

A man with a beard and a black cap, wearing a plaid shirt and jeans, is helping a young girl in a pink shirt and blue jeans with a green cap. They are standing on a sandy bank next to a pond, holding a fishing rod together. The rod is bent, suggesting a catch. In the background, there are trees, a building, and other people. The text "Corporate Responsibility & Community Relations" is overlaid on the right side of the image.

Corporate Responsibility & Community Relations

Guiding Principles for Corporate Responsibility

Guiding Principles for corporate responsibility

At Kinross, we have a responsibility to operate in a manner that is safe for our employees, protective of the environment, and beneficial to the host countries and communities where our operations are located.

Our **Guiding Principles for Corporate Responsibility** define this responsibility in specific terms that guide how we conduct our business. These principles are implemented and measured through detailed policies, standards, and programs in areas such as health and safety, environmental stewardship, and business conduct and ethics. We regularly measure our performance in each of these areas at a corporate, site and individual management level.

Do No Harm

1 Safety

We value the occupational health and safety of our workforce above all other priorities.

2 Environment

We protect the environment by proactively managing the environmental risks associated with our operations, in compliance with the more stringent of local regulations or Kinross Standards.

3 Community

We evaluate the social, environmental, economic, and post-closure impacts of our operations on communities and work with stakeholders to ensure we understand and account for their perspectives.

Make a Positive Contribution

4 Employment

We provide a rewarding, meaningful livelihood to our employees and promote a diverse, engaged workforce.

5 Local Benefit

We ensure access to employment, business and economic opportunities for local communities from our operations and projects.

6 Community Development

We work with stakeholders to ensure our operations make a positive contribution to host communities and their sustainable development.

Act Ethically and Transparently

7 Ethics

We adhere to the highest standards of business conduct and ethics in all of our dealings and operate in compliance with the law; we expect those with whom we do business to do the same.

8 Human Rights

We respect internationally recognized human rights, and implement best practices particularly with regard to security, indigenous peoples, and grievances.

9 Engagement

We engage with stakeholders in the communities where we operate and maintain an ongoing dialogue in a spirit of transparency, respect and good faith.

Continuous Improvement

10 Continuous Improvement

We work to improve our corporate responsibility performance through actions that reduce our environmental impacts, enhance our contribution to development, and keep us at the forefront of evolving expectations and best practices.

KINROSS

Round Mountain generates positive outcomes across the state

Kinross Round Mountain 2020 Benefit Footprint Highlights



880

Employees



153

Contractors



42,050

Beneficiaries of
community
programs



\$368m

Total spending in Nevada
through wages,
procurement, taxes and
community support

- Round Mountain Mine is an important part of the economy in Nye County, contributing on average 23% of total county tax revenues and 67% of Northern Nye county hospital district revenues 2018-2020
- Round mountain is important to Nevada's economy, with a total benefit footprint in 2020 of \$444 million, \$368 million was spent in Nevada
- Our contribution to local school taxes equate to an average of \$1,200 per enrolled student in Nye County

Scholarships and Career Readiness

J4NG

- Continuing support for RMHS and Statewide
- Mine tours, guest speakers, and mock interviews
- Receipt Program

Paid Internships & Summer Employment

- Internships are open to students who have completed at least one year of college
- Summer employment for local HS graduates – pay and work experience in lieu of scholarships

Maintenance Training Cooperative

- An effort with Great Basin College, 9 month program
- Full college scholarship in welding, electrical, diesel mechanic, instrumentation, or industrial millwright
- Open to local HS graduates

Kinross Western Shoshone Scholarships

- 3 undergraduate scholarships
- 1 graduate degree scholarship
- Offered to descendants of Western Shoshone Native tribes
- Joint effort with Kinross Bald Mountain

Local Donations and Sponsorships

2021 Local BFP Sponsorships, Donations

- J4NG Round Mountain High School Chapter
- Round Mountain k-12
- Mountain Valley Food Pantry
- Nevada Rural Water Association
- Round Mountain Youth Athletics
- Tonopah Youth Athletics
- Tonopah Development Corp
- Jim Butler Days
- Community Chest
- Duckwater Shoshone Tribe
- Nye Communities Coalition
- Town of Kingston Fire Department
- Austin Chamber of Commerce
- VFW Tonopah Chapter
- Local Christmas Toy Run
- Rocky Mountain Elks Foundation
- SWCREDA
- Town of Round Mountain
- Austin k-12
- Nye County Foster Youth

State Wide Donations and Sponsorships

- 2021 State Wide Sponsorships, Donations
- UNLV Den's Discovery Circle
- UNR Sponsored Engineering Professorship
- NV Careers
- Nevada Partners
- McCaw School of Mines
- Reno Rodeo Foundation-supporting foster youth
- Habitat for Humanity
- Dress for Success- Reno Chapter
- J4NG-Statewide
- Ronald McDonald House Charities

Corporate Responsibility

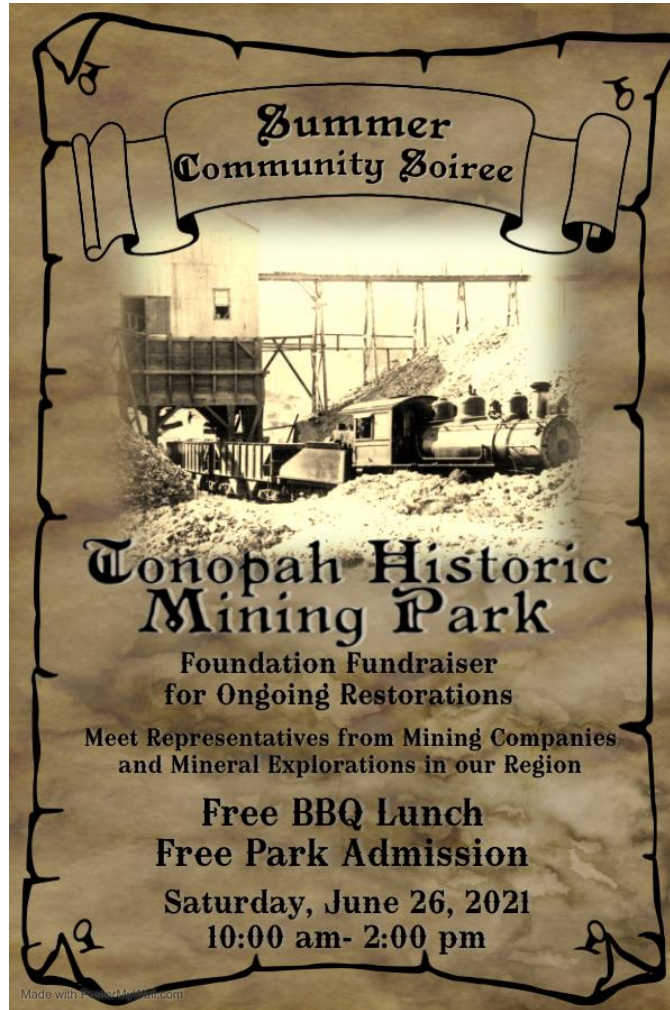
Local and Statewide Committees and Boards

- SWCREDA
- NyeCC
- Austin Chamber of Commerce
- Northern Nye County Hospital District
- NVMA Communities Committee
- NVMA Education Committee
- NVMA Tribal relations subcommittee
- Round Mountain Town Board
- NVMA Executive Board
- McCaw School of Mines Executive Board
- UNR Engineering Advisory Board

Fox 5 Superbuild



Historic Mining Park Soiree



NVMA 360 Internship



- Kinross Round Mountain teamed up with the NVMA and the BLM to host a summer intern.
- RMGC sponsored the total cost of the internship



J4NG

- Chairman level sponsor of the annual Career Development Conference
- Sponsor teaching position at RMGC
- Store Receipt Program



RMGC and NV Careers Partnership

Kinross Round Mountain recently partnered with NV Careers to host a career seminar in Las Vegas, Nevada. The purpose of the seminar was to educate participants about the mining industry and showcase examples of jobs available based on various skill levels.



For inquiries, contact:

Samantha Faga

Corporate Responsibility Specialist

775-377-3231

Samantha.Faga@Kinross.com