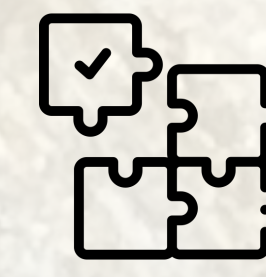


About Kinross

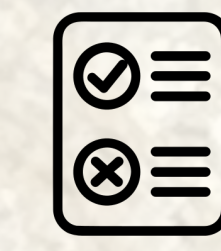
Founded in 1993, Kinross Gold is a gold mining company with a diverse portfolio of mines and projects in the United States, Brazil, Chile, Ghana, Mauritania, and Russia. The Company is focused on delivering value through operational excellence, balance sheet strength, disciplined growth, and responsible mining. The company defines responsible mining by four sustainability principles:



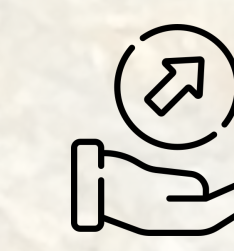
Do No Harm



Make a Positive Contribution



Act Ethically and Transparently



Continuously Improve

Major Projects

- ❑ **Beyond Zero Harm (BZH) & CommWell Framework:**
 - Organized the company's available data for various site projects in accordance with the Beyond Zero Harm metrics developed by the Devonshire Initiative, in order to identify current gaps and opportunities for future socioeconomic studies.
 - Participated in workshops hosted by the Devonshire Initiative to develop the CommWell Framework for co-created indicators which help to measure changes in well being in mining communities.
- ❑ **Stakeholder Mapping & Socioeconomic Baselines:**
 - Supported stakeholder mapping sessions that analyzed the importance vs. influence of key stakeholders for future projects.
 - Synthesized socioeconomic baseline studies of the Fairbanks North Star Borough in Interior Alaska, where company projects are located.
- ❑ **Measuring Social Outcomes & Well-Being:**
 - Designed a template Request for Proposal for future bidding processes to measure well-being and social outcomes from the company's social interventions, including a set of suggested core and community specific indicators that align with the BZH, Social Progress Index and SDGs frameworks.
- ❑ **ESG Reporting Highlights & Trend Analysis:**
 - Developed a ten-year timeline of the company's performance in the main ESG assessments and indicators including GRI, SASB, S&P, MSCI, Sustainalytics, Vigeo, and Refinitiv.

Key Takeaways

- ❑ Measuring the **effectiveness** of social interventions is easier said than done: Properly measuring the social outcomes of company initiatives requires a **joint** effort between companies and communities to ensure that the metrics and overall analysis is useful for both parties.
- ❑ The process of publishing a sustainability report takes incredible **effort** and **teamwork**: Tracking and collecting data is a complicated and time-consuming endeavour. Writing and reviewing every section of a report requires leadership, organization and interaction between various divisions.
- ❑ Each community is **unique** and has specific needs: In order to build proper relationships with communities living in the areas where companies operate, it is necessary to **understand** the context, **listen** to what the community wants, and **adapt** to the needs of each one.

Memorable Moment: Alaska Site Visit

- ❑ Attended in-person stakeholder mapping sessions for a project located on lands of a Native Alaskan community.
- ❑ Gained knowledge and understanding of the relationship between the company and surrounding communities, including a social and historical background of Interior Alaska.

