



2022 ESG Report



COEUR MINING®

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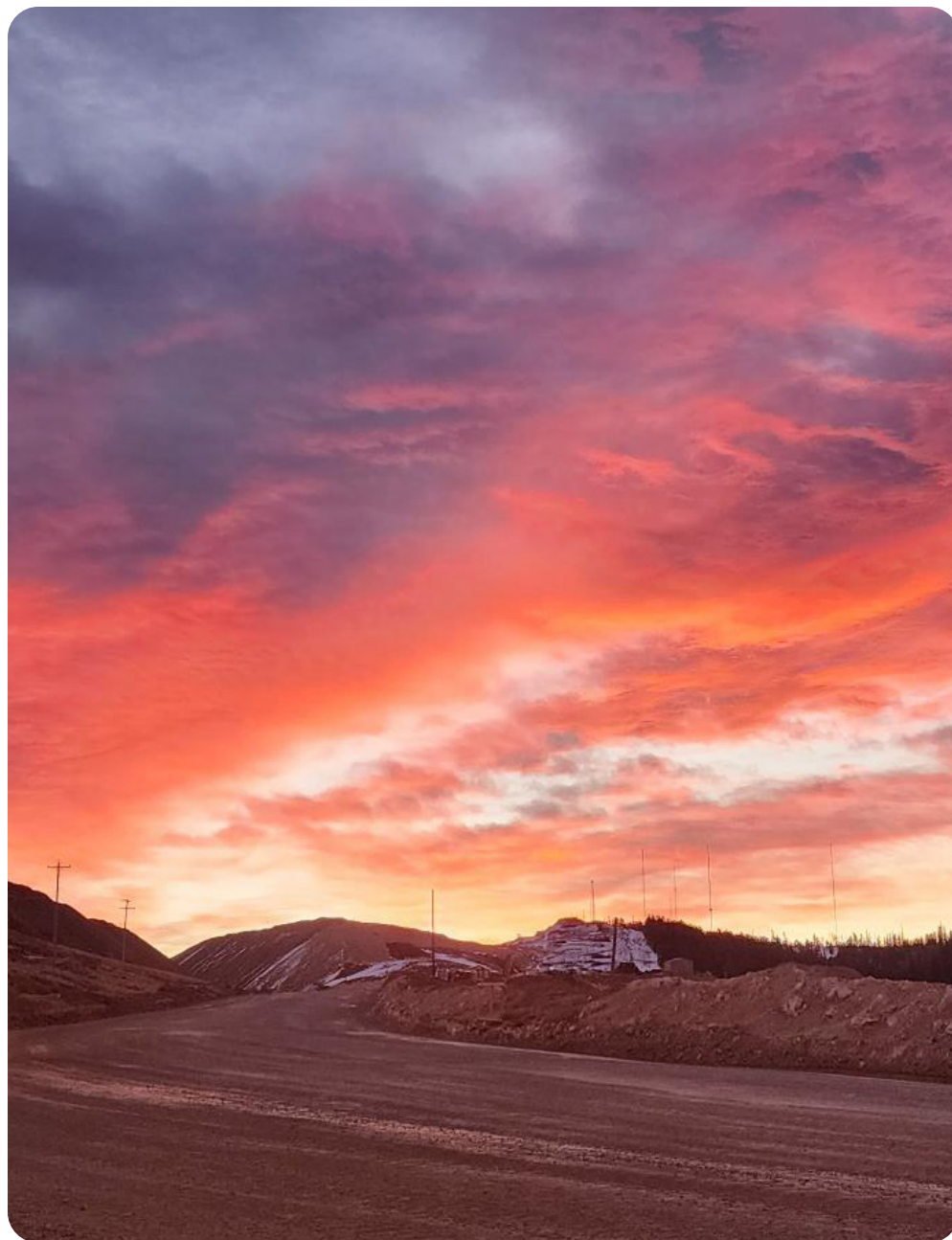
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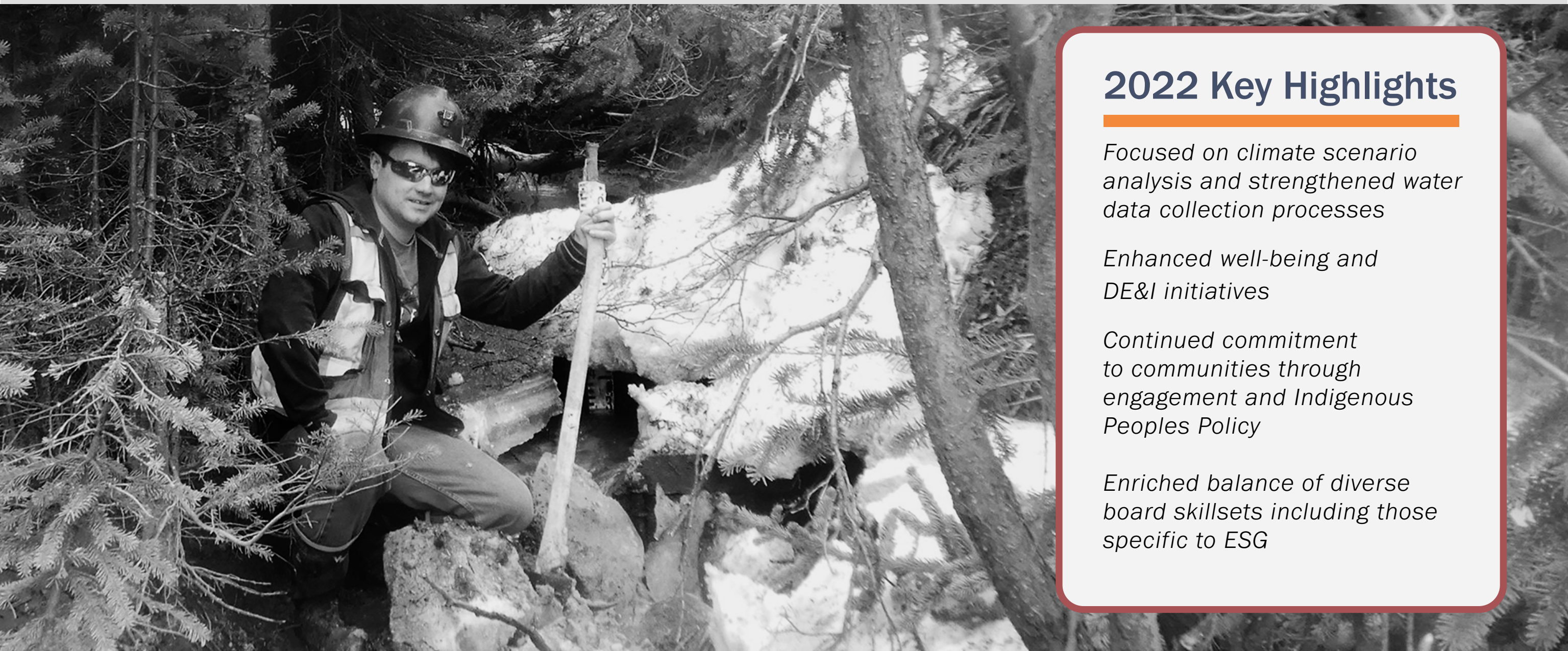
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CAUTIONARY STATEMENTS



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2022 Key Highlights

Focused on climate scenario analysis and strengthened water data collection processes

Enhanced well-being and DE&I initiatives

Continued commitment to communities through engagement and Indigenous Peoples Policy

Enriched balance of diverse board skillsets including those specific to ESG

A LETTER FROM MITCHELL J. KREBS, PRESIDENT & CEO AND J. KENNETH THOMPSON, CHAIR, EHSCR COMMITTEE

Dear Stakeholders,

As the world grapples with unprecedented business and geopolitical challenges, Coeur remains guided by our purpose statement, **We Pursue a Higher Standard**. Environmental, Social and Governance (ESG) factors have long been critical to our strategy and culture and have never been more important to our stakeholders. We are energized by our commitment to advancing leading ESG practices as we work to supply precious and critical minerals for the present and future needs of our society.

Our changing climate continues to present new and increasing risks. We therefore recognize the importance of identifying, understanding and managing the most significant climate-related risks for Coeur to build a more resilient company and protect and enhance long-term value. At the same time, we are working to limit our own impacts by improving our energy efficiency and integrating the use of lower carbon and renewable energy sources as society transitions to a lower carbon future.

As part of our comprehensive climate strategy, in 2022 we conducted site-specific climate scenario analyses, which helped to provide a more granular picture of the potential physical and transition-related climate risks at the site level and identify potential opportunities. We also are on track to achieve our goal to reduce greenhouse gas (GHG) emissions net intensity by 35% by the end of 2024¹. To drive accountability, we have introduced new compensation elements at both the corporate and site levels that are tied to our GHG emissions initiatives.

Coeur is deeply invested in the development and well-being of our people, including through our ongoing efforts to provide career progression and unique internal development programs to invest in and retain future company leaders. We enhanced our focus on total worker health with the rollout of new offerings and achieved another consecutive year of improvements in our safety performance. Specifically, we achieved an 18% decrease in the 3-year trailing average Total Reportable Injury Frequency Rate (TRIFR), meeting our overall target of at least 7.5% decrease on a 3-year average basis, and had the lowest combined employee and contractor TRIFR in company history since we began tracking data.

We are also advancing our work on Diversity, Equity and Inclusion initiatives at all levels of our organization. We established and are rolling out an inclusion index that sets a baseline of inclusion by location. Our long-standing pledge to support the CEO ACTION for Diversity & Inclusion initiative publicly affirms Coeur's existing efforts to foster a diverse and inclusive workforce while promoting and maintaining equity among all employees. This commitment extends to every level of our organization, including our Board of Directors. Coeur achieved its publicly stated goal of increasing the number of female directors prior to the 2023 Annual Stockholders Meeting with the election of Jeane Hull to the Board in 2022, increasing the overall diversity of our Board to 50%, and the nomination of Paramita Das for election to the Board at our 2023 Annual Stockholders' Meeting in May.

Reflecting our peer-leading corporate governance practices, our directors continue to provide effective risk oversight and guidance including on ESG-related matters, sharing strategic insight and

practical expertise informed by their diverse skills, experiences and backgrounds. We engage with stockholders about ESG issues to make sure we understand their priorities and drive alignment with our initiatives, priorities and reporting.


We are proud of the achievements laid out in this report, and we are committed to doing more in alignment with our strategy and stakeholder expectations.

Respectfully,



Mitchell J. Krebs

Mitchell J. Krebs
President, Chief Executive Officer
and Director



J. Kenneth Thompson

Chair, Environmental, Health, Safety and
Corporate Responsibility Committee of
the Board of Directors



ABOUT US

Coeur Mining, Inc. is a U.S.-based, well-diversified, growing precious metals producer with four wholly-owned operating mines: the Palmarejo gold-silver complex 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 silver-zinc-lead exploration project in British Columbia.

Coeur’s strategy is to be America’s premier, growing provider of precious and critical minerals from a balanced, prospective asset base located in mining friendly jurisdictions and underpinned by leading ESG practices.



Operation	Business Entity
Palmarejo mine	Coeur Mexicana
Rochester mine	Coeur Rochester
Kensington mine	Coeur Alaska
Wharf mine	Coeur Wharf*
Silvertip exploration project	Coeur Silvertip

*Wharf’s legal entity name is Wharf Resources USA

ABOUT THIS REPORT

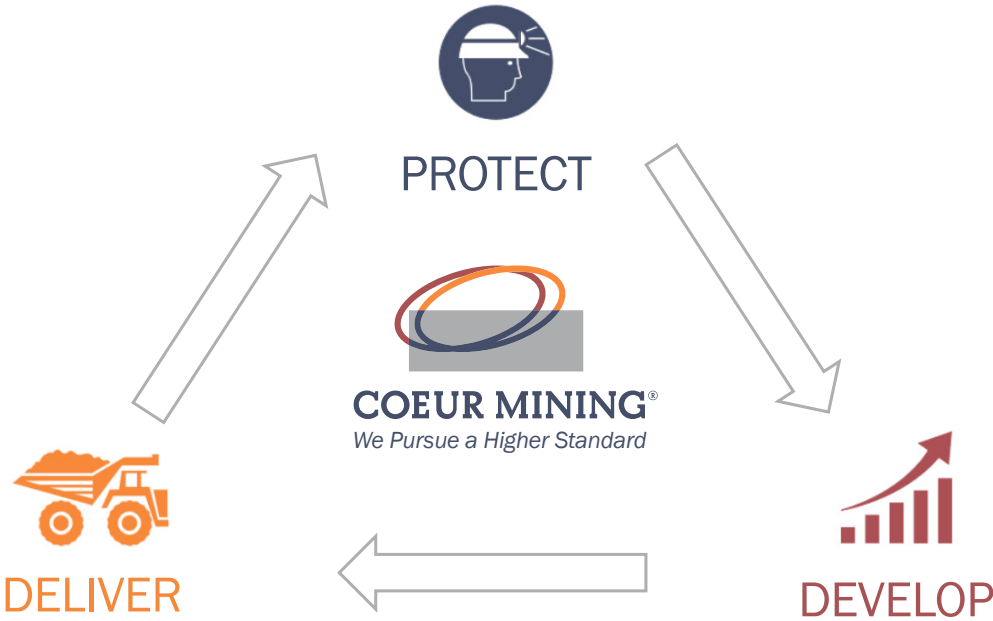
In this report, we have mapped to the Sustainability Accounting Standards Board (SASB), (now part of the International Financial Reporting Standards Foundation (IFRS)) reporting framework for the Metals and Mining Industry, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, the United Nations Sustainable Development Goals (SDGs) and have incorporated elements of the Global Reporting Initiative (GRI). We also, for the first time have considered the beta Taskforce on Nature-related Financial Disclosure (TNFD) recommendations within our biodiversity disclosure. As *We Pursue a Higher Standard*, we intend to actively work to continue improving and enhancing our processes and disclosures.

PURPOSE STATEMENT

Everything we do at Coeur is fueled by our purpose statement, *We Pursue a Higher Standard*. It is our foundation and inspiration for our actions every day. At Coeur, we **PROTECT** our people, places and planet, **DEVELOP** quality resources, growth and plans and **DELIVER** impactful results through teamwork.

With over 95 years of mining experience, we understand the importance of a safety-first culture, innovation and collaboration. We are approximately 2,100 strong, proudly and responsibly producing metals necessary for modern life.

We conduct our business with a proactive focus on positively impacting the health, safety, and socioeconomic status of our people and the communities in which we operate as well as the environment. Throughout this report, see how our purpose statement defines our culture, what it means for our people and how it influences our everyday actions and decisions.



AWARDS & RECOGNITION












AWARDS & RECOGNITION IN 2022

- Coeur Mexicana named Socially Responsible Company by Mexican Center for Philanthropy (Cemfi) (12th time)
- Corporate Secretary Magazine: Short listed as a finalist for: best proxy statement (small-cap), best compliance and ethics program (small-cap), best ESG reporting (small- to mid-cap)
- S&P Global Platts Global Metal Awards: Emilie Schouten, SVP HR, winner; Mitch Krebs, President & CEO, finalist for CEO/Chairperson of the Year; Casey Nault, SVP, General Counsel and Chief ESG Officer, finalist for the Rising Star Individual Award; Coeur Mexicana, finalist for Corporate Social Responsibility Award
- Crain's Chicago Notable Leaders in Human Resources and DEI, Emilie Schouten, SVP Human Resources (three consecutive years)
- Crain's Chicago Notable Leaders in Sustainability, Korie Hickel, Director, ESG, Community and Government Relations
- Crain's Chicago Business Best Places to Work in Chicago
- Coeur Rochester team members Mike Lefrere, Shawn Migas and Aaron Evans were the recipients of the Nevada Mining Association's 2021 Individual Safety Awards



MEMBERSHIPS & COLLABORATIONS





Coeur believes in being an active member and partner to industry organizations which includes participating in strategic initiatives alongside our peers. Below are examples of such memberships and collaborations.

CEO  FOR DIVERSITY & INCLUSION	CEO Action for Diversity & Inclusion	In April 2019, our President & CEO, Mitchell J. Krebs, signed the CEO Action Pledge as a commitment to advance diversity and inclusion within the workplace. Since then, we have participated in collaborative initiatives with member signatories and have increased internal training and conversations around diversity, equity and inclusion. Please see the People section for more information.
	National Mining Association, CORESafety	Since 2017, Coeur has been certified in CORESafety®, meaning that Coeur meets the designated health and safety standards outlined by the National Mining Association CORESafety® health and safety system. Recertification is required every three years, and Coeur completed a full external audit for the latest recertification in 2021. Adam Gregor, Director, Health, Safety & Loss Control, is a member of the NMA CORESafety advisory board.
	National Mining Association (NMA) Board of Directors	In 2022 our President & CEO was elected to lead the NMA Board of Directors as Chairman of the Board. In his time on the Board of Directors, Mr. Krebs has served in a number of leadership positions, including serving on the Executive Committee, chairing the Finance Committee, and serving as the founding chair of the association's Environmental, Social and Governance (ESG) Task Force.
	American Exploration and Mining Association (AEMA)	Coeur has been a longstanding member with AEMA, devoted to proactively advocating for the North American mining community. Jay Gear, VP Environment and Permitting was appointed as an officer on AEMA's board following a six-year rotation as a Trustee, and also chairs the Abandoned Mine Lands Subcommittee, promoting effective Good Samaritan policy to clean up orphaned mine lands.
	Nevada Mining Association (NVMA)	In 2022, Cody Sutherlin, VP of U.S. Operations, was appointed to the NVMA's Board of Directors. Mr. Sutherlin joins other industry leaders who are working towards the NVMA's mission to unite, educate, advocate and serve as the public voice of Nevada's mining industry.
	North American Mine Closure Working Group	Coeur joined in 2020. It is a consortium of mining companies with a formal charter and a shared goal to advance our industry's approach and performance related to mine closure.
	International Cyanide Management Code	In 2013, our Wharf gold mine in South Dakota became a signatory of the Cyanide Code and has successfully completed three subsequent recertifications with the latest full external audit and recertification completed in 2021. The Cyanide Code aims to improve the safe transport, storage and use of cyanide to protect human health and reduce the potential for environmental harm.
	Society for Mining, Metallurgy & Exploration (SME)	Two Coeur executives are actively involved in SME initiatives including as members of various Committees: Health & Safety Division Executive Committee, Mining Engineering and Government and Public Affairs.
	The Silver Institute	Coeur supports increasing public understanding of the many values and uses of silver. Coeur has three active employees who serve as officers on the Silver Institute's volunteer board and three employees who actively participate on the Sustainability Initiative steering committee.
	Sustainability Accounting Standards Board (SASB) Extractives Sector Standards Advisory Group	Korie Hickel, Director ESG, Community & Government Relations is a member of the SASB Extractives Sector Standards Advisory Group to share expertise on sustainability topics impacting the extractives industry.
	Global Reporting Initiative (GRI) Mining Sector Standard Working Group	Korie Hickel also is a member of the GRI Mining Sector Standard Working Group. The group is tasked with the development of a Sector Standard for mining. We see this as an exciting opportunity to help enhance the sector's reporting and have an input into the issues that matter most for the sector.

ESG MATERIALITY

After completing a double materiality² assessment in 2021 which took into account multiple stakeholder and industry views, in 2022 we introduced a process of dynamic materiality whereby we periodically revisit the items most material to Coeur. To do this the ESG Executive Committee leveraged the larger analysis completed in 2021, as well as ongoing feedback from senior leaders at Coeur and external stakeholders such as community partners and investors. Within the process we also accounted for factors that peers, third-party ratings and other industry stakeholders consider material. The process and results were then presented to the EHSCR Committee of the Board. The output of this year’s analysis was to add ‘Biodiversity’ due to its growing importance in our environmental management practices, among other changes.

You’ll find our refreshed list below.

Environment 	People 	Communities 	Governance 
Biodiversity	Diversity, Equity & Inclusion	Human Rights	Anti-bribery & Anti-corruption
Climate Change	Employee Training & Development	Local Supply & Hiring	Board Diversity
Greenhouse Gas Emissions	Workforce Health & Safety	Local Community Development & Engagement	Board ESG Oversight
Reclamation & Closure			Ethics & Compliance
Tailings			Sustainability Integral to Company Strategy
Water			

ESG OVERSIGHT

Our Board is actively engaged in and oversees our ESG efforts. Overall responsibility for providing oversight of the Company’s commitment to ESG matters and initiatives sits with the Environmental, Health, Safety and Corporate Responsibility (EHSCR) Committee; however, each of the other Board committees has oversight responsibilities for various ESG matters. This oversight is supported by a governance structure which includes executive-level accountability and the ESG Executive Committee to guide our strategies and direction, and monitor our progress, and a cross-functional climate working group which helps shape strategies and alignment throughout the organization, as well as consistent and transparent measurement, monitoring and reporting on ESG matters.

In 2022, management’s discussions with the Board included, among other topics, our ESG materiality assessment results, climate strategy and scenario analysis, the process and data supporting our GHG emissions net intensity reduction goal, engagement with and responsibilities to local communities (including Indigenous communities), environmental, health and safety performance, tailings governance, human capital management, culture, diversity, equity and inclusion, compliance program and training, corporate governance trends, cybersecurity, key investor and stakeholder priorities and current and emerging ESG trends. Additionally, the Board participated in an extended GHG emissions and climate educational session during 2022. This continued education complements their experience and the information from management which together allow the Board to take an active role in providing feedback on strategy and reporting. We formally designated executive accountability for ESG matters with the appointment of Casey Nault as our Chief ESG Officer in February 2022.








Other areas of ESG accountability include:






Senior management	Cross-functional teams
CEO & President	ESG Executive Committee
General Counsel and Chief ESG Officer	Climate Working Group
Chief Operating Officer	Site-level responsibilities
Head of Human Resources	Managers
Chief Financial Officer	Energy leads

Within each topic section of this report, please see specific information regarding areas of governance and accountability.

GOALS & TARGETS PROGRESS

 Achieved
  Partially achieved/in progress
  Not achieved
  New goal/target

2022 GOALS & TARGETS	STATUS	COMMENTARY
People: Maintain Coeur as an employer of choice.		
Safety: 7.5% reduction in three-year trailing average TRIFR		Achieved. We achieved an 18% decrease in 3-year trailing average. Please see the Safety section for additional details.
Diversity: Establish and roll out inclusion index with piloted adoption across all locations by end of 2022		Achieved. Inclusion index baseline was established in 2022. Current state and baseline exercises have been rolled out to all sites.
Environment: Improve the overall impact that Coeur has on the environment and reduce costs to Coeur over time.		
GHG emissions: 35% reduction in net intensity by end of 2024 compared to base-year ¹		In progress. Achieved an 8.5% reduction against the base year. Please see the Climate section for additional details.
Permit discharge exceedances: Sustain low incident frequency, 2 or less events in 2022 (0 events in 2021)		Achieved ⁴ . There were 0 environmental permit exceedances in 2022.
Significant spills: Reduce significant spill events by at least 50% y-o-y (14 events in 2021) ^{3, 4}		Achieved base target. 10 significant spills in 2022. 29% reduction from 2021.
Communities: In partnership with communities, contribute to mutual long-term prosperity.		
Community impact: All mines implement community grievance process		Achieved. All sites implemented community grievance processes in 2022.
Governance: Maintain best-in-class governance.		
Board diversity: Increase the number of female directors by the 2023 Annual Meeting of Stockholders		Achieved. Appointed Jeane Hull as a director in July 2022; nominated Paramita Das for election as director at the 2023 Annual Meeting of Stockholders.

2023 GOALS & TARGETS
People: Maintain Coeur as an employer of choice.
Safety: Target: 7% year-over-year reduction in total reportable injury frequency rate of employees + contractors
Diversity:  Measure year-over-year (2023 versus 2022) progress on scores and actions identified through the inclusion index
Environment: Improve the overall impact that Coeur has on the environment and reduce costs to Coeur over time.
GHG emissions: 35% reduction in net intensity by end of 2024 compared to base-year ¹
Permit discharge exceedances:  Sustain low incident frequency, 1 or less events in 2023 (0 events in 2022)
Biodiversity:  Develop biodiversity standard
Communities: In partnership with communities, contribute to mutual long-term prosperity.
Community Impact:  Conduct an internal review of the site-specific community grievance processes to promote alignment with the Company policy developed in 2022 and consistent application
Governance: Maintain best-in-class governance.
Ethics & Compliance:  95% or greater participation rate in Ethics & Compliance trainings



2022 Key Highlights

Completed site-specific climate scenario analysis and energy and emissions diagnostics

Improved water monitoring and reporting processes across sites

Conducted third-party assessment of our tailings practices against The Global Industry Standard on Tailings Management to inform a roadmap for compliance

Continued monitoring of biodiversity with an increased focus of TNFD⁵ lens

OVERSIGHT & APPROACH

As a precious metals producer we have the unique opportunity to supply the raw materials that play a key role in the transition to a lower carbon economy. Metals we mine include the silver and gold that are used in technologies and products in healthcare, environmental, electrification and renewable energy and other sectors. As we work to supply these critical metals, Coeur remains committed to minimizing our environmental footprint and making a positive impact on the communities near where we operate.

The topic of environment, including climate change, biodiversity, air, water, land, waste, reclamation and closure, and tailings management, is primarily overseen by the EHSCR Committee of the Board.

In 2022, the focus of our environmental program was to standardize best practices across sites, leverage knowledge sharing and enhance communication and existing processes. During the year we expanded our efforts to identify hazards, build controls and improve practices to prevent environmental incidents such as spills or other discharges to the environment. Key to this process is increased internal dialogue through both informal and formal means: Leadership in the Field interactions, formal incident and near miss investigations, toolbox talks, formalized integrated management operating systems, regular engagement between our environmental experts and front-line supervisors, and to manage risk through avoidance or minimization. We also have a commitment to consulting external stakeholders and regulators on environmental issues. Increased dialogue, such as the meeting that occurred at Kensington involving several external agencies and the public, helps us identify potential issues and implement corrective actions or best practices.

Additionally, we are focused on preventing issues by eliminating hazards and building systems with formal trigger, action, and response plans. One tool we are developing involves company-wide dashboards providing leading indicator visibility into key environmental compliance risks in order to better proactively assess, plan and mitigate when necessary. We have also enhanced how investigations are performed by applying InterSafe's Essential Factors 8-step approach methodology. This improved process focuses on data collection in conjunction with analysis of essential and contributing factors to an incident.

All of our employees responsible for environmental management at each mine site undergo environmental training as part of their onboarding process when hired, annually,

and through ongoing additional training relevant to their role and responsibilities. The list of environmental topics covered is lengthy, but necessary and directed to promote industry best practices, to operate responsibly, to recognize and avoid or minimize risk, to reduce the potential for pollution or environmental impact, and to operate within limits and regulation.

Our EHSCR Integrated Management System, which establishes integration protocols for all aspects of Coeur business units, helps us track progress and identify areas for improvement.

Other accomplishments during 2022 included:

Conducting an external assessment against the Global Industry Standard on Tailings Management (GISTM) on all tailings facilities in Coeur's portfolio

Completing climate change scenario analysis by site, including below 2-degree Celsius scenarios

Improving GHG reporting and tracking progress on our net intensity reduction goal

Adopting a risk-based classification and investigation system for environmental releases and near miss events

Exploring additional opportunities to reduce the Company's carbon footprint over time

Enhancing our environmental performance programs through risk management, applying higher-level controls and increased training, communication and awareness of environmental standards and requirements

For 2023 and beyond, we will continue to focus on a culture of risk management that goes beyond compliance where we seek to reduce exposure to the potential for incidents, increase granularity in our climate change scenario analysis and roll-out a third-party waste stewardship program. This program and its associated Standard and tools aim to protect the environment beyond our operational boundaries, help ensure downstream compliance with regulatory requirements and minimize long-term liability related to operational waste generations and the use of third-party waste management facilities.

Our Environmental Goal: Improve the overall impact that Coeur has on the environment and reduce costs to Coeur over time.

GHG emissions: 35% reduction in net intensity by end of 2024 compared to base-year¹

Permit discharge exceedances: Sustain low incident frequency, 1 or less events in 2023 (0 events in 2022)

Biodiversity: Develop biodiversity standard

CLIMATE RISK & RESILIENCE

In 2022, through the leadership of our Climate Working Group, we took further action to improve Coeur’s climate resilience. Key projects included conducting climate scenario analysis workshops and energy and emissions diagnostics at each site, completing an initial Scope 3 GHG emissions assessment and developing modeling and data measurement tools to enhance understanding of Coeur’s climate footprint and associated risks and opportunities. We have structured the following sections around the Task Force for Climate-related Financial Disclosure’s (TCFD) four pillars: Governance, Strategy, Risk Management and Metrics and Targets.

Governance

Oversight and management

Coeur’s Board of Directors has direct oversight of climate and environmental key initiatives. The EHSCR Committee oversees and reviews the effectiveness of our ESG programs and performance, including understanding and mitigating the risks associated with the impact of climate change on the Company and its operations. At the management level, the cross-functional Climate Working Group is responsible for the implementation of our climate-related initiatives, monitoring and reporting. Each operation is responsible for providing input into the broader strategy and for carrying out implementation initiatives.

During the year, the EHSCR Committee engaged with management on the progress against our key climate-related projects. The full Board receives reports from the Committee each meeting and also reviews and gives feedback through its review of key business risks.

Climate and accountability

Coeur executives and employees are accountable for achieving climate objectives through our performance-based incentive programs. In 2022 we introduced a performance share metric under the Company’s long-term incentive plan (LTIP) tied to the achievement of our public GHG emissions net intensity reduction goal. The goal accounts for 20% of the total 2022 performance share award. Beginning in 2023 individual site Annual Incentive Program (AIP) scorecards include achievement of site-level GHG reduction goals, and the Corporate AIP scorecard includes consolidated achievement of site-level goals as an ESG-related performance factor for employees.



Strategy

As we continually evaluate the risks and opportunities to our business presented by climate change, Coeur is taking specific actions to manage, assess and mitigate the potential impact we have on climate.

Our climate strategy centers on five main pillars:

- Knowing and understanding** our risks and opportunities
- Managing and mitigating** our impacts to our operations and surrounding communities by taking steps to reduce potential risks, realize opportunities and enhance our resilience
- Responsibly producing** raw materials that are essential for clean energy production and infrastructure
- Measuring and reporting** metrics and targets with increasing transparency and accountability
- Engaging and communicating** with key stakeholders to enhance mutual understanding

Scenario Analysis

Coeur conducts climate scenario analyses to identify, analyze and prepare for potential climate-related risks such as an increase in extreme weather events and water stress as well as opportunities such as increased demand for commodities associated with the transition to a lower carbon economy. This analysis helps to support our ongoing climate-related decision making and build climate resilience independent of the future operating environments Coeur may face.

In 2021 we undertook our first organization-wide scenario analysis with the assistance of external experts. Coeur’s climate scenarios are based on the reference scenarios compiled by the Network

for the Greening of the Financial System (NGFS). The NGFS hypothetical scenarios, which include consideration of net-zero aligned futures, align with the Inter-governmental Panel on Climate Change (IPCC) and International Energy Agency (IEA) scenarios while more deeply considering possible changes in governmental climate policies across different time horizons.

To build on the initial analysis, in 2022 Coeur held qualitative risk workshops to identify potential threats, opportunities and control strategies specific to each site. Input from multidisciplinary teams at each site was guided by the application of short-, medium- and long-term time horizons and the potential physical and transition risks incorporated in the second set of NGFS scenarios released in July 2021.

For our analysis we defined near-term as up to 2025, medium-term as 2026 to 2030 and long-term from 2031 to 2050

These horizons are applied consistently in our analysis of risks and opportunities and in target and goal setting. Individual risk factors specific to the sites were identified and grouped into tangible threats and opportunities. A total of 90 control strategies were identified, ranked and evaluated for short, medium or long-term implementation. The results also created additional inputs to models developed to quantify potential climate impacts on Coeur, including on potential changes to net asset values. Outcomes from the workshops along with quantitative modeling will help to inform future mine planning, risk management, mergers and acquisitions (M&A) target screening and due diligence and integration with various ongoing workstreams. Furthermore, the workshops helped to build awareness throughout the organization on climate-related topics and potential impacts on Coeur’s business.

Coeur’s scenario analyses incorporate a range of possible future global temperature, emissions trajectories and policy pathways

including a global transition consistent with limiting global warming to below 2 degrees Celsius. The business drivers with the greatest potential influence are carbon price, physical climate impacts, regional policies, gold price, corporate asset portfolio constitution and technology. A summary of the scenarios applied is shown in the table on the next page. As with any scenario planning and modeling effort, these scenarios are not predictions of the future and do not represent forecasts, however they help guide us in developing our strategies and plans.



Scenario Name	Description	Potential Implications	Apply to Coeur	Apply to Site Level
Orderly – Net Zero 2050	Ambitious scenario that limits global warming to 1.5 °C through stringent climate policies and innovation, reaching net zero CO ₂ e emissions around 2050. Some jurisdictions such as the US, EU and Japan reach net zero for all greenhouse gases by this point.	Potential physical risks are lowest in this scenario, but transition-related impacts are larger. Carbon-intensive sectors experience greater costs in the face of rising carbon prices and reduced revenue from falling demand. Greater potential for risks related to regulation, litigation, insurance and investor sentiment. Low-carbon products and the commodities associated with them experience increasing demand.	Yes	Yes
Disorderly Divergent	Net-zero reached by 2050 but with higher costs due to divergent policies introduced across sectors and a quicker phase out of fossil fuels. Carbon prices increase abruptly after a prolonged delay in the short term. Sectors that can decarbonize more quickly will be less affected.	Potential transition risks are highest in this scenario, while physical risks are moderate. Given the location of Coeur sites, both transition risk and physical risks are likely to be moderate to high in this situation. Potential for increased demand for green energy-transition raw materials.	Yes	No
Disorderly Delayed (Gold Safe Haven)	Assumes global annual emissions do not decrease until 2030. Strong policies are then needed to limit warming to below 2 °C. New climate policies are not introduced until 2030 and the level of action differs across countries and regions based on currently implemented policies. Gold becomes a safe haven and price increases.	Potential for severe transition-related impacts since carbon prices increase more quickly and reach higher levels in the decades after 2030. Elevated risks for Coeur include those related to regulation, litigation and insurance. Potential for increased costs due to weather-related events. Increased demand for green-energy transition raw materials including gold in mid-term, corresponding with attempt to achieve rapid transition to a low-carbon economy. Higher gold prices negate some impact from an increase in carbon pricing.	Yes	Yes
Disorderly Delayed (Gold Disincentivized)	Same assumptions as in the above scenario but assumes investors move away from gold given limited uses in the green transition.	Same potential implications as above, but lower gold prices result in Coeur being less resilient to increases in carbon prices.	Yes	Yes
Hot House Current Policies	Assumes that only currently implemented policies are preserved. Emissions grow and mean global temperatures continue to rise, exceeding 3 °C by 2080.	Potential physical risks are highest in this scenario and would be expected to impact our operations, supply chain, workforce and local communities. Soft demand for green energy-transition raw materials.	Yes	Yes

Several themes emerged from the analyses. In general, physical risks are highest for Coeur in the Hot House Current Policies scenario and lowest in the Orderly-Net Zero 2050 scenario. Conversely, transition risks are highest in the Disorderly Divergent scenario. All future warming scenarios create possible vulnerabilities including reduced production due to safety-related shutdowns from, for example, excess precipitation or extremely high ambient temperatures. Furthermore, increased extreme weather events could affect water management at our mines where water scarcity or abundance is potentially an issue, which could in turn, increase both operating expenses (OPEX) and capital expenditure (CAPEX) requirements. Except for the Hot House Current Policies scenario, all scenarios would have an impact on carbon costs. This would affect the raw materials costs (namely

concrete, steel and explosives), the cost of power and potential tariffs on scope 1 emissions. Other transition-related risks include those related to rapidly changing regulations, increased insurance and litigation costs and pressure on social license to operate. The site-specific analyses helped to demonstrate that while all of our sites are exposed to physical climate risks, the potential impacts are highly location specific. For example, while the Rochester and Palmarejo mines have increasing risks related to water scarcity and access over time, Wharf, Kensington and Silvertip are more likely to experience severe weather events impacting water management processes and permit thresholds due to excess amounts of precipitation. The site-level analyses also re-emphasized the importance of maintaining effective relations with key stakeholders including Indigenous communities.

The results of our scenario analyses reinforce the importance of taking further ambitious action to mitigate and manage our material climate risks and take advantage of opportunities. For example, Coeur has continued its efforts to integrate potential future carbon costs into the regular budgeting processes and annually reviews and updates the cost of carbon that we use in our models. Our next steps will be to continue to refine our climate strategy by working through the priority issue areas identified in our analyses. For 2023 these include continuing to refine the models developed to help quantify potential climate impacts on net asset values and applying specific risk mitigation actions based on qualitative and quantitative assessments at the site-level.

Risk Management

Coeur’s enterprise risk management (ERM) framework includes climate change within the scope of factors analyzed and allows management to identify and manage the most significant risks to the Company. Risks, including those relating to climate, are evaluated at the corporate level as well as the site level. Physical risks such as changing weather and predicted precipitation as well as transitional risks such as regulation, reputation and global trends are a part of this process. Some immediate risks identified by this

process include access to water and energy, more frequent extreme weather events, increasing energy prices and potential climate-related regulation.




As we review and consider current legislation relating to climate change in each of our jurisdictions, we do not currently believe any such legislation has a material effect on our operations or financial condition. However, we plan to monitor relevant changes in U.S., Mexican and Canadian federal, state or provincial laws and regulations, and laws of other jurisdictions that could have






an impact on Coeur through mechanisms such as carbon border adjustment tariffs, on an ongoing basis. Opportunities arising from potential future legislation and regulation may include an increase in demand for our raw materials given the role they play in clean energy technologies and funding for extending clean energy infrastructure to our remote, off-grid sites.

Going forward, we expect that our climate strategy and future decarbonization plans will continue to be informed by our active evaluation and management of material risks and opportunities.

● Low impact ●● Medium impact ●●● High impact

Category	Risk	Potential Impacts	Potential Magnitude of Impact	Management Approach
Physical risk	Extreme weather events	<ul style="list-style-type: none">• Potential for reduced production and processing due to safety or environmental related shutdowns. The potential severity and risk vary by site.• Impacts on water management at our sites where water scarcity or abundance may be an issue, which could in turn increase both OPEX and CAPEX.• Increased competition among users for continuing access to water, in particular for our sites in Mexico and Nevada (ability to maintain sufficient water rights and claims). Impacts on supply chains from severe weather events or natural disasters.	●●●	<ul style="list-style-type: none">• Incorporating the potential impacts of weather-related events from climate change on our water management processes into water management plans, mine design or through other operational controls.• Increasing our water recycling and reuse over time to reduce our freshwater consumption and help mitigate the potential consequences of drought.• Maintaining existing water rights through beneficial use and exploring the purchase of additional rights and/or water sharing agreements as necessary.• Incorporating climate scenario analysis results and quantitative modeling into near and long-term business planning and strategy.
Transition risk	Policy and legal	<ul style="list-style-type: none">• New climate-related regulations by relevant regulatory bodies in the jurisdictions where we operate may introduce challenging compliance and disclosure requirements, impact permitting criteria and timelines and increase costs.	●●●	<ul style="list-style-type: none">• Actively monitoring relevant changes in laws and regulations that could have an impact on Coeur.• Educating policy makers on modern mining and Coeur’s efforts to operate responsibly and mitigate potential climate impacts.• Setting an ambitious GHG net intensity reduction target that will help mitigate potential risks from climate-related policy initiatives and evaluating additional rigorous targets.• Exploring opportunities to reduce energy consumption and intensity and increase reliance on renewable energy sources across asset portfolio.• Advocating for clean energy infrastructure to extend to remote sites currently without access to the electricity grid.
	Market	<ul style="list-style-type: none">• Rising carbon costs including from the introduction of global or regional carbon pricing schemes could affect our raw material input costs (namely concrete, steel and explosives), the cost of power and potential tariffs on scope 1 emissions.• Rising costs of water including the cost of existing water sources and the imposition of additional tariffs.• Increased insurance costs for assets that have exposure to physical climate risks.	●●	<ul style="list-style-type: none">• Building on the scenario analysis results to apply a range of carbon prices to long-term business and project planning.• Maintaining and improving systems and processes to collect and report Coeur’s energy and emissions data.• Working to achieve our GHG emissions net intensity reduction target which mitigates potential impacts from the introduction of mandatory global or regional carbon pricing regimes.• Quantifying scope 3 emissions and developing calculator tool to better understand Coeur’s total emissions footprint and reduction opportunities.• Formally incorporating GHG considerations into our capital allocation and business planning processes.• Linking Coeur’s climate performance to executive and Company-wide employee compensation.
	Reputational	<ul style="list-style-type: none">• Changing stakeholder perceptions of Coeur and the broader industry could have wide ranging impacts, including the loss of support by key stakeholders.	●●	<ul style="list-style-type: none">• Maintaining comprehensive environmental management plans to track progress and identify areas for improvement.• Consulting stakeholders regularly on environmental issues including climate change.• Continually working to strengthen community relationships through site-based community relations programs.• Furthering our engagement with Indigenous communities.• Increasing transparency to stakeholders on Coeur’s approach to modern mining and education on how the company can contribute to a low carbon transition.

 Low impact
  Medium impact
  High impact

Opportunity	Potential Impacts	Potential Magnitude of Impact	Management Approach
Increased product demand	<ul style="list-style-type: none"> • Increase in silver demand given its role in clean energy technologies, such as photovoltaic cells for solar panels and electrification and health care. • Increase in gold demand given its traditional role as a safe haven in volatile markets and increasing role in technology applications. 		<ul style="list-style-type: none"> • Responsibly producing raw materials (gold and silver) that support the transition to a lower carbon and modern economy. Funding exploration at the high-grade Silvertip zinc-lead-silver project in British Columbia to continue growing the resource and position the asset for a potential future re-start. • Enhancing Coeur's role as one of the largest domestic (U.S.) producers of silver. • Investing in the Rochester expansion through POA 11, which is expected to approximately double throughput at Coeur's lowest GHG emissions intensity site.
Technology advancements	<ul style="list-style-type: none"> • Availability of new technologies to reduce environmental impacts and increase efficiencies. 		<ul style="list-style-type: none"> • Pursuing the adoption of proven technologies that can reduce environmental impacts, increase efficiencies and reduce costs. • Vetting new technologies and processes through our robust business improvement process. • Monitoring the market and technology advancements to identify potential solutions that fit the size and scale of Coeur's business.
Operational efficiencies	<ul style="list-style-type: none"> • Potential for cost savings through energy and emissions reduction initiatives. • Potential for water savings through water reduction initiatives. 		<ul style="list-style-type: none"> • Actively identifying, vetting and implementing energy and emissions reduction initiatives. • Actively identifying, vetting and implementing water reduction initiatives.
Potentially increase sources and decrease cost of capital	<ul style="list-style-type: none"> • Potential to attract ESG-focused investors and achieve a lower cost of capital due to positioning as climate-responsible metals producer. 		<ul style="list-style-type: none"> • Continue advancing Coeur's climate initiatives and effectively communicate strategy and performance to attract climate- and ESG-focused capital investment. • Engaging directly with stockholders on climate-related issues on an ongoing basis.
Outreach and engagement	<ul style="list-style-type: none"> • Opportunities to improve stakeholder communication, enhance mutual understanding and better position Coeur for climate leadership. 		<ul style="list-style-type: none"> • Advocating for stronger performance across the industry through leadership of and participation in industry associations and working groups. • Implementing site-specific community relations engagement plans. • Continue and expand collaboration opportunities with industry groups, communities, original equipment manufacturers and other suppliers and universities.

Metrics and Targets

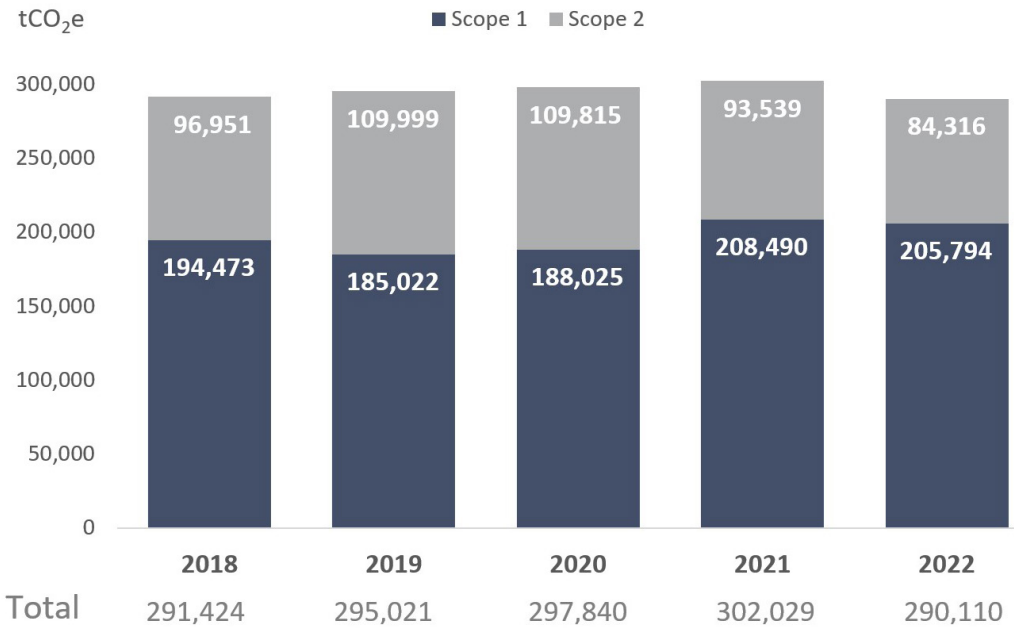
Metrics

Coeur tracks several climate-related metrics across our sites to inform our assessment of climate risks and opportunities. Key climate-related metrics include our energy and water usage as well as our scopes 1 (direct) and 2 (indirect) emissions. In 2022 we conducted an initial assessment of our scope 3 (value chain) emissions and developed a calculator tool to translate spend data pertaining to the upstream categories (1-8) defined in the GHG protocol into quantified emissions. Climate-related opportunities are assessed by potential impacts on more traditional business and financial drivers including revenue growth (e.g. from increased demand for certain commodities) and cost savings (e.g. from technology advancements that result in reduced costs). A more detailed overview of our key climate-related and broader environmental-related metrics can be found later in this report.

We report energy and emissions data for sites where we have operational control based on the Environmental Protection Agency (EPA) methodology and the Greenhouse Gas Protocol^{6,7}. Energy and emissions associated with exploration activities outside of mine site boundaries are excluded and we are working to close other identified gaps in our emissions measurement coverage. The components of our scope 1 and 2 emissions⁸ vary by mine site based on the type of operation, where the mine is located, the current phase in its lifecycle and other factors such as the source of electricity. On an aggregated basis, scope 1 emissions comprised 71% of our total scope 1 and scope 2 GHG emissions in 2022. With regards to scope 3, we offset 100% of our measured corporate travel including air, hotels and car rentals as we aim to decrease our carbon footprint.

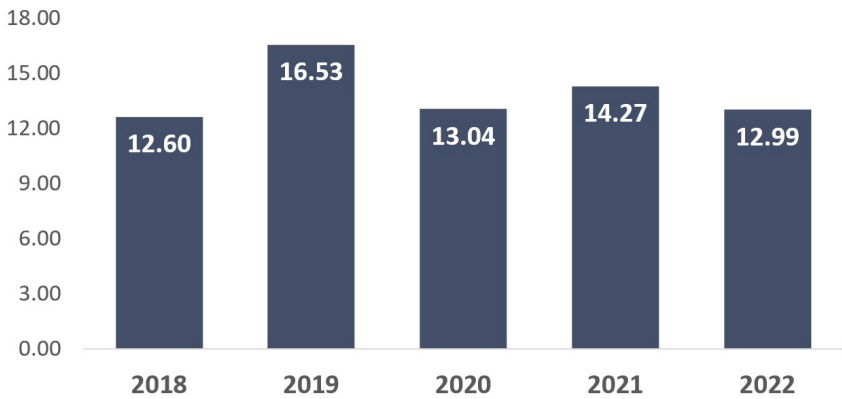
We continue to maintain and improve our systems and processes to collect and report our energy and emissions data. In 2022 we completed an internal audit of our processes, changed responsible parties for site-level fuels consumption reporting and increased the frequency to improve controls and prepare us for future auditing needs.

Emissions*
Metric tons of CO₂ equivalent
Market-based



*Data for all active sites as of December 31st 2022.

Emissions Intensity*
Average kilograms GHG per tons processed
Market-based



*Data for all active sites as of December 31st 2022.



Each site continues to identify and implement projects to help reach our goals. Key emissions and energy projects completed in 2022 included:

Conducted energy and emissions diagnostics at each site, including Silvertip, to identify opportunities to reduce site-wide emissions

Sourced 100% of Rochester's power needs from renewable energy sources for the second half of the year

Continued sourcing as much of Wharf's power needs from wind power as the electric utility would provide, which was 48% for 2022

Began using an alternate haul route at Rochester, resulting in a reduced cycle time and less diesel fuel consumed

Targets

In 2021 and early 2022, we reinforced our commitment to reduce our GHG emissions by raising our goal to a 35% net intensity reduction by the end of 2024¹ and tied reductions to a portion of the 2022 executive performance share award payable in early 2025, if achieved. Key drivers for the more significant reduction are increased focus on reducing GHG emissions across the organization, maturing our projection methods and incorporating reductions achieved through newly available and acquired renewable energy grid power and associated renewable energy credits (RECs). In 2023 we strengthened our commitment to reducing emissions by tying achievement of emissions reduction initiatives to annual incentive opportunities across the organization.

Non-GHG Emissions

Air quality is an important factor for human and environmental health. Non-GHG air emissions prevalent in the mining industry include particulate matter (PM10, PM2.5) and fugitive dust, combustion ash and residue from on site refuse waste incineration, other air pollutants like lead or mercury, and Volatile Organic Compounds (VOCs) such as benzene, toluene, xylenes, and naphthalene.

For Coeur, the amounts of non-GHG emissions represent a non-material part of our total emissions, and our operational practices are aligned with our permits to monitor and minimize negative air quality impacts. We begin our inventory and modelling during the mine design process so that we can understand not only the amount but also what, how and where emissions will be generated. These analyses help us design and engineer control strategies to reduce emissions, predict and mitigate downwind concentrations and evaluate jurisdictional regulatory standards. Non-GHG emissions are calculated at the site-level and reported to agencies pursuant to permit requirements and/or through the Toxic Release Inventory (TRI)⁹ (U.S.) and the National Pollutant Release Inventory (Canada)⁹.

WATER MANAGEMENT

Governance

Oversight and management

In addition to Board oversight as described in the introduction, at the management level, the VP, Environment and Permitting oversees water management risk and opportunities and risk mitigation plans. Each operation is responsible for site-specific strategy, regulatory compliance and risk identification and management.

Strategy and Risk Management

Water quality and quantity are essential to the mining process and important to our internal and external stakeholders. Water risks and opportunities vary for each of our sites based on geographical location, and in 2022 we significantly reduced our overall company water access risk with the sale of the Sterling/Crown holdings in southern Nevada. Though we maintain standard water management practices across Coeur focused on compliance with regulations, increasing efficiency and minimizing strain on local resources and on our future supply, each site also has tailored management plans that address the specific risks and opportunities at the local and regional levels.

Effective water resource management is incorporated throughout the development, production and closure stages of our mine lifecycle. Our long-term post-closure plans are informed by robust scientific studies, field testing and models.

Components of our comprehensive water management practices across sites include:

Ongoing monitoring of water levels, quality, discharge and seepage

Understanding groundwater flow through models that predict water supply impacts, dewatering requirements, pit lake development and geochemistry

Modeling of water balance that tracks water usage and minimization efforts and forecasts long-term water requirements

Optimizing water supply pumping

Intercepting and diverting surface water to prevent run-on and contact with potential pollutants

Managing stormwater to prevent degradation

Sedimentation and erosion control programs, including the application of Best Management Practices (BMPs)

Placing liners and covers 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

Using water treatment practices to remove metals and other harmful substances

Maintaining compliance with water use and discharge authorizations

Maximizing water efficiency through reuse and recycling

Training employees and contractors on the importance of water resource protection and site-specific requirements and initiatives

Engaging with external stakeholders

Water withdrawal

Our water management practices include extensive reuse at each of our mines, such as recycling on the processing pads, reusing in milling or mining processes and for dust control. The Rochester mine, one of our two sites located in a water stressed region, is a zero-discharge site. At our underground operations, water is also withdrawn to keep the mine operational and protect from flooding. Excess water is treated prior to being returned to the environment and any discharge is managed under strict environmental controls and regulatory standards.

Water treatment

Our water treatment processes are designed so that the water that is returned to the natural environment does not have a negative impact on the ecosystem. Water quality is regularly monitored at multiple points throughout the system prior to and after discharge. This data is analyzed through instrumentation by our experienced technical personnel and third-party laboratories and reported to jurisdictional regulators.

Water stress

We recognize that according to our internal analysis of operational and site-specific data, two of our mines (Palmarejo and Rochester) operate in water-stressed regions, and because of this, have additional mitigation processes in place. For example, the sites conduct extensive modeling to better understand the impact of pumping water from the local aquifer and in turn optimize operational usage to minimize the impact. Other measures include robust monitoring practices, use of under drain lines and the implementation of water conservation plans which include employee education. 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.

Water consumption is dependent on external factors such as precipitation and evaporation as well as operational factors such as the amount of water needed as an input to the processing system.

Water rights

Water access by local communities is a recognized and managed risk to both mines in water stressed regions. To address this risk, 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. In Nevada, water is considered a public resource, and the Nevada Division of Water Resources (NDWR) is responsible for quantifying existing water rights, monitoring water use and adjudicating water permits based on prior appropriation (or seniority) and beneficial use. Mining and milling are considered a beneficial use of water.

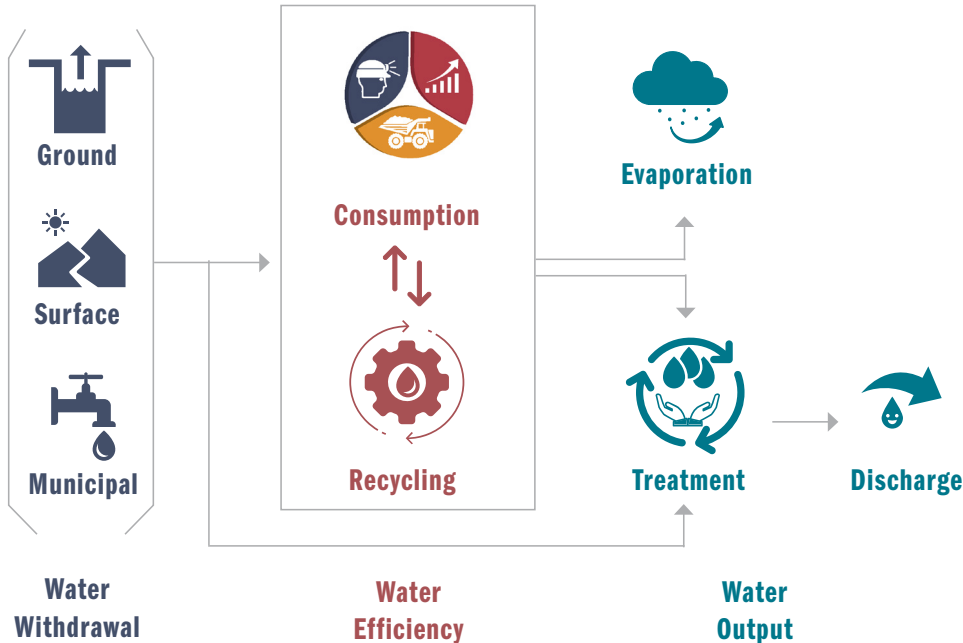
In Mexico, water rights are managed at the federal level by the Comisión Nacional del Agua (CONAGUA). Authorization from CONAGUA is needed for water use, effluent discharge and for the construction of facilities

in federal watersheds. Allocation of water use rights is based on the extension and type of the watershed, number and type of users and climatic conditions. We work to maintain our existing water rights by complying with 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.

Metrics and Targets

During 2021 and 2022, Coeur developed company-wide processes and definitions related to water withdrawal, consumption and discharge. This has improved data measurement, consistency and reliability among and across sites.

Coeur’s Water Management Process



Water infographic is for illustrative purposes only.

RESEARCH PARTNERSHIP FOR WATER ANALYSIS

In 2022 Coeur conducted scenario analysis workshops at each site to identify site-specific climate risks and opportunities. Through this process the Coeur Rochester team identified water conservation and climate impact reduction as high priority items. Subsequently, Coeur Rochester initiated a partnership with California Polytechnic State University to give a class of undergraduate students from the Civil and Environmental Engineering department the opportunity to evaluate water use at the Rochester mine.



The goal for the students was to recommend creative solutions addressing operational water conservation and water reuse to improve the overall sustainability of the mine.

Five groups of students identified and evaluated three solutions that were in addition to the two developed by Coeur during the Climate Scenario Analysis workshop, to address water conservation and pollution prevention processes as well as climate impact reduction. The students used evaluation criteria to consider life cycle costs for implementation, climate change reduction or resilience potential, environmental compliance requirements and impact to current operations. Their final recommendations included implementing floating solar panels and dust suppression alternatives. The final work product included presentations of the solutions evaluated and written final recommendation reports for which options to pursue.

Looking forward, the proposed solutions and concepts will be evaluated within the scope of operational applicability at the site

WASTE & TAILINGS MANAGEMENT

Waste

During the mining process, different types of non-hazardous and hazardous waste are generated which we work to minimize, manage and properly dispose.

Objectives & Priorities

Coeur aims to have resource stewardship practices that focus beyond managing waste and meeting regulatory requirements, to preserving resources and value through waste prevention and minimization. Each site maintains Waste Management Plans with the overall objectives to:

Minimize potential effects of waste on the environment

Maintain a system for the proper handling and disposal of wastes

Outline requirements to sustain compliance

To accomplish these objectives, Coeur has four priorities: 1) identifying opportunities for reduction; 2) evaluating environmental impacts of materials prior to purchasing; 3) implementing methods for reusing and recycling and 4) disposing of non-hazardous and hazardous waste in a responsible and compliant manner.

We periodically conduct assessments to identify new approaches to processes that can be applied to a waste stream. Assessments have identified items such as ways to prevent the use of materials that are known to be especially hazardous to human health and/or the environment such as asbestos-containing materials, ozone-depleting substances and radioactive materials. Where feasible, we substitute these products with non-hazardous, recyclable or reusable materials such as low mercury LED lamps and bulbs.

Another waste minimization activity identified through our assessment was recycling and reusing chemicals—specifically chemicals and reagents returned to the milling process. In addition, when possible, we purchase containers, chemicals and hazardous batteries that can be returned to vendors for reuse and recycling. Wharf uses used oil to heat the maintenance shop and Palmarejo donates scrap metal to local elders for their use. If recycling and/or reuse is not feasible, waste is sent off-site to a permitted receiver facility.

In 2022, Coeur rolled out a waste receiver supplier evaluation program to assess cradle-to-grave waste management processes and apply a standard to evaluate and select third-party waste management facilities. Each of our receiver

facilities will be assessed at least once every four years related to materials management or disposal practices, regulatory compliance, and environmental risk. Waste generated by Coeur operations, projects and those generated by contractors at Coeur-controlled locations will be included. Wastes include industrial, commercial, hazardous, non-hazardous, e-waste, and special wastes, recycled, reused, or reclaimed. In 2022, Coeur provided training to site environmental managers, inventoried all third-party facilities and developed an inspection schedule.

Training

Training of site employees and contractors is a critical component to achieve responsible waste management. Prior to starting work on site, personnel receive training regarding their specific duties handling waste, as well as that required by the Mine Safety and Health Administration (MSHA) and other regulatory agencies.



Tailings Management

Tailings, which are made up of the remaining ground up rock after the ore is extracted, are usually either stored in purposely-built tailings storage facilities (TSF) or in underground workings. Depending on the geochemical characteristics of tailings and site environments, preferred storage methods may range from conventional tailings impoundment to dry-stacking or underground storage of filtered tailings. Careful management of our tailings is critical to minimizing our environmental impact as it helps prevent potential contamination of the natural environment. Our Board of Directors, EHSCR Committee and CEO routinely review our tailings management programs, risk management and inspections and the Senior Vice President and Chief Operating Officer has ultimate oversight, as the recently appointed interim tailings Accountable Executive (AE).

We currently have two active mines with TSFs, Kensington and Palmarejo. Neither qualifies as Extreme or Very High risk according to the Global Industry Standard on Tailings Management (GISTM) criteria.

Coeur continues to reduce our tailings risk profile through various efforts including:

- Conducting annual Engineer of Record inspections**
- Tracking and implementing** corrective actions and routine maintenance
- Ongoing monitoring** against key performance indicators
- Developing and implementing** a company-wide formal Management Operating System for tailings management
- Advancing detailed engineering and state level permitting** for Kensington expanded tailings storage
- Completing** facility upgrades at Palmarejo
- Advancing in-pit paste tailings disposal** for Palmarejo, to transition away from conventional tailings storage
- Completing a third-party formal gap assessment** pursuant to the GISTM requirements



Coeur completed a third-party formal gap assessment pursuant to the GISTM requirements in 2022. The assessment will inform the timeframe and roadmap for conformance to the standard. You can find a detailed response, updated in 2022, to The Investor Mining and Tailings Safety Initiative, a 2019 initiative led by asset owners and asset managers, in the data table on our website.

Acid Rock Drainage

Acid Rock Drainage (ARD) is highly acidic water that is formed when pyrite (an iron sulfide) is exposed to and reacts with air and water. For Coeur, it has been identified at only two small, isolated areas at Kensington and Wharf. The ARD source at Kensington is a natural bedrock source that was exposed during construction of the tailings impoundment. Material excavated from this source during construction is stored temporarily in lined containment cells and is being processed and placed as a cement rock backfill in underground stopes. At Wharf, ARD was identified in an isolated area within one of the closed mining pits that had been mined by a previous operator. Mitigation is complete and no water treatment was required. ARD is not predicted to occur during currently authorized operations at any of our active mining areas due to stringent material management practices adopted across each of our mines.

BIODIVERSITY

Coeur recognizes that nature loss poses a threat to business and that mining can potentially have a large impact on biodiversity and natural capital. As part of our analysis and plans for future disclosure, we are following the development of the Task Force on Nature-related Financial Disclosures (TNFD) framework and plan to incorporate elements of the beta framework into our external disclosures.

Governance

Oversight and Management

At the management level, the VP, Environment and Permitting directly oversees environmental risk and opportunities and risk mitigation plans. Each operation is responsible for site-specific strategy, regulatory compliance and risk assessment and management.

Accountability

In 2023 we plan to develop a company-wide biodiversity framework that incorporates elements of the TNFD and other internationally recognized standards. We have confirmed our commitment by tying the development of this standard to our 2023 Corporate AIP, which will hold Coeur executives and employees accountable for developing the standard.

Strategy and Risk Management

Biodiversity is a key consideration in all phases of the mine life. It is important to protect the planet and preserve natural capital as we strive for sustainable development. Before operations commence, we conduct biodiversity impact assessments for each site to create a baseline understanding of the ecosystems. These assessments are updated periodically to meet permitting requirements and to support major mine operational changes. By assessing and monitoring the biotic environment, we believe we can better understand the influence of a proposed action before development begins, which in turn allows us to factor in design changes, reclamation and conservation strategies. These studies help us develop mitigation plans for conservation and habitat management throughout the lifecycle of the mine.

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 with an aim to minimize area disturbance and fence off process areas to protect wildlife

Concurrent Reclamation – Each mine practices concurrent reclamation when possible, utilizing a combination of native species of grasses, plants and trees

Wildlife Management – Extensive wildlife management controls are at each operation, which may include fencing, bird balls (i.e., plastic balls that cover treatment ponds), strategic placement of guzzlers to influence wildlife movement away from operating areas, burying process solution drip tubes and controlling speed limits to reduce collision with wildlife. Our reclamation plans also detail how site habitats will 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 undesired species and planting of native species

In 2022 Coeur Rochester, in partnership with consultants and federal agencies, completed mitigation efforts to reduce potential risks of habitat disturbance for sensitive bat species that may result from closure of mine workings at the Lincoln Hill project’s historic mine lands. These mitigation actions prevented the entombment of bats in abandoned mine passages in addition to protecting them from human disturbance. This program complements Coeur Rochester’s industry-leading long-term sage-grouse habitat protection efforts in coordination with a private landowner.

Metrics and Targets

At this time, Coeur is monitoring the developing TNFD framework to better understand which metrics and targets may best demonstrate progress and performance in our biodiversity management. Metrics and the Company approach to targets are expected to be incorporated in the biodiversity standard developed this year.

None of Coeur’s proven or probable mineral reserves are located in or near sites with protected conservation status or endangered species habitat

EXPANSION, RECLAMATION & CLOSURE

Coeur applies the same high-level standards for its operations to expansion, reclamation and closure processes to protect surrounding communities from being unduly impacted by our mines and work together with communities to achieve long-term positive impacts.

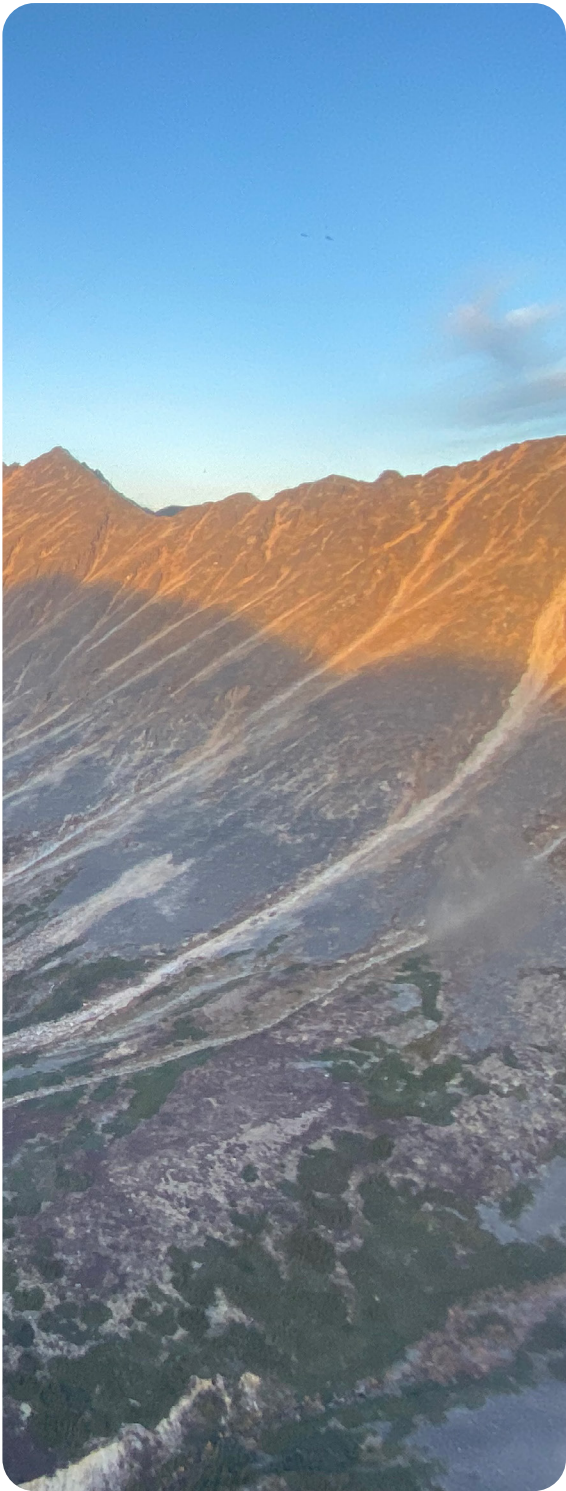
With regards to expansion, extensive steps are taken to consult and collaborate with local communities on the mine and closure planning. Each site develops detailed reclamation and closure plans (Plans) before operations begin with oversight by the VP, Environment and Permitting. The Plans designate a timeline and consider aspects such as biodiversity, reclamation performance objectives, community and stakeholder input, and returning the land to productive post-mining uses. Costs and projected funds for reclamation and closure, including long-term monitoring and maintenance are set aside. The Plans also include pre-assessment studies and baseline testing. Then, throughout the life of the mine, the plan is reviewed and updated on a periodic basis to meet evolving needs and to factor in results from site-specific closure study and research projects. The Plans aim to account for long-term sustainability issues such as potential post-closure use.

Jurisdictional requirements may also include securing financial assurance instruments such as surety bonds, as approved by the permitting agency, to cover the closure and rehabilitation of the land. A detailed review of reclamation and closure liabilities occurs for each of our sites annually. The Asset Retirement Obligations (AROs) are prepared at the site-level and are based on year-ending liabilities associated with the cost to perform reclamation and closure and long-term post-closure monitoring and maintenance requirements. The cost models are prepared according to U.S. Generally Accepted Accounting Principles (GAAP) and go through detailed internal and external audit and are publicly disclosed in Coeur’s annual financial reports.

Coeur’s closure approach includes the following elements:

- Early and ongoing stakeholder engagement** with agencies, communities and Indigenous Peoples on end-land-use objectives and criteria
- Robust scientific evaluations and studies** to inform optimal closure design
- Formal closure and reclamation plans** as an integrated part of the mine plan
- Baseline data collection**
- Operational data collection** (e.g., water quality, waste rock, soil and overburden, meteorological, wildlife, aquatic ecology, etc.)
- Third-party support and regulatory oversight** to verify data, cost models and assumptions

Reclamation approaches are informed by the engagement and studies mentioned above and are guided by the following principles and with management responsibility by the VP of Environment and Permitting: minimizing impacts to the extent practicable; conducting reclamation concurrently or as soon as practicable during the production period; and restoring site habitats to a condition that will allow for a diverse self-sustaining ecosystem and achievement of stable and productive post-mining land uses.





2022 Key Highlights

We enhanced our focus on total worker health with the rollout of new offerings

Initiated and implemented an Inclusion Index baseline across all sites

Continued development of talent pipeline through trade school and technical school internships

Expanded training programs for senior managers and directors demonstrating a commitment to succession planning

OVERSIGHT & APPROACH

We promote safety first, proactively develop our people and foster a diverse and inclusive culture of respect and equity where employees with different ages, races, religions, genders and preferences are brought together by a common purpose: ***We Pursue a Higher Standard.*** We aim to cultivate a welcoming, diverse and dynamic working environment that supports creative ideas and employees who deliver impactful solutions through teamwork. Total worker health is at the forefront of priorities and encompasses employee health, safety and overall well-being both at work and home.

We invest in evaluating and developing our talent by providing meaningful feedback and training and believe that transparent, robust succession planning allows for progression and career growth, positioning the next generation of leaders to be ready to step up when needed. We believe retention and development offerings such as above-market rewards and experiential training are competitive advantages. We deliver high-quality jobs and career opportunities to our local communities and educate the next generation about careers in mining at Coeur. We aim to maintain our position as Employer of Choice and focus on initiatives such as development of local talent by investing in local

Strategic Human Capital Investment



Prioritize investment in Business Improvement, Exploration and Projects teams while balancing operational teams' needs

Development of Key Talent



Provide career progression and unique internal development programs to retain tomorrow's Company leaders

Creative Talent Acquisition



Balancing local community development through trades and apprenticeship programs with larger Company-wide development to entice a broader diverse population to our operations

trade school internships and apprenticeship programs and extensive recruiting at technical mining schools in order to grow our pipeline of workers for the future.

Board oversight over human capital, including health and safety and diversity, equity and inclusion programs is achieved through the EHSCR and the CLD Committees.

Our People Goals: Maintain Coeur as an employer of choice

Safety: Target: 7% year-over-year reduction in total reportable injury frequency rate of employees + contractors

Diversity: Measure year-over-year (2023 versus 2022) progress on scores and actions identified through the inclusion index

Succession planning

From the operations to the boardroom, we conduct robust succession planning throughout the organization annually, by employing specific talent diagnostics and skill development needs. High potential performers and diversity discussions along with action plans are reviewed with leadership on a quarterly basis. Our Board oversees the recruitment, development and retention of our senior executives. Significant focus is placed on succession planning both for key executive roles and also deeper into the organization. In-depth discussions occur multiple times per year in meetings of the Board, CLD Committee and NCG Committee, including in executive sessions to foster candid conversations. Directors have regular and direct exposure to employees during Board and committee meetings and through other informal meetings and events held during the year.

Living Wage

We are committed to paying a fair and living wage to our employees. Our average employee earns more than 40% above the average employee in their local markets according to industry benchmarking, ranging from 18% to 57% above local markets depending on location. All full-time employees are also eligible for bonus payments on top of regular wages and overtime as applicable. We review compensation annually for all positions by gender and race for similar jobs to drive equitable pay practices and consistent application of our compensation policies.

CULTURE

Creating and fostering a culture where we can hire and retain quality people and keep them engaged is a priority for Coeur. We strive for continuous improvement and collaboration by engaging all levels of the workforce and are focused on the regular evaluation of our culture. In 2021, we invited all employees to participate in our culture assessment by completing an anonymous survey. Employee participation included 93% of our total workforce, exceeding industry benchmarks and improving significantly over the 64% participation in our original survey in 2019. This improvement is due in part to our efforts to increase inclusivity of the survey. Feedback was reviewed by the management team and our Board of Directors, and leadership at each of our locations facilitated discussions to gain additional insight into the survey feedback. We developed site-specific action plans to address these results and monitor progress in the future.

In 2022, we focused on the execution of action plans created as a result of the feedback from the 2021 culture survey. Each operation, including our corporate headquarters, created a detailed action plan after reviewing the survey’s numeric results, over 1000 employee comments and conducting employee round tables. Actions addressed varied areas from improving cafeteria conditions to creating a career progression ladder for employees to better see how to develop in their career at Coeur. The next culture survey will be conducted in 2023.

WELL-BEING

Our focus on total worker health is a partnership between human resources and our site health and safety teams. During 2022 we introduced new programs that integrate occupational health with primary health and wellness to promote physical and mental health. As part of this initiative we engaged a third-party mental health care provider for innovative care and counseling resources for all employees. This resource leverages technology and clinical best practices to assist our employees and their families allowing them to gain fast access to highly effective quality care when needed most. Communication to all employees and contractors about the importance of mental health, reducing the stigmatism around admitting that help is needed, how to identify someone that may need help and where to go when help is needed was a focus. We are also happy to extend benefits to domestic partners and family members to bring this support to the home. The focus for 2023 will be on dedicating and training mental health advocates at each of Coeur’s locations.

Because the health and well-being of our employees is a critical part of our culture, we regularly evaluate compensation, benefits and wellness offerings. In each country where we operate, we go beyond what is required or considered ‘standard’ with regards to our benefits offerings for all full-time employees, regardless of job function. For example, we provide supplemental healthcare benefits in excess of regulatory requirements in Canada and Mexico, and in the U.S. we offer benefits to domestic partners as well as include provisions for family caregivers. Over 93% of U.S. employees are enrolled in our medical benefit plan, and over 90% of U.S. employees contribute to our 401(k) plan.



(The above is an excerpt from the 2021 Coeur Culture survey results.)



HEALTH & SAFETY

For Coeur, our approach to total worker health includes a successful health and safety program. Several enhancements during 2022 have further strengthened our safety culture and engagement among employees and contractors. First, site leadership continues to take a more integrated approach to safety management through our Critical Risk Management and Leadership in the Field programs that more quickly lead to process and culture changes. Second, we introduced an improved incident investigation process that uses InterSafe’s Essential Factors 8-step model approach. This new approach places an emphasis on quality data collection together with analysis of essential factors that contributed to an incident. Since the introduction of this method, we have experienced improvement in risk profile. Third, as part of our total worker health focus we have established mental health (LyraHealth) and musculoskeletal (HingeHealth) benefits that equip employees as well as their families with tools and professional resources to proactively manage mental health and musculoskeletal issues. Hinge Health provides our employees and families the ability to focus on preventative care measures to strengthen the musculoskeletal system through customized home therapy. It also supports acute and chronic injury recovery, pre and post-surgery physical therapy and other therapist-led customer programs. Finally, Coeur increased resources dedicated to contractor safety which has already resulted in improvement in contractor safety performance.

All our employees and contractors are covered by our CORESafety® health and safety management system, a certification through the NMA. We received recertification in 2021 following a comprehensive external audit which occurs once every three years. CORESafety® integrates leadership and culture into safety and is comparable to an ISO certification.

We measure the effectiveness of our health and safety systems through daily and weekly checks of work areas before work begins in addition to looking at the downstream performance data. We also have ongoing processes to identify gaps and conduct yearly external and internal audits of our systems and processes.

Members of Coeur’s leadership team are active members of safety-related industry groups that share and set best practices to help promote safety within the industry as a whole.

Governance and Strategy

In addition to the organizational-wide ERM system for risk management and operational risk management (ORM) that relates to health and environmental operational risks, we have additional risk management programs that address varying aspects of our safety process.

- Process Safety Management (PSM): evaluates processes related to potential catastrophic hazard exposures within our operations
- Critical Risk Management (CRM): a framework of tools and processes to help identify, reduce, control and eliminate high-risk exposures within day-to-day activities

Under our CRM program we aim to:

Identify risks through analysis and observation

Create mitigation controls through the development of standards, checklists, training, pre-planning and stop-work measures

Conduct critical control verification (CCV): in 2022 Coeur conducted 43,600+ CCVs, which are on site analyses by management of how well we are using our controls to protect against adverse outcomes

This process allows us to predict potential safety incidents by analyzing trends. Data are shared with and closely monitored by management through site-specific and organization-wide scorecards.

Site safety performance is a factor in the annual incentive plan for site and corporate leadership, including Coeur’s senior management team.

Training

Training is a key component of our health and safety program. All employees and contractors with mining exposure undergo comprehensive training when they begin work with Coeur. Our safety trainings continue throughout their time at Coeur, go beyond the minimum requirements and incorporate specific, customized training depending on critical risk exposure. In 2022 we spent over 52,364 hours of training at all levels of the organization, including contractors and corporate employees that may not regularly visit sites.



2022 Health & Safety Achievements

0

0 reportable injuries at Silvertip



Lowest employee TRIFR in modern reporting era (0.358)



Record critical control verifications completed (43,633; +119% YOY)

0

0 lost time injuries at Wharf



Lowest combined (contractors + employees) TRIFR in modern reporting era (0.430)



Most non-injury days accumulated in one calendar year (350 days)

0

0 lost time injuries at POA 11



Record # of Leadership in the Field engagements (5,072; +107% YOY)



Maintained high-level of employee identified Hazards (3,941)

Emergency Preparedness

Coeur maintains preparedness plans for many types of potential emergencies. Each site's health and safety manager is responsible for updating the plans as needed and reflecting new risks. Coeur employees and contractors undergo specific, regular training and awareness 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. A large number of our ERT members are certified Emergency Medical Technicians (EMTs). The ERTs can be easily identified by site employees by a specific hardhat. Members of the ERTs often work in or are called upon by their local communities to serve as paramedics and emergency response crews.

WHARF'S STRONG RECORD OF SAFETY

In 2022 our Coeur Wharf team achieved a significant safety milestone of operating for two years without a lost time incident. This achievement reflects our company culture of commitment to teamwork, personal accountability and prioritizing safety above all else.

Coeur Wharf comprises a team of approximately 250 miners, engineers, front-line operators, health, safety and various other business leaders.

"It's 250 people taking the initiative to heart and looking out for themselves and their coworkers. It's making the decision to do the right thing every day for two years," Clinton Finn, Safety Coordinator at Wharf mine shared.

Coeur Wharf has an array of safety initiatives that continue to bolster safe operations. From Rock Solid, a start-of-the-day stretching exercise based on employee daily movements, to an Anti-Fatigue initiative in fleet trucks that reduces incidents due to exhaustion while operating motor vehicles. These programs and initiatives work to eliminate potential safety incidents and promote more active living, fatigue management and resiliency.



DIVERSITY, EQUITY & INCLUSION

Through training, communication, hiring efforts, assessments and collaboration among all teams, we aim to instill trust and empathy among our employees.

Our efforts specific to inclusion are differentiating us both within and outside of our industry. More specifically, our team is tackling tough discussions about bullying, bystander intervention, cliques and overall mental wellness, with the goal that every one of our employees with different ages, genders, races, religions and preferences feels respected and included when they step onto one of our sites. This is not merely an initiative; this is who we are at Coeur.

Coeur takes a vocal stance in the importance of measuring inclusion, not just diversity. Because of the importance for employees of all ages, races and genders to feel like they have a voice, we established an inclusivity index to assess and monitor ratings of inclusion over time by location. We want to recruit a diverse workforce and ensure all employees feel included and supported in order for them to remain and grow with the Company over the long term.

Our pledge since 2019 to support the CEO Action for Diversity & Inclusion initiative has allowed us to participate in collaborative initiatives with member signatories and increase internal training and conversations

around diversity, equity and inclusion. We also actively contribute to and leverage an information portal that shares best practices and encourages accountability across the participating companies. At our encouragement, the NMA signed the CEO Action pledge in 2022.

Early career opportunities like our longstanding internship program provide a pathway for increasing diversity in our workforce. During 2021, we leveraged the virtual world and continued our focus of recruiting online, allowing us to reach a more diverse pool of candidates through new platforms and recruiting strategies including increasing the number of schools that we recruit from. As a result of these efforts over the last three years we have averaged over 50% of diverse interns.

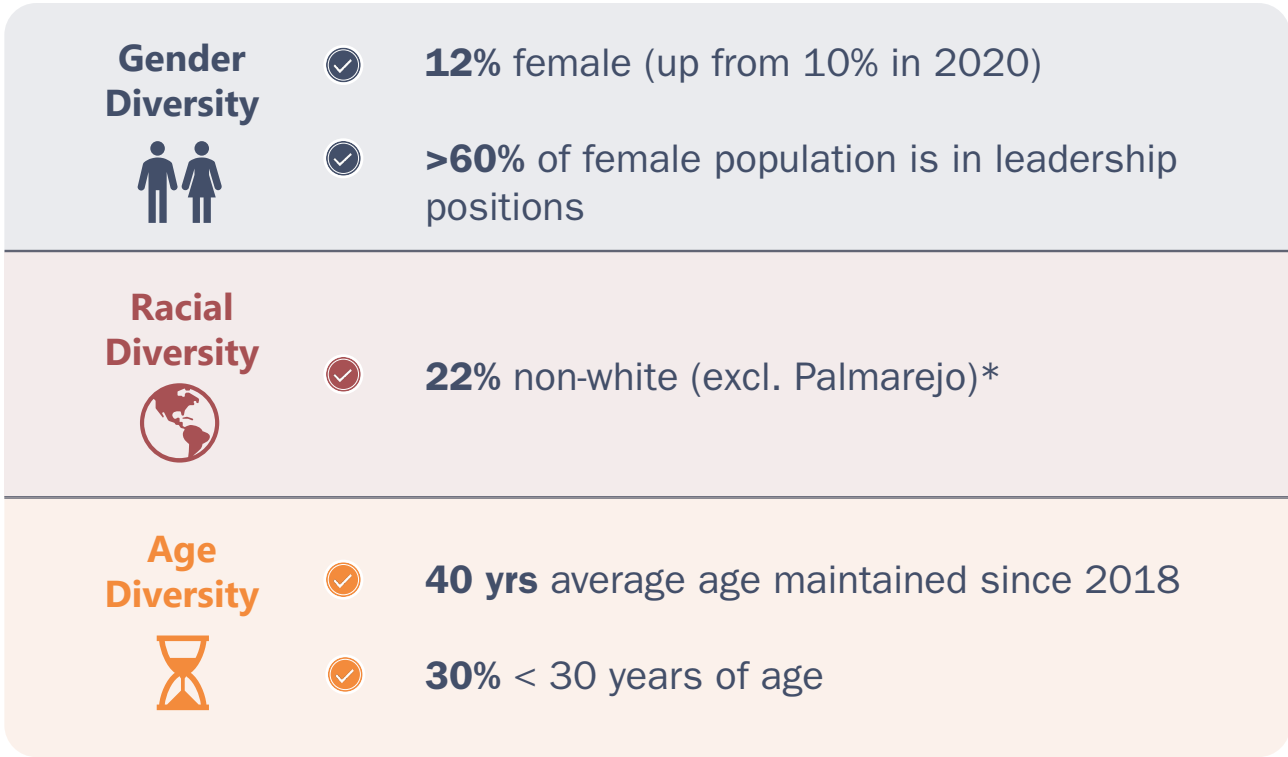
Internal programs and external partnerships are key to advancing our diversity initiatives. Our Coeur Heroes program has provided over 80 career opportunities to current and former U.S. military personnel. Our partnership with organizations like the National Society of Black Engineers and Women in Mining are providing further avenues for recruiting diverse talent. Since 2017, Coeur has partnered with By The Hand Club for Kids, a Chicago organization which mentors students from kindergarten through college who face adversity growing up in Chicago’s most under-served and high-risk

neighborhoods. Throughout our partnership we have welcomed interns and have sponsored events such as summer Reading Playoffs.

Another aspect to diversity and the health and safety of our employees is the prevention of discrimination and harassment, which are not tolerated at Coeur. At our sites future efforts

entail aspects such as exploring safety wear that is appropriate for diverse employees and contractors.

In a commitment to further transparency, please [click](#) to find our U.S. Equal Employment Opportunity (EEO-1) disclosure.



*Over 55% if including Palmarejo
Diversity data as of December 31, 2022

TRAINING & DEVELOPMENT

Employee development is a critical component to the success and well-being of our employees. We have programs for employees at all levels of the organization. Our pipeline programs, leadership training, tailored development plans and executive assessments are some examples.

We provide opportunities for employees to participate in IMPACT training, an intensive year-long training program we created for front-line supervisors throughout our organizational structure to focus on safety leadership and mining as a business. Through IMPACT training, we have invested over 22,124 cumulative hours of leadership training and personal development in over 184 employees.

In 2022, we expanded our culture of training with the offering of Advanced Impact Training (AIT). This new training program enables our senior managers and directors to develop leadership, strategic communications and business acumen skills. These close-knit cohorts of AIT trainees come together multiple times through the year to work on true business case studies sponsored by Coeur executives.

Also during the year the executive leadership team engaged an external coach to help with feedback and development. Individual development plans were created for each executive, shared with the Board and progress against those plans was considered when determining their individual AIP achievement levels for 2022.



12-mo. leadership training for front-line supervisors/managers



6-mo. leadership and business acumen training for managers/directors

184 participants (incl. US/MX/CAN)

32% promoted (37% US/CAN; 24% MX)

20% female participants

Curriculum focus: business acumen and communications; case studies presented to executive team; heavy focus on succession planning as a part of the participant's own development

First cohort April – November 2022 included **14** participants (incl. US/CA/MX)

SOURCING AND TRAINING LOCAL TALENT

In 2022 our Coeur Alaska team continued its sponsorship started in 2019 of Alaska residents for the Mining and Petroleum Training Services program (MAPTS) established by the University of Alaska Fairbanks.

In the almost 25 years of existence the program has provided over 100,000 Alaskans in the resource industries with skills training. Throughout the 6-week program, participants live in a MAPTS training mine that simulates activities of an actual underground and surface working mine and experience the longer rotations common in the mining industry. They learn the basics of mining through hands-on training using simulators and mining equipment. Upon satisfactory completion of the course, the individuals are hired on as full-time entry-level miners and begin on-the-job training at our site.

In addition to sponsoring 7 participants, Coeur Alaska supported the program in 2022 with a donation of \$120,000 and a decommissioned UD08 Drill to their Mine Training Facility. Through this program, Coeur Alaska continues to invest in the local workforce by equipping students with skills they can use for the rest of their careers.





2022 Key Highlights

Developed and implemented a formal stakeholder grievance process at each site

Completed internal assessment of local hire initiatives at each site

Initiated new Indigenous Peoples Policy that guides approach to engagement and partnership

Continued focus on engaging with communities to help contribute to long-term economic viability

OVERSIGHT & APPROACH

Coeur’s community relations vision is to have strong relations with partner communities and other local stakeholders contributing to mutual long-term prosperity. The vision sets the tone and direction for each site’s tailored strategy and management plan that align with the company-wide strategy.

Our Communities Goal: In partnership with communities, contribute to mutual long-term prosperity

Community Impact: Conduct an internal review of the site-specific community grievance mechanisms to promote alignment with the Company policy development in 2022 and consistent application

The Board’s EHSCR Committee has oversight of our community strategy, including human rights and Indigenous Relations. These policies can be found on our website.

Each site has a dedicated community relations lead that oversees the ongoing development and maintenance of site community relations management plans and implementation of initiatives that contribute to long-term economic viability of and positive relationships with the communities. These leads monitor and report quarterly metrics that help measure program progress and success as well as the positive impact on the communities such as through feedback and community investment.

In 2022, the sites achieved program milestones including the development and implementation of formal stakeholder grievance processes and utilizing a tailored stakeholder management system. The system helps sites track commitments, engagements and/or grievances raised by stakeholders, the associated follow-up actions, status and the resolution. Each grievance mechanism has optional anonymous reporting methods to protect reporters’ privacy as well as designated timelines for response. This system will provide visibility to both site and corporate leaders on trends and emerging issues.

Another milestone achieved was an internal assessment of local hire initiatives to better understand the breadth of activities across the sites, identify best practices and note areas for improvement. In 2023, the human resources team plans to build upon this effort and establish consistent and informative local hire metrics across the sites so that Coeur better understands the impact of individual initiatives on local hire and retention rates.

Looking forward, 2023 community milestones include evaluating how to measure and demonstrate community impact more holistically and to further strengthen the community relations management plans and tracking tools.



LOCAL HIRING & ENGAGEMENT

Local Hiring

Providing career opportunities to local community members and participating in community initiatives creates a closer connection between our operations and local stakeholders and communities.

Our investment in education and training helps create a pipeline of diverse local workers across

our locations. We partner with local schools, local and national universities, communities, other mines and organizations. Through these partnerships, we develop and provide education about the mining industry as well as relevant skills training. In 2022, we provided 156 scholarships across our locations.

In 2022, 67% of our total employee population were from local communities and 63% of our new hires were local. We provided 74 apprenticeships and internships across our locations in 2022.

Examples of our educational partnerships are below.

Location	Partner	Initiatives	2022 Impact
Chicago	<ul style="list-style-type: none"> Spring Theory (Partnered with CalPoly and University of Pittsburgh in 2022) By The Hand Kids’ (BTH) Club Various U.S. universities 	<ul style="list-style-type: none"> Facilitated senior capstone projects on scope 3 quantification and water efficiency evaluations Purchased a 3D printer and will provide teacher training in 2023 to enable BTH to provide learning opportunities for kids from Chicagoland marginalized populations Internship program 	<ul style="list-style-type: none"> 54 students learned about modern mining and were mentored through capstone projects Equipped for 2023 impact 14 interns across U.S. locations
Kensington mine	<ul style="list-style-type: none"> University of Alaska 	<ul style="list-style-type: none"> Coeur Alaska Kensington Gold Mine Environmental Science Award (Endowment) Mobile Maintenance Trainee Program (2-year program) Mining and Petroleum Training Service Program (MAPTS) 	<ul style="list-style-type: none"> Over \$750,000 contributed to endowment since 1991 2 trainees currently in initial cohort program 7 MAPTS graduates in 2022 trainees completed program and were hired upon graduation
Palmarejo mine	<ul style="list-style-type: none"> Ejidos 	<ul style="list-style-type: none"> Apprenticeship Program 	<ul style="list-style-type: none"> Hosted 54 apprentices
Rochester mine	<ul style="list-style-type: none"> Lowry High School Great Basin College Various Nevada schools and the Nevada Mining Association 	<ul style="list-style-type: none"> Tailored educational activities from a freshman career expo to senior job shadowing Skilled Trades Program Annual training equips teachers to educate on modern mining and meet educational standards 	<ul style="list-style-type: none"> ~940 high school students participated in 2022 4 students participated in on site job shadowing in Electrical, Mobile Maintenance and Engineering/Blasting Adding 6 more skilled interns this summer 4 trainees in cohort 2; 3 graduates hired from cohort 1 4 professional interns in 2022, and 3 professional interns in 2023 ~150 teachers attended 2 educational workshops
Silvertip project	<ul style="list-style-type: none"> Tahltan Central Government 	<ul style="list-style-type: none"> Provided bursaries (scholarships) to Tahltan students and members who are pursuing or currently enrolled in academic, trades and community development training 	<ul style="list-style-type: none"> 16 students
Wharf mine	<ul style="list-style-type: none"> Lead Deadwood Public School Rapid City Area Schools District (RCAS) South Dakota School of Mines & Technology Western Dakota Tech 	<ul style="list-style-type: none"> Junior Achievement 8th Grade Career Fair education on mining careers Guest lecturers, member of the Mining Hub, STEAM Fair, Internships Skilled Trades program 	<ul style="list-style-type: none"> Taught with 2 grade school classes Exposure of mining to over 800 8th graders in the RCAS Contact with students and connection with Mining School, Intern secured for full time at the end of school Currently have student working and will be full-time hire at the end of school, recruiting for more over the next few years

Engagement

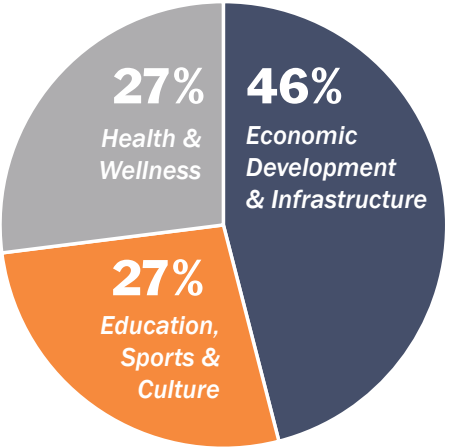
Another way we actively contribute to long-term community and economic development is through partnerships, employee volunteerism and financial contributions. We aim to take a consistent approach to community involvement across Coeur, while allowing each site to implement initiatives that are most meaningful to the local community. This is accomplished through a proactive and continuous stakeholder engagement process that works with communities to identify meaningful ways to address their needs and long-term priorities. In 2022, we enhanced this process by formalizing and implementing a grievance mechanism at each site. The mechanism provides another avenue for community members to share grievances or other feedback on the operations along with potential impacts.

Investing

The Wharf Fund, an endowment fund established in 2012 based on an identified need to create a long-term social and economic benefit for Lead, South Dakota and surrounding communities. The fund has granted \$584,908 since 2012 in the areas of community development, education, arts and culture and health. Coeur Wharf continues to contribute to the fund annually with the goal to grow it to \$2 million by mine closure.

At our Palmarejo mine, Coeur Mexicana has agreements and engages with 5 ejidos located in 15 communities throughout the Chinipas and Guazapares municipalities. Ejidos are groups of people that communally own land and that historically jointly lived on and farmed the land. The agreements provide for rent to be paid for land use as well as support for these communities through scholarships, elderly care, food and other activities. In 2022, 107 scholarships were awarded to children and grandchildren of ejidatarios of the Chinipas, Agua Salada, Palmarejo and Guazapares ejidos and 58 elders were supported through the proceeds from the sale of scrap metal by Coeur Mexicana. An additional long-term investment was made in 2022 to modernize and pave the public road from the Town of Chinipas to the town of Las Chinacas, benefiting more than 6,000 people who live in the Municipality of Chinipas. The project was done in coordination

Coeur’s community investment in 2022:



with the Municipality of Chinipas and the Government of the State of Chihuahua. We also continue to offer a free community medical clinic at Palmarejo.

Volunteering

We also engage local communities through employee volunteering efforts. Both Coeur Alaska and Coeur Wharf are strong supporters of their local United Way chapters. They provide financial support and volunteer throughout the community through annual Days of Caring. Additionally, Coeur Alaska partnered with United Way of Southeast Alaska to establish the LEARN UNITED reading tutor program in 2012 and has provided volunteers ever since.

The Chicago office employees participate in tree planting, food repacking and children’s educational events, and Coeur Silvertip raised money and awareness about the importance of reconciling with Indigenous Peoples and diversity and inclusion on Canada’s National Day for Truth and Reconciliation. For the first time in 2022, Coeur Mexicana employees taught computer classes on Word and Excel to local groups of children 3 days a week. In addition, managers across the organization are encouraged to and do sit on community boards offering time and expertise to impactful organizations.

Our proactive, continuous stakeholder engagement process works with communities to identify meaningful ways to address their needs and long-term priorities



PALMAREJO FLOOD RESPONSE

The Palmarejo mine is located in a remote area in the Mexican state of Chihuahua and surrounded by 28 host communities. In August of 2022, the community of Palmarejo experienced a heavy rain that caused the channel of the community stream to flood, resulting in damage to numerous homes, vehicles and roads. The remote location of the community prevented state and federal authorities from providing relief and assistance directly after the flood, so Coeur emergency response teams and other employees were the first responders to provide equipment and support to community members.



After the flooding subsided, in a joint effort between the community, municipalities and Coeur Mexicana, we were able to provide equipment and expertise to resurface roads, restructure bridges and alter the depth of the stream to prevent overflow in the event of a new flood. In addition to equipment and expertise, Coeur Mexicana invested \$700,000 USD for the improvement of the road from Chinipas to Las Chinacas. After repairs, a reusable material donation campaign was carried out to provide water storage for household use for the families that were directly affected. Coeur Mexicana is committed to upholding relationships with local communities by contributing to important projects for the well-being and safety of the community members. The continued support reinforces our open-door policy, improving communication with local, municipal and state leaders.

HUMAN RIGHTS

Coeur has the highest regard for the dignity, well-being and human rights of our employees, the communities in which we work and live and other stakeholders impacted by our operations. We maintain a zero-tolerance policy for human rights abuses at any of our locations, with our business partners or within our supply chain. We do not tolerate child labor or forced labor of any kind and respect our employees' voluntary freedom of association. Coeur provides annual training to facilitate employee awareness of Coeur's Human Rights Policy and involvement in its implementation.

Coeur complemented its Human Rights Policy in 2022 with the development and implementation of community grievance mechanisms across sites. The mechanisms provide multiple methods for community members to share grievances, including human rights concerns, and formalize the response process to enable timely, consistent and adequate responses to community concerns. Coeur's commitment to human rights is further supported by other policies and our diversity, equity and inclusion efforts. Our Human Rights Policy¹⁰ can be found in the Responsibility section of our website.



INDIGENOUS RELATIONS

Coeur respects recognizes and respects the unique interests, culture and history of Indigenous Peoples who live where we work and operate. Coeur is committed to fostering open and honest communication and establishing long-term mutually beneficial relationships with local Indigenous communities. Our Indigenous Peoples Policy guides our approach to engaging and partnering with Indigenous Peoples across all phases of the mine life cycle including exploration, operation and closure.

Annually each site completes a due diligence to identify Indigenous Peoples and stakeholders that are potentially affected by, or that may affect our operations. The results from this exercise guide site engagement activities.

Both Silvertip and Kensington have formal agreements in place with Indigenous groups. The agreements outline engagement information-sharing processes, ways to enhance access to employment, training and contracting opportunities and mechanisms to build Indigenous-owned business capacity. At a minimum, both sites participate in annual meetings with Indigenous partners to provide updates, receive feedback and discuss opportunities to further the goals laid out in agreements. Other outreach includes community tours and information provided through community engagement and partnership activities.

SILVERTIP

The Silvertip exploration project is located on land claimed by the Kaska and Tahltan First Nations as traditional territories. Coeur Silvertip has a Socio-Economic Participation Agreement (SEPA) with the five Kaska Nations, which has been in place since 2013 and entered into an Impact Benefit Agreement (IBA) with the Tahltan Nation in 2021.

One key achievement at Coeur Silvertip in 2022 was increasing and maintaining engagement with Indigenous partners through consistent meetings with advisory committees and technical working groups. Specifically, in 2022 Coeur Silvertip environment and community relations specialists met and discussed environmental topics eight times with the Environmental Technical Working Group (ETWG). The ETWG provides a collaborative forum for engaging Kaska and Tahltan representatives on regulatory matters and activities at Silvertip. Coeur Silvertip also hosted an ETWG site tour. Coeur Silvertip works closely with Kaska and Tahltan leaders and representatives as we strive to operate in a manner that respects Indigenous rights and values and creates opportunities for First Nations' members and communities.

In addition to engagement through these formal channels, in the fall, the site hosted a team of biologists from the British Columbia Ministry of Land Water and Resource Stewardship, Yukon government officials and First Nations leaders for a two-week aerial caribou survey. The survey focused on the Rancheria herd caribou range and involved counting and classifying caribou herds in the region. The study results will be used by British Columbia, Yukon, and First Nations specialists for caribou management planning.

KENSINGTON

Coeur Alaska has a Memorandum of Agreement with the Berners Bay Consortium (BBC), which represents three Alaska Native corporations in Southeast Alaska. The BBC and Coeur Alaska, Inc. entered into a Memorandum of Agreement in 1996, before the mine was in operation, for the purposes of providing mutual assistance and benefit in promoting and obtaining business development for both the BBC and Coeur and promoting BBC shareholder training and employment opportunities. One example of the successful partnership is that essential services such as transportation, security, construction, catering and housekeeping are provided through BBC members and their partners. Coeur Alaska reports annually on its progress against commitments made.

Under the agreement, Coeur Alaska offers preferential hiring to BBC members and sends monthly notices on job openings. Additionally, Coeur Alaska promotes several training opportunities through the BBC that lead to full-time employment upon successful completion. In 2021, Coeur Alaska increased its workforce composed of BBC members to 17.4% from 16.2% the previous year. Coeur Alaska continues to explore options to hire new and retain existing BBC member employees.

In addition to BBC-specific meetings, each of the three consortium member organizations is invited to participate in a Community Advisory Group (CAG). The CAG comprises community members representing municipal, environmental, business, educational, human services/charitable, and Alaska Native constituencies and meets at least annually. The mission of the CAG is to provide fresh insights, ideas and recommendations to assist Coeur in remaining responsive and accountable to its commitments to the region, to local and Alaska Native hire and to give input on social, economic, environmental, civic and philanthropic issues and opportunities.



2022 Key Highlights

Appointed Jeane Hull to the Board of Directors

Maintained ISS Governance Quality Score of “1”

Engaged with investors through semi-annual outreach on ESG topics, an investor day, one-on-one meetings, conferences, and Q&A on earnings calls

Continued to include ESG factors as meaningful components of executive and employee compensation

OUR APPROACH & PROGRESS

Coeur is committed to continually improving its corporate governance and transparency around ESG practices and performance. Our best-in-class corporate governance is evidenced by the fact that since 2018 we have received a Quality Score of “1”, the top score possible, by Institutional Shareholder Services (ISS). During the year, we continued our investor outreach process, introduced an ESG scorecard concept to the Annual Incentive Program (AIP) and tied 20% of the 2022 executive performance share award to achieving our public GHG net intensity reduction goal, continued our progress on Board of Director refreshment, and achieved our goal of adding at least one new female director and increasing the overall diversity of our Board to 50%.

- Our Governance Goal:** Maintain best-in-class governance
- Ethics & Compliance:** 95% or greater participation rate in Ethics & Compliance trainings



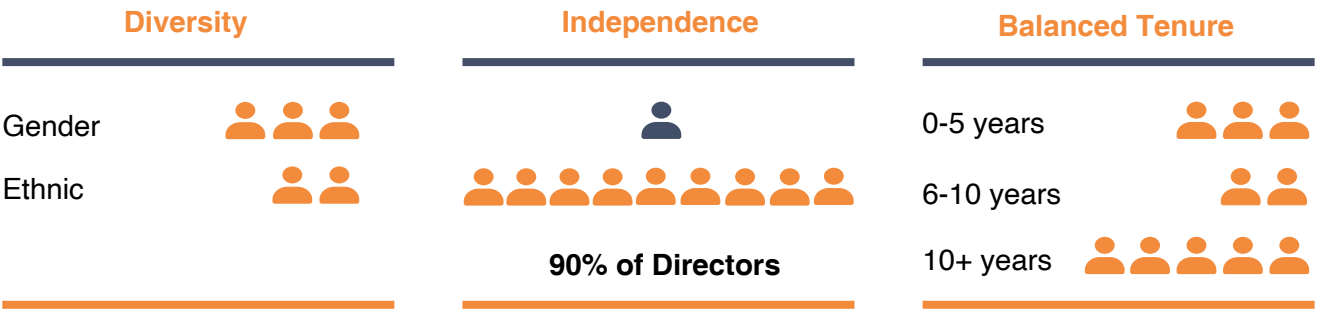
The Board’s committees have specific oversight of key Governance areas of Board succession planning and diversity (Nom/Gov), Executive compensation, including ESG-related incentive compensation measures (Compensation and Leadership Development Committee), compliance and ethics programs and policies, including Code of Business Conduct and whistleblower hotline (Audit Committee).

Board Composition

Strong leadership and governance starts with Coeur’s Board of Directors, which is responsible for overseeing the company’s management and overall strategy. The Board, which is led by an independent Chairman, fulfils its mandate directly and through five standing committees, four of which are fully independent. Except for our Chief Executive Officer, all of our directors are independent according to NYSE listing standards and Coeur’s own independence standards.

The Board comprises individuals with a combination of skills, professional experience and diversity of viewpoints necessary to oversee our business. In addition to strategy, industry and capital markets expertise, directors have wide-ranging experience in areas including ESG, Human Capital Management, Health and Safety, Culture, Diversity and Technology/Cybersecurity. To facilitate new ideas and fresh perspectives, the Board is focused on ongoing refreshment, adding three new directors since Q1 2018, including Jeane L. Hull in 2022 and nominating a new director, Paramita Das, for election to the Board at the 2023 Annual Meeting.

In addition to relevant skills and experience of incumbent directors and director candidates, the Board considers gender and ethnic diversity to be important to its overall success, and the Nominating and Corporate Governance Committee seeks to include women and ethnically diverse individuals when filling director vacancies. In 2022 we met our publicly stated goal of increasing the number of female directors by the 2023 Annual Meeting of Stockholders.



For more information about the composition and diversity of our Board, see our 2023 proxy statement.

Executive Compensation

The Compensation and Leadership Development Committee of the Board continues to drive strong pay-for-performance alignment in our executive compensation program and ties a substantial portion of executive compensation to the achievement of annual and long-term strategic objectives, including ESG-related goals. In 2022, 81% of CEO pay was variable, or “at-risk”, compared to our peer group variable pay average of 79%. Please see our 2023 proxy statement for more information.

In addition to variable compensation for the CEO, corporate employees support the goals and objectives of our Named Executive Officers (NEOs) and participate in the AIP as do leadership and managers at our operations.

Hourly employees at our operations participate in cash incentive programs designed to drive achievement of core operational performance and site-specific goals, such as production, safety and environmental goals.

For 2022, in alignment with our climate goals and in response to stockholder feedback and priorities, we introduced a performance share metric, weighted at 20% of the total performance share award, tied to achievement of our public GHG emissions net intensity reduction goal by the end of 2024. In 2023, we expanded on our long-standing inclusion of environment, health and safety (EHS) metrics in the AIP by implementing an ESG scorecard concept, which maintains significant weighting of core EHS performance metrics but also allows for other important ESG metrics such as GHG reduction initiatives and the adoption of a biodiversity standard. This scorecard approach is flexible and can align with our ESG-related goals each year.

Investor Outreach

We view our relationship with stockholders as a critical part of our corporate governance profile. In 2022, we contacted all institutional stockholders who owned at least 0.15% of our aggregate outstanding shares of common stock (as of June 30, 2022), representing approximately 63% of outstanding shares. In recent years, stockholder feedback has supported a range of actions, including setting a GHG emissions net intensity goal, introducing compensation measures tied to emissions reduction and ROIC, and board refreshment and diversity.

Cybersecurity

Our management team takes a holistic and proactive approach to managing the cybersecurity risks inherent in all deployments of technology in our business. Cybersecurity is overseen by our Board and Audit Committee, and regular engagement with the Board and Audit Committee on this topic reflects the dynamic and fast-changing landscape of cybersecurity risk. The Senior Director of Cybersecurity and IT Infrastructure provides cybersecurity updates to the Audit Committee at each regular quarterly meeting, and the Board receives a comprehensive update on cybersecurity risks and mitigation strategies at least annually. We seek to mitigate cybersecurity risk through a multipronged approach:

- Awareness – Educating employees about their role in protecting against cyberattacks through regular trainings that prepare employees to identify and address cybersecurity risks
- Technology – Deploy leading technology to protect our networks and defend against attacks
- Investment – Invest in proactive mitigation strategies
- Planning – Develop and maintain robust response plans to deal with cyberattacks of all magnitudes
- Global Policy – Develop and enforce cybersecurity policies and controls consistently across the organization

We continue to apply and enhance prevention, detection and response programs related to security threats. In recent years, we have enhanced cybersecurity through formation of a cross-functional committee composed of key members of the management team, refreshed and improved our cybersecurity incident response plan, conducted a simulated cybersecurity incident response tabletop exercise, implemented multi-factor authentication for information technology devices used by our employees and upgraded our virtual private network. We have initiated a stronger cybersecurity culture and greater awareness of cybersecurity risks by implementing mandatory awareness training for all employees. We also maintain a cybersecurity insurance policy that plays an integral part in our cybersecurity response plan and provides that we have technical, legal and forensic resources at our disposal should we experience a major cybersecurity breach. In 2022, Coeur has not had any reportable cybersecurity breaches.

NEW BOARD MEMBER BRINGS UNIQUE PERSPECTIVE



In July 2022 we appointed Jeane L. Hull to our Board of Directors. Having a diverse board and directors with a strong depth of experience is an ongoing priority for Coeur. We were fortunate that Jeane, with over 35 years of mining operational leadership, engineering and regulatory experience was able to join our Board at a pivotal time as the industry continues to move at an unprecedented speed.

Jeane brings with her a wealth of knowledge from her background in large mine operations, technical and environmental health and safety experience, from her first job within the mining industry as an underground surveyor to a lecturer at the South Dakota School of Mines and Technology. Her leadership qualities demonstrate an innovative approach to problem solving, as well as having the courage, compassion and openness that allows her to view and approach situations from a positive perspective.

On our Investor Day in December 2022, Jeane described her decision for joining the Coeur Board as feeling closely aligned with the purpose, mission and strategy that the organization has set for itself. During the onboarding process, Jeane had the opportunity to meet with some of the leaders of the organization and tour three operations. “It was heartwarming to see the spark in their eyes and listen to... what they’re doing and how their work aligns with the Coeur strategy” Jeane said. “That is what excited me about Coeur, the collaborative nature and the alignment of people in the organization around the strategy.”

ETHICS & COMPLIANCE

Coeur’s global ethics and compliance program (Program) uses a centralized and coordinated approach and is led by our Chief Compliance Officer, an expert in-house legal team and partners with Coeur’s Human Resources, IT and Health and Safety teams, among others. This multi-disciplinary team works on an ongoing basis to make the Program relevant and accessible to employees at every level and is focused on continuous improvement and using data and key performance indicators to actively measure and enhance Program effectiveness. Company leadership, including the Board of Directors, are active participants in and champions of the Program.

Coeur’s Code of Business Conduct and Ethics (Code) provides a roadmap to help guide employee actions, and all employees are responsible for conducting business and themselves with high ethical standards and in accordance with the Code. We believe our Code aligns with our purpose statement of ***We Pursue a Higher Standard*** by expecting all of our directors, officers and employees to seek and deliver a higher standard of honesty, ethics and integrity in every aspect of our business and throughout our organization. The Board’s Audit Committee is responsible for overseeing and recommending Board approval of the standards of business conduct contained in the Code, including significant updates.

As part of our regular policy review process, Coeur’s Chief Compliance Officer reviews and updates our Code and ethics and governance policies at least annually and sponsors regular training programs for all employees, using several methods including in-person, online and periodic compliance reminder communications. In 2022, trainings covered topics including:

- Code of Conduct
- Preventing Discrimination and Harassment
- Diversity and Inclusion (Including our ‘Day of Understanding’ events)
- Bystander intervention
- Unconscious/Personal Choice Bias
- Human Rights
- Related Party Transactions
- Conflicts of Interest
- Fair Dealings with Others
- Insider Trading and Regulation Fair Disclosure
- Anti-Corruption and Anti-Bribery
- Cyber Risk
- Cliques

Coeur expects employees to speak up regarding any situation or action that violates, or even appears to violate, the Code, Coeur policies or any applicable law or regulation. Employees can report to their supervisor, Human Resources or the legal department and can reach out anonymously to any of the following 24/7:

Submit a written report by mail to:

General Counsel
Coeur Mining, Inc.
200 S. Wacker Dr.
Suite 2100
Chicago, IL 60606



Submit a written report by email to:

generalcounsel@coeur.com



Call our anonymous hotline:

MX: 800-681-8172
US & Canada:
844-979-4935



Submit a report electronically

via the computer at:

<https://coeurhotline.ethicspoint.com>

via the phone:

<https://coeurhotlinemobile.ethicspoint.com>

or with a QR code

Key elements making up Coeur’s strong whistleblower protection program include:

- Hosted by an independent third party with expanded reporting options
- Reports may be filed in English or Spanish
- Strict policy of no retaliation against reporting persons making any report in good faith
- Option to report anonymously
- Board oversight: reports elevated to the Board’s Audit Committee
- Policy documents and hotlines in both Spanish and English
- Proactive training and periodic surveys to test effectiveness of Program and awareness of the Code and policies
- Established procedures for responding to hotline reports
- Ongoing tracking of hotline statistics and benchmarking to determine effectiveness

Coeur has a zero-tolerance policy regarding bribery, corruption (including facilitation payments) and fraud.

Coeur’s business is North America-focused and U.S.-centric, with a low overall corruption risk profile. Our Palmarejo mine is located in Mexico, which has a low score on the Transparency International’s Corruption Perception Index¹¹. However, we aim to mitigate this risk through continuous reinforcement of our culture of ethics and transparency and the strength of our compliance and ethics program, including our Code of Business Conduct and anti-bribery and anti-corruption policy, which requires, among other things, compliance with the U.S. Foreign Corrupt Practices Act and Mexican anti-bribery laws.

Supplier Code of Conduct

Coeur also has a Supplier Code of Conduct (Supplier Code) that complements the Code. Suppliers and third-party contractors are expected, in all their activities and while working for the Company, to maintain high ethical standards and act with integrity, operate in full compliance with our Supplier Code, applicable Coeur policies and procedures (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. Third parties are screened as part of the supplier and business partner due diligence processes.

Both of our codes are available on Coeur’s website along with key policies including: Whistleblower Reporting Hotline Policy; Environment, Health, Safety and Corporate Responsibility Policy and Human Rights Policy, among others.

Political Spending

Coeur values communication and education with stakeholders, including policy makers at various levels of government. The purpose of these interactions is to educate them in a responsible and ethical way on Coeur, modern mining and the issues critical to our business, industry and stakeholders. The Board of Directors oversees Coeur’s policies and procedures regarding political spending as stated in the Corporate Governance Guidelines. Furthermore, we are committed to the highest standard of ethical conduct in our involvement in policymaking and the political process.

In accordance with federal law, Coeur does not make corporate contributions to candidates or political parties in federal elections. At the state- and local-level, in addition to direct contributions, Coeur engages lawfully in the legislative process to communicate its views on legislative and regulatory matters affecting the company’s business, including on critical minerals, mining law reform and abandoned mine lands.

As is the case with many other corporations, Coeur maintains a Political Action Committee (Coeur PAC), a bipartisan committee that allows eligible employees, Directors and others to contribute through the Coeur PAC to the campaigns of U.S. federal candidates who support public policy initiatives that support responsible mining. Employees are not reimbursed for PAC contributions. Disbursements by Coeur PAC are made solely based on the interests of the company and its stakeholders and are not based on the personal agendas of individual directors, officers or employees.

Coeur also pays regular dues as a member to various trade and industry organizations in the United States, Canada and Mexico. Some of these organizations may engage in lobbying activities that

advocate on behalf of natural resources industry by using a portion of membership dues for state and federal lobbying and political expenditures. While Coeur does not necessarily agree with all of the views of these groups, we believe that working within collaborative industry structures helps to achieve the best outcomes that are important for the success of the company.

See further information in the [Governance data table](#) (p. 52).






TCFD DISCLOSURE TABLE

TCFD Recommendations	Summary Response	ESG Report Page(s)
Governance		
a. Describe the board's oversight of climate-related risks and opportunities.	Coeur's Board of Directors has direct oversight of climate and environment. The EHSCR Committee exercises active oversight of company environmental strategy, key initiatives, risks and mitigation and the development, monitoring and review of policies and management systems, including the impact of climate change on Coeur's business and Coeur's impact on climate.	9 , 12-13
b. Describe management's role in assessing and managing climate-related risks and opportunities.	At the management level, the cross-functional Climate Working Group leads our climate strategy, including scenario analysis and the identification of risks and opportunities, and helps carry the analysis through to organizational planning including the establishment of goals and targets. Each operation is responsible for providing input into the broader strategy and for carrying out implementation initiatives. Coeur executives and employees are accountable for achieving climate objectives through our performance-based incentive programs.	12-13
Strategy		
a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	Please see the table within our report.	16-17
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Please see the section of our report entitled " Climate Risk & Resilience " to read about our scenario analysis results and implications to Coeur.	15-17
Risk Management		
a. Describe the organization's processes for identifying and assessing climate-related risks.	Coeur tracks several climate-related metrics to inform our assessment of climate risks and opportunities. Key climate-related metrics include energy and water usage as well as our Scopes 1 (direct) and 2 (indirect) emissions. In 2022 we conducted an initial assessment of our scope 3 (value chain) emissions and developed a calculator tool to translate spend data pertaining to the upstream categories (1-8) defined in the GHG protocol into quantified emissions. Climate-related opportunities are assessed by potential impacts on more traditional business and financial drivers including revenue growth (e.g. from increased demand for certain commodities) and cost savings (e.g. from technology advancements that result in reduced costs). A more detailed overview of our key climate-related and broader environmental-related metrics including waste and tailings management, land use and biodiversity can be found in the following sections of this report. Please see our " Climate Risk & Resilience " section for a detailed explanation of our evaluation.	13-16
b. Describe the organization's processes for managing climate-related risks.		13-19
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		13-19


TCFD DISCLOSURE TABLE CONT.

TCFD Recommendations	Summary Response	ESG Report Page(s)
Metrics and Targets		
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Coeur tracks several climate-related metrics to inform our assessment of climate risks and opportunities. Key climate-related metrics include energy and water usage as well as our Scopes 1 (direct) and 2 (indirect) emissions. In 2022 we conducted an initial assessment of our scope 3 (value chain) emissions and developed a calculator tool to translate spend data pertaining to the upstream categories (1-8) defined in the GHG protocol into quantified emissions.</p> <p>Climate-related opportunities are assessed by potential impacts on more traditional business and financial drivers including revenue growth (e.g. from increased demand for certain commodities) and cost savings (e.g. from technology advancements that result in reduced costs). A more detailed overview of our key climate-related and broader environmental-related metrics including waste and tailings management, land use and biodiversity can be found in the following sections of this report.</p>	18-19
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	At the management level, the cross-functional Climate Working Group leads our climate strategy, including scenario analysis and the identification of risks and opportunities, and helps carry the analysis through to organizational planning including the establishment of goals and targets. Each operation is responsible for providing input into the broader strategy and for carrying out implementation initiatives. Coeur executives and employees are accountable for achieving climate objectives through our performance-based incentive programs.	18 , 47-48


ENVIRONMENT DATA TABLE

Coeur Mining ESG Report Data Summary 2022		
Data Item description		Response
Environment 		
Energy and Emissions		
Gross global Scope 1 emissions Metric tons (t) CO ₂ e	2018	194,473
	2019	185,022
	2020	188,025
	2021	208,490
	2022	205,794
Gross global Scope 1 emissions by Site 2022 Metric tons (t) CO ₂ e	Kensington	55,884
	Palmarejo	25,515
	Rochester	57,669
	Silvertip	14,568
	Wharf	52,158
Percentage covered under emissions limiting regulations	2022	0%
Gross global Scope 2 emissions Metric tons (t) CO ₂ e Location Based ⁷	2018	eGrid factors (location based) 86,607
	2019	98,243
	2020	100,809
	2021	90,790
	2022	94,388
Gross global Scope 2 emissions Metric tons (t) CO ₂ e Market Based	2018	eGrid factors (market based) 96,951
	2019	109,999
	2020	109,815
	2021	93,539
	2022	84,316
Gross global Scope 2 emissions by Site 2022 Metric tons (t) CO ₂ e Location Based ⁷	Kensington	0
	Palmarejo	57,356
	Rochester	22,111
	Silvertip	0
	Wharf	14,921
Gross global Scope 2 emissions by Site 2022 Metric tons (t) CO ₂ e Market Based	Kensington	0
	Palmarejo	57,356
	Rochester	16,723
	Silvertip	0
	Wharf	10,238


ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022		
Data Item description		Response
Environment 		
Energy and Emissions cont.		
Gross global Scope 1+2 emissions Metric tons (t) CO ₂ e Location Based ⁷	2018	eGrid factors (location based) 281,080
	2019	283,266
	2020	288,834
	2021	299,279
	2022	300,182
Gross global Scope 1+2 emissions Metric tons (t) CO ₂ e Market Based	2018	Energy provider factors (market based) 291,424
	2019	295,021
	2020	297,840
	2021	302,029
	2022	290,111
Gross global Scope 1+2 emissions by Site 2022 Metric tons (t) CO ₂ e Location Based ⁷	Kensington	55,884
	Palmarejo	82,871
	Rochester	79,780
	Silvertip	14,568
	Wharf	67,079
Gross global Scope 1+2 emissions by Site 2022 Metric tons (t) CO ₂ e Market Based	Kensington	55,884
	Palmarejo	82,871
	Rochester	74,392
	Silvertip	14,568
	Wharf	62,395
GHG Emissions Intensity (Scopes 1+2) Average Kg GHG / Ton Processed Location Based ⁷	2018	eGrid factors (location based) 12.15
	2019	15.87
	2020	12.59*
	2021	14.14
	2022	13.45
GHG Emissions Intensity (Scopes 1+2) Average Kg GHG / Ton Processed Market Based	2018	Energy provider factors (market based) 12.60
	2019	16.53
	2020	13.04
	2021	14.27
	2022	12.99
Scope 3 Emissions (2021)*	2021	423,112
*Please note that Scope 3 data is for 2021		


ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022				
Data Item description		Response		
Environment 				
Energy and Emissions cont.				
Scope 3 by Site 2021* *Please note that Scope 3 data is for 2021	Kensington	68,023		
	Palmarejo	95,036		
	Rochester	180,354		
	Silvertip	42,480		
	Wharf	32,751		
	Corporate	4,469		
Total Energy Consumed Gigajoules (GJ)	2018	3,642,668		
	2019	3,669,923		
	2020	3,666,812		
	2021	3,954,772		
	2022	3,981,610		
Total Energy Consumed by Site 2022 Gigajoules (GJ)	Kensington	797,966,563		
	Palmarejo	851,808,749		
	Rochester	1,113,517,221		
	Silvertip	269,910,950		
	Wharf	948,406,621		
Energy Usage Sources		Purchased Electricity	Diesel	Natural Gas
	2018	18%	60%	19%
	2019	22%	54%	21%
	2020	23%	61%	13%
	2021	21%	65%	11%
	2022	22%	62%	14%
Energy Intensity GJ per Tons Processed	2018	0.16		
	2019	0.21		
	2020	0.16		
	2021	0.19		
	2022	0.18		
Percentage Grid Electricity	2018	18%		
	2019	22%		
	2020	23%		
	2021	21%		
	2022	22%		
Percentage Grid Electricity by Site 2022	Kensington	0%		
	Palmarejo	57%		
	Rochester	26%		
	Silvertip	0%		
	Wharf	11%		


ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022			
Data Item description		Response	
Environment 			
Energy and Emissions cont.			
Percentage Renewable 2022	Palmarejo Rochester Wharf	25% 41% 48%	
Water Management			
Total Freshwater withdrawn 2022 Cubic meters	Kensington Palmarejo Rochester Silvertip Wharf Total	34,265 263,954 729,533 807,186 646,807 2,481,745	
Total Freshwater consumed 2022 Cubic meters	Kensington Palmarejo Rochester Silvertip Wharf Total	-5,938,808 -872,463 711,580 1,407 226,718 -5,871,566	
Water intensity Cubic meters of water withdrawal per ton processed	2022	0.11	
Total volume of treated water discharged back to the environment Cubic meters	2022	7,055,700	
Number of incidents of non-compliance associated with water quality permits, standards, and regulations		Temporary instances with exceedances of permitted discharge or leak detection limits	Notices of violations
	2019	23	3
	2020	11	1
	2021	0	1
	2022	0	0
Water Stress	2022	Based on our internal analysis, we have determined that 2 of our mines, Palmarejo and Rochester, are located in water stressed regions. We note that the location of our water stressed mines differs from the World Resource Institute’s (WRI) information, referred to in SASB’s guidance to companies. Our process to determine areas of water stress includes an internal analysis of operational and site-specific data. WRI considers Rochester and Wharf as being water stressed. While our internal analysis agrees with the classification of Rochester, our Wharf mine in fact consistently has excess water.	


ENVIRONMENT DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022		
Data Item description		Response
Environment 		
Water Management cont.		
Significant Spills ³	2019	3
	2020	14
	2021	14
	2022	10
Waste & Tailings Management		
Total Weight of Waste Rock Generated 2022 Metric tons (t)	Kensington Palmarejo Rochester Silvertip Wharf Total	261,431 605,125 3,763,518 0 12,099,571 16,729,645
Description of waste and hazardous materials management policies and procedures for active and inactive operations	2022	Please see our Response to The Church of England Pensions Board’s Request for Information: Re Tailings Dam Management 2019, updated in 2022, Available at: https://www.coeur.com/responsibility/environment/#waste-and-tailingsmanagement
Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	2022	
Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	2022	
Biodiversity Management		
Description of environmental management policies and practices for active sites	2022	Coeur has a company-wide environmental policy with accompanying standards and protocols. Operations have site-specific management plans, Operations, Maintenance and Surveillance (OMS) manuals for key facilities, written procedures, and detailed monitoring systems and programs in place to actively manage environmental risks.
Percentage (%) of mine sites where acid rock drainage is: (1) predicted to occur (2) actively mitigated (3) under treatment or remediation	(1)	0%
	(2)	25%
	(3)	25%
Percentage (%) of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	(1)	0%
	(2)	0%


PEOPLE DATA TABLE

Coeur Mining ESG Report Data Summary 2022					
Data Item description		Response			
People 					
Health & Safety					
Lost Time Injury Frequency Rate (LTIFR)	2018	Employees 0.24	Contractors 0.56	Total 0.33	
	2019	0.38	0.11	0.30	
	2020	0.29	0.13	0.25	
	2021	0.18	0.15	0.17	
	2022	0.18	0.16	0.17	
	Total Reportable Injury Frequency Rate (TRIFR)	2018	Employees 0.86	Contractors 1.24	Total 0.96
2019		1.00	0.45	0.85	
2020		0.79	0.63	0.74	
2021		0.49	0.98	0.67	
2022		0.36	0.56	0.43	
3-year trailing average (LTIFR)		2019	Employees 0.37	Contractors 0.31	Total 0.35
	2020	0.31	0.27	0.30	
	2021	0.29	0.13	0.24	
	2022	0.22	0.15	0.21	
3-year trailing average (TRIFR)	2019	Employees 1.00	Contractors 0.82	Total 0.95	
	2020	0.89	0.78	0.86	
	2021	0.77	0.73	0.76	
	2022	0.54	0.74	0.62	
LTIFR and TRIFR Mine Safety and Health Administration (MSHA) average vs. Coeur total		LTIFR		TRIFR	
		MSHA	Coeur	MSHA	Coeur
	2018	0.95	0.33	1.46	0.96
	2019	1.04	0.30	1.49	0.85
	2020	0.96	0.25	1.40	0.74
	2021	1.02	0.17	1.41	0.67
	2022	1.00	0.17	1.45	0.43
Fatality Rate	2022	0			


PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022				
Data Item description		Response		
People 				
Health & Safety Cont.				
Average hours of health, safety, and emergency response training for				
a) full time employees 2022		#Trainings	Total Hours	#People
	Kensington	134	8,876	515
	Palmarejo	234	12,332	2,986
	Rochester	27	234	41
	Silvertip	100	664	68
	Wharf	185	22,935	279
	Total	680	45,041	3,889
b) contract employees 2022		#Trainings	Total Hours	#People
	Kensington	30	1,056	100
	Palmarejo	85	4,805	958
	Rochester	7	42	50
	Silvertip	163	589	163
	Wharf	40	831	81
	Total	325	7,323	1,352
Near Misses by Site 2022	Kensington	40		
	Palmarejo	46		
	Rochester	202		
	Silvertip	11		
	Wharf	77		
	Total	411		
	Number of Medical Treatment Cases (MTC)		Employees	Contractors
2018		15	6	21
2019		15	3	18
2020		10	4	14
2021		7	11	18
2022		4	5	9
MTC Rate			Employees	Contractors
	2018	0.61	0.67	0.63
	2019	0.63	0.34	0.55
	2020	0.49	0.51	0.50
	2021	0.31	0.83	0.50
	2022	0.18	0.40	0.26
	Exposure Hours		Employees	Contractors
2018		4,909,239	1,778,739	6,687,978
2019		4,790,842	1,772,396	6,563,238
2020		4,068,700	1,575,947	5,644,647
2021		4,469,014	2,662,657	7,131,671
2022		4,466,749	2,507,935	6,974,684


PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022						
Data Item description		Response				
People 						
Health & Safety Cont.						
Occupational Illness Frequency Rate (OIFR)	2022	0				
Recruitment, Retention & Engagement						
Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	2022	US: 0% Mexico: 65%				
Number and duration of strikes and lockouts	2022	0				
Employee Engagement Survey		Feel safe performing their jobs	Feel comfortable reporting something unsafe	Believe that Coeur is committed to minimizing its impact on the environment	Proud to work at Coeur Mining	Participation rate
	2019	93%	92%	91%	90%	64%
	2021	92%	86%	87%	87%	93%
IMPACT Training Hours	2020 2021 2022	3392, cumulative of 15,000+ 1,640, cumulative of 16,412+ 3156, cumulative of 22,124				
IMPACT participants	2022	14, cumulative of 184* *cumulative number reduced due to attrition				
Number of Career Opportunities for Military Through Coeur Heroes	2022	17, 80 cumulatively active				
Number of students supported via internships	2022	74				
Diversity						
Employees that Identify as Non-White (excl Palmarejo)	2022	22%				
Employees that Identify as Non-White (incl Palmarejo)	2022	>55%				
Percentage of Total Workforce by Gender		Female		Male		Non-Specified
	2019	10%		90%		<1%
	2020	10%		90%		<1%
	2021	12%		88%		<1%
	2022	12%		88%		<1%


PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022				
Data Item description		Response		
People 				
Diversity cont.				
Diversity of Employee Population (Gender and Race)	2020	19%		
	2021	20%		
	2022	22%		
Local Employment by Region			Total Local Workforce	Total Local New Hires
	Kensington		35%	24%
	Palmarejo		40%	47%
	Rochester		97%	91%
	Silvertip		7%	0%
	Wharf		96%	90%
	Total		67%	63%
Percentage of Senior & Executive Leadership by Gender		Female		Male
	2019	20%		80%
	2020	19%		81%
	2021	19%		81%
	2022	20%		80%
Percentage of Women in Supervisor or Higher Positions		Female		
	2020	66%		
	2021	66%		
	2022	63%		
Promotion Rate as a Function of Gender (Promotion % by Gender / Head Count)		Female		Male
	2022	21.83%		17.27%
Female to Male Pay Ratio		US, Mexico & Canada		US Only
	2022	Males are paid \$0.75 to every \$1.00 a female earns (M 0.75: F 1.00)		Males are paid \$1.07 to \$1.00 a female earns (M 1.07: F 1.00)
Total Voluntary Turnover	2022	11%		
Voluntary Turnover Among Diverse Employees	2020	9%		
	2021	11%		
	2022	12%		
Total Permanent Employee Turnover	2022	19%		


PEOPLE DATA TABLE CONT.

Coeur Mining ESG Report Data Summary 2022								
Data Item description				Response				
People 								
Diversity cont.								
New Hires by Region/ Gender/Age Group			18-29	30-39	40-49	50-59	60-65	Total
	Corporate ofc	Female	11%	11%	11%	11%	0%	43%
		Male	11%	21%	18%	7%	0%	57%
	Kensington	Female	5%	2%	4%	0%	0%	11%
		Male	39%	19%	17%	12%	2%	89%
	Palmarejo	Female	9%	2%	0%	1%	0%	11%
		Male	53%	29%	4%	4%	0%	89%
	Rochester	Female	12%	4%	4%	4%	1%	24%
		Male	27%	18%	12%	10%	5%	76%
	Wharf	Female	7%	2%	0%	3%	0%	12%
Male		36%	31%	12%	7%	3%	88%	
Terminations by Region/ Gender/Age Group			18-29	30-39	40-49	50-59	60-65	Total
	Corporate ofc	Female	11%	11%	11%	11%	0%	28%
		Male	11%	21%	18%	7%	0%	72%
	Kensington	Female	5%	2%	4%	0%	0%	14%
		Male	39%	19%	17%	12%	2%	86%
	Palmarejo	Female	9%	2%	0%	1%	0%	10%
		Male	53%	29%	4%	4%	0%	90%
	Rochester	Female	12%	4%	4%	4%	1%	28%
		Male	27%	18%	12%	10%	5%	72%
	Wharf	Female	7%	2%	0%	3%	0%	11%
Male		36%	31%	12%	7%	3%	89%	
Percentage of Workforce by Generation Band	2022	18-29	30-39	40-49	50-59	60-65	50-59	60-65
		14%	47%	31%	8%	0%	8%	0%
Average age of Workforce	2019	40 years						
	2020	40 years						
	2021	40 years						
	2022	40 years						

COMMUNITIES DATA TABLE

Coeur Mining ESG Report Data Summary 2022					
Data Item description		Response			
Communities 					
Human Rights & Indigenous Relations					
Percentage of (1) proved and (2) probable reserves in or near areas of conflict	2022	(1) 0% (2) 0% Coeur’s asset platform is North America-focused and U.S.-centric, with a low geopolitical risk profile and not located in or near areas of conflict. Although human rights, security and Indigenous rights are important to consider at every site, the lack of conflict and low risk profile mitigates these risks as to relates to Coeur’s overall operations.			
Percentage of (1) proved and (2) probable reserves in or near indigenous land	2022	1 of our 4 mines (25%), Kensington, and 1 of our projects, Silvertip, have official agreements with Indigenous Peoples near our operations. However, Coeur also recognizes that there may be other Indigenous communities indirectly affected by our operations groups that are not officially recognized that are also on or near our operations. We are committed to fostering strong relationships and ongoing engagement, holding ongoing conversations with these groups.			
Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	2022	Coeur respects and promotes the rights of the Indigenous Peoples in our communities. We foster open and honest communication in all aspects of stakeholder relations and establish long-term mutually beneficial relationships with local Indigenous communities.			
Discussion of process to manage risks and opportunities associated with community rights and interests	2022	As a significant producer of gold and silver for over 90 years, Coeur is helping to contribute to the long-term economic viability of the communities surrounding our five mining operations and across all locations where Coeur maintains a presence. Our efforts create lasting impacts beyond the life of our mines.			
Number and duration of non-technical delays	2022	0			
Contributions to Communities		Economic Development & Infrastructure	Education, Sports & Culture	Health & Wellness	Total
	2020	44%	41%	15%	1,305,396
	2021	34%	38%	28%	1,305,315
	2022	46%	27%	27%	1,402,246
New Hires from Local Community	2021 2022	60% 67%*	*excluding Silvertip. Silvertip local hire is 7%		
Tax and other payments by country 2022 ¹² (Taxes, royalties and fees to governments, including indigenous governing bodies)	US Canada Mexico Total	8,302,542 2,023,590 43,654,154 53,980,286			

GOVERNANCE DATA TABLE

Coeur Mining ESG Report Data Summary 2022		
Data Item description		Response
Governance 		
Board Diversity		
Board Tenure	2022	Average tenure is approximately 13 years
Number of Board Members	2022	10
Women on Board	2022	3 (30%)
Independent Directors	2022	9 (90%)
Ethnic Background	2022	2 (20%)
Diversity of Independent Directors (Gender & Ethnic)	2022	5 of 10 (50%)
Compensation		
CEO Pay	2022	In 2022, 81% of CEO pay was variable, or “at-risk” compared to our peer group variable pay average of 79%.
ESG Targets	2022	Coeur has set specific, objective long-term ESG targets including GHG emissions net intensity reductions and improvements in the diversity of our workforce, enhancing ESG disclosures, including SASB and GRI-aligned reporting, incorporating ESG factors into our long-term business strategy, and increasing the proportion of incentive compensation linked to ESG factors and, in 2022, adding performance shares tied to achievement of our public GHG net intensity reduction goal to the executive compensation program.
Investor Outreach		
Stockholder Outreach	2022	Reached out to stockholders with 0.15% or more ownership (representing approximately 63% of our aggregate outstanding shares) for the 11th consecutive year.
Ethics & Compliance		
Description of the management system for prevention of corruption and bribery throughout the value chain	2022	Coeur's Code of Business Conduct and Ethics (the Code) provides a roadmap to help guide employee actions. The Audit Committee of the Board is responsible for overseeing the Code. Employee training on the Code covers topics such as anti-corruption and anti-bribery.
		Vendors are screened for topics such as corruption, bribery and human rights as part of our supplier and business partner due diligence processes.
Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	2022	2,197,808 tons milled in 2022
Political Spending	2022	Lobbying Interest
		Political Campaigns
		Trade Associations
		Total
		Revenue
		Percent of Revenue
		Coeur PAC

GRI CONTENT INDEX

Coeur Mining ESG Report GRI Standards Disclosure		
Code	GRI Standards Disclosure	ESG Report Page(s)
General Disclosure: The Organization and its reporting practices		
GRI 2-1	Organizational details	6
GRI 2-2	Entities included in the organization's sustainability reporting	6
GRI 2-3	Reporting period, frequency and contact point	6
General Disclosure: Governance		
GRI 2-9	Governance Structure and Composition	Proxy Stmt 2-12
GRI 2-10	Nomination and selection of the highest governance body	Proxy Stmt 2-12
GRI 2-11	Chair of the highest governance body	Proxy Stmt 2-12
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Stmt 2-12
GRI 2-13	Delegation of responsibility for managing impacts	9 ; Proxy Stmt 2-12
GRI 2-14	Role of the highest governance body in sustainability reporting	9
GRI 2-16	Communication of critical concerns	42
GRI 2-18	Evaluation of the performance of the highest governance body	Proxy Stmt 2-3
GRI 2-19	Remuneration policies	Proxy Stmt 42-65
GRI 2-20	Process to determine remuneration	Proxy Stmt 42-65
GRI 2-21	Annual total compensation ratio	Proxy Stmt 79
General Disclosure: Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	9
GRI 2-23	Policy commitments	9 , 12 , 27 , 34 , 40

GRI CONTENT INDEX CONT.

Coeur Mining ESG Report GRI Standards Disclosure		
Code	GRI Standards Disclosure	ESG Report Page(s)
General Disclosure: Strategy, policies and practices cont'd		
GRI 2-26	Mechanisms for seeking advice and raising concerns	42
GRI 2-28	Membership associations	8
General Disclosure: Strategy, policies and practices		
GRI 2-29	Approach to stakeholder engagement	41
GRI 2-30	Collective bargaining agreements	50
GRI 3: Material Topics 2021		
GRI 3-1	Process to determine material topics	9
GRI 3-2	List of material topics	9
GRI 201: Economic Performance 2016		
GRI 201-2	Financial implications and other risks and opportunities due to climate change	15-17
GRI 201-3	Defined benefit plan obligations and other retirements plans	Proxy Stmt 74-75
GRI 205: Anti-corruption 2016		
GRI 205-2	Communication and training about anti-corruption policies and procedures	42

GRI CONTENT INDEX CONT.

Coeur Mining ESG Report GRI Standards Disclosure		
Code	GRI Standards Disclosure	ESG Report Page(s)
GRI 207: Tax 2019		
GRI 207-4	Country-by-country reporting	52
GRI 302: Energy 2016		
GRI 302-1	Energy consumption within the organization	48
GRI 302-3	Energy intensity	48
GRI 303: Water and Effluents 2018		
GRI 303-2	Management of water discharge-related impacts	20-21
GRI 303-3	Water withdrawal	48
GRI 303-4	Water discharge	48
GRI 303-5	Water consumption	48
GRI 304: Biodiversity 2016		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	49
GRI 304-3	Habitats protected or restored	24
GRI 305: Emissions 2016		
GRI 305-1	Direct (Scope 1) GHG emissions	47
GRI 305-2	Energy indirect (Scope 2) emissions	47
GRI 305-3	Other indirect (Scope 3) emissions	47
GRI 305-4	GHG emissions intensity	47
GRI 305-5	Reduction of GHG emissions	47
GRI 401: Employment 2016		
GRI 401-1	New employee hires and employee turnover	51

GRI CONTENT INDEX CONT.

Coeur Mining ESG Report GRI Standards Disclosure		
Code	GRI Standards Disclosure	ESG Report Page(s)
GRI 403: Occupational Health and Safety 2018		
GRI 403-1	Occupational health and safety management system	29-30
GRI 403-2	Hazard identification, risk assessment, and incident investigation	29-30
GRI 403-3	Occupational health services	29-30
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	29-30
GRI 403-5	Worker training on occupational health and safety	29-30
GRI 403-6	Promotion of worker health	28-30
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29-30
GRI 403-8	Workers covered by an occupational health and safety management system	29-30
GRI 403-9	Work-related injuries	49-50
GRI 403-10	Work-related ill health	49-50
GRI 404: Training and Education 2016		
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	32
GRI 405: Diversity and Equal Opportunity 2016		
GRI 405-1	Diversity of governance bodies and employees	50-52
GRI 405-2	Ratio of basic salary and remuneration of women to men	51
GRI 413: Local Communities 2016		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	34-38
GRI 415: Public Policy 2016		
GRI 415-1	Political contributions	52

SASB CONTENT INDEX

Coeur Mining ESG Report SASB Standards Disclosure		
Code	SASB Standards Disclosure	ESG Report Page(s)
Greenhouse Gas Emissions		
EM-MM-110a.1.	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	47
EM-MM-110a.2.	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	13-19
Air Quality		
EM-MM-120a.1.	Air emissions of the following pollutants: (1) CO, (2) Nox (excluding N2O), (3) SOx, (4) particulate matter (PM10), (5) mercury (Hg), (6) lead (Pb), and (7) volatile organic compounds (VOCs)	Not available
Energy Management		
EM-MM-130a.1.	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	48
Water Management		
EM-MM-140a.1.	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	48
EM-MM-140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	48
Waste & Hazardous Materials Management		
EM-MM-150a.4.	Total weight of non-mineral waste generated	Not available
EM-MM-150a.5.	Total weight of tailings produced	49
EM-MM-150a.6.	Total weight of waste rock generated	49
EM-MM-150a.7.	Total weight of hazardous waste generated	Not available
EM-MM-150a.8.	Total weight of hazardous waste recycled	Not available
EM-MM-150a.9.	Number of significant incidents associated with hazardous materials and waste management	Not available
EM-MM-150a.10.	Description of waste and hazardous materials management policies and procedures for active and inactive operations	22
Biodiversity Impacts		
EM-MM-160a.1.	Description of environmental management policies and practices for active sites	24
EM-MM-160a.2.	Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	49
EM-MM-160a.3.	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	49











SASB CONTENT INDEX

Coeur Mining ESG Report SASB Standards Disclosure		
Code	SASB Standards Disclosure	ESG Report Page(s)
Security, Human Rights & Rights of Indigenous Peoples		
EM-MM-210a.1.	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	52
EM-MM-210a.2.	Percentage of (1) proved and (2) probable reserves in or near indigenous land	52
EM-MM-210a.3.	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	37-38
Community Relations		
EM-MM-210b.1.	Discussion of process to manage risks and opportunities associated with community rights and interests	34-38
EM-MM-210b.2.	Number and duration of non-technical delays	52
Labor Relations		
EM-MM-310a.1.	Percentage of active workforce covered under collective bargaining agreements, broken down by U.S. and foreign employees	50
EM-MM-310a.2.	Number and duration of strikes and lockouts	50
Workforce Health & Safety		
EM-MM-320a.1.	(1) MSHA all-incidence rate, (2) fatality rate, (3) near miss frequency rate (NMFR) and (4) average hours of health, safety, and emergency response training for (a) full-time employees and (b) contract employees	49-50
Business Ethics & Transparency		
EM-MM-510a.1.	Description of the management system for prevention of corruption and bribery throughout the value chain	42-43
EM-MM-510a.2.	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	52
Tailings Storage Facilities Management		
EM-MM-540a.1.	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	49
EM-MM-540a.2.	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	49
EM-MM-540a.3.	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	49

UN SUSTAINABLE DEVELOPMENT GOALS

Established in 2015, the 17 United Nations Sustainable Development Goals (SDGs) are “the blueprint to achieve a better and more sustainable future for all”. The mining industry has the opportunity to mitigate risks or contribute to each of the goals. Coeur mapped our ESG-related strategies and activities to the SDGs and identified 10 that best align with our business and the areas in which we have the greatest potential impact.

By aligning with the SDGs and communicating our sustainability and responsibility efforts, we support and contribute to the achievement of the global goals. Please visit sdg.org for more information on goals and subtargets.

Sustainable Development Goals	How Coeur Contributes	ESG Report Page(s)
 3 GOOD HEALTH AND WELL-BEING	In each country where we operate, we go beyond what is required or considered ‘standard’ with regards to our health-related benefits offerings for all full-time employees regardless of job function. During 2022 we introduced new programs to further address total worker health. We also aim to have a positive impact on the health of our communities through: contributions to local health care-related organizations; free community care clinic at Palmarejo; strategies to reduce water and soil contamination near operations.	People: 20-30 Communities: 36-37
 4 QUALITY EDUCATION	We believe our investment in education and training can help create a pipeline of diverse local workers across our locations. We partner with local schools, universities, communities, other mines and other organizations to develop and provide education about the mining industry as well as relevant skills training. In 2022, we provided 147 scholarships across our locations.	Communities: 35
 5 GENDER EQUALITY	Coeur has taken action to increase diversity, equity and inclusion in an industry that traditionally had low levels of diversity. We established an inclusion index baseline during 2022 and we also review compensation annually to analyze fair and consistent pay practices, including by gender and race for similar jobs.	People: 31
 6 CLEAN WATER AND SANITATION	Water is essential to the mining process and important to our internal and external stakeholders. Our water management practices and policies focus on water quality and treatment, quantity, stress and rights. We maintain standard water management practices across Coeur and also regularly review our risks and opportunities at the local and regional levels.	Environment: 20-21
 7 AFFORDABLE AND CLEAN ENERGY	We recognize we have the unique opportunity to support the raw materials necessary for a modern, lower carbon future. This includes our contribution to our nation's ability to produce vital infrastructure, support manufacturing, advance green technology and aid in defense and energy supply chains. We are committed to reducing the carbon intensity of our own operations. As one part of our strategy to lower emissions, Coeur is leveraging decarbonization and clean energy where economically feasible.	Environment: 12-19
 8 DECENT WORK AND ECONOMIC GROWTH	As a precious metals producer, we supply minerals that play a key role in economic growth. We have determined that our average employee earns over 40% more than the average employee in their local markets according to industry benchmarking. In 2022, 67% of our total employee population were from local communities and 63% of our new hires were local.	People: 26, 32 Communities: 34-35
 10 REDUCED INEQUALITIES	Coeur believes in going above a fair and living wage in a fair and equitable manner. As part of this, we review compensation annually to analyze fair and consistent pay practices. This pay equity analysis includes evaluation by gender and race for similar jobs.	People: 27
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Coeur aims to Protect our environment, Develop plans that guide responsible mineral production and Deliver environmental best practices. Our sites work to analyze and plan energy efficiency improvements and water efficiency. In addition, we avoid unnecessary generation of waste, implement recycling practices and aim to prevent and/or reduce pollution where possible.	Environment: 12, 20-22
 13 CLIMATE ACTION	As we continually evaluate the risks and opportunities to our business presented by climate change, Coeur is taking specific action to manage them and to assess and mitigate the potential impact we have on climate. In 2022, through the leadership of our Climate Working Group, we took further action to improve our climate resilience.	Environment: 13-19
 15 LIFE ON LAND	Biodiversity is an important consideration in all phases of the mine life. To create a baseline before we commence operations we conduct biodiversity impact assessments and for each operation we have strategies to manage site design, concurrent reclamation, wildlife and invasive species management. In 2023 we plan to develop a company-wide biodiversity framework that incorporates elements of the TNFD and other internationally recognized standards.	Environment: 24

NOTES & RESOURCES

1 Base-year average of 2018-2019 CO2 eq. intensity was 14.3 kg CO2 eq. / ton processed.

2 References to “materiality” here should not be construed as a characterization of the materiality or financial impact of that information with respect to our company.

3 Coeur internally defines a significant spill as the following amounts spilled outside of secondary containment: any amount of cyanide process solution; greater than or equal to 25 gallons of petroleum hydrocarbons; or greater than or equal to 5 gallons of untreated domestic sewage.

4 In the 2022 report, the goal was listed at 50% reduction which represented our stretch goal as opposed to the base.

5 Taskforce on Nature-related Financial Disclosures: <https://tnfd.global/>

6 Greenhouse Gas Reporting Rule 40 CFR Part 98, Tables C-1, C-2, A-1.

7 Grid electricity emissions factors: U.S. sites’ emissions factors are based on the eGRID regional factors. The date of eGRID version publication is used as the applicability date for each factor. The following subregional factors are applied to each site: AKMS for Kensington; RMPA for Wharf; NWPP for Rochester. Palmarejo’s annual emissions factors are based on Mexico’s national register of emissions. San Bartolomé’s emissions factors for 2017 were not available, so those factors are the average of the eGRID 2016 regional factors for our other sites.

8 According to the Greenhouse Gas Protocol Standards Supporting FAQ, “Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.” Note that currently Coeur’s Scope 3 emissions calculations only include upstream emissions.

9 For TRI Report Links and NPRI (Canada) Links see:

- Coeur Rochester: https://enviro.epa.gov/enviro/tri_formr_v2.dcn_list?rpt_year=2021&fac_id=89419CRRCH180EX&sbmsn_cnt=12&ban_flag=N
- Coeur Wharf: https://enviro.epa.gov/enviro/tri_formr_v2.dcn_list?rpt_year=2021&fac_id=57754WHRFRTROJA&sbmsn_cnt=8&ban_flag=N
- Coeur Alaska: https://enviro.epa.gov/enviro/tri_formr_v2.dcn_list?rpt_year=2021&fac_id=99801CRLSK331CL&sbmsn_cnt=14&ban_flag=N
- Coeur Silvertip: <https://pollution-waste.canada.ca/national-release-inventory/2021/29381>

10 https://s201.q4cdn.com/254090064/files/doc_downloads/governance-documents/policies/Human-Rights-20220114.pdf

11 <https://www.transparency.org/en/cpi/2022>; countries are scored 1-100 with 1 being the lowest (worst) and 100 being the highest (best) scores possible. Countries are then ranked 1-180 with the lowest rankings corresponding to the highest scores, i.e. the best.

12 Amount calculated following the Canadian Extractive Sector Transparency Measures Act methodology, excluding the minimum payment amount threshold under that legislation. For more information on this methodology, see <https://www.nrcan.gc.ca/our-natural-resources/mineralsmining/mining-resources/extractive-sector-transparencymeasures-act/18180>



COEUR MINING®

Coeur Mining, Inc.
104 S. Michigan Ave. Suite 900
Chicago, IL 60603

+1 (312) 489-5800
www.coeur.com

NYSE: CDE

Connect with us

