COEUR MINING®



2024

RESPONSIBILITY REPORT

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GRI 2-1, GRI 2-2, GRI 2-4, GRI 2-6, GRI-22, GRI 2-28, GRI 2-29, GRI 3-1, GRI 3-2

About Us

Coeur Mining, Inc. (Coeur or the Company) is a U.S.-based precious metals producer with five wholly owned operations, including: the Las Chispas silver-gold mine in Sonora, Mexico, the Palmarejo gold-silver mine in Mexico, the Rochester silver-gold mine in Nevada, the Kensington gold mine in Alaska and the Wharf gold mine in South Dakota. In addition, the Company wholly owns the Silvertip polymetallic critical minerals exploration project in British Columbia (B.C.), Canada.

In February 2025, Coeur completed its acquisition of SilverCrest Metals Inc., adding Las Chispas to the list of Coeur's wholly-owned operations. Due to the acquisition falling outside the reporting period of this Report, the Las Chispas mine site is excluded from all reported-metrics and most of the qualitative information in this Report. The Las Chispas operation will be incorporated into future reporting and included in relevant calculations going forward.

At Coeur, we are committed to delivering precious metals while promoting company-wide transparency in our governance systems, programs that support the local communities in which we operate and leading environmental practices.

To hold ourselves accountable to our commitments, we set targets to improve our performance and take a transparent and systematic approach to managing our environmental and social performance. This includes careful stewardship of water resources and investing in the economic and social development of the communities surrounding our mine sites. In our workplace, it is our objective to foster a safe, inclusive culture for our employees and contractors, so they feel supported and engaged each day they come to work. We believe these practices create long-term value for our stakeholders and support our mission of being a well-diversified and resilient company.

At Coeur, we are committed to delivering precious metals while promoting company-wide transparency in our governance systems, programs that support the local communities in which we operate and leading environmental practices.



Purpose Statement

We Pursue a Higher Standard in all that we do. Our principles of **Protect** our people, places and planet, **Develop** quality resources, growth and plans and **Deliver** impactful results through teamwork are the foundational building blocks of who we are as a company. They are woven into our business practices and guide the actions we take each day to care for the environment, our communities and each other.



Rochester
Nevada, U.S.

Industry Associations

Industry/Trade Association	Location
Alaska Mining Association	Kensington
Women in Mining Alaska Chapter	Kensington
El Centro Mexicano para la Filantropía	Palmarejo
Mujeres WIM México	Palmarejo (and Las Chispas)
Mexican Mining Chamber (CAMIMEX)	Palmarejo (and Las Chispas)
Nevada Mining Association	Rochester
Women in Mining Nevada Chapter	Rochester
Mining Association of British Columbia	Silvertip
Women in Mining Black Hills Chapter	Wharf
South Dakota Mineral Industries Association	Wharf

Industry/Trade Association	Location
American Exploration and Mining Association	Corporate
National Mining Association	Corporate
National Mining Association CORESafety	Corporate
North American Mine Closure Working Group	Corporate
Society for Mining, Metallurgy & Exploration	Corporate
The Silver Institute	Corporate
Women's Mining Coalition	Corporate
Women in Mining USA	Corporate

Awards and Recognition	Location
2024 Excellence in Mine Reclamation Award, state of NV Division of Minerals	Rochester
Nevada Mining Association Individual Safety Awards, seven recipients	Rochester
Business of the Year—Lead Area Chamber of Commerce	Wharf
Governance Intelligence Corporate Governance Award: Best compliance and ethics program (small to mid-cap)	Corporate
Corporate Intelligence Corporate Governance Award: Best proxy statement (mid-cap)	Corporate



Palmarejo
Chihuahua, Mexico

About This Report

Scope

This Report is our sixth annual disclosure (covering activities and data from January 1 to December 31, 2024, unless otherwise indicated) of our corporate responsibility performance at wholly-owned operations and exploration projects prior to the acquisition of Las Chispas in early 2025, where Coeur is now the operator. Disclosures made in the 2024 Responsibility Report cover our four operating mines and one exploration project in 2024, with the exception of tailings, which also includes the Golden Cross reclaimed mine tailings facility. Unless otherwise noted, the Chicago headquarters and regional offices are not included in the scope of this Report. Where noted, references may be made to historical reports and/or results.

References to "Coeur," "the Company," "we" and "our" refer to Coeur Mining, Inc. and/or our affiliates, and subsidiaries. References to "SilverCrest," refer to SilverCrest Metals Inc. prior to its acquisition by Coeur in early 2025. All financial figures are quoted in U.S. dollars unless otherwise noted. Some figures and percentages may not add up to the total figure or 100 percent due to rounding.

Reporting Frameworks and Standards

We prepared our 2024 Responsibility Report with reference to the Global Reporting Initiative (GRI) Standards, including the Mining and Metals Sector Supplement and the Sustainability Accounting Standards Board (SASB) reporting framework for the Metals and Mining Industry.

References to additional disclosure frameworks are available in the **Responsibility Data Book** (Data Book) including:

- Task Force on Climate-related Financial Disclosures (TCFD)
- Taskforce on Nature-related Financial Disclosure (TNFD)
- Global Industry Standard on Tailings Management (GISTM)
- United Nations Sustainable Development Goals (UN SDGs)

Restatements

Ongoing improvements to our data collection and calculation methodologies can result in restatements of previously reported data. Restatements of information are provided when data or information has been revised due to errors, omissions, or changes in reporting criteria. These restatements are included in the Report and in the **Data Book** as footnotes where applicable.

Performance Data

Our **Data Book** accompanies this Report, which includes a detailed disclosure of our present and historic sustainability metrics and indicators. The **Data Book** is a separate and downloadable workbook that can be found on our **website**.

Additional Information

More information about Coeur is available on our **website**. For details on our financial performance and governance structure, please refer to our report filed on **Form 10-K**, an annual overview of Coeur's business and financial condition submitted to the U.S. Securities and Exchange Commission. Our **2025 Proxy Statement** includes details on stockholder voting matters, our Board of Directors and practices related to executive compensation.

Analyst Reference

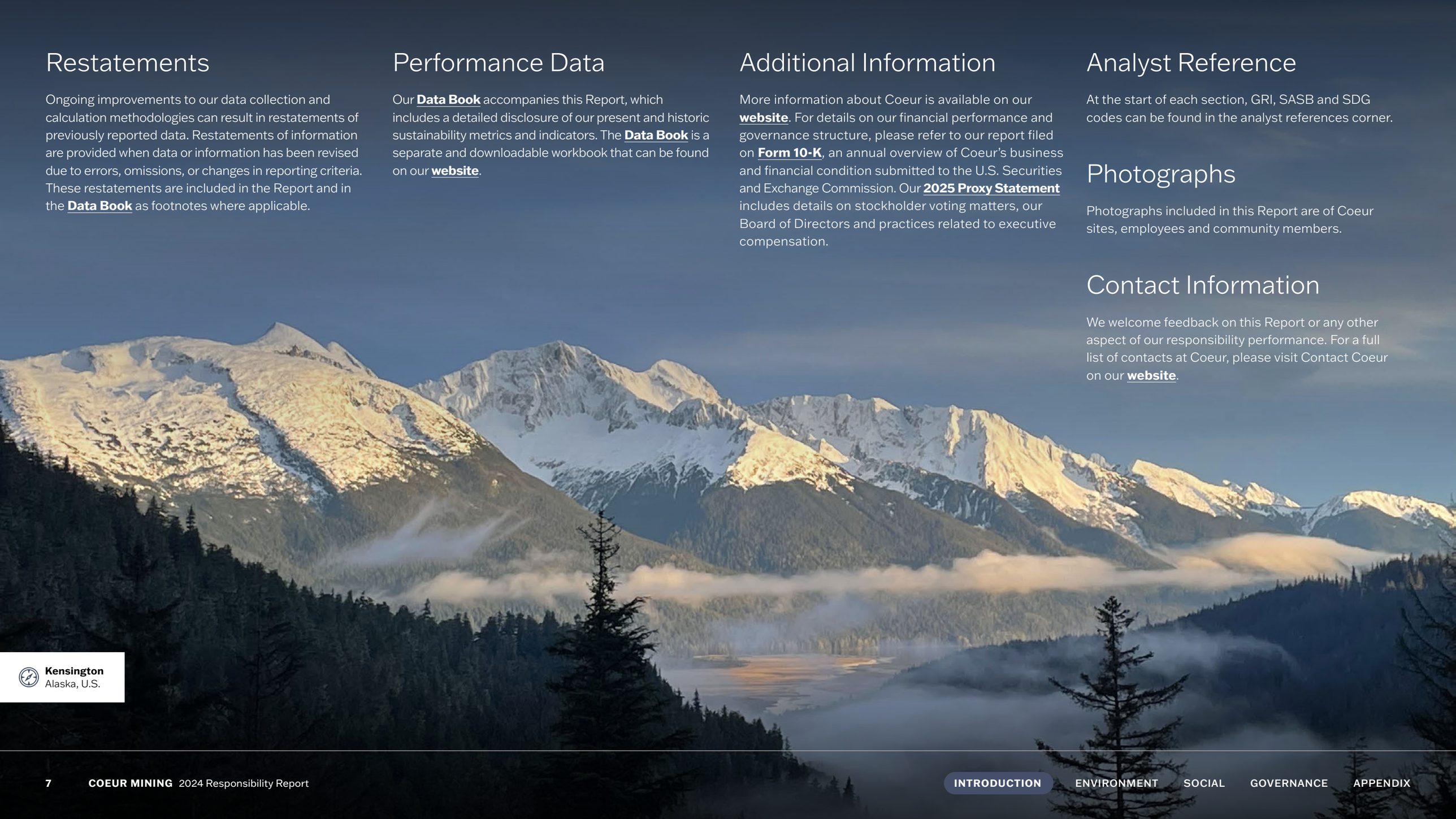
At the start of each section, GRI, SASB and SDG codes can be found in the analyst references corner.

Photographs

Photographs included in this Report are of Coeur sites, employees and community members.

Contact Information

We welcome feedback on this Report or any other aspect of our responsibility performance. For a full list of contacts at Coeur, please visit Contact Coeur on our **website**.



Kensington
Alaska, U.S.



Silvertip
British Columbia, Canada

Message From Our Chairman, President and CEO and the Chair of the Environmental, Health, Safety and Corporate Responsibility (EHSCR) Committee

Dear Stakeholders,

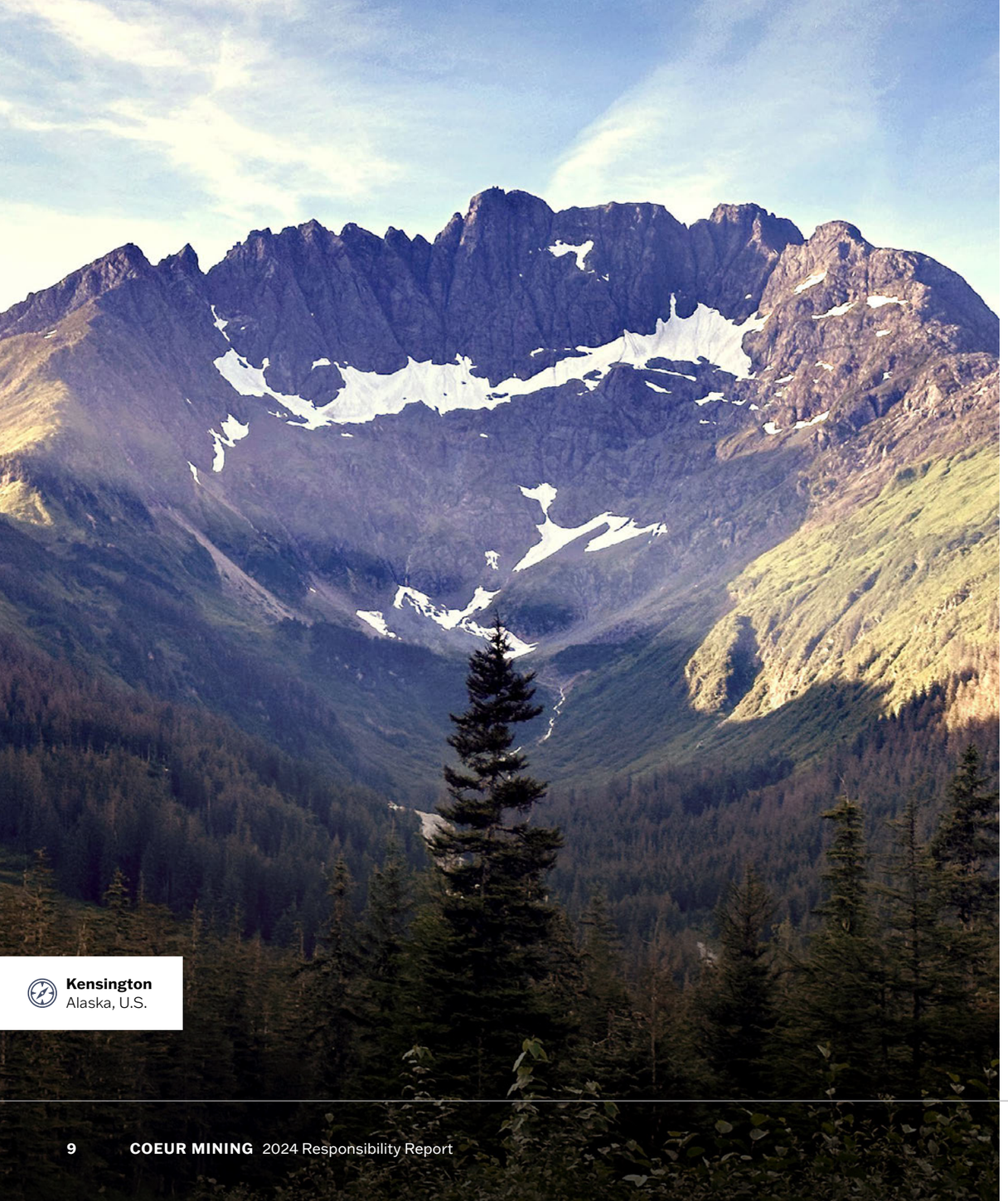
As we reflect on the past year, it is clear that 2024 was one of the most consequential years in Coeur's 96-year history. The company reached a pivotal moment, one that underscores our commitment to sustainable growth, responsible resource development and financial strength. Following years of strategic investment, we have emerged stronger than ever, positioning ourselves as a leading silver and gold producer with an unwavering dedication to sustainability and responsible mining practices.

Our efforts in 2024 have laid a strong foundation for 2025 and beyond. In Nevada, we completed the expansion and began the ramp up of our Rochester silver and gold operation during the first half of 2024. This key milestone, along with an increase in gold and silver prices, drove $85 million in free cash flow, an $80 million reduction in debt, and $87 million of net income during the second half of the year. The acquisition of SilverCrest Metals, which was announced in October of 2024 and closed in February of 2025, further enhances our portfolio through the addition of the high-grade Las Chispas underground silver and gold mine in Sonora, Mexico, and solidifies our presence as a global leader in the silver sector. Our production levels are projected to increase significantly in 2025, with over 400,000 ounces of gold and 18 million ounces of silver expected, marking a 20 percent and 62 percent increase over last year's levels, respectively.[2]

Beyond our financial and operational achievements, sustainability remains at the heart of Coeur's mission. Our exploration investments totaling over $285 million over the past five years have led to significant growth in our reserves and resources. Our strategy remains not only to sustain long-term production and value generation for our stockholders but also for the surrounding regions where we operate, while upholding the highest environmental and safety standards and good governance and ethical business practices. Beyond improving overall grade, production, costs and cash flow, the addition of Las Chispas also makes us stronger from a sustainability perspective, including with its cost-effective solar power supply and its water stewardship and community water infrastructure initiatives.



Our production levels are projected to increase significantly in 2025, with over 400,000 ounces of gold and 18 million ounces of silver expected, marking a 20 percent and 62 percent increase over last year's levels, respectively.



Kensington
Alaska, U.S.

As part of our sustainability commitment, we have made significant strides in managing environmental risks. In 2024, we enhanced our water conservation efforts, piloted a nature-related risk assessment as part of the implementation of the Biodiversity Management Standard and carried out detailed vulnerability reviews designed to identify and prevent high severity environmental incidents from occurring. We also exceeded our goal of a 35 percent net intensity GHG reduction compared to our Base Year[3], through operating efficiencies and securing cost-effective renewable power supply.

We continue to prioritize the well-being and prosperity of our employees, the communities where we operate and our Indigenous partners. In 2024, we focused on implementing actions in response to the outcomes of our 2023 company-wide culture survey, working to translate employee feedback into meaningful improvements. Our proactive approach to safety helped strengthen our performance in 2024 across a number of key measures and is reflected in our rigorous training programs, strong safety culture and enhanced focus on our leadership presence in the field. For the third consecutive year, Coeur ranked first among our peer group[4] for employee TRIFR[5] at U.S. mines according to MSHA data. Moreover, our community investment initiatives, including education and workforce development programs, have strengthened local economies and created new opportunities for those living near our operations.

Governance remains a cornerstone of our business, and we are proud to have been recognized for our leadership in this area. In 2024, we refreshed our Materiality Assessment as part of our ongoing commitment to focus our efforts on the sustainability priorities most directly tied to long-term risk management and value creation. Additionally, Coeur was honored with the “Best Compliance and Ethics Program” (small/mid-cap) and “Best Proxy Statement” (mid-cap) awards from Governance Intelligence in their annual corporate governance awards—a testament to our commitment to transparency, ethical business practices and strong governance frameworks.

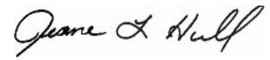
At Coeur, sustainability is not just a priority, it is an integral part of how we do business. We are continuously advancing our environmental initiatives, working with our local communities and enhancing safety across all of our operations. With our commitment to responsible mining and exploration and operational excellence, we are poised to make 2025 a landmark year for Coeur and its stakeholders.

We extend our deepest gratitude to our employees, Board of Directors, community partners and stockholders for their trust and dedication. Together, we are generating shared value and building a more sustainable future by responsibly delivering indispensable metals for a transitioning economy.

Respectfully,



Mitchell J. Krebs
Chairman, President and Chief Executive Officer



Jeane L. Hull
Chair, EHSCR Committee of the Board of Directors

2024 Sustainability Performance Highlights



GOVERNANCE

Limited Assurance review of GHG[6] data completed for 2023–2024 inventory

10,842
cybersecurity employee training modules completed

Completed an updated **materiality assessment**

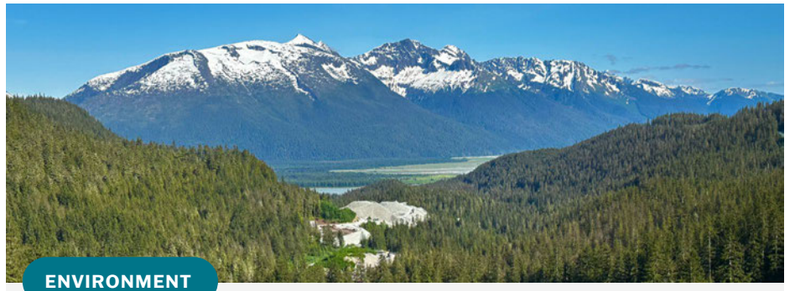
Reviewed and **validated** water stewardship **reporting guideline**



PRODUCTION

342 K
ounces of gold produced

11.4 M
ounces of silver produced



ENVIRONMENT

Exceeded GHG[6] net intensity reduction goal by achieving a **38% reduction** compared to Base Year[3]

4
formal environmental vulnerability assessments completed

48%
renewable energy secured

Completed TNFD[7] **biodiversity risk assessment** at Kensington

20%
of outstanding tasks related to **GISTM**[8] **implementation completed**



HEALTH AND SAFETY

12%
more H&S Critical Control Verifications Performed vs. 2023

74%
increase of Quality Leadership in the Field engagements

Decreased incident severity level

Ranked #1 among MSHA peers for U.S. mine employee TRIFR[5, 9]



COMMUNITIES

$1.6 M
in community investments

50%
of employees locally employed

Performed formal social risk assessments at each of our sites

Las Chispas Highlights

The Company's acquisition of SilverCrest in February of 2025 added the Las Chispas mine into Coeur's portfolio. The Las Chispas underground mine, which began commercial production in 2022, is one of Mexico's highest-grade silver-gold mines and a leading emerging silver producer, formally recognized for its sustainability accomplishments. We intend to continue building on the existing positive legacy created at Las Chispas by integrating the operation into the Company's overall risk management and sustainability strategy and continuing to invest in exploration targeted at increasing reserves and resources.



Las Chispas
Sonora, Mexico

Notable achievements that demonstrate Las Chispas' successes related to material sustainability topics such as water, energy and community and workforce development are highlighted below.

Environmental Highlights

Energy Security and Resilience

- In 2022, the mine transitioned from onsite electricity generation to grid power, reducing the operation's reliance on diesel combustion for electricity generation and decreasing Scope 1 emissions.
- In February 2025, Las Chispas successfully transitioned to solar power pursuant to a power purchase agreement, effectively reducing the overall cost of purchased electricity while improving the operation's emissions profile though the use of Clean Energy Certificates.

Water Stewardship

- Committed $1.5 million to developing and constructing sustainable and low-maintenance water infrastructure in the surrounding community, with the goal of directly impacting the local agricultural economy by creating a second planting and harvest season and improving the community's access to clean water.
- Building on baseline study findings, implemented operational water protection measures, including a zero-discharge facility, a tailings dewatering system as part of the operations of the dry stack facility and a water quality monitoring program.

Environmental Monitoring

- Established environmental compliance track record by maintaining zero non-compliance events.
- Implemented an environmental monitoring program that oversees the monitoring, analysis, reporting and management actions related to environmental noise, air quality, water quality and soil and sediment.
- Developed detailed restoration and rehabilitation plans to responsibly restore the land when mining is completed.

Social Highlights

Community Relations

- Strengthened relationships with local partners and stakeholders through meaningful engagement, including the development of 5-year water stewardship plans.
- Invested capital and human resources to improve the sewage system in the nearby community of Arizpe.
- Provided support in preparing the application package to obtain needed water concessions for the local community.

Safety

- Foster a safety culture that is focused on hazard identification and incident prevention.
- Implemented a powerful safety and leadership program called "Prometimos Volver" or "Promise to Return Home".
- Established a robust risk identification and management process, providing regular training.



Las Chispas
Sonora, Mexico

Portfolio Enhancement

The addition of Las Chispas to Coeur's portfolio includes several strategic benefits to Coeur, including positioning the combined Company as a leading silver producer with enhanced financial strength and operational synergies, as outlined below:

- **Increased Silver Production:** Las Chispas is expected to contribute significantly to Coeur's combined 2025 production of over 18 million ounces of silver[10], positioning Coeur as a leading global silver company.
- **Low-Cost, High-Grade Operation:** Las Chispas is one of the world's lowest-cost and highest-grade silver-gold operations. The favorable mineralogy and ore body support highly efficient mining methods, contributing to a relatively small surface disturbance footprint.
- **Financial Strength:** SilverCrest's strong cash balance and free cash flow strengthens Coeur's balance sheet, providing optionality for future investment in organic growth opportunities.
- **Operational Synergies:** Coeur's 15 years of experience operating the nearby Palmarejo underground gold and silver operation in Chihuahua can be leveraged to further enhance responsible mining practices at Las Chispas.

The integration of Las Chispas into Coeur's portfolio aligns with and strengthens Coeur's sustainability strategy and commitment. Below are a few examples of this:

- **Advanced Environmental Practices:** Las Chispas brings industry best practices in environmental management techniques, particularly in tailings technology and water stewardship. This aligns with Coeur's existing environmental initiatives and provides opportunities for cross-pollination of best practices across all operations.
- **Community Engagement Model:** Las Chispas' proven stakeholder relations model, including effective engagement and dialogue, complements Coeur's efforts to strengthen its social license to operate, benefiting both mining operations and local communities.
- **Data Management:** Las Chispas' investment in internal data tracking systems is consistent with the high standards around transparency and accuracy that Coeur uses for data collection and reporting. The alignment of data management practices helps facilitate sustainability goal-setting practices across our expanded portfolio.
- **Sustainability in High-Grade Operations:** The high-grade, low-cost nature of Las Chispas reinforces Coeur's commitment to responsible resource management, demonstrating the compatibility of operational efficiency and environmental stewardship.
- **Clean Energy Transition Support:** Increased silver production from Las Chispas supports Coeur's role as a key supplier to industries driving the global transition to clean energy.
- **Sustainability Governance Enhancement:** The integration process provides an opportunity to review and strengthen sustainability frameworks across the entire organization.
- **Biodiversity Management:** Las Chispas' environmental monitoring programs can be integrated with Coeur's existing biodiversity initiatives to complement the existing ecosystem protection strategies across our portfolio.
- **Water Stewardship Leadership:** The innovative water management practices and principles implemented at Las Chispas further position the Company as a leader in responsible water use within the mining industry.

By incorporating Las Chispas' strengths into the Company's approach to environmental and community development, Coeur not only expands its operational portfolio, but also enhances its capacity to drive positive environmental and social impacts while maintaining strong governance practices across its entire footprint.

Our Approach to Responsibility

Responsibility Materiality Assessment

The 2024 materiality[11] assessment was conducted to evaluate key sustainability and corporate responsibility-related issues that may have a potential impact on Coeur and are relevant to our stakeholders. This assessment builds on the previous results identified in 2018 and 2021, reflecting the Company's evolving responsibility strategy and approach to disclosures.

Carrying out formal and periodic assessments allows the Company the opportunity to review the current focus areas and identify any potential gaps in our strategic approach, objectives, or reporting disclosures. This process provides clarity on key sustainability issues to prioritize resources effectively, inform the Company's responsibility strategy, manage associated risks, develop transparent disclosures and demonstrate our commitment to our stakeholders.

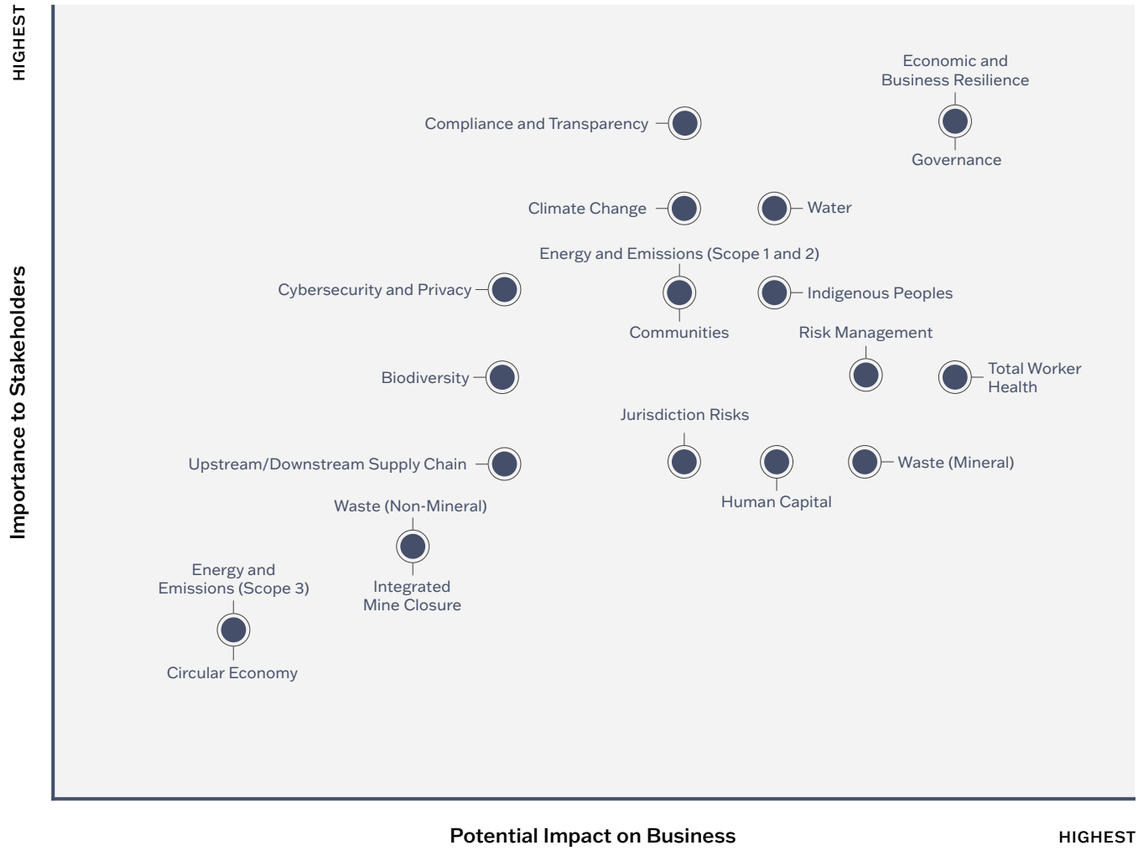
Methodology

The 2024 assessment was informed by an analysis of global trends, investor priorities, and relevant policies, incorporating insights from economic and societal dynamics, institutional investor guidelines, and international commitments like the Paris Climate Accord to shape survey questions and identify key business risks and opportunities. A survey was designed to gather feedback from both internal and external stakeholders, including government representatives, vendors, Non-Governmental Organizations (NGOs), Indigenous Peoples, industry associations and employees. Participants were asked to assess and score the importance of various responsibility issues and how well the Company manages them. The combination of stakeholder input, trend analysis, and policy insights were used to inform a more comprehensive understanding of the relevant issues.

Results

The results of the Company's 2024 assessment, summarized in the matrix at right, are similar to the assessment conducted in 2021, with environmental issues continuing to be viewed as having some of the highest ratings for importance and potential impact. Notably, there has been a slight increase in the emphasis on economic resilience, reflecting a growing recognition of its importance in today's landscape.

MATERIALITY MATRIX



Stakeholder Engagement

Across our sites, our priority stakeholders include, but are not limited to, our employees and their families, our surrounding communities, Indigenous Peoples and local governments. At the site-level, engagement plans are in place that outline the methods to be used to foster transparent and honest dialogue with each sites' respective stakeholder groups.

While each site has the flexibility to design its own engagement programs, guidance is provided at the corporate level through policies such as the Indigenous Peoples Policy, the community Grievance Policy and the internal Community Relations Guidance.

Engagement at the corporate level is led by our Investor Relations group, our General Counsel and Secretary, our Director of Sustainability and External Affairs and may often include other members of the management team, executive leadership team and Board of Directors.

Our engagement approach is driven by collaboration, transparency, and the cultivation of respectful relationships. Engagement occurs through both structured processes and on an ad hoc basis, supported by management systems that track interactions and manage follow-ups. We engage stakeholders in formal settings, such as our Annual Meeting of Stockholders and committee meetings, as well as through informal opportunities like individual checkpoints and community events. Further details on our stakeholder engagement approach can be found in the **Community Engagement** and **Indigenous Peoples** sections of this Report.

The following table provides a snapshot of how we engaged with our stakeholders and stockholders throughout the year as well as the topics of engagement:

Stakeholders	Focus Topics	Engagement Format
Communities	• Community investment • Expansion, local development and hiring • Water	• Direct communication with dedicated site personnel • Engagement through formal grievance channels and public forums • Volunteering opportunities
Customers	• Sustainability practices and commitments • Product quality and specifications • Data security • Value creation	• Completion of due diligence questionnaires • Discussions on Coeur's health, safety and environmental standards
Employees	• Inclusion • Development and training • Safety and well-being • Safeguarding the rights and interests of employees	• Total worker health program, including access to mental health benefits • Culture survey remediation actions • Succession and development • IMPACT training
Government and Regulators	• Permitting and compliance • New laws and regulations	• Hosting tours of Coeur sites • Public feedback forums for education purposes
Indigenous Peoples	• Environmental protection • Local development and hiring • Fulfilling obligations under formal agreements	• Direct communication with dedicated site personnel • Technical working groups • Public forums
Industry[12]	• Critical minerals and silver demand and use • Education and outreach • Mine closure • Policy, safety and environment	• Conferences • Committee representation
Investors	• Governance • People and communities • Environmental stewardship including GHG emissions, biodiversity and water • Business results, strategy and initiatives	• Quarterly earnings calls and 1x1 conference calls • Investor day and conferences • Sustainability focused semi-annual outreach calls
Suppliers	• Safety and environment • Ethics and compliance • Local hire	• Contracting and onboarding processes • Training and work with contractors onsite • Supplier Code of Conduct

Unlocking Shared Value

Coeur's success relies on economic performance, risk management, adaptability to macroeconomic and geopolitical changes and the trust and acceptance of the communities and Indigenous Peoples where we operate. The Company integrates material responsibility considerations into its risk management and business strategy, allocating resources and long-term focus to key issues. Coeur's financial health is tied to gold and silver prices, which are influenced by external factors like currency values and investor trends, while also being impacted by our ability to maintain stakeholder support. Coeur invests in community infrastructure, education and economic diversification to maximize long-term sustainability and shared value. This is discussed in further detail throughout the Report including the **Economic and Business Resilience** section.

As global demand for silver continues to surge—driven by its essential roles in renewable energy, electric vehicles (EVs), and key industrial applications—the silver market is projected to experience a significant shortfall in 2025 for the fifth consecutive year.[13] This ongoing supply deficit presents a compelling opportunity for our business to enhance our revenue and profitability. We believe that Coeur is strategically positioned to support these growing markets while continuing our commitment to responsible mining practices and upholding long-term value creation. We are taking proactive steps to expand our capacity and help provide a steady, reliable supply of silver for key industries.

Silver is a key enabler of low-carbon technologies that help reduce greenhouse gas (GHG) emissions. Silver is essential for renewable energy technologies like solar, wind, and nuclear power, as well as in the growing electric vehicle market. As a highly efficient conductor of electricity, silver is central to the generation of solar power. In photovoltaic (PV) cells, silver can maximize the conversion of sunlight into electricity, reducing CO_2 emissions from power generation. According to the Silver Institute, global PV installations which contribute to renewable energy capacity are expected to achieve another all-time high in 2025,[14] benefiting silver demand.

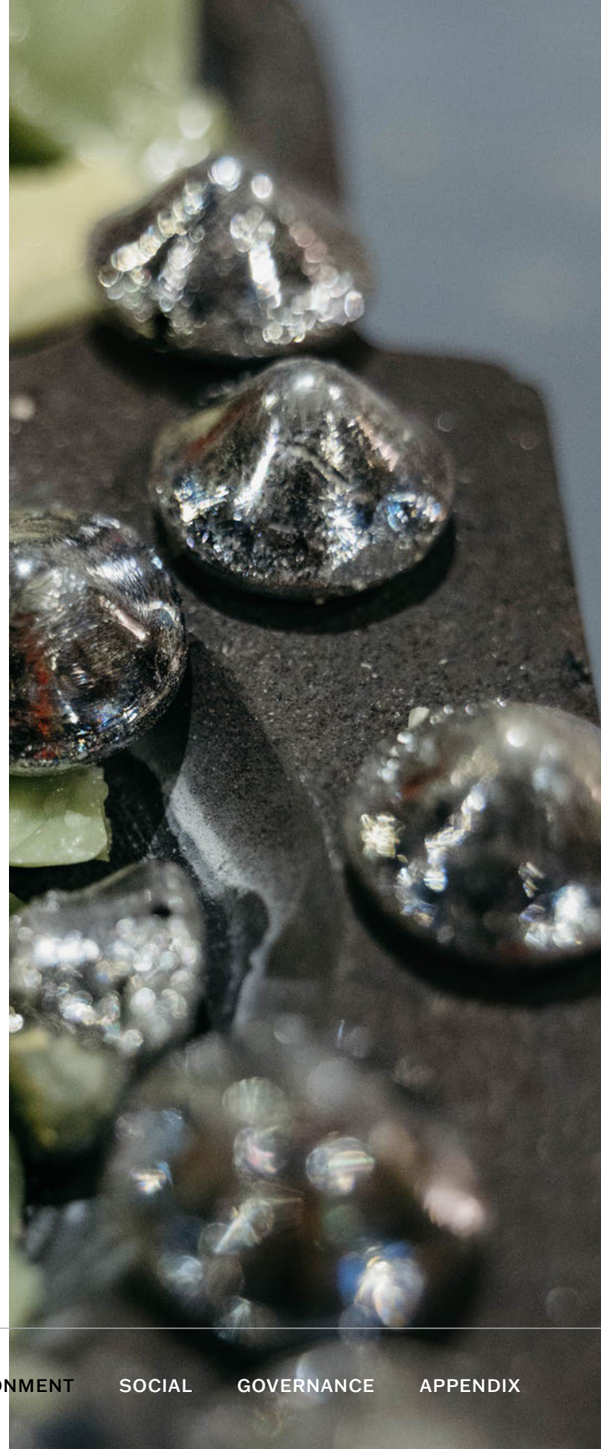
Additionally, silver is critical to the automotive industry's shift towards EVs. Electric and hybrid vehicles typically require more silver than traditional internal combustion engine (ICE) vehicles. With the shift from traditional combustion engines to hybrid and battery-electric vehicles, the consumption of silver per vehicle is expected to increase significantly, driving overall demand for the metal.

Silver also addresses pressing issues related to resource scarcity, particularly in the areas of water treatment and healthcare. Due to its antibacterial properties, silver has been used in water purification technologies that help provide access to clean drinking water for millions of people around the world. A common example of silver's use in water purification is the incorporation of silver into household water filtration systems, such as those found in many water filters used in Western countries. These filters use activated carbon combined with silver to prevent the growth of bacteria and other microorganisms that could contaminate the water. This application of silver helps improve the safety and taste of drinking water and reduces the risk of waterborne diseases.

Silver has also long been used for its antibacterial properties in medical applications. From wound care to infection prevention, silver's role in healthcare continues to expand. For example, silver-coated medical devices, such as ventilator tubes, reduce the risk of ventilator-associated pneumonia, a major hospital-acquired infection that affects 15 percent of patients on ventilators each year.[14]

In addition to its role in energy, transport and water purification, silver is a vital industrial resource, with over half of global silver demand dedicated to industrial applications. The metal's unique properties make it nearly indispensable across various industries, from electronics to medical devices, and its investment value remains high, playing a key role in global financial markets.

We envision a future where silver plays a pivotal role in powering the technologies that will shape the world's clean energy future. From renewable energy to electric vehicles, our long-term vision is to be a leading, sustainable provider of silver that supports industries committed to innovation, sustainability, and growth.





Rochester
Nevada, U.S.

Goals and Performance

Our sustainability goals and targets are central to our commitment to responsible mining. In alignment with our overarching sustainability strategy, we have defined clear objectives that address the most material sustainability issues that have the potential to impact our business and stakeholders. These goals are designed to drive measurable progress in key areas. To track our success, at the beginning of 2024, we established specific targets as part of our Annual Incentive Plan (AIP) that guide our efforts and enable us to assess our progress over time.

2024 Target	Achievement	Performance
Climate: Achieve a net intensity reduction of 35 percent by the end of 2024 compared to Base Year[3]	**Target Achieved**	Climate goal achieved. Coeur achieved a net intensity reduction of 38 percent in 2024 compared to the Base Year[3]
Incident Management: Sustain low incident frequency of environmental releases, permit discharge exceedances and non-conformances	**Target Achieved**	Environmental release goal achieved. There were 2 environmental releases classified as higher severity representing a 71 percent decrease in environmental releases with an elevated severity compared to 2023
	Improved but Not Achieved	Permit discharge exceedance goal not achieved. Despite a 10 percent decrease in permit discharge exceedances in 2024 compared to 2023, there were a total of 9 combined permit discharge exceedances and non-conformances, compared to a target of 7
Safety: Target a total reportable injury frequency rate (TRIFR) of employees and contractors of 0.46 in 2024	**Not Achieved**	Not Achieved. Coeur's total reportable injury frequency rate in 2024 was 0.67, compared to a target of 0.46, despite once again ranking first among MSHA peers for employee TRIFR at U.S. mines.
Safety: Complete 5,500 Quality Leadership in the Field interactions company-wide	**Target Achieved**	Quality Leadership in the Field target achieved. 12,307 purposeful interactions, compared to a target of 5,500



ENVIRONMENT

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Analyst References

SASB EM-MM-110a.1, SASB EM-MM-110a.2, SASB EM-MM-130a.1, SASB EM-MM-140a.1, SASB EM-MM-140a.2, SASB EM-MM-150a.5, SASB EM-MM-150a.6, SASB EM-MM-150a.10, SASB EM-MM-160a.1, SASB EM-MM-160a.2, SASB EM-MM-160a.3, SASB EM-MM-540a.1, SASB EM-MM-540a.2

GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4, GRI 302-5, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 304-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 306-1, GRI 306-2

Governance

Environmental governance at our company is structured to provide clear oversight, accountability, and strategic direction across our key focus areas including environmental management, energy and climate, water stewardship, tailings and waste, biodiversity and integrated mine closure. This framework integrates executive leadership with site-level responsibilities in our efforts to address risks and opportunities effectively.

Executive Oversight

The full Board, directly and through its committees, regularly reviews environmental topics and risks, providing oversight and guidance on aligning risk management with Company strategy. The Environmental, Health, Safety, and Corporate Responsibility Committee (EHSCR) of the Board oversees our environmental management with its purpose, responsibilities, and duties outlined in the **EHSCR Committee Charter**.

The Executive Steering Committee, comprising of cross-functional leaders and members of the executive leadership team, plays a central role in shaping sustainability goals and strategies. Meeting quarterly, the committee reviews sustainability performance, supports goal development and guides the overall responsibility roadmap.

Specialized Working Groups

To address specific environmental priorities, we have established focused governance groups:

- **Tailings Task Force:** Oversees tailings management with a mandate to drive targeted actions and outcomes.
- **Climate Resilience Working Group:** Implements climate-related initiatives and manages climate risks. This multi-layered governance approach integrates climate risk and resilience across our decision-making, prioritizing the integration of sustainable practices throughout our business operations. In late 2024, a biodiversity workstream was added to this group to integrate relevant biodiversity considerations into broader climate strategies.

Site-Level Accountability

Each site is responsible for executing site-specific strategies, supporting regulatory compliance, and identifying environmental risks. This decentralized approach allows for flexibility in addressing region-specific challenges while aligning with corporate objectives.

Topic-Specific Oversight

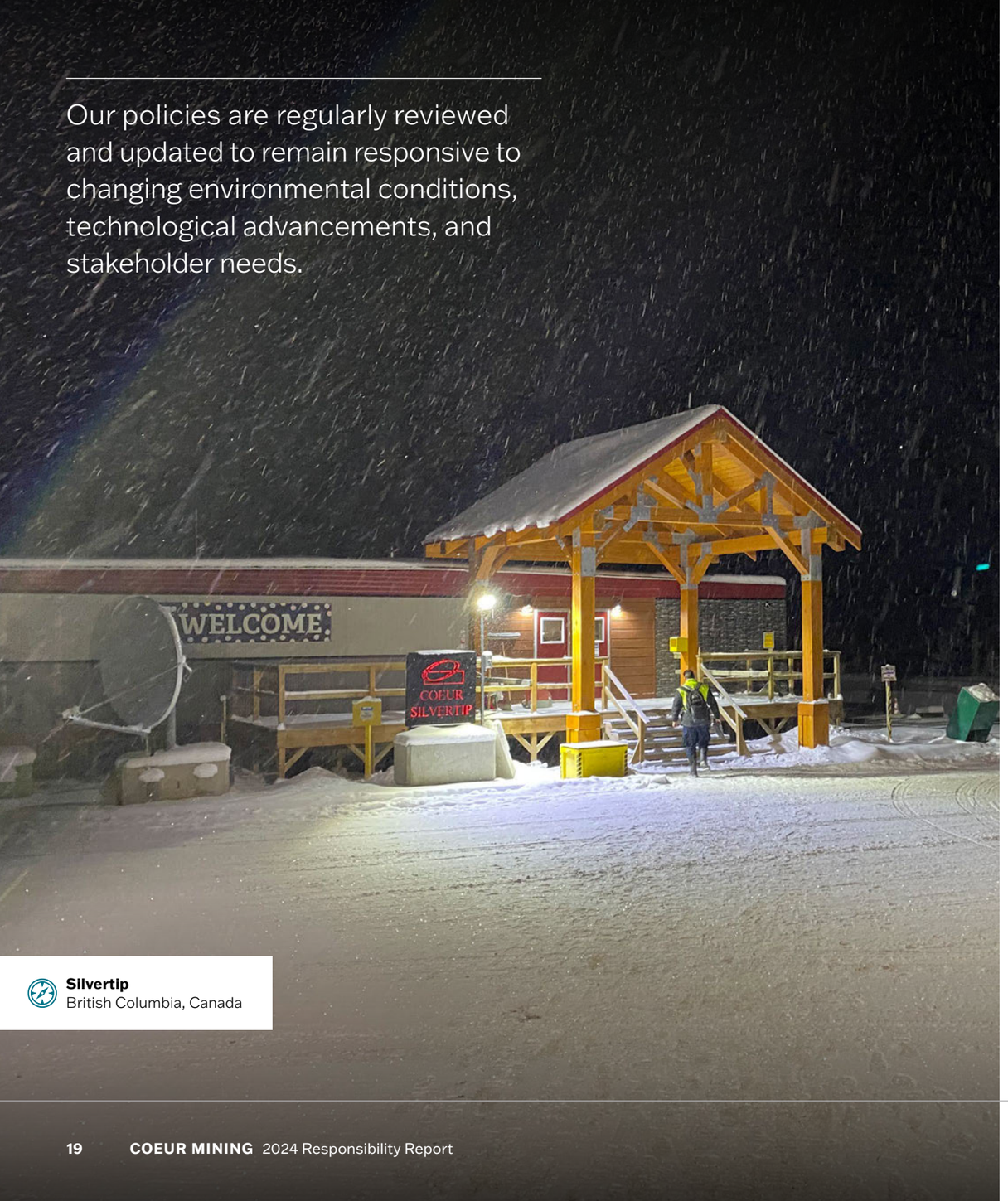
- **Water Stewardship:** The EHSCR Committee and the VP of Environment and Permitting oversee water-related risks, compliance, and stewardship. Site teams develop localized strategies and manage regulatory obligations.
- **Waste Management:** Site environmental managers are responsible for implementing waste management practices at each location.
- **Biodiversity:** The VP of Environment and Permitting collaborates with executive and operational teams to oversee biodiversity considerations as part of broader environmental risk management efforts.
- **Integrated Mine Closure:** Mine closure planning responsibilities lie with site environmental, financial and technical teams who report to the general managers. The VP of Environment and Permitting has oversight of the closure plans and their associated liabilities and financial assurance.

By leveraging this multi-tiered governance structure, we maintain a disciplined approach to managing environmental topics across our operations while driving strategic alignment with long-term sustainability objectives.



Wharf
South Dakota, U.S.

Our policies are regularly reviewed and updated to remain responsive to changing environmental conditions, technological advancements, and stakeholder needs.



Silvertip
British Columbia, Canada

Policies and Frameworks

Our environmental policies, standards, guidelines and systems provide a structured framework to address key environmental focus areas. These establish clear standards and expectations for mitigating environmental risks, aligning compliance with regulations and responsibly managing our environmental footprint.

The **Environment, Health, Safety, and Social Responsibility Policy** establishes the overarching principles that guide our environmental management practices across all focus areas and outlines our commitment to regulatory compliance, environmental protection, stakeholder transparency and continuous improvement. This policy serves as the foundation for our environmental initiatives and guides employees and contractors in meeting Company standards.

Topic-Specific

Guidance and direction on specific focus areas include:

- **Energy and Climate:** Our GHG Emissions Calculation Methodology standardizes the estimation, quantification, and verification of greenhouse gas emissions across our sites for consistency and to improve transparency and accountability. This calculation methodology is based on our internal Inventory Management Plan, which provides a systematic approach to tracking and reducing emissions in alignment with the Greenhouse Gas Protocol's standards and guidance.
- **Water Stewardship:** Coeur's internal Water Stewardship Reporting Guideline standardizes the collection and reporting of water-related metrics to support decision-making, monitoring, and forecasting challenges such as climate change and resource competition.
- **Tailings:** **The Responsible Tailings Management Policy** defines our approach to safely managing tailings facilities with consideration for industry best practices.
- **Biodiversity:** Our **Biodiversity Management Standard** reflects international frameworks such as the TNFD, ICMM Good Practice Guidance for Mining and Biodiversity, International Union for Conservation of Nature (IUCN) Global Standard for Nature-based Solutions, and UN SDGs. It provides guidance for managing biodiversity risks and opportunities throughout the mine lifecycle.

Policy Evolution

Our policies are regularly reviewed and updated to remain responsive to changing environmental conditions, technological advancements, and stakeholder needs. This dynamic approach allows us to adapt to evolving challenges while maintaining a balanced focus on resource management and environmental stewardship.

By implementing these policies across all operations, we seek to maintain a disciplined approach to managing environmental risks while advancing long-term sustainability objectives.

Environmental Management

Environmental protection, stewardship, and compliance with environmental laws and regulations are important contributors to the long-term sustainability of our business. Our systematic approach considers environmental risks and opportunities throughout the mine lifecycle, from exploration to planning and design to mine closure.

In 2024, we continued to build and standardize our operating systems to protect the environment, focusing on water conservation, tailings management and ecosystem restoration while reducing related risks. Water management and stewardship is one of our highest priorities at the site level, and we expect the company-wide programs to continue to grow. Further details can be found in the **Water Stewardship** section.

Coeur's environmental management approach is to prioritize risk control to achieve strong environmental stewardship and world-class standards. Our strategy focuses on ten core programmatic areas that are most relevant to the Company, with continuous improvement pursued across these key areas.

Our aspiration is to achieve "Zero" reportable environmental incidents through rigorous safety and environmental controls. This goal is supported by strong alignment across the organization, so that all teams can help work toward shared objectives.

At the core of our strategy is a multi-layered control system designed to help reduce environmental risks, protecting both the environment and our long-term operational success.

We have implemented key initiatives across our core areas, reinforcing our commitment to stewardship, compliance and continuous improvement.

CORE PROGRAMMATIC AREAS

- Measurement and Quality
- Incident Reduction
- Compliance
- Risk Management
- Waste
- Water
- Closure
- Communication and Reporting
- Tailings
- Strategic Alignment

Environmental Compliance and Incident Management

Our goal is to maintain top-tier environmental compliance and protection through a layered and systematic management approach. Our operations are subject to federal, state, and location-specific environmental laws, regulations, licenses and permits.

Four Key Components of Coeur's Environmental Compliance and Stewardship Strategy

1. **Risk Management System:** Identification and classification of risks and mitigation measures through multiple layers of controls and protection redundancies to reduce exposure to environmental hazards
2. **Strategic Alignment:** Fully integrated into business processes and decision-making through cross-functional collaboration
3. **Training and Communication:** Gives employees and vendors a clear line of sight to Coeur's environmental performance and protection goals, and their role in achieving them
4. **Measurement and Quality:** Leading and lagging indicators are monitored and measured, showing current performance against short and long-term goals

Incident Management

Environmental Incident Reporting and Investigation (EIRI)

In 2024, we further strengthened our environmental management practices by expanding the principles of the EIRI Standard, which are described in detail in the previous year's report[15], to include categorical thresholds for Permit Discharge Exceedances and Environmental Non-conformances (collectively termed 'Environmental Excursions') establishing clearer criteria for identifying and managing potential environmental risks. This extension aligns our reporting and investigation processes across environment and health and safety groups, promoting more consistent tracking, analysis and response to permit-related incidents.



Kensington
Alaska, U.S.

Much like environmental releases, the sensitivity and impact of environmental excursions are assessed and categorized across three tiers. This update to the EIRI Standard was rolled out across all levels of the organization in early 2024, accompanied by system updates and training.

By incorporating these thresholds, we can more effectively identify trends, implement targeted corrective actions, and improve operational environmental performance. This continued work helps to improve our ability to detect and address environmental risks early, reduce the likelihood of environmental incidents, and promote consistent measurement and reporting across operational sites.

A more comprehensive disclosure on the Company's performance against these criteria for 2024 is summarized in the **Data Book**.

Notice of Violation, Fines, and Sanctions

In 2024, the Company paid a $15,000 penalty associated with an inspection that took place in September 2023 at the Kensington mine where the EPA issued violations to Coeur Alaska alleging that the company did not identify or meet certain management requirements for hazardous waste under the Resource Conservation and Recovery Act (RCRA). The alleged findings were administrative in nature and did not create any exposure to human health or the environment. While the Company disagreed with the findings, we were committed to cooperating with the EPA and maintaining regulatory compliance. As such, we agreed to fully resolve the alleged violations through an Expedited Settlement Agreement.

Wharf received a Notice of Violation (NOV) issued by the South Dakota Department of Agriculture and Natural Resources in October 2024 regarding legacy topsoil management. A response was submitted to the agency, and corrective action plans were developed and implemented.

Managing Environmental Authorizations

Our strategy for managing permits and licenses is integral to our operations, driven by clear understanding of our position within the mine life cycle. This approach emphasizes collaboration across various business units, enabling us to develop strategic plans while proactively gathering or updating baseline data in anticipation of permitting requirements or advancing site characterization knowledge in support of operational monitoring and closure planning.

Elements of Our Permitting Strategy

1. **Cross-Functional Collaboration:** We maintain close coordination between departments including geology, metallurgy, exploration, community relations and environment to continue maturing a robust permitting strategy
2. **Timing of Permitting Initiation:** A critical aspect of our strategy is to determine the optimal timing for initiating the permitting process by adopting a more strategic, long-term approach. This aims to align our permitting activities with long-term operational objectives and regulatory and stakeholder expectations
3. **Regulatory Framework:** External policies that promote sustainable and economically viable mining practices are important to consider. Our permitting process involves comprehensive environmental assessments and active stakeholder engagement, with a view towards environmental controls which are essential to mine development
4. **Agency Coordination:** Given that the majority of our operations are on public lands, we navigate diverse regulatory environments at the federal, state, provincial and local levels

This organized and proactive approach to permitting and licensing is designed to create a foundation for responsible mining that meets regulatory requirements and considers community and Indigenous input.

Energy, Emissions and Climate

Why It Matters

We have identified that a changing climate, such as extreme weather events and natural resource scarcity, present critical issues that directly influence and may impact our business, supply chains, and the communities surrounding our operations. For Coeur, addressing these challenges is a key part of our efforts to drive long-term business resilience and sustainability.

As an energy-intensive industry, we are aware of the benefits of optimizing energy consumption at each site and integrating low-carbon technologies and renewable energy solutions into our operations. These efforts not only enhance operational efficiency and reduce costs but also strengthen our ability to compete in a rapidly evolving market that has increasingly valued sustainability and climate responsibility.

Moreover, proactively identifying and mitigating climate-related risks helps enable us to safeguard our assets and maintain business continuity in the face of potential disruptions. By embedding climate action into our strategy, we aim to lead as a responsible steward of the environment, contribute to the global climate goals and create shared value for our stakeholders.

Commitments

By the end of 2025, we aim to:

- Incorporate and validate Las Chispas energy usage and GHG emissions data into Coeur's inventory boundary and future goals
- Develop an understanding of next steps to take to develop a progressive GHG emissions reduction target and continue to implement activities that support our ongoing efforts towards cost-effectively decarbonizing our operations
- Take initial steps in developing an internal reporting system for non-GHG emissions data
- Complete a third-party verification for Scope 1 and Scope 2 GHG emissions inventory and management

Our Approach

Our climate strategy centers on five main pillars:

Responsibly producing raw materials that are essential for clean energy production and infrastructure

Engaging and communicating with key stakeholders to enhance mutual understanding

Measuring and reporting metrics and targets with transparency and accountability

Establishing a strong governance system as it relates to climate risks and the overarching approach taken by the Company

Identifying, analyzing and managing our risks and opportunities through risk reduction, seizing opportunities, and strengthening resilience

Our five climate strategy pillars are supported by three main focus areas:



Sustainable Practices and Emissions Reduction

We look for opportunities to reduce GHG emissions by transitioning to renewable energy, where feasible and cost-effective, adopting energy-efficient technologies and practicing responsible mining to help minimize ecological impact, conserve resources and drive sustainability.



Resilience and Community Engagement

We integrate the assessment of climate risks and opportunities into our business strategies that enhance the resilience of both our operations and the communities in which we operate. We actively collaborate with local stakeholders to support sustainable development initiatives and foster transparency in our communications, with the intent that our engagement with communities reflects their needs and priorities.



Innovation and Monitoring

We invest in innovative technologies to reduce environmental impact, track progress with clear key performance indicators (KPIs), and strengthen accountability through regular audits, reinforcing our attention to sustainable and responsible mining practices.

Risk Management

Climate Scenario Analysis

As we navigate the challenges posed by climate variability and its associated effects, Coeur believes that Climate Change Scenario Analyses (CCSA) play an important role in our strategic planning. The most recent CCSA was conducted in 2023, following the establishment of a comprehensive climate risk register in 2022. During this period, we updated our climate risk profile, with a summary of our key climate risks detailed in the **Data Book**.



Rochester
Nevada, U.S.

The scheduled review of the 2022 CCSA risks was completed as planned in 2024, with risk rankings reassessed and the need for additional control measures evaluated. As part of our ongoing commitment to enhance accountability and visibility, risks from the CCSA have been successfully integrated into our company-wide risk management strategy as appropriate. This integration has facilitated a smoother flow of information from sites to the corporate office, highlighting key risks and opportunities, and strengthening our overall risk management framework.

At the end of 2024, we conducted a brief, focused gap analysis comparing the physical and transitional risks in our risk register with those identified by others in the mining industry. As part of our proactive approach, we plan to review identified gaps and incorporate additional risks into our risk register moving forward as appropriate.

We also successfully transitioned our risk register to an online risk management software program. This shift has provided several key benefits including increased efficiency, improved visibility and enhanced collaboration across teams. The new platform has standardized risk management processes, simplified reporting, and strengthened internal controls. It has also allowed for real-time updates, improved risk and opportunity escalation, and better tracking and analysis of risks. By centralizing information, the platform has improved the flow of data both from the bottom-up and top-down, further supporting our proactive risk management approach. (See the **Risk Management** section for more information.)

Climate-Related Risks and Opportunities

With the intent to mitigate the risks related to climate change, we focus on identifying and prioritizing our physical and transitional climate-related risks and opportunities over the short-, medium-, and long-term.

Physical Risks: We are committed to understanding and managing both acute and chronic physical climate risks to protect our assets and support sustainable growth. By integrating this analysis into our operational strategies, we seek to enhance the resilience of our infrastructure and mitigate risks that could disrupt our activities.

- Physical climate risks and opportunities will vary across each mining site based on its specific geographical location. We consider the following key factors: geography and topography, climate zone, local ecosystems, infrastructure resilience, historical and projected climate data, and human activities
- These details are then used to conduct site-specific climate change risk assessments and identify tailored and appropriate mitigation activities at the site level

Transitional Risks: We prioritize transitional climate risks in our strategic framework to enhance long-term resilience value.

- We actively monitor the implications of evolving regulations, shifting market dynamics, stakeholder perceptions of the industry and advancements in sustainable technologies that could impact our operations and financial performance
- By engaging with stakeholders and adapting to shifting consumer preferences, we strive to maintain trust by our stakeholders while enhancing our sustainability practices
- Our commitment to identifying and mitigating transitional risks allows us to navigate the evolving landscape of the mining industry and the unique role of silver and gold and pursue opportunities that arise from the transition to a low-carbon economy, with the ultimate goal of safeguarding stakeholder interests and environmental impacts while driving business growth

More information on our climate risks, their impacts, and management strategies can be found in the **Data Book**. This document details the specific climate-related risks we face, including acute events like extreme weather, and chronic issues such as changing temperature patterns and regulatory shifts. We also analyze the potential impacts of these risks on our operations, financial performance, and long-term sustainability.

Furthermore, the **Data Book** highlights our proactive management strategies, showcasing our commitment to resilience and adaptation. This includes considerations of infrastructure design, innovative technologies, and sustainable practices designed to mitigate risks and capitalize on opportunities arising from the transition to a low-carbon economy.

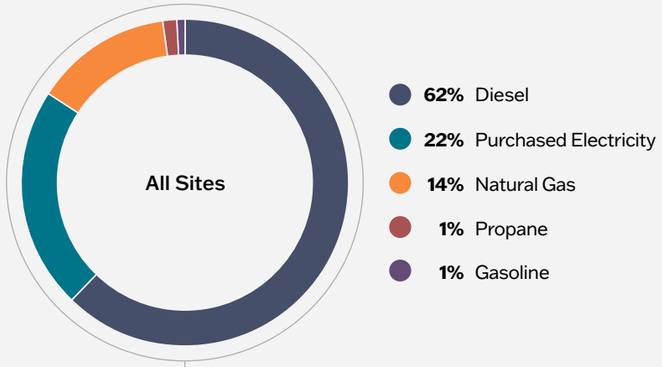
Performance and Initiatives

Energy Use

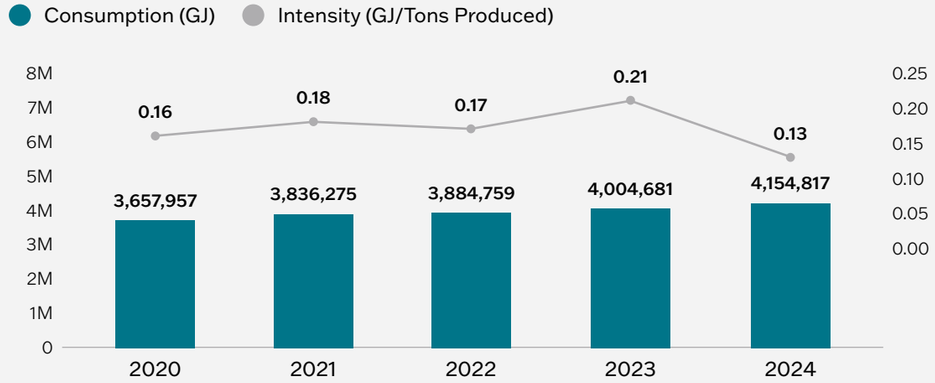
Coeur uses various energy sources to power our operations, with the primary fuels being diesel, gasoline, propane, liquefied natural gas (LNG), and purchased electricity. While we do rely on higher-carbon fuels such as diesel for energy reliability and business resilience, we continue to evaluate the feasibility of adding low-carbon fuels to our energy mix.

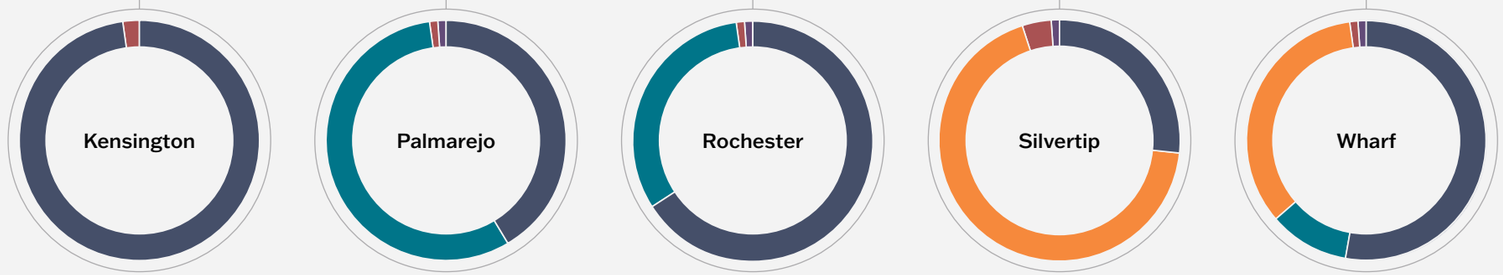
Our total energy consumption was over 4.1 million gigajoules (GJ), which was higher than previous years, primarily due to increased productivity at Rochester. The total energy intensity in 2024 was 0.13 GJ per U.S. ton processed (GJ/Ton processed) and lower than the previous years. This decrease in energy intensity demonstrates that we were able to improve overall energy efficiency in production by processing more material with the same or less energy per ton.

Energy Sources



Energy Consumption and Intensity





Kensington
- 98% Diesel
- 2% Propane

Palmarejo
- 42% Diesel
- 57% Purchased Electricity
- <1% Propane
- 1% Gasoline

Rochester
- 66% Diesel
- 32% Purchased Electricity
- 1% Propane
- 1% Gasoline

Silvertip
- 27% Diesel
- 69% Natural Gas
- 4% Propane
- 1% Gasoline

Wharf
- 54% Diesel
- 11% Purchased Electricity
- 35% Natural Gas
- <1% Propane
- 1% Gasoline



Wharf
South Dakota, U.S.

Emissions

In 2024, our total Scope 1 and 2 market-based emissions were 271,172 metric tonne of carbon dioxide equivalents (tCO_2e) (279,507 tCO_2e, without the use of offsets), reflecting a reduction from previous years. This decrease was primarily driven by our efforts to incorporate greater renewable energy into our operations, which contributed to a reduction in Scope 2 emissions from purchased electricity.

We further enhanced our climate impact by purchasing 8,335 carbon offsets, covering 2.98 percent of total emissions. These offsets reduced our net emissions from 279,507 tCO_2e (Scope 1 and 2 without offsets) to 271,172 tCO_2e, resulting in an emissions intensity reduction to 8.75 kg of CO_2e/U.S. Ton Processed (9.02 kg CO_2e/U.S. Ton Processed, without offsets). The decrease in intensity shows that our operations enhanced their production capabilities without a proportional increase in emissions, demonstrating improved efficiency in operations and material movement.

Carbon Offset Projects

Coeur has purchased carbon offsets strategically aligned with its North American operations and mining value chain, prioritizing projects related to key focus areas of local stakeholders and comply with regulatory standards. The portfolio combines short- and long-term initiatives that balance numerous considerations such as sustainability, risk mitigation, cost efficiency and third-party verified impact.

Two projects were selected in 2024. The first was a wind-based initiative in South Dakota that features 108 turbines generating 162 MW of clean energy near Coeur's Wharf mine, which stabilizes energy costs and reduces Scope 2 emissions through localized renewable power. The second project was a Nitrous Oxide abatement project that employs advanced catalytic technology to abate N_2O, a potent GHG.

Both initiatives were selected through a rigorous evaluation process emphasizing additionality, credible baselines, and third-party verification to validate permanence and accuracy. The use of offsets will continue to be considered in GHG emissions reduction strategies.

Emissions Target Performance

Since initially setting a GHG net intensity reduction goal in 2021, Coeur has made significant strides in our sustainability efforts, notably achieving our GHG net intensity reduction goal on schedule. We successfully reduced the net intensity of our emissions by 38 percent as of the end of 2024 compared to our Base Year[3], surpassing our goal of a 35 percent reduction. This goal was achieved without the use of offsets. This goal was initially reached with a 37 percent reduction without the use of offsets, with purchased offsets only adding an additional 1 percent reduction to the final achievement. This achievement underscores our commitment to environmental responsibility, reflects our proactive approach to combating climate change and demonstrates the effectiveness of our mitigation strategies.

Our commitment to renewable energy has been instrumental in achieving our sustainability goals and reducing our overall operational carbon footprint. By prioritizing the purchase of lower carbon energy, we have been able to further decrease our market-based Scope 2 emissions footprint by 42 percent and our total GHG emissions footprint by 15 percent in 2024 compared to what it would have been without any renewable energy. The significant drop after accounting for renewable energy highlights the positive impact of transitioning to cleaner energy, as illustrated in the graphic below.

This strategic focus not only helps us mitigate the impacts of climate change but also positions us as a leader in responsible energy consumption within our industry. We are actively exploring cost-effective additional partnerships and opportunities to expand our renewable energy portfolio, reinforcing our commitment to a greener energy future.

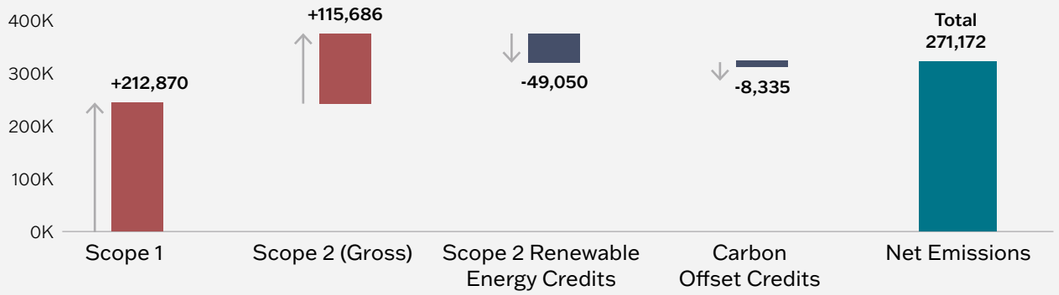
As we look ahead, we expect to set cost-effective, realistic and attainable pathways that align with our mission and capacity for impactful change. We are dedicated to engaging stakeholders and experts in developing an appropriate plan for the next phase of our GHG reduction initiatives.

1. **Integrate the newly acquired Las Chispas mine:** Conduct a thorough evaluation of the carbon footprint and energy use at Las Chispas. Work with stakeholders to incorporate the meaningful sustainable practices already in place at the operation into our overall GHG reduction strategy
2. **Identify feasible GHG reduction projects and areas for investment:** Work with internal teams and external partners to identify potential projects or areas for investment that can continue to drive cost-effective GHG reductions across our asset portfolio
3. **Review and enhance data tracking systems to monitor progress across our sites:** Invest in improved data collection and monitoring systems to track GHG emissions, energy use, and other relevant metrics across our sites, allowing for better management of GHG reduction initiatives

Coeur Rochester has signed a 25-year renewable Energy Supply Agreement with NV Energy to source the majority of its electric supply from renewable energy. Beginning in 2028, this Agreement is expected to provide approximately 68 percent of Coeur Rochester's forecasted energy demand from renewable sources, reinforcing the Company's commitment to sustainable operations and reducing its carbon footprint.

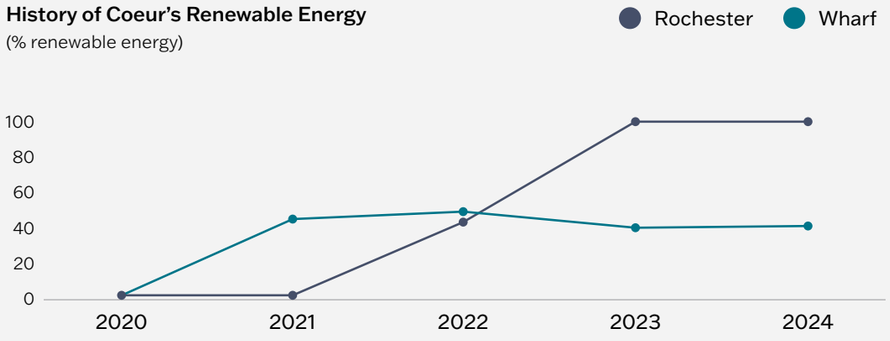
Coeur's GHG Emissions Performance

(tCO_2e)



History of Coeur's Renewable Energy

(% renewable energy)

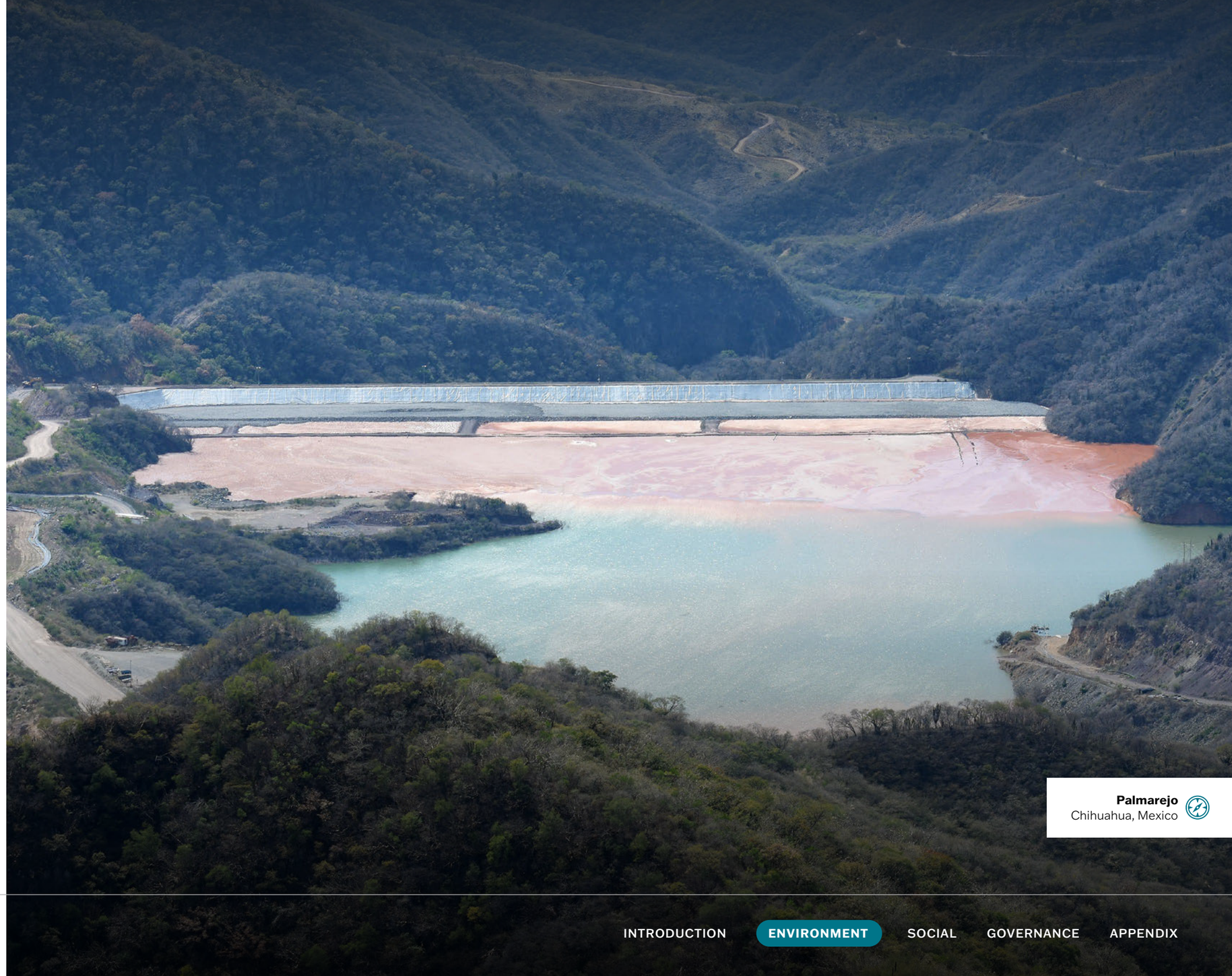


Note: At Rochester, the initial 100 percent renewable energy allocation was part of a 5-year Energy Supply Agreement with NV Energy. The new 25-year agreement, which will take effect in 2028, provides a 68 percent renewable energy mix, reflecting updated supply terms and long-term pricing structure.

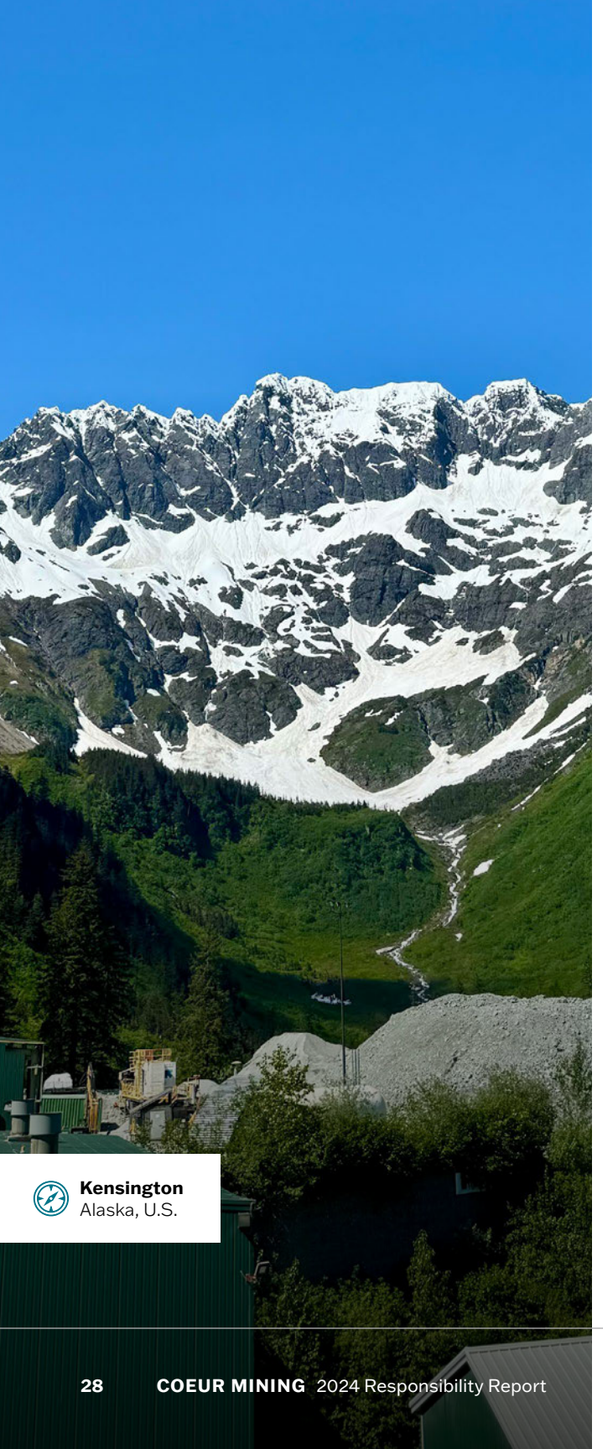
Creating a Culture of Awareness

In 2024, we conducted a benchmarking exercise to assess Coeur's performance metrics against industry standards and best practices. We identified strengths, key gap areas for improvement, and opportunities for growth. The outcomes of this exercise provided us with clear, actionable insights, including:

1. **GHG Reduction Roadmaps:** The roadmap outlines the technological advancements needed to achieve long-term decarbonization and emphasized the role of emerging technologies in driving future emission reductions. This benchmarking also provided a clearer understanding of the scale of financial investment that may be required to accelerate progress and maintain competitiveness in a rapidly evolving regulatory and market landscape, helping us anticipate the resources necessary to support future decarbonization.
2. **Water Performance Goals and Targets:** Benchmarking offered valuable insights into site-specific water objectives across the industry, including water usage reduction, wastewater management and local water stewardship practices. This process also revealed the frameworks, standards, and guidelines that leading organizations use to shape their water strategies. Since water is a part of climate-related risk, we will consider this input as we develop our internal strategy.



Palmarejo
Chihuahua, Mexico



Kensington
Alaska, U.S.

Non-GHG Emissions

Air quality is vital for human and environmental health. In the mining industry, common non-GHG air emissions include particulate matter (PM10, PM2.5), fugitive dust, combustion ash, lead, mercury, and Volatile Organic Compounds (VOCs) such as benzene and toluene.

To manage these emissions, we strive to align our operations with local regulations and site-specific permits, and use emission reduction technologies such as mercury capture, air scrubbers, and wet electrostatic precipitation technology. We have processes to monitor air quality daily to identify emissions sources and periodically implement engineering controls to help further reduce emissions. Emissions inventory and modeling begin during the mine design process, allowing us to assess emission types, sources, and locations. This analysis supports the development of strategies to minimize emissions, predict downwind concentrations, and maintain compliance with applicable regulatory standards.

Non-GHG emissions are calculated at our sites and reported annually to agencies as required by permits requirements and/or through the Toxic Release Inventory (TRI) in the U.S., the National Pollutant Release Inventory (NPRI) in Canada and the Natural Resources (SEMARNAT) legal framework in Mexico.

Maintaining proper air quality in underground mines is crucial for the health and safety of our employees and contractors. Additional information about how we handle air quality as a health and safety topic can be found in the **Health, Safety and Security** section.

Managing Air Quality, Noise and Vibrations

To manage air quality within our mines, we employ a robust system that is designed to prioritize employee health and safety. Advanced ventilation systems help maintain airflow and dilute potential contaminants, while monitoring systems track air quality and emissions. We strive to adhere to strict compliance measures and to have our sites monitor and report air quality parameters in accordance with permits and environmental regulations. Personal Protective Equipment (PPE) is provided to employees, along with education and training programs to enhance awareness and preparedness. Additionally, emergency response plans are in place to address incidents, and remote monitoring technologies are used to help optimize air quality management and oversight.

To drive our efforts to manage fugitive air emissions effectively, our sites implement a range of strategies designed to minimize impacts on the environment and surrounding communities. Dust control measures, such as biological dust suppressants, water sprays, berms, and dust collectors, are used to suppress particulate matter, while vegetation cover and wind barriers reduce the potential for airborne dust dispersion. At Coeur, we utilize cleaner fuels and maintain our equipment and vehicles through regular servicing, including the use of wash stations and adherence to speed limits, to also help reduce emissions.

No significant incidents involving non-GHG emissions occurred in 2024.

Air quality is actively monitored to track and manage emissions, supporting our compliance with regulatory requirements. Additionally, permitting and reporting processes are to be followed rigorously to meet environmental standards and maintain transparency with stakeholders. These strategies are integral to our broader commitment to protecting air quality and promoting safe, responsible mining practices.

No significant incidents involving non-GHG emissions occurred in 2024.

Water Stewardship

Why It Matters

Water is essential for maintaining biodiversity and supporting the natural environment, while also being a basic human right to which every individual needs access. Responsible water management is critical to our business; without mitigation, impacts from mining activities can occur to local water quality and availability for communities and ecosystems. To manage these risks, we prioritize sustainable water management by actively monitoring our water usage and quality, engaging with local stakeholders, and investing in effective treatment solutions and technological advances to reduce consumption.

Commitments

By the end of 2025, we aim to:

- Further integrate water-related risks into the enterprise risk management system
- Complete a performance evaluation against industry best practices across our sites
- Integrate site-specific water stewardship activities and identify potential performance gaps into a broader water stewardship goal for the Company



Kensington
Alaska, U.S.

Our Approach

1. Source sustainable water supplies

We seek to source sustainable water supplies in compliance with local regulations. This helps provide a reliable water supply for mining operations, reduce downtime and protect local ecosystems from over-extraction. Sustainable sourcing supports operational efficiency and community access to water and aligns with our commitment to environmental stewardship.

Specific Management Practices:

- Understanding groundwater availability and flow through models that predict water supply impacts, dewatering requirements, pit lake development, and geochemistry
- Optimizing water supply pumping
- Intercepting and diverting surface water to prevent run-on and contact with potential pollutants
- Implementing rainwater harvesting
- Managing stormwater to prevent degradation

2. Treat water to meet quality standards

We use water treatment processes like filtration, sedimentation, and chemical treatments to meet quality standards for mining operations and environmental regulations. Water quality is monitored at multiple points, analyzed by our team and third-party labs, and reported to regulators. This process supports efficient mining, protects health and the environment, and helps maintain compliance with regulatory standards.

Specific Management Practices:

- Using water treatment practices to remove metals and deleterious components
- Placing liners and covers below and on potential contaminant sources such as potentially acid-generating waste rock to reduce the potential for contact with precipitation and impact to surface or groundwater

3. Manage water usage efficiently

We monitor and manage water usage across our mining operations by tracking consumption, recycling water, and reducing waste. Our practices include reusing water for processing, milling, and dust control, with the Rochester mine operating as a zero-discharge site. At underground operations, water is withdrawn for the safety of our employees and treated before discharge. Efficient water management reduces costs, conserves resources, and demonstrates environmental responsibility.

Specific Management Practices:

- Ongoing monitoring of water levels, quality, discharge, and seepage
- Modeling of water balance that tracks water usage and minimization efforts and forecasts long-term water requirements
- Maximizing water efficiency through reuse and recycling
- Implementation of technology, such as filtered tailings
- Sedimentation and erosion control programs, including the application of Best Management Practices (BMPs)

4. Engage communities and maintain regulatory compliance

We work to comply with water-related regulations and engage with local communities to address concerns and build trust. This helps protect the Company from legal risks, prevent harm to local water sources and support sustainable practices that benefit both the Company and other watershed users.

Specific Management Practices:

- Maintaining compliance with water use and discharge authorizations
- Training employees and contractors on the importance of water resource protection and site-specific requirements and initiatives
- Engaging with external stakeholders and watershed users

Managing Water Risks and Impacts

Water is a vital resource for our operations, and understanding its use and impact is key to managing our environmental risks. Our interactions with water and water-related risks associated with our activities will vary at the site level.

WATER SOURCES AND MANAGEMENT BY SITE

Site	Withdrawal	Consumption	Discharge
Kensington *Sources:* Surface water Groundwater	Water is withdrawn year-round from surface and groundwater sources and used for multiple purposes at the site.	Surface water is primarily used in mining and milling processes. Water is used underground at the paste backfill plant where approximately 40 percent of the tailings are sent back underground and placed into previously mined out stopes as paste backfill. Water is also used to transport the remainder of the tailings from the mill to the Tailings Treatment Facility (TTF).	• Water from underground is captured and directed to one of the treatment plants for processing. • Water is discharged from various sources through formal authorizations. • The treated effluent is regularly sampled, and analytical results are compared to regulatory water quality requirements. • Used domestic water from the camp is treated and discharged. • Surface runoff water is diverted and released into energy dissipation pools to manage the flow to the natural environment. • Extensive surface and groundwater programs monitor water quality and quantity on and off site.
Palmarejo *Sources:* Surface water Groundwater	• Most of the water used in the Palmarejo process comes from precipitation collected in the tailings facility and surrounding catchment area. • Additionally, water is withdrawn from the underground operations and a deep well. • Water for the personnel camp is sourced from a third-party that draws from wells located in the municipality of Chínipas.	• Rainwater collected in the tailings facility is pumped to the process plant. • Water collected is used for development drilling and concrete work at the underground mine, surface exploration drilling needs, mineral processing at the process plant and dust control.	Discharge to the environment is limited and only occurs on a periodic basis.
Rochester *Sources:* Groundwater	Groundwater is pumped from wells and catchment basins.	• Groundwater is used for leaching, processing activities, dust suppression, washdown and refinery purposes. Water in the heap leach facilities is recirculated throughout the system. • Raw water from onsite water tanks is also used for exploration drilling activities. • A potable water well is used for drinking and sanitation purposes in the office buildings. • Minor uses of purchased municipal water.	Rochester is a zero-discharge facility. The only water to leave the mine site is non-contact water that is collected and diverted in authorized stormwater channels.
Silvertip *Sources:* Surface water Groundwater	Water is withdrawn by dewatering the underground mine workings and conveyed to the Water Treatment Facility (WTF) prior to discharge.	• Underground seep water is utilized in the mine operations building. • Withdrawn water is used for the exploration drilling programs. • Water treated at the WTF is used for dust suppression during the summer months.	• Treated effluent from the WTF is sampled on a weekly basis and compared to regulatory water quality limits. • Extensive surface and groundwater programs monitor water quality and quantity on and off site.
Wharf *Sources:* Surface water Groundwater	• Water is withdrawn from four groundwater wells for consumption and operational use. • Precipitation on mining disturbed areas is collected and diverted to lined ponds and enters the system for operational uses and treatment.	• Treated water is used for operational purposes such as dust control and the denitrification of the heap leach pads. • Treated water is also consumed through evaporation. • Water used in the process system is recycled onsite through the heap leach pads until it is treated for reuse or discharge.	Excess treated water from the water treatment plants that will not be otherwise utilized in operational processes is discharged to an authorized outfall or evaporated.

Understanding Water Use Associated With Tailings Management

Water is integral to several processes in the treatment and storage of tailings and managing this water is critical for both operational efficiency and environmental protection. The following outlines the typical relationship between water use and tailings management at our mine sites:

Considerations for Water Associated With Tailings

Environmental Considerations

- **Water Quality and Contamination Risks:** Tailings may contain impurities, thus managing the water that interacts with tailings is crucial to prevent pollution of nearby water sources through groundwater seepage or through surface water runoff.
- **Water Treatment:** To improve quality, water collected from tailings storage facilities (TSFs) may need to be treated to remove pollutants before being released back into the environment. This includes processes such as neutralization, filtration, or chemical treatment to remove dissolved metals or other harmful substances.
- **Seepage Control:** Seepage of potentially impacted water from TSFs into the surrounding environment can pose a risk to ecosystems and nearby communities. As a result, impermeable liners and monitoring systems are put in place to detect and manage any seepage.

Water Reduction and Recycling

- **Water Recycling and Reuse:** Maximizing water recycling where feasible is important due to the high volume of water involved in tailings management. This reduces the need for additional freshwater intake, which is particularly important in water-scarce regions.

Tailings Thickening

- **Thickening:** Tailings slurry is sometimes thickened to reduce water content before being stored. This process involves using compression, gravity or chemical additives to concentrate the tailings, separating some of the water for reuse.
- **Dry Stack Tailings:** To reduce water use and prevent contamination, some of our sites use a dry stack tailings method. This involves dewatering the tailings, either mechanically or through natural evaporation, before stacking them in a solid form. This helps to minimize the water content in the tailings and reduce the size of the TSF, as well as the risk of water-related environmental impacts.

Collaborating With Our Communities on Water

As part of our effort to be a responsible mining company, we are committed to transparent and collaborative engagement with local communities regarding water usage, conservation, and management. Our approach is built on the principles of respect, accountability and partnership.

Understanding Local Water Resources

We actively engage with local communities, Indigenous groups, and water authorities to understand regional water availability and demand. Our environmental impact assessments take account of the local hydrological context, helping us identify and mitigate potential risks to water resources. We also collaborate with local stakeholders to assess the cumulative impact of water use in the area and prevent mining activities from exceeding the capacity of local water systems.

Protecting Local Water Sources

Our operations are designed with a strong focus on protecting local water sources from contamination and depletion. We aim to adhere to the highest standards of water quality and environmental protection and to properly treat discharged effluent. Our mining operations are also expected to adhere to effluent discharge quality standards as part of our commitment to responsible water stewardship and environmental protection. Water quality is directly measured through sampling and analysis at a frequency established within the environmental management system of each operation.

These minimum standards are designed to keep water discharged from our facilities safe, compliant with legal requirements and aligned with best practices in the industry. Additionally, we work with local communities to identify and address potential risks to local water bodies, such as rivers and groundwater, through community monitoring programs and joint initiatives. We promote water conservation initiatives in partnership with local stakeholders to help address regional water scarcity, support local agriculture and enhance community resilience.

Community Water Access Projects

We actively support community water access programs through investments in local water infrastructure, such as wells, water treatment facilities, and irrigation systems, particularly in water-stressed areas. By improving local access to clean and safe water, we aim to enhance community health and livelihoods, reduce the burden on local water supplies, and foster goodwill with our neighbors.



Las Chispas
Sonora, Mexico

Stakeholder Engagement and Collaborative Water Stewardship

We believe that effective water stewardship requires collaboration. Our community engagement efforts prioritize meaningful dialogue with local communities, including to identify their water-related concerns, needs, and aspirations. We regularly hold or attend meetings with local residents, water user groups, and governmental bodies to share information, listen to concerns, and explore opportunities for joint water management initiatives. We also participate in local water management committees and support regional water planning efforts.

Adapting to Climate Change

We recognize that climate change is already having an impact on water availability and quality in many regions. In response, we are committed to adapting our water management practices to support our resilience to climate risks, such as droughts and changing rainfall patterns. This includes implementing long-term planning strategies that integrate climate forecasts into water management decisions.

CASE STUDY

Palmarejo's Commitment to Drought Mitigation and Community Support

We acknowledge that climate change may significantly affect water availability and quality across various regions. In addition to implementing adaptive water management practices at our mines, we are dedicated to collaborating with and supporting local communities in efforts to alleviate the impacts of water stress.

Palmarejo mine operates in a region affected by high water-stress, where local communities may be impacted by ongoing drought conditions. In response to these challenges, Coeur Mexicana is committed to providing essential water supply support and services throughout the year, focusing particularly on drought mitigation efforts.

2024 Drought Mitigation Projects:

1. **Reservoir Rehabilitation:** Rehabilitated four reservoirs located along the Palmarejo stream to increase water retention and storage capabilities, improving water management.
2. **Water Pipes:** Provided water piping and installation to establish reliable water supply for cattle and local farmers. This will help sustain agricultural activities and livestock management during periods of water scarcity.
3. **Irrigation Development:** Focused on road irrigation systems to mitigate dust and improve air quality for surrounding communities.

Irrigation and water supply projects represent our steadfast commitment to alleviating the effects of drought in the northwestern part of Mexico and address one of the most critical universal needs: reliable access to water. Through these projects, we are able to contribute to and make a difference in the lives of those impacted by water scarcity and contribute to a more sustainable future for local communities.



CASE STUDY

Collaboration on Water With Our Communities at Rochester

At the Rochester mine, we recognize that water is a shared resource that requires careful management and protection. By working closely with local communities, government agencies, and other mining operators, we aim for our water stewardship efforts to support both operational needs and environmental sustainability. Through monitoring, conservation, community projects, and stakeholder engagement, we are committed to using water resources responsibly and equitably.

Understanding Local Water Resources

A key aspect of our responsible water management at the Rochester mine is gaining a comprehensive understanding of local water resources. We closely monitor groundwater levels and water usage using monitoring wells and piezometers inside and outside our operational boundaries to track groundwater quality, levels, and flow. These measurements are also reported to Nevada state agencies, documenting that our operations do not negatively affect local aquifers. In addition, we have developed groundwater modeling plans to forecast future water demand. By assessing both proven and potential water resources, we can better anticipate how much water will be needed for our mining activities and plan accordingly. This proactive approach helps us manage our water use efficiently and meet operational needs while protecting regional water supplies.

Protecting Local Water Sources

Protecting local water sources is a priority for the Rochester mine. We understand the risks that mining operations can pose to water quality, and we take proactive steps to mitigate those risks. The mine utilizes management approaches and strict monitoring protocols aimed at preventing impacts to nearby water sources. We also collaborate with local stakeholders, including water resource managers and environmental agencies, to keep our water usage aligned with the needs of surrounding communities.

Community Water Access Projects

Our commitment to water stewardship extends beyond our operations into the local community. A key initiative is our wellhead agreement with the Town of Lovelock Meadows Water Authority to provide assistance in the event of impacts to local water quality from mine operations. Under this agreement, Rochester would help establish new wells to secure a safe, reliable water source for the community. This partnership reflects our commitment to protecting the health and well-being of local residents. Additionally, we engage with other regional mining operations allowing us to share water resources responsibly and reduce competition for limited water supplies in the arid environment.

Stakeholder Engagement and Collaborative Water Stewardship

Collaboration with local stakeholders is central to our water management strategy. We actively engage with regional water authorities and other water users to align our operations with broader community goals. Through participation in regional water authorities, as well as both local and industry-focused water working groups, we contribute to shared efforts aimed at managing water resources effectively in the arid region. These conversations foster transparency, support informed decision-making and help align our water use with regional priorities. For example, we participate in discussions that include the review of water use applications from various stakeholders. These reviews provide valuable insight into broader watershed needs and planning efforts. This collaboration keeps us closely connected to the evolving needs and perspectives of other watershed users, helping guide decisions that contribute to the long-term sustainability of our operations and the regions in which we work.



Risk Management

In 2024, we formalized four distinct categories to assess water-related risks across our operations. To establish these categories, we referred to the indicators outlined in the UN SDGs related to water. This process has led to the identification of four primary operational water risk categories:

Water Sanitation

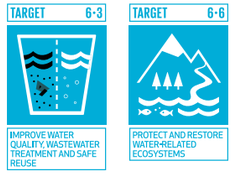
People and communities lack sufficient access to safe and affordable drinking water, sanitation and hygiene (WASH).



Contextual issues considered: Access to fully functioning, safely managed WASH services is a basic human right. The potential impacts of our operations on local water supplies—whether through over-extraction, contamination, or reduced water availability—are assessed as part of our broader desire to protect both human rights and environmental integrity.

Water Quality

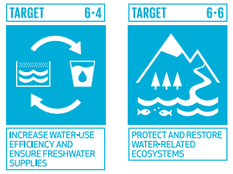
This category includes water that may present health threats to humans and/or ecosystems or, is unfit for its intended use due to quality impairments as well as areas of environmental, cultural, and spiritual significance that are degraded as a result of loss of freshwater ecosystems tied to the quality of the water.



Contextual issues considered: The discharge of water from our mining operations, if not properly managed, could adversely affect local water bodies, potentially disrupting community water supply, agriculture, or recreational activities, as well as compromising ecosystem health. This risk extends beyond the immediate operational site and requires careful consideration of water quality at the basin or catchment level. We consider the health of local ecosystems and habitats in the same context as water availability and quality because degradation of these systems can have cascading effects on water resources, biodiversity, and the livelihoods of nearby communities.

Water Quantity

Demand (human and environmental) for water exceeds the available supply indicating water resources are out of balance. Water-related areas of environmental, cultural, and spiritual significance are degraded and there is a loss of freshwater ecosystems tied to the quantity of the water.



Contextual issues considered: The impacts of over-extraction or inefficient water use can lead to the depletion of freshwater resources, undermining the ability of local communities to access sufficient water for drinking, agriculture, and sanitation. The depletion of water can have significant repercussions on ecosystems and biodiversity—freshwater ecosystems, which are often directly linked to the quantity of water in a given area, are highly sensitive to changes in water availability.

Water Governance

The internal or external political, social, economic, and administrative systems that affect the use, development, and management of water resources are ineffectual, corrupt, underfunded, or otherwise inadequate.



Contextual issues considered: Internally, governance and compliance are critical to our responsibility strategy-considering governance practices when developing policy, standards and frameworks allows us to demonstrate accountability, drive transparent decision-making and mitigate risks effectively. Externally, we believe that our operations must not be isolated from the broader governance landscape. We must navigate and engage with the local political and regulatory frameworks, even when these systems are underdeveloped or fraught with challenges.

Water Governance (continued)

In late 2024, Coeur began formulating a strategic approach to recategorize our existing water-related risks within the newly defined categories as a key step in strengthening our water risk management framework aligning with our long-term sustainability objectives. Furthermore, the plan is expected to outline the methodology for the ongoing evaluation and monitoring of water risks under these established categories, helping our water management practices remain adaptive and aligned with our evolving sustainability goals.

Our water risk management approach is primarily based on internally developed frameworks that are tailored to our operational context and strategic objectives. While these internal frameworks govern our risk evaluation processes, we may use external resources to benchmark our findings, identify potential gaps, or validate our assessments.

CASE STUDY

Water Risk Management at Kensington

Kensington is located 45 miles northwest of the Juneau, Alaska, within the Tongass National Forest, the largest temperate rainforest in the world. Temperate rainforests are characterized by heavy precipitation, and the mine site is no exception. On average, the area receives 67 inches of rainfall and 87 inches of snowfall annually. In 2023, Juneau received nearly 78 inches of rain, almost a foot above average. In 2024, rain totalled 72 inches, including multiple significant storm events. The underground workings also encounter a large amount of naturally occurring groundwater, making water management a key operational focus. There are six permanent water treatment facilities at the site that collectively treat over 6.4 million cubic meters of groundwater, process water, potable water, and wastewater each year. This is significantly more than the 1.2 billion gallons of drinking water treated by the city and borough of Juneau for its 32,000 residents.

The TTF at Kensington includes a tailings impoundment for subacqueous tailings storage and a water treatment plant to treat milling process water. The tailings impoundment is approaching its storage capacity, with the tailings dam scheduled for expansion in 2025 under Kensington's Plan of Operations Amendment 1. Following a high precipitation year in 2023, Kensington rented a portable water treatment plant to supplement the TTF operations and to proactively maintain water levels within the facility. Commissioned in May 2024, the plant treated nearly 39 million gallons of water over the summer, approximately 25 percent of the TTF's processed water during that period. The supplemental capacity provided additional flexibility to temporarily shut down the main water treatment plant for planned maintenance. The temporary plant has since been decommissioned, with water treatment again being managed by the TTF.



Vulnerability Assessments

Conducting additional water vulnerability assessments provides further value beyond traditional risk assessments by offering a deeper, more nuanced understanding of how water-related risks could evolve over time. In 2024, we completed vulnerability reviews at a portion of our operations to identify the current layers of controls present and to identify whether any additional controls were needed. Each assessment was centered around a key focus area and resulted in a summary of the key vulnerabilities and layers of controls (of all levels) and identified gaps or potential threats. This proactive approach enhances our ability to develop more robust, forward-looking mitigation strategies that engineer out a hazard or removes the hazard or risk altogether, improve resource management, and align with our sustainability goals, ultimately strengthening our resilience to water-related risks and supporting more informed decision-making across the organization.

Water Stressed Regions

Coeur strives to conduct a thorough evaluation of water-related risks, including accessibility, availability, and quality, in areas of high-water stress. As part of our commitment to responsible water stewardship and sustainability, we have integrated these factors into our risk management processes and disclosures.

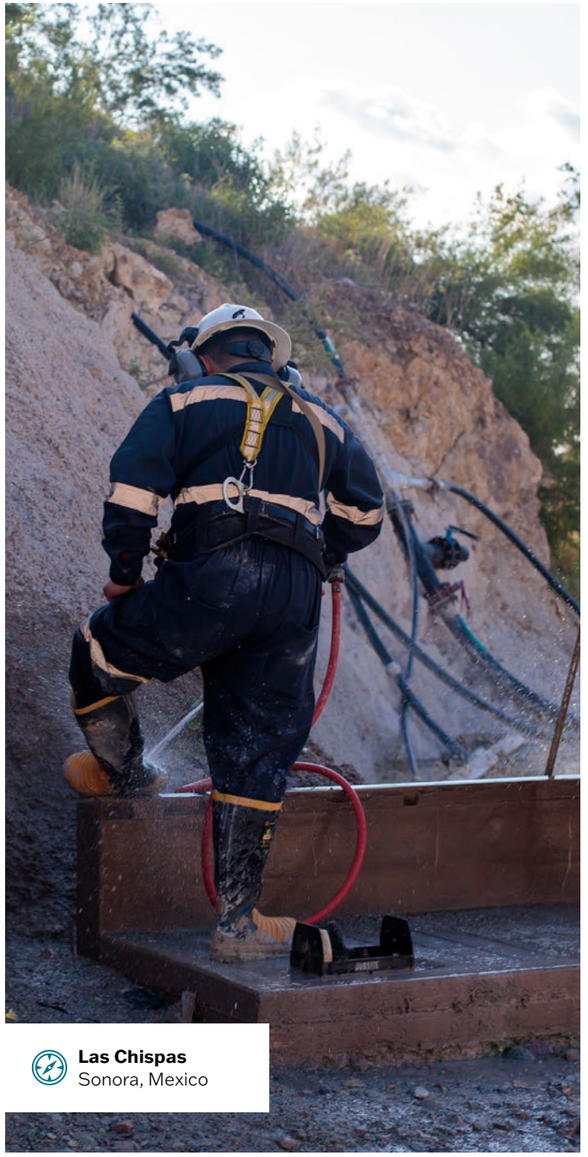
According to our internal analysis of operational and site-specific data, two of our mines in 2024 (Palmarejo and Rochester) operated in water-stressed regions, and because of this, we have put additional mitigation processes in place.

For example, we conduct ongoing monitoring to track changes in water availability, quality, and accessibility. This ongoing monitoring is integrated into our environmental and social risk management processes so that adjustments to our operations and mitigation strategies as necessary to address evolving conditions.

The sites also conduct extensive modeling to better understand the impact of pumping water from the local aquifer, in turn optimizing operational usage. Other water conservation measures include monitoring, use of under drain lines, and employee training.

Involving our neighbors surrounding the sites is also essential to our process to understand the potential effects to offsite areas. For example, we conduct seep and spring surveys to measure potential long-term effects of pumping so that drinking water can be maintained for ranchers' livestock.

To address the risk of water access, Coeur works with local entities to secure and hold water rights to manage water availability for operations in both the near- and long-term. In the United States, the allocation of water rights is determined at a state level. We work to maintain our existing water rights by complying with state guidelines, permit requirements, implementing water conservation practices, optimizing our water rights through new licensing and water sharing agreements and by supporting the enhancement of community water systems, including funding water infrastructure in local communities.



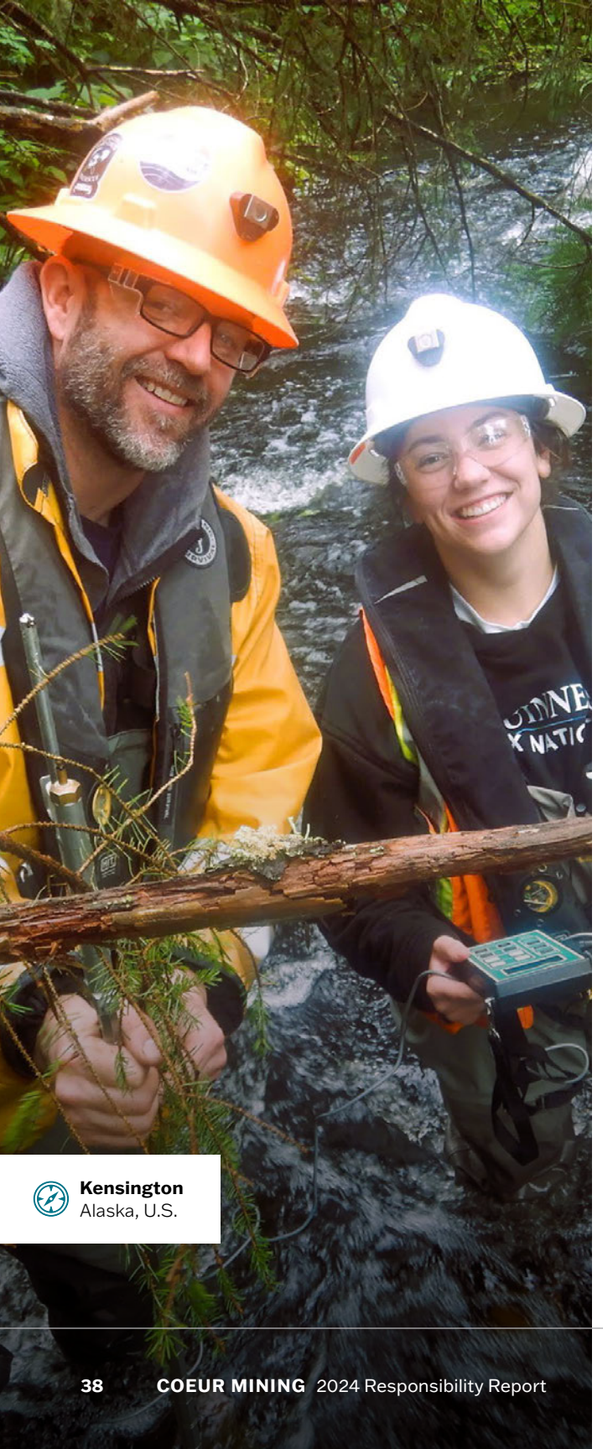
Las Chispas
Sonora, Mexico

Performance and Initiatives

When our company began reporting consolidated water data, the focus was on establishing a baseline understanding of company-wide water usage and availability. As data reliability and consistency between the sites improved, incongruities were identified, prompting a revaluation of reporting processes, the establishment of formal criteria for categorical definitions, and measurement and calculation standards. This led to a site-specific reporting approach, analyzing data in the context of individual locations to understand regional variations and support informed decision-making. Over time, the methodology evolved from basic data collection to a more nuanced understanding of water usage.

Due to these evolving methodologies, trends in year-over-year data may at times appear inconsistent, as earlier data may have been adjusted or excluded to align with new reporting practices and standards.

Moving forward, we remain committed to actively improving our reporting practices and exploring new ways to enhance data accuracy and usefulness. By embracing emerging technologies and innovative methodologies, we aim to keep our data robust and actionable for future water management decisions.



Kensington
Alaska, U.S.

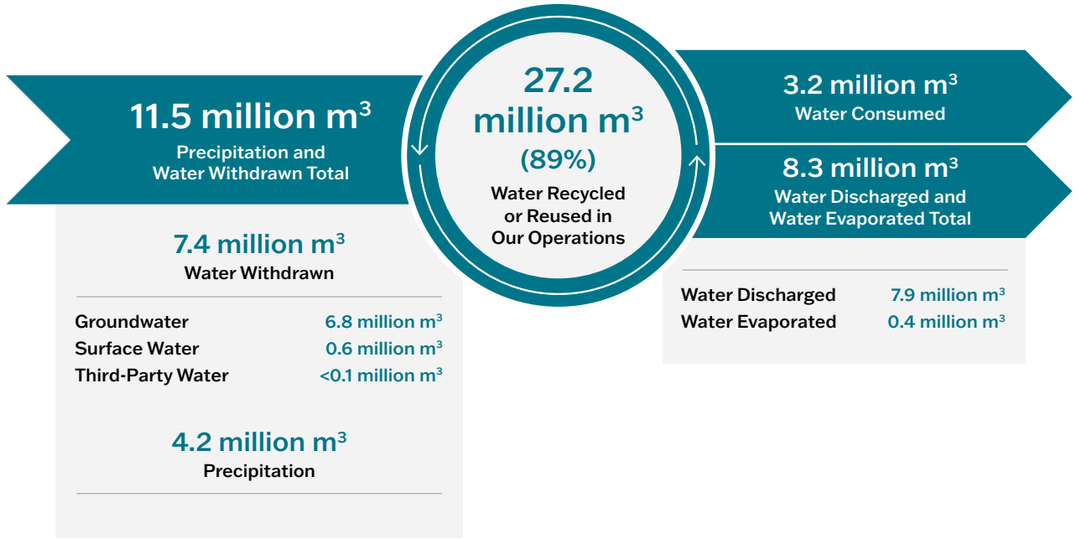
Water Balance

Water balances are a critical tool for managing water resources effectively, promoting sustainability, and enhancing decision-making. By systematically tracking and comparing water inputs (such as rainfall, inflows, or external water sources) with water outputs (such as consumption, evaporation, and outflows), water balances can provide us a comprehensive view of the water system.

This approach is essential for effective resource management, planning, and operational efficiency. By tracking water inputs and outputs, we can identify inefficiencies, predict resource behavior under varying conditions, and support strategies for reliable water supply. Water balances also provide a clear way to document water flows and better meet regulatory reporting requirements. They highlight areas of potential environmental impact, such as over-extraction, and help optimize water treatment, storage, and distribution systems, reducing costs and improving reliability. Overall, they promote sustainable practices and help prevent water shortages or contamination

Our water balance provides a comprehensive view of our water usage, including inputs, outputs and net consumption. The total water input, comprising precipitation and withdrawals, amounts to 11.5 million cubic meters. Of this, 7.4 million cubic meters were sourced through withdrawals, while 4.2 million cubic meters were contributed to the site water balances in the form of precipitation. This underscores the importance of managing these resources effectively. Treated water discharged back into the environment totaled 7.9 million cubic meters, representing a significant portion of the total input. The discharge volume reflects our ability to responsibly return a large share of the water withdrawn and precipitation collected back to the environment. In regions where there is a water surplus, returning water that has been treated to meet specific water quality objectives is a practice carried out through formal authorizations and part of responsible mining. Evaporation accounted for 0.4 million cubic meters, while net consumption, calculated as total input (including precipitation) minus discharge and evaporation, stood at 3.2 million cubic meters. This calculation reflects the portion of water that is not returned to its source and includes both operational use and other losses. We continue to evaluate opportunities for optimizing operational efficiency and enhancing recycling efforts to strengthen our long-term sustainability performance.

WATER METRICS FOR COEUR'S OPERATIONS





Rochester
Nevada, U.S.

Commitment to Develop Water Stewardship Strategy and Targets

In 2024, we have advanced the actionable implementation of our water stewardship initiatives in alignment with the forward-looking objectives outlined in 2023. Specifically, we developed a scope of work to guide the execution of self-assessments across our operational sites, to inform the creation of a company-wide water stewardship strategy by the end of 2025. This strategy is intended to be based on an objective evaluation of site-specific water management practices and corporate governance, benchmarked against a predetermined set of indicators within publicly available Water Stewardship Self-Assessment framework. This effort will focus on water management and performance, collaborative watershed management, and water reporting with the aim of:

1. Sustaining legal compliance with water-related environmental regulations
2. Identifying and mitigating risks associated with water usage, discharge, and overall water stewardship
3. Implementing sustainable water management practices that are both effective and aligned with recognized industry standards

Based on the findings of the benchmarking exercise, we expect to develop site-specific water-related goals and targets to address the identified gaps. These goals will be designed to enhance water stewardship practices and compliance with legal obligations. The targets will be tailored to each operational site, taking into account the local water context, including any region-specific challenges such as water scarcity or water stress. Once the goals and targets are set, they will be integrated into the broader Water Stewardship Strategy, which we aim to develop in 2025.

Mineral and Non-Mineral Waste Management

Why It Matters

Management of waste (mineral and non-mineral) is an imperative part of the Company's risk management profile. Waste management is a broad management discipline that involves various personnel throughout the organization. For this Report, waste is organized in two categories, mineral and non-mineral waste. Mineral waste includes tailings, spent heap leach pad material and waste rock. Non-mineral waste includes hazardous and non-hazardous waste material.

Mismanagement of tailings and other facilities that contain mineral waste can pose significant risk to human health and safety, the environment, and infrastructure within the potential area of impact. Our mining assets are subject to geotechnical and hydrological risks. These risks, if materialized, could result in limited or restricted access to mine sites, suspension of operations, government investigations, lawsuits filed by parties who suffer injuries or property damage, increased monitoring and remediation costs, loss of mineral reserves, and other impacts which could have a material adverse effect on our operations, financial position and enterprise value. We aim to minimize and mitigate these risks to as low as reasonably practical.

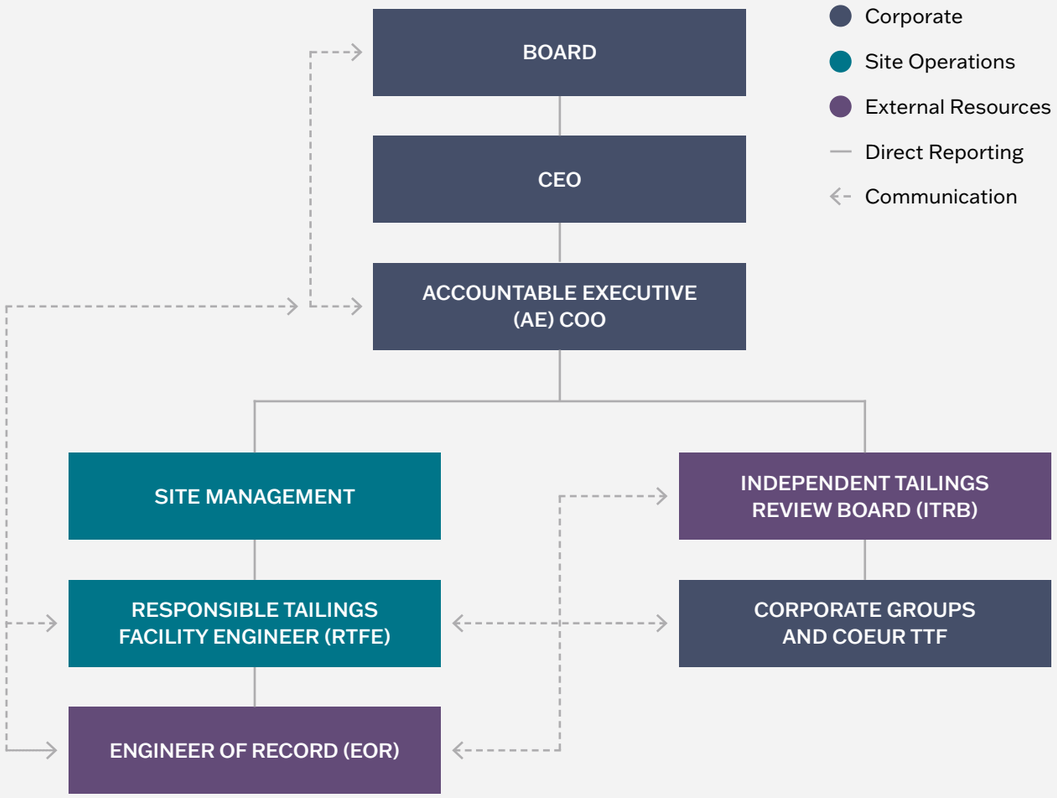
As for non-mineral waste, though the management activities and governance differ from mineral waste, the risks are similar and relate to potential environmental contamination, human health, and safety exposure, legal liabilities, and unique to this category, the potential for fires, explosions and accidents.

Tailings Commitments

- Work with site representatives to identify and formally capture project affected people (people who may experience impacts from a tailings facility) and formally integrate this engagement topic in the community relations framework by the end of 2025
- Develop and provide training to key internal personnel on how to engage with project affected people on the topic of tailings by the end of 2025
- Carry-out the initial gap assessment of the Las Chispas tailings facility and its associated management and governance practices against the GISTM by the end of 2025
- Establish formal engagement practices with project affected people, including communities, Indigenous Peoples, and emergency response services in 2026
- Implement the majority of GISTM across all our locations by 2027, except for Las Chispas, which may have a different implementation schedule



TAILINGS GOVERNANCE STRUCTURE



Our Approach

Coeur has made a commitment to implement the GISTM, which establishes a framework for the safe and responsible management of tailings storage facilities (TSFs). GISTM was developed through a collaboration between the International Council on Mining and Metals (ICMM), the United Nations Environment Programme (UNEP), and the Principles for Responsible Investment (PRI) to enhance the safety, social responsibility, and environmental stewardship of TSFs globally.

In alignment with this commitment, Coeur's Senior Vice President and Chief Operating Officer was designated last year to also be the Accountable Executive (AE) for tailings management. Under the oversight of the CEO and the Environmental, Health, Safety, and Corporate Responsibility (EHSCR) Committee of the Board, the AE is responsible for overseeing Coeur's tailings management policy and programs. This role includes accountability for the safety of the TSF and minimizing the social and environmental consequences of a potential TSF failure. The AE regularly communicates with the Board through the EHSCR Committee, participates in key decisions on tailings management, and provides necessary resources to site management to uphold these standards.

In 2023, we established a multi-disciplinary Tailings Task Force that reports to the AE. The task force is responsible for driving the Company's goals for compliance with the GISTM, including providing support to individual sites to meet compliance requirements. Meeting quarterly, the task force serves as an internal control, verifying processes, progress and data related to tailings management.

Oversight of the TSFs includes, but is not limited to:

- **Responsible Tailings Facility Engineer (RTFE):** Accountable for the integrity of the tailings facility, liaises with the EOR (as defined below) and internal teams such as operations, planning, regulatory affairs, social performance and environment and has regular two-way communication with the Accountable Executive
- **Engineer of Record (EOR):** Consists of an individual engineer and a supporting engineering firm, the EOR is responsible for tailings facility design and construction of tailings facilities, as well as ongoing support during operations and closure. The external EOR has a direct line to the RTFE and AE
- **Independent Tailings Review Board (ITRB):** A panel of highly qualified external engineers or a Senior Independent Technical Reviewer (SITR), the ITRB provides technical reviews of all aspects of TSF planning, design, and construction

Tailings Management

We have begun implementing GISTM to align with our goal of zero harm to people and environment through the safe management of tailings facilities. This framework involves setting standards across the facility lifecycle including site selection, design, construction, management and monitoring and closure and post-closure. It also sets clear expectations around transparency and public disclosures. Coeur has voluntarily chosen to conform to the GISTM framework (members of certain groups such as the International Council of Mining and Metals are required to), driven by our sustainability ambitions.

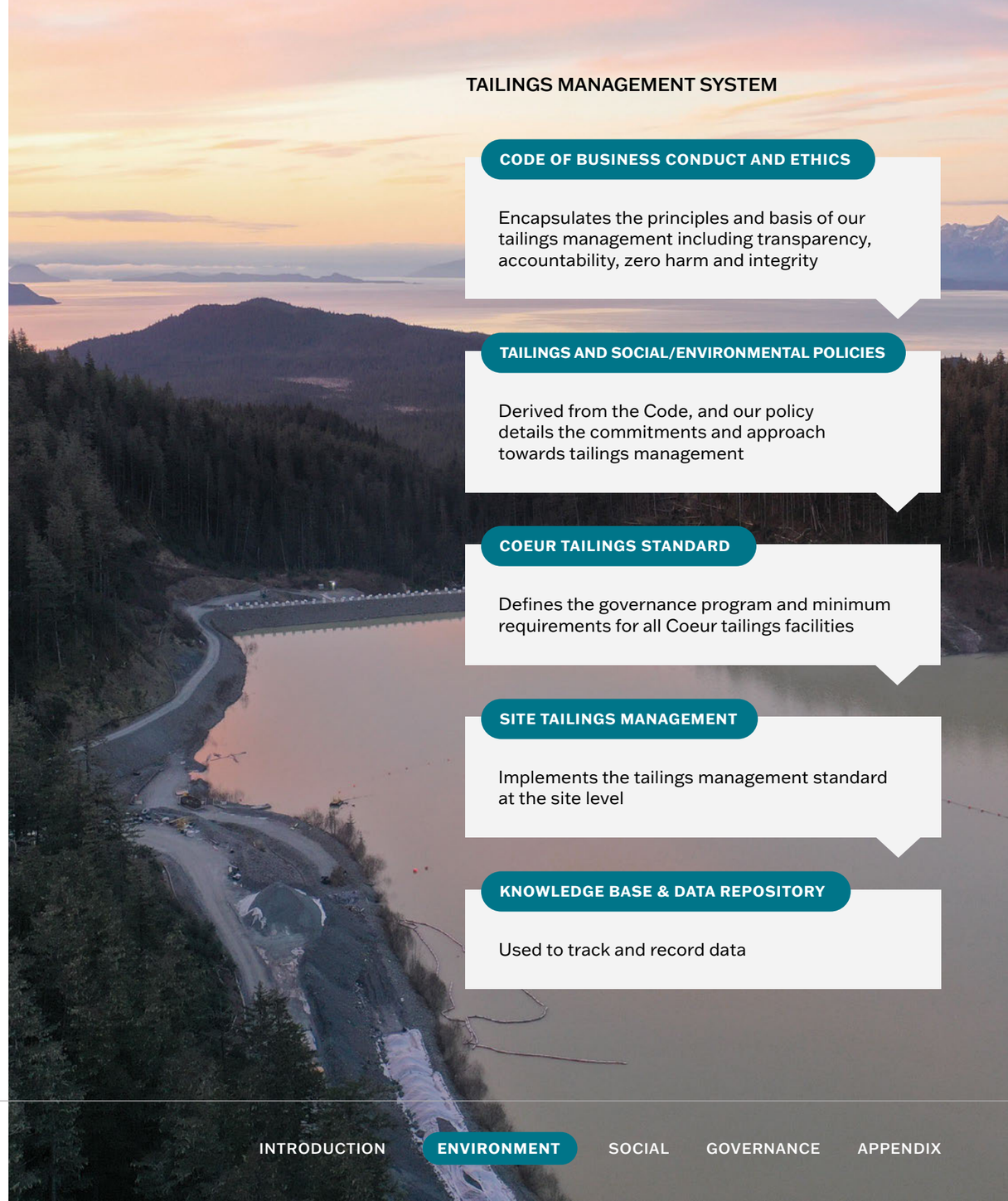
In 2023, we conducted a benchmarking assessment of our practices in relation to GISTM and identified gaps for Coeur's corporate-level tailings governance framework and the five tailings facilities located at Coeur's mines and project sites, including the Kensington, Golden Cross, Palmarejo, and Silvertip mines. Key areas of growth include enhancing public engagement and disclosure by publishing a corporate tailings safety policy, formalizing stakeholder communication programs and updating grievance and human rights policies. The program emphasizes establishing robust management systems, appointing qualified personnel, and strengthening document management and accountability frameworks. Site-specific recommendations focus on updating risk assessments, design basis reports and emergency response plans to reflect GISTM requirements. Additionally, feasibility studies are recommended to assess extreme seismic and flood events, safe closure evaluations and financial capacity for closure costs. By implementing these measures, Coeur aims to enhance transparency, mitigate risks and support responsible tailings facility management. In 2024, we closed approximately 20 percent of identified gaps and plan to complete most GISTM requirements across all sites, except for Las Chispas, by 2027.

As part of closing the gap to meet the GISTM requirements, we are in the process of developing a comprehensive tailings management system. The overarching approach is depicted in the diagram on the right.

In 2023, we published our **Responsible Tailings Management Policy** to publicly communicate our commitments and approach to our stakeholders. We are currently working on incorporating GISTM guidelines in our **Indigenous Peoples Policy** and **Community Grievance Policy**.

In 2024, we initiated the development of the Coeur Tailings Standard (CTS). The CTS will be used internally to document the governance program for Coeur's TSFs and will apply to all TSF lifecycle phases including site planning, design, construction, operation, closure and post-closure. The CTS will be aligned with GISTM and define the minimum implementation requirements for all Coeur tailings facilities within Coeur's existing operational and business structure.

The Coeur Tailings Task Force, the AE and other internal Coeur stakeholders will be responsible for reviewing the CTS on a pre-determined frequency to maintain its relevance and confirm adherence across Coeur's portfolio of tailings facilities. Findings will be shared and approved by the AE and presented to the Board.



Tailings Storage

Coeur has four active TSFs and one inactive TSF at Golden Cross. The types of facilities we manage include:

- Impounded tailings using dam technology where tailings embankments are designed to suit specific site conditions, environmental considerations and engineering requirements
- Brownfield pit tailings storage where a surface mine depleted of ore is used to place tailings material. Using a brownfield as an alternative location to place tailings avoids impacts on undisturbed land
- Stacked and compacted tailings storage where desulphurized tailings are thickened to remove excess water and then stacked, along with waste rock, in the case of Silvertip, and compacted in a heap that is engineered and designed for stability. This process reduces the volume and area needed for storage and increases water efficiency for the operation

TAILINGS FACILITIES OVERVIEW

Location	Facility Name	Operational Status	Construction or Raise Methodology	Hazard Potential Classification[16]
Palmarejo	Final tailings dam (FTD)	Active	Downstream	Classified for design as "High"[17]
	High compression thickened tailings (HCT)—open pit backfill facility	Active	Not applicable	Not yet determined
Silvertip	Tailings rock storage facility (TRSF)	Active	Not applicable	Failure Consequence Classification of "Low"[17]
Kensington	Tailings treatment facility (TTF)	Active	Downstream	Class II (Moderate) Hazard Potential[18]
Golden Cross	Tailings Impoundment	Inactive	Downstream	Potential Impact Classification (PIC) Assessment "High"[19]

Performance and Initiatives

Technological Innovation

Technology plays a significant role in the safety and innovation of mining practices. By incorporating new advancement in technology into our systems, we have successfully conducted multiple programs that have enhanced the safety of our mines and people.

In 2024, we began using Interferometric Synthetic Aperture Radar (InSAR) to augment what is already being done at our operations for tailings and heap leach pad facilities monitoring. The data is collected using radar satellites to proactively identify and measure changes in land structures and facilities. This is a powerful monitoring tool that allows our technical personnel to help inform management decisions to protect people and the environment.

At Kensington, we are using photogrammetry drone surveying throughout the construction phase of the tailings dam raise. This provides real time survey data to optimize construction and provide better quality data for construction reports and quality assurance and quality control (QA/QC), compared to traditional Global Positioning System (GPS) station surveying.

We have also increased the number of hydrological sensors on the Supervisory Control and Data Acquisition (SCADA) system to better understand the meteorology and hydrology of the tailings facility.

High Compression Tailings and Water Balance at Palmarejo

At Palmarejo we are implementing an innovative way to add to the water balance in a water-stressed region. The tailings facility (HCT) is equipped with technology that compresses pore water from the material before it gets deposited to the pit, increasing the percent solids to approximately 60 percent (compared to conventional slurry that can range from 30–40 percent). This water, along with tailings subsurface solution, is recovered for reuse in the process.



Wharf
South Dakota, U.S.

Responsible Heap Leach Management

Why It Matters

Heap leaching is a widely used technique applied in gold and silver mining, enabling the extraction of gold or silver from low-grade ores that may be uneconomical with traditional methods. The technique may reduce capital and operational costs, extend mine life and enhance project feasibility. However, it can also present challenges, particularly in environmental management. The use of cyanide and large water requirements can pose risks to local ecosystems if not carefully controlled. As a business, we aim to weigh these benefits and risks by engaging subject matter technical experts in design and operation, integrating engineering controls and monitoring practices to mitigate potential negative impacts.

Our Process

Heap leaching is a process used to extract gold and silver from crushed ore by applying a dilute cyanide solution over the ore piles. The solution trickles through the ore, dissolving the metals into a “pregnant solution” that is collected at the bottom of the heap’s lined facility. This solution is directed into tanks where activated carbon adsorbs the gold and silver. The carbon is then treated to remove the precious metals, using an acid wash followed by a heat and chemical process to strip the gold and silver, which is then refined into pure metals.

The process effectively recovers gold and silver while minimizing environmental impact through careful management of chemicals and waste.

Our Approach

We take a proactive, risk-based approach to heap leaching implementation and management. Our commitment to robust safety measures, sound engineering practices, and adherence to industry best practices and regulatory requirements helps us minimize potential negative impacts. To do this, we follow the four major steps outlined in our risk management framework as described in the **Risk Management** section of this Report.

Risks of Heap Leaching

Heap leaching in mining carries potential risks, primarily related to environmental contamination and health and safety. In 2024, Coeur undertook a review of our heap leaching risk profile by undertaking reviews at our Rochester and Wharf operations in collaboration with our Technical Services team and a third-party heap leach subject matter expert. The purpose of this review was to assist in evaluating the risk of a hypothetical large-scale failure of existing and planned facilities. As part of our risk management process, we carefully assess the potential impacts of a heap leach failure to develop an understanding of potential any adverse outcomes.

We have considered the following categories:

- **Human and Social:** Potential injuries or loss of human life; major reputational erosion; loss of social license
- **Environment:** Temporary or permanent loss of aquatic habitat; impact to surface, ground or marine water; land degradation and material loading
- **Operational:** Short-term production loss, long-term or permanent mine shut-down; permit revocation, denials or delay; increase in insurance premiums
- **Financial:** Emergency response costs, legal and remediation costs; violations or monetary penalties; earnings losses

Heap leach failures can occur due to operational upsets, engineering or construction missteps, geotechnical issues or extreme weather events, potentially causing uncontrolled, catastrophic releases from the heap leach pad. As part of our ongoing risk management, we have identified possible factors that could cause a heap leach failure, including:

- **Changes in irrigation rates:** Significant variations in the irrigation rate can lead to excessive moisture in the heap, potentially causing instability or overflow of leachate, which increases the risk of environmental contamination
- **Rise of phreatic level:** If the water table (phreatic level) rises due to excessive irrigation or heavy rainfall, it can lead to seepage from the heap pad, potentially contaminating groundwater and reducing the effectiveness of the leaching process
- **Inadequate design:** Improperly designed heap leach pads or containment systems—such as inadequate liners, drainage, or slope angles—can fail under operational stress, leading to leaks or breaches and uncontrolled release of leachate or tailings. Inadequate designs can also arise when built without incorporating specific risks like liquification into the design
- **Mining practices:** Improper practices, such as improper stacking of ore, lack of proper compaction or failure to manage ore grades can lead to instability in the heap, affecting leaching efficiency and increasing the likelihood of failure
- **Earthquake:** Seismic events can cause structural damage to heap leach pads, potentially resulting in the collapse of containment systems, uncontrolled leachate flows or damage to infrastructure critical for water management
- **Rapid lift stacking:** Rapid stacking of ore lifts over 100 feet without proper engineering controls can create stability issues, including excessive pressure on lower layers of the heap, increasing the risk of slumping, leakage or pad failure
- **Ore degradation:** Over time, ore can degrade chemically or physically, leading to a decrease in permeability and leaching efficiency. This may cause poor distribution of the leaching solution and lead to localized failures or the buildup of pressure within the heap

The following risk controls are implemented to manage and mitigate the potential risks associated with heap leaching:

- **Geotechnical and Structural Controls:** Geotechnical design accounts for seismic events, and the heap leach pad is engineered with redundant lining and proper load distribution to prevent failures and increase stability
- **Monitoring and Inspection Systems:** Real-time monitoring systems, visual inspections, and geotechnical assessments are used to track heap conditions, irrigation, and leachate flow to as part of an early detection system
- **Operational and Mining Practices:** Appropriate mining practices, pad loading schedules, and proper management of ore degradation and pH protocols to promote efficient leaching and increased pad stability



Rochester
Nevada, U.S.

- **Contingency and Emergency Management:** Trigger Action Response Plans (TARPs) and contingency plans, including backup ore placement and emergency management, are in place to address potential disruptions and maintain operations
- **Water Management:** Surface water controls, daily water balance tracking, and adjustments for heavy rain or snow are part of water management with the aim of preventing overflow or contamination
- **Pad and Irrigation System Controls:** Irrigation systems are designed with optimized piping, valve enhancements, and monitoring, with the ability to adjust spray fields based on site conditions
- **Quality Assurance and Quality Control (QA/QC):** Ongoing QA/QC processes, including verification of material size, weight and pad load sequencing is part of operational efficiency and supports meeting design specifications

Heap Leaching and Water Management

Heap leaching and water are closely related because water plays a crucial role in the process of extracting minerals from ore. Here's how they are connected:

- **Water Consumption and Management:** In heap leaching, water is used to create a solution of cyanide, which is then sprayed or irrigated over the stacked ore on the heap. Without sufficient water, the cyanide solution would not be able to penetrate the heap effectively, reducing the efficiency of the leaching process. Heap leaching typically requires large amounts of water, which can become a critical issue, especially in arid regions or where water is otherwise scarce. Water is used not only for leaching, but also for rinsing the ore, maintaining optimal heap moisture levels and ensuring that the leach solution flows evenly through the heap. Water management is, therefore, a key consideration in heap leaching operations.
- **Water Recycling:** To mitigate water consumption and environmental impact, the water used in the leaching process can be collected, treated, and reused to make the process more sustainable. This helps reduce the overall demand for fresh water and minimizes potential contamination of local water sources.
- **Water Monitoring:** Improper management of water in heap leaching can lead to environmental risks, including the contamination of groundwater or nearby surface water bodies. If cyanide or other chemicals are not contained properly in the leach pad system, they can seep into surrounding water sources, potentially causing harmful effects on ecosystems and local communities. As a result, careful design of water containment systems and ongoing monitoring is essential to minimize these risks.
- **Evaporation and Water Loss:** In areas with high temperatures, water used in heap leaching can evaporate quickly, which might require additional water to maintain the leaching process. This can exacerbate the challenge of water management, particularly in dry regions, making it important to consider local climate conditions when planning heap leaching operations.



Rochester
Nevada, U.S.

Waste Rock

Waste rock is all mined rock that is not classified as ore and depending on its geochemical characteristics and concentration of sulfur, it can be classified as potentially acid generating (PAG) or non-potentially acid generating (NPAG). Acid Rock Drainage (ARD) is acidic water that is formed when sulfide minerals are exposed to and reacted with air and water. Each site has a waste rock management plan that outlines the requirements of how to classify the material and how to store and manage waste rock to prevent ARD.

Coeur has identified ARD at two isolated areas, one at Kensington and one at Wharf:

- **At Kensington**, the ARD source is a natural bedrock source called graphylic phyllite that was exposed during the construction of the tailings impoundment and, most recently, during the construction of the tailings back dam in 2023. Material excavated from this source during construction is stored temporarily in lined containment cells and is processed and placed as a cement rock backfill in underground stopes.
- **At Wharf**, ARD was identified and mitigated in an isolated area within one of the closed mining pits that had been mined by a previous operator.

We strive to avoid future instances of ARD occurring at our active mining sites and work hard to abide by our stringent material management practices.

Waste Management

Non-Mineral Waste Profile

Definition of non-mineral waste at each Coeur operation varies based on jurisdictional regulation. The non-mineral waste can typically be classified into industrial, commercial, hazardous, non-hazardous, e-waste and special waste as jurisdictionally defined. Waste is managed at each site through our comprehensive waste management systems. The site Environmental Manager is responsible for overseeing waste management and the sites' overall compliance with regulations.

Waste Management System

Our waste management system has been developed to meet the regulatory requirements established by the U.S. Environmental Protection Agency (EPA), Environment Canada (EC), and Mexico's Secretaría del Medio Ambiente y Recursos Naturales (SEMARNAT), as well as state and provincial regulations and site-specific permits conditions.

Our waste management system includes guidelines on waste classification, storage, shipment and disposal, training, record keeping and reporting.

Classification

Waste classification is an important step in the process as it determines how the waste will be managed, stored and disposed. If the waste meets the hazardous waste criteria, we take action as required by the jurisdiction in which the waste is located. However, if the waste is classified as non-hazardous, it is handled based on the pre-determined site-specific waste management system.

Storage

Under our management system, waste is to be stored in designated areas based on its hazard classification and in designated temporary locations as it is being generated. Hazardous waste is to be stored in areas protected from contact with precipitation and with secondary containment which prevents materials from releasing to the environment if the primary containment fails.

To limit access to hazardous materials, storage areas are only accessible to employees who are trained and meet minimum qualifications.

Inventories and inspections are to be conducted on a regular basis. Inspectors look for general housekeeping, labels (presence and completeness), date of generation, separation and placement, container type and integrity, and check that lids and seals are secured. These inspections are an important management tool to prevent unintended releases of liquids and vapors, helping to protect the environment and human health.

Other management practices include protocols to help:

- Prevent mixing or diluting hazardous wastes with other inert or non-hazardous materials or wastes in any manner
- Properly separate and handle waste streams to minimize cross-contamination of hazardous and non-hazardous wastes
- Separate wastes at the point of generation and place them into appropriate storage containers
- Store incompatible substances separately to prevent contamination, fires, explosions, gaseous emissions, leaching or other discharges or other dangerous conditions
- Clearly mark the contents of storage containers so they are clearly visible



Wharf
South Dakota, U.S.

Shipment and Disposal

Waste disposal is managed as per the sites' waste management plans which outline guidelines for each waste type.

Hazardous waste, as defined by regulations, is shipped off-site to appropriate facilities where it can be safely disposed, as per applicable requirements. Shipments are accompanied by a hazardous waste manifest and the appropriate forms, where applicable.

Training

Site employees and vendors typically receive environmental training on an annual basis that covers waste management and their role and responsibilities at the site. Employees more directly involved with waste management, such as onsite transportation, handling, or management of these materials receive additional training based on the scope of their work and potential exposure. Additional training may include training on safe handling and emergency procedures.

Personnel involved in shipping hazardous materials and wastes, including preparing packages, signing/reviewing manifests and loading and unloading materials are also required to have training and specific certificates.

Our employees with waste oversight responsibilities also receive periodic training from third parties on current rules and regulations, such as those included in the RCRA or Department of Transportation Hazmat regulations in the U.S., to help them meet compliance requirements and learn about best practices and emerging trends.

Record Keeping and Reporting

Waste type, volume collected, method of disposal (recycling, incineration, or off-site disposal), and collection and disposal location are to be recorded for tracking and auditing purposes. We use only reputable and certified transportation contractors for waste transportation. Manifests and other chain of custody records of transportation and proof of safe disposal at a licensed facility or recycling location are to be kept for waste and recyclable materials removed from the mine site.

Cyanide Management and Reagent Consumption

Cyanide is a reagent used in mineral processing to leach gold and silver from the ore. At Rochester and Wharf, Coeur uses heap leaching that involves a controlled application of cyanide solution over heaps of crushed ore spread on top of impermeable lined collection pads. As the cyanide trickles down through the heap, it separates the gold and silver from the ore. At Palmarejo, as there is no heap leach facility on site, cyanide is used in the process plant to extract gold and silver from flotation concentrate.

Cyanide is toxic to humans and terrestrial and aquatic animals as it disturbs oxygen utilization. If not managed appropriately, cyanide can enter the environment and potentially impact groundwater and aquatic ecosystems.

CASE STUDY

Responsible Cyanide Use at Wharf

At Wharf, we strive to responsibly use and dispose of cyanide through our waste management system, strict protocols, trained staff and compliance with the International Cyanide Management Code (ICMC). To maintain compliance with the ICMC we conduct third-party audits and recertification every three years. As per the Code, all suppliers and transporters also need to conform to its requirements. At the end of 2024, Wharf underwent a recertification under the ICMC.

Cyanide concentration and pH is used and monitored on a daily basis. Addition of cyanide to the collection pad is adjusted to maintain effluent cyanide concentration less than 50 parts per million (ppm) in our process ponds in compliance with the ICMC requirement for wildlife protection. We also have a cyanide destruction process that is used at the end of the leach cycle which can decrease the concentration to less than 0.5 ppm.

As part of our training and employee awareness building, we conduct annual mock drills for our emergency response team, annual safety awareness campaigns for employees on-site and regular trainings for our employees with exposure to cyanide.

In 2024, we constructed and commissioned a new storage tank that is part of the existing facility to purchase and receive cyanide briquette (solid cyanide bricks) in addition to pre-mixed liquid cyanide. This addition also meets the ICMC requirements.



Biodiversity

Why It Matters

Biodiversity is essential for the interconnected processes that help our local environments thrive. It plays a key role in maintaining ecological balance, supporting water supply, stabilizing soil, enhancing ecological diversity and regulating the climate. Mining activities have the potential to threaten ecosystems and result in nature loss through habitat destruction, water contamination and soil erosion. Coeur prioritizes protecting, restoring, conserving and managing natural capital including biodiversity and ecosystem services through responsible mining practices and exercising environmental stewardship where we operate.



Kensington
Alaska, U.S.

The strategies and partnerships we pursue help to inform our efforts in habitat conservation and land reclamation. Coeur's approach across sites is to engage with scientists, local stakeholders, communities and Indigenous Peoples to aid our understanding of ecosystems and how we can be better stewards of the environment.

Commitments

By the end of 2025, we aim to:

- Work with site leaders to complete nature-related risk assessments
- Evaluate and update the process that reconciles species data from jurisdictional categories to the IUCN, allowing the Company to capture and report to the international framework
- Support Las Chispas biodiversity management implementation and integration into Coeur's standards and systems

Our Approach

Our biodiversity approach covers all phases of the mine lifecycle, with a focus on protecting natural capital as part of our approach to responsible mining. Biodiversity management is integrated early in the exploration phase and continues through feasibility, engineering, permitting and other planning processes. Community engagement is integrated into each phase, allowing local perspectives and concerns to inform biodiversity planning and decision-making.

The following key strategic elements are in alignment with our environmental management and enterprise risk management systemic approach, which have been identified and documented in our **Biodiversity Management Standard** to support the implementation of our commitments throughout the mine lifecycle:

- Compliance with biodiversity-related regulatory requirements
- Engagement with stakeholders and Indigenous Peoples
- Identification and assessment of potential impacts on biodiversity, natural resources and ecosystem services
- Identification and inventory of protected areas
- Evaluation of nature-related risks and opportunities
- Implementation, execution and maintenance of mitigation actions

Coeur is committed to monitoring emerging issues and technological advancements, and updating our strategies, priorities and plans when appropriate.

Before starting operations, we conduct detailed scientific evaluations to establish a baseline of local ecosystems, including water quality and quantity, soil, wildlife and vegetation. Additionally, social risks are also assessed. These evaluations are periodically updated to meet permitting requirements and support major operational changes. By understanding the natural environment early, we can better anticipate potential impacts, incorporate design changes, and develop reclamation and conservation strategies. The results also inform ongoing monitoring, and mitigation plans for conservation and habitat management throughout the mine lifecycle.

Performance and Initiatives

Across the organization, a variety of strategies are used to reduce biodiversity impacts near sites in every stage of the mine process:

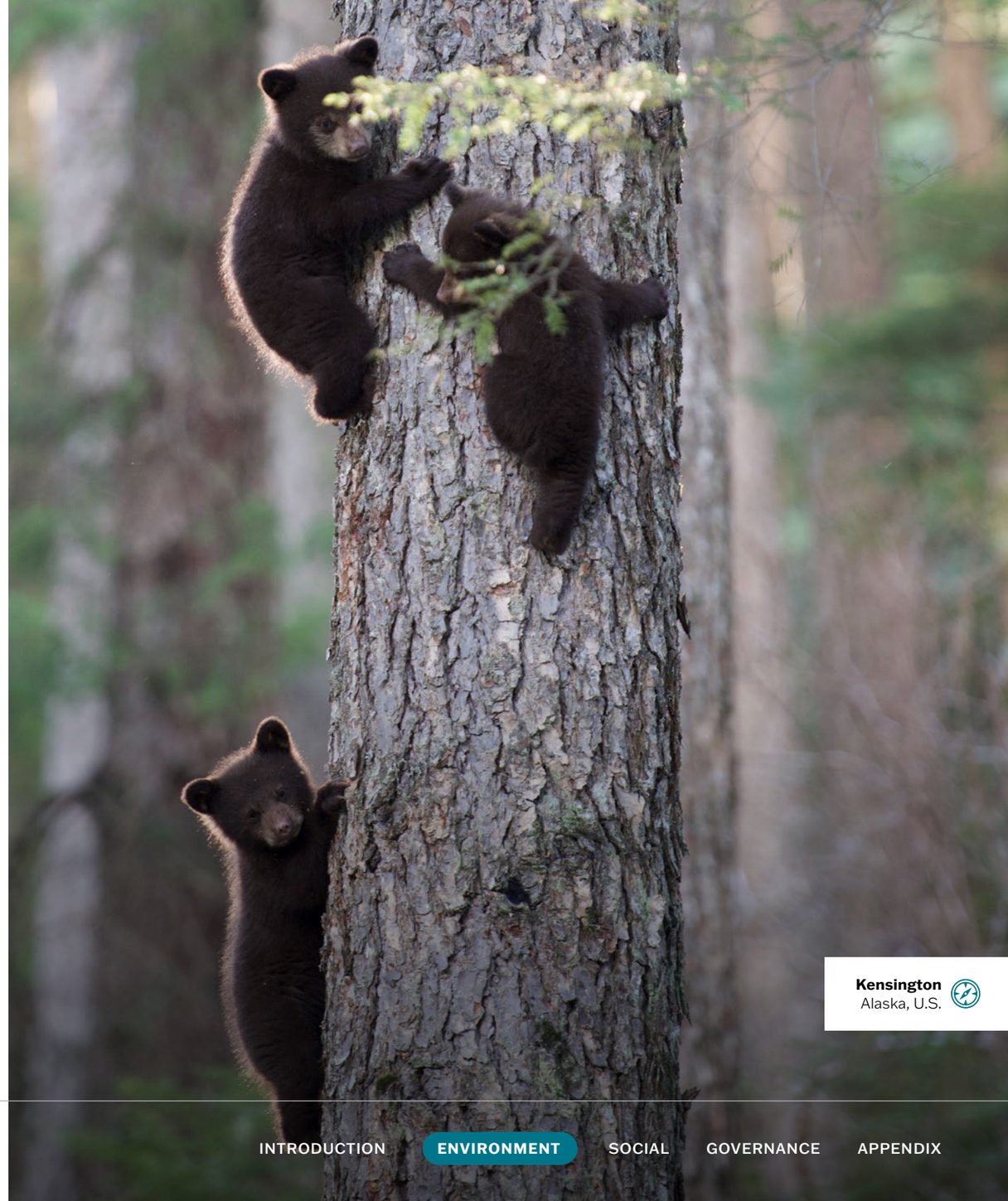
- **Site Design:** Biodiversity impacts are analyzed and planned in initial site designs to help minimize area disturbance and fence off process areas to protect wildlife
- **Concurrent Reclamation:** Each mine practices concurrent reclamation when feasible, using a combination of native species of grasses, plants and trees. Reclamation goes beyond simply revegetating and comes in a series of activities specific to the facility type, landform and post-mining land use objectives
- **Wildlife Management:** Extensive wildlife management controls are used at each operation, which may include fencing, process balls (i.e., plastic balls that cover treatment ponds), strategic placement of guzzlers to encourage wildlife movement away from operating areas, burying process solution drip tubes and controlling speed limits to reduce collisions with wildlife. Our reclamation plans also detail how site habitats should be restored to a condition that allows for the establishment of a self-sustaining ecosystem and productive post-mining land use for wildlife
- **Invasive Species:** Coeur works to protect areas against invasive species through transport prevention and monitoring, active removal of invasive species and planting of native species
- **Water Resource Protection:** Extensive water studies, ongoing evaluations and site-specific controls and protection strategies are in place. See the **Water Stewardship** section of this report for additional information

Risk Assessment Workshop

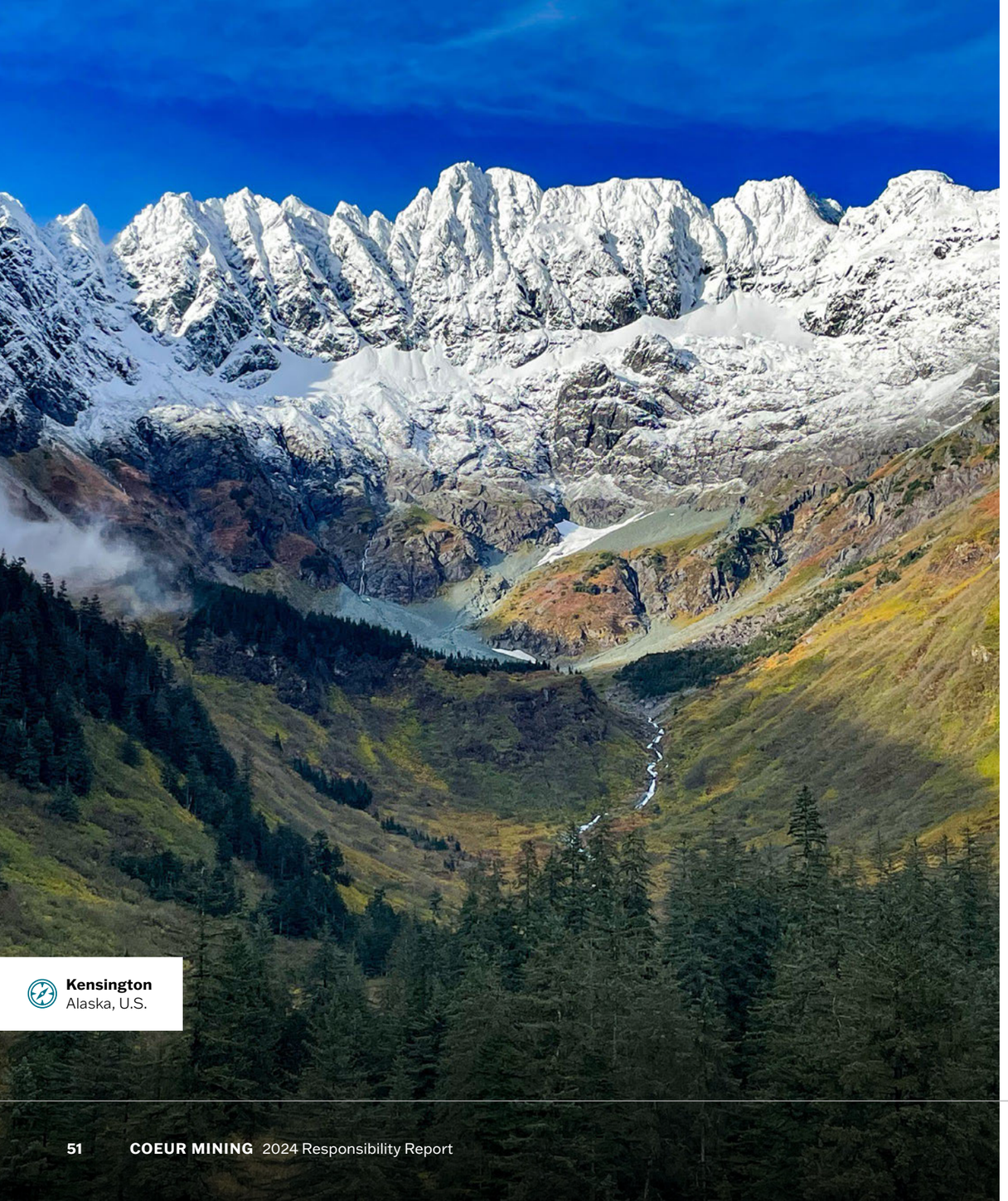
As part of the implementation of the **Biodiversity Management Standard**, in 2024, we completed a pilot nature-related risk assessment workshop at the Kensington mine. The qualitative assessment process is based on Coeur's Risk Management Standard and procedure. The process entailed identifying known and emerging risks, associated consequences and level of action, risk evaluation and analysis, risk mitigation and communication of outcomes. The main purpose of the risk assessment workshop was to identify unique nature-related risks, and current and planned control strategies to avoid long-term impacts on the environment.

Rochester

Awarded the 2024 Excellence in Mine Reclamation Award, under the Wildlife Habitat Restoration category, for the Duffy Pond restoration project by the State of Nevada Division of Minerals. This award recognizes the proactive efforts of Rochester's Environment team in the important restoration after a 100-year rain event impacted the area.



Kensington
Alaska, U.S.



Kensington
Alaska, U.S.

Flora and Fauna

A key component of biodiversity management is the identification of flora and fauna species within or near the project boundary. Baseline studies completed at each site are analyzed to inform planning and mitigation actions. Species identified through these studies and assessments are classified using applicable legal frameworks that are defined by federal and/or jurisdictional regulatory bodies. In addition to initial surveys, this process is a part of ongoing monitoring. For example, Palmarejo completed a study in 2024, detecting new species in the area.

Coeur uses a three-step process to disclose the total number of special status species company-wide.

1. Sites are inventoried according to the most recent management plans and field surveys
2. Our company-wide inventory is focused on higher risk species and includes mapping species according to our internal reconciliation process aligning with IUCN species risk categories (Critically Endangered, Endangered, and Vulnerable)
3. Results are consolidated across our operations and exploration sites

For more detail on the reconciliation process, refer to section 5.2 of our **Biodiversity Management Standard**.

SPECIAL STATUS SPECIES RECONCILIATION[1]

Category	Wharf	Rochester	Kensington	Palmarejo	Silvertip	Total 2024
Critically Endangered	0	0	0	1	0	**1**
Endangered	5	9	1	0	1	**16**
Vulnerable	1	25	2	9	11	**48**

1 The data presented in this Report and the **Data Book** summarizes the number of special status species in or near our operations and exploration sites.

Land Disturbed

Our **Biodiversity Management Standard** outlines practices to help minimize impacts on vegetation and wildlife at operations and exploration sites. For instance, specific windows for vegetative clearing are set in an effort to avoid conflicts with critical wildlife activities, such as nesting. Additionally, we often salvage vegetative material and topsoil, stockpiling them for use in reclamation.

Coeur has a total land area authorized by federal and local permits for disturbance of approximately 4,152 hectares (ha) with approximately 2,274 ha disturbed, at the end of the 2024 reporting period. Opportunities for concurrent reclamation activities, such as re-sloping a waste rock pile with the final design in mind are sought to be completed alongside active mining operations. Our technical and environmental teams are responsible for identifying and evaluating the feasibility of these opportunities and integrating them into our long-term life of mine plans at each of our sites. Vegetative monitoring and reclamation research is part of our ongoing practice at our sites. In total, 160 ha have been returned to post-mining land use (PMLU).

The Golden Reward (South Dakota) closed mine has been reclaimed and is currently in a period of active monitoring. We expect that the technical, social and environmental successes at this location will eventually be applied to other Coeur operations when they reach the end of their mine life.

CASE STUDY

Concurrent Reclamation at Wharf

The Wharf mine undertook a significant reclamation project encompassing 71.5 acres, including the Ross Valley Lined Containment Pond and the Trojan Rock Facility area located on the northeastern slope of the mine. The objectives were to restore disturbed lands through concurrent reclamation and prepare the areas for future uses, including grazing and recreational activities. This process employs several measures to reduce the potential for erosion, sedimentation, and protects surface and groundwater resources.

In August of 2024, the preparation phase began with a four-week process of shaping the terrain with dozers and spreading topsoil. The seeding phase quickly followed using a combination of state-approved seed mix and contractor-provided hydroseeding over a three-week period. Going forward, the environmental team will continue to oversee the monitoring and evaluation of regrowth in the area, monitoring the success of the reclamation and its integration into the final land use plans.

The reclamation efforts focused on reclaiming areas not currently in use for mining activity, aligning with Company's best practices for environmental stewardship. Once mining operations are concluded, the reclaimed area is intended to promote ecological diversity and community use.

The reclamation project at Wharf mine showcases a holistic approach to land restoration, emphasizing the importance of sustainable mining practices.





Kensington
Alaska, U.S.

Integrated Mine Closure

Why It Matters

Integrated mine closure is crucial for our effort to minimize environmental, social, and economic impacts after mining operations cease. By incorporating closure planning throughout the mine lifecycle, we address environmental restoration, community well-being and long-term sustainability. This approach identifies and manages risks and opportunities associated with mine closure, promoting transparency and accountability. Effective closure planning helps mitigate environmental impacts, supports community engagement and enables the rehabilitation of ecosystems, contributing to our broader approach to sustainable mining.

Our Approach

At Coeur, we prioritize responsible mine closure by developing reclamation and closure plans before operations begin. These plans outline anticipated timelines, costs and funding requirements for reclamation, closure and long-term monitoring.

We periodically update these plans to incorporate the latest site-specific studies, research and evolving needs, adapting closure strategies as appropriate throughout the mine lifecycle.

Our closure plans also address long-term sustainability and potential post-closure land use, with input from community stakeholders and Indigenous Peoples. This approach helps manage risks and aligns with best practices for land rehabilitation.

To meet jurisdictional requirements, we may secure financial assurance, such as surety bonds, to cover closure costs. Each year, we conduct a comprehensive review of reclamation and closure liabilities at every site, with Asset Retirement Obligations (AROs) calculated based on the estimated costs for reclamation, long-term monitoring and maintenance. These cost models follow U.S. GAAP standards and are subject to both internal and external audits. The results are publicly disclosed in Coeur's annual financial reports, providing transparency and accountability to our investors.



SOCIAL

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Analyst References

SASB EM-MM-210a.3, SASB EM-MM-210b.1, SASB EM-MM-310a.1, SASB EM-MM-320a.1

GRI 2-29, GRI 2-30, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 404-2, GRI 404-3, GRI 407-1, GRI 413-1

Governance

Our social governance framework is designed to provide clear oversight, accountability, and strategic direction across key areas, including health, safety, security, human capital management, Indigenous Peoples and community engagement. This structure helps manage social risks and opportunities at both the operational and executive levels.

Executive Oversight

The full Board regularly reviews our social topics, with the EHSCR Committee overseeing health, safety, security, and community engagement and Indigenous Peoples risks and initiatives. Furthermore, the Compensation and Leadership Development (CLD) Committee of the Board oversees human capital governance, including compensation programs, talent management, succession planning and culture and inclusion.

Operational Oversight

At the corporate level, cross-functional managerial groups hold monthly meetings to review safety metrics and identify trends to help bolster safety and social performance. Similarly, at sites dedicated teams implement safety programs, monitor performance and address emerging risks. Also, at the site-level, teams manage community relations strategies and grievance processes tailored to local needs while adhering to corporate policies.

Topic-Specific Oversight

- **Health, Safety, and Security:** Coeur's CORESafety certification provides a structured framework for continuous improvement in health and safety practices. Security matters are integrated into operational oversight to promote comprehensive employee well-being.
- **Human Capital Management:** Biennial culture assessments evaluate employee engagement and workplace culture. Results are reviewed by the SVP & Chief Human Resources Officer and the Board to identify areas for improvement and integrate into human capital management strategies.



Kensington
Alaska, U.S.



Kensington
Alaska, U.S.

Policies

Our social policies are designed to address priority focus areas, including health and safety, community engagement, Indigenous relations, human rights, and human capital management. These policies establish a clear framework for fostering safe workplaces, building strong relationships with stakeholders and promoting inclusive practices across our operations.

Workplace Practices

These policies focus on fostering a safe, inclusive, and supportive environment for employees:

- **Health and Safety:** The **Environment, Health, Safety and Social Responsibility Policy** reflects our belief that all incidents are preventable. It emphasizes shared responsibility among employees to maintain a safe workplace while complying with health and safety regulations.
- **Code of Business Conduct and Ethics:** Our **Code** serves as a guide to help employees Pursue a Higher Standard by setting out general expectations for high standards of honesty and ethical behaviors in day-to-day activities. The principles form the basis of the Company's more detailed policies and procedures, such as the Equal Employment Opportunity Policy, the Health and Wellness Policy, and the Anti Corruption and Anti-Bribery Policy, to name a few.

Community Engagement

These policies and guidelines support building strong relationships with local communities and Indigenous groups:

- **Community Relations:** Our standardized Community Relations Guidance provides a framework to enable each site to develop tailored strategies that address local needs while aligning with company-wide priorities. These plans help manage social risks, reduce potential impacts, foster productive dialogue, and create sustainable opportunities for communities near our operations.
- **Grievances:** Coeur's **Community Grievance Policy** provides accessible and effective mechanisms for communities, Project Affected People (PAP) and stakeholders to raise complaints or grievances. It provides a process for complaints to be recorded, escalated and resolved fairly and proactively while supporting strong relationships with partner communities and contributing to mutual long-term prosperity.
- **Community Support:** Our Political, Civic, and Charitable Contributions Policy emphasizes the importance of supporting political, charitable, and civic activities in the communities where we operate, provided they are appropriate and comply with applicable laws and regulations. Contributions may include financial support, memberships, or case-by-case funding decisions aimed at building lasting and sustainable communities.
- **Indigenous Relations:** The **Indigenous Peoples Policy** formalizes our commitment to building respectful relationships with Indigenous groups near our sites. It emphasizes meaningful engagement, respect for Indigenous cultures, integration of Indigenous knowledge into planning where applicable, and the communication of opportunities through employment, procurement and training programs.

Continuous Improvement

Our social policies are regularly reviewed to adapt to evolving societal expectations, stakeholder priorities, and regulatory requirements. This dynamic approach supports alignment with emerging challenges while maintaining focus on delivering positive outcomes for employees, communities, and stakeholders.

Health, Safety and Security

Why It Matters

Health, safety and security are essential to the well-being of our employees, contractors and communities. Mining involves inherent risks such as equipment operation, exposure to dust and chemicals, and potential geotechnical failures, which can lead to serious injuries or fatalities. Unmanaged safety exposures can impact our workforce's well-being, disrupt operations, affect compliance and damage community trust. By managing such risks effectively, we foster a culture of care in the Company, meet regulatory requirements, support operational continuity and maintain stakeholder confidence, which contribute to the long-term success of our operations and the Company.

Commitments

Looking to 2025, we aim for simplification and connectivity as we focus on leveraging leading indicators to drive decisions that enhance safety, applying corrective actions and controls and using risk management at all levels.

Our key goal is to solidify our safety culture, advance Health and Safety performance, reduce risk exposure and drive sustainable actions through:

- Supporting seamless integration of Las Chispas operations with alignment on systems and risk framework
- Enhancing maturity of Quality Leadership in Field (QLIF) and critical risk management programs
- Consolidating, standardizing and implementing risk management and hazard identification frameworks
- Expanding operational risk management and incorporate methodology within our Health and Safety System
- Addressing evolving challenges and opportunities related to worker safety, health, and well-being, in the workplace and home
- Continuing to evolve contractor safety management into the overall framework of contractor management and establish key connection points with procurement

Our Approach

Health and Safety Management Systems

Our health and safety strategy is built on ten core elements designed to foster a strong safety culture and further improve workplace safety. This strategy focuses on eliminating exposure and reducing vulnerabilities through proactive measures:

- Critical Risk Management (CRM)
- Information Management
- Process Safety Management (PSM)
- Total Worker Health
- Communication and Reporting
- Training
- Investigation and Controls
- Operational Risk Management (ORM)
- Vendor Management
- Measurement and Quality

Coeur is part of the National Mining Association and has implemented the NMA's CORESafety system, reinforcing our commitment to industry-leading health and safety practices. The CORESafety system has been developed based on recognized management guidelines including ISO Standards, American National Standards Institute, OSHA Standards and Mine Safety and Health Administration Standards among others.



Las Chispas
Sonora, Mexico

Safety Culture

Our safety culture is built on four pillars to promote engagement, risk reduction, and the well-being of our workers:

- **Leadership Commitment:** Our leaders prioritize safety by providing resources, setting clear expectations and modeling safe behaviors
- **Risk Management:** We proactively identify, assess and control risks through regular safety audits and preventive measures
- **Employee Empowerment:** Employees are encouraged to take responsibility for their safety and others, with the authority to stop work or raise concerns as needed
- **Caring About Each Other:** We prioritize the well-being of our colleagues, fostering a supportive environment where everyone looks out for one another

These pillars reinforce a culture where safety is everyone's responsibility and the well-being of our workforce is always the top priority.

Another key initiative was the rollout of Stop Work Authority, inspired by an employee suggestion at our Kensington site. This program standardizes and reinforces accountability across our U.S. sites, helping employees understand their authority and responsibility to stop unsafe work. It also includes a well-being message and clear guidelines for action during Stop Work situations. Additionally, we strengthened our focus on psychological safety by setting clear expectations for employee involvement and empowering workers to speak up without fear of reprisal.

Additionally, our QLIF program presents opportunities for managers to be visible and approachable, presenting opportunities for candid conversations about health, safety and environmental exposures, issues and topics that matter to frontline employees. In 2024, we refined this QLIF program to not only focus on the quantity of interactions but also the quality of engagements.

Key refinements include:

1. Enhanced training for all participants in effective dialogue techniques
2. Updated dashboards to identify trends and patterns
3. Restructured conversation guides to elicit deeper insights

This change drives the culture of care throughout our organization and has led to more managers engaging and more meaningful insights which help us identify root causes and implement long-term, systematic change.

Well-Being

Coeur's focus on total worker health continues to be a strong partnership between human resources and our health and safety teams. We prioritize the proactive evaluation and management of total worker health risks, encompassing thorough assessments across vendors and employees. Coeur's responsibility to total worker health is driven by our goal of fostering an exposure-free, illness-free, safe workplace for all. Coeur's Total Worker Health program integrates occupational health with primary health and wellness to promote a healthy work and home life for our employees and their families. In 2024, our efforts focused on mental health, occupational health and hygiene, vendor safety, musculoskeletal disorder support and well-being specific training.

Additionally, we have engaged third-party mental and physical health care providers for innovative care and confidential counseling resources. This resource leverages technology and clinical best practices to assist our employees and their families and help them gain fast access to highly effective quality care when needed most.

Lyra is Coeur's mental health and employee assistance program, providing employees with support for their mental and emotional well-being. Lyra offers services like therapy, coaching and work-life resources at no cost to the employee.

In 2024, we developed a campaign strategy for musculoskeletal care in coordination with human resources and Hinge Health for U.S. employees enrolled in Coeur's medical plan. Tied to the Occupational Health and Hygiene program, Hinge Health is Coeur's digital, physical therapist-led musculoskeletal care program that provides personalized exercise therapy and support to help individuals manage pain and improve their physical function from the comfort of their own homes.

The focus for 2025 is to continue to educate our workforce on both benefits with regular cadence of communications, and events for our employees to feel empowered in using these voluntary benefits.



Kensington
Alaska, U.S.

Occupational Health and Hygiene

Coeur's occupational health programs focus on proactive health monitoring, risk assessments and the implementation of control measures tailored to the mining environment. Our programs consist of the following: Pre-hire physicals and physical demands testing, annual occupational testing, personal exposure monitoring (dust, noise, heavy metals, chemicals and fumes), biological marker sampling, rigorous return to work protocol and mental health and musculoskeletal services. We evaluate potential health risks such as exposure to dust, chemicals and noise and implement control measures from personal protective equipment (PPE) to help reduce or eliminate exposure through workplace technology adjustments.



Kensington
Alaska, U.S.

The quality of these services is maintained through adherence to established industry standards and regular reviews of health and safety protocols. Our health services are supported by qualified medical professionals who conduct routine health screenings, medical evaluations and fitness-for-duty assessments, allowing for early detection and effective management of health issues.

Access to occupational health services is facilitated through onsite clinics, mobile units, strong relationships with local medical facilities and a dedicated team of health personnel available during working hours, as well as for their families. Workers can report health concerns directly and are provided with responsive medical support when needed.

Our onsite industrial hygiene technicians in coordination with our third-party industrial hygiene consultant regularly conduct personal sampling to help us proactively monitor for any industrial exposure. If an exposure is identified, immediate corrective and long-term preventative actions are taken to reduce future exposure.

By maintaining a structured approach to occupational health, we believe we can reduce the risk of work-related illnesses and injuries and contribute to a healthier, safer, more productive work environment.



Las Chispas
Sonora, Mexico

Vendor Safety

We expect our vendors to meet our health and safety standards and become a partner with shared values and priorities. Our vendor safety management process continues to mature as we make advancements. We communicate our expectations throughout the vendor management engagement processes from pre-qualification to post-project review.

Training

All employees and contractors working with physical exposure to the mining operations are meant to receive extensive safety training during onboarding, with ongoing education tailored to their roles and specific site risks. This targeted training is essential for protecting the health and safety of our workforce, minimizing operational risks and maintaining compliance with industry regulations. In 2024, we invested over 56,000 hours in training across the organization, including both site-based personnel and corporate employees who may not regularly visit operational sites.

Emergency Preparedness and Management

Coeur maintains preparedness plans for a wide range of potential emergencies. Each site's Health and Safety Manager is responsible for updating these plans as needed and reflecting emerging risks. Coeur employees and contractors undergo specific and periodic training of relevant plans. In addition, every site has an emergency response team (ERT) whose members receive at least two trainings per month to strengthen their skills.

Many ERT members are certified emergency medical technicians (EMTs) and can be easily identified on-site by their distinctive hardhats. Members of ERTs are often called upon to serve as paramedics and emergency responders in their local communities.

Our Rochester and Kensington teams participate annually in mine rescue competitions, testing their capabilities in simulated scenarios. Our Kensington team placed 1st in medical and 3rd in field at the Central Mine Rescue Competition held in Kellogg, Idaho. Our Rochester team placed 3rd in fire and 2nd in the B-flight competition at the 37th Annual Nevada Safety Olympiad in Winnemucca, Nevada. These competitions not only sharpen their skills but also reinforce a culture of safety, teamwork and preparedness across our operations.

Risk Management

Our approach to total worker health and vendor management is anchored in a structured risk management strategy, designed to identify, assess and mitigate various health and safety risks to protect our workforce and stakeholders. This strategy is embedded within our CORESafety management system, which integrates safety into our leadership approach and overall culture.

In 2025, we plan to pilot a new risk management approach during daily line-out meetings. Employees will use an action versus impact matrix to prioritize tasks and identify risks. If a risk exceeds the action threshold, a stop work card will be issued, preventing unsafe conditions and reinforcing the connection between risk management and Stop Work Authority. This initiative aims to make risk management a real-time, actionable process rather than just an abstract concept.

Our Critical Risk Management (CRM) program applies a systematic approach to mitigating and controlling risks with the highest potential for significant incidents. In 2024, we improved the program in three key areas:

- **Enhanced Awareness:** Updated program standards and icon symbols to better highlight fatal risk potential.
- **Training and Integration:** Embedding CRM into site-specific hazard training for non-employees and integrating it into our QLIF program.
- **Data Utilization:** Leveraged data analytics to provide management teams with location heat maps, Critical Control Verification (CCV) focus areas, incident comparisons, and exposure area analysis.

By regularly assessing the maturity and effectiveness of CRM, we can help reduce the probability of fatal and serious injury exposures at our operations.

For an overview of our risk management approach, please refer to the **Risk Management** section of this Report.

Health and Safety Monitoring and Reporting

With the support of InterSafe, a third-party safety consultancy, Coeur utilizes the Essential Factors™ investigation methodology to analyze major health, safety and environmental-related incidents, as well as near miss events. This methodology follows an eight-step process designed to uncover root causes and contributing factors through a multifactorial ergonomic model, which examines the interactions between people, equipment, and environmental conditions.

To support consistent application, Coeur has trained a network of lead investigators across the organization. These investigators support leadership in applying the methodology uniformly, leading to measurable improvements in control effectiveness, a greater emphasis on engineering controls and a reduced reliance on administrative controls.

Additionally, the framework supports the development of a culture of learning, emphasizing proactive measures to prevent undesirable events in the future.





Kensington
Alaska, U.S.

Performance and Initiatives

We prioritize verifications as a key leading safety indicator because they play a critical role in identifying potential exposures and confirming that safety standards are consistently met across our operations. By tracking verification data, we gain valuable insights into the effectiveness of our safety protocols and reinforce a culture of vigilance, accountability, and proactive risk management across our organization.

Critical Control Verification

In 2024, we completed 12 percent more health and safety specific Critical Control Verifications compared to 2023. Additionally, with each inspection containing between six and twelve questions pertaining to the applicable critical control, we addressed 14 percent more individual control checks. In 2024, 98 percent of our controls met our quality standard for protection and exposures were identified in only 2 percent of our controls when audited. Of the remaining 2 percent of controls with exposure, 1.6 percent were mitigated immediately in the field and action plans were assigned for the remaining 0.4 percent. These action plans were prioritized based on the hierarchy of controls.

Quality Leadership in the Field

Our health and safety QLIF Interactions also saw a 74 percent year-over-year increase in 2024 compared to 2023. This growth in QLIF activities demonstrates our intensified focus on proactive risk management and leadership around workplace safety protocols. To support our focus on quality over quantity in these interactions, we generated 32 times more action plans from QLIF interactions compared to 2023. We believe this increase reflects the effectiveness of our revised QLIF questions, which now drive more meaningful conversations. These enhanced dialogues result in actionable insights that directly contribute to workplace safety improvements.

Safety Leading and Lagging Indicator Metrics

We also continue to emphasize the importance of near miss and hazard reporting and successfully maintained a high level of employee identified hazards with more than 3,540 records proactively reported and corrected across the Company throughout the year.

In 2024, we maintained 343 injury-free days. We also observed an increase in both our Total Reportable Injury Frequency Rate (TRIFR) and Lost Time Injury Frequency Rate (LTIFR) compared to 2023. As we aim for Zero Harm, we continue to encourage transparency and mandate reporting for all incidents, broadening our insights of potential risks. This proactive approach underscores our commitment to fostering a safer work environment while using incident data to drive continuous improvement.

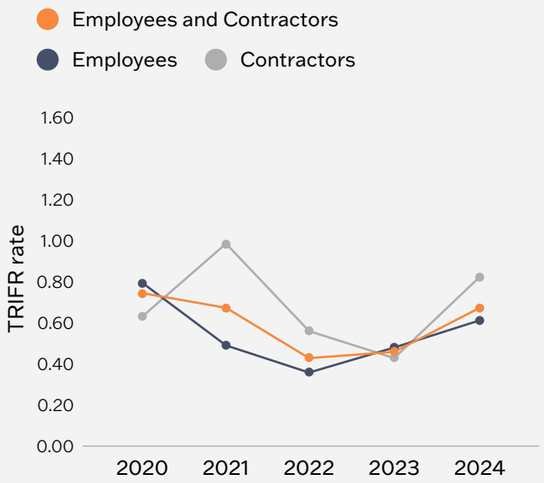
Our commitment to safety is not only about addressing current challenges but also about promoting a culture of continuous improvement. We will continue to assess our safety protocols, incorporate lessons learned from incidents, and adapt our strategies to promote safer working environments for all.

TOTAL REPORTABLE INJURY FREQUENCY RATE (TRIFR) AND LOST TIME INJURY FREQUENCY RATE (LTIFR)

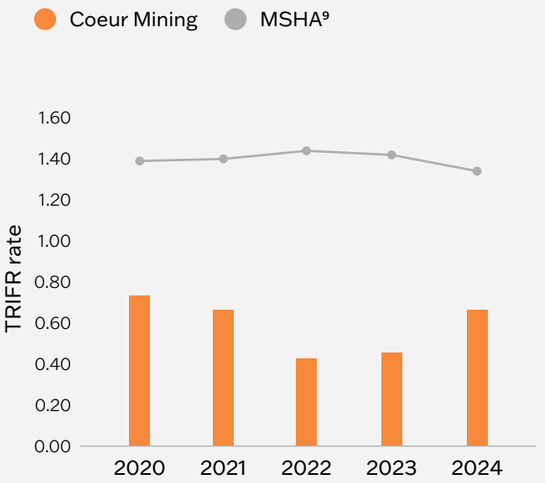
Category	2023	2024
Exposure Hours[20]	8,248,183	6,825,088
Lost Time Injury (LTI)	10	15
Medical Treatment Case (MTC)	9	8
Total LTI and MTC	**19**	**23**
LTIFR	0.24	0.44
TRIFR	0.46	0.67

HEALTH AND SAFETY PERFORMANCE METRICS

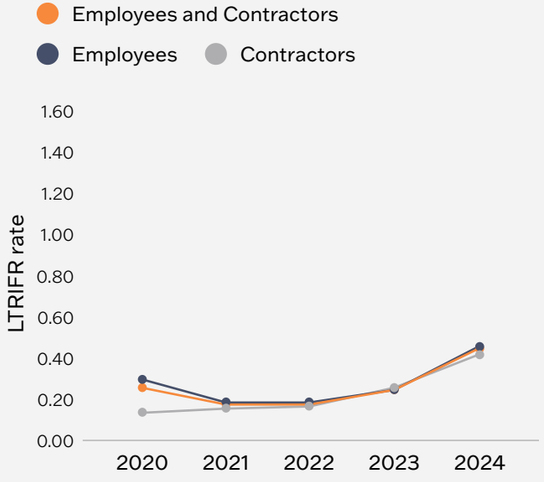
Coeur's TRIFR Performance



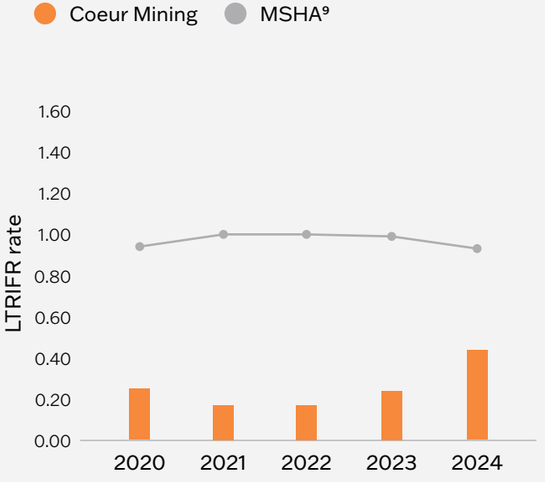
Coeur vs. MSHA Industry Average TRIFR Performance



Coeur's LTIFR Performance



Coeur vs. MSHA Industry Average LTIFR Performance



CASE STUDY

Enhancing Safety Through Process Safety Management

Process Safety Management (PSM) is a structured, disciplined framework aimed at preventing catastrophic incidents like explosions, toxic chemical releases, engulfment, or spills. PSM achieves this by applying a comprehensive set of management systems, procedures, controls, and audits processes that involve handling, storing, moving or manufacturing highly hazardous chemicals.

PSM Program Overview

Coeur's PSM program is based on four key pillars, each encompassing multiple elements that are essential for the systematic identification, control, and management of process hazards:

1. Commit to Process Safety
2. Understand Hazards and Risks
3. Manage Risks
4. Learn From Experiences

Implementation and Key Wins

1. **Risk Identification and Gap Analysis:** Over the past few years, we used PSM's baseline assessments and a Facility Siting Study to identify critical risks, particularly those related to catastrophic events like explosions or toxic chemical releases. This has been key in assessing each site's vulnerability and in implementing mitigation strategies. The study simulates various disaster scenarios to help Coeur better understand site's risk exposure and refine emergency response plans.
2. **Management of Change (MOC) Process Revitalization:** A major milestone was the update and reinvigoration of the MOC process in 2023. This involved a comprehensive revision of the MOC form, risk assessment protocols, and pre-startup safety reviews.
3. **Pressure Vessel Review & Maintenance Program:** As part of an ongoing safety initiative, we conducted a thorough review of pressure vessels across all sites. The review resulted in the establishment of a preventative maintenance program for these vessels, designed to adhere to Recognized and Generally Accepted Good Engineering Practices. These schedules have been implemented across our U.S. sites to reduce the likelihood of vessel-related incidents.
4. **PSM Awareness Training Pilot Program:** To help confirm that employees understood PSM's purpose and impact on safety, we launched a pilot PSM Baseline Awareness Training at our Kensington site. The training aimed to increase general awareness of PSM principles and demonstrate how they could help the site manage risks more effectively. Following the pilot's success, the Company plans to roll out the training program across all sites by 2025.

Improvement in Safety Culture

By integrating PSM into everyday operations, we strengthened our safety culture, with a firm focus in achieving "Zero Harm." The program has led to an increase in safety awareness and a proactive approach to identifying and managing risks, especially those with low probability but high potential consequences. PSM's alignment with broader health and safety goals has fostered a unified, risk-conscious work environment.

Future Direction

The future of Coeur Mining's PSM program includes several key initiatives:

- **Electronic MOC Implementation:** To further streamline and standardize the MOC process, we intend to implement an electronic MOC program across all sites. This will help us document changes, assess risk and properly manage them before implementation. Key documents, such as drawings, data sheets, and standard operating procedures, will be uploaded to the company's Electronic Document Management System (EDMS), creating a centralized repository for improved document control.
- **Continuous Improvement:** PSM is viewed as an ongoing journey at Coeur. Safety systems, processes, and practices will need to evolve over time. The PSM program's ultimate goal is to lower the likelihood of high-consequence events, such as toxic releases or explosions, while improving operational safety in every facet of the business.



- The implementation of PSM at Coeur has significantly advanced our ability to manage process-related risks, protect our workforce and support the integrity of our operations. By rigorously identifying hazards, updating protocols, and fostering a culture of continuous improvement, we believe we are on track to not only meet safety standards but to exceed them.

People and Culture

Why It Matters

Workforce empowerment is crucial to both operational efficiency and safety, making it a key factor for our business and the mining industry. Empowering employees—through training, skill development, and decision-making authority—enhances their ability to contribute to problem-solving and innovation, leading to improved productivity and reduced risks. Additionally, fostering a culture of empowerment strengthens employee engagement, retention, and overall job satisfaction, which are vital in an industry that often faces high turnover rates. Given the complex and high-risk nature of mining operations, we believe an empowered workforce is essential for maintaining safety standards, maintaining regulatory compliance and achieving long-term sustainability goals.

Commitment

By the end of 2025, we aim to:

- Complete a biennial culture survey and identify actions in response to employees' feedback
- Implement new online leadership training platform for superintendent-level and above

Our Approach

Our people management framework outlines key principles and actions across three core components—Empower, Build, and Enhance.

1. **Empower Workforce Development and Career Growth:** Empower employees by providing continued opportunities for skill development, professional growth, and career progression. We do this by providing education, technical training and leadership development opportunities through established career development framework and progression routes. Throughout 2024, the talent development team met with over 100 of our frontline supervisors and superintendents to interview them on their skills and development needs. This has led to a pilot of our first online training platform to be launched in 2025.
2. **Culture of Inclusion:** Build a collaborative, inclusive, and performance-driven culture where employees feel valued, heard, and motivated to contribute to the Company's success. We enable this by establishing open channels for employee feedback, implementing formal recognition programs and encouraging cross-functional collaboration. All employees, including the hourly workforce, is trained through our robust compliance programs to reemphasize the importance of an inclusive culture through topics like 'anti-bullying'.
3. **Enhance Employee Engagement and Retention:** Enhance organizational performance and employee satisfaction through inclusive practices that promote engagement, retention, and long-term success. We foster this by pursuing creative unbiased recruitment strategies, employee training, seeking employee feedback and promoting employee career development.



Palmarejo
Chihuahua, Mexico

Culture

We emphasize open communication and transparency, fostering a supportive and positive work environment where employees are encouraged to share ideas and feedback. Our company culture is focused on Pursuing a Higher Standard.

We Pursue a Higher Standard means:

- Taking a different approach and exceeding expectations
- Creating a safe environment where ethical standards and respectful disagreement is encouraged
- Being motivated to perform at a level you haven't before and inspired to take on big challenges
- Expanding and enhancing our assets and finding new opportunities to improve the Company
- Being accountable while challenging the status quo
- Attracting and developing the best talent
- Striving for impactful results and outcomes while never neglecting the details

Following the results of our 2023 culture survey, we took proactive steps to address key concerns and improve our company culture. We analyzed the feedback and identified common themes and improvement areas. Action items were then assigned to relevant departments, and clear timelines for implementation were established. Key initiatives included enhancing internal communication channels, providing development programming for clearer career paths at all levels of the organization, meetings 'cleanse' to reduce the number of meetings and addressing specific workplace concerns raised by employees. We also held focus group sessions to gather further input and maintain an open dialogue throughout the process. By taking these concrete actions and involving our employees in the solution, we demonstrated our commitment to fostering a positive, supportive work environment that reflects our core values of transparency, respect and continuous improvement.

Inclusion

We believe that a workforce of varied backgrounds, experiences, perspectives and skills can help strengthen our reputation as an employer of choice and foster stronger relationships with stakeholders.

- **Commitment to Non-Discrimination:** We seek to provide equal opportunities for all employees in hiring, promotions, compensation and performance reviews.
- **Recruitment and Talent Attraction:** Our recruitment efforts aim to draw from a broad pool of well-qualified candidates. We collaborate with numerous organizations and offer mentorship, internships and outreach to encourage new talent to pursue careers in our industry.

Define Talent: Coeur Leadership Principles

A successful leader at Coeur Mining…



Protect

Our People, Places, Planet

Lives our safety culture

Works with integrity and follows policies

Has courage to raise concerns

Respects work environment

Leads by example

CONDUCT PRINCIPLES



Develop

Quality Resources, Growth, Plans

Pays attention to details

Delegates effectively

Does what they say they will do

Anticipates what may happen and plans for it

Takes accountability for actions and mistakes

INDIVIDUAL PRINCIPLES



Deliver

Impactful Results Through Teamwork

Collaborates with other teams

Helps others solve problems

Listens to other viewpoints

Communicates clearly

Provides honest and timely feedback

TEAMWORK PRINCIPLES

Local Hiring

We seek to support the communities in which we operate by prioritizing local hiring. By hiring locally, we aim to contribute to the economic development of the regions we are based, while promoting a workforce that is more knowledgeable about the local culture and challenges. Our local hiring initiatives include partnerships with community organizations, training programs and job fairs to tap into the local talent pool. Additionally, we seek to create pathways for career growth within these communities, offering employment opportunities to individuals at a range of levels and disciplines.

- **Supporting Local Economies:** By prioritizing local hiring, we can contribute to the economic development of the communities where we operate, create job opportunities, reduce unemployment, and foster career advancement
- **Fostering Stronger Community Relationships:** Hiring locally strengthens our ties with the community, as local employees are invested in our success, helping us build trust and engage effectively with regional stakeholders
- **Expanding Thought and Innovation:** Our local hiring strategy brings unique perspectives that drive innovation and allow us to better address regional needs with tailored skill sets
- **Offering Career Development and Training Opportunities:** We support local talent by offering training, mentorship, and career progression opportunities, helping employees grow professionally and contribute to both the Company's and the community's long-term success
- **Engaging Youth to Inspire Careers in Mining:** We actively collaborate with local schools, ranging from elementary and high schools to universities and trade institutions, to provide early education about the benefits of the mining industry and the rewarding career opportunities it offers within their local communities

In 2024, we worked with sites to develop clearer guidelines around our definition of "local" with the aim to make collecting data and quantifying local metrics, such as local spend, more consistent. We plan on updating reporting systems accordingly in 2025.

This also is expected to provide a foundation for tracking and measuring formal metrics on our local spending and procurement in these areas. It also offers sites a chance to compare their practices with others, helping us evolve and standardize our efforts across all operations. This is expected to help us more effectively assess our direct economic impact within a geographic region.

50%

of employees hired locally

34% Kensington	**39%** Palmarejo
85% Rochester	**7%** Silvertip
91% Wharf	**46%** Corporate

Workforce Rights and Labor Relations

Coeur is committed to upholding the rights of its employees in accordance with applicable local, national and international labor laws. We believe that the protection of workforce rights is fundamental to creating a respectful and fair workplace. This includes adhering to applicable laws regarding working hours, fair wages, non-discrimination and health and safety standards. Furthermore, we actively encourage our employees to voice concerns related to workplace conditions and provide clear and accessible channels for feedback and resolution.

At the end of 2024, none of our workforce was covered under collective bargaining agreements. We maintain open lines of communication with employees and promote a culture of transparency. We focus on addressing workplace concerns through direct dialogue, allowing employees to express their views. Regular employee surveys, feedback sessions and informal check-ins help strengthen our efforts to maintain a positive and productive work environment. At Palmarejo, a formal 'Workers Committee' was formed in 2024 to increase effectiveness of dialogue.

Employee Retention

At Coeur, we design our employee retention efforts to help increase job satisfaction, loyalty and long-term commitment among our employees. These initiatives typically focus on offering competitive compensation and comprehensive benefits packages, professional development opportunities, work-life balance, and recognition to hep our employees feel valued and engaged in their roles.

- **Building a Talent Pipeline:** Coeur prioritizes building an internal talent pipeline before considering external candidates. Our rigorous succession planning process and talent development team begins the process in September at the frontline supervisor level and continues to review talent across the business and reports progression outcomes of the succession process up to the Board of Directors.
- **Employee Compensation and Benefits:** Coeur offers competitive compensation and benefits to attract, retain and motivate top talent. Our packages support employee well-being and typically align with industry standards, focusing on fairness, equity and transparency. Compensation includes base salary, performance-based bonuses, as well as stock-based compensation for some management-level employees, with regular reviews for pay equity across roles, including semi-annual pay equity assessments and step rate audits. On average, our employees earn 40 percent above the local market rate, with variations depending on location. Our benefits package includes health insurance, retirement savings, paid time off, parental leave and wellness programs. We regularly review and update benefits to remain competitive and meet employee needs.
- **Learning, Training and Development:** Investing in the growth and development of our workforce is essential for the continued success of our people, our business and the long-term sustainability of the mining industry. Our programs help employees in career advancement and address all levels of the organization.
- **Progression Ladders:** At Coeur, we use talent development ladders to identify, nurture and advance employees' skills and career progression within our organization. These tools are meant to provide clear pathways for individuals to grow professionally based on the acquisition of specific skills and competencies, from entry-level positions to leadership roles, while also driving a steady pipeline of skilled talent for the future. These initiatives are critical for fostering employee engagement, retention, and organizational continuity by aligning individual career aspirations with the Company's strategic goals.
- **Onboarding:** Coeur's onboarding process integrates new hires into our operations and culture, covering our values, policies and job-specific responsibilities. Those in mining operations receive specialized training to prepare for their roles. Our goal is to equip employees with the knowledge and tools needed to contribute effectively from day one. We aim to set clear expectations, foster team connections, and provide support to help employees feel welcome and work safely. Regular check-ins during the first 90 days help assess adjustments and refine our onboarding approach.



Wharf
South Dakota, U.S.

Leadership Training

Leadership training programs at Coeur are designed to develop the skills needed for effective leadership at all levels, focusing on decision-making, communication, conflict resolution and strategic thinking.

Our flagship IMPACT Leadership Training, launched in 2018, goes beyond basic leadership development by fostering self-awareness, cross-functional collaboration and organizational growth. This 18-month program brings together a cohort of 20 employees from various locations and functions, promoting varied perspectives and idea-sharing. Participants attend four off-site sessions focused on self-awareness, team dynamics, safety and business understanding. Senior mentors provide personalized guidance throughout the program, helping participants achieve their goals and apply their learning. To date, 197 employees have graduated from IMPACT.

In 2022, we introduced Advanced IMPACT Training (AIT) for senior managers and directors to enhance strategic communication, business acumen, and decision-making in complex environments. AIT uses business scenarios to sharpen leadership skills and foster cross-functional collaboration.

iMPACT

CASE STUDY

Mobile Mechanic Trainee Program

Coeur Alaska's Kensington mine recognized the opportunity to strengthen its maintenance team by developing a pipeline to train and retain skilled mobile mechanics. As a result, Coeur Alaska launched the Coeur Alaska Kensington Mine Mobile Mechanic Trainee Program. The site partnered with the University of Alaska Southeast's (UAS) Associates of Applied Sciences Power Technology Program to create a vocational training program for students interested in working with diesel engine applications. Successful Alaskan student applicants will have their tuition costs covered by Coeur Alaska, receive a monthly stipend while attending the Power Technology Program, and gain valuable, paid, on-the-job experience at a local partner business while not in class. Additionally, they will receive mentorship throughout the program. Upon successful completion, graduates will be offered full-time positions as a mobile mechanic at the Kensington mine.

Launched in 2021, this two-year program has had five successful graduates, and one new student entering the program in 2025. Brayden, one of the program graduates and a current mobile mechanic at Kensington, believes the program set him up for success in his career. "I chose to apply for the Mobile Mechanic Trainee Program because it was the perfect fit for both my interests and future career opportunities," Brayden explained. "I had the opportunity to study something I was highly interested in while receiving full support. The benefits, such as paid tuition and a stipend were beyond helpful. These benefits allowed me to focus on my studies without worrying about tuition bills or finding a source of income while balancing school. The most appealing aspect of the program was the guaranteed full-time job right out of school. This gave me something to look forward to knowing I would have the opportunity to apply my newly learned skills shortly after graduating." The Mobile Maintenance Trainee program is an innovative example of mining, education, and local businesses coming together to support the next generation.



Community Engagement

Why It Matters

Coeur's vision is to build and maintain strong relations with partner communities and local stakeholders, and to contribute to mutual long-term prosperity. It is important to Coeur for stakeholders to experience shared value, collaboration, transparency, confidence and support.

Maintaining the community's trust is critical for operational success throughout the mine life cycle. Without the ongoing acceptance of local stakeholders at every stage, mining projects and operations risk the ability to obtain formal authorizations to advance and operate and mine. Stakeholders are engaged throughout the process to build trust and collaboration throughout the life of mine.

Commitments

Throughout 2025, we aim to:

- Bring value and support to the regions where Coeur's employees live and work
- Maintain unique Community Relations Management Plans for each operation
- Document, track, and uphold commitments made to the communities
- Engage with key stakeholders and provide a clear mechanism for communication and feedback



Kensington
Alaska, U.S.

Our Approach

Community Engagement

Each Coeur site has a dedicated community relations lead to oversee efforts. Depending on the operation's age, location, complexity and social risk, each site may have a varying number of community relations staff to support engagement efforts. The team members are responsible for actively engaging with their communities by building and maintaining meaningful partnerships. They attend meetings, organize community events, support educational and workforce development, offer volunteering and fundraising opportunities, serve on local boards and seek ways to contribute and connect with communities.

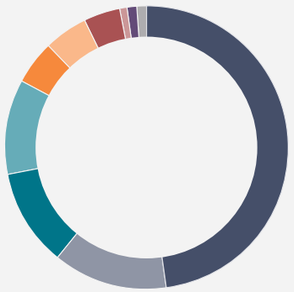
Community Investment

Coeur believes that investing in communities helps to demonstrate the Company's commitment to supporting the regions in which we operate. Each site has a dedicated budget for community investment and the community relations leads are responsible for identifying and evaluating contributions. Community investment at Coeur aligns with our core values by prioritizing stakeholder-driven initiatives, such as supporting local education programs, partnering with regional health services and funding environmental conservation efforts. These investments address both short- and long-term regional goals, mitigate social risks, and focus on creating lasting, positive impacts in the communities where we operate.

Coeur has identified nine priority areas to focus on for community investments:

- Education and workforce development
- Environmental stewardship
- Supporting Indigenous Peoples
- Economic development
- Arts and culture
- Health and social services
- Sports and recreation
- Youth programs
- Local community support

Coeur's Community Investment in 2024



- **48%** Local Community Support
- **13%** Health and Social Services
- **11%** Economic Development
- **11%** Education and Workforce Development
- **5%** Arts and Culture
- **5%** Youth Programs
- **4%** Environmental Stewardship
- **1%** Sports and Recreation
- **1%** Supporting Indigenous Peoples
- **1%** Other



Kensington
Alaska, U.S.

Community Feedback

Effective handling of grievances helps build trust and confidence in a company. Coeur established a standard **Community Grievance Policy** to provide accessible and effective means for communities, groups, and stakeholders to raise and resolve external complaints in a fair, timely and proactive manner. The Policy provides guidance on consistent recording, handling, escalation and resolution of external complaints or grievances. Sites are responsible for training internal staff on identifying, reporting and handling grievances.

In 2024 we received four formal grievances regarding contractor behavior and information sharing with Tribal groups and local community members. In each circumstance, the concern was logged, escalated to the appropriate internal representative and responded to with the objective of full resolution. One grievance was determined to be outside of Company control after further review. Coeur remains vigilant in reviewing opportunities to facilitate the consideration of community, stakeholder and Indigenous People concerns and ideas as we develop tools and communication through the grievance mechanism.

CASE STUDY

Composting Partnership

After conducting a waste audit in 2019, Coeur Alaska partnered with a local composting facility, Juneau Composts, to reduce the environmental impact of the Kensington mine by minimizing the amount of waste transported to the Juneau landfill.

Juneau Composts collects food scraps, yard debris, and paper products, turning them into compost, giving Juneau residents and businesses an option to responsibly manage their waste. Since 2019, Coeur Alaska has diverted nearly 29,000 pounds of compostable waste from the landfill and helped supply Juneau residents with valuable and nutrient-rich soil.

In partnership with Juneau Composts and neighboring mining operation, Coeur Alaska launched a composting program at Kaxdigoowu Héen Elementary (KHE) in 2024.The program was a huge success, diverting 7,923 pounds (or 1,950 gallons) of compostable waste in its first school year.

“Not only does the composting program help us reduce waste at our school, but it teaches our students about sustainable and environmentally responsible practices that they can share with their families at home,” said Katie Koski, Principal of KHE. “We are grateful to Juneau’s mining industry for sponsoring this important initiative at our school community.”



Stakeholder and Community Outreach

Kensington

With education being the primary focus in 2024, Kensington strengthened its partnership with the University of Alaska Southeast (UAS) through several initiatives. These included hosting a site tour for key career and technical education staff, providing guest speakers for UAS’ Intro to Mining dual-credit course for high school students, continuing its investment in the Coeur Alaska Kensington Mine Environmental Science endowment fund to support scholarships at UAS, and collaborating on the development of a new Mining Pathways program for high school students. The Mining Pathways program offers credit reimbursement for high school students seeking to explore careers in mining. It offers three career pathways: diesel mechanics, environmental science and geology. The program is launching in 2025 with a $100,000 commitment from Kensington to fund the introductory diesel and welding courses. The diesel mechanics branch of the program will be a helpful segue into Kensington’s already successful UAS partnership program, the Mobile Mechanic Trainee Program.

Wharf

Similar to Kensington, Wharf focused heavily on educational initiatives in 2024. Wharf welcomed over 15 different groups for educational tours of the mine, including representatives from South Dakota Minerals Industries and American Exploration and Mining Association, South Dakota Mines (SDM) teachers, SDM summer camps, and students from SDM, Western Dakota Tech and Lake Area Technical College’s Heavy Equipment Operators program. Wharf hosted Community Day at the mine, which was attended by over 200 community members and showcased equipment and information on mining. Wharf continues to promote mining careers at local career fairs and community events, and in 2024 reached nearly 2,000 students.



Wharf
South Dakota, U.S.

Rochester

Rochester focused on connecting with community by offering site tours in 2024. Site tours are an effective way to showcase the operation's high standards, educate key stakeholders on modern-day mining operations, dispel misconceptions about the mining industry and to engage in meaningful dialogue. In 2024, the site hosted two student tours for the University of Nevada, Reno, including graduate students from the Deserve Research Institute of Reno and students and staff from the McKay School of Earth Sciences and Engineering. Tours were conducted for Australian delegates, international companies interested in Nevada, and representatives from SME Mining Engineering Magazine as part of media outreach for Rochester's expansion. Rochester was featured in the September issue of Mine Engineering, released during NMA's big MINExpo convention. The tour included subject matter experts providing valuable insights at key production areas.

Palmarejo

While Palmarejo also engages in many traditional community initiatives, such as scholarships, sports teams, and holiday giving, the site is uniquely focused on supporting their community's infrastructure as a way of building community trust and relationships. In 2024 we provided the Palmarejo Ejido (communal agricultural land association) with equipment to maintain their landfill, supported the Chínipas Municipality with paving several roads and streets within Palmarejo and Chínipas, repaired water tanks for the community of Saucillo de Quiñonez, partnered with Franco-Nevada Barbados, which holds a gold stream at Palmarejo, to construct a covered multi-use recreational area for the Palmarejo High School, provided community members with water pipes for road irrigation and cattle watering, clean water tanks, and fencing materials, and supported the local fire brigade with tools and refreshments. Additionally, Palmarejo completed an updated social baseline assessment which will help inform future priorities that offer shared value.

Silvertip

As a strategically important and highly prospective exploration project, Silvertip's focus is on gaining and maintaining trust from the local community and the First Nations. In 2024, Silvertip enhanced the scope of its community support to include small financial donations and in-kind contributions to local wellness and recreation programs, hockey teams, a volunteer-run ski hill, and a seniors' center and women's shelter. For the third consecutive year, Silvertip raised money and awareness about the importance of reconciling with Indigenous Peoples on Canada's National Day for Truth and Reconciliation. In addition, Silvertip hosted events on Canada's Indigenous Peoples' Day and National Day for Truth and Reconciliation—Orange Shirt Day.



Palmarejo
Chihuahua, Mexico

Indigenous Peoples

Why It Matters

Coeur strives to recognize and respect the interests, values, culture, and histories of the Indigenous Peoples in the areas where we operate. From the start of each mining project, we prioritize consultation with Indigenous communities to integrate their perspectives and needs into our planning and operations. We are committed to maintaining open, transparent communication and fostering long-term, mutually beneficial relationships throughout all stages of the mine lifecycle—exploration, construction, operation, and closure—while being mindful of the land and communities we may impact.

Commitments

Finalize and implement the Local Hire and Indigenous Peoples Procurement Standard, integrating it into procurement practices across relevant business units and projects by the end of 2026.

Our Approach

The Company has personnel at the site level who are responsible for Indigenous engagement, including maintaining a system to track and implement commitments and working with the environmental, permitting and procurement teams to achieve outlined objectives. The guiding principles outlined in the **Indigenous Peoples Policy** are a shared responsibility. All Coeur employees are expected to conduct themselves consistent with the commitments outlined in the Policy.

Performance and Initiatives

Kensington

Coeur Alaska, Inc. has a Memorandum of Agreement (MOA) with the Berners Bay Consortium (BBC), which represents three Alaska Native corporations in Southeast Alaska. The MOA, established in 1996 before the mine began commercial operation, aims to foster mutual assistance and promote business development for both the BBC and Kensington. It also emphasizes the importance of training and employment opportunities for BBC shareholders.

The collaboration is successfully executed through essential services such as transportation, security, construction, exploration and development drilling, catering, and housekeeping that are provided through BBC members and their partners. Kensington reports annually on its engagement with the BBC. Kensington regularly sends monthly notices on job openings and supports several training opportunities through the BBC that can lead to full-time employment upon successful completion.

Silvertip

The Silvertip exploration project is located on the traditional territories of the Kaska and Tahltan Nations. Coeur Silvertip has a Socio-Economic Participation Agreement with the Kaska, which has been in place since 2013 and an Impact Benefit Agreement with the Tahltan Nation, established in 2021. To bring these agreements to life, Silvertip hosts events at site and supports and participates in local events such as National Indigenous Peoples Day and Canada's Truth and Reconciliation Day. The employee recruitment and procurement processes emphasize hiring and contracting with well-qualified Indigenous and local people and contractors. Building community capacity and skills are key to community wellness and successful employee recruitment. To this end, Silvertip sponsors Kaska and Tahltan scholarship programs. On an annual or more frequent basis, Silvertip reports on agreement-related work to Kaska and Tahltan leaders.

In addition to the agreement-related activities, Silvertip's Community Relations and Environment and Permitting teams hosted five Environmental Technical Working Group (ETWG) meetings and two Silvertip Monitoring Committee (SMC) meetings in 2024. The ETWG is composed of Kaska, Tahltan and Company representatives. The ETWG is a forum for Indigenous groups and Coeur specialists to discuss Silvertip's environmental activities and to collaborate, develop and refine regulatory applications and plans. Collaborations with ETWG and B.C. mining and environmental regulators informed several key regulatory approvals needed to continue exploration. The ETWG reports out to the SMC. The SMC is composed of ETWG members and B.C. regulators.

CASE STUDY

Goldbelt and Coeur Alaska: Nearly Three Decades of Partnership Supporting Indigenous Prosperity

Coeur has placed deep value on Indigenous partnerships long before formalizing our Indigenous Peoples Policy in 2023. In 1996, fourteen years before beginning commercial operations at the Kensington mine, Coeur Alaska entered into an agreement with a consortium of three Alaska Native corporations to promote open communication and mutually beneficial business opportunities. Goldbelt, Inc., a member of the Berners Bay Consortium (BBC), has maintained two long-standing contracts with Coeur Alaska through the BBC MOA for transportation and security services.

Goldbelt Transportation, a subsidiary of Goldbelt, Inc., provides bus and boat transportation twice a day to the Kensington mine site. The Goldbelt team safely transports employees and contractors across the approximately 36 miles of the scenic upper Lynn Canal. After over a decade of successfully providing boat transportation to the Kensington mine, Goldbelt introduced the Seawolf to their boat fleet in 2019. Constructed in Homer, Alaska, the 74-foot catamaran is the largest vessel built in Homer to date. The fleet expansion allowed Goldbelt to expand services beyond just transportation to and from the mine, to include interim ferry services, charters and more. Goldbelt Security, another subsidiary of Goldbelt, Inc., provides security services for the mine site. Goldbelt Security staff welcome guests, check manifests, screen for prohibited items, and administer breathalyzers to verify miners maintain the high safety standards required by the industry.

“Our vision at Goldbelt is to be a ‘forever company.’ We are focused on building and maintaining a thriving and diversified business portfolio to support our nearly 4,000 shareholders and descendants,” said McHugh Pierre, President and CEO of Goldbelt, Inc. “Coeur Alaska’s partnership is an important component in our Alaska-based operations. The transportation and security jobs for the mine are some of the most coveted in the Juneau region, and the income from Coeur Alaska directly supports our shareholders. Our partnership is a shining example of how the mining industry and Indigenous Peoples can create meaningful and mutually beneficial relationships.”





GOVERNANCE

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Analyst References

SASB EM-MM-510a.1

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 408-1, GRI 409-1

Corporate Governance

Coeur aims to uphold the highest standards of corporate governance and ethical business conduct by embedding accountability and transparency across our governance systems and business strategy.

Board Committees

Our Board is responsible for the oversight of the business and its activities and is actively engaged in the oversight of our enterprise risk management, annual reporting, sustainability reporting, company culture, and employee engagement. The Board and its Committees meet every quarter. Additionally, they conduct an annual review to discuss the Company's strategy, activities, and risks.

Our Board governance structure consists of the following committees to help the Board achieve its responsibilities:

- **Audit Committee**
- **Compensation and Leadership Development Committee (CLD)**
- **Environmental, Health, Safety and Corporate Responsibility Committee**
- **Executive Committee**
- **Finance and Technical Committee**
- **Nominating and Corporate Governance Committee**

The Board is evaluated through a multi-step process of meetings with the Independent Lead Director, self-evaluation, discussion with the Board and Committees, and incorporation of feedback.

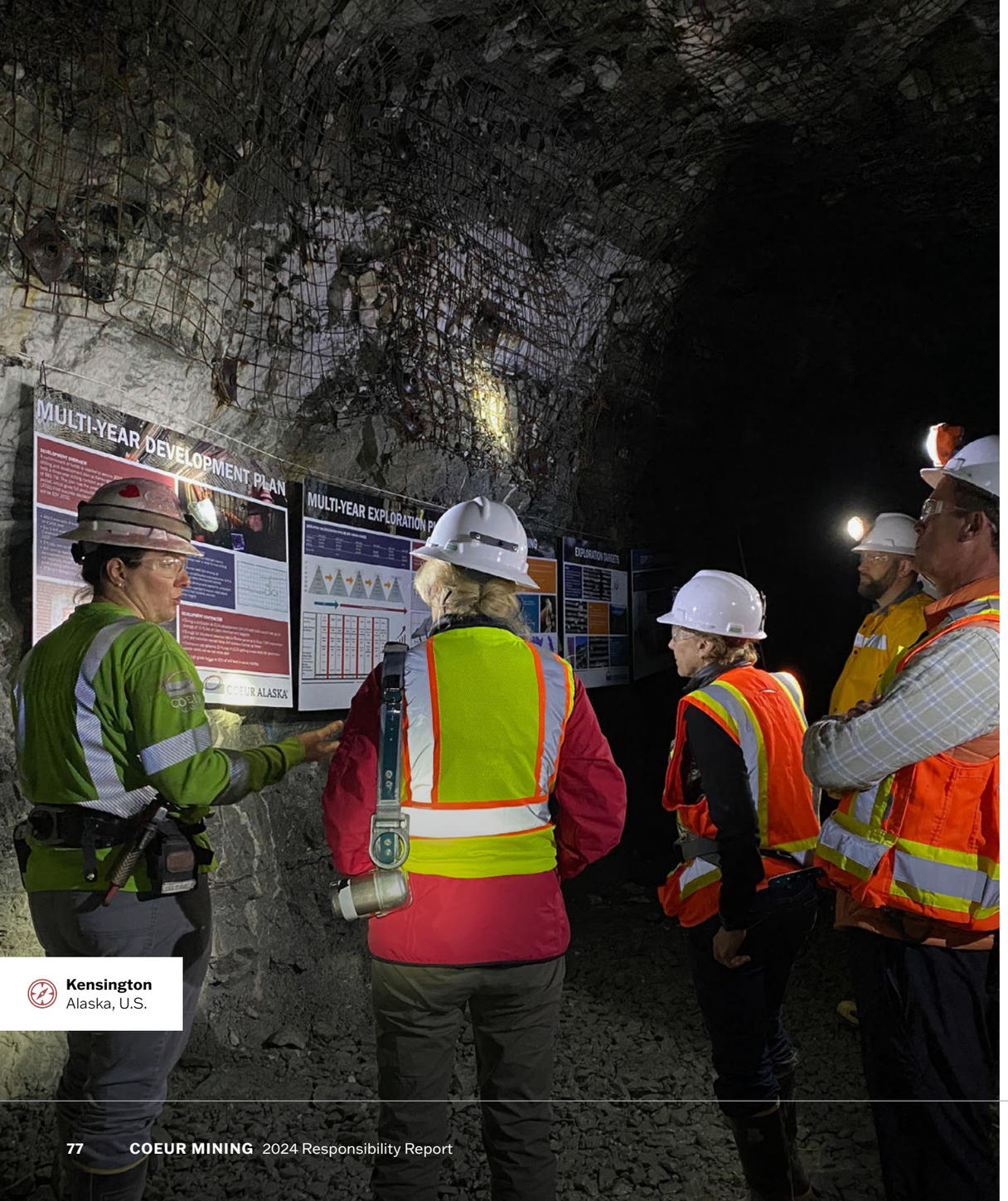
Board Composition

Our Board represents a variety of professional experience, skills, industry background, and viewpoints. Additionally, the Board has technical knowledge and business acumen to demonstrate an understanding of the financial and operational aspects of our Company. We have been intentional in the composition of our Board. A breakdown of Board skills and backgrounds is included in the **2025 Proxy Statement**.

The Board and the Nominating and Corporate Governance Committee are responsible for the nomination of Board members and composition of the Board that follow the criteria and guidelines provided in our Corporate Governance Guidelines. For more information on Board composition, see our **Data Book**.

Our **Corporate Governance Guidelines** and **Code of Business Conduct and Ethics (Code)** apply to our Board and provide a framework for transparency and accountability in addressing conflicts of interest. Board members are expected to comply with the Code and disclose any potential conflicts of interest.





Kensington
Alaska, U.S.

Learning and Development

We provide ongoing learning opportunities for all directors through Board materials, discussions with management, site visits, and other content to provide up-to-date Company information and exposure to industry trends. Directors complete online training programs that cover topics such as anti-discrimination and anti-harassment, inclusion, political and regulatory trends and risks, reserve and resource estimation, cybersecurity, tax matters, financial reporting and fiduciary obligations, among other matters. Additionally, our directors attend programs that are relevant to their duties at Coeur, including programs on cyber risk oversight, corporate governance, ethics, culture and inclusion, corporate responsibility topics, audit matters, economics, crisis management, investor relations and shareholder activism, executive compensation, political and regulatory risks and developments in the U.S., Mexico and Canada, and board best practices.

20%

of the executive's Annual Incentive Plan is allocated to key safety and environmental metrics and initiatives

Executive Compensation

Our pay-for-performance philosophy drives Coeur's executive compensation program. Through this philosophy, we tie compensation to the achievement of our long-term strategic goals and consider the competitive market to retain top talent. The CLD Committee is responsible for reviewing and evaluating pay actions and assesses the approximate mix of compensation elements in consultation with an independent third party, other Board members, management, and review of peers and investor perspectives.

As part of our Executive Compensation Program, the Annual Incentive Plan allocates 20 percent weight to key safety and environmental metrics and initiatives.

In the period 2023–2024, we engaged an independent third-party to provide analyses and recommendations on executive and director compensation. This exercise included an evaluation of our executive officers' base salaries, incentives, and total direct compensation related to the market, improvements on executive officer target award levels, assessment of executive compensation levels against our compensation philosophy and evaluation of non-employee director compensations levels in relation to the market.

Responsibility Oversight

The oversight structure at our company highlights the roles and responsibilities of various teams and committees in driving our responsible and sustainability-related initiatives. It emphasizes the collaborative approach we take to implement effective governance and accountability throughout our organization.



Silvertip
British Columbia, Canada

BOARD OF DIRECTORS

Board oversight of our responsibility strategy and priorities has been incorporated into four standing Board committees

Nominating and Corporate Governance (NCG) Committee
Oversees our governance issues including Board nominations and succession planning

Audit Committee
Oversees compliance and ethics programs and policies, as well as financial reporting controls

Compensation and Leadership Development Committee
Oversees human capital management and executive compensation

EHSCR Committee
Oversees and reviews the effectiveness of our sustainability framework and performance

EXECUTIVE LEADERSHIP

Chairman, President and CEO
Approves and recommends sustainability strategy, goals and targets to the Board and communicates progress to internal and external stakeholders

SVP, General Counsel and Secretary, VP of Environment and Permitting and SVP and Chief Human Resources Officer
Broad executive accountability for sustainability strategy and initiatives and corporate governance

SVP and Chief Operating Officer
Responsible for sustainability performance at the operations, including environmental, health and safety and is the Accountable Executive for tailings management

CROSS FUNCTIONAL TEAMS

Executive Steering Committee
Composed of Executive Leadership Members to support the EHSCR Committee by consulting during the process of developing sustainability goals and strategies, monitoring progress, and facilitating the integration of sustainability principles across the business

Climate Resilience Working Group
A multi-disciplinary team at the managerial level which leads the implementation and monitoring of climate-related activities (including scenario analysis) and integrates climate risk into business decision making.

Tailings Task Force
Composed of a muti-disciplinary team and reports to the SVP and Chief Operating Officer and the EHSCR Committee, this task force was formed to enhance the oversight of our tailings programs and to guide the implementation of industry best practices

EHSCR Committee
Composed of executive leadership and corporate-level employees to oversee the Company's Enterprise Risk Management and internal audit functions, provide input and guidance regarding program deliverables, KPIs, review and approve standards, procedures and templates, assessing and determining control effectiveness and prioritizing emerging risks

SITE-LEVEL

Site managers are responsible for sustainability program implementation, tracking data, and helping to inform a sustainability strategy that is grounded in meaningful action that effectively mitigates social and environmental risks. They also play a key role in identifying, quantifying and implementing energy management improvements

Business Integrity, Compliance and Transparency

Why It Matters

Our business is founded on the core pillars of ethics, compliance, and transparency. Any potential or actual violations of these pillars could result in severe financial, reputational and legal ramifications. We strive to meet these principles in our business practices, reporting and assurance, and integrate them into our responsible mining frameworks and governance.



Rochester
Nevada, U.S.

Commitments

Our commitments are tied to:

- Regular improvement of our Enterprise Risk Management system
- Achieve near 100 percent completion rate for Company-wide compliance trainings

Our Approach

Compliance with laws and regulations is a core principle of our Code. We maintain transparency through mandatory and voluntary external disclosures, as we believe compliance and openness are essential for building trust with investors, communities, and other stakeholders. This commitment contributes to financial and non-financial value to our business.

Our **Corporate Governance Guidelines and Code** have been developed in accordance with the **NYSE Corporate Governance Standards**. We expect all our employees to abide by our values set out in these frameworks and demonstrate a high standard of ethics and integrity in every aspect of our business.

The Audit Committee oversees and recommends Board approval for any changes to be made to the Code and the whistleblower reporting framework. At the management level, our General Counsel and legal team, at a minimum, review our Code and other policies on ethics and governance annually for potential updates. As well, they are responsible for implementing our global ethics and compliance program through collaboration with various teams, including Human Resources, IT and Health and Safety. We monitor the effectiveness of our compliance program through key performance indicators and conduct ongoing evaluations to support its continued improvement and relevance to our employees.

Throughout the year, employees are engaged in in-person and online trainings and receive periodic communications on topics related to ethics and compliance.

Training topics included:

- Code of Business Conduct and Ethics
- Preventing Discrimination and Harassment
- Inclusion (including our ‘Days of Understanding’ events)
- Bystander Intervention
- Human Rights
- Conflicts of Interest
- Fair Dealings with Others
- Insider Trading and Regulation Fair Disclosure
- Anti-Corruption and Anti-Bribery
- Cybersecurity



Silvertip
British Columbia, Canada

Code of Business Conduct and Ethics

Our **Code of Business Conduct and Ethics** guides employees in upholding high ethical standards and conducting business in line with our principles. It emphasizes compliance with applicable laws and regulations, fosters an inclusive workplace free from discrimination and harassment and establishes the process for handling conflicts of interest. The Code also underscores the importance of protecting confidential information, providing for financial integrity, and engaging in fair dealings with business partners. Employees are encouraged to seek guidance on ethical matters and report concerns without fear of retaliation.

To confirm understanding and adherence, employees must complete training and formally acknowledge the Code annually.

Anti-Bribery and Corruption

Coeur upholds a zero-tolerance policy towards bribery, corruption and fraud. Our employees receive periodic training on anti-bribery and anti-corruption and we also engage our business partners on these principles through our **Supplier Code of Business Conduct**. We designed our compliance and ethics program to align with the U.S. Foreign Corrupt Practices Act and Mexican anti-bribery laws. Through policy enforcement and training, we are actively engaged in mitigating our risks in sites located in regions with a low score on Transparency International's Corruption Perception Index[21]. We conduct risk assessments periodically to support compliance with our Code. In 2024, there were no confirmed incidences of corruption.

Whistleblower Policy and Hotline

To support a safe and ethical working environment, we provide multiple channels for employees to speak up regarding any incidents that may violate our Code, policies, or any applicable law or regulation. Our **Reporting Potential Misconduct policy** provides employees and non-employees with mechanisms to anonymously report on matters of concern. We uphold a firm no retaliation policy and have protections in place to support the integrity of the process. Any person who engages in retaliatory behavior will be subject to disciplinary action under our policies.

Employees can report any concerns to their supervisor, Human Resources team, or legal team. Additionally, employees can confidentially report to the General Counsel by mail or email, or report through the electronic portal accessible via computer and phone. Anonymous reporting channels are managed by an independent third party to support the maintenance of confidentiality.

We follow established processes to respond to reports. After the report is received, depending on the nature of the report, the responsibility to investigate is assigned to internal audit, human resources, operations or legal department. Post-investigation, a summary of findings is prepared, and corrective actions are to be taken. The General Counsel consolidates all legitimate reports and shares a summary with the Chair of the Audit Committee on a quarterly basis. We follow a separate process for exceptions, such as for reports on the General Counsel or Chair of the Audit Committee. Furthermore, the Vice President of Internal Audit and Risk is authorized to escalate any actual or alleged violation of the law or Code to the Audit Committee.

Our compliance team tracks whistleblower report statistics to assess the effectiveness of policies and provides trainings and surveys to improve employee awareness. For more information on reporting and the investigation process, please see our **Reporting Misconduct policy**.

Call our anonymous hotline

MX: 800-681-8172

US and Canada: 844-979-4935

Submit a report electronically

Computer: www.coeurhotline.ethicspoint.com

Phone: www.coeurhotlinemobile.ethicspoint.com



Las Chispas
Sonora, Mexico



Kensington
Alaska, U.S.

Political Spending

As part of our efforts to engage with our stakeholders, we work with policy makers across different government levels to build their awareness on what responsible mining can look like, and the issues that are critical to our business, our stakeholders and the mining industry.

The Board oversees our political spending as per the processes outlined in our Corporate Governance Guidelines. In accordance with U.S. federal law, we do not provide any corporate contributions to candidates or political parties in federal elections. At the state and local levels, we may provide contributions and communicate our views on legislative proposals that affect our business, including abandoned mine lands and critical minerals. Any Coeur involvement in the political process or policy making is driven and checked by our ethical standards.

Coeur maintains a bipartisan Political Action Committee (Coeur PAC) that allows eligible employees, directors, and other individuals to contribute to the campaigns of U.S. federal candidates who support responsible mining public policy initiatives. Employees are not reimbursed for their PAC contributions. Disbursements by Coeur PAC are made based on the interests of the Company and its stakeholders, and do not involve any personal agendas of any employee.

Coeur pays regular dues to maintain memberships with various trade and industry organizations in the U.S., Canada, and Mexico, including the National Mining Association and the American Exploration and Mining Association. These dues may partially fund state and federal lobbying efforts or political expenditures undertaken by these organizations on behalf of the natural resources industry. While Coeur's perspectives may not always align with those of these groups, we are committed to fostering open communication and engagement within the sector. By working together and sharing insights, we aim to promote a more responsible industry and achieve the best outcomes for our Company.

For disclosures on political spend, please see the **Data Book**.

Risk Management

Why It Matters

Risk management is critical for our business to operate responsibly, sustainably and profitably. It helps protect the safety and health of our workforce, drives regulatory compliance and reduces the likelihood of accidents. Effective risk management helps minimize disruptions from equipment failure, weather or labor shortages, maintaining continuity and reducing downtime. It also protects against cost overruns, project delays and market volatility, securing our financial stability. By addressing risks, we can mitigate potential legal liabilities, fines and reputational damage, supporting long-term business resilience and operational efficiency.

Our Approach

Governance

At Coeur, risk management is governed across the organization through a combination of policies and dedicated individuals in risk-focused roles. The Board, as well as its subcommittees regularly review key risks across key business areas.

Coeur's Risk Management Standard sets out the process for designing, implementing, monitoring, reviewing and continually improving risk management throughout the business.

Coeur's Risk Management Policy, read in conjunction with the Risk Management Standard and Procedure, demonstrates holistically that management of risk is a critical part of our business decision making. Additionally, our Risk Management Procedure defines how to implement the minimum risk management requirements across Coeur in accordance with the Risk Management Policy and Standard.

Coeur uses the Three Lines Model in tandem with audit functions to strengthen oversight, improve risk management processes, and ultimately increase governance across the organization.

At the corporate level, the executive leadership team is responsible for setting organizational objectives, overseeing key risk management scenarios and promoting compliance across the business. As well, our Risk Management Steering Committee, composed of cross-functional representatives, supports the review of strategic risk management plans and contributes to the corporate operational risk register. The Internal Audit Team provides independent assurance regarding the effectiveness of the controls and management.

At the site level, the General Manager sets objectives and targets, integrates risk management into decision-making and oversees risk reporting. Designated site personnel—Risk Owners, Control Owners, and Risk Champions—are responsible for managing and monitoring risk-related activities within their areas. These roles are essential in identifying, assessing and mitigating risks, implementing effective controls and sustaining ongoing operational stability and compliance.

To promote effective execution of the risk management framework, ongoing training is provided to key roles at site and to the executive leadership team, equipping them with the skills and knowledge needed to address emerging risks and maintain robust risk management practices.





Wharf
South Dakota, U.S.

Risk Management Systems

Our risk management framework, rooted in ISO 31000, is designed to identify, assess and mitigate economic, environmental and social risks while also capturing opportunities. It combines Operational Risk Management (ORM) and Enterprise Risk Management (ERM) to provide a comprehensive approach, from daily operational challenges to broader strategic risks. A key strength of the framework is the bottom-up flow of information from sites to head office, enabling early identification of key risks and opportunities. This approach improves our response to emerging risks and strengthens communication across the business.

The ORM program focuses on identifying and mitigating risks directly associated with our operational activities, including those related to internal processes, systems, people and external events that could hinder operational objectives. The outcomes of ORM reviews contribute to the ERM register, particularly for Health, Safety, and Environment (HSE) and social license to operate. This program emphasizes a bottom-up approach, encouraging employees at all levels to report risks and contribute to identifying solutions.

The ERM program focuses on organizational-level risks that could impact our strategic objectives and long-term sustainability, including economic, financial, compliance and strategic risks. This program takes a top-down approach, aligning risk management with our business strategy and goals. It helps us prioritize and address risks that could impact long-term success, while maintaining open communication between the corporate and operational levels.

While ORM focuses on immediate operational risks, ERM considers long-term, enterprise-wide risks. Together, the two programs provide a holistic view and integrated approach to risk management across the organization.

Review Process

Coeur completes bi-annual reviews of critical risks that could potentially impact its business activities and financial position. The Corporate Manager of Risk Management works with each site's Risk Owners and Risk Champions to identify, monitor and update risks.

The resulting risk map is presented to and approved by the Risk Management Steering Committee, providing confidence that the appropriate risks are covered, monitored and managed. During each review period, the risk mapping may be modified to reflect the action plans put in place or any emerging risks identified. Emerging risks, which may arise from trends or unexpected events, are often characterized by uncertainty in probability, expected loss and potential impact.

This iterative process makes it possible to integrate risks related to actual or potential changes, whether operational, regulatory or industry specific.

RISK MANAGEMENT SYSTEMS

PRINCIPLES

- Risk management is everyone's responsibility at Coeur
- This framework can be applied to any discipline or area of our business
- Iterative and interactive approach

OBJECTIVES

- Understand
- Identify
- Assess
- Action
- Engage

PARTICIPANTS

- Executive Leadership Team
- General Managers
- Risk Management Steering Committee
- Risk Champions, Risk Owners, Control Owners
- Audit Team
- Employees

TOOLS

- Risk Workshops
- Risk Database Software
- Communication and Monitoring

RESULTS

- Organizational strategy and risks are aligned
- Visibility of Risk Profiles across the organization

Performance and Initiatives

In 2024, we made key advancements in our risk program and overall business operations. The adoption of an Action vs. Impact risk matrix improved our ability to effectively prioritize risks by moving beyond traditional consequence-based assessments, offering a more actionable understanding of risk priorities. By integrating multiple risk portfolios, including ERM, ORM, and Risk Engineering, we streamlined our risk management approach, enabling more effective cross-functional collaboration.

We also introduced artificial intelligence (AI) into our risk analysis processes, enhancing our ability to identify, anticipate and respond to both threats and opportunities while boosting effectiveness of risk controls. Additionally, the transition to a dedicated risk management software risk management software, improved our tracking, monitoring and reporting capabilities, making our risk management more efficient and accurate.

To further refine our approach, we conducted a baseline risk culture assessment, which provided valuable insights into our current practices and identified future improvement to strengthen our risk management culture.

Strategic Priorities in 2025

Looking ahead, in 2025, we will focus on further developing our risk culture to follow a change driven approach. This aims to redefine risks as factors that can impact business objectives, rather than just isolated events. The transition supports a proactive and standardized approach to managing risks across the organization, enhancing our ability to adapt to change and drive long term business resilience.

Other strategic priorities in 2025 include the integration of Las Chispas into our risk framework, control effectiveness reviews for key material risks and enhancing our horizon scanning framework in collaboration with our Risk Management Steering Committee.



Las Chispas
Sonora, Mexico

Human Rights

Why It Matters

At Coeur, we are focused on respecting and upholding the dignity, well-being, and human rights of all individuals, communities and groups affected by our operations. This includes, but is not limited to, the rights to life, liberty, security, freedom of association, fair wages, safe working conditions and access to remedy for any human rights violations. Our actions, policies and practices are informed by internationally recognized standards, including the International Bill of Human Rights, the Universal Declaration of Human Rights and the UN Voluntary Principles on Security and Human Rights.

We strive to pay careful attention to particularly vulnerable groups who may be disproportionately affected by our operations. Our policies aim to treat these groups with dignity and respect while preventing any form of exploitation, discrimination or harm, whether in our operations or throughout our supply chain.

We maintain a zero-tolerance policy for human rights abuses across our locations, with business partners and throughout our supply chain. We do not tolerate child labor and forced labor and uphold employees' voluntary freedom of association. Our commitment to human rights is embedded in our company values and informs our decision-making across our business.



Kensington
Alaska, U.S.

Our Approach

Governance

Human rights are a priority for Coeur and are overseen by the SVP and Chief Operating Officer and the SVP and Chief Human Resources Officer, under the oversight of the CEO. The EHSCR Committee is responsible for overseeing the Policy and programs concerning human rights matters. The Committee helps to align our policies and practices with international human rights standards and guides our company-wide approach to ethical business conduct.

Our **Human Rights Policy** explicitly commits to respecting human rights across our activities. This commitment is central to our approach to ethical business conduct and is embedded in both our corporate governance and operational strategies.

Risk Assessments

We integrate human rights risk assessments into our business processes to proactively identify and address potential risks across our operations. These assessments are conducted annually and cover both direct and indirect impacts on employees, local communities and other stakeholders. If emerging risks are identified, we develop targeted mitigation plans to address them promptly.

Respect for Workers' Rights

We are committed to maintaining high standards of labor rights across our operations. Through our **Code of Business Conduct and Ethics**, we are committed to:

- Non-discrimination and equal treatment for employees
- Fair wages and safe working conditions aligned with our zero-harm principles
- Workplace safety through rigorous training, regular safety audits, and continuous improvements to our health and safety protocols

We also provide training on human rights, covering topics such as the prevention of forced labor, child labor, and harassment, so that employees better understand their rights and the Company's expectations regarding workplace behavior.

We maintain a zero-tolerance policy for human rights abuses across our locations, with business partners and throughout our supply chain.



Palmarejo
Chihuahua, Mexico

Community Engagement and Consultation

Engagement with local communities is a central part of our approach to human rights strategy. We prioritize open and transparent communication to seek to understand local communities' concerns and mitigate potential negative impacts resulting from our operations.

We have implemented a community grievance mechanism that allows individuals to confidentially report human rights concerns. We will continue to monitor and review these policies to maintain their integrity and responsiveness to community needs.

Supply Chain and Third-Party Risks

We expect our suppliers to share our commitment to human rights. All of our suppliers are required to adhere to our **Supplier Code of Business Conduct and Ethics** which addresses key human rights issues such as forced labor, child labor and worker safety.

To strengthen oversight and extend our human rights standards throughout our value chain, we conduct periodic vendor screenings and have a due diligence process that includes evaluations of suppliers' human rights programs and related considerations.

Monitoring and Transparency

To continue improving, we monitor the number of grievances received, the resolution time for those grievances and the frequency of human rights training for employees. These metrics help us monitor our performance, identify gaps and continue to improve our human rights practices.

Our risk management program is meant to provide effective remedies for human rights impacts that may arise. We maintain the following systems and controls to help prevent human rights-related incidents:

- Formal policies, procedures and training on human rights, ethics, reporting misconduct, environmental, health and safety and Indigenous Peoples
- Robust health, safety and environmental management practices tailored to site-specific risks
- Systematic hiring and onboarding processes, including supervisor training
- Compliance with relevant labor laws and workforce regulations
- Anonymous whistleblower hotline (internal) and site-specific grievance mechanisms (external)
- A vendor selection process and Supplier Code of Conduct
- Crisis management protocol to prevent and address emerging issues

We remain committed to ongoing monitoring and stakeholder engagement to maintain a policy that is impactful and aligned with evolving global standards.

Economic and Business Resilience

Why It Matters

The success of our Company hinges on its ability to perform economically, manage risks effectively and navigate business challenges. Rapid shifts in macroeconomic conditions and geopolitical dynamics demand agility and a focus on bolstering financial resilience. Companies must carefully balance cash flow management with meeting evolving regulations and addressing growing investor expectations. These dynamics also present an opportunity to drive innovation and create value. In the mining industry, decarbonization and the broader climate transition offer a chance to lead in sustainable practices while providing the necessary metals to support a transitioning and technologically driven economy ultimately strengthening long-term competitiveness and resilience.

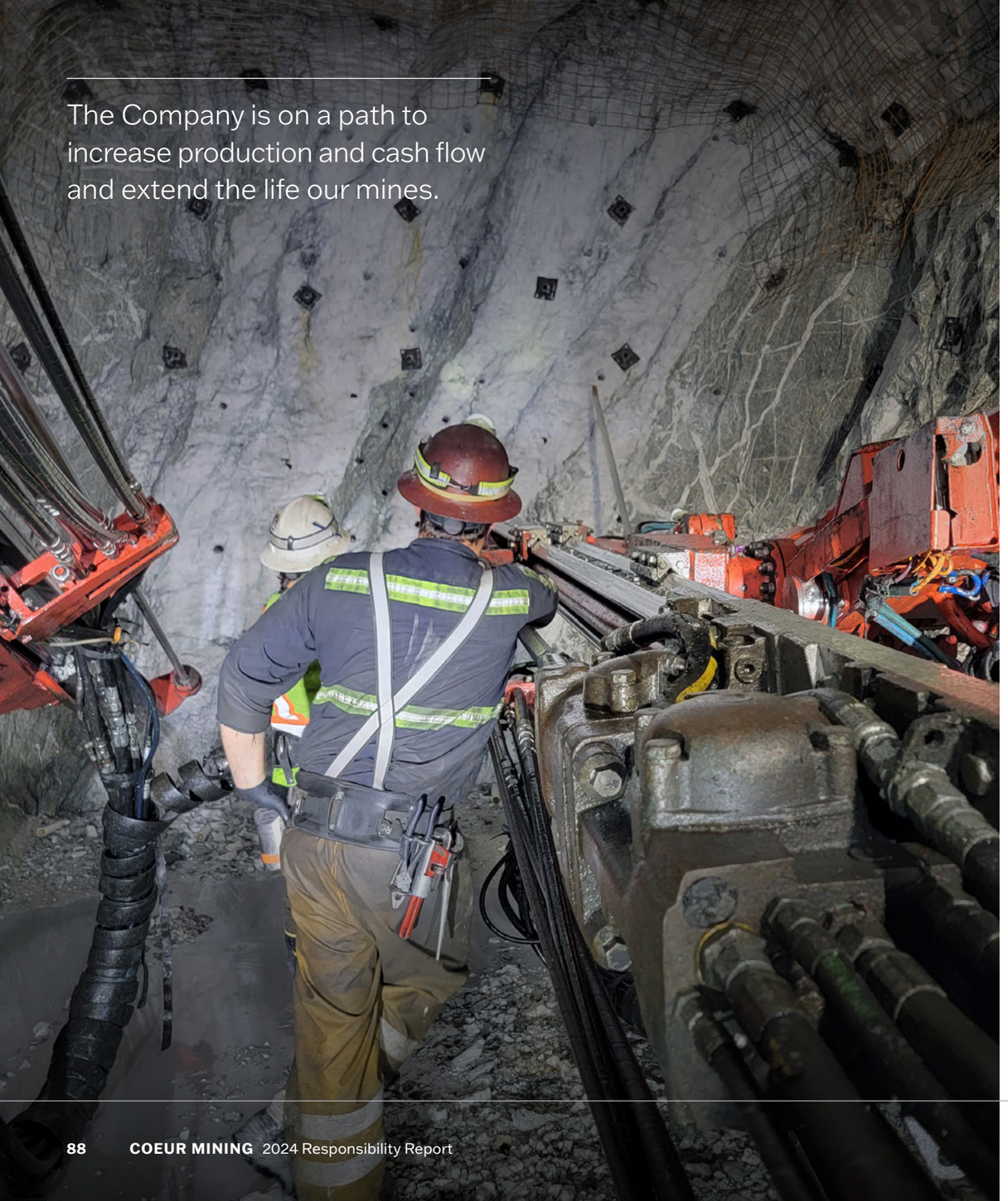
Our Approach

At Coeur, we assess economic and business resilience in the context of sustainability performance, emphasizing the importance of our social license to operate. As part of our internal enterprise risk process, we strive to manage risks that can be linked to our economic and business resilience including regulatory, corruption and fraud, access to water, climate change related impacts and land management, among others.

Our Board is responsible for overseeing our long-term strategy and capital allocation. Strategy is discussed during the Board's annual meetings, which include a focused review. The Board takes into consideration of alignment on key initiatives with the Company's strategy and capital allocation framework when approving significant actions.

To make informed decisions, the Board actively seeks regular insights from leading investment banking firms, equity research analysts, precious metals research analysts, and other experts in the mining sector.





The Company is on a path to increase production and cash flow and extend the life our mines.

Contributing to Economic Resilience

As a mining company, our economic health heavily depends on the market prices of gold and silver. As actively traded commodities, they frequently experience price volatility due to factors outside our control such as the strength of the U.S. dollar, global currency values, and global and regional demand and production. Additionally, Exchange Traded Funds allow for large and small investors to hold gold and silver and, therefore, affect prices. Interest rates on other asset classes, expectations of the future rate of inflation, and government decisions regarding bank holdings also affect gold and silver prices. With our revenue solely relying on the sales of these metals, our operations and cash flows can fluctuate with changing prices.

The macroeconomic conditions in 2024 significantly impacted on our financial results, while we also achieved high production levels and advanced key initiatives, including completion of the multi-year expansion of the Rochester operation, while transitioning to positive free cash flow and beginning to deleverage our balance sheet after a period of elevated investment in expansions and exploration. Given the limited lifetime of mines, our ability to grow our revenues and cash flows depends on the success in expanding our existing operations, acquiring new assets, and developing exploration projects or new mining properties. In 2024, we focused on delivering predictable operating and financial results across our portfolio in line with production and cost guidance ranges. We also accelerated incremental high-return exploration investments at Kensington, Palmarejo, Wharf, and Silvertip. Over the past five years, we invested over $285 million in exploration, which drove significant reserve and resource growth.

With the Silvercrest acquisition and ramp-up of the Rochester expansion, we expect to generate production of over 400,000 ounces of gold and 18 million ounces of silver in 2025.[10] The Company is expected to generate ~$700 million of EBITDA and ~$300 million of free cash flow in 2025 at lower overall costs and higher overall margins.[22] The acquisition is expected to contribute to reducing our debt and leverage ratio, enabling greater economic and business resilience.

Beyond financial performance, we are deeply committed to the long-term success of our communities where we operate. Our investments in local infrastructure, education, healthcare, and economic diversification aim to create positive impacts that extend beyond the life of our mines. By prioritizing community well-being and sustainability, we believe we strengthen the resilience of both our business and the regions we serve, fostering shared growth and opportunity. For more details, please refer to the **Community Engagement** section.

Responsible Value Chain



Kensington
Alaska, U.S.

Why It Matters

The mining industry faces significant social and environmental risks and opportunities across the value chain, including climate change, waste management, land-use change and human rights. Increasing scrutiny from investors, policymakers, and reporting frameworks makes strong due diligence and engagement practices increasingly important. Through our value chain engagement programs, we strive to conduct business ethically, comply with all legal requirements and fulfill our social and environmental commitments. We work with many vendors across exploration, processing and transportation, prioritizing suppliers who uphold our standards on human rights, safety and ethics.

Our Approach

Our **Supplier Code of Business Conduct and Ethics** extends our high standards on responsible mining to our suppliers and outlines our expectations on how they conduct their activities.

Our expectations for our suppliers are aligned with our three strategic pillars:

Protect

- Health, safety, and environmental practices
- Respect for human rights
- Bring value to the communities in which we live and operate

Develop

- Workplace standards and practices, and compliance with the law
- Proper use of Company assets and information
- Accuracy of business records

Deliver

- Adherence to business ethics
- Compliance with gratuities guidelines
- Extension of Supplier Code to subcontractors

Suppliers are also required to abide by Coeur policies including our **Environmental, Health, Safety and Corporate Responsibility Policy**, **Indigenous Peoples Policy** and our **Human Rights Policy** as well as with applicable laws, rules, and regulations of the locations in which they operate. As part of its strategic risk management oversight, Coeur's leadership reviews the Company's strategic supply chain operations, key risks and programs to increase our value chain resilience.

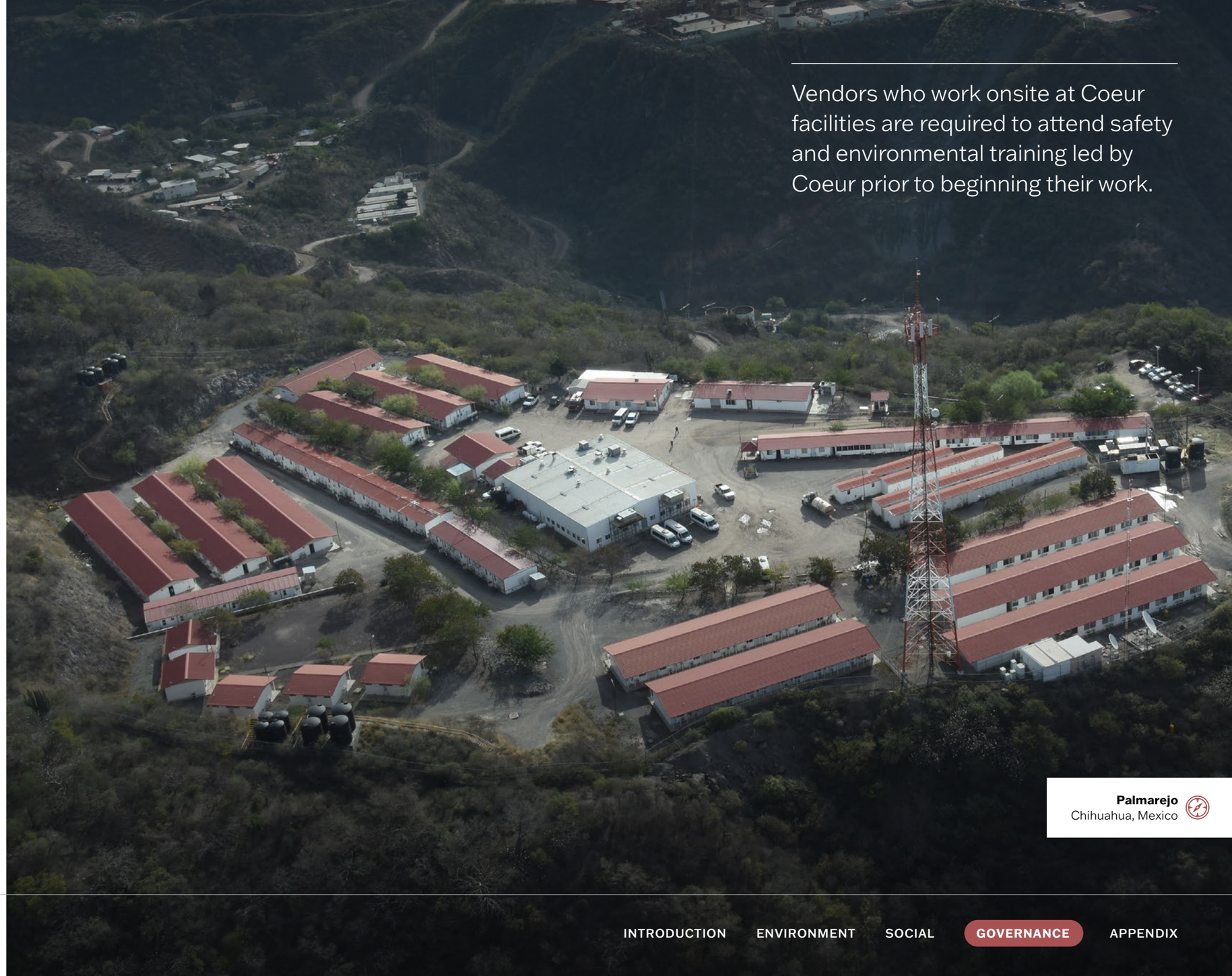
Supplier Due Diligence

Through our rigorous screening process, vendors are placed in one of three categories depending on the degree of health, safety, and environmental exposure and risks that are associated with their scope of work for the Company. Each category entails specific screening requirements and subsequent standards that a vendor must meet to qualify for working with us. To promote compliance with our standards and the Code, we also conduct an ongoing due diligence process for our vendors. The process involves periodic checks to verify that our vendors maintain their compliance and the required certifications, insurance, and documentation to complete their work. Failure to maintain compliance can lead to termination of contract.

Supplier Training and Upskilling

Vendors who work onsite at Coeur facilities are required to attend detailed safety and environmental training led by Coeur prior to beginning their work. Additionally, as part of our corporate responsibility initiatives, we invest in local education and upskilling to build the capacity of local workers across our locations. This initiative helps to develop a pipeline of future workers for our Company, our vendors and the wider industry.

By providing learning and career opportunities to local workers, we strive to continue to grow and strengthen our relationships with our communities, Indigenous partners and local stakeholders.



Vendors who work onsite at Coeur facilities are required to attend safety and environmental training led by Coeur prior to beginning their work.

Palmarejo
Chihuahua, Mexico

Cybersecurity and Data Privacy



Why It Matters

We rely heavily on our Information Technology (IT) systems in all aspects of our operational work. Vulnerabilities and potential disruptions in our IT systems can lead to production downtimes, operational delays, operating accidents, the compromising of confidential or protected information, corruption of data, security breaches, and other manipulation or improper use of our systems, equipment and networks. Additionally, the financial losses from cyberattacks and the recovery or replacement of networks can have a significant adverse effect on our financial condition.

Globally, legislative and regulatory requirements are anticipated to grow as a response to the predicted increase in the rate of cybercrimes. New legal requirements would also require rapid adjustment for organizational compliance. It is, therefore, imperative that, as an organization, we take measures to protect our systems, build resilience and establish mitigation protocols.

Commitments

Achieve 100 percent completion rate for cybersecurity trainings

Our Approach

Our Senior Director of Cybersecurity and IT Infrastructure oversees our cybersecurity program, Enterprise Risk Management (ERM) and operational technology risk assessments for cybersecurity, and security monitoring and vulnerability assessment for third-party firms. The Senior Director reports to our General Counsel, regularly engages with other executive management on cybersecurity issues, and provides quarterly updates to the Board Audit Committee on cybersecurity emerging risks, strategies, key initiatives, incidents, training and compliance. Executive management and other senior leaders participate in the semi-annual updates on cybersecurity risk and strategy to our ERM risk register. The updates are presented to our Board on an annual basis for discussion and feedback.

Cybersecurity Practices and Training

Through our cybersecurity program, we assess, identify and manage material risks from cybersecurity threats within our own systems as well as those of our third-party service providers. This involves several actions, including security monitoring, vulnerability assessments, patching and security upgrades, and deployment of network defenses. We partner with third-party cybersecurity vendors to build our capacity in monitoring, remediation, and response. We regularly engage with consultants to conduct cybersecurity maturity assessments and penetration test exercises, and act on recommendations for improvement. The cybersecurity program is integrated into our ERM and site-level operational risk management processes and is reviewed periodically by our Internal Audit team.

Our Cybersecurity Incident Response Plan (CSIRP) provides a standardized framework to respond to cybersecurity incidents; we conduct tabletop exercises to practice our response. The CSIRP is reviewed at least annually by our Senior Director of Cybersecurity and IT Infrastructure. Incidents that meet our reporting thresholds are escalated within the Company, and when relevant, reported to the Audit Committee Chair.

In 2024, a total of 10,842 modules were completed. We also added new mandatory training courses for all employees on cybersecurity topics including multi-factor authentication, third party risk, smishing, supply chain attacks, phishing simulations, and deepfakes, among others. Nearly 100 percent of employees completed the 11 mandatory modules.



Rochester
Nevada, U.S.



APPENDIX

IN THIS SECTION

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Glossary

Term	Definition
Climate Change Scenario Analysis (CCSA)	A method used to create and analyze multiple plausible future scenarios based on differing assumptions, to understand the risks and opportunities associated with climate change.
Environmental Incident Reporting and Investigation	The systematic process of recording, investigating, analyzing, and addressing incidents that caused or could cause harm to the environment.
Environmental near miss	An event that had potential to become an incident, but where such a result was averted or avoided.
Environmental permit excursion	An overarching compliance term that collectively includes permit discharge exceedances and non-conformances. • **Permit Discharge Exceedance:** An event or operational disruption where a chemical constituent was discharged in effluent to a receiving water body or other environmental media at a concentration not within a permit-specified numeric concentration. • **Environmental Non-Conformance:** An event or operational disruption that deviated from a permitted or regulated circumstance that resulted in an externally reportable event.
Environmental release	Spill incident that was not contained and entered the environment via bare ground, land, water, or other entry point.
Heap leach	A mining process used to extract silver and other compounds from ore. A leaching solution is applied to the ore, that dissolves and recovers the target minerals.
Integrated mine closure	A process that involves planning for mine closure as an integral part of the mine's operations.
Interferometric Synthetic Aperture Radar (InSAR)	Remote sensing technique used to measure ground deformation and create detailed maps of surface topography.
Lost Time Injury Frequency Rate (LTIFR)	A safety metric used to measure the frequency of lost time injuries in the workplace over a specific period relative to the total number of hours worked.

Term	Definition
Materiality assessment	Process used to identify and prioritize the most significant environmental, social, and governance (ESG) issues that could impact the company and its stakeholders.
Reagent consumption	The process of using chemical reagents to cause a chemical reaction.
Reclaimed mine tailings facility	A site where tailings have been stabilized and repurposed for beneficial use.
Tailings	Waste materials left over after the extraction of valuable minerals from ore.
Total Reportable Injury Frequency Rate (TRIFR)	Safety metric used to measure the frequency of all reportable injuries in the workplace over a specific period relative to the total number of hours worked.
Water balance	The comprehensive accounting of water inputs, outputs, and storage within a mine site allowing for modelling of scenarios of hydrologic conditions and water quality forecasts.
Water consumption	A calculated value of water that is consumed for mining operations and is not returned to its original source.
Water discharge	Release of water into the environment after it has been used in mining operations. Typically, this water undergoes treatment to remove contaminants and meet environmental standards before being discharged.
Water withdrawal	Process of taking water from natural sources (such as rivers, lakes, or aquifers) for use in mining operations.
Wildlife mortality	Dead animal discovery on a site or access road (including exploration sites), regardless of cause.

List of Abbreviations

Acronym	Term
AE	Accountable Executive
AEMA	American Exploration and Mining Association
AIT	Advanced IMPACT Training
ARD	Acid Rock Drainage
ARO	Asset Retirement Obligation
BBC	Berners Bay Consortium
BLM	Bureau of Land Management
BMP	Best Management Practices
CAK	Coeur Alaska
CAMIMEX	Cámara Minera de México
CCO	Chief Compliance Officer
CCSA	Climate Change Scenario Analysis
CCV	Critical Control Verification
CDA	Canadian Dam Association
CEMEFI	Centro Mexicano para la Filantropía
CLD	Compensation and Leadership Development

Acronym	Term
CNWA	Central Nevada Water Authority
CRI	Coeur Rochester
CRM	Critical Risk Management
CSIRP	Cyber Security Incident Response Plan
CTS	Coeur Tailings Standard
CWH	Coeur Wharf
DDS	Data Distribution Service
EC	Environment Canada
EDMS	Electronic Document Management System
EHSCR	Environmental, Health, Safety and Corporate Responsibility
EIRI	Environmental Incident Reporting and Investigation
ELT	Executive Leadership Team
EMT	Emergency Medical Technician
EOR	Engineer of Record
EPA	Environmental Protection Agency
ERM	Enterprise Risk Management

Acronym	Term
ERT	Emergency Response Team
ESG	Environment, Social and Governance
ETF	Exchange Traded Fund
ETWG	Environmental Technical Working Group
EV	Electric Vehicle
FTD	Final Tailings Dam
GAAP	Generally Accepted Accounting Principles
GHG	Greenhouse Gas
GISTM	Global Industry Standard on Tailings Management
GJ	Gigajoules
GRI	Global Reporting Initiative
HCT	High Compression Tailings
HHC	Highly Hazardous Chemicals
ICE	Internal Combustion Engine
ICMC	International Cyanide Management Code
ICMM	International Council on Mining and Metals

Acronym	Term
InSAR	Interferometric Synthetic Aperture Radar
ISS	Institutional Shareholder Services
ITRB	Independent Tailings Review Board
IUCN	International Union for Conservation of Nature
KPI	Key Performance Indicator
LIF	Leadership in the Field
LNG	Liquefied Natural Gas
LTIFR	Lost Time Injury Frequency Rate
MABC	Mining Association of British Columbia
MOA	Memorandum of Agreement
MOC	Management Of Change
MTC	Medical Treatment Case
NGO	Non-Governmental Organization
NMA	National Mine Association
NOV	Notice of Violation
NPAG	Non-potentially acid generating
NPRI	National Pollutant Release Inventory
NVMA	Nevada Mining Association
OHH	Occupational Health and Hygiene
ORM	Operational Risk Management

Acronym	Term
PAC	Political Action Committee
PAG	Potentially acid generating
PAP	Project Affected People
PJO	Palmarejo
PM	Preventative Maintenance
PMLU	Post Mining Land Use
POA	Plan of Operations Amendment
PPE	Personal Protective Equipment
PRI	Principles of Responsible Investment
PSM	Process Safety Management
PSSR	Pre-Startup Safety Review
PV	Photovoltaic
QA/QC	Quality Assurance/Quality Control
QLIF	Quality Leadership in the Field
RAGAGEP	Recognized and Generally Accepted Good Engineering Practices
RCRA	Resource Conservation and Recovery Act
RTFE	Responsible Tailings Facility Engineer
SASB	Sustainability Accounting Standards Board
SCADA	Supervisory Control and Data Acquisition
SDM	South Dakota Mines

Acronym	Term
SEMARNAT	Secretaría de Medio Ambiente y Recursos Naturales/Secretariat of Environment and Natural Resources
SMC	Silvertip Monitoring Committee
SME	Society for Mining, Metallurgy and Exploration
STP	Coeur Silvertip
TCFD	Task Force on Climate-related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosure
TRI	Toxic Release Inventory
TRIFR	Total Reportable Injury Frequency Rate
TRSF	Tailings Rock Storage Facility
TSF	Tailings Storage Facility
TTF	Tailings Treatment Facility
UAS	University of Alaska Southeast
UN SDG	United Nations Sustainable Development Goals
UNEP	United Nations Environment Programme
VOC	Volatile Organic Compounds
WASH	Water, Sanitation, and Hygiene
WTF	Water Treatment Facility
WTP	Water Treatment Plant

Cautionary Statement Concerning Forward-Looking Statements

The information contained in this Report is provided by Coeur as at the date of this document and is subject to change without notice. After the publication of this Report, Coeur does not assume any responsibility or obligation to update or revise any such statements, regardless of whether those statements are affected by the results of new information, future events or otherwise, and despite any historical practice of doing so, except as required by law. This Report is provided for information purposes only and does not constitute, or form part of, any offer or invitation to purchase or otherwise acquire or dispose of, or any solicitation of any offer to purchase or otherwise acquire or dispose of, any securities of Coeur and is not intended to provide the basis for any credit or any other third party evaluation of securities. Any such offer, invitation or solicitation would be made pursuant to separate and distinct documentation in the form of a prospectus or other equivalent document and any decision to purchase any Coeur securities pursuant to such offer, invitation or solicitation should be made solely on the basis of such documents and not these materials. This Report should not be considered as a recommendation that any investor purchase any securities, nor as an assessment of the economic performance and creditworthiness of any securities. Additionally, references to "materiality" (or equivalent), and the inclusion of the information in this Report, are not an indication that such information is material to investors or other stakeholders or to Coeur's business, operating results, strategy, or financial condition or for purposes of applicable securities and other laws or regulations. This Report contains forward-looking statements within the meaning of securities legislation in the United States and Canada, including statements regarding the Company's environmental, social and governance initiatives and goals, including with respect to environmental impact, climate change and emissions intensity reduction targets, tailings facilities, waste and energy use reduction, human capital management, governance and community engagement. Forward-looking statements may be identified by the use of words such as "aim," "anticipate," "aspire," "believe," "commit," "endeavor," "estimate," "expect," "goal," "intend," "may," "plan," "seek," "strive," "target," "will," and "work" or similar statements or variations of such terms and other similar expressions that predict or indicate future events or trends or that are not statements of historical matters. Historical, current, and forward-looking sustainability-related statements have been, and may in the future be, based on historic or current targets, goals, estimates, commitments, or aspirations; diligence, internal controls, and processes that continue to evolve; standards for reporting and measuring progress that are still developing; data, certifications, or representations provided or reviewed by third parties, including information from acquired entities that is incomplete, subject to ongoing review, has not yet been integrated into the Company's reporting processes, or, once integrated, is not reconcilable with such processes; and assumptions that are subject to change in the future. Such forward-looking statements involve known and unknown risks, uncertainties and other factors which may cause Coeur's actual results, performance or achievements to be materially different from the future results, performance or achievements expressed or implied by the forward-looking statements. Such factors include, among others, the risks and hazards inherent in the mining business (including risks inherent in developing large-scale mining projects, environmental hazards, industrial accidents, weather or geologically related conditions), changes in the market prices of gold and silver and a sustained lower price environment, risks relating to global pandemics, the uncertainties inherent in Coeur's production, exploratory and developmental activities, including risks relating to permitting and regulatory delays, changes in mining laws, ground conditions, grade and recovery variability, any future labor disputes or work stoppages, the uncertainties inherent in the estimation of mineral reserves and mineral resources, changes that could result from Coeur's future acquisition of new mining properties or businesses, the loss of any third party smelter or refiner to whom Coeur markets its production, the effects of environmental and other governmental regulations, the risks inherent in the ownership or operation of or investment in mining properties or businesses in foreign countries, Coeur's ability to raise additional financing necessary to conduct its business, make payments or refinance its debt, as well as other uncertainties and risk factors set out in filings made from time to time with the United States Securities and Exchange Commission (the "SEC"), and the Canadian securities regulators, including, without limitation, Coeur's most recent report on Form 10-K filed with the SEC. Actual results, developments and timetables could vary significantly from the estimates presented. Readers are cautioned not to put undue reliance on forward-looking statements. Coeur undertakes no obligation to comment on analyses, expectations or statements made by third parties in respect of Coeur, its financial or operating results or its securities. This Report may contain or reference links to websites operated by third parties ("Third Party Websites"). These links are provided as a convenience only. Such Third Party Websites are not under our control. We are not responsible for the content of any Third Party Website or any link contained in a Third Party Website.

Endnotes

1 Golden Cross is a reclaimed gold mine which was acquired through joint venture interest in 1993, with Coeur becoming 100 percent owner in 2016. The mine closed in 1997 with rehabilitation to follow until 2002. Post closure monitoring and care and maintenance is ongoing.

2 Figures and percentages reflect midpoint of guidance as published by Coeur on May 7, 2025.

3 Base Year GHG Intensity is 14.21 kg CO_2e/ton processed. This value is calculated using an average of 2018 and 2019 emissions and production values.

4 Source(s): U.S. Department of Labor Mine Safety and Health Administration (MSHA): Metal Operators Mine Safety and Health Statistics, when comparing to the top 25 MSHA operators.

5 Total Reportable Injury Frequency Rate.

6 Greenhouse Gas Emissions.

7 Task Force on Nature-related Financial Disclosures.

8 Global Industry Standard on Tailings Management.

9 Based on MSHA preliminary average through the end of the third quarter of 2024.

10 Guidance (or with respect to midpoint of guidance) as published by Coeur on May 7, 2025

11 References to "materiality" in this Report should not be construed as a characterization of the financial materiality or impact of that information with respect to our Company. References to materiality, and the inclusion of the information in this Report, are not an indication that such information is material to investors or Coeur's business, operating results, strategy, or financial condition or for purposes of applicable securities and other laws or regulations.

12 Active participation through board memberships, committees, working groups and contributions.

13 Data sourced from The Silver Institute's Press Release "Global Silver Market Forecast to Remain in a Sizeable Deficit in 2025".

14 Data sourced from The Silver Institute.

15 Coeur's **2023 ESG Report** can be found on our website, under the Responsibility tab.

16 Coeur is working towards classifying all tailings consequence classifications to GISTM for the purpose of disclosure while maintaining local jurisdictional classification.

17 Classification per Canadian Dam Association (CDA) Dam Safety Guidelines (2007).

18 Classification per Alaska Department of Natural Resources (ADNR) Dam Safety Regulations.

19 Classification per New Zealand Dam Classification

20 Exposure hours decreased in 2024 compared to 2023 due to the reduced number of contractor hours because of the completion of the POA 11 construction at the Rochester mine.

21 Corruption perceptions index by Transparency International, in which countries are scored 1–100, with 1 being the lowest (worst) and 100 being the highest (best) scores possible, and then ranked 1–180 with the lowest rankings corresponding to the highest scores (**https://www.transparency.org/en/cpi/2024/index/aze**).

22 Based on October 2024 analyst consensus for 2025. Free Cash Flow is a non-GAAP measure.



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