Yamana Gold Inc. is a publicly-traded corporation listed on the Toronto Stock Exchange, the New York Stock Exchange, and the London Stock Exchange under the symbols YRI, AUY, and AUY respectively.

Based in Canada, we are a gold producer engaged in gold mining and related activities including exploration, extraction, processing, and reclamation. We have significant precious metal properties and land positions throughout the Americas including Argentina, Brazil, Chile, and Canada.

Our principal product is gold, with its sale accounting for the majority of revenues. Yamana sells its precious metals into the worldwide metals market at the spot price, and does not rely solely on one purchaser. Yamana has contracts with a number of smelters and refiners. Yamana also produces silver and zinc.

Mining can create significant environmental impacts, particularly when not managed adequately. For this reason, Yamana uses a precautionary approach in environmental and operational planning. We apply a hierarchy of environmental control/management when making decisions, with a constant aim to avoid, control, mitigate or offset any impacts and all issues.

There were no significant changes to our operating portfolio in 2020.

Yamana has a global supply chain with a host of local, regional, national, and international suppliers. Countries our suppliers are from include: Argentina, Brazil, and Chile.

This disclosure aligns with LPRM 100: Context for Local Procurement Disclosures.

## Supply chain

<table>
<thead>
<tr>
<th>Country</th>
<th>Total Procurement Spend (USD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>$104,472,780</td>
</tr>
<tr>
<td>Brazil</td>
<td>$117,895,024</td>
</tr>
<tr>
<td>Chile</td>
<td>$377,833,082</td>
</tr>
<tr>
<td>Total</td>
<td>$600,190,886</td>
</tr>
</tbody>
</table>
There are issue-specific mechanisms for communication, but generally speaking, operations (General Managers) report to the VP of Operations and work with the functional SVPs at the corporate office. See the Executive Chairman statement and the CEO statement in the 2020 Material Issues Report.

Consulting stakeholders on economic, environmental and social topics

The board takes steps to ensure that our directors, executives and employees use sound judgment and understand our code of conduct, the rules of reporting conflicts of interest, and the need to receive current and appropriate, and support our high standards of governance and stewardship.

Our board and its committees are highly engaged and committed to strong stewardship and our long-term success. For a current statement of Corporate Governance Practices, please refer to the most current Yamana Management Information Circular.

Our board and its committees are highly engaged and committed to strong stewardship and our long-term success. For a current statement of Corporate Governance Practices, please refer to the most current Yamana Management Information Circular.

Committees responsible for decision-making on economic, environmental and social impacts are:

1) Audit Committee
2) Compensation Committee
3) Corporate Governance and Nominating Committee
4) Sustainability Committee

There are issue-specific mechanisms for communication, but generally speaking, operations (General Managers) report to the VP of Operations and work with the functional SVPs at the corporate office. See the Executive Chairman statement and the CEO statement in the 2020 Material Issues Report.

Consulting stakeholders on economic, environmental and social topics

We are in constant communication with a variety of stakeholders on issues that are most material to them. For more information, please see our 2020 Material Issues Report and the Responsibility section of our website.
The board has overall responsibility for risk oversight and each board committee is responsible for overseeing risk in particular aspects of our business.

The board assesses the performance of the executives and other members of the senior management team throughout the year during specific business reviews and committee meetings. The board also provides regular updates on strategy development, safety, health, environmental and community performance, business controls, and other areas that are critical to our general performance and sustainability.

For more information, see the Management Information Circular.

Yamana maintains multiple communication channels for communicating critical concerns to its senior executive team and Board of Directors, depending on the nature and severity of the concern.

At the center of our risk/incident control approach is the company’s risk department (led by a Vice-President of Risk Management). Upon review of a risk, concern or incident, the risk function involves other relevant departments (Legal, HR, Internal Audit, Security, etc.) and may engage with external auditors, where necessary, to better evaluate a situation. For critical situations, senior management is notified immediately.

Yamana has developed a Significant Incident Reporting (SIR) process to ensure that actual and potential incidents of level 4 and higher are communicated to senior management and the Board of Directors. This process applies to all health, safety and sustainable development (HESD) incidents. Critical HESD concerns are jointly managed by the site, regional HESD directors and corporate. In depth incident investigations take place on all actual and potential incidents, with lessons learned being shared across sites and with corporate. This process aims to reduce the potential of a similar incident occurring at another site.

Yamana’s compensation philosophy supports our goal to be a recognized leader in precious metals mining by maintaining a strong entrepreneurial management team. Yamana motivates executives to focus on the long-term performance of the company by establishing a strong link between performance and compensation while building long-term ownership.

Yamana is guided by its compensation principles, approved by the board, which form the foundation for all decisions on executive pay and motivate the achievement of our corporate strategy.

Compensation at Yamana is designed to:
- Motivate and retain
- Pay for Performance
- Pay versus based on results
- Align with business strategy
- Ensure internal equity
- Inform objective judgement

Total Compensation at Yamana is comprised of a number of components, each contributing to a total package, designed to promote our philosophy of pay for performance. Compensation programs include base salary, short-term incentive awards, long-term incentive awards (Restricted Share Units, Performance Share Units, and Options) as well as pension, perquisites and benefits.

Compensation is reviewed on an annual basis to ensure it is aligned with Yamana’s business strategy, and competitive against industry peers, who are similar in structure, size, and type of business, to ensure our compensation levels are appropriate.

Yamana benchmarks compensation at the market median for all levels of performance. The majority of what we pay our executives is variable (at-risk), and based on performance to promote the achievement of our annual and longer-term strategies, with caps to place in terms of payout levels. The proportion of at-risk compensation increases with each executive level, and a significant portion is equity-based to focus executives on creating long-term value and to align with the interests of our shareholders.

Yamana uses a disciplined approach to assess performance based on specific measures and pre-determined range of performance to determine company and individual performance. Performance targets are set at the beginning of the performance period and then assessed at the end of the performance period. Achievement results directly impact the value of short-term and long-term awards.

The Board of Directors also has an opportunity to provide informed judgment to adjust the awards upwards or downwards in response to overall company performance and market conditions.

The Board Compensation Committee works with its independent compensation advisor to review the compensation framework to make sure it reflects good business practices, is in line with regulatory expectations, and is structured in a way that is not intended to take excessive risks.

Compensation at Yamana is designed to:
- Align with business strategy
- Motivate and retain
- Pay for Performance
- Pay versus based on results
- Align with business strategy
- Ensure internal equity
- Inform objective judgement

Strategies to manage risk in executive compensation include the following:

- Short-term incentives are based on corporate and individual performance. A balanced scorecard is used to assess corporate performance with pre-determined corporate performance measures and weightings, and threshold, target, stretch and maximum levels to cap the calculated scores and to discourage excessive risk-taking.
- Long-term incentive awards are based on a suite of leading performance indicators to determine the size of the grant. The award is allocated at least 50% to performance share units (PSUs) and the balance to restricted units and/or options so awards vest and pay out at different times.
- Variable compensation is further aligned to company performance by comparing Yamana’s total shareholder return against peer companies over a 1-year, 3-year and 5-year period. This feature allows for a downward adjustment of up to 40% to short-term and long-term components.
- The board can use informed judgment to adjust the compensation payouts up or down based on its review and assessment, as it deems appropriate.
- All decisions about executive pay must be approved by the board. The Executive Chairman recuses himself from any board discussions about the Executive Chairman’s pay.
- Key executive structure, offices or employees are not allowed to hedge Yamana securities and do not re-price stock options or other equity incentive awards.
- Yamana requires senior vice presidents and above, including the named executives, to own at least two times their annual salary in Yamana equity to reinforce our focus on long-term and align business decisions with shareholders’ interests. The Executive Chairman and the President and CEO hold at least three times their annual base salary.
- With respect to clawback policies, we continue to monitor regulatory developments, but do not currently have a policy. As a foreign private issuer, we will implement a clawback policy aligned with the requirements of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, once final guidelines have been confirmed.

Executives are also eligible to participate in the company’s retirement savings plan and are eligible for a perquisite allowance. In addition, executives are provided with local market competitive benefits including coverage of health, dental, vision, disability, life insurance and availability of an employee assistance and counseling program.

Management reviews the competitiveness of the company’s benefit plans annually with an independent benefits advisor. There is considerable focus on ensuring benefits remain sustainable in an environment where benefit costs are on the rise. The benefit review committee is consistent in approach with the non-executive benefits but does have an enhanced component to help executives mitigate health concerns, which in turn helps the company avoid unnecessary risks in the event of an executive impacted by health issues.

Termination payments are aligned to the market and are limited by specific clause in each employment agreement. The employment agreements of some senior executives include provisions for termination or other triggering events in a change of control situation at 2 times compensation for senior executives and 3 times compensation for the Executive Chairman.

Compensation decisions for senior executives are made by the compensation committee of the Board of Directors. Yamana’s compensation decision making process starts at the beginning of each year, when the compensation philosophy, program guidelines, and structure are assessed and confirmed. Performance metrics are determined, and targets set for the short-term incentive plan that aligns with corporate strategy. At the end of each year, a rigorous process is applied to assess performance and award compensation, which includes reviewing corporate, mine site, and individual performance.

Both short and long-term incentive compensation is further aligned to relative total shareholder return by comparing our 1 year, 3 year and 5 year performance to Yamana’s peers. This feature allows for a downward adjustment of up to 40% to short-term and long-term components.

The committee retains an independent advisor to attend committee meetings and provide ongoing support, including research and analysis, insights into market and compensation trends, and executive compensation. The committee takes the advisor’s inputs and recommendations into consideration when assessing compensation structure and awards, but makes its own decisions and recommendations to the board.

The independence of the committee is reviewed and confirmed every year. The compensation consultants do not have any other relationship with Yamana, with the exception of the employee engagement survey every three-year period, for which the consultant was already engaged by HR management prior to the selection of the consultants as advisors to the board. The executive compensation consulting team is separate and distinct from the team that assists HR management with the employee engagement survey.
We are committed to engaging directly with stakeholders and business partners to identify the issues and risks that are important to our company. The participation of external stakeholders in executive compensation. At the annual meeting in 2020, 54.9% of votes were cast in favor of our approach to executive compensation. The board will meet with shareholders to discuss our approach to executive compensation.

In addition, we have a robust engagement program. Our Executive Chairman, President and CEO, CFO and other senior executives regularly meet with current and prospective investors in one-on-one meetings, group meetings, investor conferences, and site visits. The meetings generally include an investor presentation with updates on our strategy, progress, operational and financial updates, and progress toward achieving our goals for the year.

Shareholders, employees and others who communicate with us through written or electronic means can communicate directly with the board by writing to the chair of the board or the Lead Director, or the Senior Vice President, General Counsel and Corporate Secretary.

The 2020 Material Issues Report will look at the following material issues, which were identified as the ‘most material’ to Yamana and our stakeholders, with regards to issues of Health, Safety and Social Performance.

Sustainability: The 2020 Material Issues Report focuses on the issues that are most significant to Yamana, and our stakeholders. These issues cover sustainability aspects, including our economic, environmental and social performance. The information presented provides our stakeholders with clear information that allows us to assess our performance.

Completeness: We believe that the information contained in the 2020 Material Issues Report and the GRI index provides a comprehensive overview of the company’s sustainability performance. We have not had the report externally audited, but we continue to review the value of external assurance on a year-by-year basis.

Yamana Gold Inc.
200 Bay Street
Royal Bank Plaza, North Tower
Suite 2200
Toronto, Ontario M5J 2J3
Or email legal@yamana.com

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2020 responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI Index: For the period from January 1-December 31, 2020</td>
<td>We do not currently collect data on this indicator.</td>
</tr>
<tr>
<td>102-40</td>
<td>List of stakeholder groups</td>
</tr>
<tr>
<td>102-41</td>
<td>Collective bargaining agreements</td>
</tr>
<tr>
<td>102-42</td>
<td>Identifying and selecting stakeholders</td>
</tr>
<tr>
<td>102-43</td>
<td>Approach to stakeholder engagement</td>
</tr>
<tr>
<td>102-44</td>
<td>Key topics and concerns raised</td>
</tr>
<tr>
<td>102-45</td>
<td>Entities included in the consolidated financial statements</td>
</tr>
<tr>
<td>102-46</td>
<td>Defining report content and topic boundaries</td>
</tr>
<tr>
<td>102-47</td>
<td>List of material topics</td>
</tr>
</tbody>
</table>
GRI Index: For the period from January 1-December 31, 2020

**2020 responses**

**Yamana Gold**

Throughout our internal assurance process, in 2020 we identified an internal reporting error in water use for our Las Bambas operations. This restatement applies exclusively to our sustainability reporting and disclosures, as the operations remained within permitted water usage. As such, we are restating the following historical data:

Yamana Restated Total Water Withdrawal by Source (m³)

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface Water (including water from wetlands, rivers, lakes and oceans)</td>
<td>937,884</td>
<td>1,709,983</td>
<td>5,366,215</td>
</tr>
<tr>
<td>Groundwater Wells</td>
<td>1,295,341</td>
<td>2,523,456</td>
<td>2,298,796</td>
</tr>
<tr>
<td>Precipitation</td>
<td>333,945</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total Water Use (m³)</td>
<td>8,764,024</td>
<td>17,553,269</td>
<td>15,628,303</td>
</tr>
</tbody>
</table>

Minera Florida Restated Total Water Withdrawal by Source (m³)

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface Water (including water from wetlands, rivers, lakes and oceans)</td>
<td>136,992</td>
<td>249,012</td>
<td>486,294</td>
</tr>
<tr>
<td>Groundwater Wells</td>
<td>294,041</td>
<td>164,477</td>
<td>108,767</td>
</tr>
<tr>
<td>Precipitation</td>
<td>50,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total Water Use (m³)</td>
<td>624,111</td>
<td>791,921</td>
<td>973,493</td>
</tr>
</tbody>
</table>

El Penon Restated Total Water Withdrawal by Source (m³)

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Surface Water (including water from wetlands, rivers, lakes and oceans)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Groundwater Wells</td>
<td>648,932</td>
<td>599,263</td>
<td>623,890</td>
</tr>
<tr>
<td>Precipitation</td>
<td>-</td>
<td>240</td>
<td>-</td>
</tr>
<tr>
<td>Total Water Use (m³)</td>
<td>648,932</td>
<td>599,263</td>
<td>624,130</td>
</tr>
</tbody>
</table>

*values are calculated estimates based on annual flow rate

**102-49 Restatement of information**

**102-48 Changes in reporting**

Our 2020 GRI Report is similar to our 2019 disclosure; however, it does not include the Chapada property that was sold in early July, 2019. Additionally, our 2020 disclosure we are using a different intensity denominator as we feel that better reflects our operations. There have also been changes in our disclosure for water and waste in line with the new requirements of the standards.

**102-50 Reporting period**

2020 calendar year (January 1 through December 31, 2020)

**102-51 Date of most recent report**

2019

**102-52 Reporting cycle**

Annual

**102-53 Contact point for questions regarding the report**

Craig Ford, Senior Vice President, Health, Safety & Sustainable Development (sustainability@yamana.com)

**102-54 Claims of reporting in accordance with GRI Standards**

This report has been prepared in accordance with the GRI Standards: Comprehensive option.

**102-55 GRI content index**

<table>
<thead>
<tr>
<th>102-55.1 Employment</th>
<th>102-55.2 <em>Employee Health and Safety</em></th>
</tr>
</thead>
<tbody>
<tr>
<td>102-55.3 <em>Environmental Performance</em></td>
<td>102-55.4 <em>Environment and Social Responsibility</em></td>
</tr>
<tr>
<td>102-55.5 <em>Fair Labor Practices</em></td>
<td>102-55.6 <em>Freedom of Speech and Association</em></td>
</tr>
<tr>
<td>102-55.7 <em>Gender Equality</em></td>
<td>102-55.8 <em>Global Development</em></td>
</tr>
<tr>
<td>102-55.9 <em>Human Rights</em></td>
<td>102-55.10 <em>Indigenous Peoples</em></td>
</tr>
<tr>
<td>102-55.11 <em>Labor</em></td>
<td>102-55.12 <em>Leadership</em></td>
</tr>
<tr>
<td>102-55.13 <em>Local Communities</em></td>
<td>102-55.14 <em>Management</em></td>
</tr>
<tr>
<td>102-55.15 <em>Market Access</em></td>
<td>102-55.16 <em>Marketing and Advertising</em></td>
</tr>
<tr>
<td>102-55.17 <em>Media</em></td>
<td>102-55.18 <em>Microfinance</em></td>
</tr>
<tr>
<td>102-55.19 <em>Migration</em></td>
<td>102-55.20 <em>Multi-stakeholder Dialogue</em></td>
</tr>
<tr>
<td>102-55.21 <em>National Standards</em></td>
<td>102-55.22 <em>Occupational Health and Safety</em></td>
</tr>
<tr>
<td>102-55.23 <em>Pensions</em></td>
<td>102-55.24 <em>Philanthropy</em></td>
</tr>
<tr>
<td>102-55.25 <em>Political Activity</em></td>
<td>102-55.26 <em>Population</em></td>
</tr>
<tr>
<td>102-55.27 <em>Private Security</em></td>
<td>102-55.28 <em>Procurement</em></td>
</tr>
<tr>
<td>102-55.29 <em>Public Service</em></td>
<td>102-55.30 <em>Public Policy</em></td>
</tr>
<tr>
<td>102-55.31 <em>Product and Service</em></td>
<td>102-55.32 <em>Publications</em></td>
</tr>
<tr>
<td>102-55.33 <em>Product Life Cycle</em></td>
<td>102-55.34 <em>Quality Management</em></td>
</tr>
<tr>
<td>102-55.35 <em>Research and Development</em></td>
<td>102-55.36 <em>Rural Communities</em></td>
</tr>
<tr>
<td>102-55.37 <em>Strategic Planning</em></td>
<td>102-55.38 <em>Sustainability Management</em></td>
</tr>
<tr>
<td>102-55.39 <em>Systemic Risks</em></td>
<td>102-55.40 <em>Tax</em></td>
</tr>
<tr>
<td>102-55.41 <em>Training and Development</em></td>
<td>102-55.42 <em>Trade and Industry</em></td>
</tr>
<tr>
<td>102-55.43 <em>Value Chain</em></td>
<td>102-55.44 <em>Unemployment</em></td>
</tr>
<tr>
<td>102-55.45 <em>Water</em></td>
<td>102-55.46 <em>World Development</em></td>
</tr>
</tbody>
</table>

**102-56 External assurance**

This report has not been externally assured.
2020 responses

Yamana Gold
2020 GRI Index

Indicator
MANAGEMENT APPROACH

103-1 Explanation of material topic and its boundary
Each material topic is chosen through dialogue with a variety of the company's stakeholders. Full information regarding the process of determining materiality, the boundary, and extent of impact of each material topic as well as the organization's involvement with the impacts is discussed in detail in the Responsibility, Our Approach section of our website.

103-2 The management approach and its components
Our management approach for Health, Safety, Environment, and Community (HSEC) is embedded in a performance-oriented HSEC culture company-wide. We are focused on the full integration of HSEC into all operations and functions of the organization, shifting away from a more traditional audit-based approach to a more proactive and engaged approach. This shift highlights our belief that HSEC is everybody's responsibility, and it encourages preventative actions towards HSEC incidents, which will allow us to progress towards our vision of One Team, One Goal. Zero.

Another core tool that helps us further deepen the integration of HSEC into our company is the HSEC Management Framework, which provides strategic guidance on Health & Safety, Environment, and Community Relations. The framework is also intentionally focused on management effectiveness and the transition towards complete integration of HSEC responsibilities throughout the entirety of our company. This innovative and comprehensive framework was developed with the sites in 2016, and became fully integrated into Yamana in mid-2017. The Framework is comprised of 5 pillars—leadership, People, Planning, Systems & Processes, and Performance, and is functionally aligned to our company. This primary risk-based framework highlights best practices across the industry and allows our operations to develop site-specific strategies and improvement plans whilst still being unified in their approaches to HSEC management.

Material Topics are the responsibility of their respective SVP, who are outlined in 103-20. Each SVP reports directly to the CEO and provides regular updates to the Executive Chairman and Board of Directors.

Grievances are directly managed on a site-by-site basis, and are addressed based on the nature of the grievance. Sites provide regular reporting to General Managers as well as the corporate HSEC team, the SVP HSEC, the CEO, and the Board of Directors on the grievances received, and semi-guidance on any grievance which needs to be further analyzed. In 2020, all grievances were closed within the designated closed period of 7-14 days.

103-3 Evaluation of the management approach
There are a variety of mechanisms used to evaluate our management approach, ranging from external assurance and audits, to internal policies and management review. Please see the Responsibility section of our website for more details.

ECONOMIC PERFORMANCE

103-1 Explanation of material topic and its boundary
Economic performance provides stability to the company and allows our operations to continue.

103-2 The management approach and its components
A detailed description of our management approach to economic performance is outlined in our 2020 Annual Report.

103-3 Evaluation of the management approach
A detailed description of evaluation of management approach to economic performance is outlined in our 2020 Annual Report.

2020 Summary of Corporate Investments, Donations, Taxes and Royalties in USD

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Direct Community Investment</th>
<th>Donations &amp; Sponsorship</th>
<th>Tax &amp; Royalties</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argentina</td>
<td>$4,920,908</td>
<td>$21,892</td>
<td>$10,891,420</td>
</tr>
<tr>
<td>Brazil</td>
<td>$771,913</td>
<td>$1,254</td>
<td>$926,249</td>
</tr>
<tr>
<td>Canada</td>
<td>$284,739</td>
<td>$1,401,529</td>
<td>$10,894</td>
</tr>
<tr>
<td>Chile</td>
<td>$365,970</td>
<td>$140,179</td>
<td>$926,842</td>
</tr>
<tr>
<td>Other</td>
<td>$26,882</td>
<td>$14</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>$5,909,397</td>
<td>$2,706,911</td>
<td>$11,792,692</td>
</tr>
</tbody>
</table>

Both our direct community investment and donations and sponsorships increased in absolute value in 2020, despite the sale of one of our former operations. These changes reflect our economic support of host communities in various ways, most importantly in response to COVID-19 and its effects in the regions where we operate in Argentina, we provide direct community investment through the Acuerdo Unico Trust Fund which is made up of various mining companies in the region and managed by the Province of Santa Cruz. This fund aims to carry out fundamental work for the growth of the province by strengthening development, managing basic needs, promoting progress, and providing support to improve the quality of life of the residents of Santa Cruz.

203-2 Financial implications and other risks and opportunities due to climate change
A climate change risk assessment relating to physical water and biodiversity adaptation risks was completed in 2018 for all relevant sites. The findings of this as well as the potential risks and opportunities are explored in the Responsibility, Environment section of our website.

201-1 Direct economic value generated and distributed

Yamana does not have a defined benefit plan. All full-time, permanent employees are eligible to participate in a group registered retirement plan. Yamana's group RRSP helps employees reach their income goals for retirement. Yamana makes defined contributions to the plan and employees are also able to make voluntary contributions. The plan is available in all regions and is designed to complement local government social security systems. The company's contributions are based on the employer's gross annual basic salary and in accordance with their years of service. Contributions vary by region and by plan provider. Options are available for low, medium, and high-risk portfolios and employees have the ability to transition to different funds and manage their investment personally.

201-2 Financial implications and other risks and opportunities due to climate change
Yamana receives financial assistance in the form of tax stability agreements, tax holidays and various government incentive programs. The tax holiday entered into with the Superintendência do Desenvolvimento do Nordeste in Brazil resulted in tax savings of R$17,473,890 during 2020. The tax holiday was implemented to attract investments to the northeastern area of Brazil. The company has to meet certain employment and investment conditions in order to qualify for the incentive. In Brazil, there are also various tax incentives for exporters with the Federal and State governments that allow purchases to be made without incurring indirect taxes.

MARKET PRESENCE

103-1 Explanation of material topic and its boundary
Yamana has a significant presence in the jurisdictions where we operate and makes a significant economic impact through local, regional and national employment and procurement.

103-2 The management approach and its components
We prioritize local employment and procurement where possible. We ensure that our employment compensation and benefits are in line with regional best practices.

103-3 Evaluation of the management approach
We review our compensation structure on an annual basis. We also regularly conduct employee engagement surveys across our company to ensure employees' needs are being met and heard, with this information being communicated back to the employees.

202-1 Notice of standard entry level wage by gender compared to local minimum wage
Based on the compliance with local legislation and the application of a competitive compensation policy, all regions compensate their employees, without gender distinction, above the minimum wage rules.

Yamana has a significant presence in the jurisdictions where we operate and makes a significant economic impact through local, regional and national employment and procurement.

202-2 Proportion of senior management hired from the local community
Argentina: 40% of Senior Management hired in 2020 from Local Region.
Brazil: 100% of Senior Management hired in 2020 from Local Region.
Canada: 100% of Senior Management hired in 2020 from Local Region.
Chile: 100% of Senior Management hired in 2020 from Local Region.

"Senior Managers" includes any employee in a position of leadership. At Yamana, this includes any employee at the superintendent level or above at the site level or director and above in office. For the purpose of this indicator, the term "local" is defined by the region or state where our operations are located. Preference is given to the towns and surrounding towns located near the mine.

INDIRECT ECONOMIC IMPACTS

103-1 Explanation of material topic and its boundary
Direct and indirect contributions are an important positive local and regional contributions of any mining operation, including Yamana’s.

103-2 The management approach and its components
We are dedicated to support local suppliers. This allows us to maximize the local and regional indirect economic impacts.

201-3 Notice of standard entry level wage by gender compared to local minimum wage

202-1 Proportion of senior management hired from the local community

103-3 Evaluation of the management approach
Corporate policies are periodically reviewed to ensure they remain up to date with evolving international best practice.

203-1 Infrastructure investments and services supported
The financial details for these types of contributions can be found in 201-1. At this time, we do not have a detailed breakdown of each operation’s specific infrastructure contributions.

Our operations have a range of positive direct and indirect impacts on the regions and the communities where they are located, specifically in the areas of local business development and local economic development.

Local Business Development: Beyond the direct jobs created by the mines and suppliers of our operations, local businesses experience the benefits of local economic growth through increased wages and spending capacities, particularly of families who benefit from direct wages from the operations.

202-2 Significant indirect economic impacts

For more information, see indicator 201-3 for direct contributions and our 2020 Material Issues Report.
Yamana Gold
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Yamana seeks to prevent all forms of corruption and bribery through the implementation of an Anti-Bribery and Anti-Corruption Policy. All employees are trained on this policy.

Yamana Gold
2020 GRI Index
2020 responses

**ANTI-COMPETITIVE BEHAVIOR**

103-1 Explanation of material topic and its boundary
As an international company, Yamana is committed to upholding strong ethical business practices across our global operations.

103-2 The management approach and its components
The Yamana Code of Conduct includes a general statement on Anti-Competitive Behaviour. As a company we strictly adhere to the letter and spirit of laws designed to preserve fair and open competition, which generally prohibit anti-competitive agreements and practices, and other collusive conduct that undermine fair and open markets and harm customers.

103-3 Evaluation of the management approach
The Code of Conduct is regularly reviewed and updated to ensure its remains in line with international standards.

**TAX**

103-1 Explanation of material topic and its boundary
Taxes and royalties contribute to the local and regional economies to facilitate economic growth and create long-term prosperity.

103-2 The management approach and its components
Our overall vision for tax is to ensure compliance with the applicable rules and regulations in the jurisdictions in which Yamana operates.

103-3 Evaluation of the management approach
Yamana’s approach to taxation is compliance focused and managed in-line with the internal code of conduct that encourages and promotes an overall culture of ethical business conduct by promoting compliance. Our internal tax strategy aligns with this code and is owned by the head of tax in coordination with the CFO.

207-1 Approach to tax
Yamana only enters into transactions with an underlying commercial purpose that supports our wider corporate objectives and would not place tax objectives in priority. Yamana would not structure transactions in a way that will damage the company’s reputation or negatively impact its stakeholders.

207-2 Tax governance, control, and risk management
Responsibility for the management of taxes rests with our head of tax in coordination with the CFO who reviews tax risks and controls associated with our tax disclosures.

207-3 Stakeholder engagement and management of concerns related to tax
Yamana operates a wider risk management framework, which includes tax. Our risk management framework ensures that we have the appropriate procedures, processes and controls in place to ensure that tax risks that could affect the business.

**MATERIALS**

103-1 Explanation of material topic and its boundary
Many materials are required at different stages of the gold production process. We monitor materials deemed to be significant, which includes explosives, tires and energy used for mining activities and the reagents used for mineral processing.

103-2 The management approach and its components
Material inventories and usage are monitored and updated regularly on a site-by-site basis with regular updates provided to regional and corporate offices.

103-3 Evaluation of the management approach
Reviews of these practices are completed on a site-by-site basis.

**ENERGY**

103-1 Explanation of material topic and its boundary
Energy use is a material issue of all of our operations as a critical input to our business and also contribute to our greenhouse gas emissions. Additionally, greenhouse gas emissions and mitigation remain a material concern for many of our stakeholders because of the relationship with climate change. Our 2020 Material Issues Report and the Responsibility, Environment page of our website for overview of materiality.

103-2 The management approach and its components
Our strategy has two main pillars; the first is consistent energy and emissions management, the second is to reduce our carbon footprint. The latter half of this strategy has been in place for one year and is informed by our Climate Change, Water and Biodiversity Risk Assessment process. The energy and emissions component of our Climate Action Strategy was approved in early 2021; our 2021 work will create a strong foundation to facilitate establishing operational emissions reduction pathways and medium- and longer-term climate action targets in 2022, working towards a science-based 2°C scenario compared to pre-industrial levels and an overall net-zero carbon objective by 2050. Although our operations have had annual energy goals in place for some time, we recognized the importance of corporate level commitments and strong, science-based, quantitative targets. For more information, please see our 2020 Material Issues Report and the Responsibility, Environment page of our website.

103-3 Evaluation of the management approach
All our sites have been certified in ISO 14001 and CHAS 18001. El Peñón is in the process of recertifying. Yamana is also in the process of implementing the Mining Association of Canada’s Towards Sustainable Mining Protocols and the World Gold Council's Responsible Gold Mining Principles, which have specific components related to energy and GHG emissions management.

201-1 Energy consumption within the organization
Our main fuels include diesel and gasoline. See below for a more specific breakdown of our energy use. El Peñón and Cerro Moro operations experienced significant decreases in absolute energy use. El Peñón temporarily halted operations at one mine area for approximately 2 months during 2020 to focus on a site-by-site basis.

201-2 Energy consumption outside the organization
We do not track this as it is not a material number for the organization.

**TAX**

Yamana Gold
2020 GRI Index
The management approach and its components

Evaluation of the management approach

Reductions in energy requirements of products and services

Water consumption

Management of water discharge-related impacts

Interactions with water as a shared resource

Energy intensity

Explanation of material topic and its boundary

BIODIVERSITY

WATER AND EFFLUENTS

Indicator

GRI Index: For the period from January 1-December 31, 2020

2020 responses

2020 Water Withdrawal (ML)

2020 Water Use Consumption (ML)

2020 Water Consumption (ML)

*Areas considered extremely water stressed according to World Resources Institute Aqueduct Water Risk Atlas

*Areas considered extremely water stressed according to World Resources Institute Aqueduct Water Risk Atlas

Yamana Gold
2020 GRI Index
2020 responses

2020 habitats Protected or Restored

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Minera Florida</th>
<th>Cerro Moro</th>
<th>Jacobina</th>
<th>El Peñón</th>
</tr>
</thead>
<tbody>
<tr>
<td>Site &amp; location&lt;br&gt;of all habitat&lt;br&gt;protected areas or restored&lt;br&gt;areas (ha)</td>
<td>111 hectares</td>
<td>60 hectares</td>
<td>36.75 hectares</td>
<td>71 hectares and 23 hectares of restoration at a Tailings Dam, this specific area was reallocated to planting in 2027. Protected Area: 2812 ha - State Park of El Peñón.</td>
</tr>
<tr>
<td>Partnerships with third parties to promote or restore habitat areas</td>
<td>Between 2015 and 2020, a voluntary project, Biodiversity Conservation Plan was developed and carried out with the University of Chile.</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Status of each area based on its condition</td>
<td>The reforestation areas are in a good state of conservation, with good revegetation present. Protected, isolated, fenced and with access control.</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Standards, methodologies &amp; assumptions used</td>
<td>Based on Law N° 19.300 of the General Basis of the Environment of Chile &amp; the Native Forest Law</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Not applicable for El Peñón</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**EMISSIONS**

2020 Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of risk

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Minera Florida</th>
<th>Cerro Moro</th>
<th>Jacobina</th>
<th>El Peñón</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critically endangered</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Endangered</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Vulnerable</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>Near threatened</td>
<td>0</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Least concern</td>
<td>5</td>
<td>23</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

**2020 Scope 1 & 2 GHG Emissions (tCO2e)**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Minera Florida</th>
<th>Cerro Moro</th>
<th>El-Pemento</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 Emissions</td>
<td>62,210</td>
<td>14,868</td>
<td>31,105</td>
</tr>
<tr>
<td>Scope 2 Emissions</td>
<td>20,296</td>
<td>9,982</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>82,506</td>
<td>24,850</td>
<td>31,105</td>
</tr>
</tbody>
</table>

**2020 GRI Emissions Intensity (tCO2e/GEO)**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Minera Florida</th>
<th>Cerro Moro</th>
<th>El-Pemento</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emissions Intensity</td>
<td>0.47</td>
<td>1.03</td>
<td>0.23</td>
</tr>
</tbody>
</table>

**REDUCTION OF GHG EMISSIONS**

Total GHG emissions (Scope 1 and Scope 2) reduced from 204,218 tCO2e in 2019 to 166,477 tCO2e in 2020. This is largely due to the sale of Chapada in July 2019, as well as operational impacts at El Peñón and Cerro Moro. On a site by site basis, there were slight changes in overall emissions, primarily due to the changing nature of each sites production (i.e., changes in ore grade and processing, or further distances between the mine and the processing plant).

All sites evaluate energy and electricity reduction activities on an ongoing basis. At this point, we are unable to determine the exact reduction each of these measures have had on our total GHG emissions.

**WASTE**

Waste management is a material issue for Yamana. Adequate waste management ensures the minimization of risk to the environment and our host communities. Compliance with legal requirements is also important since solid and hazardous waste management is a highly regulated activity. See our 2020 Material Issues Report and the Responsibility, Environment page of our website for more information.
All our sites have been certified in ISO 14001; E1/Elenna is in the process of certifying. The generation of different types of waste is an inherent component of our operations and ensuring responsible management is the key way we comply with legal requirements, reduce the impact on the environment and local communities. A core component of our environmental management program consists of reducing and managing risks through waste segregation at the source and a focus on reducing, reusing and recycling wastes. Where waste could not be recycled or reused, waste transport and disposal are undertaken by licensed contractors and in accordance with local legislation and applicable permits. See our 2020 Material Issues Report and the Responsibility, Environment page of our website for more information.

Tailings management has received increasing attention in the aftermath of the Brumadinho disaster. In 2020, Yamana has conducted a review of its Tailings Management System against existing international best practices. We have also included a high level of disclosure on our tailings facilities, which is available on our website under Tailings Management.

Yamana has started implementation of the Mining Association of Canada’s Towards Sustainable Mining Protocols and the World Gold Council’s Responsible Gold Mining Principles in 2020, both of which have specific components related to waste management. The adherence to the management practices will be externally assured.

Non-mineral waste is generated at various points in our operations. Impacts related to non-mineral waste are managed according to the legal requirements in the jurisdictions where we operate.

Solid, hazardous and non-hazardous waste management is highly regulated in all operating jurisdictions. A core component of our environmental management program consists of reducing and managing risks through waste segregation at the source and a focus on reducing, reusing and recycling wastes. Where waste could not be recycled or reused, waste transport and disposal are undertaken by licensed contractors and in accordance with local legislation and applicable permits.

Data presented in table has been rounded to nearest whole number.

Changes to waste generated are a result of changes to production and change to workforce at operations, due to COVID-19 impacts. Data presented in table is rounded to nearest whole number.

Changes to waste generated are a result of changes to production and change to workforce at operations, due to COVID-19 impacts.

Changes to waste generated are a result of changes to production and change to workforce at operations, due to COVID-19 impacts.
**SUPPLIER ENVIRONMENTAL ASSESSMENT**

103-1 Exploration of material topic and its boundary

We work with a variety of suppliers at all of our sites. Yamana holds our suppliers to the same high degree of business ethics as ourselves.

103-2 The management approach and its components

Prior to contracts being awarded, all suppliers must sign and comply with Yamana’s Code of Conduct, which covers the previously mentioned topics, as well as clauses on environmental stewardship, health and safety, and community involvement. In addition to the Code of Conduct, the local HSEC team provides HSEC topics as criteria for evaluation according to the material/service related to the respective bidding.

Yamana has contracted a third party to screen all current and future vendors and suppliers on a frequent basis. This includes screening and monitoring for vendors on compliance with HSEC standards, including environmental components.

103-1 Evaluation of the management approach

Yamana is in the process of implementing the World Gold Council’s Responsible Gold Mining Principles which has specific components related to the supply chain. The adherence to the management practices will be externally assured.

**EMPLOYMENT**

103-1 Exploration of material topic and its boundary

Attracting, recruiting and selecting diverse talent is of critical importance to the continued success of Yamana and to support our culture of empowering people for extraordinary performance.

103-2 The management approach and its components

The management of this indicator is the responsibility of the Senior Vice President Human Resources, as well as the regional and site Human Resources departments.

We recruit diverse and dynamic individuals who collaborate with our strong team. Our employees are experts in their respective fields, demonstrating a wealth of knowledge and experience. One of our core beliefs is that attracting, developing and retaining excellent talent is critical to being competitive and sustain a high performing workforce. At Yamana, we use engagement surveys to measure employee engagement levels to find what is important to employees. We encourage employees to actively participate in all engagement initiatives and voice their opinions. It is crucial that leaders and employees understand the results and identify achievable actions.

Our company is a culturally diverse, desirable place to work. Our employees are our most valuable assets, therefore we create a work environment that values and cultivates employee engagement and a sense of belonging.

103-3 Evaluation of the management approach

Yamana regularly reviews our corporate policies to ensure we align with international standards.

**LABOR/ MANAGEMENT RELATIONS**

103-1 Exploration of material topic and its boundary

Labour laws and regulations vary widely around the world. With global operations, it is important for Yamana to ensure compliance with local codes.

103-2 The management approach and its components

Yamana operates follow the local labour codes and ensure compliance with national regulations.

103-1 Evaluation of the management approach

Yamana regularly reviews our corporate policies to ensure we align with international standards.

103-1 Minimum notice periods regarding operational changes

In accordance to jurisdictional labor legislation and dependent to business circumstances and magnitude of the change.

**OCCUPATIONAL HEALTH AND SAFETY**

103-1 Evaluation of the management approach

Yamana reviews our management approach of Occupational Health and Safety indicators and programs on a regular basis at a site, regional and corporate level.

103-1 Occupational health and safety management system

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Yamana has contracted a third party to screen all current and future vendors and suppliers on a frequent basis. This includes screening and monitoring for vendors on compliance with HSEC standards, including environmental components.

Yamana is in the process of implementing the World Gold Council’s Responsible Gold Mining Principles which has specific components related to the supply chain. The adherence to the management practices will be externally assured.

**GRI Index: For the period from January 1-December 31, 2020**

| Indicator | 2020 Non-compliance with environmental laws and regulations | |
|-----------|------------------------------------------------------------|
| 107-1     | Monetary value of significant fines (local currency)        |
|           | Minera Florida | Jacuba | Cerro Moro | El Penón |
|           | 0              | 0      | 0          | 0        |
| Number of non-monetary sanctions | 0 | 0 | 0 | 2 | |
| Description | N/A | N/A | N/A | Issued by water and health authority. Both were addressed within the required timeframe. |
Hazard identification, risk assessment, and incident investigation

Hazard identification and risk assessment: Yamana employs a variety of processes to ensure effective hazard identification and risk assessment, such as P.E.A.C.E., Job Hazard Analysis, Field Level Risk Assessment, Job Task Observation, and Worksite Management Inspection reports. Workers and operational managers complete risk assessments prior to commencing any new task.

Incident Investigation: Yamana conducts incident investigations on all significant injury reports and high potential incidents (SBI & HPI) using the Incident Cause Analysis Methodology (ICAM). Results from these investigations are shared across operations and management and are used to develop new controls to mitigate future risk and reduce repeat incidents. In 2020, operations and the Regional Director, HSEC conducted ICAM quality assessments with all sites achieving over 85%.

Workers are obligated to refuse work that they feel is unsafe and are protected against reprisals for invoking this duty.

OCCUPATIONAL HEALTH SERVICES

403-2 Hazard identification, risk assessment, and incident investigation

See indicator 403-2.

403-3 Worker participation, consultation, and communication on occupational health and safety

All operations and offices have a joint health and safety committee, made up of employees, contractors, and management. Such committees are a legal requirement in our operating jurisdictions. These committees regularly discuss relevant information concerning occupational health and safety, including evaluation of management systems. 100% of our employees are represented by formal joint management-worker health and safety committees, including at our corporate office. The H&S committees are made up of senior, mid and lower level employees and report to the highest levels of management at each operation.

403-4 Promotion of worker health

Yamana actively promotes the physical and mental well-being of its employees. All employees have access to a company-provided Employee Assistance Program. These programs offer a variety of counseling services supporting our employees and their families so that they can manage any work, health or life challenges. In addition, Yamana offers regular training, educational and awareness seminars such as stress management and leadership throughout the COVID-19 Pandemic.

403-5 Workers covered by an occupational health and safety management system

100% of employees and contractors are covered by Yamana’s health and safety management system which is internally and externally audited on a regular basis and certified by OHSAS 18001.

Prevention and mitigation of occupational health and safety impacts directly linked to business relationships

403-6 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships

All employees, contractors, and visitors receive training on Yamana health and safety protocols and must adhere to its health and safety standards.

100% of employees and contractors are covered by Yamana's health and safety management system which is internally and externally audited on a regular basis and certified by OHSAS 18001.

Leadership ensures that practices are implemented to advance an inclusive organization respectful of the diversity of employees and their skills. We regularly conduct employee engagement surveys and assess feedback on Yamana's performance as an employer.

The framework will include metrics to track gender distribution, people with disabilities, indigenous and visible minority distribution. We are also factoring any challenges in tracking ethnic diversity and inclusion culture with our various initiatives such as awareness, recruitment, metrics. Yamana is currently analyzing the data around diversity and developing a diversity metric framework.

Yamana is committed to providing the necessary support, education and training to ensure effective performance and career growth among all employees. We promote a dynamic environment that encourages professional growth and uses tools to provide individual assessment, identify opportunities, create individual development plans and promote talent within the organization. Leadership training (LEAD) is also available targeting first line management and supervisors who manage at each operation.

A Learning Management System (FUSION) is available to employees. There are a wide range of online courses around leadership, effective communication, dealing with difficult conversations, etc. in English, Spanish and Portuguese. We also offer online language development in English, Portuguese, Spanish and French through Rosetta Stone. Leadership training (LEAD) is also available targeting first line management, focusing on developing Yamana’s leadership competencies and increasing knowledge in internal policies and processes. Operational excellence best practices and ICAM. Local training initiatives are offered at each site along with compliance, ICAM, technical, leadership, which are tracked at each of the sites, and we continue to work on centralizing these records. All employees go through mandatory employee compliance training at the time of hire, including but not limited to Code of Conduct & Corporate Governance Policies, Health & Safety, Cybersecurity.

Yamana actively promotes the physical and mental well-being of our employees. All employees have access to a company-provided Employee Assistance Program. These programs offer a variety of counseling services supporting our employees and their families so that they can manage any work, health or life challenges. In addition, Yamana offers regular training, educational and awareness seminars such as stress management and leadership throughout the COVID-19 Pandemic.

In 2020, there was one case of work-related ill-health reported across all operations, inclusive of all Yamana employees and contractors. The case related to a musculoskeletal disorder in upper extremities and has been reported and managed with relevant governing bodies. There were zero fatalities associated with work-related ill-health in 2020.

TRADING AND EDUCATION

103-1 Explanation of material topic and its boundary

Yamana believes that career growth is important so we provide training and development opportunities that ensure our employees can expand their skills, knowledge and experience.

103-2 The management approach and its components

Yamana is committed to providing the necessary support, education and training to ensure effective performance and career growth among all employees. We promote a dynamic environment that encourages professional growth and uses tools to provide individual assessment, identify opportunities, create individual development plans and promote talent within the organization. At Yamana, performance management is a continuous process that aligns strategic business objectives to employee contributions, focusing on individual performance and development, providing continual feedback and coaching. Employees are evaluated through a performance review process in the Performance Management System (PMS). The performance management process supports Yamana in achieving its objectives through its people by linking personal achievements, skills and behaviour to business results.

Our succession planning process also contributes towards the process of identifying, assessing, and developing high potential talent. All employees contribute to the growth and success of the organization and we strive to provide a work environment where everyone is encouraged and supported to reach their highest potential. Guided by the highest standards of integrity, diversity and ethics our operations and offices promote cross-cultural knowledge sharing and the development of operational excellence and best business practices around the globe.

103-3 Evaluation of the management approach

Yamana regularly updates our corporate training programs to ensure individuals are receiving the most up to date training to succeed in the industry.

403-9 Work-related injuries

<table>
<thead>
<tr>
<th>Injuries as a result of work-related injury</th>
<th>Employees</th>
<th>Contractors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of fatalities as a result of work-related injury</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Number of recordable injuries</td>
<td>20</td>
<td>15</td>
</tr>
<tr>
<td>Rate</td>
<td>0.50</td>
<td>0.47</td>
</tr>
<tr>
<td>Number of hours worked</td>
<td>7,935,760</td>
<td>6,406,897</td>
</tr>
</tbody>
</table>

Note: This data includes exploration and closed sites.

In 2020, there were zero fatalities across all Yamana operations in 2020, and we achieved a TRIR of 0.49 and an LTIR of 0.26 (per 200,000 hours) inclusive of all Yamana employees and contractors. The high consequence injury noted above is related to a worker who fell from height. The worker has since been released from hospital and is recovering. This was the only injury in this category in 2020. More information is available in the 2020 Material Issues Report.

DIVERSITY AND EQUAL OPPORTUNITY

103-1 Explanation of material topic and its boundary

Yamana is committed to an inclusive work culture that values the importance of diversity. We have made progress by strengthening our diversity and inclusion agenda globally, creating and enhancing programs and resources to cultivate an equitable and inclusive environment for all employees, irrespective of gender, age, ethnicity, religion, culture, sexual orientation or disability. We are embracing our diversity and inclusion culture with our various initiatives such as awareness, recruitment, metrics. Yamana is currently analyzing the data around diversity and developing a diversity metric framework.

Diversity and inclusion are critical parts of our corporate culture, and the pursuit of diversity and inclusion is an ongoing journey that we will continue to work on as we strive to create a more inclusive and equitable workplace. We are committed to providing opportunities for all employees, regardless of their gender, ethnicity, religion, culture, or sexual orientation.

Yamana is an inclusive workplace that values the importance of diversity. We have made progress by strengthening our diversity and inclusion agenda globally, creating and enhancing programs and resources to cultivate an equitable and inclusive environment for all employees, irrespective of gender, age, ethnicity, religion, culture, sexual orientation or disability. We are embracing our diversity and inclusion culture with our various initiatives such as awareness, recruitment, metrics. Yamana is currently analyzing the data around diversity and developing a diversity metric framework.

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## Indicator

### 405-1 Diversity of governance bodies and employees

<table>
<thead>
<tr>
<th>governance body</th>
<th>number of members</th>
<th>gender</th>
<th>age groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee (Sr. VP and above)</td>
<td>9</td>
<td>M-8 F-1</td>
<td>40-50: (2) Over 50: (7)</td>
</tr>
<tr>
<td>Board of Directors</td>
<td>7</td>
<td>M-4 F-3</td>
<td>40-50: (1) Over 50: (6)</td>
</tr>
</tbody>
</table>

As of December 31, 2020, 8% of our workforce self-identifies as female, and 2% of our workforce are people with disabilities.

### 405-2 Ratio of basic salary and remuneration of women to men

We do not currently collect data on this indicator.

## NON-DISCRIMINATION

### 103-1 Explanation of material topic and its boundary

We strive to maintain a diversified workforce in which all employees have the opportunity to reach their full potential, and in which everyone is treated, and treats each other, with fairness, dignity and respect. Yamana respects the rights and dignity of all individuals and is committed to maintaining a work environment free of discriminatory practices of any kind.

### 103-2 The management approach and its components

Our Code of Conduct, as well as our Human Rights Policy, include various clauses to address discrimination in the workplace. All employees and contractors must comply with the Code of Conduct.

### 103-3 Evaluation of the management approach

Yamana complies with all applicable legal requirements in the jurisdictions where we operate. Reviews of our corporate policies are regularly conducted to ensure that they remain up to date with international standards.

### 406-1 Incidents of discrimination and corrective actions taken

There were no discrimination-related incidents registered in 2020.
Yamana Gold
2020 GRI Index

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

103-1 Explanation of material topic and its boundary
Yamana is committed to complying with all applicable labor-related legal requirements in each region where we operate, relating to freedom of association and the facilitation of collective bargaining agreements, covering areas including remuneration and wages, working hours, working conditions, benefits, training, and immigration. All employees have the right to freedom of Association and Collective Bargaining. Freedom of Association and Collective Bargaining is managed by the corporate and regional Human Resources departments, as well as site general management where appropriate. We have procedures in place with regards to dealing with grievances and union/employee representatives, and conduct employee training and awareness campaigns. All collective agreements are negotiated in a collaborative, timely manner. More information can be found in our Code of Conduct and Human Rights Policy.

103-2 The management approach and its components

<table>
<thead>
<tr>
<th>Unionsized Employees</th>
<th>Minera Florida</th>
<th>Jacobina</th>
<th>Cerro Moro</th>
<th>El Peñón</th>
<th>All areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Headcount</td>
<td>758</td>
<td>1,170</td>
<td>748</td>
<td>1,958</td>
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<td>3,286</td>
</tr>
<tr>
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<td>88%</td>
<td>72%</td>
<td>61%</td>
<td>88%</td>
<td>77%</td>
</tr>
</tbody>
</table>

103-3 Evaluation of the management approach
All sites comply with all applicable legal requirements pertaining to Freedom of Association and Collective Bargaining in jurisdictions where we operate.

CHILD LABOR

103-1 Explanation of material topic and its boundary
Yamana is committed to respecting the human rights of all individuals; child labor will never be part of Yamana’s business activities.

103-2 The management approach and its components
Respect for human rights is incorporated into all Yamana operations. Yamana’s Code of Conduct, as well as its Human Rights Policy, clearly outline the commitment to ensure that child or forced labor will never be a part of Yamana’s business activities, which is aligned with the principles outlined in ILO Convention 105 on Abolition of Forced Labour and ILO Convention 182 on Worst Forms of Child Labour.

103-3 Evaluation of the management approach
Yamana is implementing the ILO Code of Conduct, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Principles on Business and Human Rights, and the World Gold Council’s Responsible Gold Mining Principles, all of which have specific components related to preventing child and forced labor, human rights and conflict, respectively. The adherence to the management practices will be externally assured. Self assessments conducted in 2020 indicated no incidents of child labor across Yamana’s operations.

406-1 Operations and suppliers at significant risk for incidents of child labor
None of our operations are considered to have significant risk for incidents of child labor or young workers exposed to hazardous work.

FORCED OR COMPELLARY LABOR

103-1 Explanation of material topic and its boundary
Yamana is committed to respecting the human rights of all individuals; forced or compulsory labor will never be part of Yamana’s business activities.

103-2 The management approach and its components
Respect for human rights is incorporated into all Yamana operations. Yamana’s Code of Conduct, as well as its Human Rights Policy, clearly outline the commitment to ensure that child or forced labor will never be a part of Yamana’s business activities, which is aligned with the principles outlined in ILO Convention 105 on Abolition of Forced Labour and ILO Convention 182 on Worst Forms of Child Labour.

103-3 Evaluation of the management approach
Yamana is implementing the ILO Code of Conduct, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Principles on Business and Human Rights, and the World Gold Council’s Responsible Gold Mining Principles, all of which have specific components related to preventing child and forced labor, human rights and conflict, respectively. The adherence to the management practices will be externally assured. Self assessments conducted in 2020 indicated no incidents of forced labor across Yamana’s operations.

406-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
None of our operations are considered to have significant risk for forced or compulsory labor.

SECURITY PRACTICES

103-1 Explanation of material topic and its boundary
Yamana employs trained security personnel where required to ensure the safety and security of our employees, products and information.

103-2 The management approach and its components
All security personnel is required to complete specific human rights training to be employed at Yamana. This human rights training is aligned with the Voluntary Principles on Security and Human Rights.

103-3 Evaluation of the management approach
The Senior Vice President of Health, Safety and Sustainable Development has oversight of security. The SVP is in regular contact with the Director of Security who oversee the day-to-day security management, which includes review of practices adopted at all our operations.

410-1 Security personnel/trained in human rights policies or procedures
100% of our security personnel have received human rights training.

RIGHTS OF INDIGENOUS PEOPLE

103-1 Explanation of material topic and its boundary
Respect of all people, including Indigenous Peoples is of the utmost importance to Yamana. Our operations are not located in the proximity of identified Indigenous groups, however our operations do impact these communities, which is why we work to maintain strong relationships with these communities through employment and supplier contracts, where possible, as well as through community development contributions.

103-2 The management approach and its components
Yamana is respectful of all host communities, including Indigenous Peoples. We strive to maintain strong relationships through engagement and we support these communities through employment and supplier contracts, where possible, as well as through community development contributions.

103-3 Evaluation of the management approach
We receive feedback on our management approach through our grievance mechanism, specific feedback from community members during regular engagement and through feedback generated from the Social License to Operate Index at our operations. Further information is found in our 2020 Material Issues Report and the Responsibility, Community Relations page of our website.

411-1 Incidents of violations involving rights of indigenous peoples
There were no known or reported violations involving rights of Indigenous Peoples.

HUMAN RIGHTS ASSESSMENT

103-1 Explanation of material topic and its boundary
Yamana is an organization that respects the human rights of our employees and surrounding communities, as per internationally recognized laws and best practices.

103-2 The management approach and its components
Our Human Rights Policy was developed using international law standards and best practices as guidance, including:
- ILO Conventions;
- The Voluntary Principles on Security and Human Rights;
- UN Guiding Principles on Business and Human Rights;
- The Universal Declaration of Human Rights; and
- The United Nations Declaration on the Rights of Indigenous Peoples.

Our Human Rights Policy covers topics such as child and forced labour, discrimination, fair employment practices, respecting the rights and traditions of Indigenous peoples, and commitments to health and safety.

For more information, please see our Human Rights Policy, publicly available on the About Ethics & Governance page of our website.

103-3 Evaluation of the management approach
We review human rights-related risks at all operations every 2-3 years. In addition, all employees must complete an annual review of the Code of Conduct which includes human rights-related clauses.

412-1 Operations that have been subject to human rights review or impact assessments
Our operations are regularly evaluated from a human rights risk perspective (every 2-3 years). At some sites we are deemed to be a high or significant risk, which are reviewed at a more frequent cycle. Human rights assessments are ongoing, and we participate in international Human Rights due diligence exercises. The results of these assessments are embedded in our risk management plans.

In addition, we are a signatory to the World Gold Council, which requires that we adhere to the Conflict-Free Gold Standard; as such, we complete an annual externally issued report to demonstrate that our operations do not contribute to conflict. Previous years’ reports are available on our website with the 2020 report being available in mid-2021.

412-2 Employee training on human rights policies or procedures
Our Code of Conduct, as well as our Human Rights Policy, include various clauses to address forms of discrimination in the workplace. All employees and contractors must comply with the Code of Conduct. New employees are trained on the Code of Conduct and Corporate Governance Policies as part of the onboarding process, and all employees complete an annual training and acknowledge that they understand and will comply.

In addition to annual review and sign-off of the company’s Code of Conduct, 100% of security personnel have received specific human rights training.
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

All potential investments undergo rigorous due diligence, which, depending on the jurisdiction, typically includes reviews of environment, health and safety, community relations, labor practices, human rights, and other areas of concern. In addition, our suppliers and contractors must sign off on Yamana’s Code of Conduct.

LOCAL COMMUNITIES

103-1 Explanation of material topic and its boundary

Maintaining and strengthening our social license to operate is a critical part of our mining operations. Our inclusive approach to stakeholder engagement and impact management focuses on continuously improving our relationships with our local communities.

103-2 The management approach and its components

Our HSEC vision is One Team, One Goal. Zero; however, our approach to community relations is to go beyond zero and ultimately generate a net positive impact for our local communities through long-term economic development, education, health care, and capacity development. The goal is to help create resilient communities that can thrive beyond the life of the mine.

We have a variety of mechanisms that help guide us to industry best practice and to fully understand the concerns of our stakeholders, mainly our HSEC Framework and the Social License to Operate (SLO) Index. Further information is available on the Responsibility, Community Relations page of our website.

103-3 Evaluation of the management approach

We receive feedback on our management approach through our grievance mechanism, specific feedback from community members during regular engagement and through feedback generated from the Social License to Operate Index. Further information is available on the Responsibility, Community Relations page of our website.

413-1 Operations with local community engagement, impact assessments, and development programs

All our operations have:
- Stakeholder Engagement Plans
- Community Development programs
- Social diagnostic conducted every other year
- Social license to Operate Index (with the exception of El Penón, whose local community is over 300km away from the site), which is a quantification measure of our social license and is measured quarterly.

We had 25 formal citizen meetings with community stakeholders, where we reached a total of 335 people. Through a total of 5 site visits, we also hosted over 70 visitors directly at our mines. These Open Doors programs hosted community members, students, employee family members, press, government officials and others. (These numbers were lower than usual as a result of the COVID-19 pandemic.)

We have active grievance mechanisms in place for our communities to voice their concerns. More information can be found on the Responsibility, Community Relations page of our website.

413-2 Operations with significant actual and potential negative impacts on local communities

The majority of our operations are located anywhere from 1km to 20km of key from communities. The major impact on these communities is the creation of jobs through direct and indirect employment, as well as the company’s direct contribution to social development. Two of our operations are located in close proximity to host communities (Minera Florida in Chile and Jacobina in Brazil), where a small number of individuals have encountered some negative impacts related to noise, dust, vibration and increased vehicle traffic. We work directly with these local stakeholders to ensure these nuisances are mitigated or minimized, and when appropriate stakeholders are compensated.

SUPPLIER SOCIAL ASSESSMENT

103-1 Explanation of material topic and its boundary

We work with a variety of suppliers at all of our sites. Yamana holds all suppliers to the same high degree of business ethics as ourselves.

103-2 The management approach and its components

Prior to all contracts being awarded, all suppliers must sign and comply with Yamana’s Code of Conduct, which covers the previously mentioned topics, as well as clauses on environmental stewardship, health and safety, and community involvement. In addition to the Code of Conduct, the local HSEC team provides HSEC topics as criteria for evaluation according to the respective bidding. In 2019 Yamana began the process of implementing an additional system for supplier management, which includes risk assessment on additional HSEC indicators.

Yamana has contracted a third party to screen all current and future vendors and suppliers on a frequent basis. This includes screening and monitoring for vendors on compliance with HSEC standards, including social criteria.

103-3 Evaluation of the management approach

Yamana is in the process of implementing the World Gold Council’s Responsible Gold Mining Principles, which has specific components related to the supply chain. The adherence to the management practices will be externally assured.

414-1 New suppliers that were screened using social criteria

100% of new suppliers are required to sign and comply with Yamana’s Code of Conduct. Within the Code of Conduct is a section on Fair Labor Practices, Human Rights and social criteria. For additional information, please see our Code of Conduct, published on the Yamana website. In addition to the Code of Conduct, HSEC topics are provided by the local HSEC team as a criteria for evaluation according to the material/service related to the respective bidding.

414-2 Negative social impacts in the supply chain and actions taken

None observed.

PUBLIC POLICY

103-1 Explanation of material topic and its boundary

Yamana seeks to ensure we have strong relationships with local governments through ongoing dialogue to promote trust and transparency.

103-2 The management approach and its components

As in previous years, Yamana did not make any political contributions. Yamana is committed to transparency and the integrity of any potential political involvement or lobbying activities, and will seek to disclose any activities, positions, budgets or expenditures in accordance with national requirements and in agreement with public international conventions. Further, our confidential Integrity Hotline allows anyone to raise potential concerns about the integrity of our practices, and all employees and contractors across our operations and corporate offices are trained on our Code of Conduct, that outline Yamana’s position and procedures regarding political involvement and lobbying.

Yamana does not make contributions to political parties, politicians or affiliated institutions.

103-3 Evaluation of the management approach

Review of corporate policies are regularly conducted to ensure we remain aligned with international standards.

415-1 Political contributions

2020 Political Contributions and Lobbying Expenditures

<table>
<thead>
<tr>
<th>Year</th>
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<th>Lobbying Expenditures (USD)</th>
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<td>0</td>
</tr>
<tr>
<td>2018</td>
<td>0</td>
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</table>

CUSTOMER HEALTH AND SAFETY

103-1 Explanation of material topic and its boundary

Yamana does not have direct customers; this indicator is not relevant to Yamana’s business.

103-2 The management approach and its components

Not applicable

416-1 Assessment of the health and safety impacts of products and services

Not applicable

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Not applicable
**2020 responses**

**MINING AND METAL SUPPLEMENT**

### Indicator: 103-1
**Exploration of materials and topic boundary**
Yamana does not have products that require marketing or labeling; this indicator is not relevant to Yamana’s business.

### Indicator: 103-2
**The management approach and its components**
Not applicable

### Indicator: 103-3
**Evaluation of the management approach**
Not applicable

### Indicator: 104-1
**Requirement for product and service information**
Not applicable

### Indicator: 104-2
**Incidents of non-compliance concerning product and service information and labeling**
Not applicable

### Indicator: 104-3
**Incidents of non-compliance concerning marketing communications**
Not applicable

### CUSTOMER PRIVACY

### Indicator: 105-1
**The management approach and its components**
Yamana does not have direct customers; this indicator is not relevant to Yamana’s business.

### Indicator: 105-2
**Evaluation of the management approach**
Not applicable

### Indicator: 105-3
**Incidents of non-compliance concerning customer privacy and the associated risks of customer data**
Not applicable

### SOCIOECONOMIC COMPLIANCE

### Indicator: 106-1
**The management approach and its components**
We are committed to ensure, at a minimum, compliance with all applicable legal requirements in the jurisdictions where we operate. Our Integrated HSEC Framework highlights best practices, which go beyond compliance, and is used by our sites as guideline for operational management. In addition, each year we publicly disclose according the Extractive Sector Transparency Measure Act (ESTMA).

### Indicator: 106-2
**Evaluation of the management approach**
Regulators regularly conduct inspections of our operations to ensure compliance with local laws and regulations.

### Indicator: 106-3
**Incidents of non-compliance concerning laws and regulations**
Not applicable

### Indicator: 107-1
**Non-compliance with laws and regulations to manage and mitigate these risks**
Not applicable

### Indicator: 107-2
**Total number of operations or sites where there are plans in place**
None

### Indicator: 107-3
**Number and description of significant disputes relating to Indigenous Peoples’ territories, and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples’ communities**
No operations are located near Indigenous Peoples’ territories. In Canada, one of our exploration project is in the traditional territories of indigenous communities. In 2018, a formal exploration agreement was signed with one community.

### Indicator: 107-4
**Number of strikes and lock-outs exceeding one week’s duration**
There were no strikes or lock-outs exceeding one week’s duration in 2020.

### Indicator: 107-5
**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**
No operations are located adjacent to Indigenous Peoples’ territories.

### Indicator: 107-6
**Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples**
None

### Indicator: 107-7
**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**
None

### Indicator: 107-8
**Number (and percentage) of company operating sites, where artisanal and small-scale mining (ASM) occurs, that are: (a) adjacent to, or on, the site; (b) the associated risks and the actions taken to manage and mitigate these risks**
There is a small-scale mining operation in the general vicinity of the Jacabina mine site but not directly adjacent to it. Any illegal mining activity identified is immediately reported through our legal and security departments to local police and military police. Jacabina maintains a security patrol program, which includes monitoring remote areas by drone to manage potential risks.

### Indicator: 107-10
**Number and percentage of operations with closure plans**
All our operations have active and up-to-date closure plans with appropriately allocated financial provisions (asset retirement obligations), which total $492.7 million on a 100% consolidated basis as of December 31, 2020. This information is reported annually to the Board of Directors and Senior Management.