






Participate in Canada's most innovative executive compensation database for the mining industry. The database is anchored in our deep understanding of how executive compensation levels are determined to ensure you can draw meaningful insights to maintain competitiveness across all executive roles.

To participate, please contact us! surveys@southlea.com

The benefits of this survey

Benefit	Southlea's differentiators
Simplified participation	<ul style="list-style-type: none"> ▪ Simple data submission template for easy transfers of data from your HRIS ▪ Jobs matched by Southlea (and validated by you) using standard job families and roles ▪ Secure and encrypted online system to facilitate data reporting
Holistic perspectives	<ul style="list-style-type: none"> ▪ Compensation data for the full executive team (up to 4 executive levels; varies by company) ▪ Ongoing engagement with participants to shape this survey to provide the most value to you ▪ Customized job matching for any tough-to-match jobs, including comprehensive review of factors that impact executive compensation levels
Improved reporting and insights	<ul style="list-style-type: none"> ▪ Detailed "Participant Report" with a summary of trends and market data by benchmark role ▪ Group call with all participants to review survey findings ▪ Availability for custom peer groups

 Target participants	 Pricing	 Timing
<ul style="list-style-type: none"> ▪ Mining companies with executive roles in Canada – refer to the list of target participants below ▪ Gold, silver, copper and diversified mining ▪ Autonomous org. structure – publicly-traded or privately-held 	<ul style="list-style-type: none"> ▪ \$3,500 CAD for a participant report, with the data presented for different company size cuts based on survey participation ▪ Customized reporting available for additional cost; fees to be determined based on the overall scope of the request 	<ul style="list-style-type: none"> ▪ Survey submissions to be completed by Friday May 10, 2024 ▪ Data will be reported as soon as possible in July 2024 ▪ Timing for a group call to review survey findings will be determined based on participant availability



Sample list of target participants (sorted by descending market cap.)

Barrick Gold	Equinox gold	Orla Mining	Altius Minerals
Wheaton Precious Metals	Sandstorm Gold	Foran Mining	Allied Gold
Franco-Nevada	First Majestic Silver	Aya Gold & Silver	Major Drilling Group
Cameco	Dundee Precious Metals	Fortuna Silver	Solaris Resources
Teck Resources	IAMGOLD	MAG Silver	Aris Mining
Agnico Eagle	Capstone Copper	Seabridge Gold	Taseko Mines
Kinross Gold	Osisko Gold Royalties	Torex Gold Resources	Silvercorp Metals
Lundin Mining	Triple Flag Precious Metals	Wesdome Gold	Skeena Resources
Pan American Silver	Eldorado Gold	NovaGold Resources	Endeavour Silver
Alamos Gold	Filo Corp.	New Gold	Victoria Gold
B2Gold	Hudbay Minerals	SilverCrest Metals	GoGold Resources
Ero Copper	Centerra Gold	Calibre Mining	Sherritt International
OceanaGold	K92 Mining	Osisko Mining	

Benchmark roles

Compensation information will be collected, aggregated and reported for available executive roles in the following job families, including CEO and up to three position levels below CEO (to ensure we capture all “executive roles” at participating organizations). Benchmarks will be added as appropriate based on survey participant submissions.

Sample benchmarks include:

Top Executive / CEO	Top Capital Projects	Top Supply Chain
Top Operations Executive / COO	Top Legal Executive / CLO	General Manager (if this is an executive role in Canada)
Top Finance Executive / CFO	Top HR Executive / CHRO	Second / Third Level Executives – Operations, Technical Services, Finance, Legal, HR
Top Corporate Dev. / Strategy	Top IT Executive / CTO	
Top Exploration	Top Sustainability / HS&E	
Top Technical Services	Top Investor Relations	

Data elements collected

As part of the survey submission, we will request the following information for **each Canadian-based executive role**. In the report shared with all participating organizations (Participant Report), compensation data will be aggregated (25th, 50th, 75th percentiles) for each pay element.

Incumbent position	Incumbent pay	Company / mining operations
<ul style="list-style-type: none"> ▪ Incumbent ID ▪ Division ▪ Internal position title ▪ Internal salary grade ▪ Manager incumbent ID ▪ Location of incumbent ▪ Gender ▪ Date of hire ▪ Date started in position 	<ul style="list-style-type: none"> ▪ Current annual salary ▪ Target and actual... <ul style="list-style-type: none"> – Annual incentive, % of salary – Annual incentive, \$ value – Total cash – Long-term incentive, % of salary – Long-term incentive, \$ value – Total direct compensation 	<ul style="list-style-type: none"> ▪ Number of full-time employees (corporate office and mine sites) ▪ Number of operating mines ▪ Location of operating mines ▪ Number of mining projects in the exploration, planning or development stages ▪ Forecast annual production of gold, silver, copper, other ▪ Total reserves / resources