

Occupational Health and Safety



Objective, Purpose, and Context

Kinross’ business *purpose* is to deliver value through operational excellence, balance sheet strength, disciplined growth, and responsible mining.

Mining and mineral processing is a heavy industry and our business activities rely upon large and complex equipment, handling of significant volumes of materials, and milling and production processes. At Kinross, we have a strong safety culture that is both our First Priority, embedded in our Values, and expressed through “Safeground”, our company-wide brand; this culture drives our success. Simply put, every single person at our mine sites should be able to leave work safe at the end of every day. Our objective is to protect the health, safety and well-being of our workforce above all other priorities.

We have identified Occupational Health and Safety as a material sustainability topic for Kinross and a priority for the Company, of critical importance to our stakeholders and the success of our business.

This sustainability policy statement describes:

- Scope and application: who is affected and where they can find information
- Material Impacts, Risks and Opportunities (IROs) and IRO Management
- Commitments and Strategy: how we aim to meet the policy statement objective
- Governance and Accountability: who is responsible from site level to Board of Directors

Scope and Application

This sustainability policy statement applies to:

- All Kinross geographies and assets, and operations and projects
- The global upstream and downstream components of our value chain

Our stakeholders have been considered in this policy statement as described below.

Stakeholder	Policy value for stakeholders	Consideration of stakeholder in setting this policy statement
Own Workers	To provide clarity on company commitments and approach	Alignment with Company’s values-based approach to sustainability and responsible mining culture
Investors/ Financial	To provide clear governance information	Outreach on Sustainability topics
Local Communities	To provide clarity on company commitments and approach	Effective management of this topic is essential for relationship quality
Media	o provide transparency about our commitments and approach	Response to requests and/or proactive outreach
Governments	To provide transparency about our commitments and approach	Adherence to applicable reporting, compliance and regulatory obligations is expected
Insurers	To provide clear governance information	Outreach on sustainability topics
Refiners	To provide clear governance information	Conformance with the Responsible Gold Mining Principles
Suppliers/ Contractors	To provide clarity on company commitments and approach	Engagement on Supplier Standards of Conduct and Sustainability topics
Civil Society	To provide transparency about our commitments and approach	Through partnerships and engagement

Material Impacts, Risks and Opportunities

This sustainability policy statement relates to the following material IROs pertaining to this topic.

Impact	Risk	Opportunity
People – Inadequate health and safety training for and practices by Kinross employees and contractors can lead to severe physical, psychological or psychosocial harm to workers, including fatalities	Failure to ensure worker safety can expose Kinross to compliance issues and legal liability	No financially material opportunities



IRO Management

The potential effects of material IROs pertaining to this topic and Kinross’ measures to effectively manage.

Potential Effects of Sustainability-Related Impacts, Risks and Opportunities			Short-term (1 year)	Medium (2-5) and Long-term (>5 years)
		Financial performance	Moderate	Moderate
		Society and environment	Major	Major
IRO Management	Risk Assessment	• Updated quarterly through Kinross ERM Program		
	Due Diligence	• Corporate-level risk-based Safety and Sustainability audits are conducted at each site every three years, covering all areas of health and safety performance • Recertification for all sites under the International Cyanide Management Code every three years • ISO 45001 recertification (Paracatu) • Independent audits of safety-related systems such as electrical and fire detection as part of the Critical Risk Management system.		
	Recognized Standards	• Responsible Gold Mining Principles • International Cyanide Management Code • Alignment with ISO 45001		
	Training	• Mandatory training to support engagement in and awareness of Health and Safety for employees and contractors • Business partner access to Kinross University and other platforms to ensure site level understanding and engagement on Kinross’ occupational health and safety management standards and expectations		
	Monitoring and Reporting	• Monthly reporting by sites (internal to corporate) • Monthly reporting to senior leadership • Quarterly reporting to CRTC and Board • Annually via the Kinross Sustainability Report (external)		

Commitments and Strategy

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. As a senior gold company, Kinross is committed to the membership requirements of the World Gold Council through its **Responsible Gold Mining Principles**, which includes **Principle 2**, Understanding our Impacts (2.1 Risk Management, 2.2 Stakeholder engagement, 2.3 Due diligence, 2.4 Impact assessment, 2.5 Resolving grievances) and Principle 4, refers specifically to Safety and Health (4.1 Safety, 4.2 Safety management systems, 4.3 Occupational health and well-being, 4.4 Community Health and Emergency Planning).

We are also *committed* to supporting progress towards the **Sustainable Development Goals** (SDGs). Kinross is focused on **SDG 3** (Good Health and Well-being), specifically pertaining to the reduction of non-communicable diseases through prevention and treatment and promote mental health and well-being (3.4), address deaths and injuries from road traffic accidents (3.6), reduce deaths and illnesses through exposure to hazardous chemicals and air, water and soil pollution (3.9), and our contributions to strengthen the capacity in key jurisdictions where we operate for early warning, risk reduction and management of national and global health (3.d).

Our global *approach* to Health and Safety at Kinross is defined by **Safeground**, our brand which leverages the experiences of employees to strengthen our safety culture of ownership, collaboration and shared purpose. Together with our site safety teams, it empowers every level of our organization to learn and contribute to improved work design, which in turn leads to safer and more successful operations. Safeground is rooted in six key principles which have been co-created by our teams across our operations (Figure 1).

Figure 1: Safeground Principles



Our Global Health and Safety Strategy (GHSS) contains three core pillars: **people**, **systems** and **processes**, with **technology** acting as an enabling lever. The GHSS is people-centric and proactive and reaches beyond regulatory compliance, embedding a values- and performance-based culture throughout our entire organization and workforce. The strategy is implemented through our Health and Safety Management System (HSMS). The HSMS applies equally to our own employees and workers in the value chain working across all operations, development projects, reclamation sites, and offices. As one of Kinross’ First Priorities, occupational health and safety performance, primarily proactive inputs, is tied to monthly and quarterly monetary incentives for mine site employees, while for the Senior Leadership Team (SLT) it is tied to compensation as part of the Corporate Responsibility Performance Metric. To learn more, see our most recent [Management Information Circular](#). Across all our operating sites, we have joint management-worker Occupational Health and Safety Committees, or equivalent, representing 100% of workers. Grievances pertaining to health and safety are reported through the Kinross Integrity Hotline, under our Whistleblower Policy. The HSMS places a strong focus on proactive drivers of safety and employee well-being.

Proactive Drivers of Safety

Measuring our progress through leading indicators is integral to our safety strategy. Leading indicators support a proactive and positive approach to safety that engages employees and contractors and contributes to better safety outcomes. We have embedded leading indicators across our sites with clearly defined thresholds for leading performance (Table 1).

TABLE 1

Leading Indicator	Description
Corrected Hazards	The number of hazards identified and corrected by site safety programs over the course of year on a per employee basis
Proactive Field Safety Employee Engagements	The number of times 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, over the course of the year
Safety Excellence Training Program	Global implementation of in-house designed Safety Excellence training program, tailored specifically to the cultural context at each site.

Continued on next page

Key corporate and site-based initiatives and programs include:

- **Critical Risk Management (CRM)** – Our enterprise-wide CRM system identifies 18 critical risks and prioritizes them based on exposure levels and operational context, enabling consistent, data-driven prevention strategies across all sites. CRM tracks the presence and effectiveness of critical controls, versus the absence of incidents, as the primary focus of safety performance. This means that rather than waiting for an incident to occur to take corrective action, we focus on managing proactively the critical risks associated with work activities through engagement with those doing the work. The goal of this program is to establish regular, measurable in-field verification that critical controls and performance thresholds are in place, and that hazards can be corrected before a serious incident occurs. The CRM framework operates on three tiers: Global Core Critical Risks; Site-Specific Critical Risks; and Potential Critical Risks.
- **Human and Organizational Performance (HOP) and Operational Learning Teams (OLTs)** – Our HOP initiative is focused on understanding “work as done” vs. “work as imagined”. HOP takes a strategic approach designed to optimize both individual and collective performance within Kinross. Using technology that empowers the people actually doing the daily work, HOP is providing employees and leaders with the skills they need to identify and mitigate risks, enhance decision-making processes, and foster a culture of accountability. Rooted in the psychology of safety, HOP enables us to better understand how people behave and operate in organizational settings and to learn how an individual’s mental state affects how they work. OLTs are designed to leverage the expertise of people closest to the work and contribute to problem-solving and solution generation. They are a versatile tool for continuous improvement that extends beyond safety and drives grassroots improvements.
- **Kinross’ Global Safety Learning Forum** – Provides an important opportunity to leverage our collective safety knowledge, draw upon the experiences of Kinross’ subject matter experts, lessons learned and industry best practices. Led by our sites, and “served” by senior management, participants include representatives from all of Kinross’ active mine sites and development projects. The Forum meets quarterly and has a rotating chair and host site.
- **Safety Excellence Program** – Our Safety Excellence program is designed to empower every worker by proactively participating in improving the safety of work and building a positive safety culture that works for their employees and business partners. The program is tailored to reflect the unique cultural, demographic, and spiritual characteristics of an operation.

Occupational Health and Industrial Hygiene

Our industrial hygiene approach focuses on identifying, monitoring, and managing occupational health risks through standardized metrics and consistent exposure monitoring across our operations and projects. We have introduced digital health management tools to support systematic tracking of risks such as respirable silica and to enable confidential reporting of employee health results, strengthening proactive risk mitigation and preparedness for evolving worker health standards. All sites ensure that personal protective equipment is inclusive, appropriate for all workers, including women, to ensure proper fit, comfort and effective protection.

Employee Health and Well-being

We 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 physical and psychological well-being. 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.

Our mental health strategy is focused in three key areas: raising awareness of mental health among our employees and managers; normalizing conversations around mental health to reduce the stigma associated with mental illness, supported by a continued focus on advancing a culture of inclusion and belonging; and ensuring that our people have access to a range of mental health and well-being resources. Kinross’ Employee Assistance Programs also provide access to mental health resources including mobile mental health apps and access to mental health therapies such as Internet-based cognitive behavioral therapy. In the area of maternal and parental leave/benefits, legal requirements vary considerably across Kinross jurisdictions, leading to tailored approaches where, if possible, we go beyond legal requirements to provide additional benefits. These may include additional financial benefits, duration of benefits, travel support, and childcare.

At Kinross’ remote sites and projects, we provide medical capabilities to meet the daily medical needs of our employees and business partners.

Metrics and Targets

We track and measure our performance in line with the metrics below and our progress against targets.

Occupational Health and Safety Metrics and Targets

Topic	Metrics	Targets
Occupational Health and Safety	Leading Indicators • Employee Field Engagements • Corrected Hazards	Leading Indicators • Field engagements – 10 (per employee) • Corrected hazards – 10 (per employee)
	Lagging Indicators • Total Reportable Injury Frequency Rate (TRIFR) • Fatality Rate	Lagging Indicators • TRIFR – 0.65 per 200,000 hours • Fatality Rate – 0

Continued on next page

Governance and Accountability

Supervisory level oversight resides at the Corporate Responsibility and Technical Committee of the Kinross Board of Directors. Management responsibility resides with the Executive Vice-President and Chief Operating Officer. Functional responsibility for occupational health and safety resides with the Vice-President, Global Health and Safety.

Employee health and wellness, including mental health, is a shared responsibility between Health and Safety and Kinross' Human Resources team.

Accountability

Accountability for safety at the site level resides with the General Manager of each operation and is reported monthly to the Chief Operating Officer. Accountability is achieved through updates to the Sustainability Steering Committee, Sustainability Executive Committee, and transparency through the annual publication of the Kinross Gold Sustainability Report.

Document control

This sustainability policy statement will be reviewed annually in parallel with our Sustainability reporting cycle to ensure it accurately describes what we do in practice to manage our Sustainability impacts, risks and opportunities. It forms an integral part of Kinross' 2025 Sustainability Disclosures, approved by Board resolution on 27-May 2026, and replaces prior Sustainability Policy Statement, Occupational Health and Safety, dated May 2025.



For more information on our health and safety programs and performance, see our most recent [Sustainability Report](#).

