

**KINROSS GOLD RESPONSE
BUSINESS & HUMAN RIGHTS RESOURCE CENTRE QUESTIONNAIRE – UKRAINE/RUSSIA
INVESTMENTS**

JUNE 8, 2022

For companies operating or investing in Ukraine

Kinross Gold has no investments or business in Ukraine, and as such, did not respond to this part of the questionnaire.

For companies operating or investing in Russia

Nature of involvement

1. How long has your company or subsidiary been operating or investing in Russia? In summary, can you briefly describe the nature, sector, scale, and geographic area of these operations or investments?

Kinross Gold has operated in Russia for more than 25 years and, most recently, operated the Kupol-Dvoynoye mine in the Chukotka region and the Udinsk project in Khabarovsk region. In 2021, Kupol-Dvoynoye produced approximately 480,000 gold equivalent ounces, and in 2022, Russia was expected to account for approximately 13% of the Kinross' production. Kinross has approximately 2,200 employees in the country.

Assessing risks

2. How is your company enhancing its due diligence to identify, prevent, and mitigate heightened human rights risks and comply with international humanitarian law?

a. What measures is your company taking to ensure it relies and acts upon robust monitoring of the situation, including through consultation with your workers, affected communities, human rights groups, and/or humanitarian organizations?

Respect for human rights is integrated into Kinross' business through its comprehensive policies and standards and through its commitment to the UN Guiding Principles on Business and Human Rights. Kinross has continued its engagement with employees, local communities and partners throughout the uncertain and unprecedented period since February 2022.

Mitigating risks and tracking effectiveness

3. As the situation in Ukraine unfolds, is your company or subsidiary planning to cease operations in or divest from Russia? If so:

a. What have been the key considerations informing this decision and did you consult with your workers and/or other affected stakeholders as part of your decision-making process?

Kinross moved quickly with its transition process and made its intentions clear regarding its business in Russia. See [here](#) and [here](#). In April 2022, Kinross announced that it entered into an agreement to sell 100% of its Russian assets.

Kinross is continuing, as much as possible, its ongoing community engagement and programs, as well as keeping stakeholders informed about the transition process. Kinross has also been communicating to its employees regarding the transition process, transparently noting that this is an unprecedented

situation with inherent uncertainty. Certain employee engagement programs, such as an annual recognition awards program, are continuing locally.

b. What are the immediate and longer-term steps that your company has taken or is prepared to take to mitigate any negative impacts of your exit on affected communities and your workers, including addressing any loss of income?

During the transition process, the Company is prioritizing its employees, and the sales agreement includes provisions for the buyer to continue the employment of the workforce in Russia.

4. If your company or subsidiary chooses to continue operating in Russia, what human rights due diligence has been undertaken and how are you planning to mitigate harm in Ukraine?

As noted above, Kinross is in the process of divesting 100% of its Russian assets. In March 2022, Kinross announced a \$1 million donation to the Canadian Red Cross Ukraine Humanitarian Crisis Appeal to assist those people most in need.

5. What kind of due diligence measures does your company use to ensure that it does not have any business relationships with sanctioned Russian individuals and entities? Beyond sanctions compliance, how does your company ensure that it does not have any business relationships with individuals or entities with a track record of rights violating conduct?

Kinross has a robust due diligence program for all its global suppliers (individuals and entities), in which it screens the supplier and its principals (including beneficial owners) against major sanctions lists. Any red flag is escalated to the Company's Compliance function to analyze whether or not Kinross entities can do business with such entity/individual. This program also allows for ongoing monitoring of existing suppliers. The due diligence program described above also flags human rights misconduct.

Exercising leverage

6. How does your company intend to use your leverage to protect the rights of your workers and communities affected by your operations in Russia, including freedoms of association and expression?

7. Is your company providing any support to Russian activists who are taking action against the war and in support of democracy and peace in Ukraine?

As we work through the sales process to divest our business in Russia to exit the country, our primary focus is on our employees' safety and well-being, as well as our environmental obligations. Kinross is not a political organization or involved in politics in Russia and does not bring political views into the workplace.

Consistent with the UN Guiding Principles on Business and Human Rights, Kinross always respects workers privacy in all respects, political and otherwise.