



# GRI Content Index

Kinross is reporting against the Global Reporting Initiative Standards and, for the first time, we are introducing the Sustainability Accounting Board Standards (SASB) Industry Standard, Mining and Metals (2018-10) to our reporting as we build understanding of those standards and move toward alignment in future reporting. The disclosures referenced are available in the corresponding documents which are available online through the hyperlinks provided.

## General Standard Disclosures

| <b>Organizational Profile</b> |  |  |  |                |                |
|-------------------------------|--|--|--|----------------|----------------|
| GRI Standard Number           | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining (Version 2018-10) | UNGC Principle | Page Number    |
| 102-1                         | Name of the organization                                     | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a>  |  |                | 2<br>6         |
| 102-2                         | Activities, brands, products, and services                   | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a><br>Kinross produced 78 metric tonnes of gold in 2019.  | EM000.A  |                | 2<br>10        |
| 102-3                         | Location of headquarters                                     | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a>  |  |                | 2<br>6         |
| 102-4                         | Location of operations                                       | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a>  |  |                | 2              |
| 102-5                         | Nature of ownership, legal form                              | <a href="#">Annual Information Form</a>  |  |                | 6              |
| 102-6                         | Markets served   | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a>  |  |                | 2              |
| 102-7                         | Scale of organization  | <a href="#">2019 Sustainability Report – Kinross Gold Profile Annual Information Form</a>  |  |                | 2              |
| 102-8                         | Information on employees and other workers                   | <a href="#">2019 Sustainability Report – Employment</a>  | EM-MM000.B   | 6              | 68-69          |
| 102-9                         | Supply chain   | <a href="#">2019 Sustainability Report – Supply Chain</a><br><a href="#">2019 Sustainability Data Tables</a><br><a href="#">Managing Our Supply Chain</a>  |  |                | 29<br>97-117   |
| 102-10                        | Significant changes to the organization and its supply chain | <a href="#">2019 Sustainability Report – About this Report Annual Information Form – General Development of Business</a>   |  |                | 7<br>10        |
| 102-11                        | Precautionary Principle or approach                          | <a href="#">2019 Sustainability Report – Managing Sustainability Risk</a><br><a href="#">Managing Environmental, Social and Governance Risks</a>   |  | 7              | 24             |
| 102-12                        | External Initiatives   | <a href="#">2019 Sustainability Report – Measuring Our Progress</a><br><a href="#">Voluntary Commitments and Memberships</a>   |  |                | 14             |
| 102-13                        | Membership of associations                                   | <a href="#">Voluntary Commitments and Memberships</a>  |  |                |                |
| <b>Strategy and Analysis</b>  |  |  |  |                |                |
| GRI Standard Number           | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining                   | UNGC Principle | Page Number    |
| 102-14                        | Statement from senior decision-maker                         | <a href="#">Message to Stakeholders, 2019 Sustainability Report</a><br><a href="#">2019 Annual Report – Letter to Shareholders</a>   |  |                | 3-4<br>1-3     |
| 102-15                        | Key impacts, risks, and opportunities                        | <a href="#">2019 Sustainability Report – Managing Sustainability Risk</a><br><a href="#">Managing Environmental, Social and Governance Risks</a><br><a href="#">Annual Information Form – Risk Factors</a> |  | 7              | 24-25<br>69-86 |
| <b>Ethics and Compliance</b>  |  |  |  |                |                |
| GRI Standard Number           | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining                   | UNGC Principle | Page Number    |
| 102-16                        | Values, principles, standards, norms of behaviour            | <a href="#">2019 Sustainability Report – Ethical Conduct</a><br><a href="#">Code of Business Conduct and Ethics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Ethical Conduct</a> |  | 1,2,6,10       | 27             |
| 102-17                        | Mechanisms for advice and concerns about ethics              | <a href="#">2019 Sustainability Report – Ethical Conduct</a><br><a href="#">Code of Business Conduct and Ethics</a><br><a href="#">Ethical Conduct</a><br><a href="#">Whistleblower Policy</a>             |  | 1,2,10         | 27             |

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## General Standard Disclosures

| Governance          |   |   |                                  |                |                    |
|---------------------|---|---|----------------------------------|----------------|--------------------|
| GRI Standard Number | Indicator Description   | Location/Response   | Alignment SASB Metals and Mining | UNGC Principle | Page Number        |
| 102-18              | Governance structure  | <a href="#">2019 Sustainability Report – Sustainability Governance Structure</a><br><a href="#">2020 Management Information Circular</a>  |                                  |                | 22<br>129-139      |
| 102-19              | Delegating authority  | <a href="#">2019 Sustainability Report – Sustainability Governance Structure</a><br><a href="#">Corporate Responsibility Governance</a><br><a href="#">2020 Management Information Circular</a>                           |                                  |                | 22<br>50-51        |
| 102-20              | Executive-level responsibility for economic, environmental, and social topics | <a href="#">2019 Sustainability Report – Sustainability Governance Structure</a><br><a href="#">Safety and Sustainability Policy</a>  |                                  |                | 22                 |
| 102-21              | Consulting stakeholders on economic, environmental and social topics          | <a href="#">2019 Sustainability Report – Community</a><br><a href="#">2020 Management Information Circular</a>  |                                  |                | 55-60<br>57, 60-62 |
| 102-22              | Composition of highest governance body  | <a href="#">2019 Annual Report</a><br><a href="#">2020 Management Information Circular</a>  |                                  |                | 6<br>11            |
| 102-23              | Chair of highest governance body  | <a href="#">2019 Annual Report</a>  |                                  |                | 6                  |
| 102-24              | Nominating and selecting the highest governance body                          | <a href="#">2020 Management Information Circular</a><br><a href="#">Nominating and method of voting for directors</a>   |                                  |                | 129                |
| 102-25              | Conflicts of interest   | <a href="#">2020 Management Information Circular</a><br><a href="#">Code of Business Conduct and Ethics</a>   |                                  | 10             | 127                |
| 102-26              | Role of highest governance body in setting purpose, values and strategy       | <a href="#">2020 Management Information Circular</a><br><a href="#">Appendix A</a>  |                                  |                | 137-139            |
| 102-27              | Collective knowledge of highest governance body                               | <a href="#">2020 Management Information Circular</a><br><a href="#">Director skills and experience</a>  |                                  |                | 41                 |
| 102-28              | Evaluating the highest governance body's performance                          | <a href="#">2020 Management Information Circular</a><br><a href="#">Assessing the board</a>   |                                  |                | 129                |
| 102-29              | Identifying and managing economic, environmental and social impacts           | <a href="#">2020 Management Information Circular</a><br><a href="#">Appendix A</a>  |                                  | 1,2,7,8,9,10   | 137-139            |
| 102-30              | Effectiveness of risk management processes                                    | <a href="#">2019 Sustainability Report – Sustainability Risk</a><br><a href="#">2020 Management Information Circular</a><br><a href="#">Managing Environmental, Social and Governance Risks</a>                           |                                  | 1,2,7,8,9,10   | 24-25<br>46-47     |
| 102-31              | Review of economic, environmental, social topics                              | <a href="#">2019 Sustainability Report – Sustainability Governance Structure</a><br><a href="#">2020 Management Information Circular</a><br><a href="#">Annual Information Form</a>                                       |                                  | 1,2,7,8,9,10   | 46-47<br>69-87     |
| 102-32              | Highest governance body's role in sustainability reporting                    | <a href="#">Kinross.com – Corporate Responsibility and Technical Committee Charter</a>  |                                  |                |                    |
| 102-33              | Communicating critical concerns   | <a href="#">2019 Sustainability Report – Sustainability Governance Structure</a><br><a href="#">Management Approach – Ethical Conduct</a>   |                                  | 1,10           | 22<br>2            |
| 102-34              | Nature and total number of critical concerns                                  | <a href="#">2019 Sustainability Report – Ethical Conduct</a><br><a href="#">2019 Sustainability Report – Human Rights</a><br><a href="#">2019 Sustainability Report – Labour Rights</a>                                   |                                  | 1,10           | 27<br>28<br>73     |
| 102-35              | Remuneration policies   | <a href="#">2020 Management Information Circular – Compensation Governance</a><br><a href="#">2019 Sustainability Report – Measuring and Rewarding Sustainability Performance</a>   |                                  |                | 9, 59-74<br>23     |
| 102-36              | Process for determining remuneration  | <a href="#">2020 Management Information Circular</a><br><a href="#">Executive Compensation Discussion and Analysis</a><br><a href="#">2019 Sustainability Report – Measuring and Rewarding Sustainability Performance</a> |                                  | 10             | 59-90<br>23        |
| 102-37              | Stakeholder's involvement in remuneration                                     | <a href="#">2020 Management Information Circular</a><br><a href="#">Say on Pay and shareholder engagement</a>   |                                  |                | 60-63              |

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## General Standard Disclosures

| Stakeholder Engagement |  |  |  |                |                |
|------------------------|--|--|--|----------------|----------------|
| GRI Standard Number    | Indicator Description                                      | Location/Response  | Alignment SASB Metals and Mining   | UNGC Principle | Page Number    |
| 102-40                 | List of stakeholder groups                                 | <a href="#">Stakeholder Engagement 2019 Sustainability Report – Community</a>  |  | 1,3            | 55             |
| 102-41                 | Collective bargaining agreements                           | <a href="#">2019 Sustainability Report – Labour Rights Annual Information Form – Employees</a><br>Zero percent of Kinross' U.S. – based workforce is represented by collective bargaining agreements; 39% of the total workforce is represented by collective bargaining agreements. | EM-MM310a.1<br>Percentage of active workforce covered under collective bargaining agreement broken down by U.S. and foreign employees. | 1,3            | 73<br>13       |
| 102-42                 | Identifying and selecting stakeholders                     | <a href="#">2019 Sustainability Report – Community Stakeholder Engagement Shareholder Engagement Policy</a>  |  |                | 55-57          |
| 102-43                 | Approach to stakeholder engagement                         | <a href="#">2019 Sustainability Report – Community Stakeholder Engagement Shareholder Engagement Policy</a>  | EM-MM-210.b.1<br>Discussion of process to manage risks and opportunities associated with community rights and interests.               |                | 55-57          |
| 102-44                 | Key topics and concerns raised                             | <a href="#">2019 Sustainability Report – Key Stakeholder Issues 2020 Management Information Circular Say on Pay and shareholder engagement</a>   |  | 1,2            | 61-64<br>60-62 |
| Reporting Practice     |  |  |  |                |                |
| GRI Standard Number    | Indicator Description                                      | Location/Response  | Alignment SASB Metals and Mining   | UNGC Principle | Page Number    |
| 102-45                 | Entities included in the consolidated financial statements | <a href="#">2019 Annual Report – Note 3, Notes to the Consolidated Financial Statements</a>  |  |                | FS12           |
| 102-46                 | Defining report content and topic boundaries               | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 7              |
| 102-47                 | List of material topics                                    | <a href="#">2019 Sustainability Report – Material ESG Topics</a>   |  |                | 18-19          |
| 102-48                 | Restatements of information                                | <a href="#">2019 Sustainability Report – About this Report 2019 Sustainability Data Tables</a>   |  |                | 8<br>97-116    |
| 102-49                 | Changes in reporting                                       | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 8              |
| 102-50                 | Reporting Period   | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 7              |
| 102-51                 | Date of most recent report                                 | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 7              |
| 102-52                 | Reporting cycle  | Every two years.<br><a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 7              |
| 102-53                 | Contact point for questions regarding this report          | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 8              |
| 102-54                 | Claims of reporting in accordance with the GRI standards   | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 7              |
| 102-55                 | GRI content index  | <a href="https://www.kinross.com/sustainability/reports – and – policies/default.aspx">https://www.kinross.com/sustainability/reports – and – policies/default.aspx</a>  |  |                |                |
| 102-56                 | External assurance   | <a href="#">2019 Sustainability Report – About this Report</a>   |  |                | 8              |

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## Specific Standard Disclosures

| Economic Standards Series        |  |  |  |                |                      |
|----------------------------------|--|--|--|----------------|----------------------|
| GRI Standard Number              | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining   | UNGC Principle | Page Number          |
| 201-103                          | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Socio – economic value</a><br><a href="#">Tax Transparency</a>   |  | 10             | 18-19                |
| 201-1                            | Direct economic value generated and distributed                                      | <a href="#">2019 Sustainability Report – Generating Value</a><br><a href="#">2019 Sustainability Report – Tax Transparency</a><br><a href="#">2019 Sustainability Report – Site Reports</a>  |  |                | 74-75<br>31<br>81-96 |
| 201-2                            | Financial implications and other risks and opportunities arising from climate change | <a href="#">2019 Sustainability Report – Aligning with the recommendations of the Task Force on Climate – Related Financial Disclosures</a><br><a href="#">2019 Sustainability Report – Climate Change and Energy</a><br><a href="#">CDP.net – See Kinross Gold response</a> |  |                | 15-16<br>44          |
| 201-4                            | Financial assistance received from government  | <a href="#">2019 Sustainability Report – 2019 Economic Value Distributed</a>   |  |                | 74                   |
| <b>Market Presence</b>           |  |  |  |                |                      |
| 202-103                          | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Local Employment</a>   |  | 6              | 18-19                |
| 202-2                            | Proportion of senior management hired from the local community                       | <a href="#">2019 Sustainability Report – Local Employment</a>  |  | 6              | 76                   |
| <b>Indirect Economic Impacts</b> |  |  |  |                |                      |
| 203-103                          | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">2019 Sustainability Report – Local Benefit and Community Development</a>   |  |                | 18-19<br>74-75       |
| 203-1                            | Infrastructure investments and services supported                                    | <a href="#">2019 Sustainability Report – Community Development</a>   |  |                | 78-80                |
| 203-2                            | Significant indirect economic impacts  | <a href="#">2019 Sustainability Report – Community Development</a><br><a href="#">2019 Sustainability Report – Site Reports</a>  |  |                | 78-80<br>81-96       |
| <b>Procurement Practices</b>     |  |  |  |                |                      |
| 204-103                          | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Supply Chain</a>   |  | 10             | 18-19                |
| 204-1                            | Proportion of spending on local suppliers  | <a href="#">2019 Sustainability Report – Local Procurement</a>   |  |                | 76                   |
| <b>Anti-Corruption</b>           |  |  |  |                |                      |
| 205-103                          | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Ethical Conduct</a><br><a href="#">Code of Business Conduct and Ethics</a><br><a href="#">Supply Chain</a>   | EM-MM-510.a1<br>Management system for prevention of corruption and bribery throughout the value chain. | 10             | 18-19                |
| 205-1                            | Operations assessed for risks related to corruption                                  | <a href="#">2019 Sustainability Report – Ethical Conduct</a>   |  | 10             | 27                   |
| 205-2                            | Communication and training about anti-corruption policies and procedures             | <a href="#">2019 Sustainability Report – Performance Highlights</a><br><a href="#">2019 Sustainability Report – Ethical Conduct</a>  |  |                | 6<br>27              |
| 205-3                            | Confirmed incidents of corruption and actions taken                                  | <a href="#">2019 Sustainability Report – Performance Highlights</a><br><a href="#">2019 Sustainability Report – Ethical Conduct</a>  |  |                | 6<br>27              |
| <b>Tax Transparency</b>          |  |  |  |                |                      |
| 207-103                          | Management Approach  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Tax Transparency</a>   |  | 10             | 18-19                |

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## Specific Standard Disclosures

| GRI Standard Number                   | Indicator Description  | Location/Response   | Alignment SASB Metals and Mining  | UNGC Principle | Page Number     |
|---------------------------------------|--|---|---|----------------|-----------------|
| 207-1                                 | Approach to tax  | <a href="#">2019 Sustainability Report – Tax Transparency Tax Transparency</a>  |   | 10             | 31              |
| 207-2                                 | Tax governance, control and risk management                      | <a href="#">Tax Transparency Annual Information Form – Risk Factors 2019 Annual Report, Notes to the Consolidated Financial Statements</a>  |   | 10             | 72-73<br>FS 52  |
| 207-3                                 | Stakeholder engagement and management of concerns related to tax | <a href="#">2019 Annual Report, Notes to the Consolidated Financial Statements</a>  |   | 10             | FS 52           |
| 207-4                                 | Country by country reporting                                     | <a href="#">2019 Sustainability Report – Generating Economic Value Government of Canada’s Extractive Sector Transparency Measures (ESTMA) Report</a>  |   | 10             | 74<br>1-4       |
| <b>Environmental Standards Series</b> |  |   |   |                |                 |
| GRI Standard Number                   | Indicator Description  | Location/Response   | Alignment SASB Metals and Mining  | UNGC Principle | Page Number     |
| <b>Materials</b>                      |  |   |   |                |                 |
| 301-103                               | Management Approach  | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy Environment Climate Change Cyanide Management</a>   |   | 7,8            | 18-19           |
| 301-1                                 | Materials used by weight or volume                               | Kinross does not report consumption of materials, by renewable and non – renewable categories except for energy.<br><a href="#">2019 Sustainability Data Tables – Significant Materials Use</a> |   | 7,8            | 97-117          |
| <b>Energy</b>                         |  |   |   |                |                 |
| 302-103                               | Management Approach Disclosures                                  | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy Climate Change</a>  |   | 7,8            | 18-19           |
| 302-1                                 | Energy consumption within the organization                       | <a href="#">2019 Sustainability Report – Climate Change and Energy 2019 Sustainability Data Tables – Significant Materials Use, Energy/Greenhouse Gas 2020 CDP Submission</a>                   | EM-MM-130a.1 (total energy consumed) 21,591, 496 (GJ); (2) percentage GRId electricity (38%) (3) percentage renewable (38%) |                | 44-47<br>97-117 |
| 302-3                                 | Energy intensity   | <a href="#">2019 Sustainability Report – Climate Change and Energy 2019 Sustainability Data Tables – Significant Materials Use, Energy/Greenhouse Gas</a>                                       |   |                | 44-47<br>97-117 |
| 302-4                                 | Reduction in energy consumption                                  | <a href="#">2019 Sustainability Report – Climate Change and Energy, Energy Efficiency</a>   |   | 7,8,9          | 44-47           |
| <b>Water</b>                          |  |   |   |                |                 |
| 303-103                               | Management Approach  | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy Environment Water</a>   |   | 7,8            | 18-19           |
| 303-1                                 | Interactions with water as a shared resource                     | <a href="#">Water 2020 CDP Water Response</a>   |   | 8              |                 |
| 303-2                                 | Management of water discharge-related impacts                    | <a href="#">Water 2020 CDP Water Response</a>   |   |                |                 |

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## Specific Standard Disclosures

| GRI Standard Number | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining  | UNGC Principle | Page Number             |
|---------------------|--|--|---|----------------|-------------------------|
| 303-3               | Water withdrawal   | <a href="#">2019 Sustainability Report – Water Management</a><br><a href="#">2019 Sustainability Data Tables – Water Use</a><br><br>Total water withdrawn from water stressed regions represents 0.55% of Kinross' total water withdrawn and 0.76% of Kinross' total water consumed in 2019.   | EM-MM-140a.1:<br>(1) Total fresh water withdrawn,<br>(2) total fresh water consumed, percentage of each in regions with high or extremely high baseline water stress. |                | 42-43<br>97-117         |
| 303-4               | Water discharge  | <a href="#">2019 Sustainability Data Tables – Water Use</a><br><a href="#">2020 CDP Water Response</a>   |   |                | 97-117                  |
| 303-5               | Water consumption  | <a href="#">2019 Sustainability Report – Water Management</a><br><a href="#">2019 Sustainability Data Tables – Water Use</a><br>Kinross does not report water use by suppliers.  | EM-MM-140a.1:<br>(1) Total freshwater withdrawn, (2) total fresh water consumed   |                | 42-43<br>97-117         |
| <b>Biodiversity</b> |  |  |   |                |                         |
| 304-103             | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Environment</a><br><a href="#">Biodiversity</a>  | EM-MM-160a.1<br>Description of environmental management policies and practices for active mines.  | 7,8            | 18-19                   |
| 304-1               | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas   | <a href="#">2019 Sustainability Report – Biodiversity</a><br>Kinross does not currently report against this metric relative to proven and probable reserves.<br><a href="#">2019 Sustainability Data Tables - Land Status</a>  | EM-MM-160a.3<br>Percentage of (1) proven and (2) probable reserves in or near sites with protected conversation status or endangered species habitat.                 | 7,8            | 51-52<br>97-117         |
| 304-3               | Habitats protected or restored   | <a href="#">2019 Sustainability Report – Biodiversity</a><br><a href="#">2019 Sustainability Data Tables – Land Use</a>  |   | 7,8            | 51-52<br>97-117         |
| 304-4               | IUCN Listed Species by level of extinction risk  | <a href="#">2019 Sustainability Report – Biodiversity</a>  |   |                | 51-52                   |
| G4-MM1              | Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated   | <a href="#">2019 Sustainability Report – Biodiversity</a><br><a href="#">2019 Sustainability Data Tables – Land Use</a>  |   |                | 52<br>97-117            |
| G4-MM2              | The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place. | <a href="#">2019 Sustainability Report – Biodiversity</a><br><a href="#">2019 Sustainability Data Tables – Land Use</a>  |   | 7,8            | 51-52<br>97-117         |
|                     |  | Acid rock drainage occurs at Bald Mountain, Paracatu and Round Mountain. (1) 37% (2) 37% (3) We are not able to report on this at this time.   | EM-MM-160a.2<br>Percentage of mine sites where acid rock drainage is (1): predicted to occur (2) actively mitigated (3) under remediation or treatment                | 7,8            | 49                      |
| <b>Emissions</b>    |  |  |   |                |                         |
| 305-103             | Management Approach  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">2019 Sustainability Report – Measuring Our Progress</a><br><a href="#">2019 Sustainability Report – Climate Change</a><br><a href="#">Environmental Management</a><br><a href="#">Climate Change</a><br><a href="#">2020 CDP Submission</a><br><a href="#">Task Force on Climate-Related Financial Disclosures</a> | EM-MM-110a.2<br>Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions   | 7,8,9          | 18-19<br>15-16<br>44-47 |

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## Specific Standard Disclosures

| GRI Standard Number               | Indicator Description   | Location/Response  | Alignment SASB Metals and Mining   | UNGC Principle | Page Number     |
|-----------------------------------|---|--|--|----------------|-----------------|
| 305-1                             | Direct (Scope 1) GHG emissions  | <a href="#">2019 Sustainability Report – Climate Change and Energy</a><br><a href="#">2019 Sustainability Data Tables</a><br><a href="#">CDP 2020 Climate Response</a><br>Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). | EM-MM-110a.1: Gross global Scope 1 emissions, percentage covered under emissions-limiting regulation (0%)  | 7,8            | 44-47<br>97-117 |
| 305-2                             | Indirect (Scope 2) GHG emissions  | <a href="#">2019 Sustainability Report – Climate Change and Energy</a><br><a href="#">2019 Sustainability Data Tables</a><br><a href="#">CDP 2020 Climate Response</a><br>Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). |  | 7,8            | 44-47<br>97-117 |
| 305-3                             | Other (indirect) (Scope 3) GHG emissions                                      | <a href="#">2019 Sustainability Report – Climate Change and Energy</a><br><a href="#">2019 Sustainability Data Tables</a><br><a href="#">CDP 2020 Climate Response</a><br>Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). |  | 7,8            | 44-47<br>97-117 |
| 305-4                             | GHG emissions intensity   | <a href="#">2019 Sustainability Report – Climate Change and Energy</a><br><a href="#">2019 Sustainability Data Tables</a><br><a href="#">CDP 2020 Climate Response</a><br>Kinross' GHG emissions are calculated using emissions factors from The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition). |  | 7,8            | 44-47<br>97-117 |
| 305-5                             | Reductions of GHG emissions   | <a href="#">2019 Sustainability Report – Climate Change and Energy, Renewable energy</a><br><a href="#">CDP 2020 Climate Response</a>  |  |                | 44-47           |
| 305-7                             | Emissions of NOx, SOx   | <a href="#">2019 Sustainability Report – Air Quality</a><br><a href="#">2019 Sustainability Data Tables</a><br>Other emissions include: 2019 mercury emissions of 0.00994 tonnes and lead: 0.15566 tonnes. Kinross does not report CO, PM10, and VOCs at the aggregate level.  | EM-MM-120a.1<br>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) | 7,8            | 45<br>97-117    |
| <b>Tailings and Mineral Waste</b> |   |  |  |                |                 |
| 103                               | Management Approach   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">2019 Sustainability Report – Tailings Management</a><br><a href="#">Tailings Management</a>  |  | 7,8,9          | 18-19<br>48-49  |
| G4-MM3                            | Total amounts of overburden, rock, tailings, and sludges and associated risks | <a href="#">2019 Sustainability Report – Tailings Management, Waste Rock</a><br><a href="#">2019 Sustainability Data Tables</a>  | EM-MM-150a.1<br>(1) Total weight of mineral processing waste (2) percentage recycled<br>EM-MM-150a.2<br>(1) Total weight of mineral processing waste (2) percentage recycled.                                  | 7,8            | 48-49<br>97-117 |

(Continued)



## Specific Standard Disclosures

| GRI Standard Number                      | Indicator Description   | Location/Response   | Alignment SASB Metals and Mining  | UNGC Principle | Page Number   |
|--|---|---|---|----------------|---------------|
|  |   | Kinross uses the Canadian Dam Hazard Classification Categories Guidelines rather than MSHA as a uniform standard for all tailing storage facilities. See <a href="#">Kinross' Best Practice Tailings Management Report</a> .  | EM-MM-150a.3<br>Number of tailings impoundments broken down by MSHA hazard classification.                    |                |               |
| <b>Waste</b>                             |   |   |   |                |               |
| 306-103                                  | Management Approach Disclosures                                   | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">2019 Sustainability Report – Waste and Hazardous Materials Waste Management</a>  |   | 7,8,9          | 18-19<br>50   |
| 306-2                                    | Waste by type and disposal method                                 | <a href="#">2019 Sustainability Report – Waste and Hazardous Materials</a><br><a href="#">2019 Sustainability Data Tables</a>   |   |                | 50<br>97 -117 |
| <b>Spills and Releases</b>               |   |   |   |                |               |
| 306-3                                    | Significant Spills  | Kinross reported zero significant spills in 2018 and 2019.<br><a href="#">2019 Sustainability Data Tables</a>   |   | 7,8            | 97-117        |
| <b>Environmental Compliance</b>          |   |   |   |                |               |
| 307-103                                  | Management Approach Disclosures                                   | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">Environmental Management</a>   |   | 8              |               |
| 307-1                                    | Non-compliance with environmental laws and regulations            | <a href="#">2019 Sustainability Report – Environmental Compliance</a><br><a href="#">2019 Sustainability Data Tables</a><br>Kinross experienced a single exceedance at an operating mine in 2019 pertaining to water quality.   | EM-MM-140.a2<br>Number of incidents of non-compliance with water quality permits, standards, and regulations. | 8              | 39<br>97-117  |
| <b>Closure Planning</b>                  |   |   |   |                |               |
|  | Management Approach Disclosures                                   | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">Reclamation and Closure</a><br><a href="#">2019 Sustainability Report – Closure and Reclamation</a>  |   | 8,9            | 18-19<br>53   |
| G4-MM10                                  | Number and percentage of operations with closure plans            | All nine mines representing 100%<br><a href="#">2019 Sustainability Report – Closure and Reclamation</a>  |   |                | 53            |
| <b>Supplier Environmental Assessment</b> |   |   |   |                |               |
| 308-103                                  | Management Approach Disclosures                                   | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">Supplier Standards of Conduct</a><br><a href="#">2019 Sustainability Report – Supply Chain Managing Our Supply Chain</a><br><a href="#">Cyanide Management</a> |   | 7,8            | 18-19<br>29   |
| 308-1                                    | Percentage of new suppliers screened using environmental criteria | As required by our <a href="#">Supplier Standards of Conduct</a> , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including environmental criteria.<br><a href="#">2019 Sustainability Report – Supply Chain</a>           |   | 8              | 29            |

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## Social Standards Series

| GRI Standard Number                   | Indicator Description   | Location/Response   | Alignment SASB Metals and Mining   | UNGC Principle     | Page Number                   |
|---------------------------------------|---|---|--|--------------------|-------------------------------|
| <b>Employment</b>                     |   |   |  |                    |                               |
| 401-103                               | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">2019 Sustainability Report – Employment</a><br><a href="#">Kinross People Commitments</a><br><a href="#">Inclusion and Diversity</a><br><a href="#">Training and Development</a><br><a href="#">Compensation</a>  |  | 1,2,3,4,<br>5,6,10 | 18-19<br>66-73                |
| 401-1                                 | New employee hires and turnover   | <a href="#">2019 Sustainability Report – Workforce metrics</a>  |  | 6                  | 68                            |
| <b>Labour/Management Relations</b>    |   |   |  |                    |                               |
| 402-103                               | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Labour Rights</a>   |  | 3                  | 18-19                         |
| 402-1                                 | Minimum notice periods regarding significant operational changes including whether or not it is specified in collective agreements. | Due to the global nature of, and the diversity of Kinross operations, minimum notice periods regarding significant operational changes vary from jurisdiction to jurisdiction according to national and local laws and the specific collective agreements in place at operations.   |  | 3                  |                               |
| G4-MM4                                | Number of strikes and lockouts exceeding one week's duration by country   | <a href="#">2019 Sustainability Report – Labour Rights</a><br>There were zero strikes and lockouts at Kinross operations in 2019.   | EM-MM-310a.2<br>Number and duration of strikes and lockouts  | 3                  | 73                            |
| <b>Occupational Health and Safety</b> |   |   |  |                    |                               |
| 403-1                                 | Management Approach   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Workplace Health and Safety</a>   |  | 1                  | 18-19                         |
| 403-1                                 | Workers representation in formal joint-management-worker health and safety committee  | <a href="#">2019 Sustainability Report – Health and Safety</a>  |  |                    | 34                            |
| 403-2                                 | Types of injury, and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.     | We do not track and report lost day, absentee rates, and near – miss frequency rates corporate – wide. Occupational health and safety performance is not tracked by gender.<br><a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">2019 Sustainability Report – Performance Highlights</a><br><a href="#">2019 Sustainability Report – Health and Safety</a><br><a href="#">2019 Sustainability Data Tables</a> | EM-MM-320a.1 (1)<br>MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees | 3,6                | 18-19<br>5<br>33-34<br>97-117 |
| 403-3                                 | Workers with a high-incidence or high risk of occupational diseases related to occupation   | <a href="#">2019 Sustainability Report – Occupational Health</a><br>There are no workers with a high-incidence or high risk of occupational disease related to occupation at Kinross operations.  |  |                    | 36                            |
| 403-4                                 | Health and safety topics covered in formal agreements with trade unions   | Collective agreements are negotiated at the regional/site level. Details on health and safety topics covered in these agreements vary from operation to operation, and agreement to agreement, and are not available at the corporate level.  |  | 3,6                |                               |
| <b>Training and Education</b>         |   |   |  |                    |                               |
| 404-103                               | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">2019 Sustainability Report – Employment</a><br><a href="#">Employee Development</a>   |  |                    | 18-19<br>66-67                |
| 404-1                                 | Average hours of training per employee  | <a href="#">2019 Sustainability Report – Employment</a>   |  |                    | 67                            |
| 404-3                                 | Percentage of employees receiving regular performance reviews   | <a href="#">2019 Sustainability Report – Employment</a><br><a href="#">Employee Development</a>   |  |                    | 66                            |

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## Social Standards Series

| GRI Standard Number                                     | Indicator Description  | Location/Response  | Alignment SASB Metals and Mining  | UNGC Principle | Page Number    |
|---|--|--|---|----------------|----------------|
| <b>Diversity and Equal Opportunity</b>                  |  |  |   |                |                |
| 405-103   | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics Inclusion and Diversity</a><br><a href="#">2019 Sustainability Report – Inclusion and Diversity</a><br><a href="#">The Kinross Way for Diversity and Inclusion</a>  |   | 1,6            | 18-19<br>69-70 |
| 405-1   | Composition of governance bodies and breakdown of employees by category  | Kinross does not collect and track workforce data pertaining to minorities and vulnerable groups.<br><a href="#">2019 Sustainability Report – Workforce metrics</a><br><a href="#">2020 Management Information Circular – Executive Summary, Diversity</a>   |   | 1,6            | 68-70<br>9     |
| 405-2   | Ratio of basic salary and remuneration of women to men   | <a href="#">2019 Sustainability Report – Equal Remuneration</a>  |   | 6              | 70             |
| <b>Non-discrimination</b>                               |  |  |   |                |                |
| 406-1   | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">2019 Sustainability Report – Ethical Conduct</a><br><a href="#">Kinross People Commitments</a><br><a href="#">Ethical Conduct</a><br><a href="#">Labour Rights</a>   |   | 6              | 18-19<br>27    |
| 406-1   | Incidents of discrimination and actions taken  | <a href="#">2019 Sustainability Report – Labour Rights</a>   |   | 1,2,6          | 73             |
| <b>Freedom of Association and Collective Bargaining</b> |  |  |   |                |                |
| 407-103   | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Labour Rights</a><br><a href="#">Human Rights</a>  |   | 6              | 18-19          |
| 407-1   | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <a href="#">2019 Sustainability Report – Labour Rights</a><br>The right to freedom of association and collective bargaining is not at risk at our operations.  |   | 6              | 73             |
| <b>Child Labour</b>                                     |  |  |   |                |                |
| 408-1   | Operations and suppliers at significant risk of incidents of forced or child labour                            | While there is no significant risk of child labour at Kinross, and it is not considered material to Kinross, as a participant in the UN Global Compact, Kinross is committed to the abolition of child labour  |   | 5              |                |
| <b>Forced or Compulsory Labour</b>                      |  |  |   |                |                |
| 409-103   | Management Approach  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Human Rights</a>   |   |                | 18-19          |
| 409-1   | Operations and suppliers at significant risk for incidents of forced or compulsory labour                      | <a href="#">2019 Sustainability Report – Enhancing Supply Chain Due Diligence at Tasiast</a>   |   | 4              | 30             |
| <b>Security Practices</b>                               |  |  |   |                |                |
| 410-103   | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Human Rights</a>   |   | 1,2            | 18-19          |
| 410-1   | Security Personnel trained human rights policies or procedures   | <a href="#">2019 Sustainability Report – Performance Highlights</a><br><a href="#">2019 Sustainability Report – Human Rights</a><br><a href="#">2019 Sustainability Report – Community, Stakeholder Engagement</a><br><a href="#">2019 Conflict Free Gold Report</a><br>There are (1) zero proven and (2) zero probable reserves in or near areas of conflict. | EM-MM-210a.1.<br>Percentage of (1) proven and (2) probable reserves in or near areas of conflict. | 1,2            | 6<br>28<br>56  |

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## Social Standards Series

| GRI Standard Number                 | Indicator Description  | Location/Response   | Alignment SASB Metals and Mining   | UNGC Principle | Page Number                |
|-------------------------------------|--|---|--|----------------|----------------------------|
| <b>Rights of Indigenous Peoples</b> |  |   |  |                |                            |
| 411-103                             | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">Working with Indigenous Communities</a><br><a href="#">Governance in Colla Communities – link</a>  | EM-MM-210.a.3<br>Discussion of engagement processes to manage risks and opportunities associated with community rights and interests.  | 1,2            | 18-19<br>58-60             |
| 411-1                               | Incidents of violations involving rights of indigenous peoples   | <a href="#">2019 Sustainability Report – Working with Indigenous Peoples</a><br>There were zero reported incidents of violations of the rights of indigenous peoples during the 2018 and 2019 reporting period.   |  | 1,2            | 58                         |
| 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. | Five of our operating mines and three of our projects (including the Chulbatkan project acquired in 2020) are located in or adjacent to indigenous peoples' territories. Kinross does not currently report against this metric relative to proven and probable reserves.<br><a href="#">2019 Sustainability Report – Working with Indigenous Peoples</a>  | EM-MM-210.a.2<br>Percentage of (1) proven and (2) probable reserves in or near indigenous land   | 1,2            | 58-60                      |
| 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 and zero days of non – technical delay.<br><a href="#">2019 Sustainability Report – Community</a><br><a href="#">2019 Conflict Free Gold Report</a>  | EM-MM-210.a.b.2:<br>Number and duration (# of days) of non-technical production delays related to community concerns, community or stakeholder resistance or protest and armed conflict. | 1,2            | 55-64                      |
| G4-MM7                              | The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights or local communities and indigenous peoples, and the outcomes.     | <a href="#">2019 Sustainability Report – Performance Highlights</a><br><a href="#">2019 Sustainability Report – Community</a>   |  | 1,2            | 5<br>55-56                 |
| <b>Human Rights Assessment</b>      |  |   |  |                |                            |
| 412-103                             | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics Safety and Sustainability Policy</a><br><a href="#">2019 Sustainability Report – Human Rights Human Rights</a>   |  | 1,2            | 18-19<br>28                |
| 412-1                               | Operations that have been subject to human right reviews or impact assessments   | <a href="#">2019 Sustainability Report – Human Rights</a>   |  | 1,2            | 28                         |
| 412-2                               | Employee training on human rights policies or procedures   | <a href="#">2019 Sustainability Report – Human Rights</a>   |  | 1,2,4,5,6      | 28                         |
| <b>Local Communities</b>            |  |   |  |                |                            |
| 413-103                             | Management Approach Disclosures  | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">2019 Sustainability Report – Managing Sustainability Risk</a><br><a href="#">2019 Sustainability Report – Community</a><br><a href="#">2019 Sustainability Report – Community Development</a><br><a href="#">Stakeholder Engagement</a><br><a href="#">Community Development</a><br><a href="#">Working with Indigenous Peoples</a><br><a href="#">Planning for Closure</a> | EM-MM-210b.1<br>Discussion of process to manage risks and opportunities associated with community rights and interests.  | 1,2            | 18-19<br>24<br>55-64<br>78 |

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## Social Standards Series

| GRI Standard Number                                      | Indicator Description   | Location/Response  | Alignment SASB Metals and Mining | UNGC Principle | Page Number       |
|--|---|--|----------------------------------|----------------|-------------------|
| 413-1  | Operations with local community engagement, impact assessments, and development programs  | <a href="#">2019 Sustainability Report – Community</a><br><a href="#">2019 Sustainability Report – Community Development</a><br><a href="#">2019 Sustainability Report – Site Reports</a>  |                                  | 1              | 55-64<br>78<br>81 |
| <b>Supplier Social Assessment</b>                        |   |  |                                  |                |                   |
| 414-103  | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics Supply</a><br><a href="#">Supplier Standards of Conduct</a><br><a href="#">Managing Our Supply Chain</a><br><a href="#">2019 Sustainability Report – Supply Chain</a>                             |                                  | 1,2,3,4,10     | 18-19<br>29       |
| 414-1  | New suppliers that were screened for social criteria  | As required by our <a href="#">Supplier Standards of Conduct</a> , new suppliers to Kinross are screened under our due diligence process based on a range of criteria, including social criteria.<br><a href="#">2019 Sustainability Report – Supply Chain</a> |                                  | 2              | 29                |
| <b>Public Policy</b>                                     |   |  |                                  |                |                   |
| 415-103  | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics Supply</a><br><a href="#">Public Policy</a>   |                                  | 10             | 18-19             |
| 415-1  | Political contributions   | <a href="#">2019 Sustainability Report – Public Policy</a>   |                                  |                | 30                |
| <b>Socioeconomic Compliance</b>                          |   |  |                                  |                |                   |
| 419-103  | Management Approach Disclosures   | <a href="#">2019 Sustainability Report – Material ESG Topics</a><br><a href="#">Code of Business Conduct and Ethics</a><br><a href="#">Safety and Sustainability Policy</a><br><a href="#">Ethical Conduct</a>   |                                  |                | 18-19             |
| 419-1  | Non-compliance with laws and regulations in the social and economic area  | <a href="#">Annual Information Form</a>  |                                  |                | 87-90             |
| <b>Sector Specific: Artisanal and Small-Scale Mining</b> |   |  |                                  |                |                   |
| G4-MM8   | Number (and percentage) of company operating sites where artisanal and small-scale mining (ASM) takes place on or adjacent to, the site; the associated risks and actions taken to manage and mitigate these risks. | During the reporting period, artisanal mining occurred adjacent to two (18%) out of nine operating mines.<br><a href="#">2019 Sustainability Report – Key Stakeholder Issues</a>   |                                  |                | 64                |
| <b>Sector Specific: Resettlement</b>                     |   |  |                                  |                |                   |
| G4-MM9   | Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process.   | <a href="#">2019 Sustainability Report – Community, Stakeholder Engagement</a>   |                                  | 1,2            | 56                |