

Building Sustainable Value

ESG and Sustainability Report 2020



About Us

SSR Mining Inc. is a leading, free cash flow focused gold Company with four producing assets located in the USA, Turkey, Canada, and Argentina, combined with a global pipeline of high-quality development and exploration assets in the USA, Turkey, Mexico, Peru, and Canada. In 2020, the Company's four operating assets produced 711,000 gold equivalent ounces.

SSR Mining's diversified asset portfolio is comprised of high margin, long-life assets along several of the world's most prolific precious metal districts including the Çöpler Mine along the Tethyan belt in Turkey; the Marigold Mine along the Battle Mountain-Eureka trend in Nevada, USA; the Seabee Mine along the Trans-Hudson Corridor in Saskatchewan, Canada; and the Puna Mine along the Bolivian silver belt in Jujuy, Argentina. We have an experienced leadership team with a proven track record of value creation. Across the Company we have expertise in project construction, mining (open pit and underground), and processing (pressure oxidation, heap leach, and flotation), with a strong commitment to health, safety, and environmental management.

We are focused on leveraging our strong balance sheet and proven track record of free cash flow generation as foundations to organically fund growth across our district scale land packages and to facilitate superior returns to our shareholders.

SSR Mining Inc. is listed under the ticker symbol SSRM on the NASDAQ Capital Markets and the Toronto Stock Exchange, and SSR on the Australian Stock Exchange.

*Wildlife grazing near
Puna Operations.*



ESG and Sustainability Report

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About This Report

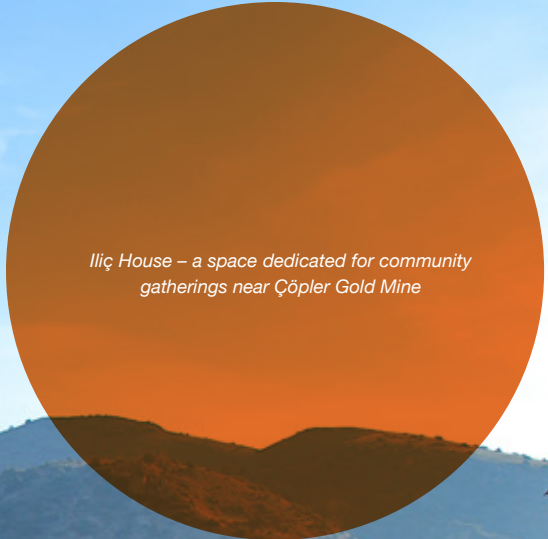


We are proud to present our third annual ESG and Sustainability Report, and our first since the transformational merger with Alacer Gold Corporation. The report sets out how we manage sustainability across our business, as well as our achievements at our operating mines during 2020 and the commitments we have made for 2021. Each report is a milestone in our sustainability journey demonstrating our achievements and also the opportunities that lie ahead.

The report is produced to be 'In Accordance' with the GRI (Global Reporting Initiative) Core standards and in partial compliance with the standards from the Sustainability Accounting Standards Board (SASB) for the metals and mining industry. The GRI and SASB are both internationally-recognized standards organizations that promote transparency, reliability and comparability in the reporting of material sustainability issues. Unless otherwise stated the data contained in this report covers our operating mines: the Çöpler Gold Mine in Erzincan, Turkey, the Marigold Mine in Nevada, USA, the Seabee Gold Operation in Saskatchewan, Canada and the Puna Operations in the Jujuy Province, Argentina.

Sustainability is a key priority to all stakeholders, whether they are local communities, local and national governments, our shareholders, or our employees. We are committed to honest and open disclosure of our performance. The disclosures we make in this report are an important mechanism for monitoring and improving our sustainability performance.

For any questions regarding this report or its contents please contact us at sustainability@ssrmining.com



Iliç House – a space dedicated for community gatherings near Çöpler Gold Mine



CEO Foreword



Laguna de los Pozuelos, located near Chinchillas Mine and Puna Operations.

Across the globe, 2020 was a year of great change, with COVID-19 impacting daily life and redefining the way business is conducted. For SSR Mining, 2020 was also a year of great transformation. We successfully completed the merger with Alacer Gold and now have a stronger and more robust business. Safely and successfully bringing two companies and their assets together is no small task, particularly in the face of a global pandemic, but with a talented and committed team we were able to achieve a great deal in a short time which sets the Company up for long term and sustainable success.

Our Business with Sustainability at its Core

Both SSR and Alacer businesses shared a belief that for mining companies to be successful, they must be sustainable. With this mindset, we seized the opportunity to fully embed sustainability at the core of the new SSR Mining and one of the first actions after the merger was to identify and bring together the best practices of each Company to update our suite of sustainability policies. Our focus is currently on building an integrated sustainability management system to ensure these values are further embedded across each site and at our Corporate offices.

The bedrock of our business is our people, and alongside updates to policies and systems, we are taking the steps to support our teams through the changes as we augment our culture around responsible mining and safe production.

Sustaining Performance

It is with pleasure that I can report we performed well against our combined public sustainability goals. We recorded zero fatalities and continued our focus on driving down our total recordable injury frequency rate (TRIFR). We are also working to set the emissions targets for our expanded business –grounded in climate science, and in line with the ambitions of the Paris Climate Agreement.

On the social front we continued to implement our new community relations management system, and at our Puna operations in Argentina the social development fund received and reviewed funding proposals. A record number of applications were received and assessed for the Çöpler Social Development Fund, unfortunately COVID-19 restrictions did impact our ability to approve applications. These projects and the committed funding will roll into 2021 as restrictions lift.

Looking to the Future

We know that to continue to succeed, we must be mindful of new norms and continue to evolve our approach to sustainability with a particular focus on climate change. That is why we have committed to establishing an action plan to achieve net zero emissions by 2050. Further to this ambitious but necessary target, we will improve our disclosures on climate and water management by responding to the CDP (formerly the Carbon Disclosure Project), and by aligning our reporting with the requirements of the Taskforce on Climate-related Financial Disclosures (TCFD).

As the pandemic continues, we remain committed to the communities and countries we operate in – most importantly on our focus of hiring and buying locally.

We look forward to tackling these ambitions and targets as well as any challenges during 2021.



A handwritten signature in black ink, appearing to read 'Rodney P. Antal'.

Rodney P. Antal
President and Chief Executive Officer

Our Operations & Projects



Seabee Gold Operations

Canada

OWNERSHIP
100%

PRODUCTION
81,686 OZ OF GOLD

WORKFORCE
670

CO₂-E
41,496

● **Sunrise Lake**
Canada

● **Amisk**
Canada



Marigold Mine

United States

OWNERSHIP
100%

PRODUCTION
234,443 OZ OF GOLD
(record production for the mine's 32-year history)

WORKFORCE
469

CO₂-E
149,409

Pitarrilla

Mexico

San Luis

Peru

Puna Operations

Argentina

OWNERSHIP
100%

PRODUCTION
5.5 M OZ OF SILVER

WORKFORCE
1,220

CO₂-E
40,376



- Operational Sites
- Development Sites
- Exploration Sites



Çöpler Gold Mine Turkey

Çöpler is an open pit gold mine located along the Tethyan belt in east-central Turkey in the Erzincan Province, approximately 1,100 kilometers southeast of Istanbul and 550 kilometers east of Ankara. Çöpler contains oxide and sulfide ores which are mined concurrently and processed through its two processing plants using heap leach and pressure oxidation processing, respectively, to produce gold bullion. Çöpler and nearby tenements are positioned on a land package of approximately 25,800 hectares.

Marigold Mine United States

Marigold is an open pit gold mine located along the Battle Mountain-Eureka Trend in Nevada, USA. Marigold is a run-of-mine heap leach operation, moving 230,000 tonnes of material per day, and producing gold bullion. Marigold is positioned on a land package of approximately 20,000 hectares.

Puna Operations Argentina

Puna is an open pit silver-lead-zinc mine located along the Bolivian silver belt in northern Argentina in the Province of Jujuy. Puna processes ore mined from the Chinchillas mine through its Pirquitas mill, using flotation processing to produce silver-lead and zinc concentrates.

Seabee Gold Operations Canada

Seabee is an underground gold mine located along the Trans-Hudson Corridor in east-central Saskatchewan, Canada. Seabee processes ore through its processing plant using gravity concentration and cyanide leaching to produce gold bullion. Seabee is positioned on a land package of approximately 60,000 hectares, including the Fisher property option.

Çöpler Gold Mine

Turkey

OWNERSHIP
80%

PRODUCTION
326,908 OZ OF GOLD¹

WORKFORCE
2,162

CO₂-E
229,773

1. Production data presented for Çöpler is for the period for the full-year 2020 for, The period for which SSR was entitled to all economic benefits of Çöpler following the Company's acquisition of Alacer is from September 16, 2020 to December 31, 2020.



Lead silver concentrate from the Chinchillas pit at Puna Operations.

SSR at a Glance

All values as at December 31, 2020



\$853 M

Revenue



711,000 oz

Production of gold equivalent ounces



\$309 M

Income from Mine Operations



461,054

tonnes CO₂-e



80%

Water reused and recycled



4,629

Workforce
including contractors

Record Fourth Quarter Performance:

Delivered fourth quarter production of 220,432 gold equivalent ounces at AISC of \$976 per gold equivalent ounce, exiting the year with strong operational momentum.

High Quality Diversified Portfolio

Diversified

portfolio of high quality, long-life operating assets across four jurisdictions

720,000-

800,000 oz AuEq²

2021 production guidance

9+ Moz AuEq

Mineral Reserves

21+ years

Cornerstone asset life

2. Based on aggregate analyst consensus estimates

Our Sustainability Vision

At SSR Mining our vision is to deliver sustainable value for all stakeholders through responsible mining. People and the environment are our most important resources, and we are committed to safeguarding them both now and for the future. We recognize the catalyst role our operations can play in local communities and commit to leaving a positive legacy.

We do this by implementing the highest standards of sustainability, as well as the necessary plans, procedures, metrics, and targets to meet our commitments every single day.

*View from water reservoir at
Marigold Mine.*



2020 Performance

The following table below aligns the sustainability performance targets in key categories such as Governance, Safety and Health, Economic Performance, People, Environment and Community relations.

Our 2020 ESG and Sustainability Performance

● Achieved ● In Progress

Focus Areas	2020 Goals	Notes
Governance	Development of Human Rights and Anti-Corruption training package for onboarding.	● Training completed for the Corporate team ahead of merger acquisition.
	Training at sites to support the organization's commitments to Human Rights.	● Due to the policy revision during integration activities the training was postponed until new policies finalized this training will be conducted in 2021.
Health & Safety	Continued implementation of Safety and Health Management System through compliance with Critical Risks Control Procedures (CRCPs).	● Implementation of the Safety and Health Management system has been modified to account for the additional asset following merger.
	Achieve zero fatalities and 5% improvement in Total Recordable Injury Frequency Rate (TRIFR).	● Improvement of TRIFR maintained (on a 12 month rolling average).
Economic Performance	Achieving 2020 annual cost and production guidance.	● Updated full year 2020 outlook was announced on September 16, 2020 following the successful completion of the merger of equal transaction with Alacer Gold Corp. and reflecting the COVID-19 related impacts to operations at Seabee and Puna. The revised production guidance was achieved.
People	Review current gender diversity performance to establish a baseline.	● Gender diversity data was collected at each operating site, project and Corporate office to establish an initial baseline.
	Establish a "think tank" committee to review drivers of diversity and inclusion.	● Establishment of a think tank was postponed due to merger to allow new leadership team to evolve SSR's values. Diversity and inclusion remains a target for 2021.
Environment	Achieve zero significant non-compliance incidents.	● A new classification system for environmental incidents was developed and will be rolled out across the Group.
	Continued implementation of the Environment Management systems by advancing water; waste and energy management plans at all operations sites.	● Implementation of Community Relations Management system has been modified to account for the additional asset following merger.
	Development of energy management and greenhouse gas emissions plans.	● We continued to develop our climate change strategy by establishing the baseline for Company emissions.
Community Relations	Continued development of closure management plans.	● These will be reviewed and updated to include the Çöpler Mine in 2021.
	Continued implementation of the Community Relations Management systems by updating stakeholder management plans and grievance mechanism at all sites.	● Implementation of Community Relations Management System has been modified to account for the additional asset following merger.
Community Relations	Develop better understanding of economic footprint in Argentina through execution of the Puna Development Fund.	● Puna continued to progress Social Development Fund by receiving and evaluating proposals in 2020.

Our Targets and Objectives for 2021

Looking ahead, we identified key performance sustainability metrics aligned with key material topics to identify targets against which our site and Corporate performance will be evaluated. We set targets and objectives to drive improvement in key areas and to ensure our teams are working towards a common goal. The table below builds on the work complete in 2020 and sets out our ESG and Sustainability linked performance targets for 2021.

ESG and Sustainability Objectives for 2021

Focus Areas	Objectives
Governance	Continued implementation of Environment, Safety and Health, and Social Standards through compliance with Integrated Management Systems
	Development and implementation of training for updated policies
Health & Safety	Achieve zero fatalities, and 5% improvement in Total Recordable Injury Frequency Rate
Economic Performance	Meet target production for 2021
People	Advance Diversity, Equity and Inclusion Strategy
Environment	Achieve zero significant non-compliance incidents
	Complete independent third-party reviews of Tailings Storage Facilities (TSFs)
	Complete Physical Climate Risk Assessment at Çöpler Gold Mine
	Report to the Carbon Disclosure Project (CDP) on climate and water security, align disclosure with the Taskforce on Climate-Related Financial Disclosures (TCFD)
	Establish an action plan to achieve net zero emissions by 2050
Community Relations	Develop metrics to robustly measure economic footprint of sites
	Update baseline of locals employed by our operations and our contractors

Our Values and Aspirations

In 2020, we started the journey of bringing two companies together. Due diligence conducted prior to the merger indicated that the values and priorities of Alacer and SSR were already well aligned. Our integration journey in 2020 included evaluating our internal guidelines and updating internal policies that will guide our programs into the future. The values highlighted below will shape our culture and support our strategy and our vision.

Our Purpose: To create value & leave a legacy through responsible and sustainable operations

Values and Aspirations Statements:



People & Culture

We value our people and invest in their growth and development. We are tenacious, working with a sense of urgency to achieve exceptional outcomes.

- We attract, retain, and develop the best talent in the industry
- We foster a collaborate working environment that celebrates and supports diversity
- We are committed to developing and empowering our people to help drive the needs of the business
- We are a results-oriented Company, with a focus on the delivery and execution of business objectives



Sustainability

We care for the environment and communities we operate in and take personal responsibility for creating and maintaining a sustainable business.

- We are recognized by our stakeholders as an ethical, reliable, and valued partner
- We build relationships and partnership based on respect with our local communities
- We are committed to honest and open disclosure and continuous improvement of our sustainability practices as we drive to be the developer of choice



Health, Safety & Risk

We protect and care for the people, communities, and environments in which we do business. We actively manage risk at all levels of the business.

- Our workplaces are free of fatality, injury and occupational illness
- We measure, report, and mitigate risk management in everything we do
- Our risk management processes ensure that we measure, report and mitigate risk in everything we do.



Water sampling at Seabee Gold Operations.



Business Excellence

We are a high-performing organization and are always looking for ways to optimize our assets and business opportunities.

- We are accountable to deliver the priorities in a balanced scorecard which allows us to achieve sustainable value added growth and maximize free cash flow
- We focus on creating value for our shareholders in everything we do
- We have robust Operational Excellence (OE) process and systems to monitor, measure and support continuous improvement in the business



Innovation

We are committed to innovation at all levels of the business and are industry leaders for project delivery and step-change solutions.

- We are focused on seeking out innovative opportunities to improve our process, procedures, and business
- We embrace the challenges and risk that come with innovation
- We take personal accountability to drive meaningful change throughout the business
- We are tech savvy keeping abreast of the latest developments, and implement new tech in a careful, pragmatic, and measured, value accretive manner



Growth

We take a disciplined approach to achieving meaningful and sustainable growth. We employ a robust framework for evaluating, managing and implementing value-creating growth opportunities.

- We have first class M&A and Exploration teams and systems that provides a pipeline of growth opportunities
- We are focused on our growth strategy and take a pragmatic approach to evaluating exploration targets and development project value realization strategies
- We execute projects in a disciplined, pragmatic and efficient manner



*Laguna de los Pozuelos, approximately
25 km from Puna Operations*

Material Topics

In 2020, we undertook a materiality assessment process to help us identify those sustainability related aspects that are most important to our business.

Methodology

Both SSR and Alacer businesses had carried out extensive materiality assessments and the 2020 process sought to build on the work previously undertaken.

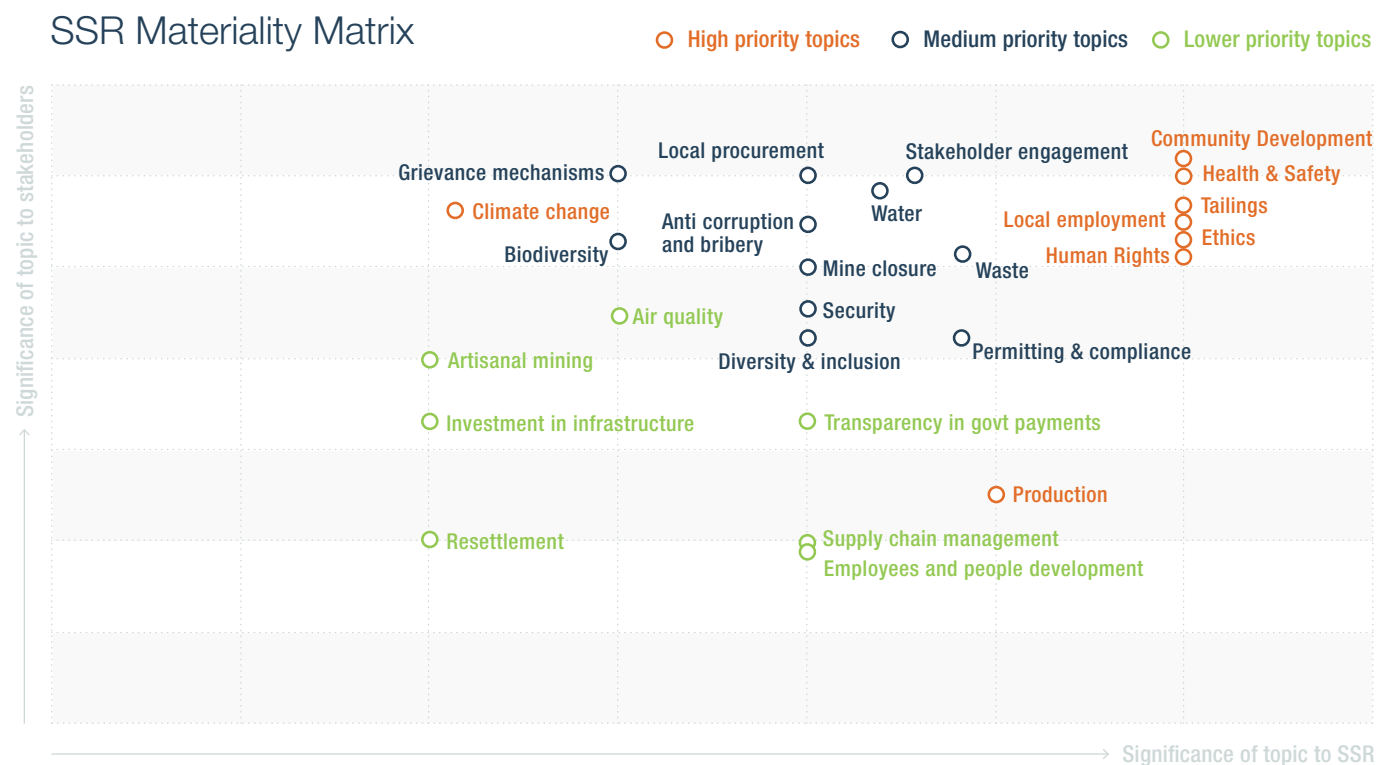
Working with an independent consultant, our Corporate sustainability team conducted a peer and industry benchmarking review of sustainability aspects that are common to the mining industry.

This included:

- The results of materiality assessments previously undertaken at SSR and Alacer businesses
- International standards and guidelines, such as the Global Reporting Initiative (GRI) topic-specific disclosures, the Sustainability Accounting Standard Board's (SASB) materiality map for the metals and mining industry
- Industry association frameworks such as the World Gold Council's Responsible Gold Mining Principles, the international council on mining and metals responsible mining principles, and the Mining Association of Canada's Toward Sustainable Mining
- Risks identified by the World Economic Forum
- Community grievance logs and Environmental Impact Assessment and baseline work
- Sustainability related risks identified in site level risk registers

Identified aspects were then assessed for level of importance via a specifically designed scoring system based on frequency of occurrence on a one – three scale, where three is very important and one is less important. The results were then plotted on a scatter graph, reviewed and validated by SSR senior management.

The graphic below provides a visual representation of the priority given to the assessed topics.



Building Strong Governance & Transparency





Haul trucks at Marigold Mine.

2020 was a transformational year for SSR Mining. In September we completed the merger with Alacer Gold Corporation. That transaction expanded our geographic footprint into Turkey – a fourth operating country for us and expanded our production. Both Companies recognized that for a modern mining company to be successful it must be sustainable. That is why before the merger had completed, we placed a focus on Environment, Safety, Health and Sustainability as a core business process for a successful integration. This included a review and update our sustainability policies and governance structures.

Our Approach

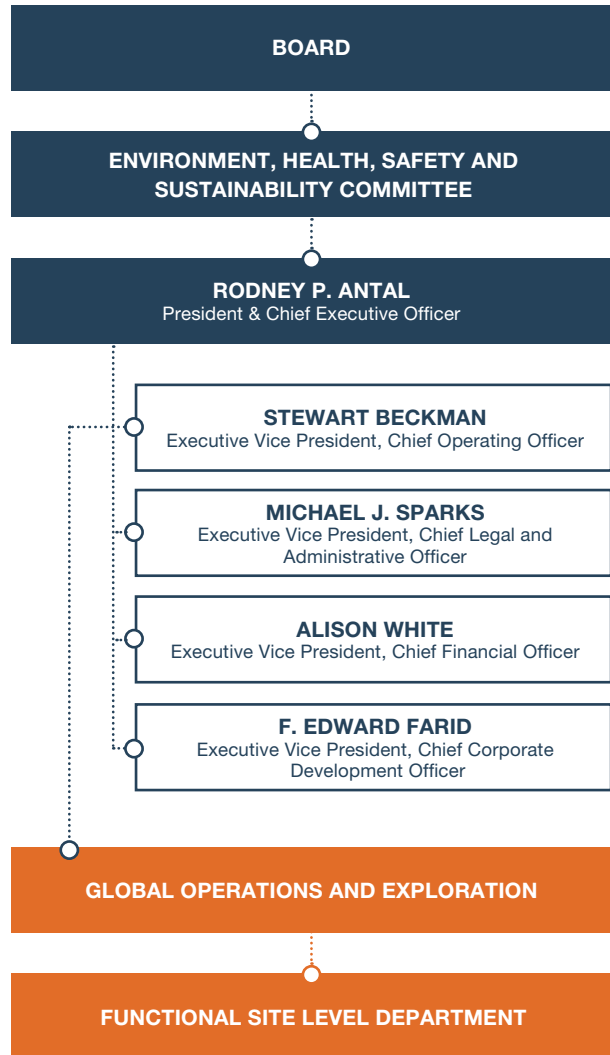
At SSR, ultimate responsibility for our sustainability programs and performance sits with the Board of Directors. The Board is supported in this regard by a dedicated Environment, Safety, Health and Sustainability Committee.

The Committee oversees, monitors, and reviews our practice and performance in areas of safety, health, environment, community and stakeholder relationships and environmental management (including areas of water management, and climate change) on behalf of the board. The Committee meets formally at least four times a year, with additional meetings held as required throughout the year.

Sustainability is a key responsibility for group executives and senior leadership, and we have a dedicated group-level Vice President of Environment, Safety and Sustainability who provides strategic guidance and oversight to our site-level teams.

To reflect our commitment to environment, safety, health and sustainability, 20% of the annual short-term incentive plan is linked to the achievement of our Sustainability targets each year.

Our Governance Structure



Our Board Structure

Size	10
Independent directors	All Directors are considered independent except for the CEO.
Separate Chair & CEO	Yes
All committees independent	Yes
Gender split	30% Women / 70% Men
Board diversity policy	Yes
Annual director elections	Yes
Annual say on pay	Yes
Board, committee and director evaluations annually	Yes

The SSR Board

	Environment, Safety, Health & Sustainability Committee	Audit Committee	Compensation Committee	Corporate Governance & Nominating Committee
A.E. Michael Anglin				○
Thomas Bates Jr.		○	○	
Brian R. Booth	○			
Edward Dowling Jr.	○		○	
Simon A. Fish			○	○
Alan P. Krusi	○			○
Beverlee F. Park	○	○		
Kay Priestly		○		○
Elizabeth A. Wademen		○	○	

Further information about the Board and its committees can be found in the governance section of our website and in our Management Information Circular.

Our Sustainability Governance Framework

The bedrock of our sustainability governance is our organizational values and policies. We have a suite of sustainability related policies that meet or exceed the requirements of legislation in the countries we work in, but also align with a range of international standards and guidance. One of our first actions following the merger with Alacer was to review and benchmark the policies of each Company to make sure they were aligned with leading industry practice, and appropriate for our expanded Company. Our new policies have received board approval and will be implemented across the group in 2021.

Our policies are supplemented by a series of subject specific management standards which are also being updated and implemented during 2021. How our policies and management standards are implemented on the ground is set out in site specific management plans which are tailored to the unique operating context and regulations of each site.

Reporting: By transparently reporting our sustainability performance, acknowledging areas for improvement, and holding ourselves accountable for the results, we build trust with stakeholders.

Targets: Setting clear targets drives improvement and challenges us too continually better ourselves. It also helps stakeholders to understand and assess our performance on the issues that matter most to them.

Metrics and indicators: Enable us to track our performance and manage any issues that arise.

Systems: High quality effective management ensure the correct processes are followed, enables collaboration, and drives a consistent approach to risk management across the business.

Plans and procedures: Detail how policies are implemented on the ground and tailored to the unique characteristics of the site or project.

Policies: Set out our vision for and commitment to sustainability and good governance across all operations.

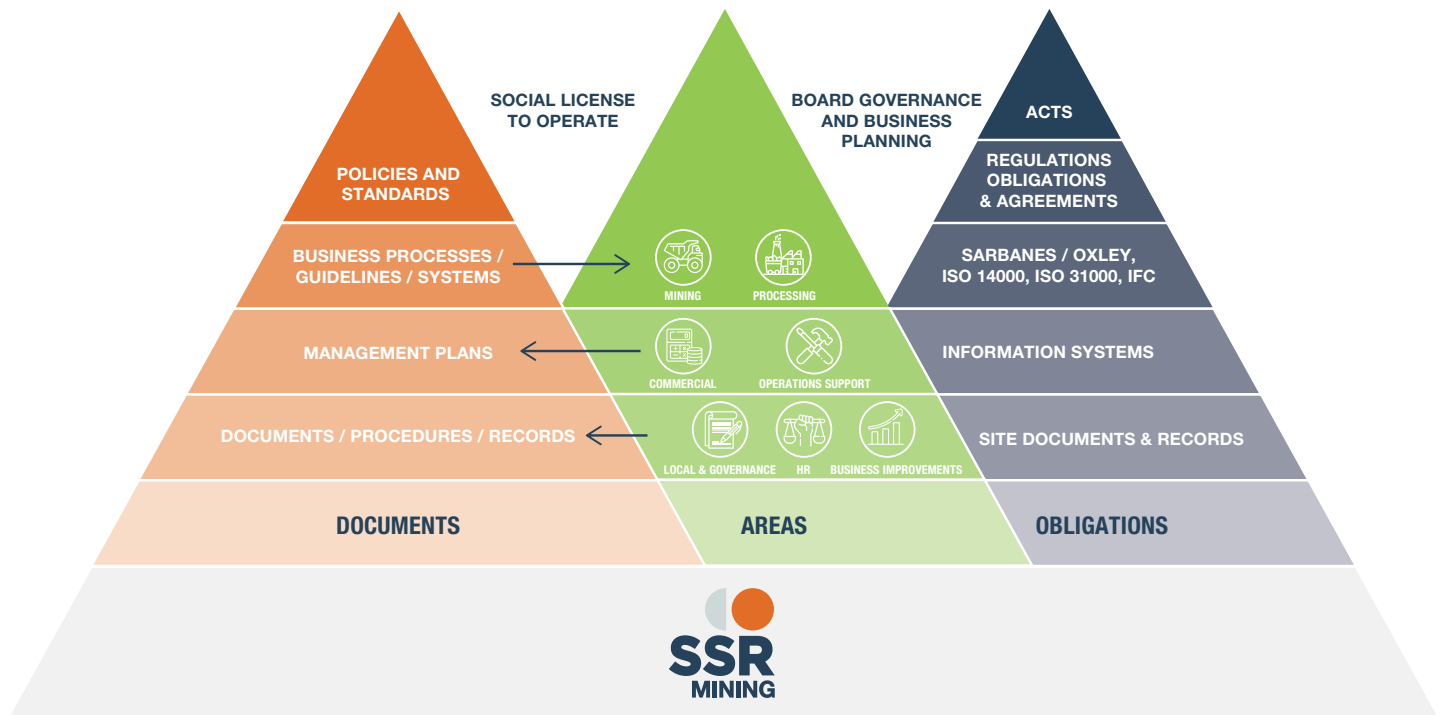
SUCCESSFULLY INTEGRATING OUR BUSINESS SINCE THE MERGER

- Updated our suite of sustainability policies.
- All sites maintained strong safety performance
- Implemented a new incident reporting procedure
- Developed an integrated HSEC Management Framework
- Integrated risk management system

Developing an Integrated Management System

Since the merger we have amalgamated the best practices from across our business to develop an integrated health, safety, environment and community (HSEC) management system (IMS). This newly formed IMS integrates all policies, standards, plans, procedures and processes across the key areas of safety and health, community relations, and the environment into a single complete framework. This helps us to ensure common shared understanding, objectives and minimum standards from our Corporate offices through to each site across our expanded business.

Moving forward, as part of the first phase of implementation of the new IMS, in 2021 each site will develop action to address any findings in order to ensure compliance.



External Certifications and Recognition

Together with our management approaches, our internal standards were developed based on a number of key external industry standards and practices including the expectations of the ICMM (International Council of Mining & Metals), the Mining Association of Canada’s Towards Sustainable Mining protocols, guidance from the International Finance Corporation (IFC) Performance Standards, and the World Gold Council. This approach ensures a comprehensive and up to date IMS. In keeping with our commitment for operational excellence, we will continue to monitor the advancement of sustainability initiative to ensure we remain a responsible Company where we do business.

The table below summarizes our external initiatives and commitments.

External Standards	Extractive Industries Transparency Initiative (EITI) (Puna); International Cyanide Management Code certification (Marigold) ; ISO Certification (Çöpler)
Industry Associations	Camara Argentina de Empresarios Mineros (CAEM)
Membership Organizations	Catalyst Accord

Board Diversity

We recognize the benefits that diversity provides to our Board of Directors. A diverse mix of skills, expertise, experience, perspectives, age, and characteristics leads to diversity of thought and a more robust understanding of opportunities, issues, and risks, and to stronger decision-making. We also recognize that the promotion of a diverse Board makes prudent business sense and promotes better oversight and Corporate governance. Three of our nine Non-Executive Directors are women.

Our Board Diversity Policy promotes the benefits of – and need for – Board diversity. The policy outlines our commitment to a merit-based system for Board composition within a diverse and inclusive culture that solicits multiple perspectives and views and is free of conscious or unconscious bias and discrimination. Our Corporate Governance and Nominating Committee reviews our Board Diversity Policy annually and assesses its effectiveness in promoting a diverse Board.

In 2019 SSR joined the Catalyst Accord 2022 and the 30% Club Canada, these are initiatives aimed at accelerating the advancement of women in boardrooms and strategic executive roles in Canada.

Ethics and Anti-corruption

We take a zero-tolerance approach to bribery and corruption. Every SSR employee, and anyone authorized to work on our behalf, is expected to conduct business legally and ethically, and to comply with our Code of Business Conduct and Ethics, and Anti-corruption Policy, and all applicable laws. Principally, these include the Corruption of Foreign Public Officials Act (Canada) and the Foreign Corrupt Practices Act (United States).

In 2020, there were no legal actions taken against SSR or its subsidiaries in relation to anti-competitive or anti-trust behavior.

All directors, officers, and employees are annually required to acknowledge that they have read and understand the Code of Business Conduct and Ethics, the Anti-corruption Policy, and other Corporate Governance Policies. All employees and Board members complete periodic training on our Corporate Governance Policies.

Risk Management

Effective risk management is a source of sustainable business benefit and a fundamental way we deliver value for our stakeholders. It is essential to good decision-making related to negative risk – those that have a negative impact on people, environment, communities etc. Sustainability related form part of SSR’s wider enterprise risk management (ERM) framework. The goal of risk management at SSR is to prevent and minimize harm/ loss while optimizing opportunities. The goal of ERM is to assess and manage all risks that could have a material impact on the Company and its stakeholders.

The primary goal of the ERM process is the identification and assessment of significant risks and the implementation of suitable risk responses. The process includes top down and bottom up risk identification and assessments from operations, subject matter experts, and management.

The following risk mitigation activities were carried out in 2020.

The risk management process involves five steps



Examples of Risk Assessment

Risk Assessment	Purpose of the Assessment	Example of Potential Risk Identified
Tailings Risk Assessment	Identify and analyze conditions or events associated with tailings facilities that could impact communities, environment and or safety and health of our workforce	Uncontrolled process water discharge
Physical Climate Risk Assessment	Identify the current and emerging physical risks to our operations from climate change	Increased forest fire events in region
Project Risk Management	Identify and control risks to effective project management and execution	Identification of impacts to schedule
Quarterly Risk Assessment	Identify and analyse risks associated with projects that could negatively affect site success	Lack of skilled workforce due to pandemic
Annual Risk Assessments	Identify and assess risks that could negatively impact business success	Evolving risks such as geopolitical developments or potential pandemic

Whistleblower Policy

We have a specific Whistleblower Policy which sets out the procedure available through our Company, including both formal and informal reporting of concerns. We also maintain anonymous channels for any employee to communicate concerns or complaints and without fear of negative consequences. Our complete Whistleblower Policy is available on our website. The policy also includes a clear no retaliation provisions for all reports made in good faith.

Payments to Government

We are committed to being a good Corporate citizen and developing strong partnerships with the countries we operate in. This is reflected by our commitment to pay the required taxes and royalties, and reporting these payments in a transparent and accountable manner.

As part of our Canadian legal requirement under the Extractive Sector Transparency Measures Act (ESTMA), we report our payments to all levels of government in Canada and abroad. Our Annual ESTMA reports are available on the SSR Website.



Human Rights

At SSR, we have zero tolerance for Human Rights violations wherever we operate. As a mining company, we understand that our operations and activities may impact a broad range of human rights within the Company and in local communities. We recognize our roles and responsibilities in respecting and protecting the human rights of those affected by our activities.

Our commitment to respect Human Rights is codified in our Human Rights Policy which is aligned with the 'Protect, Respect, Remedy' framework of the United Nations Guiding Principles on Business and Human Rights and reflects the changing social context in which we operate.

Our Human Rights Policy compels us to assess and remedy potential human rights issues and seek constructive dialogue with stakeholders and community members impacted by our activities.

Human Rights Activities

At SSR, we assess potential Human Rights issues, take measures to avoid infringing on them and establish dialogue with stakeholders impacted by our activities. Examples of due diligence include:



Human Rights training and capacity building



Identification of salient Human Rights issues



External reporting



Site-based complaints and response systems



Procedures and standards

To implement our Human Rights Policy and better understand and manage our human rights risks in 2019, SSR initiated an internal review of salient human rights which considered impacts across a range of topics, including:

- Working conditions
- Environmental issues
- Security arrangements
- Vulnerable groups
- Indigenous relations
- Supply chain management

In 2021 we will review the assessments and review all of the sites.

COVID-19

Throughout 2020, the global health crisis posed by COVID-19 has challenged companies, families, communities and governments. The scope and severity of this pandemic has required everyone at SSR to step up and do our part, adapt to very different living and operating scenarios to try and safely navigate the impacts posed by the COVID-19 pandemic.

At SSR our top priority throughout these unprecedented times has been to safeguard the health and well-being of our people and the communities we operate in, which includes taking the necessary actions to protect our business.

As a proud mining resource Company, SSR has committed to putting in place the necessary measures to protect our workers and communities, and to playing a role in the local mobilization to safeguard against COVID-19.





Our Response to Managing the Impacts of COVID-19

Our commitment to employee, contractor and community health and welfare, coupled with robust risk management systems helped to buffer the impact of COVID-19. We have implemented extensive measures across our operations and projects to prevent transmission, provide support to employees and local communities, and maintain operations to the extent possible. In all aspects of our response to COVID-19, we have partnered with governments and public health authorities in each jurisdiction where we operate to augment and support their responses.

As we enter a new phase of the global pandemic, we have provided education on the benefits of vaccination and provided opportunities for our employees to become vaccinated where available.



Supporting our Employees and Their Families

Maintaining Employment: We are focused on operating safely and responsibly maintaining employment and economic activity to the extent possible during the COVID-19 pandemic.

Addressing Feedback and Providing Resources: We provide regular updates to employees on preventative measures, global trends, COVID-19 symptoms, Personal Protective Equipment to protecting themselves and others, and to self-assessment tools.

Support During Temporary Shutdowns/Slowdown: to reduce risk of transmission and support efforts to combat COVID-19 in various jurisdictions, we worked in close collaboration with local governments to implement temporarily shutdowns where necessary and reduced crew sizes at our operations. In many cases, employees in these jurisdictions continued to be paid during this period.

Employee and Family Assistance: Our Employee and Family Assistance Programs ensure all employees, and their families have immediate and confidential support services, crisis counselling support and/or referrals to community resources.



Supporting our Safe Operations

As of the publication of this report, we continue to safely operate, with measures in place for preventing transmission, in line with guidance from local health and government authorities. On March 25, 2020 Seabee was voluntarily placed into temporary care and maintenance as a precautionary measure. Through this period, employees maintained the mine in a state of operational readiness until June 2020 when a phased restart of the operation commenced. On March 20, 2020, Puna temporarily suspended operations as a result of government-mandated restrictions. Subsequently, the Government of Argentina reinstated mining as an essential business activity. During the second quarter of 2020, a phased restart complying with government regulations and guidelines was implemented with the recommencement of mining, hauling and milling operations. During the third quarter of 2020, COVID-19 infection rates in the Province of Jujuy escalated, resulting in further interruptions to operations. In September, operations were suspended in order to manage camp occupancy, conduct testing and reduce the risk of transmission. All activities resumed at expected levels by the beginning of October 2020.

Ongoing Commitment to Sustainability: SSR's activities continue to be underpinned by our focus on sustainability governance and leadership. Throughout the current global health crisis SSR has remained committed to sustainability business practices in all aspects of our activities, including updating the company-wide policies and commitments. We remain committed to implementing our updated sustainability goals, including our objective of establish an action plan to achieve net zero emissions by 2050.

Prevention and Detection: Measures implemented at SSR offices and operations include reduced crew sizes, staggering shift start times, enhanced cleaning and disinfecting protocols, including frequent disinfecting of employee buses and work areas, pre-screening all contractors and external visitors to site for risk factors and symptoms. Option of tele remote work where feasible, requiring employees who show symptoms or are in close contact with someone with symptoms to work from home.



Supporting the Communities Where we Operate

Resilient Communities: our employees live and work in vibrant communities. Everywhere we operate, we have implemented wide-ranging measures to protect the health and well-being of our employees, their families and their communities.

COVID-19 Fund: we have established a COVID-19 Community Support Fund to provide effective and relevant support in each of our various communities. The Fund has committed to community initiatives where support is most needed. When helping local teams determine which initiatives to support, the response fund focuses on four key areas: community health, food security, economic resilience and vulnerable populations.

Çöpler Supports Public Health: Çöpler contributed to local communities during the COVID-19 pandemic by donating medical equipment to the local public hospitals in Iliç and Erzincan.

Marigold Supports Mental Health: Marigold focused on supporting mental health by supporting "The Family Support Center", a primary provider of mental health services in Winnemucca and the surrounding communities. Marigold donated funds to FSC which was used to establish their digital infrastructure to provide online services. Marigold also provided a donation to Humboldt County to launch a wellness information and outreach program in the local communities.

Seabee Donates Food and Supplies: Seabee has made donations to support various Indigenous communities in Saskatchewan, including provisioning of non-perishables to the Lac La Ronge Indian Band and Peter Ballantyne Cree Nation.

Puna Partnership: In Argentina, Puna has partnered with the Argentina Mining Association (CAEM) in a joint mining-industry response to provide support during the COVID-19 pandemic period. CAEM have donated food hampers to help support local communities and medical supplies and test kits to help contain the spread of the virus in the area.

SSR's activities continue to be underpinned by our focus on sustainability governance and leadership. Throughout the current global health crisis SSR has remained committed to sustainability business practices in all aspects of our activities.



Building a Safe, Healthy and Competent Workforce

Transforming world-class ore deposits into world-class mines requires the talents and dedication of a highly competent and motivated workforce and the creation of a healthy and safe working environment. Our employees are the foundation of our business success, and our ability to simultaneously navigate both through the integration of two companies and a global pandemic attests to the commitment and dedication of our employees and business partners.

- Zero Fatalities
- Çöpler Gold Mine awarded Society for Mining, Metallurgy & Exploration's SME Health and Safety Operational Excellence Award
- Marigold Mine won 1st place for large metal operations in the Nevada Mining Association Safety Awards

Our employees and contractors are the bedrock of our business and we are committed to providing a safe and healthy work environment for them. We resolutely believe in, and are committed to the principle of safe production, and know that occupational illnesses and injuries are preventable. In 2020 as part of the integration of the two companies we evolved our vision for safety and health management from Safe for Life to Zero Harm.





Santoy underground mine at Seabee Gold Operations.

Our Approach

At SSR safety and health always has and always will be our utmost priority. One of our first priorities following the merger was to review and update our Safety and Health Policy. The refreshed policy sets out our commitment to a safety culture that embeds safety and health not only as a Company but personal value for us and those we work with. The refreshed policy includes commitments to:

- Protect the safety and health of employees and our business partners at all stages of the mine life cycle
- Provide employees and contractors with a safe working environment free from uncontrolled hazards
- Implement effective safety, health and security systems at all operations
- Evaluate the safety and health implications of business decisions
- Measure and monitor the safety and health performance of our operation against set objectives and targets
- Promote initiatives that foster a safety culture
- Promote wellness and healthy lifestyles for our employees, local communities and those we work with

Safety and Health Management

The policy applies to all employees and contractors working across our business. The policy is backed up by robust enterprise and site specific safety management plans and systems which align with the international best practice standards OHSAS18001 and ISO45001.

Key elements of our safety and health management systems include:

Risk Management: We regularly assess safety and health related risks across each part of our mines. These assessments ensure that we are aware of the specific risks in each part of the mine and inform the most appropriate hazard controls are implemented. Individual risk assessments (also known as field risk assessments) are also conducted prior to any work or team conducting potentially hazardous or non-routine work.

Employee Engagement: We encourage our staff to think proactively about safety and health risks and to take responsibility not only for their own safety but also for the safety of their colleagues. We empower our workers to challenge their supervisors if they believe that appropriate safety measures or equipment are not in place, and all workers have the right to refuse work on the grounds of safety or health risk.

Training: Safety education and training are a critical part of induction and ongoing development for all employees and contractors. Additional job-specific safety training is provided followed by competency reviews to ensure employees have the knowledge, skills and practical experience to conduct their work safely and effectively. Examples include heavy equipment operation, the safe use of chemicals, dealing with spills, working at height, and hot work.

Occupational Hygiene: We are striving to ensure parity between our approach to manage safety risk and those related to occupational health hazards. In 2020 significant progress was made in improved characterization of workplace exposures and associated controls. Our sites have recruited professional occupational hygienists and enhanced coordination with occupational medicine specialists and consultants.



Group stretching activity at Puna Operations.

CASE STUDY

Wellness at Work

For general health and wellness care, our workers and contractors can access non-occupational health services through the national healthcare system (Canada), Company-supported health insurance coverage (USA), and, Company-sponsored insurance coverage from their respective employer (Argentina and Turkey).

We also run health-related campaigns on site aimed at helping our workforce to improve their overall well-being. Topics such as stop smoking, healthy eating and weight management, and fatigue management are regularly communicated and discussed in pre-shift meetings.

Performance

Just as we reviewed our Corporate Safety and Health Policy following the merger with Alacer, we similarly reviewed our safety and health indicators, and selected a range of existing and new leading and lagging metrics to be monitored at each site. This approach allows us to evaluate the effectiveness of our management systems and better anticipate and assess risks and related controls.

Safety and health performance across SSR was stable from a statistical perspective, but while injury severity in 2020 was low, the number of reported high potential incidents increased in 2020. In addition, Seabee contributed approximately 38% of SSR’s recordable injuries a trend that has prompted a significant remediation plan for 2021.

2020 Work-Related Fatalities

	2020
Çöpler	0
Marigold	0
Seabee	0
Puna	0
Aggregated SSR Mining	0

2020 Total Recordable Injury Frequency Rate (TRIFR)³

	2020
Çöpler	2.90
Marigold	9.16
Seabee	22.95
Puna	3.15
Aggregated SSR Mining (1 million hours)	5.12

2020 Lost Time Injury Frequency Rate (LTIFR)⁴

	2020
Çöpler	0.00
Marigold	4.58
Seabee	9.66
Puna	0.63
Aggregated SSR Mining (1 million hours)	1.59

3. Rolling 12 month Average (Jan 1 - Dec 31)

4. Rolling 12 month Average (Jan 1 - Dec 31)

Occupational Health

We recognize that there is more to ensuring worker and community health and well-being than simply working to prevent injuries.

At SSR, we have started to accomplish this through environmental, biological and medical monitoring to start to quantify occupational exposure risk. Assessing these risks will allow for exposure reduction or elimination.

“Effective safety leadership and engagement doesn’t happen behind a desk. It occurs in the field and among employees and contractors doing the work. Our senior and line managers expect of themselves to spend quality time on site being present and leading by example.”

- Tim Bekhuys, Vice President Environment, Safety, Health and Sustainability



Mine rescue drills performed at Çöpler Gold Mine

CASE STUDY

Emergency Preparedness

Making sure we are adequately prepared for emergencies is a key part of our commitment to providing a safe environment both for our people and the communities we work in. While the details of Emergency Plans vary site by site, the fundamentals of our approach are consistent, well trained teams, appropriate equipment, effective communication and clear protocols.

For example, at our Çöpler Mine in Turkey there are three dedicated emergency response personnel complemented by a team of 86 trained workers. A minimum of 20 trained emergency response workers are present on site at any one time.

Mock drills are carried throughout the year to ensure all workers know what to do in the event of an emergency, and we have a target of a three-minute emergency response time.

The Mine also has high specialized and sophisticated equipment on site, and reflecting Çöpler's commitment to the community in 2019, the mine signed a protocol with the Sub-governor of Iliç to assist the district in dealing with emergencies such as traffic incidents.

Training our Talent

Our success as a business is underpinned by the skill, commitment and dedication of our workforce. Our performance in 2020, achieving production guidance despite the challenges wrought by COVID-19, is testament to the resilience, dedication and talent of our team.

Our approach to the development of our people is to strategically and continuously invest in training and education to ensure we meet our business and operational needs both now and in the future. We provide a range of technical skill development, leadership and business literacy skills, training on procedures and standards, and career development for our people.

Valuing our Workforce

People are our core strength. More than any other factor, our success depends on their capabilities and commitment. We are focused on attracting and retaining experienced and skilled talent with a culture that puts safety at its core and supports people to reach their potential.

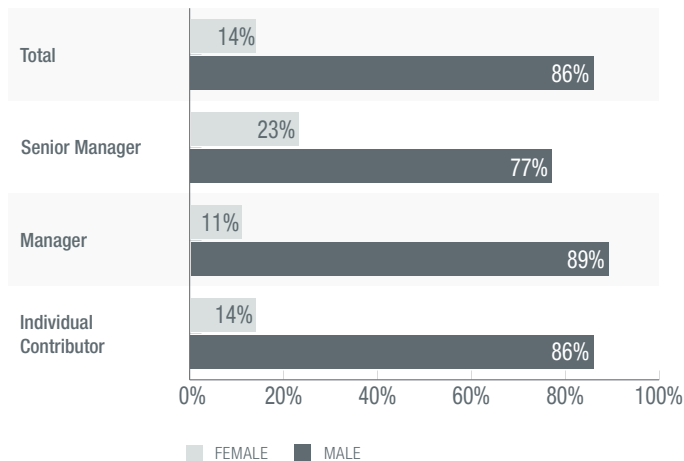
We believe that transparent communication with workers and unions is critical to the effective running of our operations. We do not impose restrictions on union representation, and we respect the rights of freedom of association and collective bargain. At our Çöpler Mine we invite union and workforce representatives to attend site level EHS&S committee meetings.

In total 38% of our workforce are union members and have collective bargaining agreements in place. There were no instances of industrial action across our operations in 2020, and we enjoy positive labour relations across all sites.

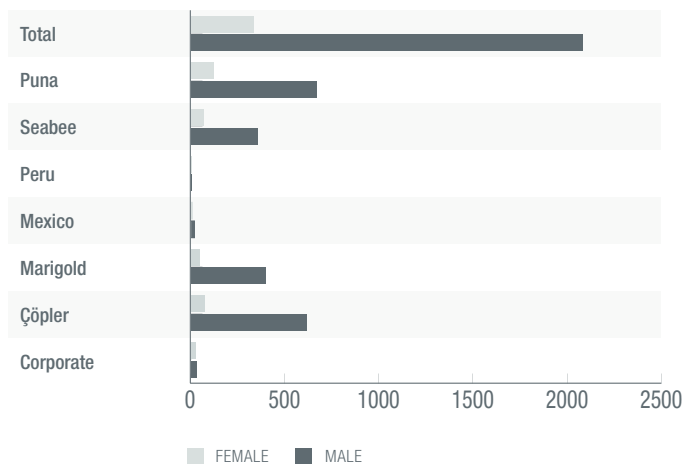
2020 Total Workforce by Location, Employment Type and Gender

	Full-Time Salaried (Non-Unionized)			Full-Time Salaried (Unionized)			Hourly (Non-Unionized)			Hourly (Unionized)			Contractors		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Corporate	25	31	56				1		1				2	2	4
Çöpler	43	219	262					6	6	27	386	413	48	1433	1481
Marigold	13	60	73				30	337	367				11	18	29
Mexico	3	15	18										4	5	9
Peru	4	4	8										2	10	12
Seabee	21	97	118				48	258	306				9	237	246
Puna	46	242	288	71	423	494							62	376	438
Total	155	668	823	71	423	494	79	601	680	27	386	413	138	2,081	2,219
Total SSR employees	2,410														
Total Workforce (incl. contractors)	4,629														

2020 Breakdown of Total Workforce by Employment Type and Gender



2020 Total Workforce by Location and Gender



Employee Turnover

To retain employees in a competitive market, we maintain a positive, dynamic work environment, with competitive compensation and benefits. Overall employee turnover for SSR in 2020 was 12% and the Corporate office saw a higher rate of turnover due to restructuring that occurred following the merger with Alacer Gold.

Communicating Effectively

Effective internal communication is key to creating a positive work environment. Throughout 2020, we set out to understand and support our employees navigate the global pandemics and merger of two companies. To do this, we conducted surveys, held regular internal virtual team meetings with employees from our operations, projects and Corporate offices. In addition, we updated the company-wide survey conducted in 2019 to include the Çöpler Mine.

As we move forward, we plan to use this updated set of information to establish guidelines for how we communicate with our employees. These guidelines will be incorporated into action plans.



CASE STUDY

Our Commitment to Our Employees

Our commitment to our employees is embedded in SSR's key policies, including the Code of Business Conduct and Ethics, the Diversity Policy, and the Human Right Policy - where the respect for the rights and dignity of others is an integral part of our commitments to individuals and to promoting a positive work environment. To achieve this, we:

- Do not tolerate discriminatory conduct in the workplace
- Provide a fair and non-discriminatory employee grievance system
- Value diversity and treat all employees and contractors fairly, providing equal opportunity at all levels of the organization without bias
- Employ and promote employees on the basis of merit
- Provide fair and competitive compensation
- Maintain the confidentiality of collected personal and private information about employees
- Recognize the right of employees to freedom of association
- Provide appropriate training and development opportunities
- Consult, communicate, and provide appropriate support to employees



Employees at Seabee Gold Operation



Diversity, Equity and Inclusion

We recognize the value of a diverse and inclusive workforce. Attracting individuals from a broader range of backgrounds helps foster a more innovative and agile organizational culture which enhance our business performance.

We strive to foster an open and inclusive workplace environment and strongly support the principle that all individuals should have an equal opportunity to participate in our Company and achieve their full potential. We are committed to providing and maintaining a work environment built on mutual trust and respect, where diversity and inclusion are valued, and where every member of our workforce feels welcome. In alignment with our Code of Business Conduct And Ethics, the Human Rights Policy and the Diversity Policy, everyone at SSR shall:

1. Treat each other and all members of the outside community with respect and courtesy
2. Maintain our workplace free from all forms of harassment
3. Never permit factors like race, religion, colour, gender, sexual orientation, age, nationality or ethnicity to determine decisions about hiring, employment promotions, pay rates, transfers, layoffs or terminations (or condone decisions by others determined by such factors)
4. Never permit physical disabilities to determine work-related decisions, unless the disability prevents a person from safely doing a job and the disability cannot be reasonably accommodated

“We believe in an inclusive and diverse workplace, where everyone has an equal opportunity to participate and to achieve their full potential.”

– Stewart Beckmann, Executive Vice President, Chief Operating Officer

With operations across four countries and exploration in two further, our workforce is comprised of people from a wide range of backgrounds and a broad set of skills, values and experiences. We value this diversity and the organizational strength and innovative thinking it brings to our business.

Mining is traditionally a male-dominated industry, and to help redress this, a key focus at SSR is to promote and encourage women to join our workforce on the mine, and once employed on the mine to progress into leadership roles.

2020 Number of Employees by Age and Gender

1-Jan-21	18-29			30-49			50+		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Corporate		3	3	20	16	36	6	12	18
Çöpler	29	103	132	41	453	494		55	55
Marigold	2	39	41	24	198	222	17	160	177
Mexico	1		1	2	10	12		5	5
Peru				3	4	7	1		1
Seabee	10	33	43	27	197	224	32	125	157
Puna	39	147	186	77	445	522	1	73	74
Total	81	325	406	194	1,323	1,517	57	430	487
Total Employees	2,410								

2020 Gender Representation at all Levels of the Company

BOARD



30%



70%

CORPORATE OFFICE



46%



54%

ENTIRE BUSINESS



14%



86%



CASE STUDY

Gender-Focused Training and Education

Our diversity strategies extend to local employment with specific, targeted programs to promote under-represented groups. At Puna Operations, our training program for heavy equipment operators was extremely successful in attracting women to the mining industry. Of the 118 participants from local communities, 32 were women. Many of the women, who may not have driven motorized vehicles of any kind before entering the program, can now operate trucks and other heavy equipment.

In Saskatchewan, our Community Partners Scholarship program was established to support women in the Lac La Ronge Indian band and the Peter Valentine Cree Nation, in partnership with the RBC Foundation and the Government of Canada's INDSPIRE program.

In Nevada and British Columbia, we are encouraging gender diversity in mining through scholarships: the first "Women in Mining Scholarship by SSR Mining" at the Colorado School of Mines was awarded in 2019, and the first "SSR Mining Award for Women in Mining Engineering" at the University of British Columbia was awarded in 2020. Each award is for US \$20,000 and CAD\$20,000 respectively, to support a female mining engineering student in advancing her future career.

In Eastern Turkey where our Çöpler Mine is located, cultural norms can create additional barriers for women entering the workforce. We actively encourage local women to apply for jobs at the mine and our ambition is to increase the number of women employed at the mine year on year. We also support gender-focused initiatives which provide skills and economic independence to local women, and approximately 30% of projects supported by the Çöpler Social Development Fund were women led projects.





Employees at Çöpler Gold Mine and Marigold Gold Mine.

Building our Positive Impact in Communities

- \$3.6 million in Annual Community Investments
- Maintained Strong Local Employment at all Operations
- Strengthened Community Support during COVID-19



Community members near
Çöpler Gold Mine.



Our Approach

Community engagement is key to our approach to community relations. We aim to engage local communities as early as possible in the mine life cycle to create the strong foundation needed for the development and operation of a mine. All our exploration projects and operations have context specific local community engagement processes to deliver robust, transparent and trust-based stakeholder consultation.

Developing Strong Community Relations

Maintaining strong relationships with the communities we work in is both a strategic priority and moral imperative for our business.

By developing positive relationships with our communities, we are better able to understand, manage and mitigate impacts of our business on these communities.

Each operation's Environmental Impact Assessment includes a comprehensive examination of issues and potential impacts, including environmental, social, and economic issues. In each operation, we identify affected stakeholders based on the potential and severity of impacts – both positive and negative – and develop an engagement plan for consultations. We measure, track, and manage our impacts on an ongoing basis.

Each operation's Environmental Impact Assessment includes a comprehensive examination of issues and potential impacts, including environmental, social, and economic issues. In each operation, we identify affected stakeholders based on the potential and severity of impacts – both positive and negative – and develop an engagement plan for consultations. We measure, track, and manage our impacts on an ongoing basis.



Community members near Puna Operations.

Key Community Activities Throughout the Mine Lifecycle



Exploration

As contact with community members starts, so do discussions and dialogue to gain the trust and support of community members. Activities include discussions to facilitate opportunities for people living in nearby communities, negotiations for land access, assistance to traditional owner groups to build their capacity to negotiate, and support or contributions to local initiatives.



Construction

Implementation of programs to help integrate new employees and contractors and their families into the community (if not hired locally). Partnering and collaborating with government and other organizations to ensure the delivery of services (such as childcare, education, housing) to communities impacted by construction activity. Providing employment, training, and business opportunities for local people in the construction phase and beyond.

Planning for Closure

Working with communities to help them define a post-mining future or providing support for the community to undertake these processes independently. Identification of viable alternative uses for mine land and project infrastructure. Helping to build the capacity of local people to utilize opportunities presented by mine closure. Evaluation of appropriate alternative structures such as trusts and foundations to provide economic benefits beyond the life of the mine.

During 2019 SSR launched an enterprise-level community relations management system. As part of this, in 2020 legacy SSR sites continued working to develop a formal community relations strategy and plan based on each community's specific needs. The systems include formal grievances mechanisms. Çöpler already had both a formal stakeholder engagement strategy and grievance mechanism in place.



Project Development

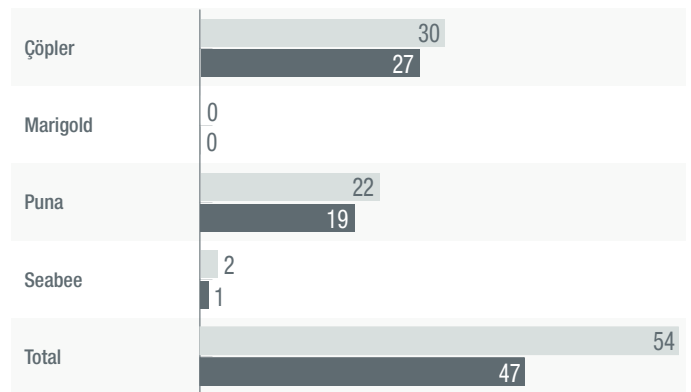
Initiation of community needs analyses and social baseline studies, in collaboration with key stakeholders to plan the company's community development and engagement programs



Operations

Working in collaboration with the community to allocate and distribute community development funding, in line with community needs analyses. Implementing or supporting initiatives that address identified that address identified community needs. Building the capacity of local organizations (such as through the provision of funding and in-kind support to volunteer and not-for-profit organizations). Providing training, employment and business development opportunities for local people. Partnering and collaborating with other organizations to deliver improved services for the community. Supporting or funding a community visioning exercise.

Grievances received and resolved in 2020



■ GRIEVANCES RECEIVED ■ GRIEVANCES RESOLVED

Communities located near our operations



Seabee

Seabee is a fly-in/ fly-out mine and defines five communities as local based on their proximity to the mine. We focus our engagement and outreach efforts on these communities.

Marigold

The Marigold Mine in Nevada is less remote, with less of a clearly defined “local community”, but our community relations management system has identified communities for the focus of our engagement.

Puna

At our Puna Operations, we have six local communities defined as ‘direct impact’. These communities are closest to our operations and associated infrastructure. We define a further eight communities as ‘indirect impact’. Although these communities are also an ongoing focus of our engagement efforts, our operations are less likely to impact them.

Çöpler

Çöpler classifies communities on a four-scale ranking. Impacted, Affected, zone 3 and zone 4. Seven local villages are classified as impacted, and a further three as affected. While the wider province of Erzincan is classified as zone three, and Turkey classified as zone four.



Seabee Gold Operations employee.

CASE STUDY

Seabee Celebrates National Indigenous Peoples Day

On June 21st, 2020 operations at the Seabee Gold Operation shutdown early to celebrate National Indigenous Peoples Day and recognize and honor the heritage, cultures and, valuable contributions to society by First Nations, Inuit, and Metis peoples. Celebrations included a traditional meal (including a fish fry, wild rice, bannock, bison stew and berry desserts) and employee prize raffle including artwork from local artists.

CASE STUDY

Community Engagement at the Çöpler Gold Mine in Turkey

At the Çöpler Mine, we have a wide-ranging stakeholder engagement program (SEP) which sets out the ways in which we engage with our stakeholders and ensures regular communication with stakeholder groups throughout the year. Some of the elements included in the Çöpler Mine SEP are:

- Quarterly results presentations to shareholders, local authorities, and an annual presentation of results and performance to local communities
- Regular meetings with local mayors, Muhktars and other community representatives
- Inviting trade union representatives to visit and attend meetings on site
- Community grievance mechanism
- Attendance at local industry and investor conferences

At the Çöpler Mine during 2020, we held 441 engagements with local community members. These included meetings with shareholders, analysts, local communities, authorities, contractors, government representatives and trade union officials. Some of the key topics discussed included the SDF, exploration activities, cyanide awareness, local procurement and contracting opportunities and job creation.





Village near Çöpler Gold Mine

Grievance Mechanism

Çöpler's grievance mechanism is an important part of the mine's local stakeholder engagement program and overall governance of sustainability. It also provides valuable insight into the performance of the mine's community development and engagement work.

Çöpler's grievance mechanism was developed to meet the requirements of Turkish regulations and the IFC Performance Standards and is designed to be widely accessible. There are several access points available throughout each of the mine's five closest affected communities. There is also a dedicated access point for suppliers.

In 2020, 90% of all grievances received during the year were successfully resolved. Two grievances carried over from 2019 were still unresolved at the end of 2020. These were successfully closed out in January 2021.



Community Investment

We recognize the important role our operations can play as catalysts for social and economic development in the communities we operate in and beyond. All our operations support a wide range of community development initiatives, which are based on the local socioeconomic environment and community needs.

Our approach to community investment is set out in our integrated Environment and Sustainability Policy. The policy sets out our approach to social sustainability and community development, and includes commitments to:

- Develop appropriate community engagement and development systems to prioritize support for sustainable development, including; equitable access to jobs, training, and education opportunities.

We support local social and economic development in three key ways: Hiring from the local community, prioritizing local suppliers, and the support we provide for community projects, and initiatives. Our approach to Community Investment and Development is overseen by our Vice President, Environment, Health, Safety and Sustainability, who is supported at group level by our CSR Manager, and at operational level by dedicated site CSR and Community Relations.

Hiring Locally

For local communities, employment opportunities are a primary benefit of our presence. Hiring workers from the communities nearest our mines and the countries we operate in is one of the most important contributions we make to social and economic development. We strive to maximize local hiring at all our operations. Our approach varies based on the cultural and geographic context of each site.

At all our mines we strive to recruit wherever possible from the communities nearest the mine. If we are unable to find the appropriate skills or qualifications within these communities, we look to the wider region and neighbouring provinces, before looking to national employees and ultimately expatriates. We also provide skills development programmes for our workers, contractors, and local communities to help them develop the skills needed to work on the mine.

2020 Local and Regional Employment (Employees)

	Indigenous	Local	National	Foreign	Total	% Local
Corporate		51		6	57	89%
Çöpler		366	300	15	681	54%
Marigold		404	36		440	92%
Seabee ⁵	120	270	34		424	64%
Puna		418	363	1	782	53%

2020 Local and Regional Employment (Contractor)

	Indigenous	Local	National	Foreign	Total	% Local
Corporate			4		4	0%
Çöpler		418	1,063		1,481	28%
Marigold		29			29	100%
Seabee ⁵			246		246	0%
Puna		129	293	16	438	29%

The Çöpler Mine in Turkey has set particular specific targets for local and in-country employees; aiming to hire 90% of our unskilled workers from communities ; 80% of semi-skilled workers from communities; and; 80% of our skilled workers from Turkey. At Marigold, a significant majority of the workforce are residents of Nevada. At Seabee, five local communities (as defined by their proximity to the site) are the focus of hiring efforts. Puna Operations has defined 14 local communities based on their proximity to the site.

“I want Çöpler to be a place where everyone local and non-local wants to work, to gain experience and to see what good looks like.”

– Burhanettin Sahin, Deputy Country Manager
Çöpler Mine

Prioritizing Local Suppliers

We recognize our supply chain can act as a massive lever to multiply the economic benefits of our presence. Like our hiring strategy, our procurement processes prioritize local companies. In 2020, 91% of our total procurement spend was with local and national suppliers.

5. The Seabee Gold Operation in Saskatchewan is located adjacent to First Nation Territories and explicitly monitors employment levels with members of the Lac La Ronge Indian Band and Peter Ballantyne Cree First Nation.

Investing in Local Community Projects

Each year we contribute to the development of our local communities by making direct investments in community infrastructure, and social programs.

2020 Community Investment

	Çöpler	Marigold	Puna	Seabee	Total
Investment Spend – Social Development Fund (\$)	31,255		59,031	–	90,286
Community Investments (\$)				–	
Health	180,918	60,400	201,304	75,289	517,911
Education	639,263	86,975	9,147	7,454	742,839
Arts, Culture & Sports	1,059,554	48,300	672	8,729	1,117,255
Environment	113,484	–	–	373	113,857
Economic Development	1,271	8,900	3,278	–	13,449
Infrastructure	398,949	–	111,384	–	510,333
Water Infrastructure	13,455	–	–	–	13,455
Community Engagement	39,237	–	–	–	39,237
Other	247,139	–	–	–	247,139
Value of Scholarships Provided	86,556	63,750	8,494	32,799	191,599
Compensation Payments	357		–	149	506
Payments to Local Communities as Part of Land Use Agreements	–		381	–	381
Total Community Investments	2,811,437	268,325	393,691	124,793	3,598,246

Çöpler: In 2020 we provided 133 scholarships to local community members. These ranged from providing scholarships to vocational high school students to support study towards a Master’s degree. Scholarships were awarded equally between men and women. Çöpler also provides support to the University lab and Kindergarten in Erzincan.

Marigold: We focus our funding in key areas that support our initiatives that are important to our surrounding communities. In addition to funding various initiatives, the mine has been contributing to the University of Nevada, Reno since 2012 through royalties. Marigold has also provided 29 scholarships including 14 to women. Recipients were dependents of Marigold employees and students from local communities. Through the Colorado School of Mines, we provide each year a Women in Mining Scholarship by SSR Mining to support a female mine engineering student advance her career.

Puna: In rural Jujuy near our Puna operations, we partner with local schools to improve educational outcomes. Since 2012 we have supported the renovation of six local schools. In collaboration with the Argentina Ministry of Education we helped to create a program to enable community members, including our employees to complete their secondary education. In 2020, ten scholarships were awarded in the Pirquitas jurisdiction, the evaluation of a further 9 is underway in Rinconada, following COVID-19 related delays.

Seabee: We fund a breakfast program in the Gorden Deny School in the nearby town of La Ronge, in partnership with the Breakfast Club of Canada. This program provides a nutritious breakfast in an inclusive caring environment for more than 200 students. In 2020 we provided a total of 12 scholarships, including eight to women. Two of these scholarships were provided to children of our employees.



Hand etching on a copper plate near Çöpler Gold Mine.

CASE STUDY

Funds for Development

Alongside the direct investments we make, we have dedicated social development funds at our Puna Operations and Çöpler Mine. These funds aim to support sustainable projects in the local communities to help diversify economic activity in the local area and reduce reliance on the mine.

Argentina Community Development Fund

Puna Operations partnered with the local regional government to invest in local communities through a Social Development Fund. This innovative partnership between the mine and the host communities aims to promote financial inclusion and create opportunities for local entrepreneurs and support a wide-range of social and community developments projects.

Management of the fund will be participatory in nature, and the board of directors will consist of representatives of local communities to evaluate, approve and delivery financing for the projects.

An initial contribution of USD 500,000 was made to get the fund up and running. In 2020, 47 projects were presented, and 37 assessed. In 2021, we will organize workshops to strengthen the understanding of the fund and its objectives among the local communities.

Çöpler's Social Development Fund (SDF)

Çöpler's SDF aims to provide financial support to local entrepreneurs so they can set up or grow their own businesses. Projects are selected based on a set of development priorities agreed in consultation with the community and aligned with local government development plans and priorities. The SDF is funded from contributions by the Company of \$2 for every ounce of gold produced annually by the Çöpler Mine, thereby linking the benefits we share with the community to our success as a Company.

Because the application process involves a number of in person meetings, in 2020 COVID-19 restrictions meant that the program had to be paused. Funding continued to accumulate through the pause ready to be allocated once the hiatus is over. We continued to support the projects funded in 2019, and we hope to resume the programme in 2021. To date the Çöpler Sustainable development fund has distributed more than \$500,000 to encourage entrepreneurship around the mine.

Building our Responsible Environmental Stewardship

- Zero incidents
- Physical Climate Risk Assessment at Marigold, Puna and Seabee
- 80% water reused or recycled

Being responsible environmental stewards is a critical part of our business. By using natural resources and energy efficiently, recycling waste, and working to protect biodiversity, we deliver long-term value to all stakeholders and leave a positive legacy.





*Tailings Storage Facility at
Seabee Gold Operations.*

Our Approach

Our approach to environmental management is set out in our Environment and Sustainability Policy. The policy outlines our commitment to minimize our impact on the natural environment and to proactively manage those impacts which cannot be minimized.

We manage our operations in strict compliance with all relevant environmental standards. We take precautionary measures to avoid negative impact to ecosystems wherever possible. When adverse impacts do occur, integrated programs are implemented to aid recovery of the affected area. We integrate environmental considerations into every stage of the mine lifecycle to ensure we are reducing as far as possible the impact of our operations. We strive for continuous improvement in our environmental performance.

Our management approach to Responsible Environmental Stewardship is overseen by our Vice President, Environment, Health, Safety and Sustainability with support from our Group CSR Manager, and dedicated site-level Environment teams at each operation, and project.

One way we monitor our environmental performance is by tracking the number of environmental incidents that occur because of our activities, even when they are minor and contained within the mine site. During 2020, a new classification system for environmental incidents was developed. In 2021 we will roll out the classification system across the expanded Company. No significant environmental incidents were recorded in 2020.

Adapting to Climate Change

At SSR, we know that climate change and extreme weather are material issues across the mining industry and for broader society. We also recognize the link between our energy use and climate change. We are committed to being part of the global solution to the climate change challenge.

Our approach to climate change and climate risk is informed by three key principles; understanding the risks, measuring and reducing to the extent practicable our impacts on climate change, and disclosing our performance. Our commitment to adapting to managing climate risk is set out in Environment and Sustainability Policy, which compels us to;

- Use energy and other natural resources as efficiently as possible
- Assess climate risk and strive to manage and reduce our greenhouse gas emissions
- Review, assess, adopt and implement clean technologies and renewable energy sources as they become economically viable

Throughout 2020, we continued to develop our climate change strategy by establishing the baseline for Company emissions. We worked with globally-recognized experts to conduct regional analyses of climate science to inform resilience planning for Marigold, Puna and Seabee and improve our understanding of the potential climate vulnerabilities of our operations and communities where we operate. We will extend this risk-based analysis at our Çöpler Mine. As a result of this physical risks analysis undertaken in 2020, several examples of risks and opportunities are outlined below:

Risk	Description	Potential Opportunities
Increased temperatures	Climate models show exposure to this risk impacting ice roads in northern locations	Alternative site access ways and transportation options
Potential flooding events and overall water availability	Projected trends in maximum rainfall suggest potential increase in this hazard	Innovations that result in reduced water consumption
Extreme weather events	Projected trends in drivers of wildfires causing potential impacts to infrastructure and diminishing air quality	Robust dust and air quality monitoring programs and collaboration with communities



“By effectively managing our energy needs, we can reduce our greenhouse gas emissions and contribute to the achievement of global emission reduction targets, including those set out in the Paris Agreement. By understanding the physical and transitional risks associated with climate change, we can make our business and operations more resilient.”

– Rodney P. Antal – President and Chief Executive Officer

In 2021, we will be embarking on an ambitious journey to achieve net zero emissions by 2050 and key actions for this include:



Setting the Baseline

During 2021 we will work to understand the baseline emission for our expanded Company. Once the baseline is identified we will set a science-based emissions reduction target.



Understanding the Risks

In 2019, SSR started a formal approach to assessing climate risk throughout its operations and conducted physical risk assessments at all operations. During 2021 a physical risk assessment will be conducted at the Çöpler Mine. The results of the physical risk assessments will form the basis of SSR's climate strategy.



Disclosing our Progress

During 2021 we will respond to the 2020 Carbon Disclosure Project (CDP) Carbon questionnaire, and work to align our climate change disclosures with the requirements of the Taskforce on Climate-related Financial Disclosures (TCFD).

The impacts and risks of climate change to our business are discussed at our board meetings and we have committed to set a target and action plan for net zero emissions. The steps are outlined below.

- **2021** Set the emissions baseline for our Company
- **2021- 2024** Identifying opportunities to reduce our emissions and the roadmap for implementation

Energy and Greenhouse Gas Emissions

Performance

The energy we use is our most significant source of greenhouse gas emissions, and a significant operational cost for our business. By striving to use energy as efficiently as practicably possible we can reduce our emissions and deliver cost savings to the business.

At each site we track our energy data to understand our total consumption. Across the group 74% of the electricity we use flows from the national grids of the countries we operate in. The newly acquired Çöpler Mine accounts for a third of our energy use in 2020. In 2020, 9% of our energy came from renewable sources. Our energy intensity was 5.78 GJ per ounce of gold produced in 2020.

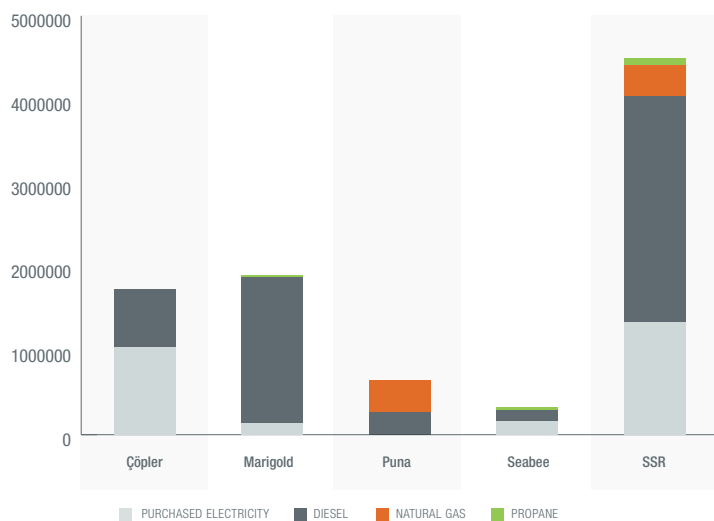
Alongside energy data we also track our greenhouse gas emissions. In 2020, our scope 1 (direct) emissions were 327,119 tonnes of CO₂-e, and our scope 2 (indirect) emissions were 133,935 tonnes of CO₂-e. Our total scope 1 & 2 emissions for 2020 were 461,054. Our 2020 emissions are not comparable to our reported 2019 emissions due to our expanded asset base, following the merger with Alacer Gold, and the addition of the Çöpler Gold Mine in Turkey to our portfolio which accounts for approximately 50% of our total emissions.

In 2020, our emissions intensity was 0.59 GJ tonnes of CO₂e per ounce of gold produced. These figures provide an initial baseline for our expanded Group.

2020 Energy Consumption (GJ)

	Electricity Purchased	Diesel	Natural Gas	Propane	Other Energy Sources ⁷	Total By Site
Çöpler	1,046,823	680,751	0	0	865	1,728,439
Marigold ⁸	131,845	1,743,870	0	31,547	121,430	2,028,692
Puna	0	273,366	370,245	3,239	5,375	652,225
Seabee	166,415	120,016	0	42,457	7,891	336,779
SSR	1,345,083	2,818,003	370,245	77,243	135,561	4,746,135

2020 Energy Consumption (GJ)



7. Other energy sources include ANFO, emulsion, gasoline and aviation fuel.

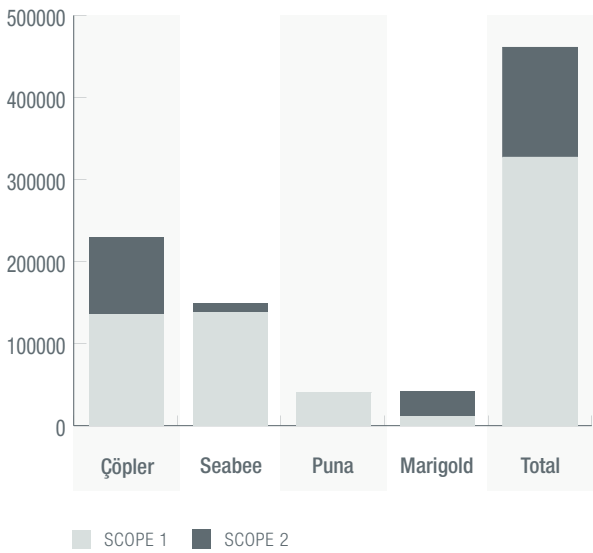
8. Other significant energy sources for Marigold include ANFO and emulsion.

2020 Direct (Scope 1) and Indirect (Scope 2*) Greenhouse Gas Emissions (Tonnes of CO₂e)

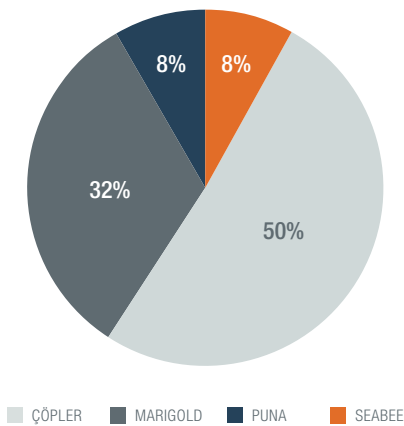
	Direct GHG Emissions (Scope 1)	Indirect GHG Emissions (Scope 2)	Total GHG Emissions (Scope 1 & 2)
Çöpler	136,505	93,268	229,773
Marigold	138,792	10,616	149,408
Puna	40,376	0	40,376
Seabee	11,446	30,050	41,496
SSR	327,119	133,934	461,054

*Scope 2 emissions were calculated using the location-based approach.

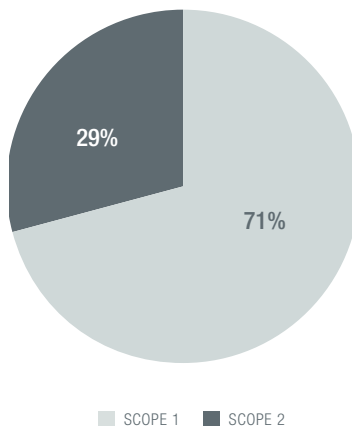
2020 Tonnes of CO₂-e Emissions by site



Site Emissions as % of SSR Total



SSR Scope 1 and 2 Emissions



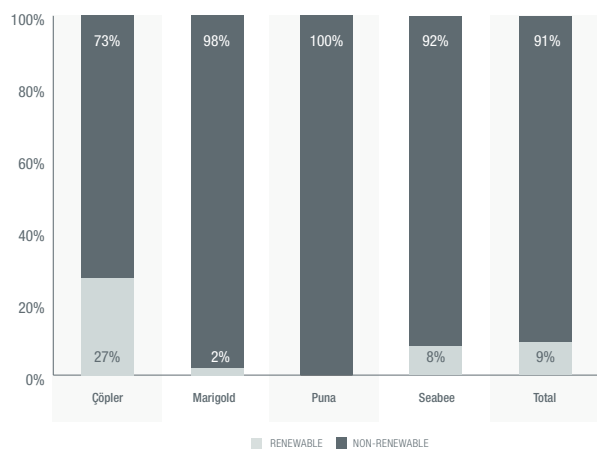
2020 Energy Intensity

	GJ/oz Gold Produced	GJ/kt Material Mined
Çöpler	5.39	67.84
Marigold	8.65	23.70
Puna ⁸	9.97	114.51
Seabee	4.12	708.09
SSR	5.78	40.35

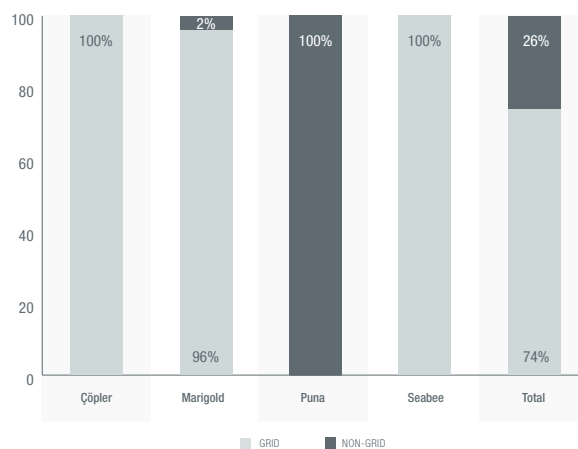
2020 GHG Emissions Intensity

	CO ₂ -e /oz gold produced	CO ₂ -e/kt Material Mined
Çöpler	0.70	8.88
Marigold	0.64	1.75
Puna ⁵	0.62	7.09
Seabee	0.51	87.25
SSR	0.59	3.92

2020 Renewable and Non-Renewable Energy Consumption (as % of Overall Consumption)



2020 Electricity Consumption by Source



8. Puna Operations produces primarily silver; this metric is reported in gold equivalent for comparison purposes.



Air Emissions

Mining activities have the potential to release different types of airborne pollutants which can impact air quality. These emissions are often regulated by national and local legislation and SSR sites often have to follow specific standards as part of their permits. Our emissions in 2020 were within permitted levels.

2020 is the first year SSR began disclosing on air emissions data.

2020 Air Emissions

		Çöpler	Marigold	Puna
NO _x – Stationary Sources	Metric Tonnes	63.9	0.058	<0,02 mg/m3
SO _x – Stationary Sources	Metric Tonnes	1.12	0.001	0,06 mg/m3
Particulate Matter _PM 10	Metric Tonnes	5888	1.31	550.1 mg/m3
Mercury Air Emissions	Metric Tonnes	0.00022	0.000051	NA

Responsible Water Management

Our mines rely on ready access to a steady supply of freshwater to operate. Access to water is also a fundamental human right. With populations growing and climate change impacting the predictability of water supplies, ensuring we use water efficiently is crucial to our social license to operate and a key business consideration.

Our aim is to use water as efficiently as possible, and our commitment to responsible water use is codified in our Environmental and Sustainability Policy.

From the high-alpine regions of Turkey, to the Nevada desert our operations span a range of climates, which means the actions we take on the ground to fulfill this commitment vary by site. Our environmental impact studies and assessment include comprehensive water management plans that are tailored for each operation. We maintain comprehensive water quality monitoring programs to help ensure that we meet all applicable regulatory requirements. The plans include establishing baseline water conditions and provisions for ongoing water samplings and test. All operations use water for processing, and we strive to reuse and recycle as much water as we can.

During 2020 we identified our baseline water use and sources for our expanded group. In 2021 we will also work to refine our active water balance models across all sites and conduct further watershed-level assessments. In addition, we will begin disclosing to the CDP Water Security questionnaire.



Our primary water sources

Çöpler

Çöpler is in high desert region, and near the culturally significant Euphrates River. All water used by the Çöpler Mines is governed by strict permitting rules regarding extraction and discharge under Turkish regulations. Çöpler's main water source is ground water.

Marigold

Marigold is our only mine in an area with exposure to water scarcity. The site's primary source of water is from ground water. The Marigold Mine is designed to operate in a closed circuit configuration as much as possible.

Puna

At our Puna Operations, water must be removed from the pit, and teams must manage water runoff from surface waste rock facilities. Most of the water used by Puna operations are drawn from local pumping wells. Some of it is used for dust suppression around pits and haul roads.

Seabee

Most of the water used by Seabee is drawn from a nearby lake. Water must be removed from the underground workings.

Performance

During 2020, our water withdrawal was 7.6 million m³ of water, predominantly groundwater. Fresh water withdrawn at Marigold, our only mine in an area with high baseline water stress, accounts for 23% of our total abstraction volume.

Our main consumptive uses of water are:

- Dust suppression, which is carried out at our Marigold and Çöpler mines to reduce dust on haul roads, and across operations
- Entrainment, that is water locked in tailings
- Evaporation

At all sites, we strive to maximize the amount of water we reuse and recycle, and in 2020 our water reused and recycled rate was approximately 80%.

All water we discharge to the environment is treated to ensure it meets all applicable discharge requirements.

Performance for 2020 will set the initial water use baseline for our expanded business. Once this important step is completed, we will work to set targets for water reuse and recycling during 2021.

Our performance in is not directly comparable to data reported for 2019, as we have worked in 2020 to align our water reporting with the guidelines of the ICMM Water Accounting Framework. Data reported for 2020 also includes full year data for the Çöpler gold mine. We will continue to improve our water disclosures in 2021, including responding to the CDP Water questionnaire.

Defining Water Use Terms

- Water used is all water used through mining activities
- Water reused and recycled: water that is reused or recycled within the site for operational use
- Withdrawal is water received and used for operation or stored
- Water diverted is water which enters site and is released into the environment without being used
- Discharge is water removed from the facility and discharged to the water environment or third party
- Consumption is water used by the facility and not returned to the water environment or third party e.g., dust suppression or human consumption

2020 Water Performance (m³)

	Çöpler	Marigold	Puna	Seabee	Total
Surface water withdrawal - fresh	0	9,077	556,399	46,206	611,682
Surface water withdrawal - other	0	0	0	0	0
Ground water withdrawal – fresh	5,012,249	1,576,172	311,040	0	6,899,461
Ground water withdrawal - other	0	0	14,825	83,300	98,125
Water diverted	0	434,093	0	340,578	774,671
Water discharged	146,400	1,267,233	43,800	210,011	1,667,444
Water consumed	467,829	1,633,236	52,526	193,390	2,346,981
Water reused and recycled	3,324,430	26,542,601	1,165,496	354,952	31,387,479
Water recycled as % of water used	40%	94%	57%	73%	80%

Tailings and Waste Management

Tailings are a common waste product generated by the mining process. They typically consist of remnant crushed ore which has been mixed with water and reagents which are neutralized before storage. Tailings are our most significant source of process waste and are a critical area of environmental management for the mining industry.

All our tailings are sent to carefully engineered Tailings Storage Facilities (TSFs). We manage our tailings facilities responsibly and in line with international standards, and local regulations to meet site specific conditions. In February 2019, the International Council on Mining and Metals (ICMM) the Principles for Responsible Investment (PRI) and the UN Environment Programme began developing the Global Industry Standard on Tailings Management (GISTM). The standard, launched on 5 August 2020, was developed through an independent expert panel that reviewed current mining industry global best practices for designing, managing, and operating tailings storage facilities. Tailings management is a key component of our Environmental Impact Assessments and our corresponding management plans. We currently have clear procedures in place to ensure alignment with international best practice standards from construction to closure and we have started a compliance audit to continue to align our internal tailings management practices to evolving industry standards. In 2020, we started a compliance audit to evaluate existing TSF designs and operating plans against the GISTM. We will report on these findings in the 2021 Sustainability Report.

Our Approach to Tailings Management

We use a combination of technology, regular inspections, external oversight, and audits to monitor our TSFs:



Technology

Including vibrating piezometers, embankment crest prisms, and accelerographs to monitor embankment settlement, movement, and stability



Inspection

Our TSFs are inspected daily for signs of stress or damage by members of the construction team and mine geology departments. Details of each inspection are recorded in daily tailings logs, which are reviewed by the process manager. Members of our Health, Safety and Environment departments also conduct inspections monthly. The groundwater and surface water downstream locations



Annual Inspections

We also have annual site inspections of our TSFs (including of all internal monitoring reports) by external, internationally recognized tailings dam specialists who provide a further level of monitoring and compliance governance



External Oversight

At the Çöpler Mine an authorized hydraulic structures inspection Company is always on site on behalf of the Ministry of Environment and Urbanization of the Turkish Republic. The TSF design and engineering consultants are also on site during construction to ensure quality and conformance to design



Audit

External audits are regularly conducted



Independent Tailings Review Board (ITRB)

Conducted by one or more qualified and internationally recognized experts outside of SSR and not involved with preparation of the TSF design. The ITRB provides an expert, independent opinion as to whether or not the TSF design and current and/or anticipated performance demonstrate an acceptable level of care, from geotechnical, hydrotechnical and environmental perspectives and with reference to acceptable international practice

Our Tailings Storage Facilities

Seabee: The Seabee Gold Operation has two tailings management facilities; The East Lake and Triangle Lake facilities. Tailings depositions alternate between the two facilities with summer deposition occurring at the East Lake Facility, and winter deposition occurring at the Triangle Lake facility. We are currently expanding the Triangle Lake facility. Both facilities are HDPE lined.

Marigold: In 1994 the Marigold Mine became a heap leach operation and its tailing facility was decommissioned and reclaimed. The closed tailings facility has been rehabilitated and is regularly monitored.

Puna: At Puna Operations, ore from the Chinchillas mine is processed at the Pirquitas facility. Tailings are disposed of into the mined-out Pirquitas pits. By backfilling the Pirquitas pit we were able to eliminate the need to expand the Pirquitas TSF, reducing costs and helping to minimize the footprint of our mine. The Pirquitas TSF is a HDPE-lined facility and is used as an emergency alternative to the pit disposal and water storage.

Çöpler: Çöpler has one TSF, a downstream mass filled dam, which became operational during the final quarter of 2018 with the start up of the sulfide plant. The TSF was designed to meet best in class requirements for Class-I (hazardous) waste, even though all tailings are classified Class-II (non-hazardous). Çöpler's TSF has also been designed to withstand significant earthquakes up to a magnitude of 7.5 on the Richter scale. Modelling shows that even in the most severe seismic event the wall of the TSF will heave with minimal risk of altering facility location or strength.

2020 Waste Generated and Tailings Deposited (tonnes)

	Tailings Deposited	Waste Rock Mined	Waste Rock Backfilled
Çöpler	2,705,153	20,782,765	8,794,946
Marigold	–	62,038,297	44,645,042
Puna	1,094,363	4,878,701	–
Seabee	152,302	219,323	116,477
Total	3,951,818	87,919,086	53,556,465

	Hazardous Waste	Non-Hazardous Waste	Total Waste Recycled	Waste Recycled (as% of hazardous and non-hazardous waste)
Çöpler	677	773	1,377	95%
Marigold	21	973	568	57%
Puna	169	331	38	8%
Seabee	–	876	758	87%
Total	867	2,953	2,742	72%



CASE STUDY

Leading the Way for Best Practice in Cyanide Management

In 2007, our Marigold Mine in Nevada became the world's first gold mine to be certified under the International Cyanide Management Code (the Cyanide Code), and the mine continues to maintain its certification. In 2020, our Çöpler Mine in Turkey began working toward Cyanide Code Certification. Progress in 2020, however, was however was slowed due to COVID-19 travel restrictions.

The Cyanide Code is a voluntary initiative focused on the safe management of cyanide in gold and silver mining, and the production, transportation and use in the recovery of gold and silver.

The Code's comprehensive requirements include financial assurance, accident prevention, emergency response, training, public reporting, stakeholder involvement and verification procedures.

Hazardous Materials Management

Cyanide

Cyanide is a critical input to the gold mining process. However, if not handled carefully and correctly, cyanide can cause damage to the environment and human health. The use of cyanide at our operations is governed both by the relevant national legal requirements, but also informed by the best industry practices and the International Cyanide Management Code (ICMC). In 2021 SSR committed to have all sites certified under the ICMC. To achieve this, gap analysis and plans have already been developed at both Çöpler Mine and Seabee. Marigold is already certified.

Mercury

Mercury is naturally present in the ore at our Marigold Mine in Nevada and can be mobilized during processing. Similarly to cyanide, if spilled or not handled carefully mercury can cause significant environmental harm, and exposure can seriously or even fatally damage human health. We use a wide range of controls during processing and disposal to help us safely manage risks. These include:

- **Retorts:** We have one mercury retort with a condenser to remove large particulate mercury in the exhaust stream before it goes to the scrubber
- **Activated Carbon:** We use activated carbon in the gold recovery process
- **Scrubbers:** We have two sulphur impregnated carbon scrubbers

In line with Nevada State law we dispose of elemental mercury and mercury-contaminated waste at licensed waste facilities. We have strict handling and packaging procedure in place for transportation to safeguard people and the environment. We dispose of about one tonne of elemental mercury every two years, and in 2020, we safely disposed of approximately 12.2 tonnes of mercury contaminated waste.

Protecting Biodiversity

The size, scale and location of mining operations means they can have a negative impact on local biodiversity. Carefully managing and maintaining the range of biodiversity on and near our sites is vital for the ongoing health of our local environment and community livelihoods.

We seek to minimize our biodiversity impacts through a variety of mechanisms throughout a mine's life starting at the project design and evaluation phases. Including;

- **Baseline Assessments:** We undertake comprehensive baseline assessments of flora and fauna, including information on the International Union for Conservation of Nature (IUCN) Red List of Threatened Species, before any operation or expansion takes place
- **Environmental Impact Assessments:** We conduct EIAs and develop corresponding management plans for every major project. These include site-specific mitigation measures for impacts on land, flora, and fauna, within the applicable environmental requirements
- **Biodiversity Action Plans and Monitoring Studies:** At our Çöpler Mine we developed BAPs for the Mine and its associated TSF. We also work with experts from Gazi and Hacettepe Universities to conduct biodiversity monitoring on a quarterly basis. We will consider developing BAPs for our other mines
- **Enterprise Level Biodiversity Standard:** In 2019 SSR reviewed the MAC Biodiversity Conservation Management Protocol, and integrated an enterprise level biodiversity standard into our overall Environmental and Community Relations Management System. During 2021 we will work to roll this out to our expanded Group

Our Biodiversity Footprint

The Seabee Gold Operation and Marigold Mine are not located within or adjacent to protected areas, or areas of high biodiversity value (as defined by national biodiversity strategies).

Similarly, the Çöpler Gold Mine is not located within or adjacent to protected areas, however the region is home to some protected species including Dag Kecisi a type of wild goat. Other examples of fauna found near Çöpler includes, wolves, foxes, and lynx. During regular monitoring in 2020 we identified a native plant ‘Allium Shahinii’, which has been added to the Turkish biodiversity inventory. Additional research including regional surveys found that the plant had a wider distribution than the mine lease areas.

Our Marigold Mine has various management plans in place for protecting biodiversity. They include Bird and Bat Conservation; Eagle Management Plan; Noxious Weeds Management.

At our Puna Operations we have participatory monitoring programs with members of the local community to help us understand the full range of flora and fauna near our operations.

The International Union for Conservations of Nature (IUCN) is the world’s most comprehensive inventory of the global conservation status of plant and animal species. Below are the number of species in each site that are listed by the IUCN.

IUCN Species

	Çöpler	Marigold	Puna	Seabee
National Conservation Species	0	22	0	0
IUCN i. Critically endangered	1*	0	0	0
IUCN ii. Endangered	0	1	1	2
IUCN iii. Vulnerable	0	2	3	5
IUCN iv. Near threatened	0	2	6	7
IUCN v. Least concern	0	104	18	274

*Allium Shahinii



Image of Allium Shahinii



Local fauna grazing near Puna Operations.

CASE STUDY

Managing Biodiversity in a Protected Area of Argentina

The Chinchillas Mine which is part of our Puna Operations is approximately 25 kilometers from the Laguna de Los Pozuelos a UNESCO-designated protected biosphere reserve, and international important wetland under the Ramsar Convention. It is home to a wide range of aquatic birds including three species of Flamingo, Corn, Barcino and Pueno ducks and herds of Vicuña.

Puna Operations undertake and maintain comprehensive monitoring of flora, fauna and limnology biannually and monitor water, soil, noise, dust and vibrations on a monthly basis to make sure we do not affect the reserve. Our monitoring data indicate that Puna Operations have no impact, including impacts on water quality or quantity. On site, a hunting ban and felling ban are enforced which benefits biodiversity.

Integrated Mine Closure

Mining operations have a finite life, and their social, economic and environmental impacts—positive and negative—continue long after the mine closes. As a Company, our ambition is to leave a positive and lasting legacy for the local communities around our mines, and to restore and rehabilitate the local environment, leaving behind minimal environmental impact. Planning for mine closure is an integral part of this.

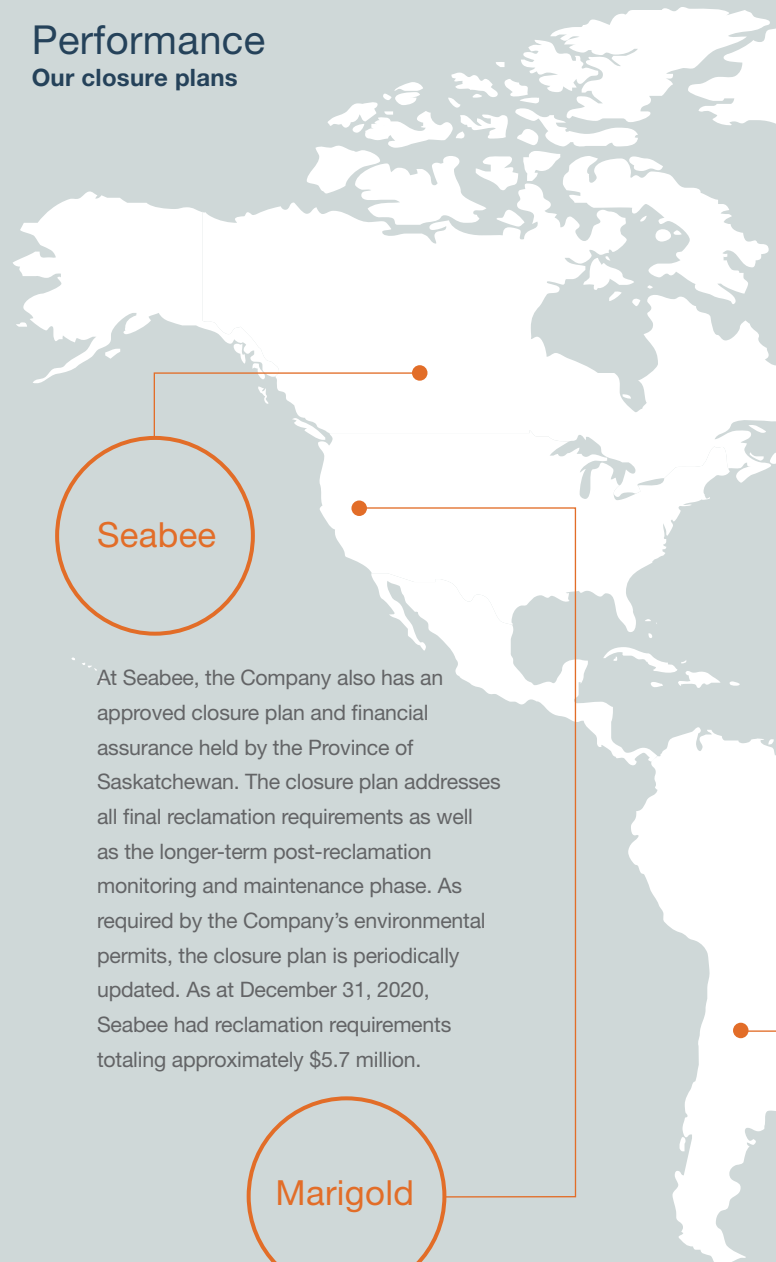
Each of our mines have closure plans in place aligned local regulatory requirements and encompass a wide range of environmental, social and economic concerns, including;

- Reclamation and remediation
- Decommissioning
- Public Safety
- Social management
- Post-closure monitoring
- Transfer of Assets

These plans are regularly reviewed and continually updated throughout the mine life.

During 2019, we also began developing social closure plans for all operating sites to further deliver on our commitments to our host communities. These will be reviewed and updated to include the Çöpler Mine in 2021.

Performance Our closure plans



Seabee

At Seabee, the Company also has an approved closure plan and financial assurance held by the Province of Saskatchewan. The closure plan addresses all final reclamation requirements as well as the longer-term post-reclamation monitoring and maintenance phase. As required by the Company's environmental permits, the closure plan is periodically updated. As at December 31, 2020, Seabee had reclamation requirements totaling approximately \$5.7 million.

Marigold

At Marigold, the Company engages in concurrent reclamation practices and provides bonds for all permitted features, as part of the State of Nevada permitting process. As at December 31, 2020, Marigold, including the Trenton Canyon and Buffalo Valley properties, had reclamation requirements totaling approximately \$54.6 million.



2020 TOTAL FOOTPRINT

3,722.4 ha

ALL OPERATIONS

Land disturbed and not rehabilitated at the beginning of 2020.

42.2 ha

ALL OPERATIONS

Total land newly disturbed in 2020.

4 ha

ALL OPERATIONS

Total land rehabilitated in 2020.

3,760.6 ha

ALL OPERATIONS

Total land disturbed and not rehabilitated in at the end of 2020.

Puna

At Puna Operations, including the Chinchillas operation, the present value of the current closure and reclamation cost estimate, to be spent over a number of years, is approximately \$20.7 million

Çöpler

At Çöpler, the present value of the current closure and reclamation cost estimate as at December 31, 2020, to be spent over a number of years, is approximately \$36.5 million.

In Closing

2020 was an unprecedented year for SSR, with a historical merger and a global pandemic. These events have not distracted us from our commitments to responsible mining. Instead, 2020 was a defining year for our ESG commitments where we focused on embedding sustainability at the core of SSR Mining. We are also proud of having kept our people safe and exited the year with strong operational momentum at all four operating sites. These achievements would have been unimaginable without the strength and dedication of our people.

As evidenced in this report, the changes and challenges experienced this year have only reinforced our commitment to transparency and to delivering value to all stakeholders.

For more information about our approach to sustainability please contact: sustainability@ssrmining.com

We welcome all comments and feedback.



GRI/SASB Index

GRI Content Index

Reference	Topic	Page number and/or notes
Governance		
General (GRI 102)		
102-1	Name of the organization	SSR Mining Inc
102-2	Activities, brands, products, and services	Page
102-3	Location of headquarters	Denver, Colorado
102-4	Location of operations	Argentina, Canada, Turkey, United States of America
102-5	Ownership and legal form	2020 Annual Information Form
102-6	Markets served	2020 Annual Information Form
102-7	Scale of the organization	Page 5-6
102-8	Workforce by Composition	Page 37
102-10	Significant changes to the organization and its supply chain	2020 Annual Information Form SSR Mining acquired Alacer Gold in 2020
102-11	Precautionary Principle or approach	At all times, we manage our operations in compliance with, or in excess of, all relevant environmental standards. Precautionary measures are taken to avoid impact to ecosystems wherever possible. When adverse impacts occur, integrated programs are implemented to promote the recovery of the affected ecosystems.
102-14	Statement from senior decision-maker	Page 4
102-16	Values, principles, standards, and norms of behaviour	Page 13-14, 21-22
102-17	Mechanisms for advice and concerns about ethics	Page 23
102-18	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision making on economic, environmental and social impacts	Page 19-20 2020 Annual Information Form
102-20	Executive-level responsibility for economic, environmental, and social topics	Page 19-20
102-22	Composition of the highest governance body and its committees	Page 20
102-23	Is the chair of the highest governance body also an executive officer? If so, why, and what is their function?	No
102-26	Role of highest governance body in setting the organization's purpose, values, and strategy related to economic, environmental and social impacts	Page 20
102-32	Highest governance body's role in reviewing/ approving sustainability reporting	Page 20 Board of Directors – Environment, Safety, Health and Sustainability Committee
Reporting (GRI 102)		
102-40	List of stakeholder groups	Investors, shareholders, employees, local communities, local governments, regional governments, national governments, regulatory agencies, unions, suppliers and contractors, local businesses, NGOs, royalty holders, mining and professional associations, standards organizations, universities and colleges, media.
102-41	Percentage of total employees covered by collective bargaining agreements	Page 37

GRI Content Index

Reference	Topic	Page number and/or notes
Reporting (GRI 102)		
102-46	Defining report content and topic boundaries	Page 1, 16
102-47	List of material topics	Page 16
102-48	Restatements of information	No restatements were made in the 2020 Sustainability Report
102-49	Changes in reporting	None
102-50	Reporting period	Jan 01- Dec 31 2020
102-51	Date of most recent report	March 31 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	sustainability@ssrmining.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	Included in the standalone Sustainability Report.
102-56	External assurance	This report has not been externally assured. External assurance may be considered for future reports.
Management Approach (GRI 103)		
103-1	Explanation of material topics and their boundaries	Page 16
103-2	Labour grievances filed, addressed, and resolved	Zero
103-2	Human Rights Grievances filed, addressed, and resolved	No human rights grievances were received.
Economics		
Economic Value (GRI 201)		
201-1	Direct economic value generated and distributed - - revenues - operating costs, - employee wages and benefits - donations and other community investments - retained earnings, - payments to capital providers - payments to governments	2020 ESTMA Report
201-2	Financial implications and other risks and opportunities due to climate change	Page 59-60
Market Presence (GRI 202)		
202-2	Proportion of senior management hired from the local community/communities	Page 54
Indirect Economic Impacts (GRI 203)		
203-1	Infrastructure investments and services supported	2020 ESTMA Report
Procurement Practices (GRI 204)		
204-1	Proportion of spending on local suppliers	Page 53-54
Anti-Corruption (GRI 205)		
205-1	Operations assessed for risks related to corruption	Page 23
205-2	Communication and training about anti-corruption policies and procedures	Page 23
205-3	Confirmed incidents of corruption and actions taken	Zero

GRI Content Index

Reference	Topic	Page number and/or notes
Anti-Competitive Behaviour (GRI 206)		
206-1	Number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Zero
Environment		
Energy (GRI 302)		
302-1	Energy consumption within the organization	Page 61
302-2	Energy consumption outside of the organization	Page 61
302-3	Energy intensity	Page 63
302-4	Initiatives to reduce energy consumption (through energy-efficiency or renewable energy) and resultant reductions	Page 63
Water and Effluents 2018 (GRI 303)		
303-1	Interactions with water as a shared resource	Page 65
303-2	Management of water discharge-related impacts	Page 65
303-3	Water withdrawal	Page 66
303-4	Water discharge	Page 66
303-5	Water consumption	Page 66
Waste 2020 (306)		
306-2	Management of significant waste-related impacts	Page 67
306-4	Waste diverted from disposal	Page 67-70
306-5	Waste directed to disposal	Page 67-70
Biodiversity (GRI 304)		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 71-72
304-2	Significant impacts on protected areas and areas of high biodiversity value	Page 71-72
304-3	Habitats protected or restored	Page 71-72
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	Page 71
Emissions (GRI 305)		
305-1	Direct (Scope 1) GHG emissions	Page 62
305-2	Indirect (Scope 2) GHG emissions	Page 62
305-4	GHG emissions intensity	Page 63
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Page 64
Environmental Compliance (307)		
307-1	Fines or non-monetary sanctions for non-compliance with environmental laws and regulations	None

GRI Content Index

Reference	Topic	Page number and/or notes
People		
Employment (GRI 401)		
401-1	New employee hires and employee turnover by age group, gender and region	Page 38
Occupational Health and Safety (GRI 403)		
403-1	Occupational safety and health management system	Page 33
403-2	Hazard identification, risk assessment and incident investigation	Page 33
403-3	Occupational health services	Page 34
403-4	Worker participation, consultation and communication on occupational safety and health	Page 33
403-5	Worker training on occupational safety and health	Page 37
403-8	Workers covered by an occupational safety and health management system	Page 35
403-9	Work-related injuries: numbers and rates of injuries and fatalities and total hours worked	Page 35
Training and Education (GRI 404)		
404-3	Percentage of employees receiving regular performance and career development reviews	100%
Diversity and Equal Opportunity (GRI 405)		
405-1	Diversity of governance Bodies and employees	Page 41-42
Non-discrimination (GRI 406)		
406-1	Incidents of discrimination and corrective actions taken	Zero
Child Labour (GRI 408)		
408-1	Operations and suppliers at significant risk for incidents of child labour	Zero
Forced or Compulsory Labour (GRI 409)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Zero
Rights of Indigenous Peoples (GRI 411)		
411-1	Incidents of violations involving rights of indigenous peoples and actions taken	Zero
Human Rights (GRI 412)		
412-1	Operations that have been subject to human rights reviews or impact assessments	All legacy SSR Mining operations were reviewed. Assessment will be extended to the Çöpler Mine in 2021.
412-2	Employee training on human rights policies or procedures	Human Rights Training was completed in corporate offices in 2020. Human Rights policy was revised in late 2020 following merger with Alacer Gold.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Zero

GRI Content Index

Reference	Topic	Page number and/or notes
Communities		
Local Communities (GRI 413)		
413-1	Operations with local community engagement, impact assessments, and development programs	100%
413-2	Operations with significant actual and potential negative impacts on local communities	All mining operations have the potential of negative impacts on communities.
Public Policy (GRI 415)		
415-1	Value of political contributions by country and recipient/ beneficiary	Zero
419-1	Fines and non-monetary sanctions for non-compliance with laws and regulations in the social and economic area	Zero
GRI Mining and Metals Supplement		
MM-1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Zero
MM-3	Total amounts of overburden, rock, tailings, and sludges and their associated risks	Page 67-68
MM-4	Number of strikes and lockouts exceeding one week's duration by country	Zero
MM-5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	The Seabee Gold Operations is located adjacent to the Lac La Ronge Indian Band and the Peter Ballantyne Cree First Nation territories No formal agreements are in place with Indigenous Peoples' communities
MM-6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	Zero
MM-7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples, and the outcomes	Page 48
MM-8	Number (and percentage) of Company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site and the associated risks and the actions taken to manage and mitigate these risks	Zero
MM-9	Sites where resettlement took place, the number of households resettled in each, and how their livelihoods were affected in the process	Zero
MM-10	Number and percentage of operations with closure plans	All operations have closure plans.

SASB Content Index

Reference	Topic	Page number and/or notes
Activity Metric (SASB 000)		
EM-MM-000.B	Total number of employees, percentage contractors	Page 37
Environment		
GHG Emissions (SASB 110)		
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Page 61-63
EM-MM-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page 59-60
Air Quality (SASB 120)		
EM-MM-120a.1	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N ₂ O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Page 64 (partial)
Energy Management (SASB 130)		
EM-MM-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Page 61-63
Water Management (SASB 140)		
EM-MM-140a.1.	(1) Total fresh water withdrawn (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Marigold is our only mine located in an area with high baseline water stress according to the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. Water we abstract in areas with high baseline water stress accounts for 23% of our total water withdrawal.
EM-MM-140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Zero
Waste & Hazardous Materials Management (SASB 150)		
EM-MM-150a.1.	Total weight of tailings waste, percentage recycled	Page 68
EM-150a.2	Total weight of mineral processing waste, percentage recycled	N/A
EM-150a.3.	Number of tailings impoundments, broken down by MSHA hazard potential	SSR mining owns three active and one inactive tailings storage facility . Based on the Canadian Dam Association Consequence Classification Ratings for Dams, all three active tailings storage facility are categorized as High Hazard potential, and the inactive facility is categorized as low.

SASB Content Index

Reference	Topic	Page number and/or notes
Biodiversity		
Biodiversity Impacts (SASB 160)		
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Page 59
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	At Çöpler, potentially acid-forming materials are managed in line with local Turkish regulations, industrial best practices and the IFC Performance Standards. At Puna, the waste rock is expected to be largely non-acid generating, with a small portion that may be weakly acid generating under certain oxidizing conditions. The waste rock with potential for acid production will be placed so as to have any drainage report to the pit and avoid introduction to the environment. Acid Rock drainage is not expected to occur at our other sites.
People		
Labour Relations (SASB 310)		
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	38% of our direct employees are union members and are covered by collective bargaining agreements in place.
EM-MM-310a.2	Number and duration of strikes and lockouts	Zero
Workforce Health and Safety (SASB 320)		
EM-MM-320a.1	(1) MSHA all-incidence rate (2) fatality rate (3) near miss frequency rate (NMFR) (4) average hours of health, safety, and emergency response training for (a) full-time employees (b) contract employees	Zero fatalities (1) MSHA is a US-focussed metric, SSR uses the equivalent mining industry metric TRIFR (Total Recorded Injuries Frequency Rate). (2) Zero fatalities (3) Not disclosed (4) a) 22 b) 5
Security, Human Rights & Rights of Indigenous Peoples (SASB 210)		
EM-MM-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Our Çöpler Mine is located in an area classified as "Level 3 - Violent crisis" on the index from the Heidelberg Institute for International Conflict Research. We use the Heidelberg index as it provides regional-level information and is recommended by the World Gold Council Conflict-Free Gold Standard®.
EM-MM-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	The Seabee Gold Operations is located adjacent to the Lac La Ronge Indian Band and the Peter Ballantyne Cree First Nation territories. No formal agreements are in place with Indigenous Peoples' communities.
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Page 26,41,50,54
Communities and Indigenous Peoples		
Community Relations (SASB 210)		
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Page 47-49
EM-MM-210b.2	Number and duration of non-technical delays	Zero





Contact us

SSR Mining Inc.
7001 E. Belleview Ave
Suite 800
Denver, Colorado 80237
USA

Telephone:
+1-303-292-1299

U.S. & Canada toll-free:
1-888-338-0046

Fax:
1-604-689-3847

Email:
sustainability@ssrmining.com

ssrmining.com



SSR Mining Inc.

7001 E. Belleview Ave
Suite 800
Denver, Colorado 80237
USA

Telephone:

+1-303-292-1299

U.S. and Canada toll-free:

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Fax:

1-604-689-3847