

Name and Principal Position	Year	Non-equity incentive							
		Salary	Share-based Awards <sup>2, 4</sup>	Option-based Awards <sup>3, 4</sup>	Annual Incentive Plans <sup>5</sup>	Long-term Incentive Plans	Pension Value <sup>6</sup>	All Other Compensation <sup>7</sup>	Total Compensation
		(US\$)	(US\$)	(US\$)	(US\$)	(US\$)	(US\$)	(US\$)	(US\$)
J. Paul Rollinson President and CEO	2022	1,159,131	3,315,115	0	1,251,861	n/a	521,609	296,929	6,544,645
	2021	1,238,417	3,541,871	0	1,337,490	n/a	557,287	317,412	6,992,477
	2020	1,166,319	3,575,925	0	2,145,555	n/a	524,843	296,740	7,709,382
Andrea S. Freeborough Executive Vice-President & Chief Financial Officer	2022	446,671	866,543	0	345,724	n/a	127,301	61,836	1,848,075
	2021	453,560	925,815	0	300,651	n/a	121,743	64,872	1,866,642
	2020	414,298	931,877	0	392,720	n/a	108,753	64,098	1,911,745
Geoffrey P. Gold Executive Vice-President, Corporate Development, External Relations & Chief Legal Officer	2022	620,172	1,426,396	0	764,052	n/a	279,077	132,463	3,222,160
	2021	662,592	1,484,207	0	753,235	n/a	298,167	109,127	3,307,327
	2020	624,393	1,583,837	0	983,855	n/a	280,977	103,963	3,577,025
Claude J.S. Schimper Executive Vice-President & Chief Operating Officer	2022	421,588	885,960	0	398,239	n/a	120,113	859,348	2,685,248
	2021	314,435	883,456	0	426,343	n/a	63,541	1,735,285	3,423,060
	2020	269,248	272,158	0	152,125	n/a	38,369	1,368,510	2,100,410
Muhanad Jalil Senior Vice-President & Chief Technical Officer	2022	267,691	824,829	0	165,675	n/a	47,565	44,543	1,350,302

1. Compensation is paid in Canadian dollars and was converted to U.S. dollars for purposes of this table, except in the case of Mr. Schimper who was paid in U.S. dollars from January 1, 2021 until September 30, 2021, using the following exchange rates for C\$1.00:2022 – US\$0.7383; 2021 – US\$0.7888; 2020 – US\$0.7854.
2. Amounts shown represent restricted share units (RSUs) and restricted performance share units (RPSUs) granted in February of the year following the year shown as part of the annual compensation package of each NEO, valued at the date of the grant, plus any one-time awards granted during the year. One-time grant values included in 2022 compensation are: for Mr. Jalil an on-hire grant of C\$450,000 cash-settled RSUs. One-time grant values included in 2021 compensation are: for Mr. Schimper a C\$375,000 performance-based grant in equity-settled RPSUs, to recognize the critical new role he took on in 2021 as EVP, Russia and West Africa, and to incent and recognize achievement of key short- and long-term safety and operational objectives at Tasiast. These RPSUs will vest in thirds on the later of the achievement of each objective, and the first, second and third anniversary of the grant. The grant date fair value in the "Summary compensation table" for RSUs granted in 2023 (for the 2022 performance year), 2022 (for the 2021 performance year) and in 2021 (for the 2020 performance year), has been estimated using the company's volume weighted average TSX share price for the five trading days immediately preceding the date of grant to determine the grant date fair value, in order to reduce the impact of any short-term volatility in the share price. The accounting fair value is based on the market price of the common shares on the TSX at the market close on the last trading day immediately preceding the date of the grant. In accordance with International Financial Reporting Standards (IFRS), the accounting fair value is expensed over the vesting period based on the number of RSUs and RPSUs estimated to vest. The grant date fair values and accounting fair values are shown in the table below: