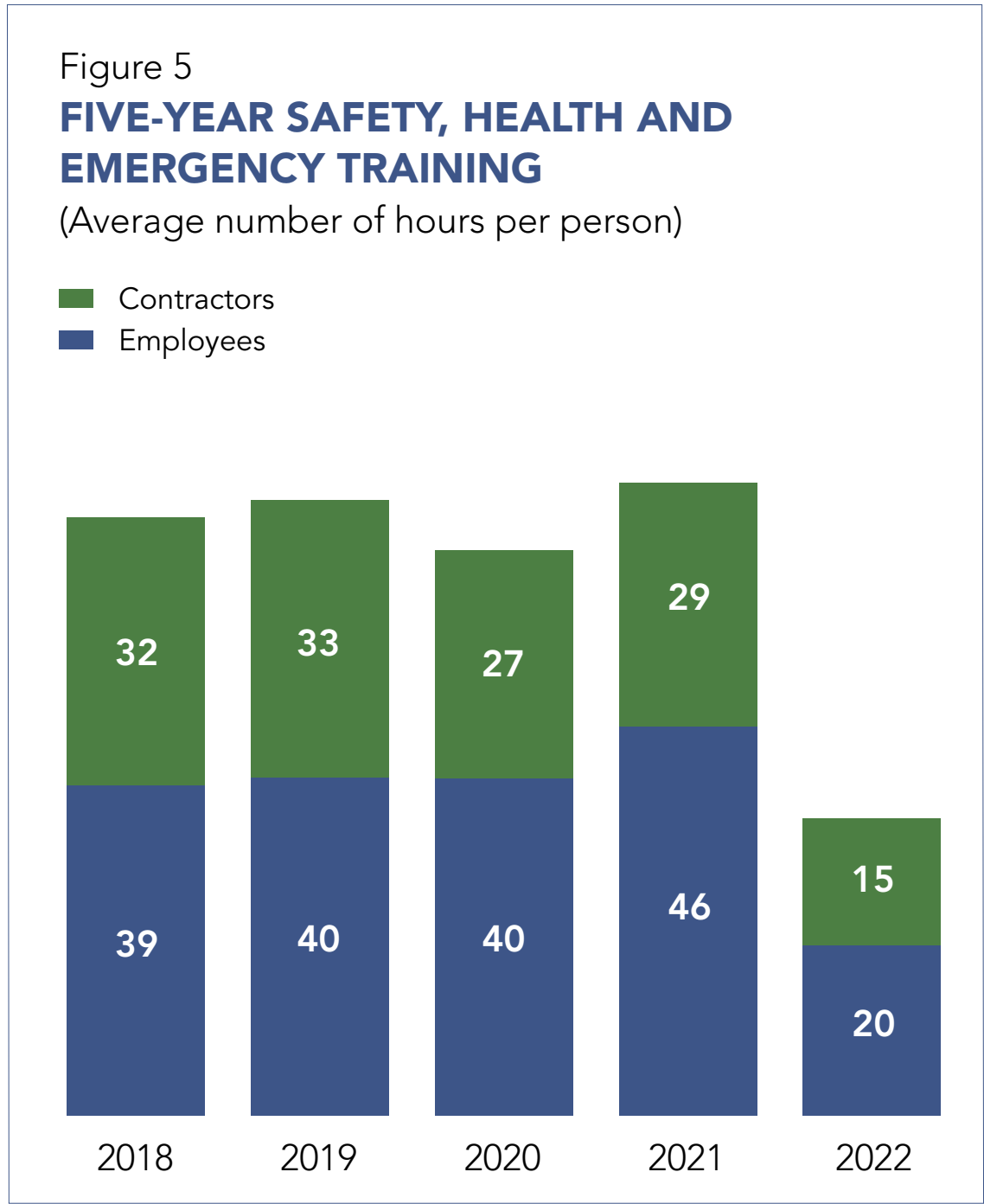


TABLE 1: Five-Year Tier One Process Safety Events

	2018	2019	2020	2021	2022
Tier One Process Safety Events (# of events)	n/r	1	1	2*	0 ^A
Tier One Process Safety Event Rate (per 1,000,000 hours worked)	n/r	0.026	0.029	0.049	0.000

* All 2021 metrics were independently assured by PWC LLP.

In other areas of 2022 performance, we:

- 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. The program contributes to open dialogue about incidents and information sharing at sites to help strengthen controls by learning from others. Approximately 50% of incidents in 2022 were related to mobile equipment/vehicle safety, in line with prior years (see Figure 4).
- Maintained joint management-worker health and safety committees at 100% of Kinross sites during the year.
- Provided health, safety and emergency response training to employees and business partners. Training hours averaged 20 hours per employee and 15 hours per business partner, a decline from prior years due in part to the sale of Kinross’ Russian and Ghanaian assets and no recorded training hours for those sites past Q1 2022 (Figure 5).
- Recorded zero Tier One process events per 36.2 per million hours worked (Table 1).



Kinross Safety Excellence: Taking Control of Safety at Tasiast

Among the most exciting and challenging aspects of being a global company is bringing together our diverse experiences and cultures under the Kinross banner. Each Kinross site also operates within a unique geographic, environmental, social and cultural context that must be managed “on the ground” to meet our Company-wide First Priorities objectives and health and safety management standards.

Following several challenging years at Tasiast, both operationally and in the area of safety performance, the timing was right in 2022 to bring Kinross’ Safety Excellence Program to Mauritania. Developed by Kinross, the Safety Excellence Program builds upon the principles of the Karpman drama triangle* of social interaction to shift the focus away from problems, reactive behaviours and unwillingness to accept responsibility when it comes to workplace safety.



* The **Karpman drama triangle** is a social model of human interaction proposed by Stephen B. Karpman. The triangle maps a type of destructive interaction that can occur among people in conflict. The drama triangle model is a tool used in psychotherapy, specifically transactional analysis. The triangle of actors in the drama are persecutors, victims and rescuers. Source: https://en.wikipedia.org/wiki/Karpman_drama_triangle

Through Safety Excellence, our goal is to drive shared accountability at all levels by empowering our people to keep their individual safety, and the safety of others, top-of-mind, creating an effective safety culture that works for their operation and their people.

The Safety Excellence Program, comprised of four parts and delivered over two days, leveraged a broad range of presentations supported by interactive exercises, workshops and presentations designed to engage and inspire our Mauritanian workforce.

Aimed at strengthening all-employee engagement and raising safety awareness, we customized our Tasiast program to capture the importance of the deeply held religious beliefs of our Mauritanian workforce. Early in the planning process, we reached out to our local Imams. Their guidance and spiritual leadership were pivotal in the customized development and success of Safety Excellence at the site. We also established an employee-based Steering Committee to help shape the development of the program and content, and drive engagement.

With the support of the Imams and the hands-on role of the Steering Committee, we learned more about the real impact of Islamic beliefs and religious obligations across our Tasiast workforce as a powerful driver of individual behaviour. Working with the religious



“We are proud of the safety culture we have at Tasiast. It’s not always an easy journey, but anything is possible when everyone understands why safety is so important to them and their families. It also makes it easier for new people to come to the site because they quickly see the importance of safety and this makes it easier to align them with our expectations to work safely.”

Ismail Diop, Operations Supervisor



Kinross Safety Excellence (continued)

leaders at site, the Tasiast team integrated the teachings of the Qur'an (Koran) as they redeveloped the Safety Excellence materials. Islamic teachings require the protection of lives and property and forbid harm to oneself or others. In keeping with the tenets of the Qur'an, Safety Excellence messages were crafted to reinforce the strongly held beliefs that the reason to work safely was not about the workplace, but for home, loved ones and family. Passages from the Qur'an were integrated across course materials.

As materials were developed, using the colours of Mauritania, the Steering Committee reached out and tested the program with 30 "influencers", respected employees at site who could help carry the safety excellence message. Several sessions were held with influencers to build understanding, alignment and commitment. Each influencer was supported in creating their own films, which generated interest in the program to the point where fellow employees wanted to be involved.



Safety Excellence in Four Parts

Part 1: Know your Why

Designed to reinforce the greatest reason to ensure personal safety, the first session runs through a series of exercises that provide participants with an opportunity to consider the impacts on everyone (themselves, friends, family, co-workers, managers and Kinross) if an accident occurs.

Part 2: Be the Solution

The second component underscores the importance of positive relationships in the workplace and cohesive and collaborative teams to achieve better safety outcomes. Teamwork is vital to achieving better safety. Great teams rely upon positive relationships between team members, while unhealthy teams may take longer to address a safety issue and expose people to workplace hazards longer.

Among the areas explored, participants were taught conflict resolution skills, and learned more about conscious and unconscious bias and the importance of building an inclusive workplace.

Part 3: Take Control

Take control focuses on eight strategic elements to drive safety excellence spanning Engagement, Hazards, Risk, Controls, Incidents, Human Factors, Chronic Unease and Learning Teams. Participants build an understanding of the essential elements of a successful safety program and the tools to improve everyday work.

Part 4: Create Your Future!

Bringing all the elements together, part four is focused on safety as an ongoing journey rather than a destination. It challenges participants to create a plan of action for taking forward what they have learned in the course and apply it in their workplace.





Kinross Safety Excellence (continued)

A series of powerful Mauritanian films were created that captured first-hand accounts of safety incidents as told through co-workers who were profoundly impacted by incidents, retelling how accidents happened, the anguish they experienced, and the range of physical injury, mental and life consequences. Part of the first phase of the Safety Excellence Program, the impact statements of employees at site strengthened the relevance of the program and brought it “closer to home.”

To extend the reach of the Program beyond our Tasiast site and into the community, the films were also promoted through Facebook and Instagram social media channels. View impact videos [here](#).

The Tasiast program’s success lies in the high degree of local ownership and integrating the spiritual and cultural drivers of safety behaviour and sets a gold standard for safety excellence for Kinross’ other operating sites.

Our teams at Paracatu, Chile (including Maricunga), Round Mountain, Bald Mountain and Fort Knox (including Manh Choh) are working to develop local programs for their respective sites for 2023.

“Safety is always evolving and improving as we learn more. At Tasiast, we are shifting away from the more traditional approach to safety which is often focused on rules and compliance. We are focusing more on building the capacity within our people to work safely and effectively. For example, we don’t blame workers for making honest mistakes, instead we use it as an opportunity for them to learn what they may need to change to work safely and effectively.”

Souleymane Sy, Senior Supervisor Tasiast





EMPLOYEE HEALTH AND WELLNESS

The well-being of our workforce is a priority for Kinross and imperative to our business success. Across our operations and projects, we deliver a broad range of initiatives and programs to support the physical and mental health of our people in their daily lives. Our commitment begins with ensuring that we maintain healthy workplaces by meeting, and where possible, exceeding all requirements for occupational health in the workplace pertaining to air quality, exposure to hazardous and non-hazardous substances and ensuring access to required personal protective equipment.

We also deliver a broad range of programs and initiatives to support employee well-being by providing access to learning and resources, competitive employee benefits, and ongoing support for both the physical and psychological well-being of our employees and their families. To support the physical fitness of our employees and their families, most of our employees have Kinross-sponsored access to fitness facilities either on-site or in the local community, as well as opportunities to participate in sports activities.

Over the past year, we remained focused on the three core elements of our corporate-wide mental health strategy:

- 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.

Managed at the local level and tailored to the unique needs of each of our sites, we continued to provide our employees with comprehensive health and wellness benefits to advance our mental health and wellness strategy. A summary of 2022 highlights is outlined below.

- We supported mental health programs corporately and at our sites in 2022, aligning our mental health strategy with our employee benefits strategy and collaborating with our Health and Safety teams. At the site level, we delivered a broad range of programs across our sites directly and through service providers with expertise in psychological health. At some of our U.S.-based sites, we delivered our “1 in 5 Mental Health Campaign” spanning core topics of anxiety, depression, burnout, substance abuse and boosting resilience. The program included “readerboards” focused on core topics, awareness-building initiatives and the creation of a mental health resources package mailed to the home of each employee.
- Through our Employee Assistance Programs, we provided access to mental health resources through webinars such as “Self-Care in the Face of Cumulative Trauma” and counsellors, as well as via mobile mental health apps to support mindfulness, well-being and access to mental health therapies such as Internet-based cognitive behavioural therapy. Following the launch of the U.S. 988 National Suicide Prevention Hotline in July 2022, we added information about the service to our benefit materials for employees in the United States.





- In Brazil, we implemented a personal well-being program, including our “Sou and Saúde” (“I’m Healthier”) program that takes a holistic approach to all aspects of well-being including physical, mental and financial health. Focused on increasing awareness of health more broadly, Paracatu’s program included a range of events and activities such as educational sessions. Gold partnerships with local health-related businesses provided employee discounts with local suppliers of health and financial services. We also extended the program into the community, collaborating to expand community access to services such as free medical and legal assistance, including health examinations for men and women.
- At Tasiast, we enhanced our programs for women. We introduced special travel services to and from sites for the comfort and safety of pregnant employees and extended maternity leave benefits to seven months, exceeding legal requirements. The opening of the ladies lounge at site also provides a dedicated space for women.
- Corporately, we continued our series of global webinars including our “Take a Break” series of micro-learnings, offered to all sites and offices. Content focused on building cultures of trust, respect, energy management, productivity and flow, habits and routines, strategies and tactics for leveraging stress and transitioning through change, mental resilience and mental health awareness. One module is specifically dedicated to building mental health skills among leaders. We also advanced awareness of mental and physical health topics through Mental Health Awareness Month, Suicide Awareness Month, World Mental Health Day, Movember with its focus on men’s health and mental health, as well as Breast Cancer Awareness activities with an emphasis on early diagnosis and screening.
- Kinross also recognizes 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 2022, see [Diversity, Equity and Inclusion](#).
- We continue 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 – on the days of their choosing. While the nature of our mining operations requires mining activities to be conducted 24 hours a day and 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. In Nevada, for example, we have introduced a Remote Work Policy allowing employees in non-operational roles to work remotely 10% to 25% of the time.

Kinross employees “get fit” as part of Movember campaign for men’s mental and physical health.

FUTURE FOCUS

Kinross has a mature health and safety strategy and management program across its operations. As we look forward, our goal is to build on the foundation we have in place and look for ways to continuously improve and drive performance. When we consider lagging indicators, our performance is already statistically very low and measures “after-the-fact performance” but does not effectively measure or recognize improvements. While we will continue to track and report TRIFR and Severity Rate as part of our CPRM, we are adjusting our First Priorities metrics beginning in 2023, removing TRFIR and Severity Rate from the site-level First Priorities under the Four Point Plan but maintaining them corporately at a reduced rate and a weighting of 7% (3% for TRIFR and 4% for Severity Rate). Site First Priorities will focus on safety engagements, corrected hazards and a site-specific leading indicator for 2023 (5% weighting in the 4PP).

Inspired by the feedback from Tasiast, we are taking our Safety Excellence program globally over the next 12-18 months. Our Paracatu, Chile, Nevada and Fort Knox sites are bringing together a team of influencers at their respective sites.





EMPLOYMENT

Our success depends upon maintaining a safe and healthy workplace, creating a culture where our people can thrive and develop, and providing an employee experience that attracts and retains a diverse and skilled workforce. By living up to our promise of putting people first, we want to be sure that we are an employer of choice with the best access to the best people.

Among our ESG priorities, we advanced our work in diversity, equity and inclusion (DEI) and talent development strategies to support the needs of our business, while navigating the challenges and opportunities of a changing workforce. 2022 marked some significant changes to Kinross’ business that changed the nature of our workforce. The divestiture of our Russian and Ghanaian assets in June and August respectively contributed to an approximately 30% decrease in the number of Kinross employees, as a result of which, we took steps to adjust our organizational structure to meet the business needs of the new organization. With approximately 72% of our global production and 77% of our workforce now based in the Americas, we reduced most of Kinross’ previous regional organization and regional-level workforce. Our overall results include:

- Reduced the total size of our workforce to 6,397 employees in 2022 from 9,322 in 2021, arising from the divestiture of our Russian and Ghanaian assets. The USA now represents the largest proportion of our workforce (2,181 people or 34% of total workforce) (see Figures 6 and 7).
- Continued to grow our workforce at La Coipa as that site ramped up to full commercial production in 2022, as well as at Tasiast as the 24k project continued to advance.
- Completed the integration of approximately 50 employees at our Great Bear development project.

Integration Day Great Bear (left).
La Coipa (right).

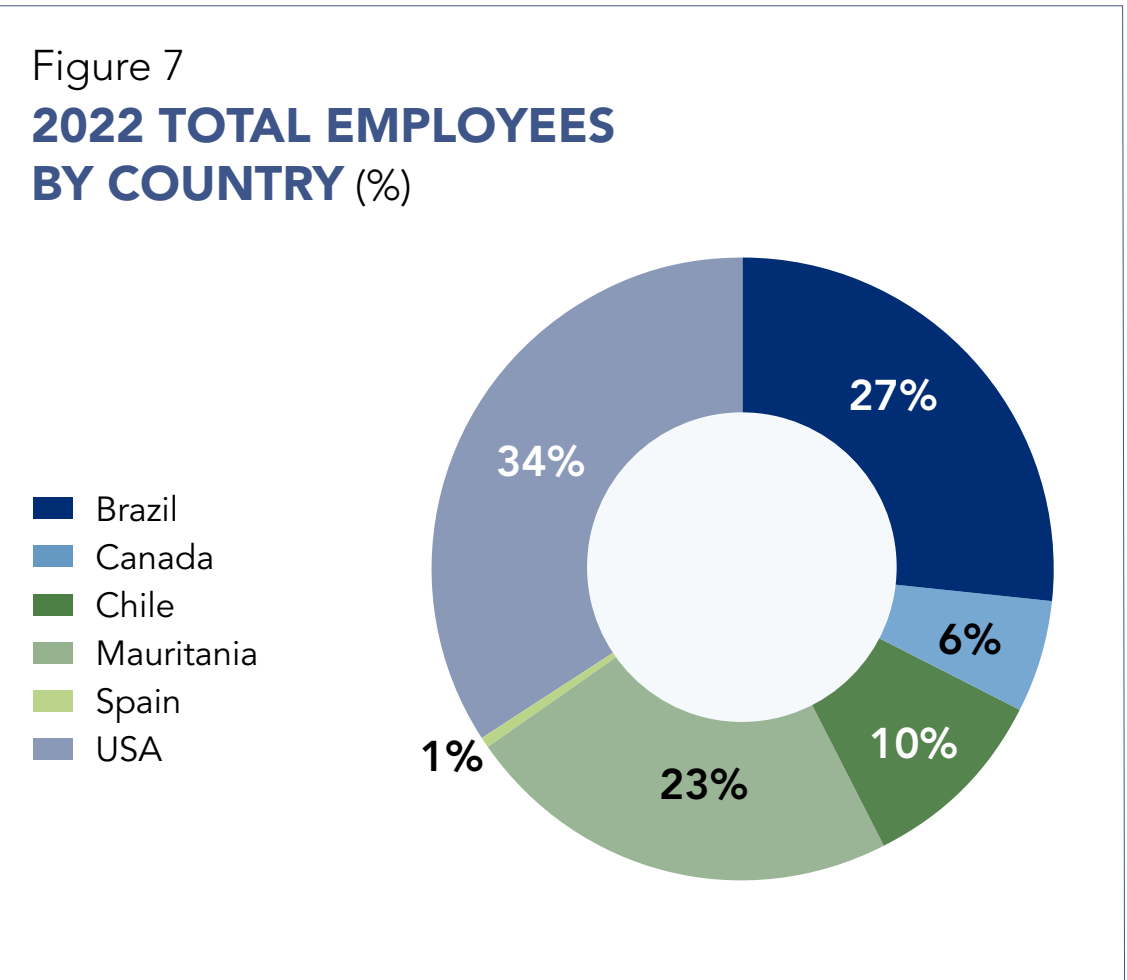
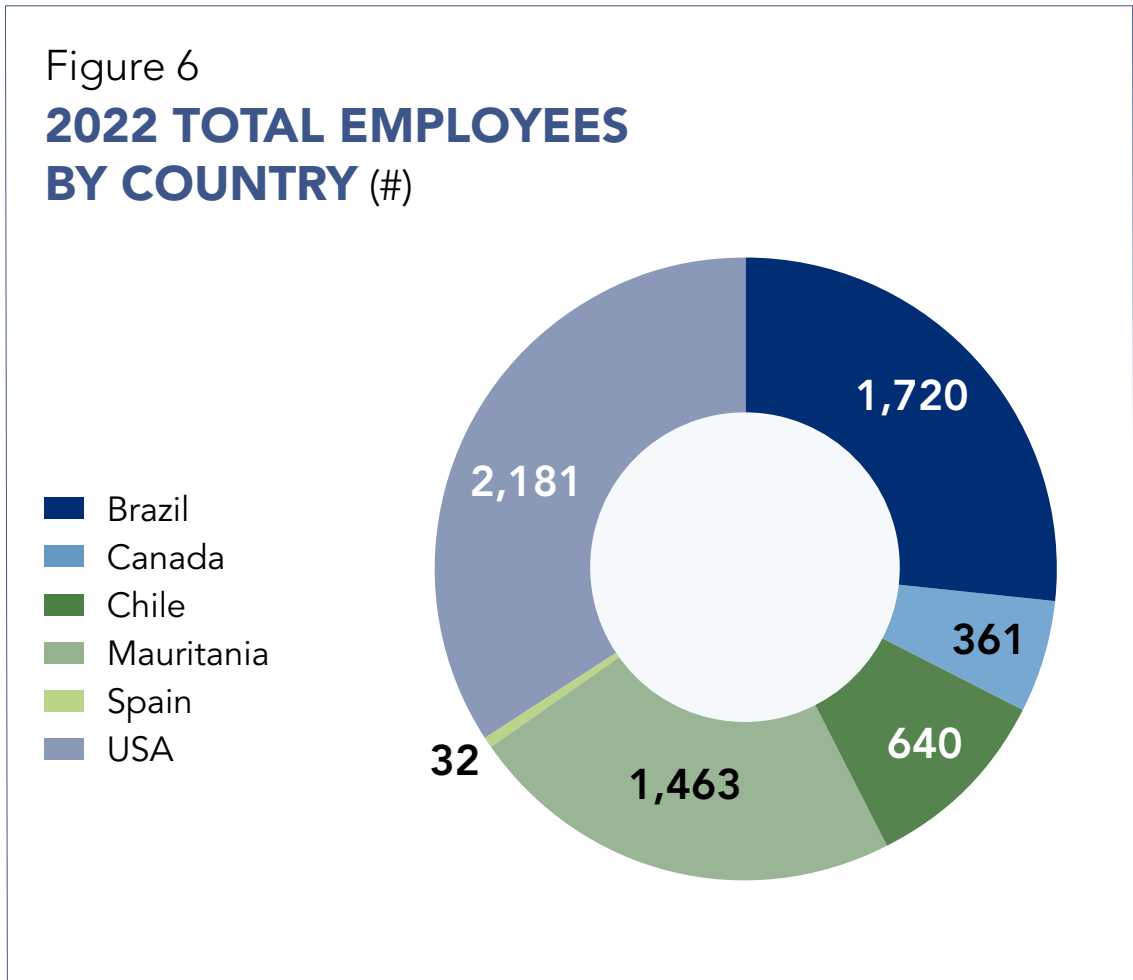
ANALYST CORNER:
HUMAN CAPITAL DEVELOPMENT

Read [Management Approach](#)

GRI 2-7, 2-8, 401, 404, 405
RGMP Principle 6 SASB
SDG 3, 4, 5, 8
UNGC Principle 1, 2, 3, 4, 5, 6

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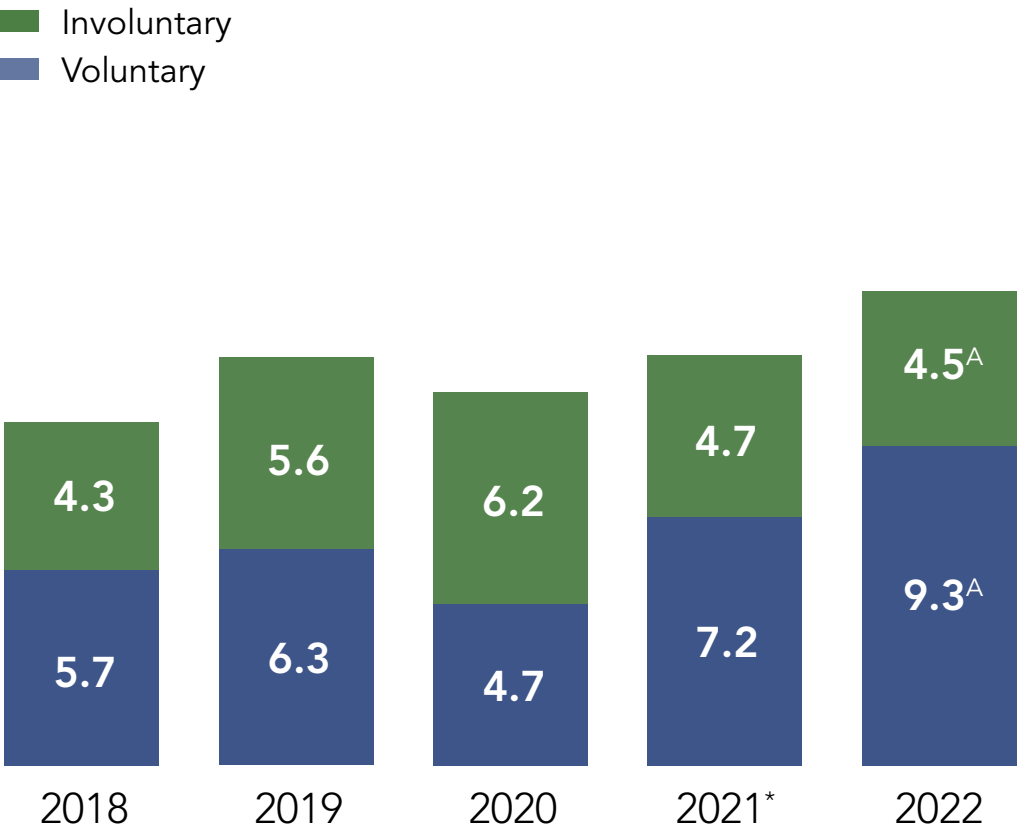
Data Tables





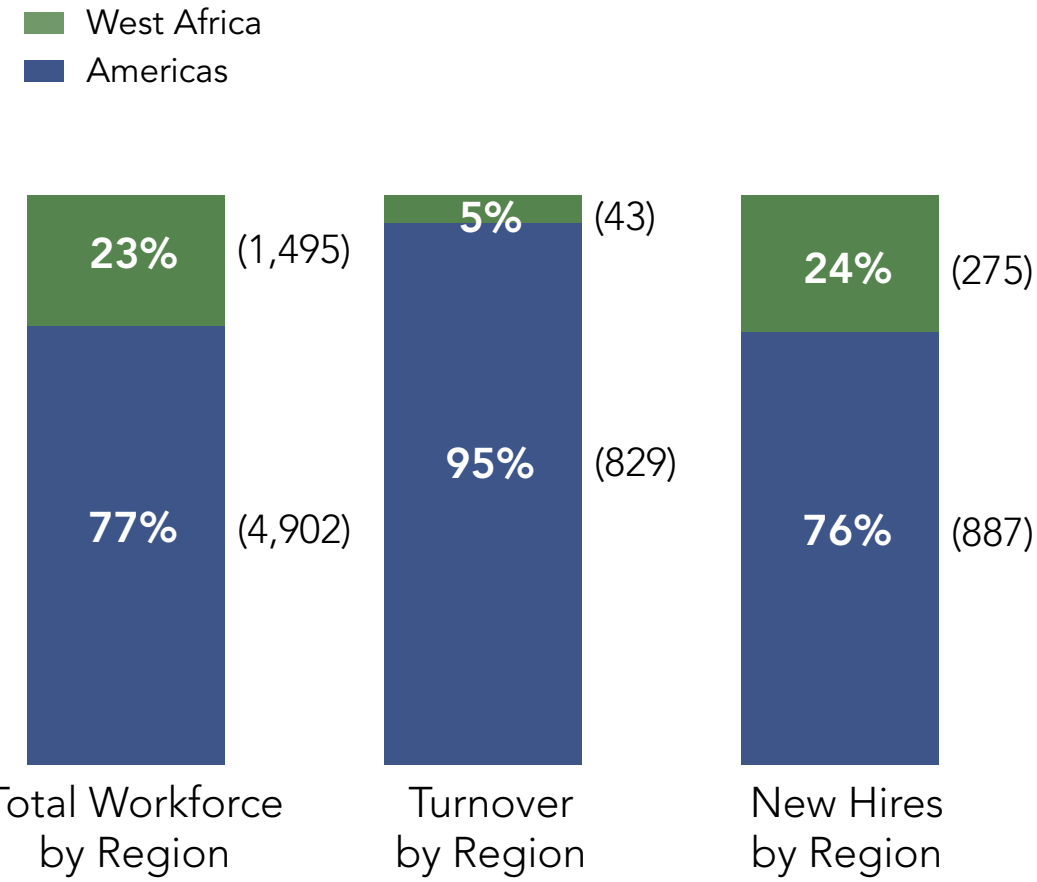
- Reported a total turnover rate of 13.8% in 2022, an increase from 12.5% in 2021 for continuing operations and the highest rate in five years (Figure 8).
- Voluntary turnover of 9.3% in 2022 was up over 2021 against the backdrop of a tight labour market and involuntary turnover of 4.5% was the lowest in five years (Figure 8). At the corporate level, our continued flexible approach to “Return to Office” limited the impact on turnover rates as employees successfully transitioned from “work from home” and back to the workplace in 2022. The highest turnover rates continued to be at our U.S. sites with a voluntary turnover rate of 18%.
- Overall, 77% of our workforce is now in the Americas, North and South, with new hires a similar proportion (76%), while turnover was mostly within the Americas (95% of all turnover) (Figure 9).
- Named as one of Greater Toronto’s Top Employers for the fifth consecutive year, where Kinross was recognized for its annual peer-to-peer recognition program “Living Our Values Awards” (LOVA). Entering its 15th year in 2023, our LOVA program demonstrates how Kinross’ four core values guide our employees and how they are recognized by their colleagues for their outstanding accomplishments and commitment to bringing our values to life at work and in the community. Since LOVA began, there have been over 30,000 employee nominations and we have celebrated the successes of some 150 award recipients.

Figure 8
FIVE-YEAR EMPLOYEE TURNOVER RATE (%)



In 2018, we revised our turnover methodology to exclude all fixed-term contracts and temporary summer students.
* All 2021 metrics were independently assured by PWC LLP.

Figure 9
TOTAL WORKFORCE, TURNOVER AND NEW HIRES BY REGION (% and #)



2023 marks the 15th anniversary of our Living Our Values Awards. Pictured here are the 2022 LOVA recipients.

DIVERSITY, EQUITY AND INCLUSION

A diverse and inclusive workplace where our people are treated fairly is a business imperative for Kinross and a centrepiece of our ESG strategy. We continue to advance our DEI strategy across four pillars: employee support, strategy and policy, shaping culture, and building leadership awareness. Our efforts are helping us build a culture of inclusion, strengthening access to top talent, and bringing a diversity of perspectives to enhance decision-making.

We made progress in 2022 in all areas of DEI. Our Global Inclusion and Diversity Council (GIDC), now in its second year, met four times in 2022, and continued to provide strategic direction for DEI initiatives within the organization. In early 2023, we amended our corporate-wide DEI guidelines, the Kinross Way for Diversity, Equity and Inclusion, to embed our commitment to equity across all dimensions of diversity and to strengthen the representation of all racial, ethnic, religious and LGBTQ2S+ communities across our multinational business. To support and reflect the importance of DEI as a strategic ESG priority, we added our Director for Talent and Engagement to our ESG Steering Committee.

In other areas of DEI performance, we:

- Increased the percentage of women across our total workforce to 13% in 2022 from 12% (Figure 10). Gender diversity was highest in Canada with women representing 40% of our Canadian workforce, and the lowest for women in Mauritania (7%) and Brazil (9%) (Figure 11).
- Met our Board gender diversity target of 33% women in 2022. At the 2023 annual general meeting, 40% of our Board nominees meet one or more diversity characteristics.
- Achieved notable growth in the percentage of women across several levels of management. Women held 21% of all management positions, up from 19% in 2021. At the executive management level, women represented 33% of all positions, an increase from 20% in 2021. We also achieved a three-point increase year-over-year in the percentage of women in both management and junior management roles to 22% and 21%, respectively (Figure 12).

ANALYST CORNER: DIVERSITY, EQUITY AND INCLUSION

Read [Management Approach](#)

GRI 405


RGMP Principle 1, 5, 6


UNGC Principle 6

SASB

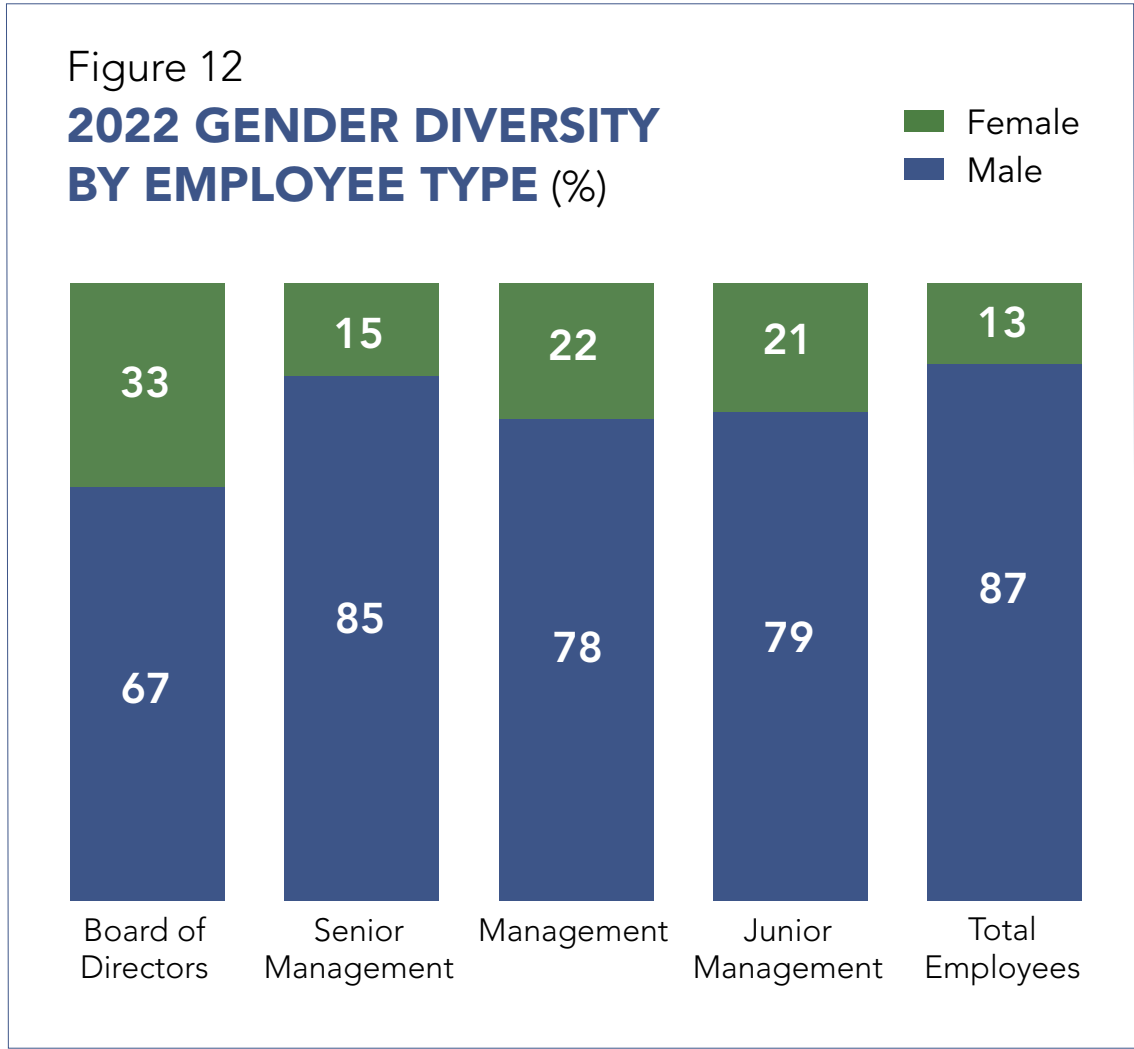
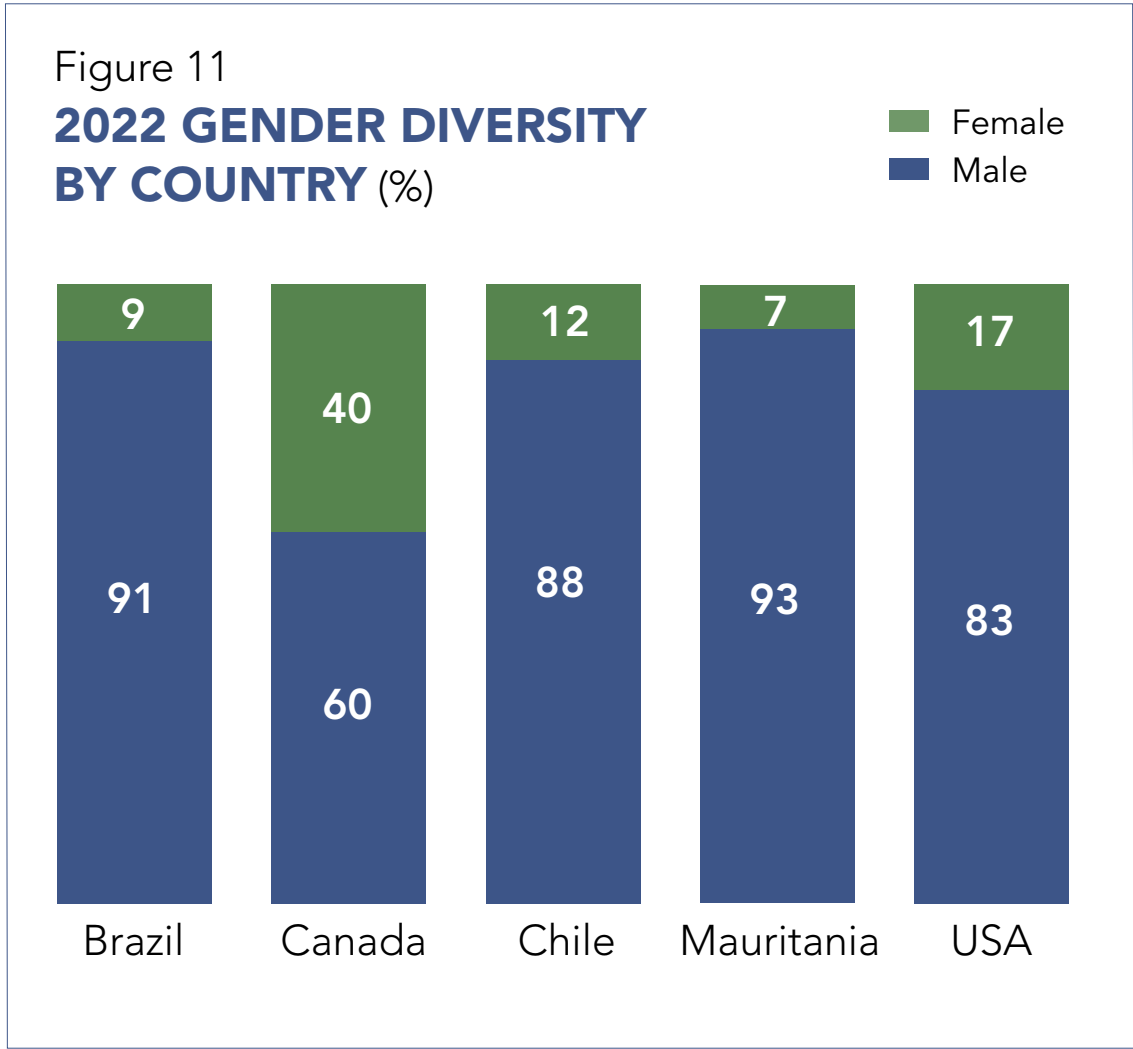
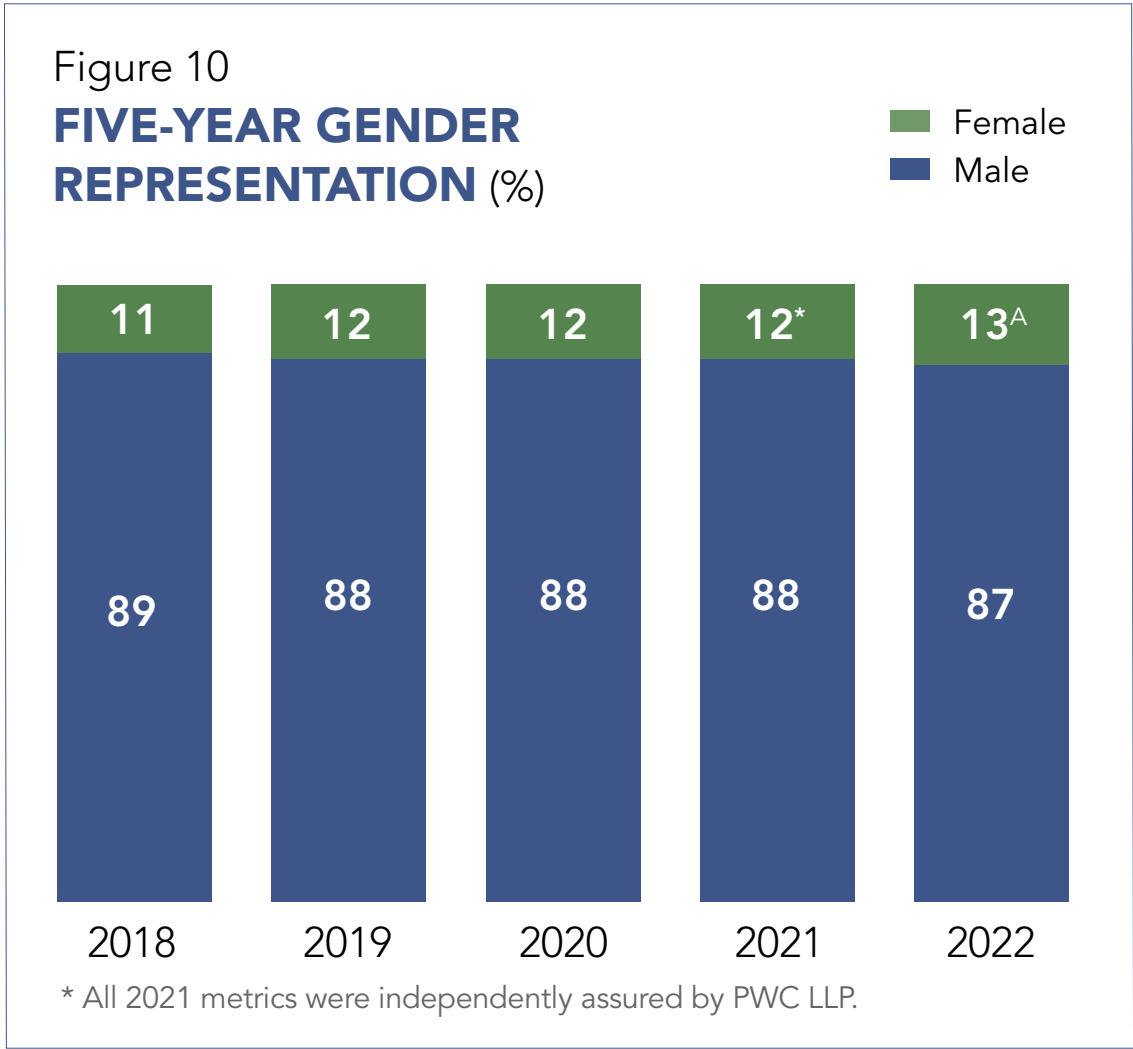
SDG 5

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[Data Tables](#)



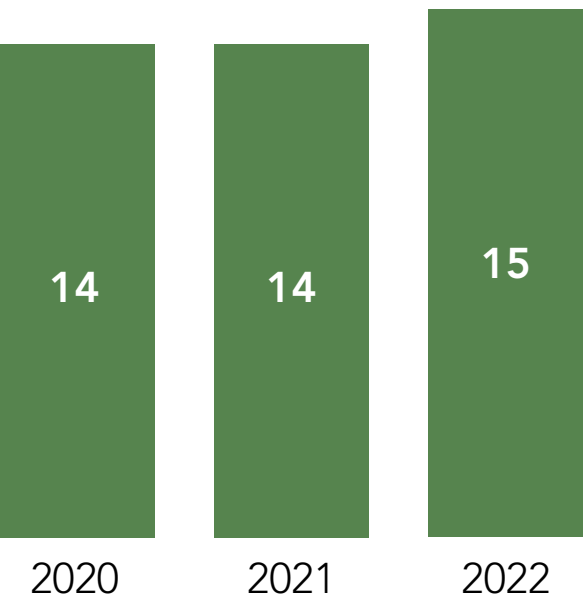


- Recorded a 1% increase in the number of women in STEM positions to 15% in 2022 from 14% in 2021 (Figure 13). In 2022, the percentage of women at continuing operations in revenue generating positions increased by 4.2% compared with 2021, although the overall number of women in revenue generating positions declined following the divestiture of our Russian and Ghanaian assets (Figure 14).
- Achieved 16% BIPOC representation at the executive level in 2022.
- Launched a new “DEI Corner”, an online portal available to employees to further their knowledge on a range of DEI topics. Available in 2023, the new learning hub provides employees with access to workshops and training on DEI, as well as feature stories shared by employees. A monthly calendar to share cultural observance days, internal DEI activities, and other commemorative dates is also available on the portal.
- There were zero substantiated cases of discrimination received under our Whistleblower Policy in 2022.

Highlights from a range of initiatives across the four pillars of our ESG strategy at the corporate level are outlined below and in Table 2. They include:

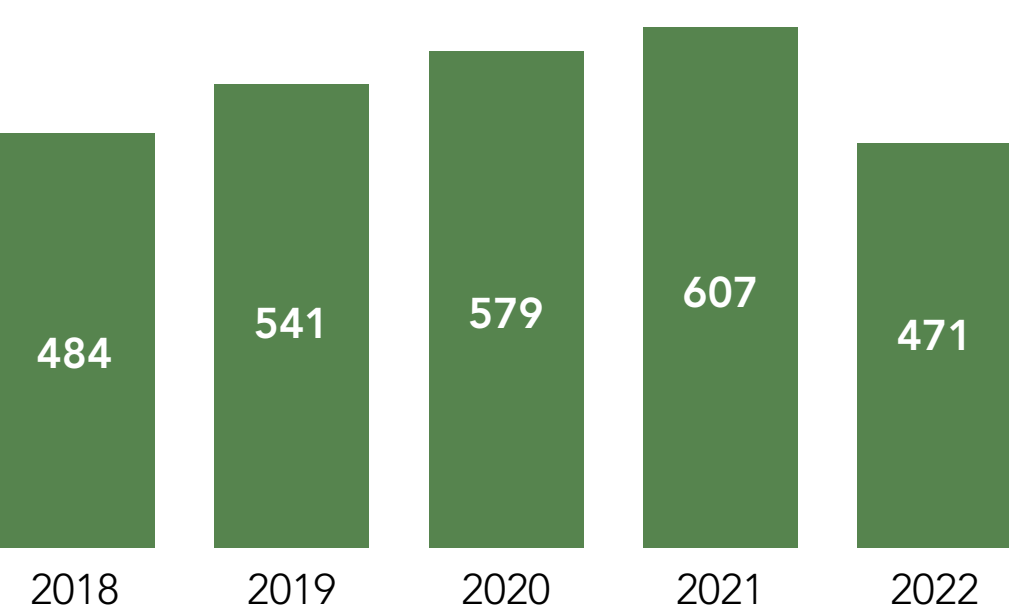
- Employee Support** – We continued our work with key community partners, such as the Canadian Centre for Diversity and Inclusion, Catalyst, the BlackNorth Initiative (BNI), Women in Mining, the Mining Industry Human Resources Council and many others, to offer our employees opportunities to learn and embed inclusive behaviours in their everyday interactions.

Figure 13
**THREE-YEAR % OF WOMEN
IN STEM POSITIONS**
(as % of STEM positions)



Note: 2020 and 2021 include Russia and Ghana.

Figure 14
**FIVE-YEAR WOMEN IN REVENUE
GENERATING POSITIONS**



- Strategy and Policy** – In line with Kinross’ commitment to diversity, equity and inclusion (DEI), a new metric linked to specific actions in our Diversity Action Plan was added to the SLT measures for 2022. We have successfully completed eight initiatives, including global training on anti-racism, gender equity, unconscious bias and inclusive hiring, advancing our commitment to DEI by working to embed inclusive behaviours into everyday interactions across the Company.
- We launched an “Anti-bias Hiring Decisions” pilot program at our Toronto office. Key components of the pilot program included: a review of all job descriptions at our corporate office to “neutralize” language, removing bias and attracting a wider and diverse demographic of candidates; implementation of a gender decoder to screen job postings; enhanced demographic data collection in the application process; and developed partnerships to strengthen BIPOC outreach, including professional and student associations, universities, colleges and non-governmental organizations (NGOs).
- We also looked to external benchmarks to measure our progress including the Women’s Empowerment Principles (WEP) Gender Gap initiative with the UNGC, Women in the Workplace McKinsey, BNI benchmarks, and our internal turnover and pay gap analysis. The results aligned with our expectations and confirmed that Kinross is among the majority of WEP participating companies (46%) that are in the early stages, or “beginner” category of its gender equality journey. Only 3% of companies that completed the WEP Gender Gap analysis tool are considered leaders. Kinross is above the McKinsey benchmark for C-suite at 33% female compared to 26% in the Energy Utilities and Basic Materials sector. We are working with Catalyst on our DEI strategy and all external benchmarks are being taken into account in the analysis.
- Shaping Culture** – We take every opportunity to demonstrate, communicate and promote our commitment to DEI. Our goal is to ensure that our workplace is inclusive and every person who works for us feels that they truly belong. To help shape and celebrate the diversity of views and perspectives that are part of our cultural fabric, we continued our Women at Kinross Program for the third consecutive year, connecting 30 women across our global business from a broad range of roles through an intensive eight-month learning and coaching program focused on self-discovery and leadership at Kinross and across the global mining industry.
- Building Leadership Awareness** – It is essential that Kinross leaders recognize the important role of DEI to our business and are engaged to help drive our DEI strategy. A range of initiatives and resources is available to Leaders to help guide their actions. Among the tools available, we have developed Inclusive Hiring Guidelines for Hiring Managers (corporate), provided cultural diversity resources via Kinross University, and conducted a series of webinars for corporate leaders covering Mental Health in the Workplace and Embracing Change – Building Resilience.



TABLE 2: Key DEI Initiatives Across Kinross Sites

Employee Support	Strategy and Policy	Shaping Culture	Building Leadership and Awareness
<p>Global webinars and events intended to support and foster belonging</p> <ul style="list-style-type: none">• Bell Let’s Talk – Mental Health• Black History Month• International Women’s Day (IWD)• Pride Month• Kinross Indigenous Awareness• Micro learnings through KU connecting to monthly topics and themes	<p>Build programs and policies to support DEI transformation</p> <ul style="list-style-type: none">• Anti-bias Hiring Decisions (Toronto pilot)• External benchmarks• WEP’s Gender Gap – Global Compact• Women in the workplace McKinsey• BlackNorth Initiative benchmarks• Internal turnover and pay gap analysis	<p>Show DEI skillsets in action. Celebrate our culture. Regular communication about DEI concepts and commitment</p> <ul style="list-style-type: none">• Inclusion: Foster belonging, create an atmosphere that supports people• Women at Kinross – Peer Networking Group 2022 (3rd edition)• Take a Break Mental Health webinars and resources for employees• Rolling out the second year of the Buddy Program (Toronto)• Breast Cancer Awareness• Movember: Men’s Health & Men’s Mental Health• LOVA• Employee branding• WIM100 – four Kinross winners• Among the winners of Greater Toronto’s Top Employers for the fifth consecutive year	<p>Align and engage leaders on Kinross data and strategy and equip them with talking points and actions</p> <ul style="list-style-type: none">• Inclusive Hiring Guidelines for Hiring Managers (Toronto)• Cultural diversity resources on KU• Mental Health in the Workplace for Toronto Leaders• Embracing Change – Building Resilience
Site-Specific	Site-Specific	Site-Specific	Site-Specific
<ul style="list-style-type: none">• Pink October for breast cancer awareness (Tasiast, Round/Bald, Fort Knox) including a “pink blast” at Fort Knox honouring breast cancer survivors)• Movember (Tasiast, Round/Bald, Fort Knox)• IWD (All sites)• Plural September (Paracatu)• Campaign Mulheres de Ouro (Paracatu)• Pride – LGBT (Paracatu)• Continued to improve female-inclusive PPE equipment• At Tasiast opened a women’s centre and implemented specific transport service for pregnant women, as well as increasing the length of maternity leave to 28 weeks from 24 weeks	<ul style="list-style-type: none">• Maternity support (Tasiast)• Embedded DEI goals into the Four Point Plan (Fort Knox)• DEI program focus on development opportunities• Inclusive PPE and workwear (Tasiast, Chile, Fort Knox)• DEI content in new employee on-board, SA8000 and Behaviour Code (Paracatu)• DEI Multidisciplinary committee relaunched (Paracatu)	<ul style="list-style-type: none">• Formation of a Women’s Committee (Tasiast)• Summer students program focused on STEM careers (36% women) (Chile)• DEI presentation as part of daily “Culture Shares”• “Descubreme Foundation” inclusion program to provide employability and development skills to people of varying physical abilities (Chile)• Blind hiring (age omission) (Paracatu)• Post-retirement support (Paracatu)	<ul style="list-style-type: none">• Intercultural Excellence Program (Tasiast)• Cultural Intelligence Assessment for Foreign National Recruitment (Tasiast)• Inclusive Dialogue (IWD)• Leaders’ School diversity and inclusion module• DEI training mandatory for managers at beginning in 2022 (Fort Knox)



Equal Remuneration

Equal pay for equal responsibility is an important component of our commitment to equity. We assess our 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). Our gender pay analysis extends to a range of employee categories. In 2022 our remuneration results were generally consistent with prior years, including:

- Average base salaries were higher for women than men for Kinross as a whole (Figure 15), 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) between men and women, demonstrating that both groups are compensated equitably and competitively within the local market.
- For senior management level employees and above, salaries are higher for men than women, reflecting the continuing higher numbers of men in more senior management and executive roles than women (Figure 11), but improved compared with 2021 (senior management female/male ratio 0.87 in 2021 vs. 0.91 in 2022) (Figure 16). In addition, the management female/male ratio was 1.02 for 2022 vs. 0.94 in 2021, representing a significant improvement.

Figure 15
2022 RATIO OF BASE SALARY
BY GENDER AND REGION
(All employees) (ratio female/male)

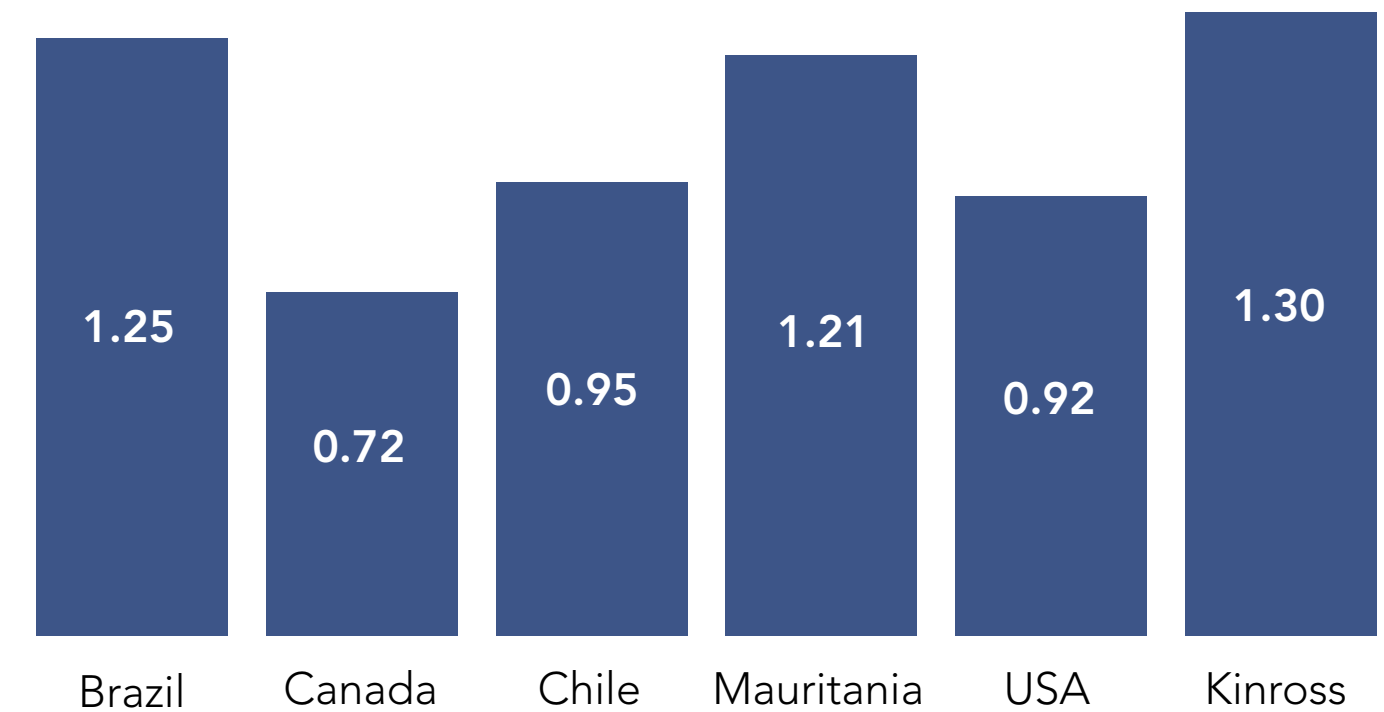
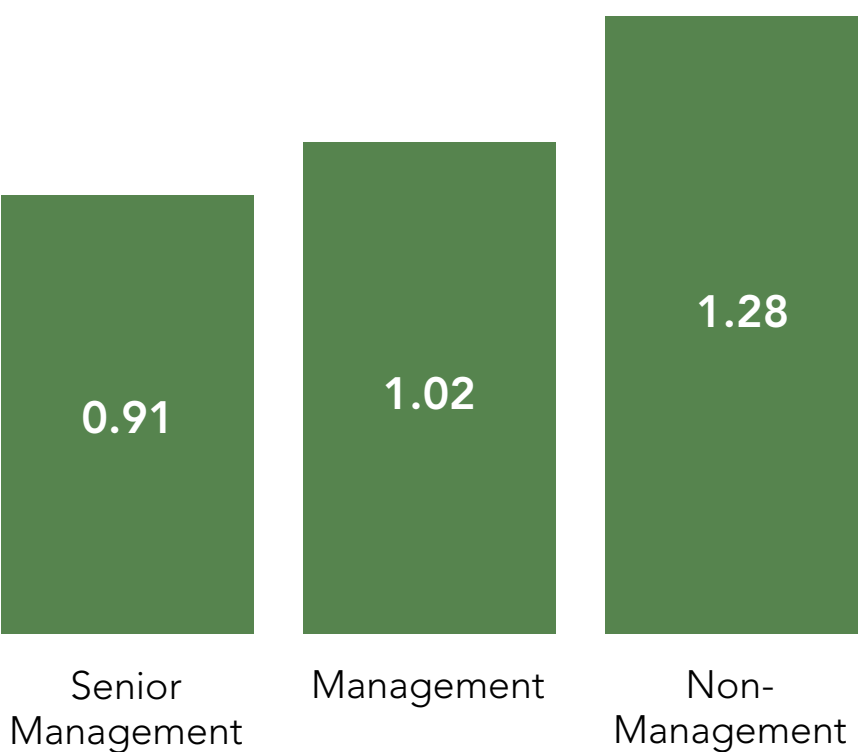
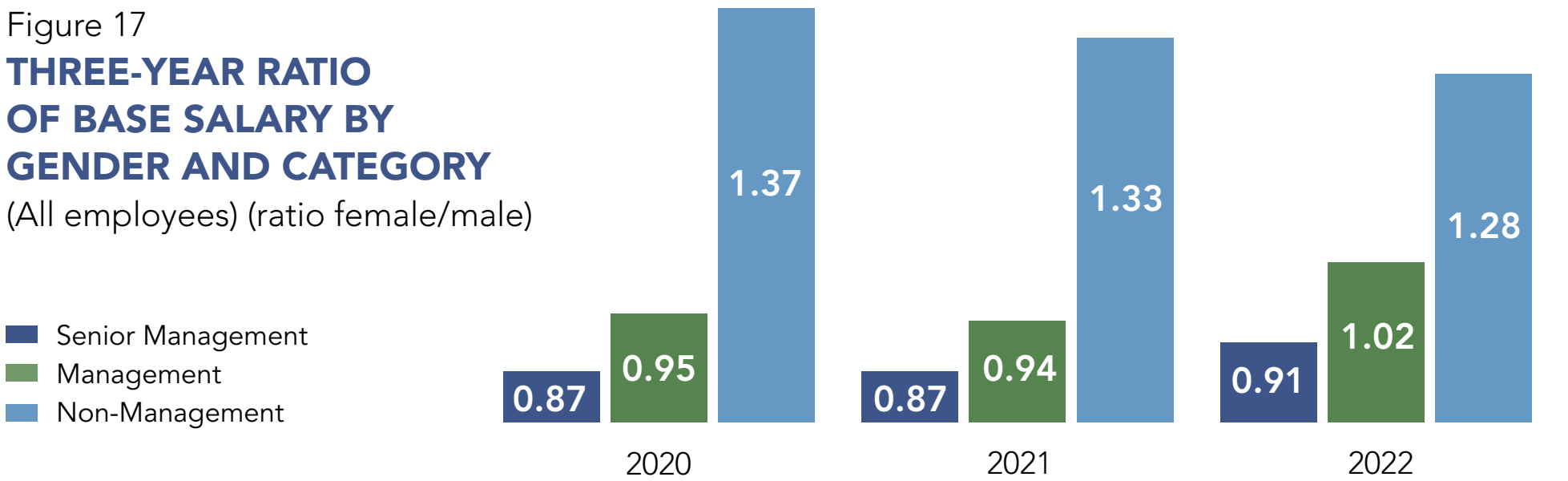


Figure 16
2022 RATIO OF BASE SALARY
BY GENDER AND CATEGORY
(All employees) (ratio female/male)



- For non-management positions, the female/male ratio of 1.28 (Figure 17) is related to the majority of these positions being held by men in operator positions and skilled trades roles (87% of the 5,908 positions in this category), which have a different remuneration structure from the technical, professional and administrative roles held in greater proportion by women. This metric also improved compared to 2021 (ratio 1.33).

Figure 17
THREE-YEAR RATIO
OF BASE SALARY BY
GENDER AND CATEGORY
(All employees) (ratio female/male)



FUTURE FOCUS

Over the next year, we are working in partnership with Catalyst to update our DEI strategy and related goals and targets. In the first quarter of 2023, we launched a new “DEI Corner” online portal for all employees and a Global DEI Calendar. We are also introducing a new learning hub which will provide learning paths and new learning options for leaders, employees and contractors.

Following from our RGMP assurance process, we are also undertaking a global initiative aimed at promoting a safe and supporting workplace environment, and the prevention of discrimination and sexual and gender-based misconduct. The Respectful Workplace Program is on track for implementation in late 2023. As part of our commitment to women’s development, we partnered with International Women in Mining (IWIM) a leading global not-for-profit organization pursuing gender equality and promoting women’s voices, access to opportunities and leadership in mining. We are part of the International Women in Resources Mentoring Program (IWRMP) an annual cross-industry mentorship program to promote and empower women to progress their careers, overcome professional challenges and build confidence for achievement and industry leadership. Kinross has five mentors and three mentees as part of the 2023 edition.



100 Global Inspirational Women in Mining



With its extensive connections with international organizations in many major mining jurisdictions, and chapters across Canada, WIM is helping to advance the role of women across our industry.

Through the years, the women of Kinross have looked to the Women in Mining (WIM) network as a source of learning, support and empowerment. In 2022, Kinross is proud that four of our women leaders have been named to the 2022 “100 Global Inspirational Women in Mining” (WIM100) by Women in Mining (WIM) UK. WIM UK advocates and speaks for women in the mining sector, informing industry participants and decision-makers of the challenges and opportunities women are finding in pursuing careers in mining companies and other mining-related businesses. The WIM100 recognizes the efforts of women in mining whose contributions to the industry go above and beyond and who are identified as role models for future generations. This year’s recipients were selected from among 915 nominations

from 61 countries due to their inspiring contributions towards a stronger, safer and more sustainable mining industry and their commitment to advocating and empowering those working both within the mining industry and beyond, and perseverance in the face of challenges. This includes making positive and impactful changes, advocacy and a desire to empower others. Kinross recipients include **Kathleen Grandy**, Senior Vice-President, Human Resources, Toronto, **Kathleen Autenrieth**, Exploration Director, North America, Reno, **Hapsatou Bal**, Community Relations Manager, Tasiast, and **Bartly Kleven**, Environmental Affairs Director, Kinross Alaska.

Picture here (left to right): Kathleen Grandy, Kathleen Autenrieth, Hapsatou Bal, and Bartly Kleven



“Be very careful about where you choose to work. The company values of your organization of choice should align with your personal values. What you spend your life doing and where you devote your time should improve the lives of others. If you are doing that, I believe you can weather any storm that comes your way.”

Bartly Kleven, Director, Environmental Affairs, Fort Knox, Alaska



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’ success. We have a responsibility to provide our people with resources and opportunities for learning and personal growth which keeps us well-positioned to attract and retain the best talent. Kinross University (KU), our online Learning Management System, continues to be central to our talent and learning strategy. KU provides us with a comprehensive and expanding platform of training tools and courses, which when combined with in-person learning, offers our people a broad range of development resources.

Leadership training continued to be a primary focus of our training and development activities in 2022, recognizing that our Leaders are a driving force behind Kinross’ culture. We delivered our foundational development programs during the year, including Generation Gold, Professional Development, and our Global Leadership and Emerging Leaders programs. Our Emerging Leaders program supports new leaders at Kinross to understand and develop leadership skills.

Among our talent and learning performance and results, we:

- Delivered approximately 200,000 hours of training, an average of 40 hours of training per employee, compared with 42 hours of training per employee in 2021. The total cost of training per employee increased by 24% year-over-year to \$715 per employee in 2022, compared with \$577 in 2021, and was the highest level in four years. More learning opportunities were also offered to our employees in 2022 than the prior year.
- Supported a broad range of learning and development programs aimed at our Leaders including coaching, eCornell certification hours and leadership seminars.
- Completed performance appraisals for all eligible employees (3,831) representing 60% of our total workforce.
- Placed internal candidates into 9% of open positions, the highest level in four years, by encouraging employee mobility and supporting access to new development opportunities. Of the 1,162 new hires in 2022, 41% were in the <30 age group, bringing contemporary perspectives, different skills and early career energy to Kinross and new, innovative ideas to our business. By providing them with the right opportunities and development, we are building a workforce for the future.
- Advanced our corporate leadership training in the areas of mental health and DEI, delivering 1,423 hours of bespoke training. Courses included “Take a Break” sessions, Inclusive Hiring, “Connecting Across Differences” and mental health resources for people leaders.
- Initiated our Emerging Leaders Program with 20 global employees currently participating in the program, which is providing them with 1:1 coaching and helping them develop in their individually identified areas of improvement.
- Hosted a “Resilience Webinar” to help support our people given the uncertainty and changing nature of the workforce in 2022. Designed to support the changes that our people had to handle and navigate, over 220 people attended the webinar with very positive feedback.

Training for new miners.





Community Engagement

During 2022, we conducted a comprehensive review of our management system, the Site Responsibility Plan (SRP), with the objective of supporting our sites with improved clarity and ease of application of the Standards. The SRP was originally developed in 2010, piloted in 2011, and rolled out across operating sites in 2012.

Through a standard set of metrics, sites report quarterly to Corporate which reports in turn to the Corporate Responsibility and Technical Committee of the Board of Directors. Between 2012 and 2019, several updates were made both to the Standards and to the metrics. In 2022, with the support of independent consultants, we conducted online monthly meetings with all of our site Community Relations teams to discuss the existing SRP standards. With the feedback gained from these sessions, we have produced an updated management system with the following key changes:

- Renamed the SRP as the “Social Performance Management System” (SPMS) to recognize that the “license to operate” of a site depends upon an integrated, strategic approach involving all site functions. The SPMS also embeds accountability for site social performance with Site General Manager while the community relations team leads the stakeholder engagement function.
- Consolidated the 30 standards of the SRP into 11 Social Performance standards (see Figure 18) while maintaining the integrity of the original standards.

Updates were also made to the reporting metrics, with particular focus on grievance and stakeholder issues introducing a new requirement for sites to report on stakeholder satisfaction with both process and outcome. In addition, sites must report every quarter on progress on key components of the social performance standards to ensure compliance with minimum expectations (e.g., update of stakeholder registry and map, risk assessment, SWOT analysis, engagement and community investment plans, and others).

In 2022, we conducted an analysis of our grievance assessment process applying a human rights lens. This was driven by several factors including: recommendations from external assurance of the RGMPs, which require companies to consider risks and impacts both to the business and to stakeholders; a renewed focus on social risk arising from the SRP standards review; and our focus on double materiality. This additional analysis has resulted in a new grievance tool for sites which considers both the stakeholder (gravity, remediability, extent and vulnerability) and the business and introduces a graduated system of criteria depending upon the nature of the grievance and impact (Table 3).

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](#)



Figure 18
SOCIAL PERFORMANCE STANDARDS AND PROCESS

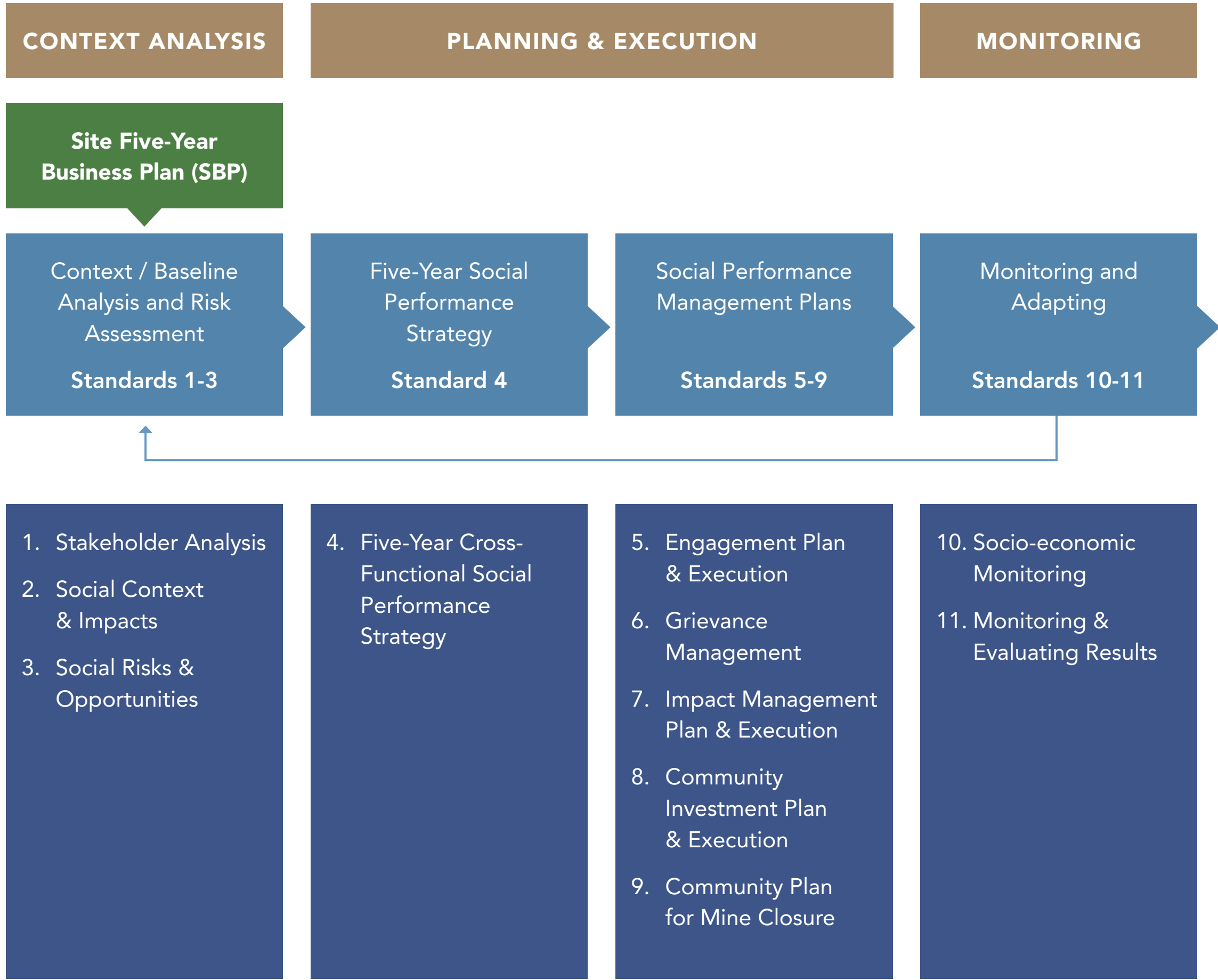




TABLE 3: Criteria in the Updated Grievance Assessment Tool

Evaluation of impact to the stakeholders		
Criteria	Criteria Description	Criteria factor
Gravity (weighting 30%)	Loss of human life	G5
	Adverse health effects to a person resulting in long-term impact to quality of life (disability, illness)	G4
	Significant time limitation of access to basic needs (livelihood, etc.), highly valued cultural, social, economic assets, ecosystem services necessary for livelihoods)	G3
	Short-term limitation of access to basic needs	G2
	All other impacts	G1
Remediability (weighting 20%)	Very difficult or not possible to reinstate those adversely affected by the incident back to their pre-incident state. OR remediation provided creates permanent dependency on the site.	R5
	Difficult: Returning those affected to their pre-incident state requires significant effort and resources. OR remediation provided creates long-term dependency on the site.	R4
	Moderate: Time and intervention needed to reinstate those impacted by the incident back to their pre-incident state.	R3
	Easy: Quick and effective measures can be taken to bring those affected back to their pre-incident state.	R2
	No further actions are necessary in order to reinstate those adversely affected by the incident back to their pre-incident state.	R1
Extent (weighting 13%)	>1,000 people affected	E5
	101 – 1,000 people affected	E4
	11 – 100 people affected	E3
	3 – 10 people affected	E2
	1 – 2 people affected	E1
Vulnerability (weighting 13%)	>1,000 people are from vulnerable group (e.g., Indigenous, homeless, migrant, refugee, low income, women and children)	V5
	101 – 1,000 people are from vulnerable group	V4
	11 – 100 people are from vulnerable group	V3
	3 – 10 people are from vulnerable group	V2
	0 – 2 people are from vulnerable group	V1
Evaluation of impact to the Company		
Level 5: Major Incident	Operations shut-down due to major community incidents that affect the site’s license to operate, disrupt normal business practice or trigger the need for corporate-level disclosure. Crisis management system activated.	L5
Level 4: Significant Incident	Operations interruption due to community event that affects site’s license to operate and may trigger the need for corporate-level disclosure. Crisis management system activated.	L4
Level 3: Community Issue	Minor disruption to operations due to community issues or events. Multiple functions involved in resolution, including corporate support.	L3
Level 2: Grievance	No impact on operations. Community/stakeholder grievance managed and resolved through site grievance mechanism.	L2
Level 1: Complaint	No impact on operations. Stakeholder complaint resolved through follow-up.	L1
Level 0: Concern	No impact on operations. Forward-looking thought on potential impacts (what hasn’t happened yet). No follow-up needed.	L0



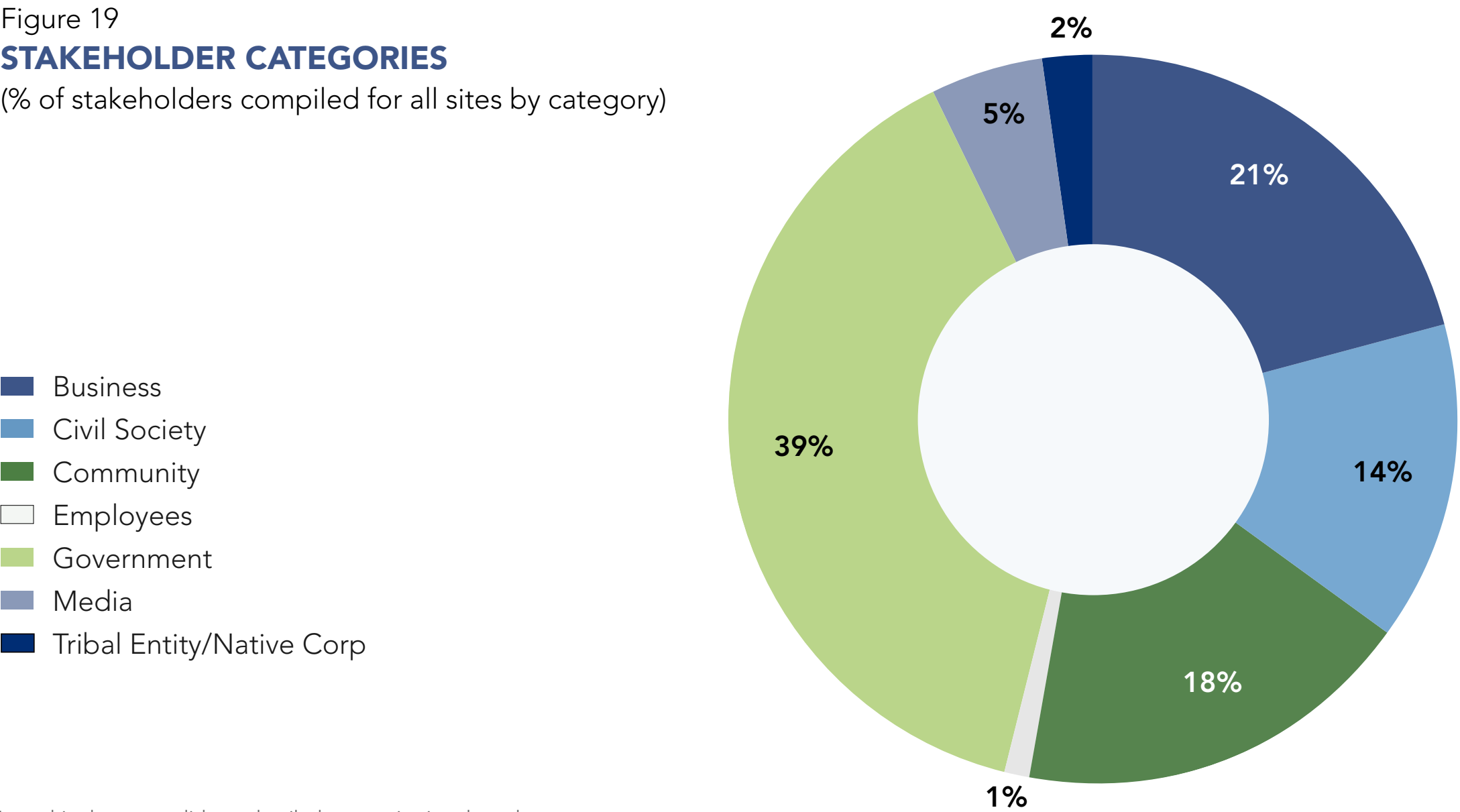
RELATIONSHIPS WITH STAKEHOLDERS

Through implementation of our SPMS, we maintained active mechanisms for stakeholder engagement, community consultation and grievance resolution at all active mine sites and development projects. Engagement with our local stakeholders is essential to understanding and evaluating the impacts of our operations and projects. Through ongoing dialogue, listening and a commitment to transparency, engagement enables us to identify the social risks arising from our activities and to take the actions needed to mitigate them.

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 (39%), followed by community and civil society organizations (together 32%) and local businesses (21%) (Figure 19).

Our stakeholders’ primary topic of interest, across all our sites in 2022, was related to community and culture, followed by the environment and ecology. This is a change from 2021, where the top topics included the economy and jobs, followed by the environment (Figure 20).

Figure 19
STAKEHOLDER CATEGORIES
(% of stakeholders compiled for all sites by category)

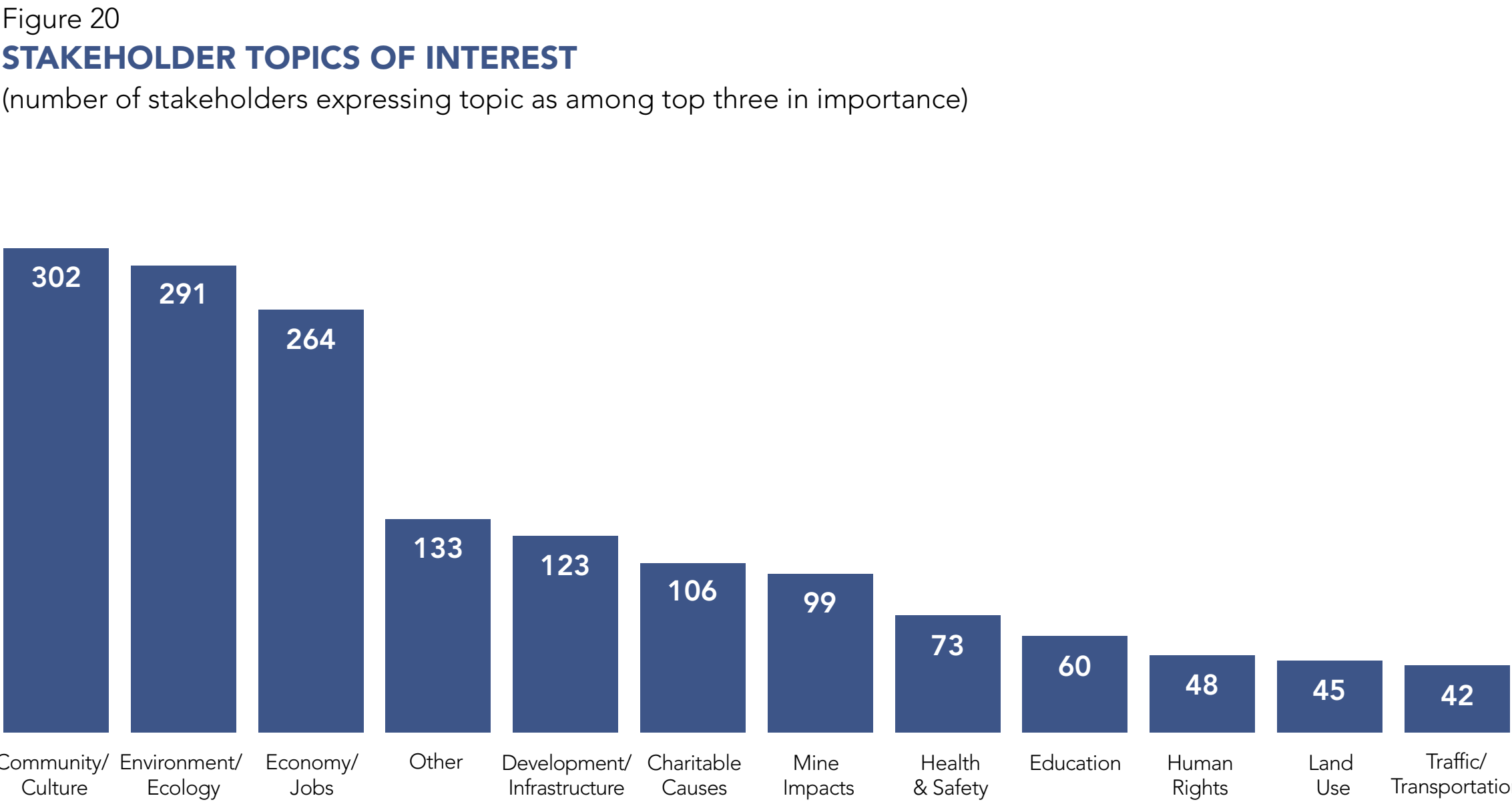


Note: this chart consolidates detailed categories into broad groups.

In other areas of 2022 performance and results, we:

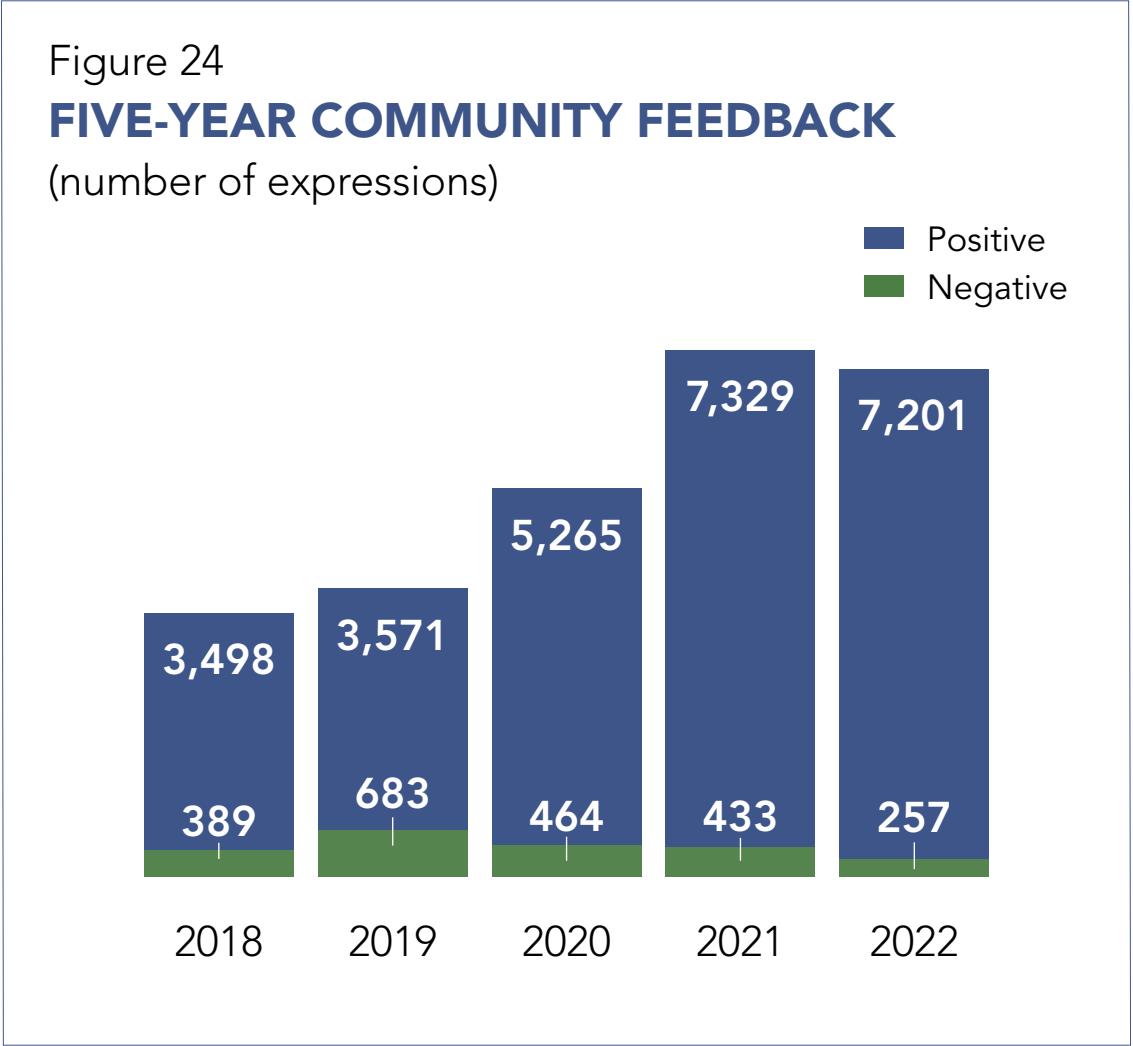
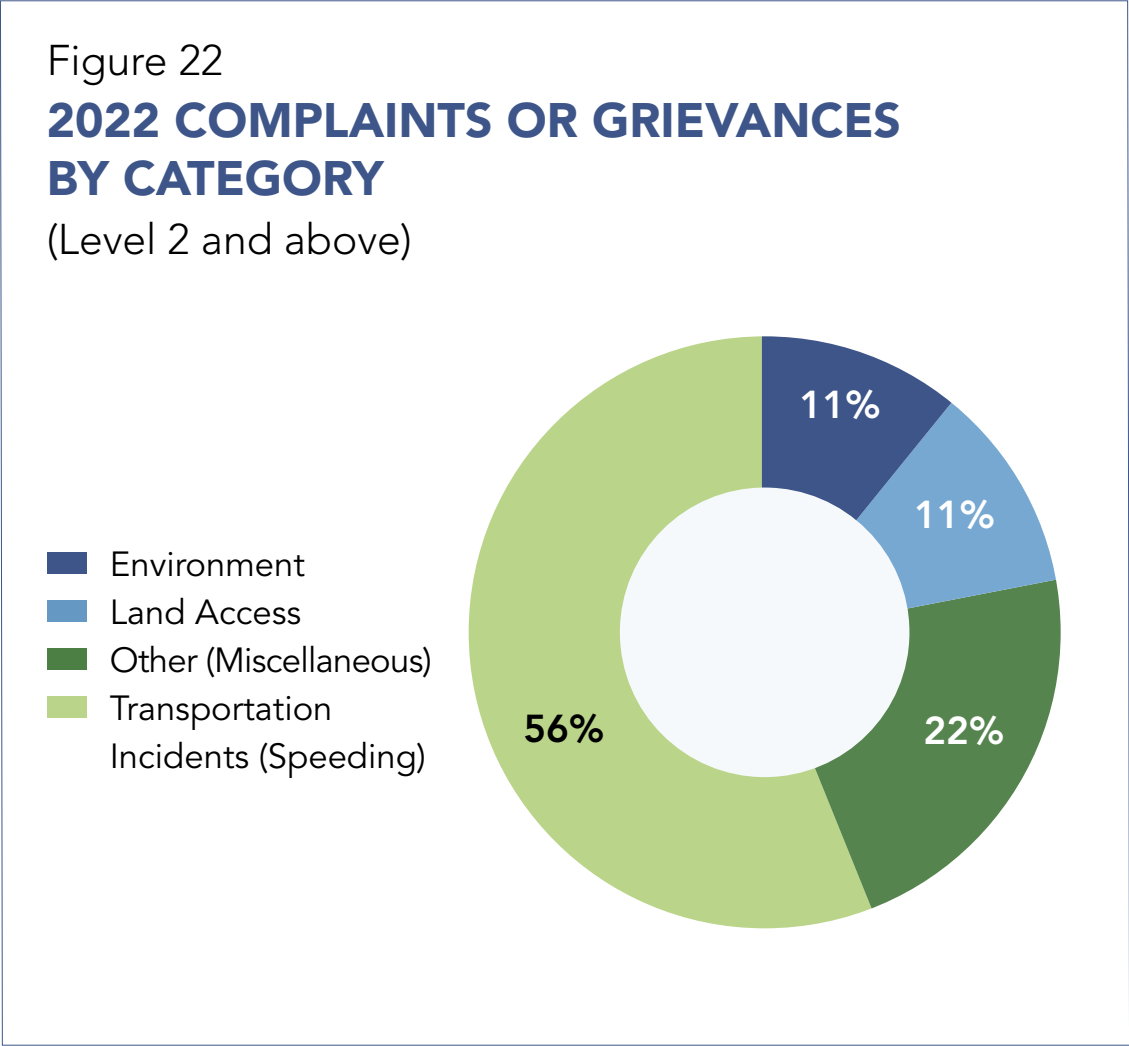
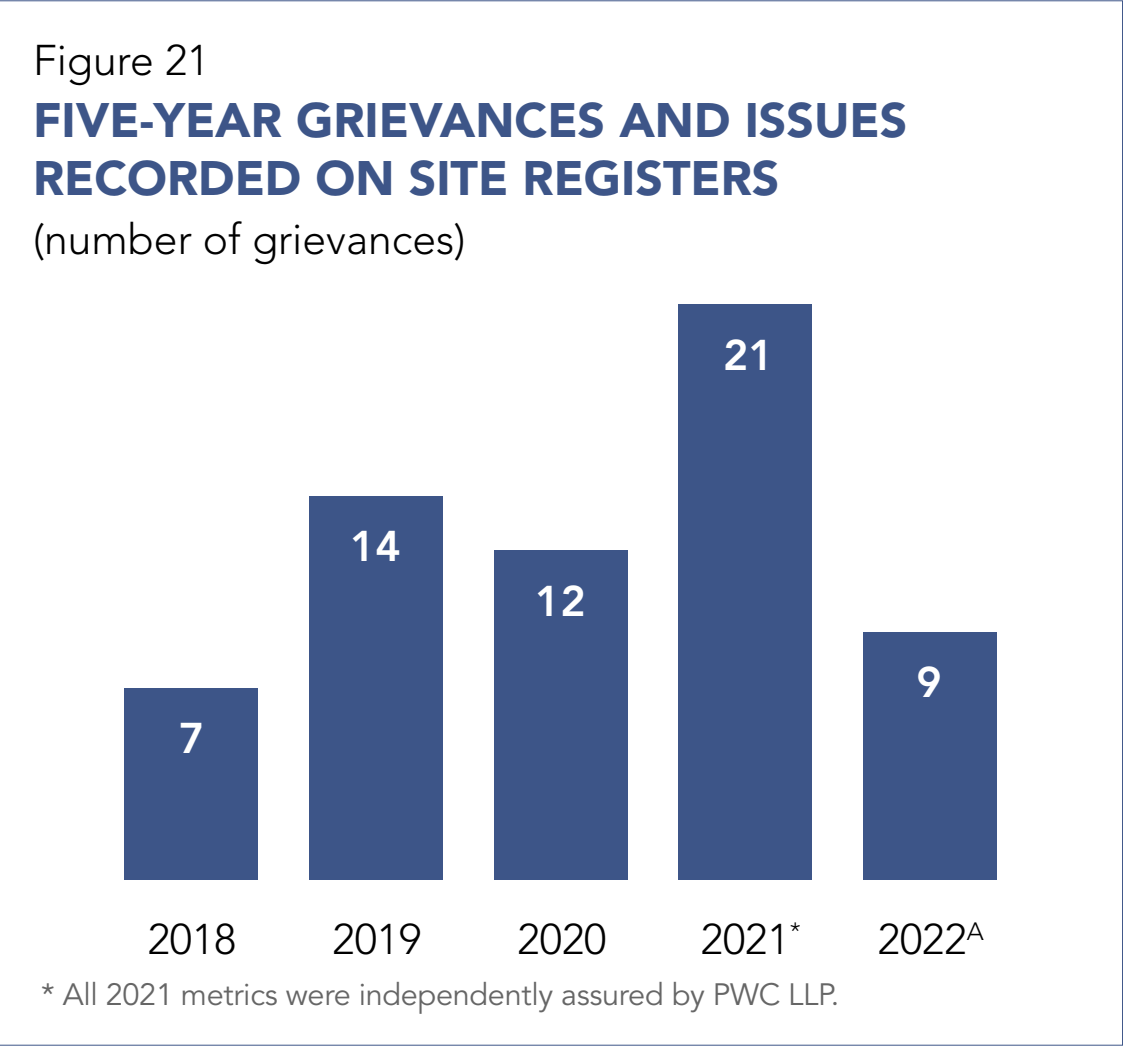
- Experienced zero work stoppages or disruptions to ongoing operations as a result of major community issues (Level 4 and 5). Also, for the first time since 2012, there were zero Level 3 community issues in 2022 (vs. two in 2021 and one in 2020).
- Received and resolved nine grievances across the Company as well as 81 negative feedback expressions. All grievances were resolved but two required more than the time frame established by site grievance mechanisms, one from Chile due to a dialogue process with the grievant and one at Tasiast due to the time taken to obtain a veterinary report for an animal fatality.
- Grievances were slightly lower in 2022 (Figure 21) compared to previous years, partly due to the divestiture of Ghana and Russia. The majority of grievances were related to transportation (mostly due to speeding) (Figure 22). Negative feedback was significantly lower in 2022 (81 complaints) to 2021 (158 complaints), mostly driven by a big drop at Paracatu.

Figure 20
STAKEHOLDER TOPICS OF INTEREST
(number of stakeholders expressing topic as among top three in importance)





- Held approximately 79,000 stakeholder interactions (Figure 23), with an average of 37 stakeholder engagements per site per day, above the five-year average of 34, and with 83% of sites increasing their number of interactions. We achieved an average of 97% of planned stakeholder meetings per quarter, an improvement over the 2021 rate of 94%. Our interactions in 2022 represented approximately 14% of the total local benefit footprint area population of our sites, slightly below our ten-year average of 17%.
- Maintained a high level of employee engagement on community relations topics with 12,600 in 2022 vs. 22,000 in 2021, the change being due to the removal of Ghana and Russia.
- Received over 7,200 positive expressions (positive feedback and media), only slightly less than 2021 (which included Ghana and Russia). Both Tasiast and Paracatu recorded their highest ever number of positive media articles. Negative expressions (community issues, grievances, negative feedback and media) received were the lowest they have been in the past five years (Figure 24).
- There were no Kinross operations or projects located in areas near, or adjacent to, areas of conflict.





Tracking Relationship Quality

During 2022, we continued our internal assessment of relationship quality on a quarterly basis. Figure 25 shows our estimate of level of trust with our stakeholders across all of our sites and projects.¹ We ended the year with relationship quality averaging 76% (a score of 50 points out of a maximum of 66). In general, we have assessed minimal change in our assessment of stakeholder trust over the past two years. At a site level, Fort Knox has shown a small drop in 2022 vs. 2021, due to the public coverage of the ore haul from our Manh Choh development project to the Fort Knox mill. Paracatu also showed a slight drop during 2022, primarily related to debate with the Municipality regarding the mine’s contributions to the city.

Specific relationship parameters, used to estimate overall level of Trust, are shown in Figure 26, also compiled for all sites and selected stakeholders. These indicators are strongest in the categories of respect, frequency, and focus, which reflect how we engage with our stakeholders and how often (see also Figure 25). Productivity continues to be the lowest assessed parameter, relating to how well the relationship delivers results for both parties. Compared with the end of 2021, we assessed a slight decrease in most parameters, except for respect and frequency.

1. See Kinross’ 2019 Sustainability report for details of indicators used to estimate relationship quality.

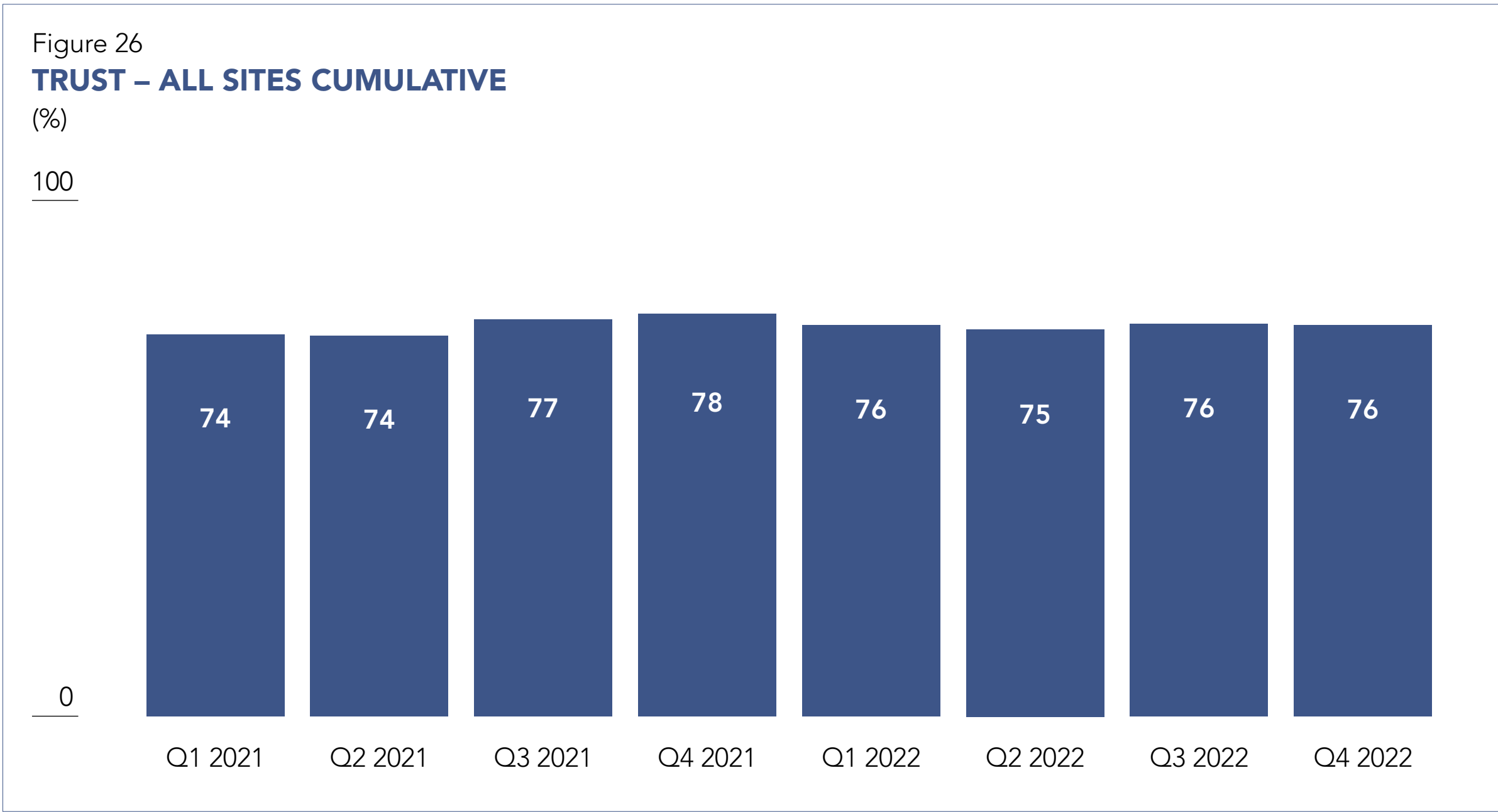
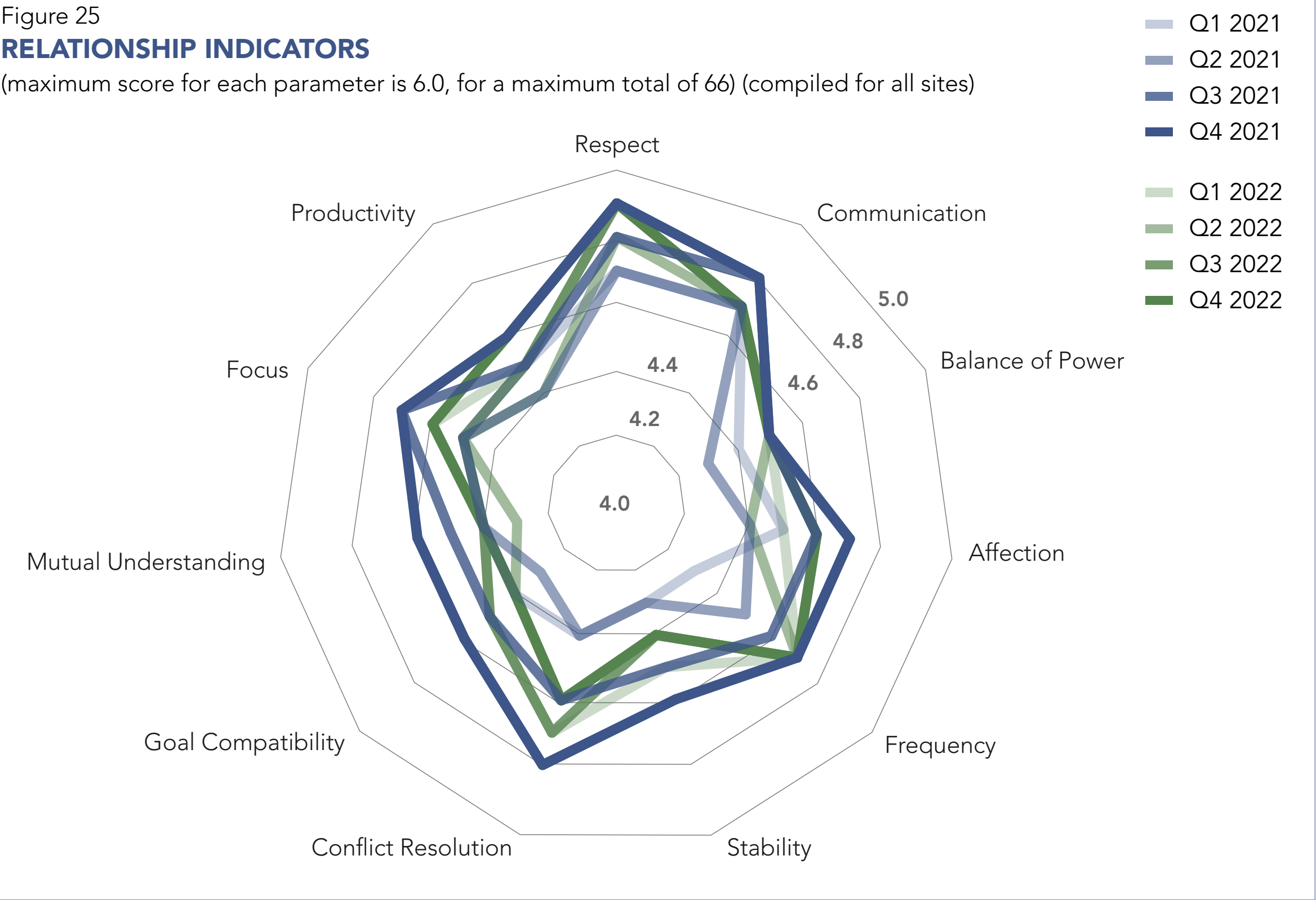


Figure 25

RELATIONSHIP INDICATORS

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



FUTURE FOCUS

We will continue to prioritize building and maintaining quality relationships with stakeholders and rightsholders. During 2023, as Manh Choh moves into the operations phase, we will ensure that our Social Performance standards are fully implemented. At our Great Bear project, we will ensure that the groundwork is laid for an effective social performance strategy. We will conduct training across all sites on the updated Social Performance standards and will work closely with our audit team to implement findings and recommendations for improvement.



Living as True Neighbours: Engaging with the Alto da Colina Community at Paracatu

The community of Alto da Colina is a discrete neighbourhood on a small rise overlooking the mine. With a population of approximately 700 and approximately 280 homes, this community has a greater perception of mine impacts compared to other communities which are more distant or separated by visual barriers.

Over the years, our Paracatu mine has developed a comprehensive series of operational measures to reduce impacts even as mining occurs closer to the community, as well as monitoring of physical and geochemical parameters to manage potential risk to our stakeholders. In addition, we have a strong presence in the community through formal engagement with the community association on a weekly basis and ongoing informal engagement with the broader community. We collaborate with the community on a range of projects designed to improve community well-being.

During 2022, we conducted a detailed, house-by-house engagement plan in Alto da Colina in order to understand how we can continue to improve our work to reduce our impacts and support community

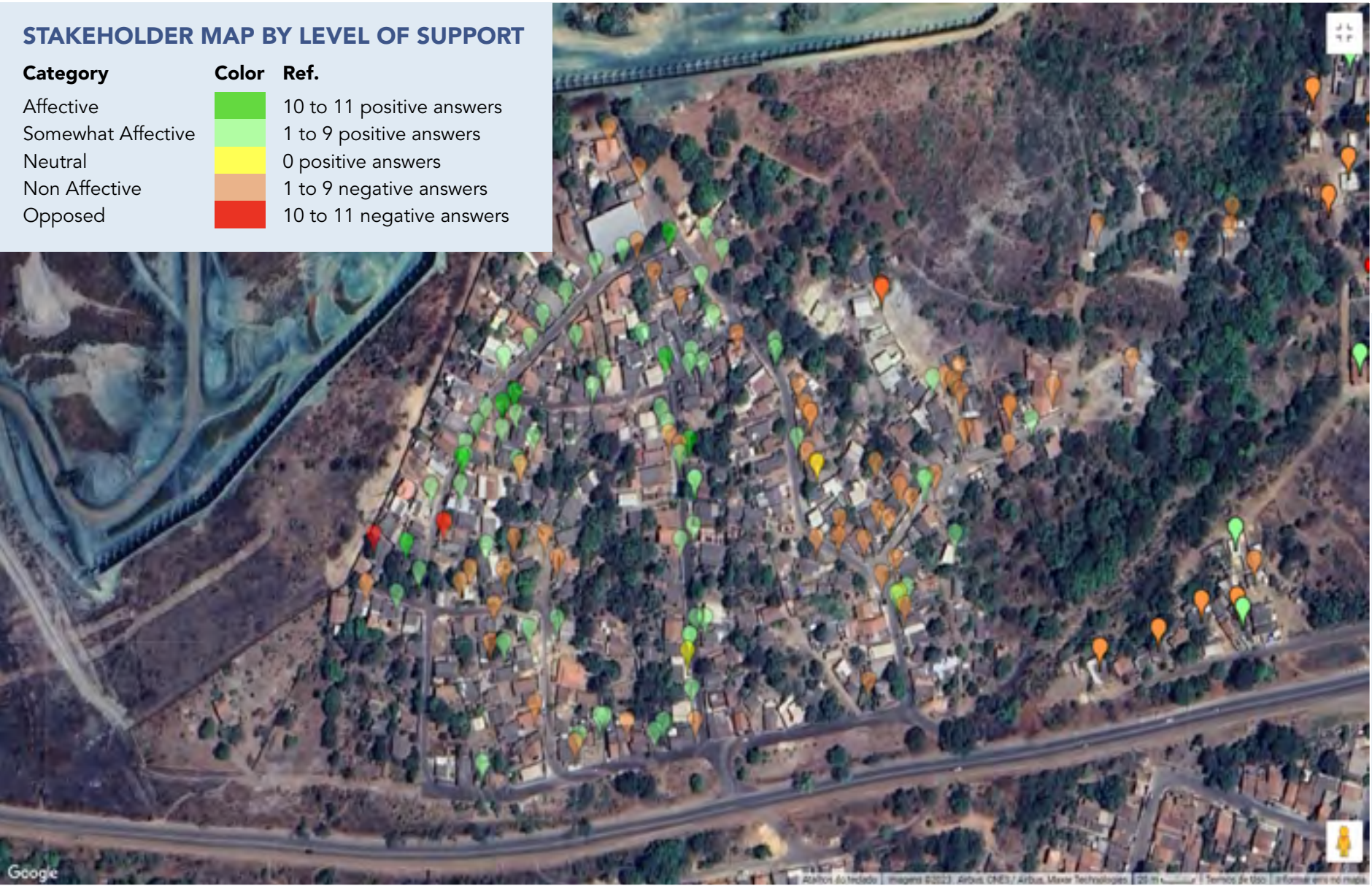
well-being, while prioritizing safety and considering sustainability of operations at the mine. Just under half of the residents, representing 135 of 286 households, were surveyed. Results showed a generally balanced view of the Company, with 24% classifying the relationship as good/regular, 17% not good, and 25% saying it could be improved. Geographically, relationships were of lower quality the further the distance from the mine, which relates to the fact that traditionally, most engagement by the Company focused on the residents living in the part of the community closer to the mine (see map). Similarly, 40 to 60% could not identify community benefits provided by the Company or mechanisms for communication and felt that the Company does not respect community norms and customs due to vibrations from blasting. A large majority (70%) was on balance neutral about the balance of positive and negative impacts. Most residents (70%) have lived in the neighbourhood for more than 20 years and, even though half have thought about moving elsewhere, 54% expressed satisfaction (including 42% really satisfied) with living there.

Considering these perception data together with our operational plans, we implemented the following actions during 2022:

- Completed the construction of an acoustic barrier between the mine and the community. This has led to the almost complete elimination of complaints related to noise through our hotline system. It has also removed the visual impact of the mine, which tends to reduce perception of impact. Finally, and unanticipated, community members have noted a significant improvement in community security since the area between the barrier and the village can no longer be accessed by criminals.
- Completed detailed assessments of housing quality with an independent engineering firm which has done similar assessments in Paracatu and other mining towns over many years.
- Continued to advance our blasting protocols with the goal of being able to blast closer to the community while maintaining our internal standard for vibrations (3 mm/s), well below the regulation (15 mm/s).

STAKEHOLDER MAP BY LEVEL OF SUPPORT

Category	Color	Ref.
Affective	Green	10 to 11 positive answers
Somewhat Affective	Light Green	1 to 9 positive answers
Neutral	Yellow	0 positive answers
Non Affective	Orange	1 to 9 negative answers
Opposed	Red	10 to 11 negative answers



- Continued our participative community environmental monitoring program, with four local residents trained to monitor dust, noise and vibration.
- Through the Community *Integrar* program, contributed to reconstruction of the bleachers at the community's multi-purpose sports centre, built originally by Kinross some 10 years ago.
- Continued training for the community association to be able to access government funds for projects, including the specific municipal fund for the elderly, children and adolescents.
- Together with the Community Association and Education Secretary of the Municipality, agreed on a major renovation of the neighbourhood primary school, funded by Kinross. Work started on this in early 2023.
- Completed an assessment of the Social Progress Index in this community and others in Paracatu, with the goal of using these data to inform a long-term community well-being strategy.

In 2023, we plan to continue our efforts to support community development while operating a world-class mine safely for our employees and local communities.



ENGAGING WITH INDIGENOUS PEOPLES

Kinross engages with Indigenous Peoples across North and South America. With the acquisition of the Great Bear project in northwestern Ontario, completed in February 2022, we are fortunate in adding the Wabauskang and Lac Seul First Nations, to the communities with whom we engage.

In early 2023, we reviewed and updated our Management Approach to Indigenous Peoples, our expression of our commitments and responsibilities regarding Indigenous Peoples. This review was informed by two drivers: our assurance process for the RGMPs and our return to resource development in Canada. Our updated Management Approach contains new language on free, prior and informed consent (FPIC), which aligns with both the RGMPs and the position of the Government of Canada.

We strongly believe that consent is a process based on strong relationships with the goal of reaching consensus through building of mutual understanding and clarity of the objectives of all parties in the relationship. Our approach to engagement with Indigenous Peoples and our respect for their unique rights and relationship with the land can be found at our [Management Approach](#). At the end of 2022, formal agreements were in place at 100% of the sites where there are Indigenous communities (see Table 4). Grievance mechanisms are in some cases contained within the formal agreement and in others through separate community grievance mechanisms.

During 2022, we continued close engagement with Indigenous Peoples in whose traditional lands our mines and development projects in Alaska, Chile, Nevada and Ontario are located.

TABLE 4: Agreements with Indigenous Communities related to our operations and projects ✓ In place

Location	First Nations / Indigenous Peoples	Year	Formal Agreement	Grievance Mechanism	Cultural Heritage
Alaska, Manh Choh project	Alaska Native Village of Tetlin	2020	✓	✓	✓
Chile, La Coipa	Colla	2015	✓	✓	✓
Chile, Lobo-Marte	Colla	2011	✓	✓	✓
Chile, Maricunga	Colla	1998	✓	✓	✓
Nevada, Round Mountain	Western Shoshone	2007	✓	✓	✓
Nevada, Bald Mountain	Western Shoshone	2016	✓	✓	✓
Ontario, Great Bear	Wabauskang, Lac Seul First Nations	2020	✓	✓	✓

Engagement activities in 2022 with Indigenous communities included:

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 of the Indigenous communities, involving our Chilean leadership team in this process.

At Lobo-Marte, we continued to engage with the Colla communities related to Lobo-Marte, even though work on the project’s Environmental Impact Assessment (EIA) was temporarily suspended following a decision to delay submission of the EIA. The third round of formal discussions on impacts, concerns, and mitigation measures was completed with four of the six communities validating these measures, pending formal signature. Agreement was reached that measures would be based on improvements to the existing Voluntary Agreements related to Coipa Phase 7. In particular, we engaged with the Pai Ote community regarding their transhumance routes lying within the project footprint and reached an agreement whereby the Company would assist the community with a land acquisition project. The current agreement with Pai Ote for Lobo-Marte expired in February 2023 and will be renewed in 2023.

At La Coipa, engagement continued throughout the year based on the strong governance system established through the Voluntary Agreements for Coipa Phase 7, in place since 2015 and valid through the life of mine. Effective implementation of community programs remains at a high rate (85%), as is the evaluation of the quality of the programs (83%). The Sinchi Wayra community held internal elections, with new, young leaders taking over. We engaged with these new leaders on topics including the status of the Coipa remediation system DIA, visits to the Coipa site to view the Quebrada La Coipa, and community development projects. During 2022, we started an employability program for the Colla communities, with seven members working as apprentices by year-end and two in full-time roles. In 2022, there were four complaints and one grievance from the Colla communities.





Alaska, USA

Our Manh Choh project is located on the lands of the Alaska Native community of Tetlin. During 2022, as project permitting and early works continued, we maintained a high level of engagement with Tetlin, as well as other Alaska Native communities in the area and Alaska Native corporations and organizations. More than 4,100 engagements were held during 2022, through both group and individual meetings. Engagement topics included permitting, impacts related to early works, local employment and training, procurement opportunities, and community projects. Meetings were held with the Chief and council, as well as an open community meeting with a field visit, to discuss and receive input on the proposed reclamation and closure plan. The key topic was the visualization of final landforms of the two open pits, one of which will be infilled while the other only partially, leaving a high wall. Other Initiatives in 2022, included:

- The project team developed an improved new hire cultural training program to ensure that employees and contractors have comprehensive awareness and sensitivity towards local traditions and ways of life. Some of this was based on what we learned through attending the tribe’s annual cultural camp, where children and youth are taught the tribe’s traditions and customs.
- In 2022, the first person from Tetlin village graduated from the Mining and Petroleum Training Service (MAPTS) new miner training, obtaining MSHA certification, surface and underground heavy equipment operation skills, and training in mining terminology and safety. At the end of 2022, nine people from Tetlin were employed on the project.
- To celebrate American Indian and Alaska Native Heritage Month in November, we held a number of cultural events for employees and local communities, including designing a logo using cultural elements shown by employees.
- We maintained our funding commitments under the community agreement with Tetlin and, in addition, signed a commitment to develop an elders’ home at the end of mine life through redevelopment of mine accommodation facilities. In 2022, we initiated a complaints and grievance mechanism, with one grievance registered by a Tetlin community member and no complaints. Kinross Alaska also made a \$1 million donation to the Troth Yeddha’ Indigenous Studies Center at the University of Alaska Fairbanks, recognizing Alaska’s First Peoples, their relationship to the land and their participation in resource development. Read [Partnership between Kinross Alaska and the University of Alaska’s cultural movement to recognize the importance of Alaska’s First Peoples](#).



Partnership between the University of Alaska Fairbanks and Kinross Alaska

In 2022, Kinross Alaska made a \$1 million contribution to the University of Alaska Fairbanks Troth Yeddha’ initiative in an industry-leading demonstration of respect for Indigenous Peoples. The name “Troth Yeddha’” refers to the hill that the University of Alaska Fairbanks (UAF) is built on. Troth translates to “wild potato/wild carrot” and Yeddha’ “ridge, hill” and signifies an important meeting place for Alaskan native people to come together. The rediscovery of the cultural importance of Troth Yeddha sparked a movement to rightfully acknowledge and honour the history of the UAF campus and Alaska.

Funding from Kinross will support the planning and construction of the Troth Yeddha’ Indigenous Studies Center and Park facility, which will allow research, learning and cultural activities through conference and performance space, classrooms, art areas, archive storage, a kitchen, a sitting area for elders and a surrounding park for outdoor gatherings. This facility aims to be a net-zero facility and will drive equity and inclusion for Alaska’s Native peoples through supporting UAF’s Alaska Native Success Initiative. UAF currently provides distance education across the state to bring educational equity to villages in rural Alaska, and Kinross Alaska is using this service to support education in the Tetlin area.





Nevada, USA

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. Round Mountain has long-standing agreements in place with the Western Shoshone of Big Smoky valley, covering cultural monitoring and a college scholarship program for Western Shoshone youth.

Bald Mountain is renewing its programmatic agreement with the Bureau of Land Management in 2023, which covers cultural heritage; in addition, it is developing a cultural monitoring agreement with the Duckwater tribe. A tribal monitor from Duckwater visited Round Mountain twice in 2022. Bald Mountain has made 10 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. No grievances or complaints were registered from the Western Shoshone in 2022. Other initiatives include:

- 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).
- Currently, two students hold Western Shoshone scholarships, with five in total over the past 10 years, covering subjects from engineering to social sciences.

Ontario, Canada

The Great Bear property is located between Red Lake and Ear Falls in northwestern Ontario, in the traditional territories of Wabauskang First Nation and Lac Seul First Nation, and within Treaty #3 traditional territory of the collective members of the Anishinaabe Nation of 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 Treaty rights, the Great Earth law, and reconciliation. Our goal is to develop a true partnership which benefits the Indigenous communities now and long into the future. Engagement topics during 2022 included:

- Honouring our commitments under the existing Exploration Agreement with the Wabauskang and Lac Seul First Nations.
- Proactively starting discussions about amending the exploration agreement for the advanced exploration stage.
- Local procurement and hiring for project activities.
- Renewal of the early exploration permit, sharing of information regarding the advanced exploration permit and supporting community events.

Additional activities in 2022 included:

- The CEO of Kinross and the Chiefs of Wabauskang and Lac Seul First Nations met several times during the year. In addition, there was contact with the Grassy Narrows First Nation, whose Indigenous Protected and Conserved Area (IPCA) lies to the south and is separate from the Great Bear property.



Kinross Nevada staff meeting with members of the Duckwater Shoshone Tribe at Duckwater





Great Bear hosts environmental monitor training certification course for community

In 2022, our Great Bear project hosted an environmental monitor training certification course for members of the Wabauskang and Lac Seul First Nations communities.

The purpose of the training was to build technical capacity among First Nations partners to support joint environmental monitoring, and to build trust through transparency as we undertake our work at the Great Bear Project site.

Kinross has a long-standing program of training and engaging environmental monitors from within our host communities, such as Paracatu, La Coipa and elsewhere, with a particular focus on Indigenous communities. These have been successful in building trust and understanding of impacts related to mining.

At Great Bear, the five-day training course focused on providing the skills and resources needed to conduct monitoring for all aspects of a site’s environmental responsibilities, including water, soil and air, according to current environmental regulations in Ontario.

Participants began each day with an in-class workshop where they learned the theory behind each module, then spent the afternoon in the field putting it into practice to collect, record and interpret information as an active environmental monitor.

At the conclusion of the training, all participants received certification as environmental monitors. The newly trained monitors are encouraged to visit the project site regularly, with the goal of supporting an inclusive environmental management process. Monitors are thus able to keep their neighbours informed about what happens at site and how we put into action our commitment to responsible mining.





Honouring National Truth and Reconciliation Day

On September 30th, 2022 Canadians recognize a National Truth and Reconciliation Day, an opportunity to honour children, families and communities impacted by residential schools, to listen, and to reiterate our commitment to Indigenous communities across our global operations. As part of Kinross’ activities, we hosted a global webinar featuring a variety of speakers including Toronto-based employee and member of the Metis-Anishinaabe First Nation Lisa Steele-Robertson, *Manager, Risk & Insurance*, who began by sharing a land acknowledgement. The event included a guest speaker from the Seine River First Nation in Northern Ontario who spoke about her personal experiences, shared her perspective about Indigenous history and talked about how to be an ally to help create safe and inclusive spaces to discuss these topics. Participants from Kinross Alaska spoke about our partnership with the Village of Tetlin and the importance of listening to build a lasting, positive relationship. Kinross’ Manh Choh project is located on leased land in Tetlin, and the project will continue to invest and hire locally and support community programs in the area.

- A video presentation featuring our work with Indigenous communities, including the Colla in Chile, the Village of Tetlin in Alaska, the Western Shoshone in Nevada, and the Wabauskang and Lac Seul First Nations in northwestern Ontario, was also shown to employees. [View video.](#)



Honouring Indigenous communities in Chile, Alaska and Ontario.



FUTURE FOCUS

We will continue our approach to engagement with Indigenous Peoples, prioritizing early, informed engagement which respects their ways of life, traditional knowledge, and connection with the land.

- **Chile** – The current agreement with the Pai Ote community for Lobo-Marte will be renewed in 2023.
- **Nevada** – Round Mountain is working on updating its agreements with the Western Shoshone, planning to complete this in 2023. Bald Mountain has a programmatic agreement in place with the Bureau of Land Management and governing engagement with the Western Shoshone; this expires in 2024 and work on renewal is underway.
- **Alaska** – In 2023 we will continue close engagement with Tetlin and other communities as Manh Choh enters the production and normal operations phase. Our focus will be on managing impacts and risks to the community, while ensuring that benefits accrue to the community and improve well-being.
- **Ontario** – In 2023 we will continue discussions to agree and sign the amended exploration agreement and then begin discussions for the main project agreement. Depending on information to be received from the Ministry of Mines, we will engage with other First Nations and Indigenous Peoples.



KEY STAKEHOLDER ISSUES

Our approach to addressing key stakeholder issues is an important measure 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. Trespassing events in 2021 and 2022 were 22 and six respectively, down from a high of 228 in 2017.

Dust, noise and vibration at Paracatu

We continue our extensive programs to manage dust, noise and vibration from pit operations at Paracatu. During 2022, 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 2022 was 1.63 mm/s and the maximum single event was 5.24 mm/s (October 10). The average acoustic pressure was 104.3 dB and the highest single event was 118.7 dB (January 6).

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/m³ and 40 µg/m³ for total suspended particulates and PM10 respectively). In 2022, 61 complaints were registered, a significant decline from 2021 when 119 were registered. For the 2022 complaints, six were for dust, three for blasting, 40 for noise and 12 for other causes. 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. There was a separate legal case on the same matter from a resident in Alto da Colina village, which was also closed after the parties signed an agreement. The assessment of housing quality in Alto da Colina, a community adjacent to Phase 11 of the mine, validated previous studies which showed that cracks in walls of houses are due to poor construction quality. The results were discussed with the community and agreement was reached on measures including site visits, continuing joint environmental monitoring programs and community programs. In addition, we continued our cross-functional team approach to mitigate potential impacts in adjacent communities; this included efforts to reduce vibrations related to blasting, noise, and dust generation. During the year, we completed construction of an acoustic noise barrier for the Alto da Colina community. We accompany these efforts with engagement in neighbouring communities, in some cases on a house-by-house basis, to ensure we understand stakeholder concerns and can respond to them.

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. Updated information on the studies can be found at kinross.com.br. Developments in 2022 include:

- A scientific paper was published in the journal “Exposure and Health” in February 2023, with results of a baseline study for a representative sample of the Belo Horizonte population, measuring total and speciated urinary arsenic (Campolina, D., Ciminelli, V.S.T., Ng, J.C. et al. Speciated and Total Urinary Arsenic Levels in Belo Horizonte, the Largest Brazilian City within the Mineral-Rich Region “Iron Quadrangle”. *Expo Health* (2023). <https://doi.org/10.1007/s12403-023-00540-5>). The geometric mean of total arsenic was 9.68 µg/gC, below the referential value of 10 µg/gC (non-exposed population) and the Brazilian Maximum Allowable Biological Index – IBMP (NR7), currently defined as 50 µg/gC. In 2019, the geometric mean found for biological monitoring of Kinross employees was 5.88 µg/gC. The results for the Belo Horizonte population are similar to those found in studies for urban areas in the USA and Canada, and for Paracatu. They confirm that for populations in regions with very high arsenic concentrations in iron-rich soils, the bioaccessibility is low due to entrapment of the arsenic in iron oxyhydroxides. Research studies conducted in Paracatu have shown that people take in most of the arsenic in their body through normal food consumption, with rice and beans being the main sources.
- 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. A peer-reviewed research article describing the results of years of employee health monitoring for arsenic is expected to be published in 2023.
- 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. Three cases were 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 State Public Attorney (SPA) of Minas Gerais was completed by the University of São Paulo. 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, and are now waiting for their response.
- 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 2022, we continued our engagement with the environmental agency and expect to receive the permits for this work during 2023.
- 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 2023 for publication in a peer-reviewed journal. At the University of Minas Gerais, research continues on arsenic speciation in geochemical environments found in Paracatu, with a new laboratory facility expected to start in 2023.



Paracatu, Brazil (continued)

Quilombola communities

During 2022, we continued engagement with INCRA, the National Institute for Colonization and Agrarian Reform, and the São Domingos Quilombola community in Paracatu regarding the proposed Basic Environmental Plan (PBA), a document containing social and environmental projects for the community’s benefit. The final draft of the PBA was submitted to INCRA for review and we are hopeful that this will now be approved. Also in 2022, Kinross completed the purchase of a piece of land adjacent to São Domingos, this being essential for implementation of PBA projects, as well as hopefully satisfying a separate land compensation process. It is hoped that the parties are now close to agreement and we believe the programs contemplated within the PBA will contribute to a significant improvement in well-being for the São Domingos community, whose final approval will be needed before the PBA is approved by INCRA.

Community downstream of our tailings facilities

In Q1 2023, 49 new lawsuits were filed by members from the communities downstream (mostly from Lagoa Village), adding up to a total of 250 legal cases, on the matter of emotional harm from an accidental siren activation event in May 2021. So far, settlements have been reached in 114 cases at approximately \$1,200/case. Work continues to settle the remaining cases. Emergency simulations were completed in the downstream communities with 181 participants (41%) including six people with disabilities who were successfully evacuated. A new community safety mobile application (“PROX”) developed by IBRAM, Brazil’s mining association for its members, was rolled out. This “app” will help with communications as well as safety awareness. The emergency drills followed the procedures in national legislation, as well as helped us improve our own emergency plans. In 2022, the State Public Attorney (SPA) filed a public civil action seeking collective moral damages. This lawsuit is ongoing.

Maricunga, Chile

Wetlands near Maricunga

Kinross has been reporting since 2016 on sanctions and legal cases brought by Chilean authorities against the Maricunga mine, 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. For additional information, see Kinross’ [Annual Information Form](#) (December 31, 2022; see 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. The status of previously reported legal cases is as follows: a) Easement agreement – the Supreme Court rejected the RJC’s appeal and ruled in favour of the Company, initiating a one year period in which to demand the return of payments made for the easement. This is then followed by a further five year period if the sentence is not fulfilled in the one year period; b) Settlement agreement for diesel spill – the facilitated process is working effectively; clean-up work reached 36% completion by year end although the parties agreed to change the contractor due to underperformance. In addition, the parties are developing flora and fauna studies, as well as an agricultural management plan. This latter plan will determine if there were any impacts to animals and their grazing conditions. Meanwhile, the “Colla Indigenous association for ancestral recovery” continued its lawsuit against the ex-leadership of the CRJ for misappropriation of community funds.

Kettle River-Buckhorn, USA

Water Quality

Kinross has previously reported in detail water quality matters at Buckhorn. For details, see Kinross’ [Annual Information Form](#) (December 31, 2022) (pages 67-68). The Company was issued two Notices of Violation 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 continued throughout the year.

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, USA

Ore haulage from Manh Choh to Fort Knox

The Manh Choh project will use a 240 mile ore transport route along the Alaska Highway through very diverse communities, to deliver the ore to the mill and processing plant at our Fort Knox mine. This option significantly reduces the environmental impacts in the project area on the lands of the Tetlin Alaskan Native community, as well as addressing recommendations



from conservation organizations to use existing infrastructure as much as possible. The proposed haulage plan is for 2.5 trucks going each way per hour, representing a 5% to 20% traffic volume increase along most of the route and a <1% traffic volume increase in Fairbanks. 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 coalition to oppose the ore transport plan formed by residents from Harding Lake, a lakeside, seasonal home community to the south of Fairbanks and whose residents also use the Alaska highway. The transport plan includes legal loads on public highways and therefore does not need any specific permits for haulage. The haulage contract has been awarded to a local company, which is buying brand new trucks with very low emissions ratings, higher number of axles and tires for least impact on road beds, as well as hiring and training top quality drivers. Alaska’s Department of Transportation (DOT) has implemented a major improvement program to the highway, especially the bridges at various points, leveraging federal funding for infrastructure improvements in the State. The DOT has also activated a Transport Advisory Committee (TAC) which is studying the role of the Alaska highway within the context of the long-term development strategy of interior Alaska. In 2022, we engaged with elected state officials and authorities, local communities, 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; we are still studying this alternate option. 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

ASM activity

Illegal small-scale mining (ISM) continued in the area around the Tasiast mine during 2022. In 2022, 159 ISMs were detained by the police (gendarme), for attempting to enter the Tasiast industrial area, which was a significant reduction compared with 2021 when 1,630 were detained.

Four use-of-force incidents by ISM (throwing of stones) occurred in 2022, compared with 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 on a case-by-case basis when requested to do so.

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, triggering a shift of ASM activity away from Kinross concessions but also causing significant increase in numbers of ASM in the region.

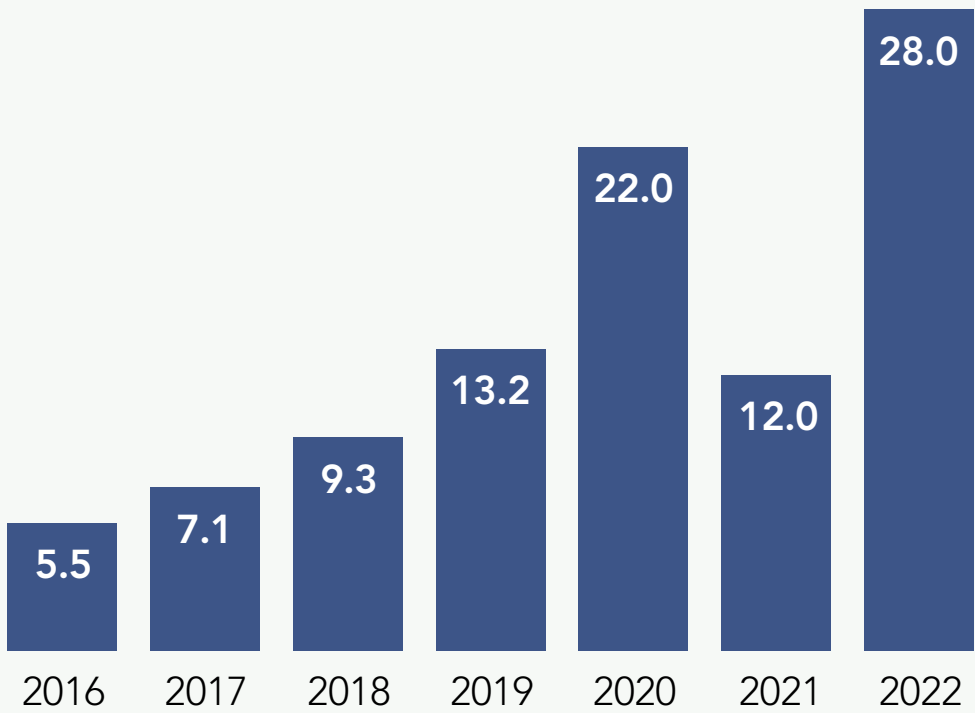
Understanding the Composition of the ASM Community in Mauritania

The Socio-Economic Assessment that we conducted in the region around Tasiast in late 2022 included, for the first time, the ASM community established in the Tasiast region in 2016. A total of 182 people were interviewed, almost entirely male. The ASM population is young, with 75% less than 45 years old, including 15% between 15 and 24 years in age. Almost 70% of ASM are from the east and south of the country, plus around 8% from Mali and Sudan. The population is educated, with 13% having attended university, 26% to secondary school and 29% to primary and no illiteracy was found. About one third of ASM were previously employed and another third have another job in addition to ASM work, mostly as merchants, farmers, and herders. More than 70% of the ASM work as mining labourers, while the rest work in services to the ASM. Almost two-thirds of ASM have arrived in the area since 2020, but there has been a steady influx since 2016 (Figure 27).

ASM workers are evenly balanced on intent to stay in the area, with the younger demographic more committed. Twenty percent of ASM now consider the Chami area their home, while the majority are still undecided. Regarding the relationship with Tasiast, 37% of ASMs in the Tasiast area see the Company as a responsible neighbour which helps out when needed, 39% had a neutral view, and 21% see the balance of power in favour of the Company. A large majority, 87%, of the ASM believe that they can coexist peacefully with Tasiast and 75% say that direct dialogue is the best way to do this. Younger age groups have generally more positive feelings about Tasiast. The highest area of need of ASM is water supply with 67% referring to this, while their top concern is the fear of injustice or expulsion.

The majority of ASM are not aware of any organized ASM groups or structures. ASM workers in Chami have generally similar views, but with lower levels (23% see Tasiast as a good neighbour and 56% feel that coexistence is possible). As in the field, younger ASM in Chami were more open to direct dialogue and more optimistic about coexistence. In Chami, the area of greatest need of ASM is electricity supply and their main concern is having their processing operations shut down, followed by concerns about harmful chemicals. The presence of large numbers of ASM has affected social dynamics in the area, with approximately 30% of households in Zone A and B believing that sexual harassment does occur due to ASM. However, ASM respondents were emphatic that they do not affect the safety of women in the local area.

Figure 27
ASM YEAR OF ARRIVAL
(% of total)



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 continues to be a key performance measure in our host countries. Measured by Kinross for more than ten years, it expresses the economic value generated during each reporting year as shown in Table 5 and Figure 28.

TABLE 5: 2022 Economic Value Distributed

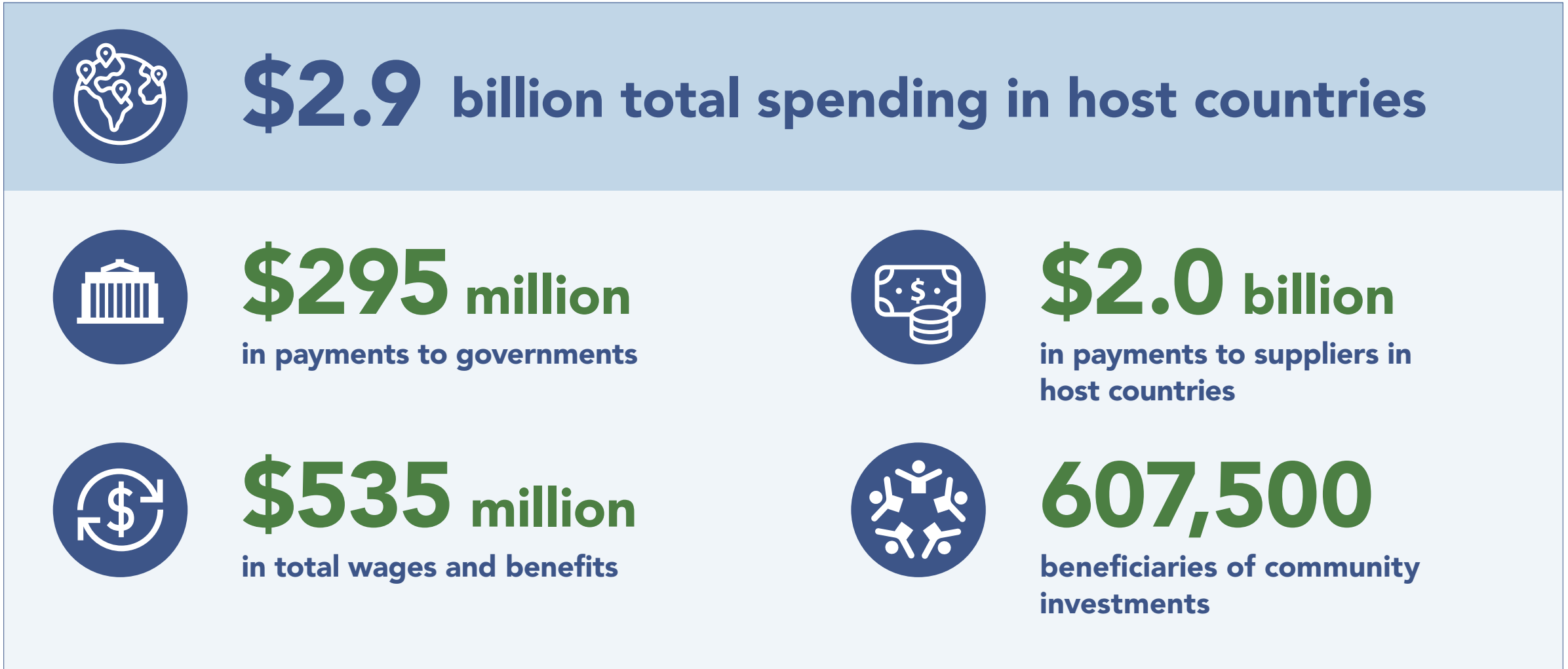
(\$ millions, as of December 31, 2022)

2022	Revenue	Payments to Governments				In-Country Suppliers	In-Country Employee Wages ¹	Community	Out-of-Country Suppliers	Economic Value Retained
		Royalties & Fees	Income & Corporate Tax	Duties, Other	Total to Governments					
Brazil	1,021.5	14.9	120.1	16.1	151.1	543.9	52.6	2.6	44.6	226.7
Canada	0.0	0.8	0.0	0.3	1.1	58.0	13.5	0.0	0.3	-72.9
Chile	183.6	0.0	3.2	2.3	5.5	207.1	32.8	1.4	1.6	-64.8
Mauritania	935.0	46.3	9.3	31.6	87.2	220.0	72.4	1.1	380.8	173.5
USA	1,315.0	5.2	42.7	2.4	50.3	1,020.0	342.6	2.1	20.9	-120.9
Corporate	0.0	0.9	1.3	47.2	49.4	116.6	168.0 ²	1.7	31.9	-367.6
Total	3,455.1	68.1	176.6	99.9	344.6	2,165.6	681.9	8.9	480.1	-226.0

1) 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. 2) Corporate wages include expatriate wages of \$20.9 million.

2022 Benefit Footprint

OUR BENEFIT FOOTPRINT SUMMARIZES THE VALUE WE CREATE IN HOST COUNTRIES



In 2022, we contributed \$2.9 billion through payments to governments, procurement, wages and benefits and community investments in our operating jurisdictions. In 2022, we also paid \$455 million in capital back to shareholders, consisting of \$154.0 million through our regular dividend program and \$300.8 million as part of our share buyback program for the repurchase of 78.9 million common shares, an increase from \$349.3 million paid to providers of capital in 2021. We also paid \$96.1 million in interest.

For a detailed account of Kinross’ 2022 financial and operational performance see our [2022 Annual Report](#), including our audited financial statements.

ANALYST CORNER: GENERATING SHARED VALUE

Read [Management Approach](#)

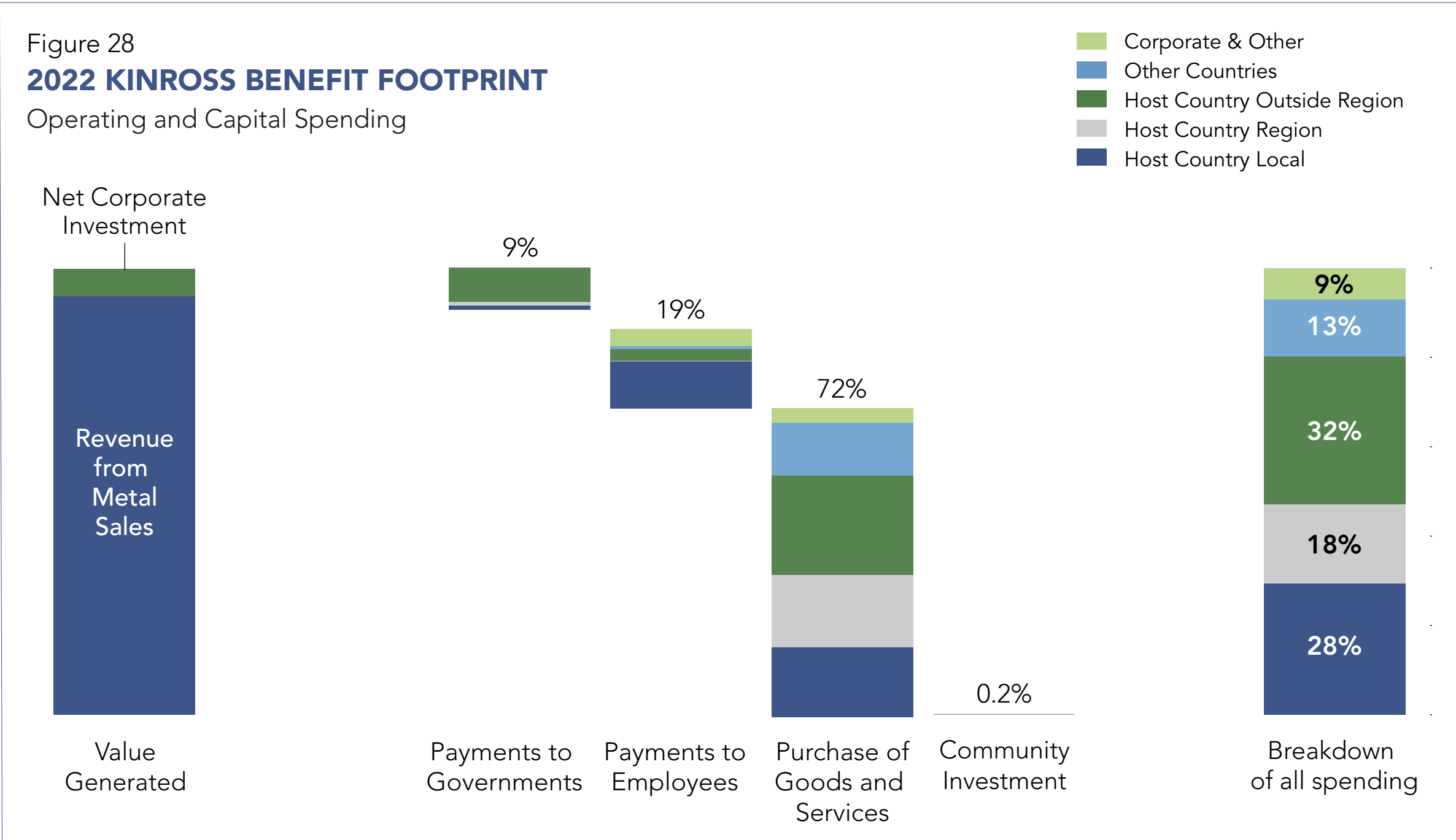
GRI 201, 202, 203, 204 SDG 1, 8
RGMP Principle 1, 3, 7

[Data Tables](#)

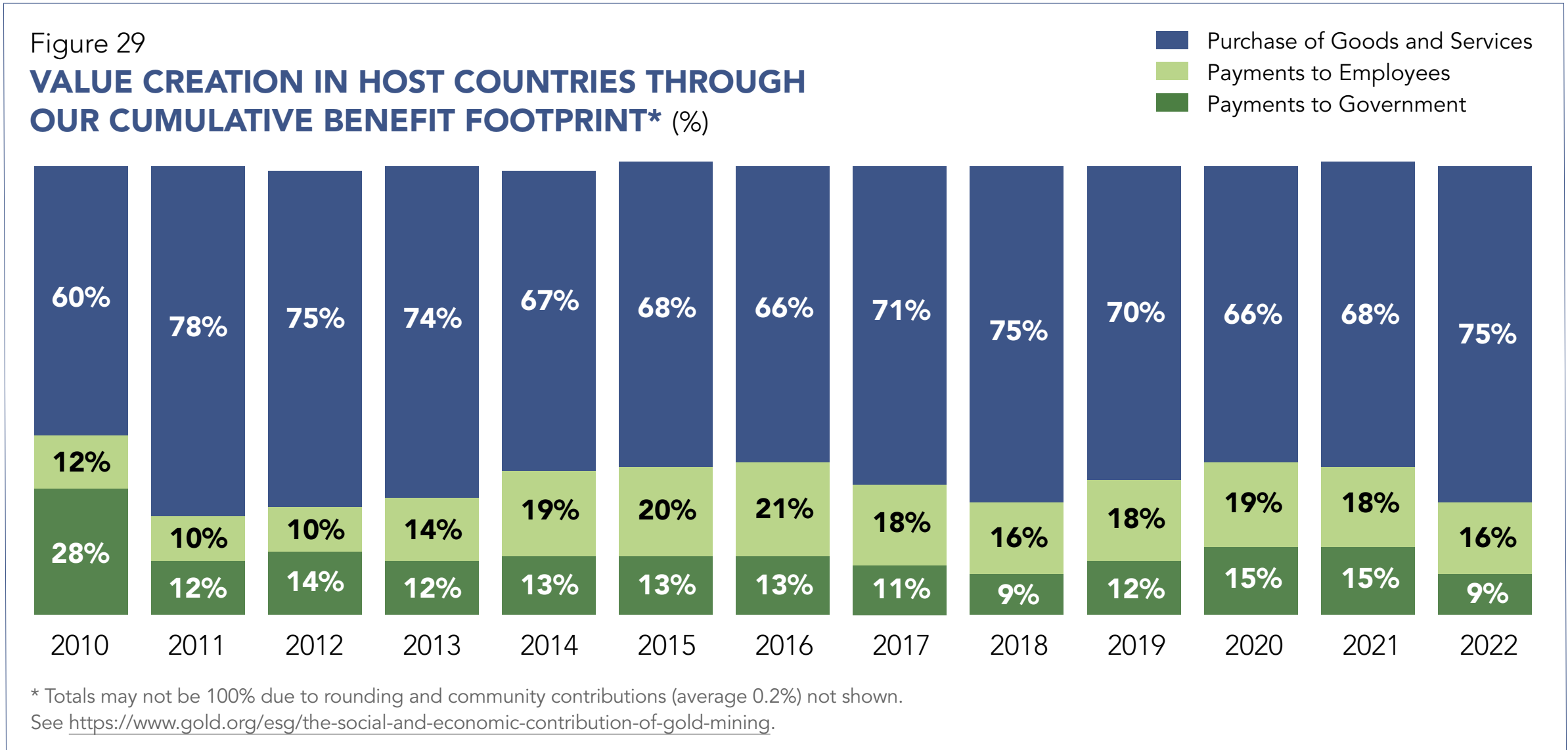


Our 2022 results include:

- Of our total 2022 benefit footprint (including corporate and other spend), 72% was spent on procurement, 19% on wages and benefits and 9% on payments to governments; the benefit footprint was distributed as follows: 28% in local communities, 18% in regions, and 32% elsewhere in host countries (Figure 28). Compared with 2021, the proportion of payments to governments declined from 14% to 9%, reflecting lower total payments to governments due to divestiture of our Russia and Ghana assets, and the proportion taken by purchase of goods and services increased from 65% to 72% due to higher spend in Chile, Mauritania and the USA.
- In countries hosting our operations, we spent approximately \$2.0 billion on goods and services, representing 82% of our total procurement spend. Including all global procurement, our total spend in 2022 was \$2.5 billion from approximately 5,000 suppliers.
- Our top 50 suppliers accounted for \$1.5 billion or 60% of total procurement spend, and our top 250 suppliers accounted for \$2 billion or approximately 80% of total procurement spend.



- Paid \$345 million in taxes, royalties and related payments to governments in host jurisdictions, including Canada projects, with Paracatu being the largest contributor at 44% of total payments to governments.
- Provided approximately \$535 million in wages and benefits to employees in host countries with operations and projects, representing 78% of total wages and benefits paid of \$682 million.
- Spent \$9.1 million in host countries on community investments and donations, both cash and in-kind, leveraging the larger benefit of creating local jobs and supporting business. With the inclusion of corporate and third-party donations, community investments totalled \$10.8 million in 2022. Read more in [Community Development](#).
- Since 2010, our in-country benefit footprint (i.e., not including Corporate and other countries) had an average distribution of 13% in payments to governments, 16% employee wages, 71% goods and services and 0.2% community investments (Figure 29). Our cumulative in-country benefit footprint from 2010 to 2022 was approximately \$44 billion, of which \$31.1 billion was spent on host country procurement, \$7 billion on employee wages and benefits, \$5.6 billion in payments to governments and \$90 million on community investments and donations. Our cumulative \$44 billion benefit footprint is equivalent to approximately 74% of Canada's Overseas Development Aid in the same period (approximately US\$59 billion in constant 2020 dollars; OECD library). Our decade-long benefit footprint is similar to what the membership of the World Gold Council contributes to host country economies in one year; (\$38 billion contributed in 2020 to the GDPs of host countries). Together, these data highlight the importance of responsible mining as a positive driver of development around the world.





Improving Social Outcomes Through Taxes

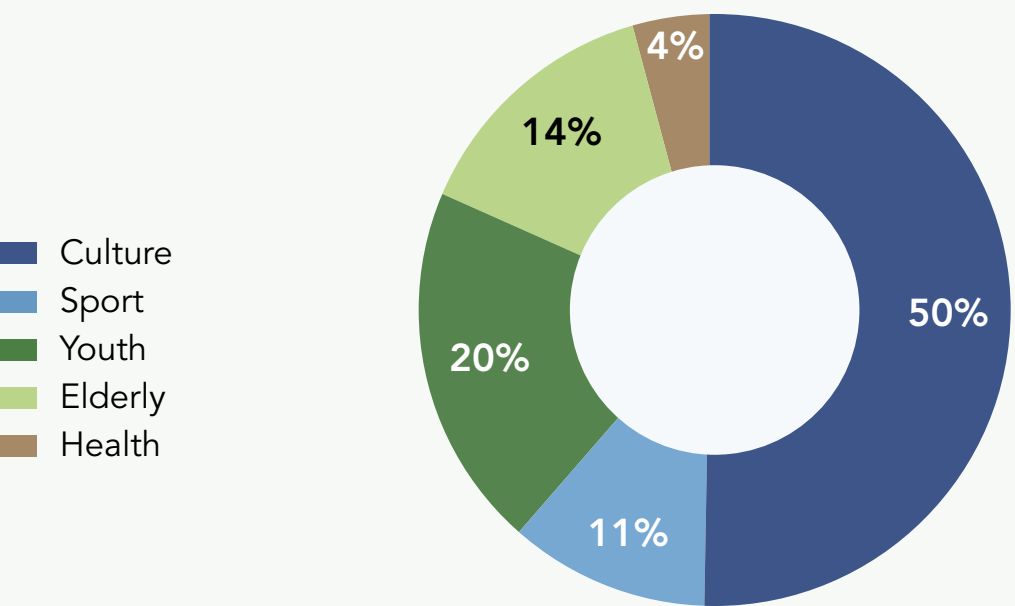
In Brazil, the tax incentive law allows companies and individual taxpayers to designate a portion of their income tax for social programs. Since 2016, Kinross has designated approximately \$6.6 million to 80 programs in the municipality of Paracatu and the Minas Gerais state. Since this tax incentive began, programs have included culture and literary arts, youth activities including judo and visual arts, and the elderly.

A strategic focus on culture was chosen, with 50% of total funds going to projects in this area (see Figure 30), 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 tourism. Some cultural programs such as visits by the philharmonic orchestras of Ouro Prieto and Minas Gerais brought culture to the city, while most of the programs (Quilombola memory centre, local history, book fair, gastronomy festival) were dedicated to strengthening and building awareness of local culture. Other programs for youth and the elderly have played a key role in complementing municipal programs.

In 2022, cultural programs made up 50% of programs and overall spend, including the Paracatu cultural festival, which was attended by more than 4,000 people and covered a variety of musical and gastronomic events. Additional cultural heritage projects included training 20 young people from Quilombola communities in methods to collect oral testimonies as a way to present the history of the community, as well as the “Cutucar” program, which provided more than 1,000 students from 17 local public schools with the opportunity to experience and learn about the intangible heritage of Paracatu.

Projects planned for 2023 include the First International Book Festival to be held in Paracatu, youth skills projects in the performing arts and electronic game creation, and a variety of other projects supporting youth and the elderly.

Figure 30
DISTRIBUTION OF SPEND ON TAX INCENTIVE PROGRAMS IN PARACATU



FUTURE FOCUS

As part of our ESG strategy, we aspire to improve community well-being through the presence of our operations and projects. We will continue our work to better understand 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 of 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. We plan to maintain our goal of a local benefit footprint area of 20% or more of our total benefit footprint and continue to contribute to improvements in the well-being of our host communities.





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 2022, 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 edged closer to 100% at 99%, the highest level in five years. A modest decline in the percentage of management hired from within host country to 87.3% compared with 92.1% for 2021 was influenced by changes in management in Chile and Mauritania (Table 6 and Figure 31).
- In Chile, there were two expatriate managers in 2022, up from one in 2021, and a total of 46 manager roles held by Chilean nationals. In Chile we started an employability program for members of Colla Indigenous communities, with seven people working as apprentices by year-end and two in full-time roles.
- In Mauritania, the percentage of workforce hired within Mauritania remained unchanged at 97%, while the percentage of national management declined slightly to 65.7% from 69.7% due to four expats filling managerial roles that had been vacant since 2021, bringing the total number of expats to 24 positions. Since 2010, the percentage of Mauritanian nationals working at Tasiast has grown from 87% to 96.4%, due in part to ongoing skills development training as well as the sustained implementation of the Mauritanization plan. Tasiast continued its focus on hiring people from the local community, advancing the development of an internal protocol for local hiring. Currently, there are 1,370 Mauritanian nationals working at site, of which 60 people are from the local area, with contractors employing an additional 19.
- Completed the delivery of a three-year vocational training program at Tasiast in partnership with Mauritania’s School of Technical Education and Vocational Training, Building and Public Works. A total of 258 youth from the regions around Tasiast graduated from the program. During 2023, we expect to sign a new agreement with the Government’s training school in order to continue the delivery of this important training program for young Mauritians.

ANALYST CORNER: LOCAL EMPLOYMENT

Read [Management Approach](#)

GRI 202 SDG 1, 8
RGMP Principle 6, 7 UNGC Principle 2, 6

[Data Tables](#)



TABLE 6: 2022 Local Employee Hiring by Country

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

	Management	Workforce
Brazil	97.4	99.8
Chile	95.8	99.7
Mauritania	65.7	96.4
USA	99.0	100.0
Total	87.3	99.0 ^A

Figure 31

FIVE-YEAR EMPLOYEE LOCAL HIRING IN-COUNTRY

(% of respective group)



* All 2021 metrics were independently assured by PWC LLP.

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. We review compensation relative to living wages in all of our operating countries annually. We also regularly review compensation relative to the national or local minimum wage rates in the jurisdictions where we have operations and projects.

As part of our work to continually improve the quality of our sustainability reporting, we improved the quality of our local wage data and adjusted our methodology for the calculation of compensation ratios to more accurately reflect the lowest wages paid by Kinross.

Our performance and results for 2022 include:

- All Kinross employees receive more than the minimum wage in their respective host countries.
- Ratios of lowest base salaries compared with living wage paid to employees across our host countries range from over one times to over five times the lowest wages paid (Table 7).
- Living wage data are not available for Mauritania but the lowest base pay at Tasiast is higher than the minimum wage in the country.

TABLE 7: 2022 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	1.49	1.25
Canada	1.60	1.24
Chile	1.65	1.68
Mauritania	5.54	n/a
USA ¹	1.59	0.98

1) Minimum wage in the USA varies depending on the state: Nevada is \$9.50 per hr. and Alaska is \$10.85 per hr. Includes Round Mountain non-mine site employees who work in the town.

Local Procurement

Our support for local businesses is among the most powerful ways in which Kinross contributes to local community development, especially when combined with effective procurement strategies.

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, while ensuring that they adhere to our Company-wide standards for ethical conduct, human rights, supplier due diligence, quality, environment, and health and safety.

Our performance and results include:

- We have consistently met our global target for average in-country procurement of 75-80%, 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. We work proactively in all of our host countries to maximize our local spend. In 2022, 81% of our total procurement spend was in our host countries with operations, or 82% including other projects and corporate procurement. Considering all of Kinross, 22% of procurement spend was in local benefit footprint areas, which is in line with our five-year trend (Figure 32 and Table 8).
- In 2022, we purchased \$584 million of goods and services in the local benefit footprint areas around our mine sites from approximately 600 businesses. In our host countries, 5% of our procurement spend – approximately \$121 million – was incurred with 3,990 suppliers, representing an average of \$30,000 per supplier. For small businesses, this is a significant annual spend that demonstrates the positive impact of our procurement across a broad base of suppliers.


ANALYST CORNER:
LOCAL PROCUREMENT

Read [Management Approach](#)

GRI 204SDG 1, 8
RGMP Principle 3, 7

[Data Tables](#)

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TABLE 8: 2022 Local Procurement by Country¹ (% of total procurement)

	Local ²	Total In-Country	Imported
Brazil	10	92	8
Chile ³	60	99	1
Mauritania	See Note 4	37	63
USA ⁵	39	98	2
Kinross: All Sites	24	81	19

1) Excludes corporate spending. 2) Local refers to the local benefit footprint area. 3) Includes La Coipa and Maricunga. 4) Given the remote location of Tasiast, we do not break down in-country procurement at the local and regional levels. 5) Includes Manh Choh.



Local Business Initiative Support in Mauritania

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. In 2022, a gap analysis and industrial baseline study was done to assess supply and demand of goods and services commonly used in the mining sector in Mauritania and to identify pathways for increasing the participation of local companies in the mining supply chain. The study considered 21 key categories of goods and services and looked at three mining operations: Société Nationale Industrielle et Minière de Mauritanie (SNIM), Tasiast and Mauritanian Copper Mines (MCM).

The results found that 57% of goods and services spending was with local companies but the distribution was strongly weighted towards services (53% of spend) versus goods (4%), reflecting the lack of a strong industrial base in the country. Assessment of the local suppliers showed that the majority have customers across multiple sectors and that there are many opportunities to improve safety, health, environment and other general business standards. Recommendations from the study include developing a capacity building program with local business, both in how to engage with the mining sector but also how to grow and compete more broadly so as not to build dependency on any one sector.

As part of the agreement, an additional study is being undertaken by the Mining Shared Value (MSV) program of Engineers Without Borders Canada, with the support of a local consultant, to assess local procurement policies and practices of the extractive industry in Mauritania. The objective of the study is to create a baseline assessment of local procurement and supplier due diligence processes using the Local Procurement Reporting Mechanism (LPRM) framework 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.

The results of this 2023 study will yield recommendations for improving transparency, promoting good governance, and informing government policy regarding disclosures. It will include recommendations on which disclosures lend themselves well to being harmonized at a sectoral level and which remain company specific. A baseline assessment of the four major extractive industry companies present in Mauritania has been conducted based on the LPRM disclosures, using only publicly available information, such as corporate websites, relevant governance documents, sustainability reports, and annual reports. Initial findings indicate that significant practical information is being shared, that some best practices are in place and not communicated whilst in certain areas new processes need to be implemented. In the next phase of the assessment, consultation with the companies themselves will help determine the potential for sector-wide alignment on definitions and supplier categories, to create recommendations for industry and government.

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 governments. 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 try 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 2022 include:

- **Across our mine sites, we contributed monetary and in-kind support of \$9.1 million to community development** (Figure 33). Our support was directed to 442 local community organizations and programs, reaching over 607,500 beneficiaries in our local communities during 2022, higher than in 2021 from continuing operations.
- **In-kind donations were 25% of total site-level donations**, below the five-year average of 35%.
- Considering the categories of community investments, the highest proportion of total spend was for community activities and services (\$3.0 million in total and 161,000 beneficiaries) (Table 9).
- **Total donations, including in-kind and corporate, were \$10.8 million**, equivalent to 0.8% of EBITDA, compared with 0.6% in 2021. Total donations were higher than 2021 (\$9 million total or \$6.2 million from continuing operations).
- At the site level, Brazil had the highest amount of monetary donations at \$2.6 million, followed by the United States at \$2.1 million (Figure 34).

**ANALYST CORNER:
COMMUNITY DEVELOPMENT**

[Read Management Approach](#)

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

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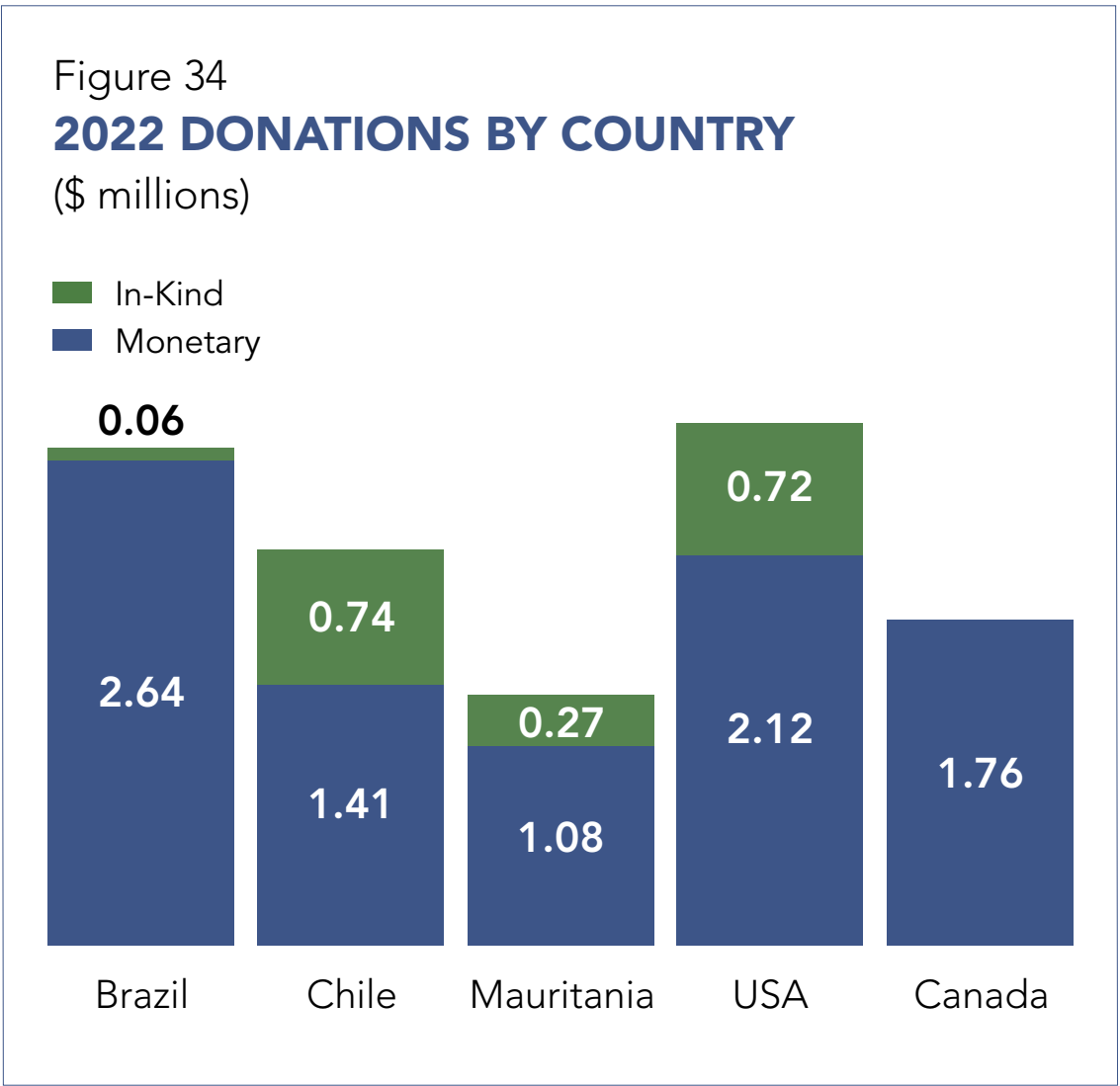
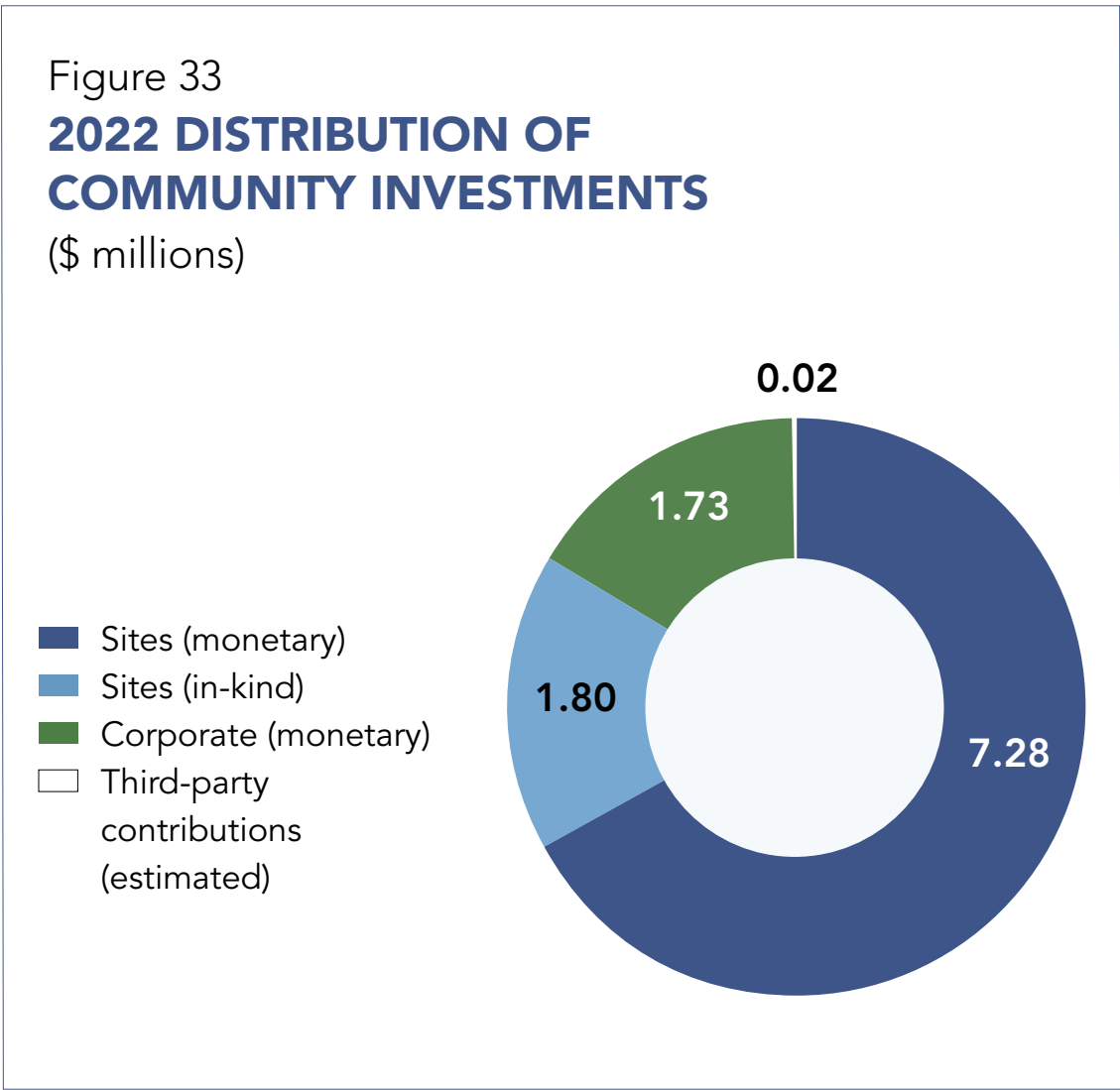


[Data Tables](#)

TABLE 9: 2022 Investments by Category (%)¹

	Monetary	In-Kind	Beneficiaries
Community Activities and Services	41	31	27
Economic Development and Infrastructure	7	27	6
Education	9	7	7
Environment	11	12	8
Health and Nutrition	13	17	46
Youth	19	4	6
COVID-19 Support	0	1	0
Total	100	100	100

1) Does not include corporate





Partnering for Sustainable Waste Management in Mauritania

The town of Chami is a fast-growing community located halfway between Nouakchott and Nouadhibou and home to over 10,000 residents. Its fast growth rate has been driven by ASM mining activity in the region around Tasiast and city services have struggled to keep up with the pace of development, in particular regarding waste management. Furthermore, the city has constant winds blowing from the desert interior towards the coast, making garbage handling and storage more challenging. Following consultation with the Mayor of Chami and other local authorities, Kinross Tasiast provided funding to support a two-phased waste management project, with the first phase implemented by Tasiast and the second by a local NGO, the Association for the Environmental Development of Chami (ADEC). The purpose of the project is to ensure clean and more appealing public spaces, while working together to develop a self-sustaining waste management program that will create jobs and economic opportunities for the local population.

The first phase of the project was completed in 2022 and consisted of the collection of waste in the six districts of the town, using local labour under the supervision of Tasiast’s site waste management team. In early 2023, the second phase of the project started with the donation by Tasiast of six waste collection vehicles to the town and, with management by ADEC, 36 community members were trained on required methods of loading, transporting and coordinating waste disposal. The current focus of the project is the design and construction of a waste disposal and storage area, located approximately 4km from the town.



The Hakem of Chami thanked Tasiast for “... The timely and adequate initiative to clean the city of Chami, in collaboration with the Commune, which was launched on September 5, 2022” while the Mayor of Chami recognized Tasiast for its “diligence and commitment in the execution of tasks and completion of the cleaning mission in an efficient and satisfying manner.”

During 2022 we conducted several baseline studies and ongoing assessments of the social outcomes related to our mining activities, including:

- At Tasiast we conducted the fourth Socio-Economic Assessment (SEA) since 2011, updating our tracking of key development metrics and perceptions of the Company (see story).
- At Paracatu, Brazil and in Copiapó, Chile, we conducted a baseline assessment of the Social Progress Index, with the goal of using this new baseline to inform our long-term strategy and provide a benchmark against which progress can be measured.
- At Great Bear, Canada, we began socio-economic baseline work to build our understanding of the local context. Funding was also provided to the Wabauskang and Lac Seul First Nations to conduct Traditional Knowledge studies.
- At Manh Choh, Alaska, we completed a socio-economic baseline assessment of the project area and communities, also providing an important baseline against which we can track progress over time.



Flu vaccination clinic at Paracatu (left). Kinross volunteers at a “Habitat for Humanity” build in Toronto (below).



FUTURE FOCUS

We want to continue 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 of our sites and projects are co-developing action plans to support our shared goals.



More Than a Decade of Measuring Social Outcomes at Tasiast

Since 2011, we have conducted **Socio-Economic Assessment (SEA) studies in the communities and towns around Tasiast with the same Mauritanian consulting company, BEAS, to ensure consistency of methodology and ability to track indicators over time. Data are collected by direct in-person survey since public domain data for socio-economic indicators are not available at the local level. The SEA is an important and reliable source of statistical data for this part of Mauritania, providing an important input for strategic development planning.**

In 2022, interviews were conducted with households, small businesses and, for the first time, with the ASM community. A total of 2,231 households were interviewed, representing more than 10,000 people, and almost double the number of people interviewed in the previous survey in 2017. Communities surveyed included the local area near Tasiast (Zone A), as well as Chami and adjacent towns, and, for the first time, the Benichab commune in Zone E.

Overall demographics have changed considerably since the 2017 survey with the 2022 results highlighting an increase in the male-female ratio, and rapid population growth due to ASM activity, and consequent impacts especially in Zone B (Chami).

Despite this demographic shift, and compared with the 2017 survey, **development indicators are positive, and demonstrate better education, housing, services and an improved overall standard of living, particularly in Zone A.** The results demonstrate that the social programs provided by Tasiast are highly appreciated and seen as “good/very good” by almost the entire Zone A population. Growth in the number of small businesses continues, doubling in the past five years.

Key highlights include:

- **Across Zones A, B and C the standard of living as measured by monthly expenditure increased by 6% between 2017 and 2022,** driven by Zones A and C, while Zone B declined by 1.5% in the same period. In Zone A, the improvement in standard of living was more significant, increasing by 16% since 2017.
- **Poverty levels continued to decline in Zone A, reaching 3.1% in 2022 (measured as those living on less than \$1/day) compared to 6.0% in 2017.** Poverty levels remained flat in the other zones at approximately 7%.



- Among the local residents surveyed, views regarding the contribution of mining to the national economy have improved substantially. **In 2022, 70% of survey participants perceive the mining sector favourably, an increase from 56% in 2017.**

- Importantly, perceptions of mining’s impact on the environment and health are increasingly positive. There was a dramatic decline in the number of households seeing mining as having a negative impact on the environment, from 63% in 2017 to 38% in 2022; a similar declining trend was observed for potential impacts on human and animal health.

- While completion rates for primary and secondary school are relatively unchanged, the percentage of people who hold a university degree has increased to 8% compared to 1% in 2013. This positive trend, combined with declining illiteracy (from 22% in 2013 to 7% in 2022), reflect improved access to better education.



More than a decade of measuring social outcomes at Tasiast (continued)

- The percentage of residents with pipe-borne water inside their homes has increased from 18% in 2017 to 27% in 2022.
 - **Between 2017 and 2022, use of solar energy has increased to 24% of homes from 17%,** while reliance upon torches and oil lamps has declined from 15% to 7% in the same period.
 - Access to sanitation has increased dramatically. **The number of homes with a toilet plus pit (septic tank system) in Zone A has grown significantly, increasing from 35% in 2017 to 77% in 2022,** and the number of homes with no toilet declined correspondingly from 65% to 23%.
 - **Since 2011, the number of small businesses in the study area has grown ten-fold, increasing to 1,120 from 122,** with 71% of these located in Chami. While the majority are individually-owned (86%), 29% of these businesses are managed by women.
- Changes likely attributable to the ASM-related population influx include:
- In Zone B, dominated by the town of Chami, household expenditure declined to levels last seen in 2013, and is reflected in the percentage of people who perceive themselves as being poor (44% feel poor or very poor vs. 29% in 2017).
 - An increase in the percentage of households living in huts from 24% to 34% between 2017 and 2022, likely reflecting a shortage of housing supply.
 - Zone B (Chami) saw a dramatic increase in the use of water bladders to 85% in 2022 compared with 15% in 2017, likely reflecting excessive demand on public services.
 - Ownership of livestock also declined across the zones, possibly reflecting the sale of goats and sheep to ASM for meat.

TASIAST CATCHMENT AREAS: KEY FACTS

Zone A: The communities closest to Tasiast.

Population: Doubled to 774 since 2013

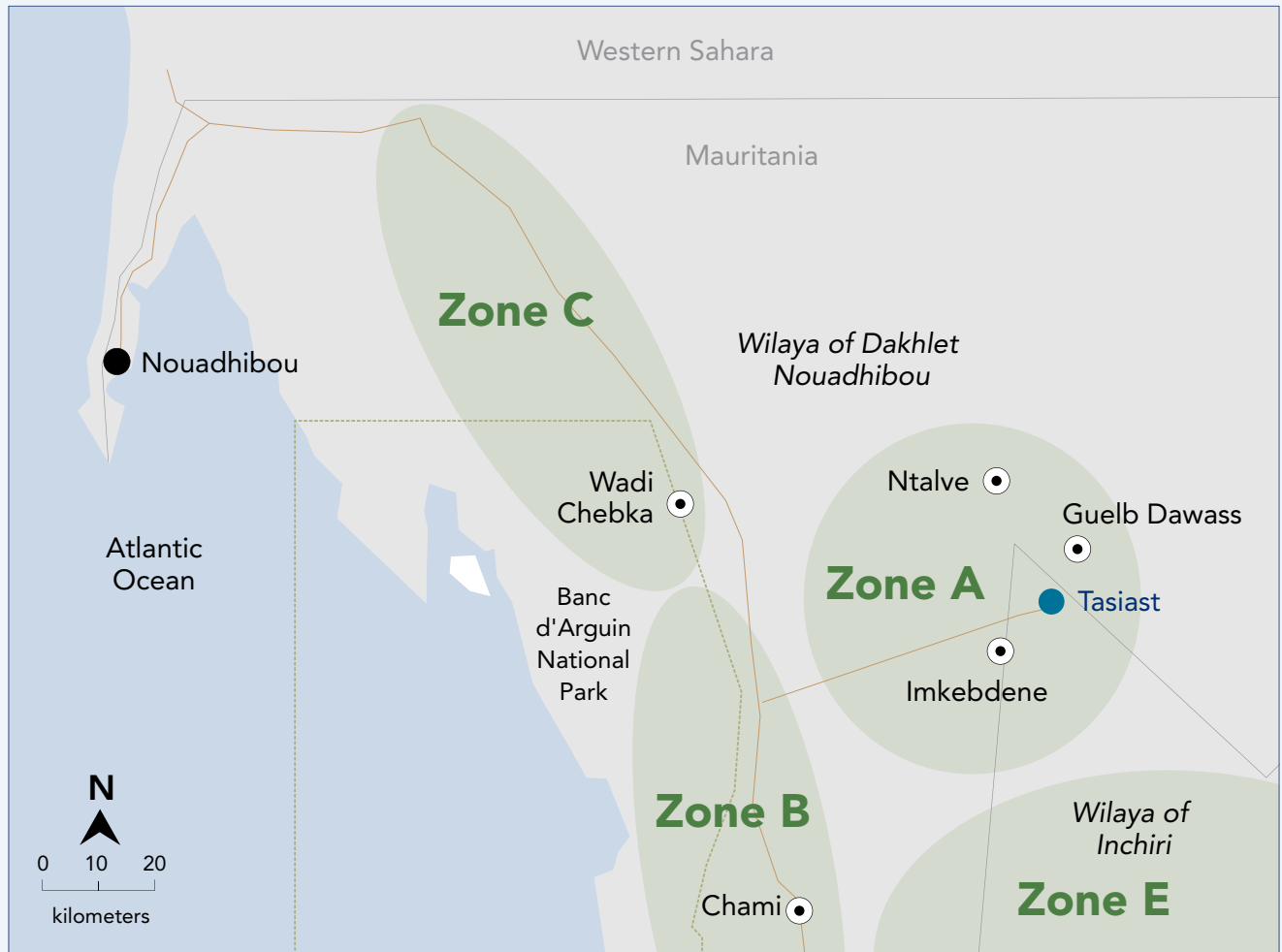
Demographic Overview: Male-Female Ratio 103 is near parity. This increase in population is likely seasonal, reflecting timing of the survey (vacation period when families come from the cities to the community) and the good rains in 2022, which resulted in better pastures in the region.

Zone B: Includes the Town of Chami.

Demographic Overview: The male-female ratio is very high at 172. Eleven percent of the population is from outside of Mauritania (Sudan and Mali), an increase from 6% in 2017, and more than 65% of residents are from another part of Mauritania. Average residency in the area is 6.4 years, which aligns exactly with the year when ASM began in the region. Zone B has the lowest education levels compared to the other zones, with 62% having at least primary, or secondary and university education in 2022, although still an improvement from 35% in 2013.

Zone C: Includes Boulenoir and other villages to the north.

Demographic Overview: The male-female ratio is near parity (102). The majority of the population is from the local area and has lived there for an average of 13 years. Zone C shows a smaller change in education results from 61% in 2013 to 73% in 2022 (those with at least primary, or secondary and university education).

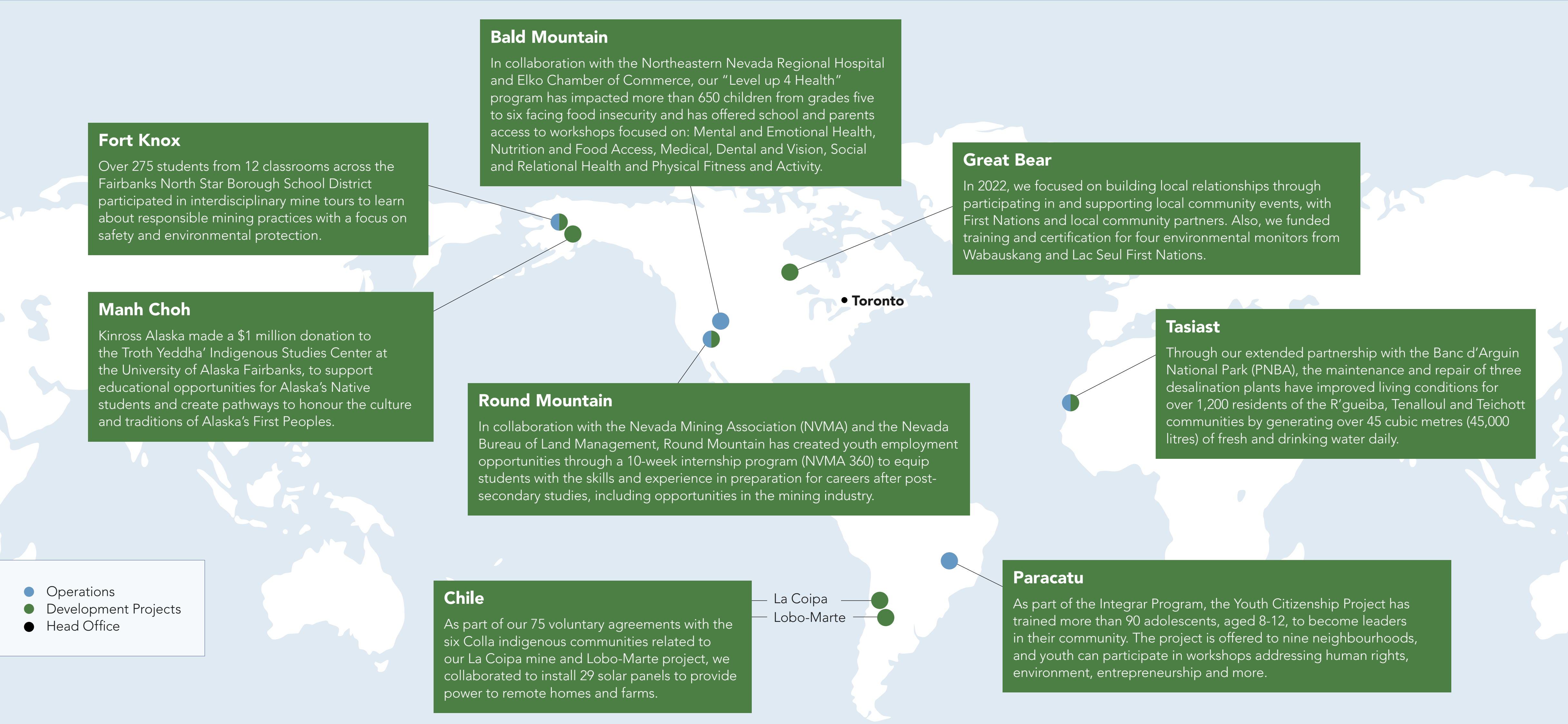


Zone E: Includes Benichab and other small villages in this commune.

Demographic Overview: The population base is similar to Zone C and is composed of primarily longer-term residents with minimal presence of outsiders. The male-female ratio is near parity (108), with 71% having at least primary, or secondary and university education.



COMMUNITY DEVELOPMENT HIGHLIGHTS AT SITES





About this Report

The 2022 Environmental, Social and Governance (ESG) Report provides our readers with comprehensive insight into Kinross’ ESG strategy and material priorities. Building upon our 15-year history of sustainability reporting, this 2022 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 2021 Sustainability Report.

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 allows for immediate global access. In addition, we leverage material from the report in our local communications to ensure stakeholders receive relevant information from the full Report.

We follow the Global Reporting Initiative (GRI) Standards for sustainability reporting. Our 2022 report has been prepared with reference to the GRI Standards for the reporting period start of January 1, 2022 to December 31, 2022. We have also reported on subsequent events which occurred in the first quarter of 2023. 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](#).

We also report in alignment with the IFRS Foundation, SASB Standards, Metals and Mining Standards (Version 2021-12). In addition, we have assessed our performance regarding the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which will be covered in our 2022 Climate Report expected to be published in mid 2023.

Report scope and quality

Performance data are reported for all (100%) of our continuing mine operations in 2022, as specified in the [Kinross Gold Corporation 2022 Annual Report, Management’s Discussion and Analysis, Segment Profile](#) (p. MDA 1).

Environmental performance data pertaining to greenhouse gas emissions, energy and materials use, all water metrics, tailings and waste rock, biodiversity and land use, waste (hazardous and non-hazardous), and air emissions, are reported for active mining operations, as specified. Performance data pertaining to health and safety and land-related metrics are reported for all active mine locations, regardless of whether or not active mining was underway at these operations during the year or whether they were in, or transitioning to, care and maintenance. Total data for safety, employment-related metrics, including diversity, economic value, including community investment, reflects all of Kinross’ active mines, development projects, exploration teams and Kinross offices, as specified in the [2022 Annual Report, Notes to the Consolidated Financial Statements, Note 19](#) (p. FS 48). 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, reclamation and development properties, specifically Great Bear, Lobo-Marte, Curlew Basin, Manh Choh, and Tasiast 24k.

There have been several important changes that have occurred since we published our 2021 Sustainability Report. These include:

- The re-start of Kinross’ La Coipa mine in Chile in March 2022, ramping up to commercial production during the year. As a result, 2022 performance data includes La Coipa.
- Completion of the divestiture of 100% of the Company’s interest in its Russian assets on June 15, 2022. On August 10, 2022, Kinross also completed the divestiture of 100% of its interest in the Chirano mine in Ghana. Arising from these two divestitures, 2022 performance data for all areas, except for health and safety, includes data pertaining to Kinross’ continuing operations only. Data for health and safety includes both continuing and discontinued operations.
- 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 2022 Data Tables. Except where specifically noted, these changes have had no material impact on reported performance characterization.
- 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.

There are no material restatements of previously reported data in 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 2022. 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 9, 2023, the Board of Directors of Kinross Gold Corporation passed a resolution approving this 2022 Sustainability Report.

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

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Independent practitioner’s limited assurance report

To the Management of Kinross Gold Corporation

We have undertaken a limited assurance engagement on certain subject matter information (the “subject matter information”) of Kinross Gold Corporation (the “Entity”), included in the accompanying 2022 Sustainability and ESG Report (the “Report”) and as described below, as at and for the year ended December 31, 2022.

SUBJECT MATTER INFORMATION
Grievances and Community Issues
Grievance (% resolved within target time frame)
GHG Emissions (Scope 1 & 2)
GHG Emissions (Scope 1 & 2) per Tonne of Ore Processed (kgs CO ₂ e/Tonne)
GHG Emissions (Scope 1 & 2) per Gold Equivalent Ounce Produced (kgs CO ₂ e/Au eq. oz.)
Direct Energy Consumption (gigajoules)
Total Grid Electricity Purchased from Non-Renewable Sources
Indirect Energy Consumption (gigajoules)
Total Energy Consumption – renewable (gigajoules)
Total Energy Consumption – non-renewable (gigajoules)
Total Energy Consumption (gigajoules)
Total Energy Consumed per Tonne of Ore Processed (megajoules/ tonne)
Anti-corruption Training in Past Two Years (% of workforce trained)
Substantiated Allegations of Human Rights Violations (number)
Employee Fatalities (number)
Contractor Fatalities (number)
Fatalities (number) Employees and Contractors Combined
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
Employee Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked)

KPMG LLP, an Ontario limited liability partnership and member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. KPMG Canada provides services to KPMG LLP.

SUBJECT MATTER INFORMATION
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 (per 1,000,000 hours worked)
Land Newly Disturbed During Fiscal Year (ha)
Land Reclaimed during Fiscal Year (ha)
Total Surface Water Withdrawn (m³)
Total Groundwater Withdrawn (m³)
Total Water Discharged to Surface (m³)
Total Water Discharged to Ground (m³)
Recycled Water Percentage (% of Water Used)
Total Fresh Water Consumed (m³)
Water Intensity per Gold Equivalent Ounce Produced (m³ / Au eq. oz.)
Water Intensity per Tonne of Ore Processed (m³ / 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)

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.



Management’s Responsibility

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 119 of the Report to calculate and present all other subject matter information

Collectively, the “applicable criteria”.

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

Management is also responsible for determining the Entity’s objectives in respect of sustainability performance and reporting, including the identification of stakeholders and material issues.

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.

Practitioner’s Responsibilities

Our responsibility is to express a limited assurance conclusion on the subject matter information based on evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standards on Assurance Engagements (ISAE 3000), *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* and *Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements (ISAE 3410)*, issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform our engagement to obtain limited assurance about whether based on the procedures performed and evidence obtained, any matter(s) has come to our attention to cause us to believe that the subject matter information is materially misstated.

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. Accordingly, it is not a guarantee that a limited assurance engagement conducted in accordance with this standard will always detect a matter that causes the practitioner to believe that the subject matter information is materially misstated.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users of our report.

The nature, timing and extent of procedures performed depends on our professional judgment, including an assessment of the risks of material misstatement, whether due to fraud or error, and involves obtaining evidence about the subject matter information.

Our engagement included: assessing the appropriateness of the subject matter information, the suitability of the criteria used by the Entity in preparing the subject matter information in the circumstances of the engagement and evaluating the appropriateness of the methods, policies and procedures used in its preparation and the reasonableness of estimates made by the Entity.

Our engagement included, amongst others, the following procedures:

- completion of in-person site visits to three 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, and
- applying analytical and other evidence gathering procedures, as appropriate.

The engagement was conducted by a multidisciplinary team which included professionals with suitable skills and experience in both assurance and in the applicable subject matter, including environmental, social and governance aspects.

Practitioner’s Independence and Quality Control

We have complied with the relevant rules of professional conduct/code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

The firm applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance Engagements* and, accordingly, maintains a comprehensive system of quality control, including documented policies and 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 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.

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 as at and for the year ended December 31, 2022, is not prepared, and presented, in all material respects, in accordance with the applicable criteria.

Chartered Professional Accountants, Licensed Public Accountants
May 9, 2023



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Production

2022 Gold Production¹

	Operating Revenue – Metal Sales (\$M)	Ore Processed (KT)	Gold Equivalent Ounces Produced	Operating Costs – Production Cost of Sales (\$M)	Production Cost of Sales per Equivalent Ounce Sold ^{4,7}	Capital Expenditures (\$M) ⁸
Americas						
Bald Mountain	386.0	15,924	214,094	208.8	972	87.6
Corporate and Other ²	5.7	0	0	2.1	658	40.5
Fort Knox	521.7	59,353	291,248	350.7	1,202	86.1
La Coipa	177.9	1,949	109,576	57.2	572	155.5
Paracatu	1,021.5	56,422	577,354	497.6	871	124.7
Round Mountain	407.3	26,688	226,374	309.2	1,358	102.4
West Africa						
Tasiast	935.0	6,572	538,591	380.1	732	167.4
Kinross Total	3,455.1	166,908	1,957,237	1,805.7	937	764.2

Five-Year Production Highlights¹

	2018	2019	2020	2021	2022
Operating Revenue – Metal Sales (\$M)	3,212.6	3,497.3	4,213.4	3,729.4	3,455.1
Ore Processed (KT)	141,581	136,868	139,011	142,494	166,908
Attributable Gold Equivalent Ounces Produced ^{3,4}	2,452,398	2,507,659	2,366,648	2,067,549	2,200,247
Total and Attributable Production from Continuing Operations ^{1,4}	2,475,068	2,527,788	2,383,307	1,447,240	1,957,237
Attributable All-in Sustaining Cost per Equivalent Ounce Sold ^{4,5,6}	965	983	987	1,138	1,271
Production Cost of Sales per Equivalent Ounce Sold ^{4,7}	735	708	726	832	937
Operating Costs – Production Cost of Sales (\$M)	1,860.5	1,778.9	1,725.7	1,726.1	1,805.7
Capital Expenditures (\$M) ⁸	1,005.2	1,060.2	916.1	938.6	764.2

1) On June 15, 2022, the Company announced that it had completed the sale of its Russian operations, which includes the Kupol and Dvoinoye mines and the Udinsk project. On August 10, 2022, the Company announced that it had completed the sale of its Chirano mine in Ghana. Results for the year ended December 31, 2022 are from continuing operations and exclude results from the Company's Chirano and Russian operations due to the classification of these operations as discontinued as at December 31, 2022. Results for the years ended December 31, 2021, 2020, 2019 and 2018 are from total operations and include results from the Company's Chirano and Russian operations. Accordingly, results for 2021, 2020, 2019 and 2018 may not be comparable.

2) "Corporate and other" includes corporate and other non-operating assets (including Kettle River-Buckhorn, Lobo-Marté, Manh Choh and Maricunga).

3) Attributable production includes results from the Kupol, Dvoinoye and Chirano mines up to their disposal. "Attributable gold equivalent ounces" includes Kinross' share of Chirano (90%) production.

4) "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 2022 was 82.90:1 (2021 – 71.51:1, 2020 – 86.32:1, 2019 – 85.99:1 and 2018 – 80.74:1).

5) Attributable all-in sustaining cost from continuing operations 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, 2022, 2021, 2020, 2019 and 2018, please refer to, as applicable, Section 11 – Supplemental Information of Kinross' Management's Discussion and Analysis for the year ended December 31, 2022, which section is included in this Annual Report, and the year ended December 31, 2019, which section is incorporated by reference herein and as filed on the Company's website at www.kinross.com, on SEDAR at www.sedar.com and on EDGAR at www.sec.gov.

6) "Attributable" includes Kinross' share of Chirano (90%) production and costs for the years ended December 31, 2021, 2020, 2019 and 2018.

7) "Production cost of sales from continuing operations per equivalent ounce sold" is defined as production cost of sales divided by total gold equivalent ounces sold from continuing operations.

8) "Capital expenditures from continuing operations" for the years ended December 31, 2022, 2021, 2020 and 2019 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". "Capital expenditures" for the year ended December 31, 2018 is calculated as \$1,043.4 million of "Additions to property, plant and equipment", as reported on the consolidated statements of cash flows, less \$38.2 million of capitalized interest paid, as reported.



Health and Safety (100% basis)

Five-Year Total Reportable Injury Frequency Rate (TRIFR) by Site

(per 200,000 hours worked) Employees and Contractors Combined

	2018	2019	2020*	2021	2022
Americas					
Bald Mountain	0.49	0.86	1.48	1.74	0.51
Corporate ¹	0.00	0.00	0.40	0.00	1.36
Fort Knox	0.13	0.75	1.03	0.71	0.55
La Coipa	n/r	n/r	n/r	0.39	0.20
Paracatu	0.24	0.31	0.33	0.15	0.48
Round Mountain	0.59	0.55	0.85	0.89	0.58
West Africa					
Tasiast	0.28	0.24	0.26	0.34	0.29
Discontinued Operations					
Chirano (100%)	0.24	0.14	0.10	0.16	0.08
Dvoinoye	0.15	0.42	0.00	0.34	0.00
Kupol	0.22	0.18	0.33	0.31	0.12
Kinross Total TRIFR	0.27	0.29	0.35	0.34*	0.34^A

1) Corporate includes all personnel not assigned to sites, including greenfield operations.

*All 2021 metrics were independently assured by PWC LLP.

n/r – not reported.

Five-Year Occupational Illness Frequency Rate (OIFR) by Site (per 200,000 hours worked)

	2018	2019	2020*	2021	2022
Americas					
Bald Mountain	0.00	0.00	0.00	0.00	0.00
Fort Knox	0.00	0.00	0.00	0.00	0.00
Maricunga	0.00	0.00	0.00	0.00	0.00
La Coipa	n/r	n/r	n/r	0.00	0.00
Paracatu	0.00	0.00	0.00	0.00	0.00
Round Mountain	0.00	0.00	0.00	0.00	0.00
West Africa					
Tasiast	0.00	0.00	0.00	0.00	0.00
Discontinued Operations					
Chirano (100%)	0.00	0.00	0.00	0.00	0.00
Dvoinoye	0.00	0.00	0.00	0.00	0.00
Kupol	0.00	0.00	0.00	0.00	0.00
Kinross Total OIFR	0.00	0.00	0.00	0.00	0.00

* 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

	2018	2019	2020*	2021	2022
Americas					
Bald Mountain	0.25	0.54	0.15	0.58	0.00
Corporate	0.00	0.00	0.00	0.00	0.45
Fort Knox	0.00	0.25	0.00	0.24	0.00
La Coipa	n/r	n/r	n/r	0.31	0.43
Paracatu	0.07	0.13	0.11	0.02	0.10
Round Mountain	0.25	0.16	0.09	0.40	0.10
West Africa					
Tasiast	0.00	0.06	0.05	0.04	0.04
Discontinued Operations					
Chirano (100%)	0.04	0.00	0.00	0.00	0.00
Kupol	0.06	0.00	0.13	0.12	0.00
Dvoinoye	0.00	0.28	0.00	0.00	0.12
Kinross Total LTIFR	0.05	0.11	0.06	0.09*	0.10^A

*All 2021 metrics were independently assured by PWC LLP.

n/r – not reported.

Five-Year Safety, Health and Emergency Training – Average Per Person (# of hours)

	2018	2019	2020*	2021	2022
Employees	39	40	40	46	20
Contractors	32	33	27	29	15

Five-Year Recordable Cases of Work-Related Ill Health (# of cases)

	2018	2019	2020	2021	2022
Employees	n/r	0.00	0.00	0.00	0.00
Contractors	n/r	0.00	0.00	0.00	0.00
Kinross Total	n/r	0.00	0.00	0.00	0.00

n/r - not reported

Five-Year Fatalities Due to Worker Ill Health (# of cases)

	2018	2019	2020	2021	2022
Employees	n/r	0.00	0.00	0.00	0.00
Contractors	n/r	0.00	0.00	0.00	0.00
Kinross Total	n/r	0.00	0.00	0.00	0.00

n/r - not reported



2022 Safety Performance – Employees (#)

	Hours Worked	Fatalities	Lost-Time Injuries	Restricted Work Injuries	Medical Treatment Injuries	Days Lost Due to Injury	LTIFR ⁴	TRIFR ⁵	Near Miss Frequency Rate
Americas									
Bald Mountain	1,354,390	0	0	0	4	0	0.00	0.59	0.00
Corporate	537,092	0	0	0	0	0	0.00	0.00	0.00
Fort Knox	1,472,519	0	0	0	4	0	0.00	0.54	0.00
La Coipa	1,197,534	0	1	0	0	13	0.17	0.17	0.17
Paracatu	3,768,339	0	3	1	2	78	0.16	0.32	0.00
Round Mountain	1,728,963	0	1	0	3	21	0.12	0.46	0.00
West Africa									
Tasiast	3,451,996	1	2	0	1	126	0.12	0.23	0.41
Discontinued Operations									
Chirano	1,165,066	0	0	0	0	0	0.00	0.00	0.00
Dvoinoye	171,820	0	0	0	0	0	0.00	0.00	0.00
Kupol	1,253,131	0	0	0	0	0	0.00	0.00	0.00
Kinross Total	16,934,624 ¹	1 ^A	7	3 ²	14	482 ³	0.08 ^A	0.30 ^A	0.09

1) Kinross Total Hours includes the non-operational mine sites, projects and other office locations in addition to the operational sites (shown). 2) Includes 2 Restricted Work Injuries at Kettle River. 3) Includes 244 days lost at Kettle River. 4) per 200,000 hours worked. 5) per 200,000 hours worked.

2022 Safety Performance – Contractors (#)

	Hours Worked	Fatalities	Lost-Time Injuries	Restricted Work Injuries	Medical Treatment Injuries	Days Lost Due to Injury	LTIFR ⁵	TRIFR ⁶	Near Miss Frequency Rate
Americas									
Bald Mountain	216,474	0	0	0	0	0	0.00	0.00	0.00
Corporate	344,251	0	2	3	1	39	1.16	3.49	0.00
Fort Knox	349,762	0	0	0	1	0	0.00	0.57	0.00
La Coipa	2,523,884	0	7	0	1	39	0.55	0.63	0.00
Paracatu	6,270,867	0	2	0	2	63	0.06	0.13	0.03
Round Mountain	346,411	0	0	0	2	0	0.00	1.15	0.00
West Africa									
Tasiast	6,913,412	0	0	2	9	5	0.00	0.32	0.09
Discontinued Operations									
Chirano	1,445,789	0	0	0	1	0	0.00	0.14	0.00
Dvoinoye	68,068	0	0	0	0	0	0.00	0.00	0.00
Kupol	413,523	0	1	0	0	15	0.48	0.48	0.00
Kinross Total	19,587,170 ¹	0 ^A	12	7 ²	18 ³	202 ⁴	0.12 ^A	0.38 ^A	0.04

1) Kinross Total Hours includes the non-operational mine sites, projects and other office locations in addition to the operational sites (shown). 2) Includes 2 Restricted Work Injuries at Kettle River. 3) Includes 1 Medical Treatment Injury at Kettle River. 4) Includes 41 days lost at Kettle River. 5) per 200,000 hours worked. 6) per 200,000 hours worked.

Environmental Compliance

2022 Regulatory Actions

	Number of Regulatory Actions¹	Fines (US\$)
Americas		
Bald Mountain	0	0
Fort Knox	0	0
La Coipa	0	0
Paracatu	0	0
Round Mountain	0	0
West Africa		
Tasiast	0	0
Kinross Total	0	0

1) Excludes minor administrative Notices of Violation.

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

	2018	2019	2020	2021	2022
Total Reportable Spills/Releases On-Site	0	0	1*	0	0
Total Reportable Spills/Releases Off-Site	0	0	0	0	0
Total Reportable Spills/Releases	0	0	1	0	0

* Paracatu roofing compound release.

Greenhouse Gas Emissions

2022 Total GHG Emissions by Site (tonnes CO₂e)

	Scope 1	Scope 2	Scope 3	Scope 1 & 2 ^A	Scope 1 & 2 (kg/per tonne of ore processed)	Scope 1 & 2 (kg/per CO ₂ e/Au eq. oz.)
Americas						
Bald Mountain	117,108	17,277	225,475	134,385	8.4	628
Fort Knox	193,782	225,438	390,135	419,219	7.1	1,439
La Coipa	52,116	5,024	204,477	57,139	29.3	521
Paracatu	174,187	17,080	573,996	191,267	3.4	331
Round Mountain	154,384	145,219	416,394	299,602	11.2	1,323
West Africa						
Tasiast	347,214	0	428,061	347,214	52.8	645
Kinross Total	1,038,791 ^A	410,038 ^A	2,238,538	1,448,826 ^A	8.7 ^A	740 ^A

Five-Year Total GHG Emissions (tonnes CO₂e) (historical)

	2018	2019	2020	2021	2022
GHG Emissions (Scope 1)	1,057,000	1,100,106	1,080,803	1,121,578	1,038,791 ^A
GHG Emissions (Scope 2) ²	584,000	512,175	550,149	550,138*	410,037 ^A
GHG Emissions (Scope 3)	138,000	123,720	122,798	112,151	2,238,538
GHG Emissions (Scope 1 & 2)	1,641,000	1,612,281	1,630,952	1,671,716*	1,448,827 ^A
GHG Emissions (Scope 1 & 2) per Tonne of Ore Processed (kgs CO ₂ e/Tonne)	11.6	11.9	11.8	11.8*	8.7 ^A
GHG Emissions (Scope 1 & 2) per Gold Equivalent Ounce Produced (kgs CO ₂ e/Au eq. oz.)	669	643	689	808*	740 ^A
GHG Emissions (Scope 1 & 2) (kgs CO ₂ e/per Revenue Dollar)	0.515	0.465	0.390	0.452	0.419

*All 2021 metrics were independently assured by PWC LLP. 1) Figures above are reported in the 2021 Climate Report. Refer to page 21, for the recalculated baseline reflecting the divestiture of Russian and Ghanaian operations. 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



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Five-Year Total GHG Emissions (Scope 1) by Site (tonnes CO₂e)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	120,513	115,195	127,155	127,142	117,108
Fort Knox	165,280	173,298	171,588	190,045	193,782
La Coipa	n/r	n/r	n/r	n/r	52,116
Maricunga	6,041	5,043	3,493	0	n/r
Paracatu	117,826	113,693	128,395	148,222	174,187
Round Mountain	151,838	157,664	162,248	150,293	154,384
Historical Operations	1,806	n/r	n/r	n/r	n/r
West Africa					
Tasiast	289,200	330,457	293,566	304,744	347,214
Discontinued Operations					
Chirano (90%)	20,607	27,228	26,993	31,495	n/r
Kupol/Dvoinoye	183,901	177,529	167,364	169,637	n/r
Kinross Total	1,057,011	1,100,106	1,080,803	1,121,578*	1,038,791 ^A

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

Five-Year Total GHG Emissions (Scope 3) by Site (tonnes CO₂e)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	19,644	20,237	21,551	20,501	225,475
Fort Knox	7,855	11,016	11,433	13,273	390,135
La Coipa	n/r	n/r	n/r	n/r	204,477
Maricunga	1,970	757	0	0	n/r
Paracatu	15,284	18,680	22,926	21,774	573,966
Round Mountain	53,240	43,887	41,728	39,534	416,394
Historical Operations	n/r	n/r	n/r	n/r	n/r
West Africa					
Tasiast	27,308	19,415	15,859	7,611	428,061
Discontinued Operations					
Chirano (90%)	5,506	2,739	2,657	3,362	n/r
Kupol/Dvoinoye	7,113	6,684	6,644	6,095	n/r
Kinross Total	137,919	123,720	122,798	112,151	2,238,538

n/r – not reported.

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Five-Year Total GHG Emissions (Scope 2)¹ by Site (tonnes CO₂e)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	12,165	52,420	33,951*	26,931	17,277
Fort Knox	269,628	244,541	263,691	228,268	225,438
La Coipa	n/r	n/r	n/r	n/r	5,024
Maricunga	17,916	13,088	6,994	0	n/r
Paracatu	186,279	107,426	103,051	110,477	17,080
Round Mountain	68,196	67,518	73,114	117,245	145,219
Historical Operations	2,623	n/r	n/r	n/r	n/r
West Africa					
Tasiast	0	0	0	0	0
Discontinued Operations					
Chirano (90%)	26,990	27,183	69,348*	67,217	n/r
Kupol/Dvoinoye	0	0	0	0	n/r
Kinross Total	583,796	512,175	550,149	550,138*	410,038 ^A

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

Five-Year Total GHG Emissions (Scope 1 and 2) by Site (tonnes CO₂e)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	132,678	167,615	161,106	154,072	134,385
Fort Knox	434,907	417,839	435,279	418,313	419,219
La Coipa	n/r	n/r	n/r	n/r	57,139
Maricunga	23,956	18,130	10,488	0	n/r
Paracatu	304,105	221,119	231,446	258,699	191,267
Round Mountain	220,033	225,182	235,362	267,538	299,602
Historical Operations	4,429	n/r	n/r	n/r	n/r
West Africa					
Tasiast	289,200	330,457	293,566	304,744	347,214
Discontinued Operations					
Chirano (90%)	47,597	54,411	96,341	98,713	n/r
Kupol/Dvoinoye	183,901	177,529	167,364	169,637	n/r
Kinross Total	1,640,807	1,612,281	1,630,952	1,671,716*	1,448,826 ^A

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



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Five-Year Total GHG Emissions (Scope 1 and 2) per Tonne of Ore Processed

(kilograms CO₂e/tonne of ore processed) by Site

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	5.6	10.2	8.8	8.1	8.4
Fort Knox	15.5	15.7	13.5	11.0	7.1
La Coipa	n/r	n/r	n/r	n/r	29.3
Maricunga	0	0	0	0	n/r
Paracatu	5.6	3.8	4.3	4.3	3.4
Round Mountain	8.8	8.7	9.8	16.1	11.2
West Africa					
Tasiast	50.8	63.2	54.9	81.6	52.8
Discontinued Operations					
Chirano (90%)	15.1	17.5	32.7	31.9	n/r
Kupol/Dvoinoye	106.9	103	98.2	100	n/r
Kinross Total	11.6	11.9	11.8	11.8*	8.7 ^A

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

Five-Year Greenhouse Gas Emissions Intensity (Scope 1 and 2)

(kilograms CO₂e per tonne of ore processed)

	2018	2019	2020	2021	2022
Scope 1	7.5	8.1	7.8	7.9	6.2
Scope 2	4.1	3.8	4.0	3.9	2.5
Combined GHG Intensity	11.6	11.9	11.8	11.8*	8.7 ^A

* All 2021 metrics were independently assured by PWC LLP.

Five-Year Greenhouse Gas Emissions Intensity (Scope 1 and 2)

(kilograms CO₂e/Au eq. oz.)

	2018	2019	2020	2021	2022
Scope 1	431	439	457	542	531
Scope 2	238	204	232	266	209
Combined GHG Intensity	669	643	689	808*	740 ^A

* All 2021 metrics were independently assured by PWC LLP.

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Five-Year Total GHG Emissions (Scope 1 and 2) per Gold Equivalent Ounce Produced

(kilograms CO₂e/Au eq. oz.) by Site

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	466	892	842	752	628
Fort Knox	1,702	2,086	1,829	1,583	1,439
La Coipa	n/r	n/r	n/r	n/r	521
Maricunga	399	470	2,958	0	n/r
Paracatu	583	357	427	470	331
Round Mountain	568	623	726	1,041	1,323
West Africa					
Tasiast	1,152	845	722	1,787	645
Discontinued Operations					
Chirano (90%)	233	300	643	709	n/r
Kupol/Dvoinoye	375	337	328	353	n/r
Kinross Total	669	643	689	808*	740 ^A

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

Five-Year Greenhouse Gas Emissions (tonnes CO₂e) (historical)*

	2018	2019	2020	2021	2022
Total Direct Emissions (Scope 1)	1,057,000	1,100,106	1,080,803	1,121,578	1,038,791
From Coal	0	0	0	0	0
From Diesel	952,169	954,500	948,247	1,003,027	853,866
From Furnace Oil	3,006	3,674	3,284	2,925	2,901
From Gasoline	5,445	6,251	5,582	5,239	6,015
From Natural Gas	0	0	0	0	0
From Propane	8,122	8,649	9,142	6,771	6,355
From Heavy Fuel Oil	69,157	107,202	96,553	82,081	153,425
From Aviation Fuel	5,473	5,423	4,436	6,969	0
From Ammonium Nitrate, Fuel Oil (ANFO)	6,315	6,156	5,912	5,708	5,218
From Emulsion	7,324	8,251	7,648	8,857	9,755
Total Indirect Emissions (Scope 2)	584,000	512,175	550,149	550,138	410,037
Total Emissions (Scope 1 and 2)	1,641,000	1,612,281	1,630,952	1,671,716	1,448,827 ^A
Total Indirect Emissions (Scope 3)	138,000	123,720	122,798	112,151	2,238,538

* Historical data includes those sites that were operating during the reporting period.



Energy and Materials Use

2022 Energy Summary by Site

	Total Energy Consumption (gigajoules) – Non-Renewable	Total Energy Consumption (gigajoules) – Renewable	Direct Energy Consumption (gigajoules)	Indirect Energy Consumption (gigajoules)	Total Energy Consumed (gigajoules)	Energy Consumed per Tonne of Ore Processed (megajoules/tonne)
Americas						
Bald Mountain	1,779,696	24,764	1,635,311	169,150	1,804,461	113
Fort Knox	3,472,800	82,022	2,691,444	863,378	3,554,822	60
La Coipa	733,593	286,481	717,001	303,073	1,020,074	523
Paracatu	2,491,674	3,796,744	2,396,718	3,891,699	6,288,418	111
Round Mountain	2,750,956	198,986	2,172,044	777,899	2,949,943	111
West Africa						
Tasiast	4,769,559	0	4,769,559	0	4,769,559	726
Kinross Total	15,998,278 ^A	4,388,998 ^A	14,382,077 ^A	6,005,199 ^A	20,387,277 ^A	122 ^A

2022 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	Total Site Electricity from Renewable Sources (self-generation)	Total Site Electricity from Non-Renewable Sources (self-generation)	% of Electric Power Sourced from Hydro-electric and Other Renewable
Americas						
Bald Mountain	46,986	6,879	40,107	0	0	15
Fort Knox	239,827	22,784	217,043	0	0	10
La Coipa	84,187	79,578	4,609	0	0	95
Paracatu	1,081,028	352,497	26,377	702,154 ^{1,2}	0	98
Round Mountain	216,083	55,274	160,809	0	0	26
West Africa						
Tasiast	262,364	0	0	0	262,364	0
Kinross Total	1,930,475	517,012	448,945 ^A	702,154	262,364 ^A	63

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 elecricity from renewable sources includes hydropower plants at Paracatu.

Three-Year Total Energy Summary (gigajoules)

	2020	2021 [*]	2022
Total Energy Consumption (GJ) – Non-Renewable	18,650,087	17,959,700	15,998,278 ^A
Total Energy Consumption (GJ) – Renewable	2,782,788	3,919,022	4,388,998 ^A
Direct Energy Consumption (GJ)	15,034,901	15,602,664	14,382,077 ^A
Indirect Energy Consumption (GJ)	6,397,975	6,276,058	6,005,199 ^A
Total Energy Consumption (GJ)	21,432,876	21,878,722	20,387,276 ^A
Energy Consumed per Tonne of Ore Processed (MJ/Tonne)	155	154	122 ^A

* All 2021 metrics were independently assured by PWC LLP.

Three-Year Electric Power From Renewable and Non-Renewable Sources (MWh)

	2020	2021	2022
Total Electricity Consumed from Grid and Site Generation	5,691,926	2,075,928	1,930,474
Total Grid Electricity Purchased from Renewable Sources	772,997	483,446	517,012
Total Grid Electricity Purchased from Non-Renewable Sources	3,615,188	654,103	448,945
Total Site Electricity from Renewable Sources (self-generation)	0	605,171	702,154
Total Site Electricity from Non-Renewable Sources (self-generation)	1,303,741	332,578	262,364
Percent of Electric Power Sourced from Hydro-electric and Other Renewables	36	23	63

Five-Year Total Electricity Consumption from Non-Renewable Sources (gigajoules)

	2018	2019	2020	2021	2022
Total On-Site (Direct) Electricity Generated	1,044,574	1,324,208	1,303,741	1,197,283	944,509
Diesel Power	1,044,574	1,324,208	1,303,741	1,197,283	944,509
Heavy Fuel Oil and Waste Oil	0	0	0	0	0
Total On-Site (Direct) Electricity Sold	0	0	0	0	0
Total On-Site (Direct) Electricity Consumed	1,044,574	1,324,208	1,303,741	1,197,283	944,509



Overview

Our Approach to ESG

Governance

Five-Year Total Energy Consumed (Direct and Indirect) (gigajoules)

	2018	2019	2020	2021	2022
Direct Energy	14,720,000	15,289,607	15,034,901	15,602,664*	14,382,077 ^A
Indirect Energy	6,602,000	6,301,889	6,397,975	6,276,058*	6,005,199 ^A
Total Energy Consumed	21,322,000	21,591,496	21,432,876	21,878,722*	20,387,276 ^A

* All 2021 metrics were independently assured by PWC LLP.

Five-Year Energy Consumption: Direct and Indirect Energy by Source (gigajoules)

	2018	2019	2020	2021	2022
Direct Energy Consumption by Source					
Coal	0	0	0	0	0
Diesel	13,453,251	13,480,255	13,391,941	14,165,593	12,076,503
Furnace Oil	42,477	51,889	46,383	41,308	40,973
Waste Oil	0	0	0	0	0
Gasoline	82,232	94,362	84,257	79,088	90,804
Natural Gas	0	0	0	0	0
Propane	126,353	134,140	141,777	105,004	98,551
Heavy Fuel Oil	935,818	1,450,030	1,305,983	1,110,235	2,075,246
Aviation Fuel	79,696	78,930	64,560	101,435	0
Direct Renewable Energy Consumption	0	0	0	0	0
Total Direct Non-Renewable Energy	14,720,000	15,289,607	15,034,901	15,602,664*	14,382,077 ^A

Indirect Energy Consumption by Source

Grid and Site Electricity from Renewable Sources (GJ)	n/r	2,923,728	2,782,789	3,919,022*	4,388,998
Grid and Site Electricity from Non-Renewable Sources (GJ)	6,602,000	3,378,161	3,615,188	3,554,320*	2,560,710 ¹

Total Direct and Indirect Energy Consumption

Total Combined Direct and Indirect (Total Energy Consumption)	21,322,000	21,591,496	21,432,876	21,878,722	21,331,784 ¹
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* All 2021 metrics were independently assured by PWC LLP. n/r – not reported.

1) Includes fuel oil used at Tasiast for on-site generation.

Environment

Social

2022 Data Tables
Energy and Materials Use

Indices

Five-Year Total Energy Intensity (Direct and Indirect) (MJ/tonne of ore processed)

	2018	2019	2020	2021	2022
Direct Energy	104.2	112	108.4	109.8	86.2
Indirect Energy	46.7	46.2	46.1	44.2	36.0
Total Energy Consumed (GJ)	150.9	158.2	154.5	153.9*	122.1 ^A

* All 2021 metrics were independently assured by PWC LLP.

Five-Year Direct Non-Renewable Energy Consumption by Source (% of total consumption)

	2018	2019	2020	2021	2022
Coal	0.0	0.0	0.0	0.0	0.0
Diesel	91.4	88.2	89.1	90.8	84.0
Furnace Oil	0.3	0.3	0.3	0.3	0.3
Waste Oil	0.0	0.0	0.0	0.0	0.0
Gasoline	0.6	0.6	0.6	0.5	0.6
Natural Gas	0.0	0.0	0.0	0.0	0.0
Propane	0.9	0.9	0.9	0.7	0.7
Heavy Fuel Oil	6.4	9.5	8.7	7.1	14.4
Aviation Fuel	0.5	0.5	0.4	0.7	0.0

2022 Significant Materials Use

	Diesel Fuel (m³)	Heavy Fuel Oil (m³)	Cyanide (tonnes as CN)	Lime (tonnes)	Blasting Agents (tonnes)
Americas					
Bald Mountain	41,510	0	6,209	22,213	9,506
Fort Knox	69,151	0	2,278	28,442	19,511
La Coipa	18,679	0	1,506	4,426	8,082
Paracatu	62,977	0	3,020	2,998	26,430
Round Mountain	54,468	0	16,143	63,882	6,922
West Africa					
Tasiast	70,864	51,909	4,368	14,596	17,727
Kinross Total	317,649	51,909	33,524	136,557	88,178



Water

2022 Water Summary by Site (m³)

	Total Water Withdrawn	Total Water Discharged	Total Water Used ¹	Total Water Recycled	% Recycled ²	Total Water Consumed ³	Total Fresh Water Consumed	Net Change in Water Storage
Americas								
Bald Mountain*	2,744,394	0	50,856,749	48,163,098	95	2,693,651	2,693,651	50,743
Fort Knox	6,673,006	5,794,235	39,125,185	35,360,056	90	3,765,129	3,765,129	(2,886,357)
La Coipa**	1,501,903	303,830	1,198,073	0	0	1,198,073	1,730	0
Paracatu	39,809,034	3,054,544	118,226,733	70,801,866	60	47,424,867	47,424,867	(10,670,377)
Round Mountain	17,469,588	8,935,034	103,585,148	95,049,832	92	8,535,316	8,535,316	(762)
West Africa								
Tasiast**	5,210,862	0	7,692,804	2,228,272	29	5,464,532	770,349	(253,670)
Kinross Total	73,408,787	18,087,643	320,684,691	251,603,124	78 ^A	69,081,567	62,887,211 ^A	(13,760,423)

1) Total Water Used = consumed + recycled. 2) % recycled = recycled / used. 3) Total water consumed = withdrawn - discharged - net changes in storage.
* Indicates water-stress region.
** La Coipa and Tasiast do not withdraw water from fresh water sources. Salt/brackish water is used in processing.

Five-Year Water Intensity by Site (m³/tonne processed)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	n/r	0.064	0.086	0.141	0.169
Fort Knox	n/r	0.049	0.074	0.079	0.063
La Coipa	n/r	n/r	n/r	n/r	0.615
Maricunga	n/r	0	0	n/r	n/r
Paracatu	n/r	0.666	0.803	0.753	0.841
Round Mountain	n/r	0.231	0.245	0.409	0.320
West Africa					
Tasiast	n/r	0.874	0.831	1.009	0.832
Discontinued Operations					
Chirano (90%)	n/r	0.905	0.600	0.597	n/r
Kupol/Dvoinoye	n/r	0.038	0.151	0.325	n/r
Kinross Total	n/r	0.398	0.432	0.449*	0.414 ^A

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

Five-Year Water Summary (m³)

	2018	2019	2020	2021	2022
Groundwater	27,405,000	36,758,854	33,645,858	36,508,361*	28,042,635 ^A
Surface Water	16,220,000	14,439,474	14,094,421	14,544,168*	3,077,203 ^A
Precipitation	33,483,000	24,258,028	39,874,129	37,966,996	35,953,533
Municipal – Third Party Sources	131,000	120,880	149,187	165,417*	141,060
Salt/Brackish	4,365,000	4,641,549	4,395,965	3,565,994*	6,194,356
Total Fresh Water Withdrawn from Water Stressed Areas	288,000	440,879	1,797,856	2,771,665	3,262,803
Total Fresh Water Withdrawn from Water Stressed Areas as a Percentage of Total Fresh Water (%)	n/r	1%	2%	3%	4%
Total Fresh Water Withdrawn	77,239,000	75,577,236	87,763,595	89,184,942	67,214,431
Total Water Withdrawn	81,473,000	80,408,051	92,339,784	92,923,678	73,408,787
Discharged to Groundwater (Treated and Non-Treated)	5,227,000	11,296,047	10,876,076	10,045,445*	9,238,864 ^A
Discharged to Surface Water (Treated and Non-Treated)	5,383,000	14,951,360	16,462,425	14,825,272	8,848,779 ^A
Total Water Discharged	10,610,000	26,247,623	27,330,199	24,870,717	18,087,643
Total Water Consumed	60,506,000	54,345,325	59,892,564	63,828,406	69,081,567
Total Fresh Water Consumed	56,142,000	49,514,725	55,308,074	60,089,670*	62,887,211 ^A
Net Changes in Water Storage	10,487,000	-184,896	5,117,020	4,224,555	(13,760,423)
Waste Water	n/r	189,266	180,224	172,742	257,820
Recycled Water	230,408,160	248,763,057	256,767,112	253,048,627	251,603,124
Recycled Water Percentage (% of Water Used)	79%	82%	81%	80%*	78 ^A

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

Five-Year Water Intensity (m³)

	2018	2019	2020	2021	2022
Water Intensity per Tonne of Ore Processed	0.427	0.398	0.432	0.449*	0.414 ^A
Water Intensity per Gold Equivalent Ounce Produced	24.7	21.7	25.3	30.9*	35.3 ^A
Water Intensity per Revenue Dollar	0.019	0.016	0.014	0.017	0.020
Fresh Water Intensity per Tonne of Ore Processed	n/r	n/r	n/r	0.423	0.377

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

2022 Water Withdrawal by Site (m³)

	Groundwater (m³)	Surface Water (m³)	Precipitation (m³)	Municipal – Third Party Sources (m³)	Total Fresh Water Withdrawn (m³)	Salt/Brackish (m³)	Total Other Water Withdrawn (m³)	Total Water Withdrawn (m³)	Total Fresh Water Withdrawn* from Water-Stressed Areas ¹ (m³)	Total Fresh Water Withdrawn* from Water-Stressed Areas as a % of Total Fresh Water	Waste Water (m³)
Americas											
Bald Mountain	1,584,985	0	1,159,409	0	2,744,394	0	0	2,744,394	2,744,394	100	0
Fort Knox	5,254,117	0	1,418,889	0	6,673,006	0	0	6,673,006	0	0	0
La Coipa	0	0	1,730	0	1,730	1,500,173	0	1,501,903	1,730	100	39,347
Paracatu	4,522,864	3,077,203	32,067,907	141,060	39,809,034	0	0	39,809,034	0	0	0
Round Mountain	16,680,669	0	788,919	0	17,469,588	0	0	17,469,588	0	0	0
West Africa											
Tasiast	0	0	516,679	0	516,679	4,694,183	0	5,210,862	516,679	100	218,473
Kinross Total	28,042,635 ^A	3,077,203 ^A	35,953,533	141,060	67,214,431	6,194,356	0	73,408,787	3,262,803	4.9	257,820

* Includes precipitation captured.

2022 Water Discharged by Site (m³)

	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
Americas							
Bald Mountain	0	0	0	0	0	0	0
Fort Knox	0	0	0	0	5,794,235	5,794,235	5,794,235
La Coipa	0	303,830	303,830	0	0	0	303,830
Paracatu	0	0	0	2,074,453	980,091	3,054,544	3,054,544
Round Mountain	8,935,034	0	8,935,034	0	0	0	8,935,034
West Africa							
Tasiast	0	0	0	0	0	0	0
Kinross Total	8,935,034	303,830	9,238,864 ^A	2,074,453	6,774,326	8,848,779 ^A	18,087,643

Five-Year Water Consumed, Recycled and Percentage Recycled (m³)

	2018	2019	2020	2021	2022
Water Consumed	60,506,000	54,630,121	59,892,564	63,828,406	69,081,567
Water Recycled	230,408,160	248,763,057	256,767,112	253,048,627	251,603,124
Percentage Recycled	79	82	81	80*	78 ^A

* All 2021 metrics were independently assured by PWC LLP.

2022 Total Treated Water Discharged by Site (m³)

	Discharge by Active Treatment	Discharge by Passive Treatment	Total Treated Water Discharged
Americas			
Bald Mountain	0	0	0
Fort Knox	5,794,235	0	5,794,235
La Coipa	303,830	0	303,830
Paracatu	0	980,091	980,091
Round Mountain	0	0	0
West Africa			
Tasiast	0	0	0
Kinross Total	6,098,065	980,091	7,078,156

Tailings and Waste Rock

2022 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
Americas				
Bald Mountain	38,318,422	60,683	39,149,557	0
Fort Knox	24,619,298	0	18,228,197	0
La Coipa	29,324,269	0	0	0
Paracatu	51,269,385	19,482,366	31,787,018	38
Round Mountain	47,352,865	14,313,771	36,323,261	30
West Africa				
Tasiast	46,696,533	0	46,766,803	0
Kinross Total	237,580,772 ^A	33,856,820	172,254,836	14

Five-Year Total Tailings Produced (tonnes)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	0	0	0	0	0
Fort Knox	10,154,000	8,079,908	9,155,563	8,060,058	8,984,611
La Coipa	n/r	n/r	n/r	n/r	1,948,606
Paracatu ¹	54,141,000	57,621,487	54,255,106	60,046,184	56,421,909
Round Mountain	3,652,000	3,640,759	3,823,712	4,080,165	3,856,378
West Africa					
Tasiast	3,734,000	5,226,029	5,349,083	3,732,525	6,571,869
Discontinued Operations					
Chirano (90%)	3,156,000	3,111,459	2,947,722	3,090,078	n/r
Kupol/Dvoinoye	1,721,000	1,723,000	1,846,476	1,696,916	n/r
Kinross Total	76,558,000	79,402,642	77,377,662	80,705,926 [*]	77,783,373 ^A

* All 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)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	43,686,000	55,892,129	53,310,746	38,436,154	38,318,422
Fort Knox	39,221,000	48,008,353	36,222,348	34,867,494	24,619,298
La Coipa	n/r	n/r	n/r	n/r	29,324,269
Paracatu	26,435,000	28,163,802	27,397,924	44,004,701	51,269,385
Round Mountain	54,806,000	63,195,157	65,457,573	62,489,409	47,352,865
West Africa					
Tasiast	79,245,000	80,539,091	53,298,848	59,227,731	46,696,533
Discontinued Operations					
Chirano (90%)	451,000	7,462,924	5,782,931	6,460,708	n/r
Dvoinoye	445,000	378,000	80,760	0	n/r
Kupol	616,000	259,000	618,984	582,148	n/r
Kinross Total	244,905,000	283,898,456	242,170,114	246,068,345 [*]	237,580,772 ^A

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

2022 Tailings Facilities

Total Active Tailings Facilities (#)	10
Total Inactive Tailings Facilities (#)	5
Total Closed Tailings Facilities (#)	4



Biodiversity and Land Use

2022 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)	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)
Americas							
Bald Mountain	8,357	3	1	1	17,173	1	0
Fort Knox	0	12	1	1	0	0	0
La Coipa	22	0	1	1	0	0	0
Paracatu	5,241	0	1	1	5,241	1	13,188
Round Mountain	0	0	1	1	6,224	0	0
West Africa							
Tasiast	0	12	1	1	45,564	1	33,242
Kinross Total	13,620	27	6	6	74,202	3	46,430

2022 IUCN Red-Listed Species by Level of Extinction Risk (# of species)

	IUCN Red-Listed Species	Critically Endangered	Endangered	Vulnerable	Near Threatened	Least Concern
Americas						
Bald Mountain	396	0	2	7	6	381
Fort Knox	234	0	1	5	5	223
La Coipa	123	0	3	2	7	111
Paracatu	906	1	6	26	23	850
Round Mountain	404	0	1	8	4	391
West Africa						
Tasiast	205	0	3	3	9	190
Kinross Total	2,268	1	16	51	54	2,146

2022 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
Americas						
Bald Mountain	53,345	5,525	3,750	168	3	3,918
Fort Knox	21,252	2,244	2,199	46	0	2,244
La Coipa	11,409	1,893	1,837	56	0	1,893
Paracatu	13,188	3,555	3,469	109	37	3,540
Round Mountain	6,197	3,659	3,659	0	0	3,659
West Africa						
Tasiast	31,188	3,731	3,215	293	0	3,544
Kinross Total	136,579	20,607	18,165	671 ^A	40 ^A	18,798

Waste

Five-Year Waste Summary Estimates (tonnes)

	2018	2019	2020	2021	2022
Total Hazardous Waste	830	3,766	5,970	5,230*	8,041
Total Non-Hazardous Waste	19,279	38,705	36,793	28,419	34,295
Total Waste Disposed	20,109	26,352	27,064	15,024*	12,288
Total Waste Incinerated	n/r	2,974	1,721	1,796	2,892
Total Waste Recycled	12,306	15,300	13,979	16,830*	23,951 ^A
Percent Recycled Waste	39	36	33	50	57

* All 2021 metrics were independently assured by PWC LLP.

2022 Aggregated Total of Hazardous and Non-Hazardous Waste Estimates (tonnes)

Total Waste Generated (hazardous & non-hazardous)	42,336
Total Waste Disposed (hazardous & non-hazardous)	12,288
Total Waste Incinerated (hazardous & non-hazardous)	2,892
Total Waste Recycled (hazardous & non-hazardous)	23,951 ^A

2022 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
Americas									
Bald Mountain	18.1	0.0	17.8	0.0	0.0	0.0	0.3	1%	0.0
Fort Knox	3.3	0.0	2.5	0.6	0.0	0.0	0.8	23%	0.0
La Coipa	460.9	0.0	186.0	0.0	0.0	0.0	274.9	60%	0.0
Paracatu	2,597.1	860.2	720.6	327.2	2.3	0.0	1,016.3	39%	0.0
Round Mountain	16.2	0.0	16.2	0.0	2.7	0.0	0.0	0%	0.0
West Africa									
Tasiast	4,945.3	0.0	1,920.0	0.0	0.0	0.0	2,726.0	55%	299.3
Kinross Total	8,040.9	860.2	2,863.1	327.8	5.0	0.0 ^A	4,018.3 ^A	50%	299.3

2022 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
Americas									
Bald Mountain	1,602.6	1,035.0	5.6	0.0	0.0	0.0	562.0	35%	0.0
Fort Knox	2,151.1	370.7	101.6	640.9	54.7	347.5	1,331.3	78%	0.0
La Coipa	2,040.6	1,345.1	695.5	0.0	597.7	0.0	0.0	0%	0.0
Paracatu	17,757.0	1,067.0	645.6	0.0	0.0	0.0	16,044.4	90%	0.0
Round Mountain	5,436.0	3,185.0	114.0	0.0	0.0	0.0	1,597.0	29%	540.0
West Africa									
Tasiast	5,308.2	0.0	0.0	0.0	1,266.0	50.1	0.0	1%	5,258.1
Kinross Total	34,295.5	7,002.8	1,562.3	640.9	1,918.4	397.6 ^A	19,534.7 ^A	58%	5,798.1

Air Emissions

2022 Air Emissions – Gas by Site (tonnes)

	SOx	NOx
Americas		
Bald Mountain	1	257
Fort Knox	2	428
La Coipa	0	0
Paracatu	53	390
Round Mountain	1	337
West Africa		
Tasiast	1,362	750
Kinross Total	1,419	2,162

2022 Air Quality by Site (tonnes)

	Mercury (Hg)	Arsenic (As)	Lead (Pb)	Selenium (Se)	VOC	Particulate Matter 10 (PM ¹⁰)	Particulate Matter 2.5 (PM ^{2.5})	Carbon Monoxide
Americas								
Bald Mountain	0.0000309	0.0000013	0.0000010	0.0000000	0.7075587	1.2197008	4.9473501	18.6647091
Fort Knox	0.0000310	0.0000070	0.0002790	0.0002470	0.0000000	1.4000000	0.0000000	2.5000000
La Coipa	0.0000000	0.0000000	0.0000000	0.0000000	0.0000000	0.0000000	0.0000000	0.0000000
Paracatu	0.0140000	0.0273000	0.0881000	0.0073000	0.0000000	10.0700000	0.0000000	62.3400000
Round Mountain	0.0058100	0.0001150	0.0000583	0.0011100	1.7704083	10.8897278	7.8318149	0.3261706
West Africa								
Tasiast	0.0003200	0.1012898	0.1012898	0.1687040	3.3907430	633.2716660	0.0000000	1567.4494211
Kinross Total	0.0201919	0.1287131	0.1897281	0.1773610	5.8687100	656.8510946	12.7791650	1651.2803010

Five-Year Air Emissions – Gas (tonnes)

	2018	2019	2020	2021*	2022
NOx	2,331	2,413	2,377	2,473	2,162
SOx	938	1,237	1,129	1,076	1,419

* All 2021 metrics were independently assured by PWC LLP.



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 ¹	Positive ²
2018	7	94,198	33	389	3,498
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 ^A	78,955	37	257	7,201

* All 2021 metrics were independently assured by PWC LLP. 1) Includes negative complaints, grievances, feedback and press mentions. 2) Includes positive feedback and press mentions.

2022 Complaints or Grievances Recorded on Site Registers (# of complaints or grievances)

	Level 1 (Generic Stakeholder Complaint)	Level 2 (Grievances) ^A	Level 3 (Community Issues) ^A	Level 4 (Significant Incidents)	Level 5 (Major Incidents)
Americas					
Bald Mountain	2	5	0	0	0
Fort Knox	0	1	0	0	0
Chile	8	1	0	0	0
Paracatu	61	1	0	0	0
Round Mountain	7	0	0	0	0
West Africa					
Tasiast	3	1	0	0	0
Kinross Total	81	9	0	0	0

2022 Complaints or Grievances by Category (Level 2 and Above) (# of complaints or grievances)

Accounts payable	0
Air quality/dust	0
Blast events	0
Business partners (contractors)	0
Compensation practices	0
Employment	0
Environment	1
Land access	1
Noise	0
Other (miscellaneous)	2
Resettlement	0
Transportation incidents (speeding)	5
Workforce behaviour	0
Kinross Total	9

Workforce

Five-Year Employees by Site (# of employees)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	578	607	591	607	592
Chile Offices ¹	256	150	307	536	49
Corporate & Other Offices ²	377	354	368	380	417
Fort Knox ³	621	658	687	710	736
La Coipa	n/r	n/r	n/r	n/r	591
Paracatu ⁴	1,701	1,616	1,702	1,759	1,720
Round Mountain	861	887	880	864	828
West Africa					
Tasiast ⁵	1,293	1,267	1,225	1,210	1,464
Discontinued Operations					
Chirano (100%)	1,037	1,037	930	928	n/r
Kupol/Dvoinoye	2,186	2,225	2,054	1,943	n/r
Russian Offices & Projects ⁶	228	166	207	385	n/r
Kinross Total	9,138	8,967	8,951	9,322	6,397

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & 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. 6) Russia Offices & Projects includes: Moscow, Magadan and Udinsk/Khabarovsk from 2018-2021.
n/r – not reported.

Five-Year Contractors by Site (# of contractors)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	499	191	194	222	167
Chile Offices ¹	1,078	464	512	1208	159
Corporate & Other Offices ²	55	68	116	92	232
Fort Knox ³	36	60	84	93	134
La Coipa	n/r	n/r	n/r	n/r	1418
Paracatu ⁴	2,023	2,385	2,942	3,197	3,010
Round Mountain	415	234	153	128	167
West Africa					
Tasiast ⁵	2,692	2,448	2,204	2,873	2,827
Discontinued Operations					
Chirano (100%)	896	1,355	1,300	1,427	n/r
Kupol/Dvoinoye	256	309	293	126	n/r
Russian Offices & Projects ⁶	n/r	n/r	n/r	92	n/r
Kinross Total	7,950	7,514	7,798	9,458	8,114

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & 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. 6) Russia Offices & Projects includes: Moscow, Magadan and Udinsk/Khabarovsk from 2018-2021.
n/r – not reported.



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2022 Employees by Age (# of employees)

	<30	30 to 50	51+	Total
Americas				
Bald Mountain	125	297	170	592
Chile Offices ¹	3	31	15	49
Corporate & Other Offices ²	70	243	99	412
Fort Knox ³	132	447	157	736
La Coipa	68	376	147	591
Paracatu ⁴	321	1,297	102	1,720
Round Mountain	180	409	239	828
West Africa				
Tasiast ⁵	127	1,167	170	1,464
Kinross Total	1,028 ⁶	4,270 ⁷	1,099	6,397 ⁸

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Includes 2 people from other location. 7) Includes 3 people from other location. 8) Includes 5 people from other locations.

Five-Year Employees by Age (# of employees)

	2018	2019	2020	2021	2022
<30	1,578	1,525	1,410	1,393	1,028
30 to 50	5,969	5,888	5,955	6,270	4,270
51+	1,546	1,554	1,586	1,659	1,099
Kinross Total*	9,093	8,967	8,951	9,322	6,397

* Total employee numbers may differ from totals in other tables due to calculation methods.

2022 Employees by Gender (# of employees)

	Female	%	Male	%	Total
Americas					
Bald Mountain	89	15	503	85	592
Chile Offices ¹	17	35	32	65	49
Corporate & Other Offices ²	170	41	242	59	412
Fort Knox ³	77	10	659	90	736
La Coipa	57	10	534	90	591
Paracatu ⁴	153	9	1,567	91	1,720
Round Mountain	201	24	627	76	828
West Africa					
Tasiast ⁵	83	6	1,381	94	1,464
Kinross Total	848 ⁶	13 ^A	5,549 ⁷	87	6,397 ⁸

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Includes 1 person from other location. 7) Includes 4 people from other locations. 8) Includes 5 people from other locations.

Five-Year Employees by Gender (# of employees)

	2018	2019	2020	2021	2022
Female	1,031	1,063	1,081	1,141	848
Male	8,062	7,904	7,870	8,181	5,549
Kinross Total	9,093	8,967	8,951	9,322	6,397

* All 2021 metrics were independently assured by PWC LLP.

2022 USA Workforce by Race (# and % of employees)

	# FTE Total	% of Mgmt	% of Total USA Workforce
Asian	22	1	1
Black/African American	38	0	2
Hispanic/Latino	185	4	8
White	1,819	88	82
Indigenous/Native	96	1	4
Other	45	6	2



2022 Total Workforce by Employment Type (# of employees)

	Brazil		Canada		Chile		Mauritania		USA		Total	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
VP and above	2	1	29	5	1	0	3	1	6	1	41	8
Director	13	1	30	11	7	2	14	5	20	6	84	25
Staff	281	101	108	108	167	31	345	49	267	94	1,168	383
Operator	1,271	50	25	4	376	31	1,030	47	1,528	280	4,230	412
Part Time	0	0	2	1	0	0	0	0	0	1	2	2
Temporary	0	0	0	0	15	10	0	0	1	1	16	11
Kinross Total	1,567	153	194	129	566	74	1,392	102	1,822	383	5,541	841

2022 Workforce Composition (Employees) (# and % of employees)

	Expat (#)	Expat (%)	National (#)	National (%)
Americas				
Bald Mountain	0	0	592	100.0
Chile Offices ¹	1	2	48	97.3
Corporate & Other Offices ²	7	2	405	98.2
Fort Knox ³	1	0	735	99.8
La Coipa	1	0	590	99.8
Paracatu ⁴	3	0	1,717	99.8
Round Mountain	0	0	828	100.0
West Africa				
Tasiast ^{5,7}	48	3	1,416	96.7
Kinross Total	66 ⁶	1	6,331	99.0

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Includes 5 people from other locations. 7) 24 of 27 agreed expat positions have been filled; other expats are related to projects and other services.

2022 Management Local and National Employee Representation (# and % of employees)

	Expat	Expat Percentage of All Management Employees (%)	National (Incl Local)	National Percentage of All Management Employees (%)
Americas				
Bald Mountain	0	0	19	100
Chile Offices ¹	1	6	16	100
Corporate & Other Offices ²	7	4	194	97
Fort Knox ³	1	3	34	97
La Coipa	1	3	30	97
Paracatu ⁴	2	3	76	97
Round Mountain	0	0	27	100
West Africa				
Tasiast ⁵	32	41	46	59
Kinross Total	47 ⁶	10	442 ⁷	90

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & Other Offices includes: Corporate, Denver, Kettle River, Great Bear, Reno, Netherlands and Las Palmas. 3) Fort Knox includes Manh Choh. 4) Paracatu includes: Paracatu and Belo. 5) Tasiast includes: Tasiast and Nouakchott. 6) Includes 5 people from other locations. 7) Includes 2 people from other locations.



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Five-Year Employees Covered by Collective Bargaining Agreements (% of employees)

	2018	2019	2020	2021	2022
Brazil	82	85	83	83	83
Canada	0	0	0	0	0
Chile	50	33	43	65	64
Mauritania	95	95	97	97	96
United States	0	0	0	0	0
Discontinued Operations					
Ghana	92	91	100	92	n/r
Russia	0	0	0	0	n/r
Kinross Total	40	40	41	41	51

Five-Year Strikes or Lockouts (# of strikes or lockouts)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	0	0	0	0	0
Fort Knox	0	0	0	0	0
La Coipa	n/r	n/r	n/r	n/r	0
Paracatu	0	0	0	0	0
Round Mountain	0	0	0	0	0
West Africa					
Tasiast	0	0	1	0	0
Discontinued Operations					
Chirano (100%)	0	0	0	0	n/r
Kupol/Dvoinoye	0	0	0	0	n/r
Kinross Total	0	0	1	0	0

n/r – not reported.

2022 Ratio of Average Female Salary to Average Male Salary by Category

	Senior Management	Management	Non-Management
Ratio Female/Male Average Salary	0.91	1.02	1.28

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Five-Year Female/Male Management (as a % of management)

	2018	2019	2020	2021	2022
Female	16	18	19	19	21
Male	84	82	81	81	79

Five-Year Female Representation by Category (% of female employees)

	2018	2019	2020	2021	2022
Board of Directors*	33	33	33	33	33
Senior Management	15	14	17	15	15
Management	18	18	19	19	22
Junior Management	16	18	19	18	21
Non-Management	11	11	12	12	13
Revenue Generating Positions	7	8	8	8	9
STEM Positions (as % of STEM positions)	n/r	n/r	14	14	15

* Refer to Management Information Circular issued in the subsequent year in advance of the annual shareholders' meeting.
n/r – not reported.

2022 Ratio of Average Female Salary to Average Male Salary by Region

	Brazil	Chile	Mauritania	USA
Ratio Female/Male Average Salary	1.25	0.95	1.21	0.92

2022 Gender Pay Indicators

Employee Level (US\$)	Avg Female Salary	Avg Male Salary
Executive (base salary only)	256,379	282,975
Management level (base salary)	122,335	120,420
Non-Management level	53,281	41,495

Five-Year CEO to Full-Time Employee (FTE) Salary

	2018	2019	2020	2021	2022
CEO Salary to Median FTE Salary	74	80	73	66	37
CEO Salary to Mean FTE Salary (USD)	29	29	31	32	23
CEO Salary to Mean FTE Salary (EURO)	29	29	31	32	23



2022 Lowest Salary Compared to Minimum Wage and Living Wage¹ by Country

	Ratio of Avg Kinross Base Salary to Local Min Wage	Ratio of Lowest Kinross Base Salary to Living Wage
Brazil	1.49	1.25
Canada	1.60	1.24
Chile	1.65	1.68
Mauritania ²	5.54	n/a
United States ^{3,4}	1.59	0.98

1) Living wage data source: <https://tradingeconomics.com>, no living wage data available for Mauritania. 2) For Mauritania, the minimum wage data were used (<https://www.minimum-wage.org/international/mauritania>). 3) Wage data converted from local currency to USD at current rates. 4) Minimum wage in the USA varies depending on the state: Nevada is \$9.50 per hr. and Alaska is \$10.85 hr. n/a – not available.

2022 Turnover by Country (number of employees)

	Voluntary	Involuntary	Total
Brazil	66	97	163
Canada	44	42	86
Chile	63	34	97
Mauritania	21	22	43
USA	391	92	483
Kinross Total	585	287	872

* Full-time employees only.

Five-Year Turnover Rate (Voluntary and Involuntary) by Age (% of turnover)

	2018	2019	2020	2021	2022
<30					
Voluntary	7.5	6.1	5.6	11.5	15.3
Involuntary	5.0	7.8	6.0	4.2	5.5
<30 Total	12.5	13.9	11.6	15.7	20.8
30-50					
Voluntary	4.6	4.8	3.7	5.7	7.9
Involuntary	3.8	5.6	5.6	3.8	3.9
30-50 Total	8.4	10.4	9.3	9.5	11.8
51+					
Voluntary	8.1	8.1	7.7	9.7	9.4
Involuntary	5.6	7.5	8.8	8.0	6.3
51+ Total	13.7	15.7	16.5	17.7	15.7

Five-Year Turnover Rate (% of turnover)

	2018	2019	2020	2021 [*]	2022 ^A
Voluntary	5.7	6.3	4.7	7.2	9.3
Involuntary	4.3	5.6	6.2	4.7	4.5
Kinross Total	10.0	11.9	10.9	11.9	13.8

* All 2021 metrics were independently assured by PWC LLP.

2022 Turnover Rate (Voluntary and Involuntary) by Management Level (% of turnover)

	2020	2021	2022
Senior Management	17	12	41
Management	15	15	24
Junior Management	15	15	22

Five-Year Turnover Rate (Voluntary and Involuntary) by Gender (% of turnover)

	2018	2019	2020	2021	2022
Males					
Voluntary	5.1	5.9	4.3	6.7	8.4
Involuntary	4.2	5.6	6.3	4.7	4.3
Male Total	9.2	11.5	10.5	11.4	12.7
Females					
Voluntary	10.6	9.3	8.4	11.1	15.2
Involuntary	5.1	5.4	5.7	4.5	6.2
Female Total	15.7	14.7	14.1	15.7	21.3



2022 New Hires by Site (# and % of new hires)

	Total New Hires	% of Total Employee Population
Americas		
Bald Mountain	152	25.7
Chile Offices ¹	9	18.4
Corporate & Other Offices ²	102	24.8
Fort Knox ³	151	20.5
La Coipa	180	30.5
Paracatu ⁴	152	8.8
Round Mountain	141	17.0
West Africa		
Tasiast ⁵	275	18.8
Kinross Total	1,162	18.2

1) Chile Offices includes: Copiapó, Santiago and Maricunga. 2) Corporate & 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 Management Level (# of new hires)

	2018	2019	2020	2021	2022
Senior Management	18	10	1	1	1
Management	61	47	59	66	48
Junior Management	43	37	53	59	39
Non-Management	973	773	962	1,130	1,113

Five-Year Human Rights and Security Training (% trained)

	2018	2019	2020	2021	2022
Security personnel who completed human rights and security training	100	99	96	94	100

Five-Year New Hires by Age

	<30		30-50		51+		Kinross Total	
	#	%	#	%	#	%	#	%
2018	397	28	539	9	98	7	1,034	12
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

* New hires are calculated over full-time headcount only.

Five-Year New Hires by Gender (# of new hires, % of employees)

	Male		Female		Kinross Total	
	#	%	#	%	#	%
2018	1,283	15.9	282	27.4	1,565	17.2
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

* Percent is calculated over total headcount, including full-time and temporary.

Five-Year Open Positions Filled Internally (# of positions filled)

	2018	2019	2020	2021	2022
Total Positions Filled	n/r	763	904	974	861
Positions Filled by Internal Candidates	55	53	49	72	81
Open Positions Filled by Internal Candidates Percentage	4.0%	6.9%	5.4%	7.4%	9.4%

n/r – not reported.



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2022 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	8	8	100	44	41	93
Management	94	94	100	343	343	100
Non-Management	746	487	65	5,162	2,858	55
Kinross Total	848	589	69	5,549	3,242	58

Five-Year Training and Development Highlights (# of employees, hours, and total investment)

	2018	2019	2020	2021	2022
Employees Trained per Year (#)	7,260	7,316	5,471	7,026	5,019
Number of Hours per Year (#)	158,742	210,967	269,855	293,602	199,509
Investment per Year (000's \$))	5,631.9	4,338.4	2,604.7	4,051.9	3,588.1
Avg Hours of Training per Employee	22	29	49	42	40
Avg Training Cost per Employee (\$)	776	593	476	577	715

Five-Year Number of Employees Trained Per Year (# of employees)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	97	137	91	130	188
Chile Offices ¹	66	181	306	477	40
Corporate & Other Offices ²	176	196	247	310	284
Fort Knox	645	66	0	58	312
La Coipa	n/r	n/r	n/r	n/r	673
Paracatu	1,701	1,519	1,702	1,759	1,720
Round Mountain	861	363	317	150	165
West Africa					
Tasiast	636	3,360	1,184	1,225	1,637
Discontinued Operations					
Chirano (100%)	1,037	220	577	928	n/r
Kupol/Dvoinoye	2,041	1,274	1,005	1,811	n/r
Russia Offices & Projects ³	n/r	n/r	42	178	n/r
Kinross Total	7,260	7,316	5,471	7,026	5,019

n/r – not reported.

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Five-Year Training and Development Time (# of hours of training per year)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	126	9,308	1,212	1,116	539
Chile Offices ¹	2,018	4,547	5,223	15,459	40
Corporate & Other Offices ²	690	2,564	2,646	1,483	5,506
Fort Knox	6,009	1,720	0	2,048	3,998
La Coipa	n/r	n/r	n/r	n/r	10,137
Paracatu	25,322	88,428	99,881	180,556	104,821
Round Mountain	52,841	14,998	4,708	21,487	4,307
West Africa					
Tasiast	4,246	46,993	34,216	31,426	70,161
Discontinued Operations					
Chirano (100%)	10,042	3,520	113,347	27,403	n/r
Kupol/Dvoinoye	57,448	38,889	8,381	11,495	n/r
Russia Offices & Projects ³	n/r	n/r	241	1,130	n/r
Kinross Total	158,743	210,967	269,855	293,602	199,509

n/r – not reported.

Five-Year Training and Development Investment (\$ invested)

	2018	2019	2020	2021	2022
Americas					
Bald Mountain	64,961	236,292	69,966	85,882	60,042
Chile Offices ¹	1,816	64,809	114,119	253,036	3,249
Corporate & Other Offices ²	904,058	307,850	91,656	557,070	301,384
Fort Knox	1,067,217	14,100	73,062	62,970	222,646
La Coipa	n/r	n/r	n/r	n/r	141,368
Paracatu	695,709	385,889	337,385	461,400	262,647
Round Mountain	658,295	747,334	287,470	147,895	12,653
West Africa					
Tasiast	1,122,831	1,661,693	1,037,129	2,059,702	2,584,109
Discontinued Operations					
Chirano (100%)	115,107	164,318	82,608	241,355	n/r
Kupol/Dvoinoye	1,001,921	756,182	486,699	166,263	n/r
Russia Offices & Projects ³	n/r	n/r	24,616	16,342	n/r
Kinross Total	5,631,915	4,338,467	2,604,710	4,051,915	3,588,098

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.

Board and Senior Management

Five-Year Board and Senior Leadership Team Highlights¹

	2018	2019	2020	2021	2022
Size of Board	9	9	9	9	9
Female Board Members (#)	3	3	3	3	3
Independent Board Members (#)	8	8	8	8	8
Max Board Member Term (years)	25	26	15	16	17
Average Board Tenure (years)	7.6	6.9	5.0	6.0	7.0
Average Age of Board (years)	61	60	60	61	62
Annual Board Member Retainer (\$) ²	175,920	184,776	188,496	189,312	177,192
Senior Leadership Team Members (#) ³	6	4	4	5	6
Females in Senior Leadership Team (#)	1	1	1	1	2
Average Senior Leadership Team Salary (\$) ⁴	565,143	604,004	672,008	636,345	583,051
CEO Total Compensation (\$)	6,157,108	6,876,648	7,709,382	6,992,477	6,544,645

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) In 2022, the SLT increased to 6 members on September 1, 2022, with the appointment of Kathleen Grandy, SVP Human Resources. Ned Jalil was also appointed to the SLT on September 1, 2022 in the role of SVP & CTO, replacing the former CTO. 4) 2018 and 2022 includes only the top 5 named executive officers in our Management Information Circular. 2021 includes Claude Schimper, who joined the SLT on October 1, 2021.



Economic Value

2022 Economic Value Distributed (\$ millions)

	Revenue – Metal Sales	Payments to Governments				In-Country Suppliers	In-Country Employee Wages ¹	Community	Out-of-Country Suppliers	Economic Value Retained ³
		Royalties & Fees	Income & Corporate Tax	Duties, Other	Total to Govts					
Brazil	1,021.5	14.9	120.1	16.1	151.1	543.9	52.6	2.6	44.6	226.7
Canada	0.0	0.8	0.0	0.3	1.1	58.0	13.5	0	0.3	(72.9)
Chile	183.6	0.0	3.2	2.3	5.5	207.1	32.8	1.4	1.6	(64.8)
Mauritania	935.0	46.3	9.3	31.6	87.2	220.0	72.4	1.1	380.8	173.5
USA	1,315.0	5.2	42.7	2.4	50.3	1,020.0	342.6	2.1	20.9	(120.9)
Corporate	0.0	0.9	1.3	47.2	49.4	116.6	168.0	1.7	31.9	(367.6)
Kinross Total	3,455.1	68.1	176.6	99.9	344.6	2,165.6	681.9	8.9	480.1	(226.0)

1) 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. 2) Corporate wages include expatriate wages of \$20.9 million. 3) 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.

2022 Community Investments by Category* (\$ and %)

	Monetary (%)	In-Kind (%)	Beneficiaries (#)	Beneficiaries (%)
Community Activities and Services	41	31	161,090	27
Economic Development and Infrastructure	7	27	33,563	6
Education	9	7	42,330	7
Environment	11	12	49,121	8
Health and Nutrition	13	17	280,966	46
Youth	19	4	38,343	6
COVID-19 Support	0	1	2,245	0
Kinross Total	100	100	607,658	100

* Does not include corporate.



2022 Community Investments by Country (\$)

	Monetary	In-Kind
Brazil	2,640,397	64,800
Chile ¹	1,408,693	744,503
Mauritania	1,082,747	272,847
USA ²	2,116,172	716,785
Canada ³	1,761,382	0
Kinross Total	9,009,391	1,798,935

1) Includes Maricunga and La Coipa. 2) Includes Manh Choh and Kettle River. 3) Includes corporate and Great Bear.

2022 Distribution of Community Investments (\$)

Sites (monetary)	7,280,706
Sites (in-kind)	1,798,935
Corporate (monetary)	1,728,685
Third party (monetary)	20,919

Five-Year Benefit Footprint* (\$)

	2018	2019	2020	2021	2022
Payments to Governments	334,840,221	393,549,491	494,345,937	522,673,900	295,196,423
Payments to Employees	598,414,443	604,842,531	639,763,365	641,323,690	530,527,824
Purchase of Goods and Services	2,783,434,761	2,382,245,365	2,184,561,479	2,433,690,053	2,497,151,404
Community Investments	5,992,416	5,873,745	8,501,821	5,407,281	7,280,706
Kinross Total	3,722,681,840	3,386,511,131	3,327,172,602	3,603,094,924	3,330,156,357

* Does not include corporate.

Five-Year Benefit Footprint* (%)

	2018	2019	2020	2021	2022
Payments to Government	9	12	15	15	9
Payments to Employees	16	18	19	18	16
Purchase of Goods and Services	75	70	66	68	75
Community Investment	0.16	0.17	0.26	0.15	0.22

* Does not include corporate.

Local Procurement

2022 Spending on Procurement by Site¹ (\$)

	Total Spend ²	Local Spend ³	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
Americas								
Bald Mountain	209,189,765	103,267,404	49	205,528,661	98	3,661,104	2	66
Alaska ⁴	417,955,949	291,982,257	70	408,472,728	98	9,483,221	2	72
Chile ⁵	208,660,568	125,787,784	60	207,068,468	99	1,592,100	1	83
Paracatu	588,416,164	56,175,266	10	543,862,362	92	44,553,801	8	68
Round Mountain	383,536,705	1,855,803	0	376,702,593	98	6,834,112	2	72
West Africa								
Tasiast	600,813,159	0	0	219,989,414	37	380,823,745	63	28
Kinross Total	2,408,572,310	579,068,514	24	1,961,624,226	81	446,948,083	19	61

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. 5) Chile includes Maricunga and La Coipa.

Five-Year Local Procurement by Country¹ (%)

	2018	2019	2020	2021	2022
Brazil	5	8	7	9	10
Chile ²	40	40	45	38	60
Ghana	1	1	1	0.37	n/r
Russia	25	26	28	27	n/r
USA ³	31	29	36	40	39
Kinross: All Sites	15	16	20	21	24

1) Does not include corporate. 2) Includes La Coipa and Maricunga. 3) Includes Manh Choh. n/r – not reported.

2022 Total Procurement¹ by Country (% of total procurement)

	Local ²	Total In-Country	Imported
Brazil	10	92	8
Chile ³	60	99	1
Mauritania	See note 4	37	63
USA ⁵	39	98	2
Kinross: All Sites	24	81	19

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.

Five-Year Kinross-Wide Procurement (% of total procurement)

	Local	Total In-Country	Imported
2018	15	80	20
2019	16	82	19
2020	20	82	18
2021	20	83	17
2022	22	82	18

* Includes corporate.

Appendix: Five-Year Material Topic Metrics from Continuing Operations

This data appendix provides a summary of adjusted data for key metrics during the reporting period 2018-2022. Data shown for all years represent continuing operations, excluding our Russian and Ghanaian operations, both of which were divested in 2022.

PRODUCTION

Five-Year Production Performance Highlights from Continuing Operations

	2018	2019	2020	2021	2022
Tonnes of Ore Processed (000s)	136,354	131,689	134,032	137,363	166,907
Gold Equivalent Ounces	1,698,356	1,760,535	1,702,428	1,447,240	1,957,237
Revenue	2,184	2,420	2,998	2,595	3,389

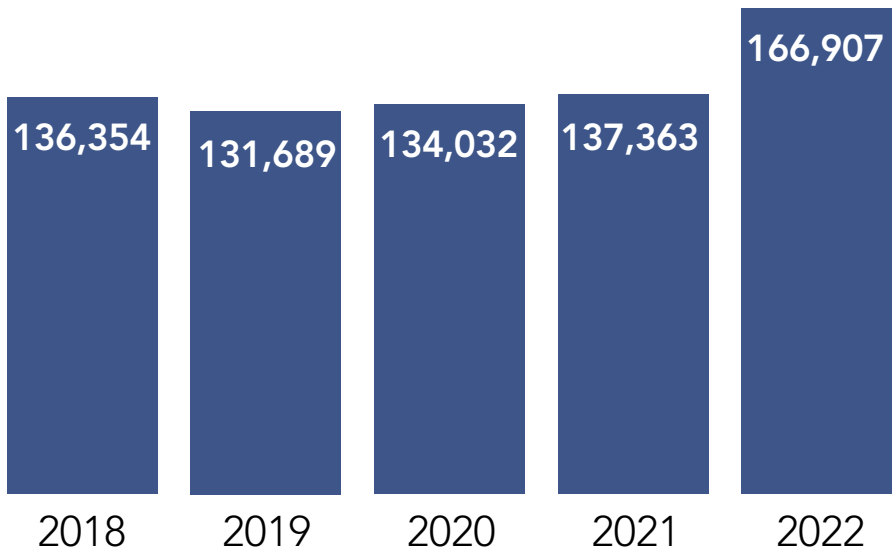
GOVERNANCE

Five-Year Governance Performance Highlights from Continuing Operations

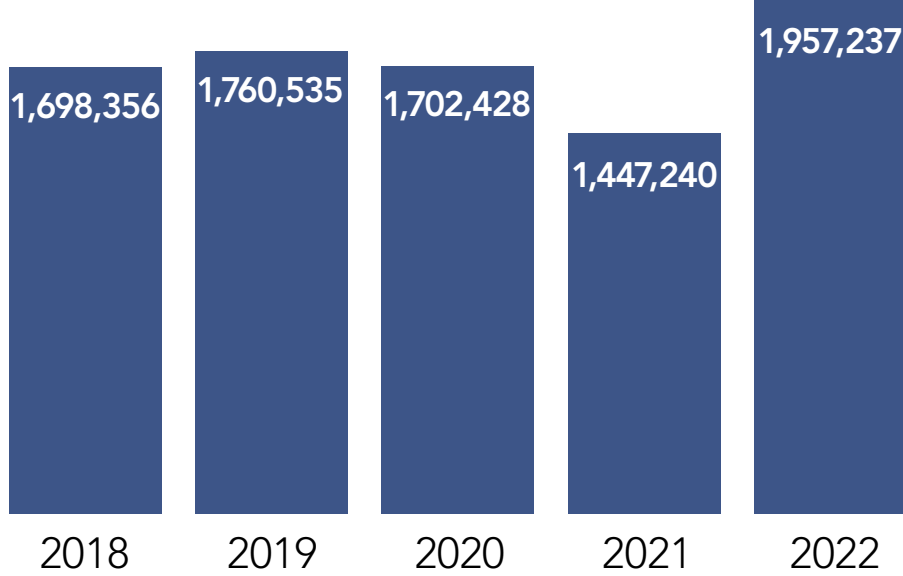
	2018	2019	2020	2021	2022
Ethics and Transparency					
Substantiated Cases of Corruption (#)	0	0	0	0	0
Human Rights					
Substantiated Allegations of Human Rights Violations (#)	0	0	1	2	2
Stakeholder Engagement					
Stakeholders Engaged per Day per Operation (# of people)	36	30	28	29	37
Key Stakeholder Interactions vs. Planned (% completion)	n/r	98	89	97	97

n/r – not reported.

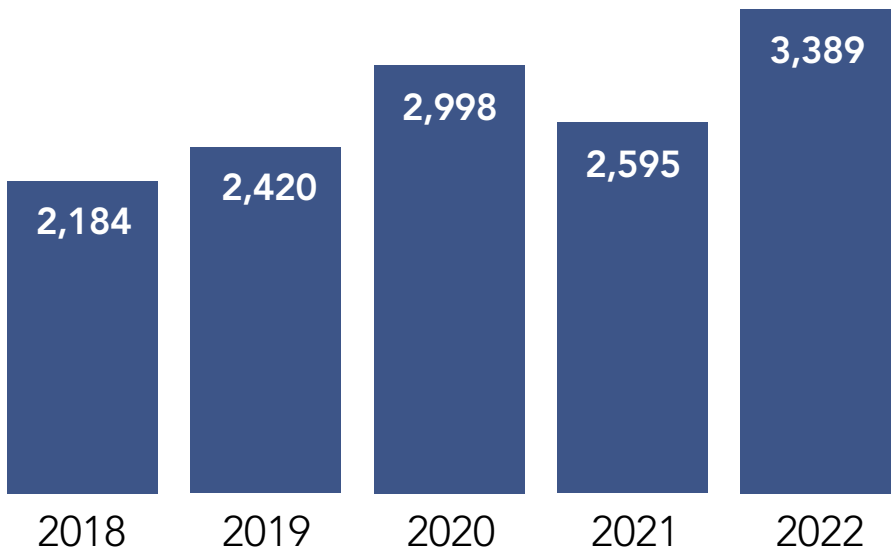
FIVE-YEAR TONNES OF ORE PROCESSED
(continuing operations) (000s)



FIVE-YEAR GOLD EQUIVALENT OUNCES
(continuing operations)



FIVE-YEAR REVENUE
(\$ millions) (continuing operations)

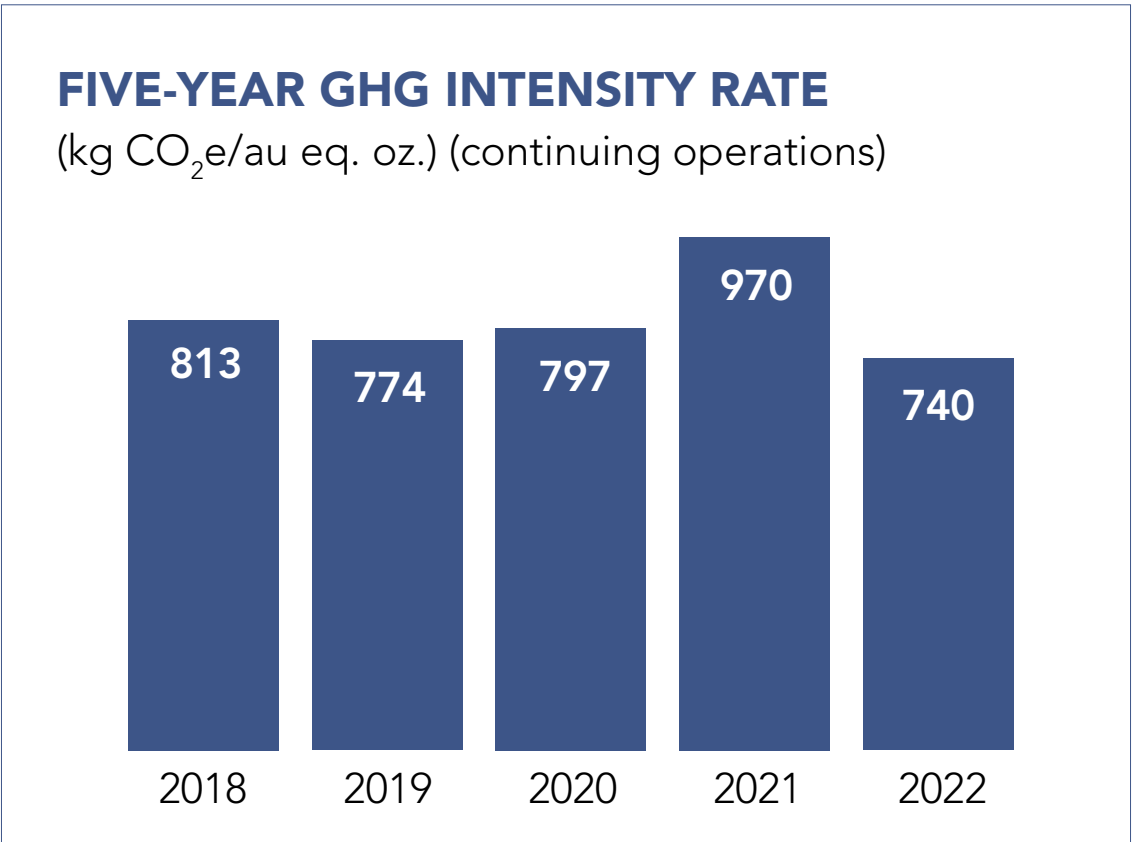
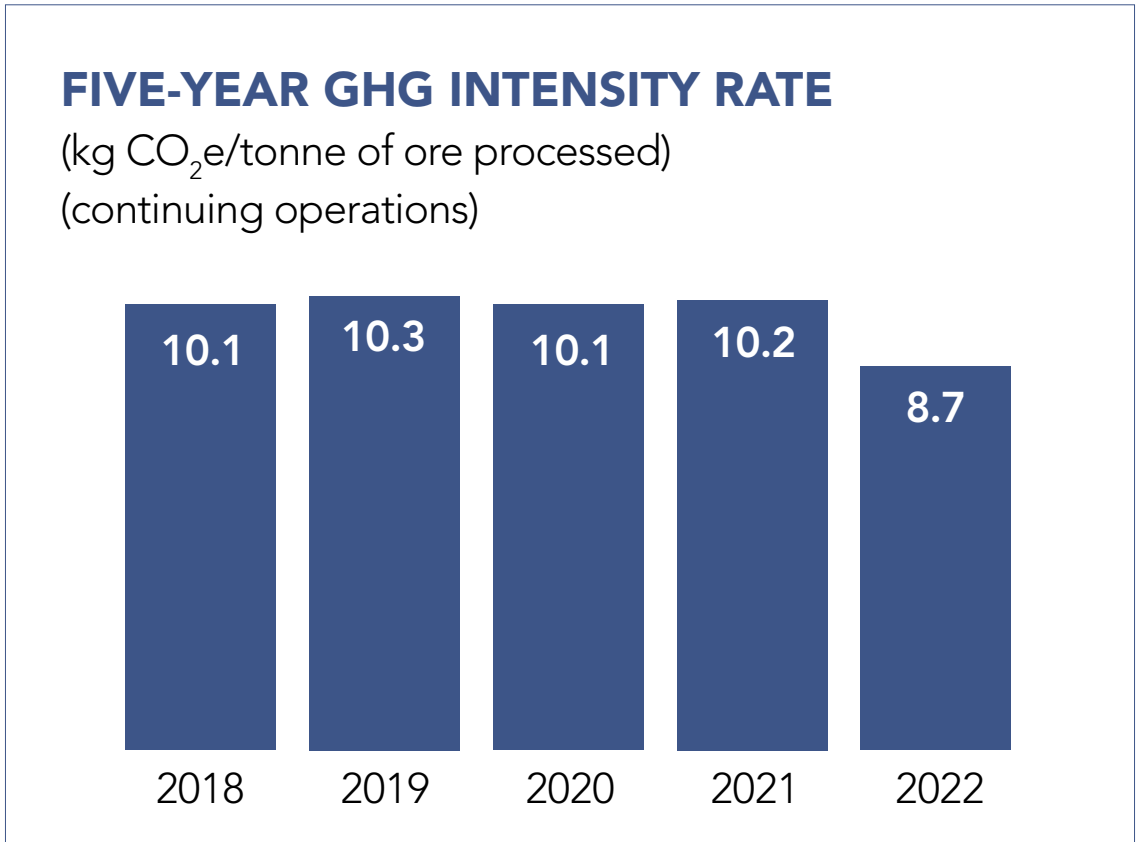
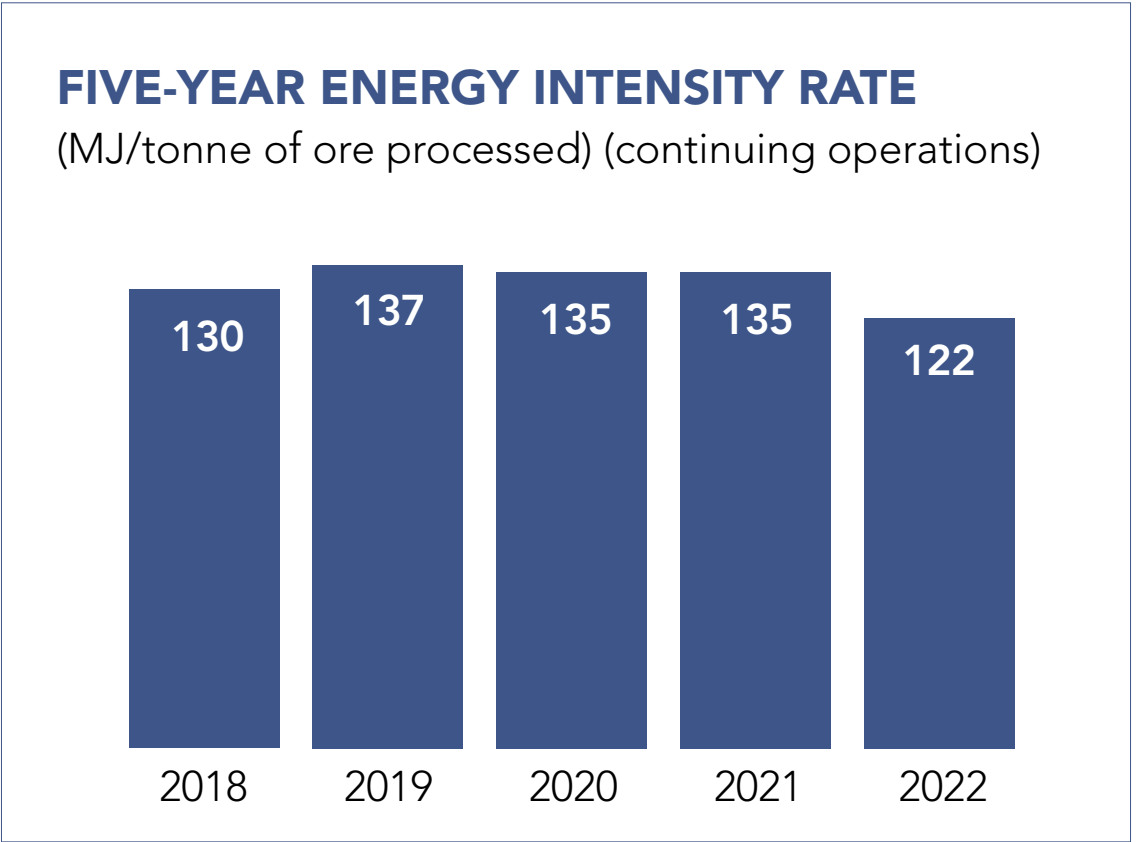
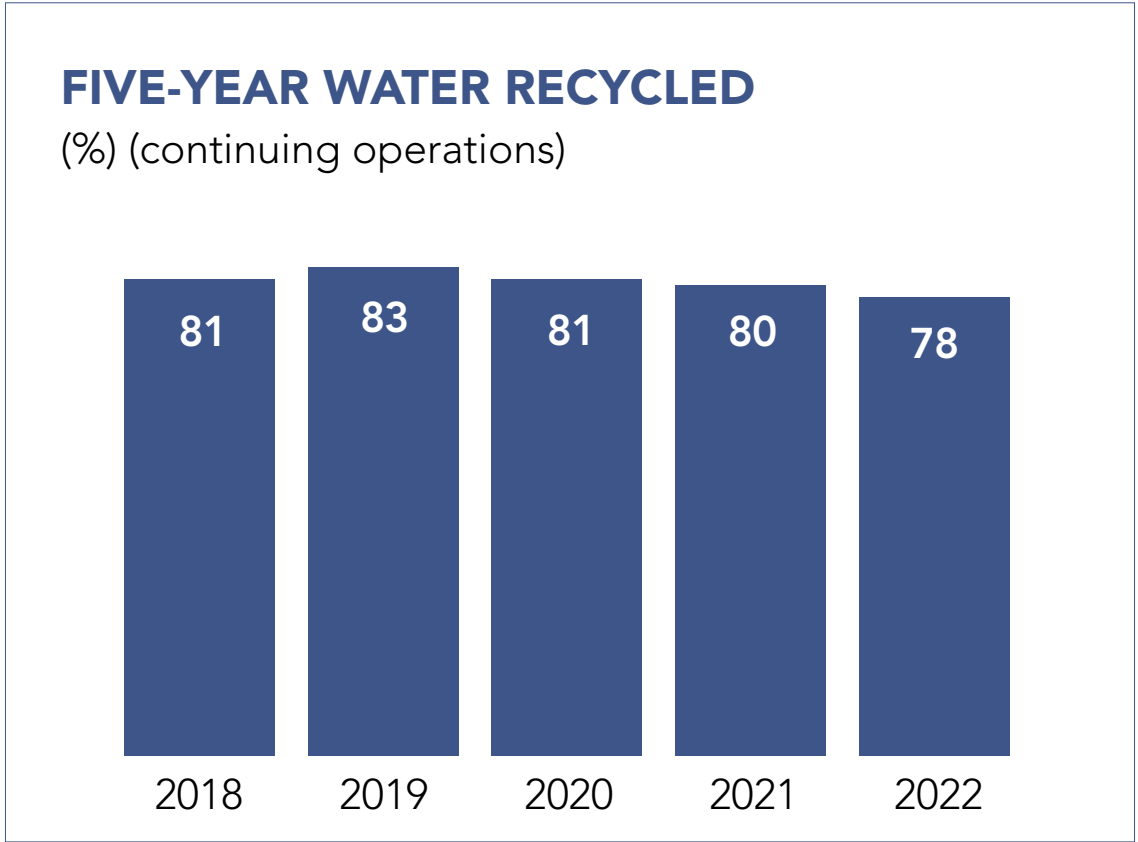
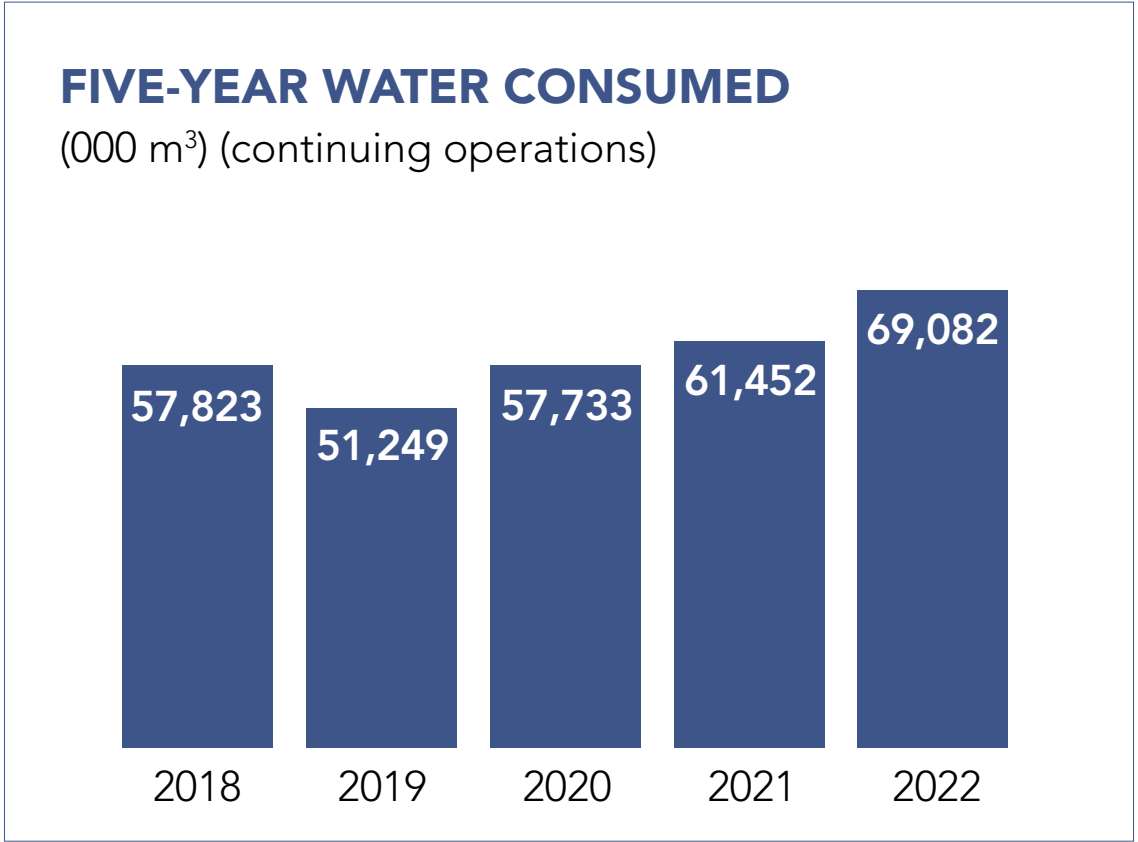
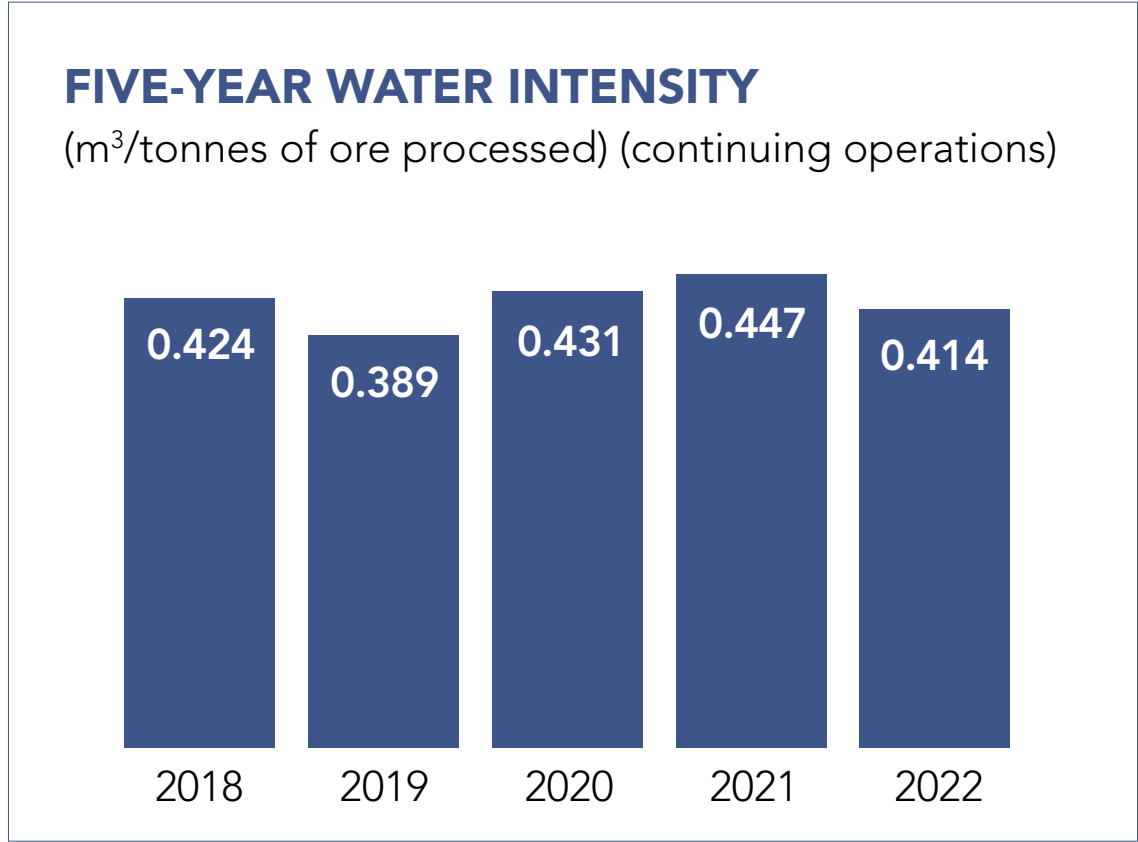


Appendix cont’d

ENVIRONMENT

Five-Year Environmental Performance Highlights from Continuing Operations

	2018	2019	2020	2021	2022
Water					
Water Intensity (m³/tonne of ore processed)	0.424	0.389	0.431	0.447	0.414
Water Consumed (m³)	57,823,000	51,249,258	57,732,604	61,452,244	69,081,588
Water Recycled (%)	81	83	81	80	78
Energy					
Energy Intensity (MJ/tonne of ore processed)	130	137	135	135	122
Greenhouse Gas Emissions					
GHG Intensity Rate (kg CO ₂ e/tonne of ore processed)	10.1	10.3	10.1	10.2	8.7
GHG Intensity Rate (kg CO ₂ e /au eq. oz.)	813	774	797	970	740
Tailings Management					
Tailings Facilities Incidents (#)	0	0	0	0	0
Land					
Land Reclaimed at Active Operations (ha)	258	395	121	81	40
Biodiversity					
Biodiversity (% of mine locations with biological resource management plans) in Areas of Critical/ High Biodiversity Value	100	100	100	100	100



Appendix cont’d

SOCIAL

Five-Year Social Performance Highlights from Continuing Operations

	2018	2019	2020	2021	2022
Safety ¹					
Fatalities (#)	0	0	1	1	1
Total Reportable Injury Frequency Rate (TRIFR) (per 200,000 hours worked)	0.27	0.29	0.35	0.34	0.34
Total Employee Field Engagements (per employee/per year)	3.8	4.0	4.6	6.7	10.0
Total Corrected Hazards (per employee/per year)	4.0	4.4	4.1	3.9	5.3
Critical Risk Management (avg # of deep dive reviews)	n/r	6	8	11	14
Workforce					
Total Number of Employees (#)	5,687	5,539	5,760	6,066	6,397
Total Number of Contractors (#)	6,798	5,850	6,205	7,813	8,114
Turnover – Involuntary (% of total workforce)	n/r	7.3	5.7	4.5	4.5
Turnover – Voluntary (% of total workforce)	n/r	6.9	5.7	8.0	9.3
Workforce from within Host Countries (% of in-country workforce)	98.6	98.5	98.9	99.0	99.0
Gender Diversity – Women (% of total workforce)	n/r	13.2	13.2	13.0	13.3
Community Grievances					
Grievances and Community Issues (#)	6	12	7	11	9
Percentage of Grievances Resolved within Target Timeframe	83	92	100	82	78
Stakeholder Feedback					
Community & Media Feedback – Positive Expressions (#)	3,193	3,159	3,210	4,759	7,201
Community & Media Feedback – Negative Expressions (#)	379	664	435	402	248
Local Benefit					
Total Global Spend (millions \$)	2,779	2,793	2,199	2,671	3,201
Host Country (with operations) procurement spend (% of total procurement spend)	81	81	82	83	81
Host Country Total Spend (as % of total spend in all jurisdictions)	79	80	81	82	80
Local Component of Total Benefit Footprint (value distributed locally)	20.2	21.6	24.3	24.4	28.6
Community and Corporate Contributions Including Cash and Estimated In-Kind, and Third-Party Support (\$)	5,620,805	7,372,483	9,983,984	6,625,970	10,829,245

1) Safety data is unadjusted.
n/r – not reported.



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](#), [2022 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
GRI 2: General Disclosures 2021				
2-1	Organizational details	2022 Sustainability and ESG Report Annual Information Form	3 5	
2-2	Entities included in the organization’s sustainability reporting	Annual Information Form – Description of the Business Annual Information Form – Corporate Structure	11 5	
2-3	Reporting period, frequency and contact point	2022 Sustainability and ESG Report – About this Report	119	
2-4	Restatements of information	2022 Sustainability and ESG Report – About this Report	119	
2-5	External assurance	2022 Sustainability and ESG Report – About this Report Independent Practitioner’s Limited Assurance Report	119 120	
2-6	Activities, value chain and other business relationships	Annual Information Form – Description of the Business 2022 Sustainability and ESG Report – Responsible Procurement	11 51	
2-7	Employees	2022 Sustainability and ESG Report – Employment 2022 Data Tables – Workforce	86 139	
2-8	Workers who are not employees	2022 Data Tables – Workforce Reported as the number of contractors who perform work for the organization but are not in an employment relationship.	71 139	6
2-9	Governance structure and composition	2023 Management Information Circular	11-12	
2-10	Nomination and selection of the highest governance body	2023 Management Information Circular	24, 29-41	
2-11	Chair of the highest governance body	2023 Management Information Circular	34	7
2-12	Role of the highest governance body on overseeing the management of impacts	2023 Management Information Circular 2022 Sustainability and ESG Report – Corporate Governance and Risk	45-46	
2-13	Delegation of responsibility for managing impacts	2022 Sustainability and ESG Report – Corporate Governance – ESG Governance	37	
2-14	Role of highest governance body in sustainability reporting	Charter of the Corporate Responsibility and Technical Committee 2023 Management Information Circular – Appendix A	4 145-146	
2-15	Conflicts of Interest	2023 Management Information Circular – Code of Business Conduct and Ethics Code of Business Conduct and Ethics 2022 Sustainability and ESG Report – Ethical Compliance and Anti-Corruption	127 2-5, 9 48	10
2-16	Communication of critical concerns	2022 Sustainability and ESG Report – Corporate Governance and Risk 2022 Sustainability and ESG Report – Relationships with Stakeholders	37-38 96-99	
2-17	Collective knowledge of the highest governance body	2023 Management Information Circular – New Director Orientation and Continuing Education	132-138	
2-18	Evaluation of the performance of the highest governance body	2023 Management Information Circular – Assessing the Board	130	



Overview

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Indices
GRI

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 2: General Disclosures 2021				
2-19	Remuneration policies	2023 Management Information Circular – Director Compensation 2023 Management Information Circular – Executive Compensation	41-44 61-110	
2-20	Process to determine remuneration	2023 Management Information Circular – Director Compensation 2023 Management Information Circular – Executive Compensation	41-44 61-110	
2-21	Annual total compensation ratio	2022 Sustainability and ESG Report – 2022 Data Tables – Five-Year CEO to Full-Time Employee Salary	142	
2-22	Statement on Sustainable Development	2022 Sustainability and ESG Report – CEO Message to Stakeholders 2022 Sustainability and ESG Report – Chair Message to Stakeholders	4 6	
2-23	Policy commitments	Code of Business Conduct and Ethics Ethical Conduct Human Rights Supply Chain	1-28	
2-24	Embedding policy commitments	Policy and Management Approach Documents		
2-25	Processes to remediate negative impacts	Whistleblower Policy Stakeholder Engagement 2022 Sustainability and ESG Report – Stakeholder Engagement 2022 Sustainability and ESG Report – Community Engagement	23 94-99	
2-26	Mechanisms for seeking advice and raising concerns	Ethical Conduct Whistleblower Policy Stakeholder Engagement 2022 Sustainability and ESG Report – Stakeholder Engagement 2022 Sustainability and ESG Report – Community Engagement	23 94-99	
2-27	Compliance with laws and regulations	2022 Sustainability and ESG Report – ESG Regulatory Compliance 2022 Sustainability and ESG Report – 2022 Data Tables – Environmental Compliance Annual Information Form – Legal Proceedings and Regulatory Actions	47 126 66-68	
2-28	Membership associations	Memberships		
2-29	Approach to stakeholder engagement	2022 Sustainability and ESG Report – Stakeholder Engagement 2022 Sustainability and ESG Report – Community Engagement	23 94	
2-30	Collective bargaining agreements	2022 Sustainability and ESG Report – Labour Rights Annual Information Form – Employees 2022 Data Tables – Workforce	50 11 142	
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	2022 Sustainability and ESG Report – Material ESG Topics and Assessment	19-22	
3-2	List of material topics	2022 Sustainability and ESG Report – Material ESG Topics and Assessment	19-22	
3-3	Management of material topics	See topic specific disclosures and Management Approach documents cited within this report and available at Kinross.com		



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 201: Economic Performance 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Benefit Footprint Tax Transparency	14-18 21	
201-1	Direct economic value generated and distributed	2022 Sustainability and ESG Report – Generating Shared Value	108-109	
201-2	Financial implications and other risks and opportunities due to climate change	2022 Sustainability and ESG – Climate and Energy Annual Information Form – Risk Factors Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com	74-75 64-65	
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 financial assistance from governments in 2022.		
GRI 202: Market Presence 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Compensation Local Employment	14-18 19-22	
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	2022 Sustainability and ESG Report – Local Compensation 2022 Data Tables – Workforce 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.	112 142	
202-2	Proportion of senior management hired from the local community	2022 Sustainability and ESG Report – Local Employment 2022 Data Tables – Workforce	111 141	
GRI 203: Indirect Economic Impacts 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Benefit Footprint Community Development	14-18 19-22	
203-1	Infrastructure investments and services supported	2022 Sustainability and ESG Report – Advancing the Sustainable Development Goals 2022 2022 Sustainability and ESG Report – Local Benefit and Community Development	30-35 108-118	
203-2	Significant indirect economic impacts	2022 Sustainability and ESG Report – Advancing the Sustainable Development Goals 2022 2022 Sustainability and ESG Report – Local Benefit and Community Development	30-35 108-118	



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 204: Procurement Practices 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Supply Chain Benefit Footprint Local Procurement	14-18 19-22	
204-1	Proportion of spending on local suppliers	2022 Sustainability and ESG Report – Local Procurement	112-113	
GRI 205: Anti-Corruption 2016				
3-3	Management of Material Topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Ethical Conduct Supply Chain Code of Business Conduct and Ethics Whistleblower Policy	14-18 19-22	10
205-1	Operations assessed for risks of corruption	2022 Sustainability and ESG Report – Ethical Compliance and Anti-corruption	48	
205-2	Communication and training about anti-corruption policies and procedures	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Ethical Compliance and Anti-corruption	8 48	
205-3	Confirmed incidents of corruption and actions taken	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Ethical Compliance and Anti-corruption	8 48	
GRI 207: Tax 2019				
3-3	Management of Material Topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Ethical Conduct Tax Transparency	14-18 19-22	10
207-1	Approach to tax	2022 Sustainability and ESG Report – Tax Transparency Tax Transparency 2022 Annual Report – Management’s Discussion and Analysis 2022 Annual Report – Notes to the Consolidated Financial Statements	53 MDA 28 FS 47-49	10
207-2	Tax governance, control and risk management	Tax Transparency Charter of the Audit and Risk Committee Annual Information Form – Risk Factors 2022 Annual Report – Notes to the Consolidated Financial Statements	 52 FS 47-49	10
207-3	Stakeholder engagement and management of concerns related to tax	2022 Sustainability and ESG Report – Stakeholder Engagement 2022 Annual Report – Notes to the Consolidated Financial Statements	23-27 FS 47-49	
207-4	Country-by-country reporting	2022 Sustainability and ESG Report– Generating Shared Value 2022 Data Tables – Economic Value 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 Kinross.com	108 147	



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 301: Materials 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment 2022 Sustainability and ESG Report – Aligning with ESG Standards and Frameworks – Cyanide Code	14-18 19-22 45	
301-1	Materials used by weight or volume	2022 Data Tables – Production 2022 Data Tables – Significant Materials Use Kinross does not report by non-renewable and renewable materials used.	123 130	
301-2	Recycled input materials used	Not material to Kinross production. Recycling is carried out under our waste management program. See 2022 Sustainability and ESG Report – 2022 Data Tables – Waste	135-136	
301-2	Reclaimed products and their packaging materials	Not material to Kinross production.		
GRI 302: Energy 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Climate Change Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com	14-18 19-22	7, 8, 9
302-1	Energy consumption within the organization	2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Energy and Materials Use Kinross has been disclosing to the CDP Climate since 2006. For our most recent submission, visit CDP Climate Response	71-72 129-130	7, 8, 9
302-3	Energy intensity	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Energy and Materials Use	9 71-72 129-130	7, 8, 9
302-4	Reduction in energy consumption	2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Energy and Materials Use	71-72 129-130	7, 8, 9
302-5	Reductions in energy requirements of products and services	Not applicable to Kinross’ business.		
GRI 303: Water and Effluents 2018				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Environment Water	14-18 19-22	7, 8, 9
303-1	Interactions with water as a shared resource	Water 2022 Sustainability and ESG Report – Water Use and Water Risk 2022 Sustainability and ESG Report – Key Stakeholder Issues Kinross discloses annually to the CDP Water. For our most recent submission, visit CDP Water Risk Response	56-59 106	7, 8, 9
303-2	Management of water discharge-related impacts	Water 2022 Sustainability and ESG Report – Water Use and Water Risk CDP Water Risk Response	56-59	7, 8, 9
303-3	Water withdrawal	2022 Sustainability and ESG Report – Water Use and Water Risk 2022 Data Tables – Water CDP Water Risk Response	56-59 131-132	7, 8



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 303: Water and Effluents 2018				
303-4	Water discharge	2022 Sustainability and ESG Report – Water Use and Water Risk 2022 Data Tables – Water CDP Water Risk Response	56-59 131-132	8, 9
303-5	Water consumption	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Water Use and Water Risk 2022 Data Tables – Water CDP Water Risk Response Kinross does not report water used by suppliers.	9 56-59 131-132	7, 8, 9
GRI 304: Biodiversity 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Environment Biodiversity	14-18 19-22	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	2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Data Tables – Biodiversity and Land Use 2022 Sustainability and ESG Report – Water Use and Water Risk – (Wetland Restoration in Chile)	60-62 134-135 59	7, 8
304-2	Significant impacts of activities and products and services on biodiversity	2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Data Tables – Biodiversity and Land Use	60-65, 68 134-135	
304-3	Habitats protected or restored	2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Data Tables – Biodiversity and Land Use	60-65, 68 134-135	7, 8
304-4	IUCN Listed Species by level of extinction risk	2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Data Tables – Biodiversity and Land Use – Species by Extinction Risk	61 134	
G4-MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Sustainability and ESG Report – Integrated Mine Closure 2022 Data Tables – Land Disturbed and Rehabilitated	135 67 135	
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.	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Biodiversity and Land Use 2022 Data Tables – Biodiversity and Land Use	9 60 134	7, 8
GRI 305: Emissions 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy Climate Change 2022 Sustainability and ESG Report – Climate and Energy Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com Air Quality	14-18 19-22 14-18 71-75	7, 8, 9



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Greenhouse Gas Emissions Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com CDP Climate Response Kinross’ GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	72-73 126-127	7, 8
305-2	Indirect (Scope 2) GHG emissions	2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Greenhouse Gas Emissions Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com CDP Climate Response Kinross’ GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	72 126-127	7, 8
305-3	Other (indirect) (Scope 3) GHG emissions	2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Greenhouse Gas Emissions Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com CDP Climate Response Scope 3 emissions were calculated based on the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.	72 126-127	7, 8
305-4	GHG emissions intensity	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Climate and Energy 2022 Data Tables – Greenhouse Gas Emissions 2022 CDP Climate Response Kinross’ GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).	9 72 126-127	7, 8
305-5	Reductions of GHG emissions	2022 Sustainability and ESG Report – Climate and Energy 2022 CDP Climate Response Kinross’ Climate Report is published annually and provides information on our climate strategy and performance data. The most recent reporting can be found at Kinross.com	71-73	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	2022 Sustainability and ESG Report – Air Quality 2022 Data Tables – Air Emissions	70 137	7, 8



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 306: Waste 2020				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy 2022 Sustainability and ESG Report – Waste Management Waste Management Cyanide Management	14-18 19-22 69	7, 8, 9
306-1	Waste generation and significant waste-related impacts	2022 Sustainability and ESG Report – Waste Management Cyanide Management 2022 Data Tables – Waste Does not include waste generated upstream or downstream from Kinross’ value chain.	69 135-136	7, 8, 9
306-2	Management of significant waste-related impacts	2022 Sustainability and ESG Report – Waste Management Waste Management Cyanide Management	69	
306-3	Waste generated	2022 Sustainability and ESG Report – Waste Management 2022 Data Tables – Waste	69 135-136	8
306-4	Waste diverted from disposal	2022 Sustainability and ESG Report – Waste Management Waste Management 2022 Data Tables – Waste	69 135-136	8, 9
306-5	Waste directed to disposal	2022 Sustainability and ESG Report – Waste Management Waste Management 2022 Data Tables – Waste	69 135-136	8
GRI: Sector Specific Tailings and Mineral Waste				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy 2022 Sustainability and ESG Report – Tailings Management and Mineral Waste Tailings Management	14-18 19-22 65-66	7, 8, 9
G4-MM3	Total amounts of overburden, rock, tailings and sludges and associated risks	2022 Sustainability and ESG Report – Tailings Management and Mineral Waste 2022 Data Tables – Tailings and Waste Rock	66 133	7, 8, 9
GRI 306: Effluents and Waste 2016				
306-3	Significant spills	Kinross reported zero significant spills in 2022. 2022 Sustainability and ESG Report – ESG Regulatory Compliance 2022 Data Tables – Environmental Compliance	47 126	7, 8



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 308: Supplier Environmental Assessment 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment 2022 Sustainability and ESG Report – Aligning with ESG Standards and Frameworks Safety and Sustainability Policy Supplier Standards of Conduct 2022 Sustainability and ESG Report – Responsible Procurement Managing Our Supply Chain Cyanide Management	14-18 19-22 45 51	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. 2022 Sustainability and ESG Report – Responsible Procurement	51	8
308-2	Negative environmental impacts in the supply chain and actions taken	2022 Sustainability and ESG Report – Cyanide Code 2022 Sustainability and ESG Report – Responsible Procurement	45 51	
GRI: Sector Supplement Closure Planning				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy Reclamation and Closure Planning for Closure 2022 Sustainability and ESG Report – Integrated Mine Closure 2022 Data Tables – Biodiversity and Land Use	14-18 19-22 67 135	8, 9
G4-MM10	Number and percentage of operations with closure plans	All six active mine locations representing 100%.	67	8, 9
GRI: 401 Employment 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy 2022 Sustainability and ESG Report – Employment	14-18 19-22 86	1, 2, 3, 4, 5, 6, 10
401-1	New employee hires and employee turnover	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Employment 2022 Data Tables – Turnover and New Hires	10 86-87 143-144	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 across our offices, operations and projects based on local employment markets, 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, regulatory and legal requirements.		



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 402: Labour/Management Relations 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Labour Rights 2022 Sustainability and ESG Report – Human Rights – Labour Rights	14-18 19-22 50	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	2022 Sustainability and ESG Report – Human Rights – Labour Rights 2022 Data Tables – Workforce	50 142	3
GRI 403: Occupational Health and Safety 2018				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Workplace Health and Safety Safety and Sustainability Policy	14-18 19-22	1
403-1	Occupational health and safety	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety	77-83	3, 6
403-2	Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety	77-83	3, 6
403-3	Occupational health services	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety	77-83	3, 6
403-4	Worker participation, consultation and communication on occupational health and safety	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety	77-83	3, 6
403-5	Worker training on occupational health and safety	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety 2022 Data Tables – Workplace Health and Safety	77-84 124	3, 6
403-6	Promotion of worker health	Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety – Employee Health and Wellness	84-85	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Workplace Health and Safety 2022 Sustainability and ESG Report – Key Stakeholder Issues	105	
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. Workplace Health and Safety 2022 Sustainability and ESG Report – Workplace Health and Safety		



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 403: Occupational Health and Safety 2018				
403-9	Work-related injuries	We do not track absentee rates at the corporate level.	10	
		2022 Sustainability and ESG Report – Performance Highlights		
		Workplace Health and Safety		
403-10	Work-related ill health	2022 Sustainability and ESG Report – Workplace Health and Safety	77-80	
		2022 Data Tables – Workplace Health and Safety	124-125	
403-10	Work-related ill health	There are no workers with a high incidence or high risk of occupational disease related to occupation.		
		Workplace Health and Safety		
		2022 Data Tables – Workplace Health and Safety	124	
GRI 404: Training and Education 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy	14-18	
		2022 Sustainability and ESG Report – Material ESG Topics and Assessment	19-22	
		Safety and Sustainability Policy		
404-1	Average hours of training per year per employee	Employee Development		
		2022 Sustainability and ESG Report – Human Capital Development	93	
		2022 Data Tables – Workforce	93	
404-1	Average hours of training per year per employee	2022 Sustainability and ESG Report – Human Capital Development	93	
		2022 Data Tables – Workforce	145	
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability and ESG Report – Human Capital Development	93	
		Employee Development		
404-3	Percentage of employees receiving regular performance reviews	2022 Sustainability and ESG Report – Human Capital Development	93	
		2022 Data Tables – Workforce	145	
GRI 405: Diversity and Equal Opportunity 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy	14-18	1, 6
		2022 Sustainability and ESG Report – Material ESG Topics and Assessment	19-22	
		Diversity, Equity and Inclusion		
405-1	Composition of governance bodies and breakdown of employees by category	2022 Sustainability and ESG Report – Diversity, Equity and Inclusion	88-91	
		The Kinross Way for Diversity, Equity and Inclusion		
405-1	Composition of governance bodies and breakdown of employees by category	2022 Sustainability and ESG Report – Performance Highlights	10	1, 6
		2022 Sustainability and ESG Report – Diversity, Equity and Inclusion	88-91	
		2022 Data Tables – Workforce	140-142	
405-2	Ratio of basic salary and remuneration of women to men	Kinross collects and tracks workforce data pertaining to minorities and vulnerable groups in those jurisdictions where permitted and/or required by law. See 2022 Data Tables – Workforce – 2022 USA Workforce by Race	140	6
		2022 Sustainability and ESG Report – Diversity, Equity, and Inclusion – Equal Remuneration	91	
		2022 Data Tables – Workforce	142	



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 406: Non-discrimination 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material Topics and Assessment Ethical Conduct Labour Rights Human Rights Code of Business Conduct and Ethics 2022 Sustainability and ESG Report – Human Rights Kinross People Commitments	14-18 19-22	6
406-1	Incidents of discrimination and actions taken	2022 Sustainability and ESG Report – Diversity, Equity and Inclusion There were zero substantiated incidents of discrimination received through our Whistleblower Policy in 2022.	89	1, 2, 6
GRI 407: Freedom of Association and Collective Bargaining 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Labour Rights Human Rights Supply Chain 2022 Sustainability and ESG Report – Human Rights – Labour Rights	14-18 19-22 50	6
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2022 Sustainability and ESG Report – Human Rights – Labour Rights Annual Information Form – Employees 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 Supplier Code of Conduct	50 11	6
GRI 408: Child Labour 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Human Rights Human Rights Supply Chain 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.	14-18 49	5
408-1	Operations and suppliers at significant risk of incidents of forced or child labour	Human Rights Supply Chain 2022 Sustainability and ESG Report – Human Rights 2022 Sustainability and ESG Report – Responsible Procurement	49 51	5



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 409: Forced or Compulsory Labour 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Human Rights Supplier Code of Conduct 2022 Sustainability and ESG Report – Human Rights 2022 Sustainability and ESG Report – Responsible Procurement	14-18 19-22 49 51	4
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	2022 Sustainability and ESG Report – Human Rights 2022 Sustainability and ESG Report – Responsible Procurement	49 51	4
GRI 410: Security Practices 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy Human Rights 2022 Sustainability and ESG Report – Human Rights	14-18 19-22 49	1, 2
410-1	Security personnel trained in human rights policies or procedures	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Human Rights 2022 Data Tables – Workforce	8 49 144	1, 2
GRI 411: Rights of Indigenous Peoples 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Safety and Sustainability Policy Working with Indigenous Communities 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples	14-18 19-22 100-104	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 2022 reporting period. 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples	100-104	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. 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples	100-104	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. 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples 2022 Data Tables – Community Engagement Kinross’ 2022 Conflict Free Gold Report will be published in mid-2023 and can be found at Kinross.com	100-104 138	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	2022 Sustainability and ESG Report – Relationships with Stakeholders 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples 2022 Data Tables – Community Engagement	96-97 100-104 138	1, 2



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 413: Local Communities 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment 2022 Sustainability and ESG Report – Community Engagement 2022 Sustainability and ESG Report – Community Development Stakeholder Engagement Community Development Working with Indigenous Peoples Planning for Closure	14-18 19-22 94-104 108-116	1
413-1	Operations with local community engagement, impact assessments, and development programs	2022 Sustainability and ESG Report – Performance Highlights 2022 Sustainability and ESG Report – Community Engagement 2022 Sustainability and ESG Report – Community Development Community Development Stakeholder Engagement	8,11 94-104 108-116	1
413-2	Operations with significant actual and potential negative impacts on local communities	2022 Sustainability and ESG Report – Key Stakeholder Issues 2022 Sustainability and ESG Report – Relationships with Stakeholders	105-107 96-97	
GRI: Sector Specific: Artisanal and Small-Scale Mining				
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	Artisanal and Small-scale Mining 2022 Sustainability and ESG Report – Key Stakeholder Issues During the reporting period, artisanal mining occurred adjacent to two (33%) out of six mine locations.	107	1, 2
GRI: Sector Specific: Resettlement				
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 2022.		
GRI 414: Supplier Social Assessment 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Supplier Standards of Conduct Managing Our Supply Chain Human Rights 2022 Sustainability and ESG Report – Governance – Human Rights 2022 Sustainability and ESG Report – Responsible Procurement 2022 Sustainability and ESG Report – Local Procurement	14-18 19-22 49 51 112	1, 2, 3, 4, 5, 6



Topic Specific Disclosures

GRI Standard	Disclosures	Location and Response	Page Number	UNGC Principle
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened for social criteria	As required by our Supplier Standards of Conduct , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including social criteria. 2022 Sustainability and ESG Report – Responsible Procurement	51	2
414-2	Negative social impacts in the supply chain and actions taken	As required by our Supplier Standards of Conduct , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including social criteria. 2022 Sustainability and ESG Report – Governance – Human Rights 2022 Sustainability and ESG Report – Responsible Procurement 2022 Sustainability and ESG Report – Local Procurement	49 51 112	
GRI 415: Public Policy 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Public Policy	114-118 119-121	10
415-1	Political contributions	2022 Sustainability and ESG Report – Public Policy	52	
GRI 417: Marketing and Labelling 2016				
3-3	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Human Rights Supply Chain	14-18 19-22	1
417-1	Requirements of product and service information and labelling	2022 Sustainability and ESG Report – Aligning with ESG Standards and Frameworks – Conflict Free Gold 2022 Sustainability and ESG Report – Responsible Procurement Kinross publishes an independently assured Conflict Free Gold Report annually to verify compliance with the World Gold Council’s Conflict Free Gold Standard. Kinross’ 2022 Conflict Free Gold Report will be published in mid-2023 and can be found at Kinross.com	45 51	
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’ 2022 Conflict Free Gold Report will be published in mid-2023 and can be found at Kinross.com		
GRI 418: Customer Privacy 2018				
	Management of material topics	2022 Sustainability and ESG Report – Our Environmental, Social and Governance Strategy 2022 Sustainability and ESG Report – Material ESG Topics and Assessment Cybersecurity and Data Privacy	14-18 19-22	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 Sustainability and ESG Report – Privacy and Cybersecurity	53	

2022 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 (2021:12) (EM-MM) as defined by SASB’s Sustainable Industry Classification System® (SICS®). In some instances, reference is made to our [website](#), [2022 Sustainability and ESG Report](#), [2022 Annual Report](#), [Annual Information Form](#), [Management Information Circular](#), and other relevant documents.

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Greenhouse Gas Emissions	(1) Gross global Scope 1 emissions, (2) Percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO ₂ e, Percentage (%)	EM-MM-110a.1	(1) 1,038,791(2) 0% of our Scope 1 emissions are covered under emissions-limiting regulations.	2022 Sustainability and ESG Report – Climate and Energy (p. 72) 2022 Data Tables – Greenhouse Gas Emissions (p. 126)
	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.	2022 Sustainability and ESG Report – Our ESG Goals and Targets (p. 18) 2022 Sustainability and ESG Report – Climate and Energy (pp. 71-75) Kinross publishes a Climate Report annually, which provides detailed information on our climate strategy and performance data. Our 2022 Climate Report is expected to be available in mid 2023. Recent reporting can be found at Kinross.com
Air Quality	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Quantitative	Metric tonne (t)	EM-MM-120a.1	CO: 1,651.3 NOx: 2,172 SOx: 1,419 PM: 669.6 (includes both PM10 and PM 2.5) mercury: 0.0201919 lead: 0.1897281 volatile organic compounds: 5.8687100	2022 Sustainability and ESG Report – Air Quality (p. 70) 2022 Data Tables – Air Emissions (p. 137)
Energy Management	Total energy consumed Percentage grid electricity Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	EM-MM-130a.1	(1) 20,387,277 (2) 50% (3) 22%	2022 Sustainability and ESG Report – Climate and Energy (pp. 71-72) 2022 Data Tables – Energy (pp. 129-130)
Water Management	(1) Total fresh water withdrawn (2) Total fresh water consumed (3) Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³), Percentage (%)	EM-MM-140a.1	(1) 67,214 (2) 62,887 (3) Percentage of fresh water withdrawn from areas of water stress: 2.4% and percentage of fresh water consumed from areas of water stress: 2.4%.	2022 Sustainability and ESG Report – Water Use and Water Risk (pp. 56-57) 2022 Data Tables – Water (pp. 131-132)
	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 2021.	2022 Sustainability and ESG Report – Governance – ESG Regulatory Compliance (p. 47) 2022 Data Tables – Environmental Compliance (p. 126)

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Waste & Hazardous Materials Management	Total weight of non-mineral waste generated	Quantitative	Metric tonnes	EM-MM-150a.4	42,336	2022 Data Tables – Waste (p. 135)
	Total weight of tailings produced	Quantitative	Metric tonnes	EM-MM-150a.5	77,783,373	2022 Data Tables – Tailings and Waste Rock (p. 133)
	Total weight of waste rock generated	Quantitative	Metric tonnes	EM-MM-150a.6	237,580,772	2022 Data Tables – Tailings and Waste Rock (p. 133)
	Total weight of hazardous waste generated	Quantitative	Metric tonnes	EM-MM-150a.7	8,041	2022 Data Tables – Waste (p. 135)
	Total weight of hazardous waste recycled	Quantitative	Metric tonnes	E-MM-150a.8	4,018.3	2022 Data Tables – Waste (p. 136)
	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 2022.	2022 Sustainability and ESG Report – Governance – ESG Regulatory Compliance (p. 47)
	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.	Safety and Sustainability Policy 2022 Sustainability and ESG Report – Waste Management (p. 69) Waste Management 2022 Sustainability and ESG Report – Governance – Cyanide Code (p. 45) Cyanide Management
Biodiversity Impacts	Description of environmental management policies and practices for active sites	Discussion and Analysis	not applicable	EM-MM-160a.1	See discussion in listed references.	Biodiversity 2022 Sustainability and ESG Report – Biodiversity and Land Use (pp. 60-61)
	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) 50% (2) 50% (3) 0% under treatment/remediation	2022 Sustainability and ESG Report – Tailings Management and Mineral Waste (p. 133)
	Percentage of (1) proved reserves (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Quantitative	Percentage (%)	EM-MM-160a.3	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.	2022 Sustainability and ESG Report – Biodiversity and Land Use (pp. 60-61)



Overview

Our Approach to ESG

Governance

Environment

Social

2022 Data Tables

Indices
SASB

SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Quantitative	Percentage (%)	EM-MM-210a.1	At December 31, 2022, Kinross does not have any proven and probable reserves in or near areas of conflict. (1) 0 (2) 0	2022 Sustainability and ESG Report – Relationships with Stakeholders (p. 97)
	Percentage of (1) proved reserves and (2) probable reserves in or near Indigenous land	Quantitative	Percentage (%)	EM-MM-210a.2	In 2022, 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.	2022 Sustainability and ESG Report – Engaging with Indigenous Peoples (p. 100)
	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.	Human Rights Working with Indigenous Peoples Stakeholder Engagement 2022 Sustainability and ESG Report – Human Rights (p. 49) 2022 Sustainability and ESG Report – Relationships with Stakeholders – Engaging with Indigenous Peoples (pp. 96-102)
Community Relations	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.	Working with Indigenous Peoples Stakeholder Engagement 2022 Sustainability and ESG Report – Community Engagement (pp. 94-99) 2022 Sustainability and ESG Report – Engaging with Indigenous Peoples (pp. 100-104) 2022 Sustainability and ESG Report – Community Engagement – Key Stakeholder Issues (pp. 105-107)
	Number and duration of non-technical delays (non-technical factors include, but are not limited to, those resulting from pending regulatory permits or other political delays related to community concerns, community or stakeholder resistance or protest, and armed conflict)	Quantitative	Number, Days	EM-MM-210b.2	Zero days.	2022 Sustainability and ESG Report – Community Engagement (p. 96)
Labor Relations	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	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.	2022 Data Tables – Workforce (p. 142)
	Number and duration of strikes and lockouts	Quantitative	Number, Days	EM-MM-310a.2	Zero strikes.	2022 Data Tables – Workforce (p. 142)
Workforce Health & Safety	(1) MSHA all-incidence rate (2) fatality rate (3) near-miss frequency rate (NMFR) (4) average hours of health, safety and emergency response training for (a) full-time employees and (b) contract employees	Quantitative	Rate	EM-MM-320a.1	(1) Total Reportable Injury Frequency Rate: 0.34 per 200,000 hours worked (2) Kinross reported a single fatality in 2022. The fatality rate per 200,000 is 0.00551 (3) Near-miss frequency rate 0.09 per 200,000 hours worked (employees only) (4) Average hours of training: (a) 20 hours (employees) (b) 15 hours (contractors).	2022 Data Tables – Workplace Health and Safety (pp. 124-125)
	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.	2022 Sustainability and ESG Report – Workplace Health and Safety (pp. 77-85) Health and Safety



SASB Topic	Accounting Metric	Category	Unit of Measure	Code	Data	Reference
Business Ethics & Transparency	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.	Ethical Conduct Supply Chain 2022 Sustainability and ESG Report – Responsible Procurement (p. 51) 2022 Sustainability and ESG Report – Ethical Compliance and Anti-Corruption (p.48)
	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	
Tailings Storage Facility Management	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 Tailings Management Report (May 2022).	Tailings Tailings Management Report 2022 Sustainability and ESG Report – Tailings Management and Mineral Waste (p. 65) 2022 Data Tables – Tailings and Waste Rock (p. 133)
	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.	Tailings Management 2022 Sustainability and ESG Report – Tailings Management and Mineral Waste (pp. 65-66)
	Approach to development of Emergency Preparedness and Response Plans	Discussion and analysis	not applicable	EM-MM-540a.3	See discussion in listed references.	Tailings Management 2022 Sustainability and ESG Report – Tailings Management and Mineral Waste (pp. 65-66)
Activity Metrics	Production of (1) metal ores (2) finished metal products	Quantitative	Metric tonnes (t) saleable	EM-MM-000.A	Gold equivalent – 53.8 (2) 0	2022 Annual Report – Consolidated Financial and Operating Highlights .(p. MDA 2)
	Total number of employees Percentage contractors	Quantitative	Number, Percentage (%)	EM-MM-000.B	6,397 full-time equivalent employees and 8,114 contractors for a total workforce of 14,511 (2) 56%	2022 Data Tables – Workforce (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); 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 effective 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 government regulation, legal proceedings, environmental risks, unanticipated reclamation expenses, and title disputes or claims. The words “advance”, “anticipate”, “believe”, “expect”, “efforts”, “estimate”, “explore”, “focus”, “future”, “goal”, “initiative”, “optimize”, “plan”, “potential”, “pursue”, “schedule”, “strategy”, “study”, or “target”, 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 the “Risk Factors” section of our most recently filed Annual Information Form and 40-F, the “Risk Analysis” section of our FY 2022 and Q1 2023 Management’s Discussion and Analysis 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.



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