

GLOBAL MINING REVIEW

2024



The Korn Ferry Global Mining Review (GMR) is your authoritative source for comprehensive, reliable, consistent, constantly expanding source for global compensation information in the mining industry.

2024 marks the 23rd consecutive year of Korn Ferry's annual global mining review. Whether a global player, local producer, project development or exploration entity or somewhere in between, companies have the opportunity to access a reliable, comprehensive, and robust mining market data source using a rigorous approach and methodology.

GMR SERVE YOUR NEEDS

- Comprehensive, quality assured data through rigorous auditing by dedicated resources in various geographies.
- Useful job size and job match compensation analyses for your easy access.
- Key compensation elements covering salary, other guaranteed cash, short-term and long-term incentives, application of consistent/standardized methodology to generate comparable M/LTI valuation.
- Regional pay analysis and job family analysis for country reports, where applicable.
- Informative industry trends and issues.
- Soft copy formats, including Excel-based output tools.
- User orientation sessions, subject to sufficient demand.

QUESTIONS the GMR may help to ANSWER

- **Compensation philosophy and levels** - Is your reward strategy aligned with targeted market level?
- **Incentive programs** - Are your incentive programs effective in high and low times? Do they follow market trends?
- **Pay optimization** - Are your target pay levels competitive, supportive of employee engagement and defensible?
- **People and talent strategy** - Are your pay program designs appropriate to prepare yourself for the rebound and the talent war?

PARTICIPANTS and SCOPE in 2023

- > over 70 companies
- > over 280 participating business units
- > over 101,000 professional and managerial incumbents
- > over 900 executives

2024 SCHEDULE

Jan - Mar	Participant registration
May - Apr	Data collection
May	Data effective
May - Aug	Process, QA, analysis
Sep - Dec	Report publication

REPORTS AVAILABLE IN 2024

COUNTRY REPORTS

Argentina, Australia, Canada, Chile, Peru, and USA reports available

Country market data for salaries, annual incentives and long-term incentives (at target and actual levels)

Pay forecasts and economic indicators

Geographic/regional and/ or job family pay analysis

GLOBAL EXECUTIVE REPORT

Global market pricing data for salaries, annual incentives, and long-term incentives (at target and actual levels)

Global executive compensation and governance trends

Research on incentive metrics and structures, pay, trends, and performance issues

Executive severance, change in control and clawback policy

GLOBAL PD&E REPORT*

Unique - global data across key geographies for salaries, annual incentives, and long term incentives for Project Development Exploration and Corporate Technical Service (PD&E) roles

Positions independent of similar roles in operations

Foreign/international assignment and expatriate policies

PD&E Pay policies and practices

PD&E market pay differentials

** subject to sufficient demand*

BENCHMARK POSITIONS

Based on over 250 benchmark positions, covering a spectrum of roles from first-line supervisors to corporate executives. Examples of our survey benchmarks include:

■ Operational roles

Mine Engineer | Metallurgist | Buyer | Geologist | Environmentalist | General Manager, Mine Site Superintendent & Supervisor (Mining/ Processing /Maintenance)

■ Corporate / regional roles

Chief Executive Officer | Chief Financial Officer | Investor Relations / Communication Manager | Tax Manager | Controller

■ Project Development & Exploration roles*

Project Director/Manager | Construction Manager | Senior Project Geologist | Technical Services Manager | Project Mining Engineer

PD&E populations are separated from Corporate and Operations data

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About Korn Ferry

Korn Ferry is a global organizational consulting firm. We work with our clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers.

Business Advisors. Career Makers.